

TEXAS WORKFORCE COMMISSION

WORKFORCE INVESTMENT ACT TITLE I-B

PROGRAM YEAR 2007

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Texas Workforce Solutions Overview

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, comprising the Texas Workforce Commission (TWC) in partnership with 28 Local Workforce Development Boards (Boards), offers services through 233 Texas Workforce Centers and satellite offices (Workforce Centers), the Texas Workforce Investment Council (TWIC), and additional workforce partners.

In 1995, the Texas Legislature consolidated 28 employment and training programs from 10 state agencies under the auspices of TWC. Since then, TWC has transitioned many workforce services, including those under the Workforce Investment Act (WIA), to the Boards. Workforce Centers provide customers with a full complement of workforce services, with service delivery integrated to the maximum extent possible, thus providing locally managed and delivered services that meet the needs of employers and job seekers.

To achieve its mission, Texas Workforce Solutions continually seeks to:

- ensure employers have a skilled and trained workforce to compete in a global economy;
- 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 the community, ensuring that a strong, market-driven entity will develop a model for service delivery that responds to the skill needs of employers, and the needs of job seekers in the community. In addition, every Board benefits from having at least one member who is 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. Each Board knows its needs and its resources, and how best to deliver services.

Through these 28 Boards, strong bonds between business and the education and job-training sectors have been 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 Texas Workforce Solutions, which provides services to more than 1.8 million Texans a year. Out of a total budget of more than \$1 billion, TWC annually allocates about \$800 million, of which approximately \$215 million is WIA, for Boards to deliver workforce services. Local flexibility with state oversight and accountability is the Texas model, and it is one we know continues to serve Texans best.

Texas Workforce Commission Welcomes New Chairman

On March 12, 2008, Governor Rick Perry appointed Tom Pauken of Dallas as chairman of TWC. Chairman Pauken is founder and president of TWP, Inc. He formerly served in the White House Counsel Office under President Reagan and was subsequently appointed by the president to serve as director of ACTION, an independent federal agency. At ACTION, Chairman Pauken founded the Vietnam Veterans Leadership Program and helped lead the implementation of First Lady Nancy Reagan's Just Say No to Drugs campaign. He is a board member of TOR Minerals International Inc. and FutureMatrix Interventional. Chairman Pauken is also a member of the State Bar of Texas, Veterans of Foreign Wars, and Knights of Columbus. He received a bachelor's degree from Georgetown University and a law degree from Southern Methodist University.

Ronny Congleton was appointed in October 2003 by Governor Perry as Commissioner Representing Labor. Commission Congleton has nearly 35 years of experience in labor negotiations and a commitment to representing working Texans. After a career in the trucking industry, Commissioner Congleton was selected president of the 7,500-member Teamsters Local 745 of Dallas, Texas in 1997, serving in that capacity until his retirement in 2002. Commissioner Congleton served our nation in the U.S. Navy from 1963 to 1967.

In August 2008, Governor Perry appointed Andres Alcantar as Commissioner Representing the Public. Commissioner Alcantar has experience in providing workforce development services to employers and job seekers throughout the state as well as addressing workforce, business and economic development, competitiveness, and public and higher education issues.

Texas Workforce Commission Executive Director Leads National Workforce Association

Larry Temple, executive director of TWC, was installed as the new president of the National Association of State Workforce Agencies (NASWA) during the NASWA 2007 Annual Conference in Hartford, Connecticut.

In addition to serving as the organization's president-elect over the past year, Mr. Temple has been a member of the NASWA Board of Directors since 2003. He has served as chair of the organization's Administration and Finance Committee and co-chair of the Communications Committee.

Mr. Temple joined TWC in 1997 as director of the Office of Welfare Reform and was named deputy executive director in 2002. Prior to his career with TWC, Mr. Temple was deputy director of the Mississippi Department of Human Services, which he joined in 1992.

Mr. Temple's career also includes more than 20 years of private-sector management experience in energy, retail, and real estate development. He holds a Bachelor of Arts degree in history from St. Edward's University in Austin, where he serves as a member of the University's Advisory Council.

Texas' Market-Driven System

A trained workforce is critical to business success. TWC strengthens the Texas economy by providing the workforce development component of the state's economic development strategy. Texas boasts a large 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 link 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 résumé to our WorkInTexas.com online job-matching system. In others, it requires more extensive involvement, such as training or retraining 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 paths to self-sufficiency.

President George W. Bush has encouraged state workforce systems to target their training funds for jobs in high-growth, high-demand industries. If employers do not currently 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 compels us to talk to employers to identify their needs, rather than simply to ask job seekers what they want to do. The career that a job seeker desires may not be in high demand.

Business Services Units

Texas Workforce Solutions aims to be the first place employers go for workforce solutions. TWC uses WIA funds, leverages other funds, and partners with other programs to target employers seeking to expand their businesses, locate within Texas, or avert layoffs. TWC also uses WIA and other funds to address the hiring needs of local employers, establishing and maintaining long-term business relationships. Boards' Business Services Units (BSUs) reach out to employers. Texas Workforce Solutions 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 BSUs know their local employers' workforce needs prior to targeting and outreaching 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 scope of service, calculate return on investment to the community, and use industry and customer trend analyses to make strategic changes in their BSUs' plans. Effective employer engagement, careful industry selection, and ongoing business education help BSUs affect key drivers of their local labor markets, producing long-term improvements in their local economies.

Web-Based Resources

WorkInTexas.com

The award-winning WorkInTexas.com, TWC's comprehensive online employment resource, provides extensive job-matching options based on skills and experience, links to labor market and career development information, and around-the-clock access. TWC has upgraded the site, which includes features such as:

- capturing, tracking, sharing, and reporting of common job-seeker data across programs;
- job-seeker search based on employer name;
- one-button download of state and teacher applications and job seekers' résumés;
- online feedback mechanism for employers and job seekers;
- display of staff-managed job postings to employers; and
- tracking and reporting of U.S. military personnel who are close to discharge or retirement from active duty.

WorkInTexas.com is bigger and better than ever. Through a partnership with JobCentral.com, a national job-search clearinghouse, WorkInTexas.com has boosted the number of openings available to Texas job seekers to more than 125,000 — a jump of more than 25 percent.

JobCentral.com is operated by DirectEmployers Association, a nonprofit consortium owned and managed by 375 Fortune 500 companies, increasing the number of professional-level positions on WorkInTexas.com as well. Bell Helicopter, Chevron, ConocoPhillips, Continental Airlines, RadioShack, and Rolls-Royce are among the Fortune 500 companies that list with JobCentral.com. The state incurs no cost to obtain these listings.

TWC and the state's 28 Boards developed WorkInTexas.com to provide a comprehensive online employment resource, matching employers of all sizes and types with qualified candidates. More than 272,000 Texas employers currently are registered to post jobs on WorkInTexas.com, and 1.3 million Texans have found jobs since the Web site launched in June 2004, approximately 22 percent of whom were Unemployment Insurance (UI) claimants.

WorkInTexas.com provides many services to Texas employers and job seekers, including real-time job matching, job posting, résumé customization, labor pool and job-availability researching, job-skill assessment tests, and more — all online, at no cost, and available 24 hours a day, seven days a week.

Texas Industry Profiles

Texas Industry Profiles (www.texasindustryprofiles.com) 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 TWC and Board 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 multifunction modules of the Texas Industry Profiles system include:

- TWC Dashboard Indicators (includes reporting on New Hires and Reemployment and Employer Engagement 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

GIS, a mapping technology, is helping workforce professionals collaborate with employers and plan for business expansion, job retention, and workforce training by identifying current assets and gaps in local labor availability. TWC, in coordination with the Governor's Office, launched SitesOnTexas (www.sitesontexas.com) to provide Boards and their economic development partners with comprehensive demographics 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. 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 — such as labor availability, commuter patterns, educational facilities, and existing infrastructure — 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.

Texas' Success Story

Statewide Economic Figures

The true test of the effectiveness of Texas Workforce Solutions is the vitality of Texas' economy. Despite gloomy national economic statistics, Texas has cause to be optimistic about the future. Our state leaders continue to keep a strong emphasis on economic development, while state tax collections are high and our labor market shows job growth combined with low unemployment.

The statewide unemployment rate, seasonally adjusted, was at 4.4 percent as of June 2008. While this is up slightly from 4.3 percent in June 2007, it is below the June 2008 national

unemployment rate of 5.5 percent. The Texas unemployment rate is steadily on the rise, as was reported at 5.0 percent in August 2008.

Texas employers have created 245,000 jobs in the last 12 months, seasonally adjusted. The annual job growth rate for Texas is at 2.4 percent, compared with a flat annual job growth rate nationally. Over 47,000 jobs were added in June 2008 while the U.S. lost jobs over the month.

The Unemployment Compensation Trust Fund has risen above levels mandated by state law. This has enabled TWC to send Texas employers surplus tax credits averaging \$400. In June 2008, TWC began mailing \$148 million in tax credits to nearly 360,000 Texas employers that pay taxes into the Unemployment Compensation Trust Fund.

In March 2008, TWC approved a one-year suspension of the replenishment portion of the state's UI tax. The suspension of the 0.12 percent replenishment tax will affect an estimated 370,000 Texas businesses and will save employers \$90 million. TWC approved the suspension of the tax after reviewing employment figures and economic forecasts for Texas and determining there were sufficient reserves to meet unemployment obligations for 2008.

Texas' Regional Approach

In 1993, the Texas Legislature recognized the importance of regional planning areas when it established Texas' 28 Boards. Twenty-four of 28 Boards represent multicounty regional areas and are tasked with workforce program planning and administration. With only four single-county local workforce development areas (workforce areas) — Dallas, Tarrant County, Capital Area, and Cameron County — Texas was well positioned when the U.S. Department of Labor (DOL) introduced its regional planning initiative.

DOL has encouraged states to adopt regional approaches to workforce issues. DOL is focusing on the transformation of regional economies, and the transformation of the systems and structures that support regional economies. Like the transformation of the global economy, these goals require new ways of doing business.

Texas believes that regional planning is a mechanism that allows workforce areas to address ever changing labor markets and identify innovative ways to respond to the needs of business and industry. By coordinating efforts regionally, workforce areas can engage strategic partners and implement new service delivery models that will help attract and retain businesses. Regional planning also is expected to lead to greater efficiencies by reducing duplication and maximizing financial and human resources.

Participation in Regional Planning

To promote continued enhancements to regional planning and service delivery, TWC has adopted regional planning requirements for certain workforce areas in Texas while encouraging other workforce areas to participate voluntarily. These regional planning requirements support and are consistent with innovative programs that Texas has implemented, such as the Governor's Cluster Initiative. These programs transcend regional boundaries — like workforce areas — and

focus on areas joined through concentrations of interdependent, interconnected businesses and industries.

Texas Veterans Leadership Program

TWC approved \$2.25 million in WIA Statewide Activity Funds in support of a comprehensive program to assist returning Iraq and Afghanistan veterans as they resume civilian life in Texas.

The Texas Veterans Leadership Program (TVLP) is modeled on the successful Vietnam Veterans Leadership Program, which Chairman Pauken, a Vietnam veteran, established during the Reagan administration. In TVLP, Texas veterans who served in Iraq and Afghanistan lead the initiative to help fellow veterans throughout the state.

“Governor Perry and I want Texas to serve as the model for the nation in welcoming our veterans home as they return to civilian life,” said Chairman Pauken. “The best means of thanking them for the sacrifices they have made for our state and nation is to put in place a road map for their successful reintegration into civilian life.”

“Returning veterans deserve our utmost appreciation, and we must honor their service by easing their reentry into the Texas workforce,” said Governor Perry. “The military provided them training and leadership experience in high-pressure situations and taught them devotion to unit integrity. Now the state of Texas will ensure that their unique skills are applied and further developed within our economy, helping them to succeed in the next phase of their lives.”

Waivers

TWC leadership continues to challenge staff to identify federal laws, regulations, and policies that impede successful achievement of workforce development goals. To make the best use of resources, TWC continues to take advantage of federal waiver opportunities to seek relief from provisions that restrict flexibility and creativity or limit efficiencies. TWC has developed waiver requests covering a broad array of workforce issues. These waivers, developed with Boards and other stakeholders, have provided authority to:

- increase local control of program delivery;
- improve Boards’ ability to respond quickly to changing needs within their workforce areas;
- increase flexibility at the local level to serve business and industry;
- eliminate duplication and streamline administrative processes, allowing more money for services; and
- increase accountability at the state, local, and service provider levels.

Texas remains one of the leaders in making use of waiver flexibility. To date, TWC has obtained the following waivers, which afford both the state and Boards maximum flexibility:

- Recapture of WIA funds
- Redistribution of funds
- Common measures and integrated performance
- Board performance
- Sliding scale employer match for customized training

- Extension of eligible training provider certification period
- Transfers between WIA adult and dislocated worker programs
- Eligible training provider list for older and out-of-school youth
- WIA Local Activity Funds
- WIA dislocated worker funds reserved as WIA Statewide Activity Funds
- Increased employer reimbursement for on-the-job training

In addition, following the aftermath of Hurricanes Katrina and Rita, TWC took advantage of the “hurricane waivers” offered by DOL.

Local Activity Funds

Texas was the first in the nation to request a waiver to allow Boards to designate up to 25 percent of each of their WIA Formula Funds as WIA Local Activity Funds. Since then, 18 states have followed suit.

Similar to WIA Statewide Activity Funds, WIA Local Activity Funds give Boards more flexibility to serve employers and job seekers.

South Plains (Lubbock). Workforce Solutions South Plains requested and received a grant in the amount of \$176,250 in WIA Local Activity Funds for Program Year 2007 (PY 2007). With these funds, South Plains sought to provide employment and training services in 13 activity areas, including CPR for employees working with electricity, professional nurse competency training for RNs and LVNs and nurse educators, continuing education training for nurses and administrators in long-term health care facilities, recruiting and exposing students to the First Generation Initiative through targeted activities, and providing work experience for youth during the summer. In addition, WIA Local Activity Funds were used to develop an online competency assessment tool with which regional healthcare educators and employers will assess the competency of nursing students and incumbent workers in the nursing field.

The following are among the Board’s many successes using these funds:

- Seventy-six incumbent workers completed a course entitled “Principles of Lean Manufacturing and Value Stream Mapping,” and received a certificate from Texas Tech University/Texas Manufacturing Assistance Center; and
- 101 RNs, LVNs, and nurse educators attended competency training, with 95 of those attending receiving CNE credits.

Workforce Solutions South Plains continues to look for innovative ways to assist employers, incumbent workers, job seekers, and youth.

Other Boards have taken advantage of this flexibility to design customized incumbent worker training programs that are not available when using WIA Formula Funds.

Dallas (Dallas). Encouraging Employer Advancement. Garland, Texas, is home to a large proportion of Texas’ manufacturing companies, with a workforce requiring specific skills to

remain competitive. The Dallas County Manufacturers' Association was created to assist employers in building a quality, skilled workforce through partnership with Richland College, Workforce Solutions Greater Dallas, and leading manufacturers in the Dallas community. Employers looked to this partnership to assist in meeting their workforce needs, which include training in lean manufacturing, English as a Second Language classes customized for the manufacturing industry, advanced principles of manufacturing, problem-solving skills, DiSC, and AutoCAD I-III. More than 370 current workers have received training, with many advancing to higher positions, receiving salary increases, and increasing their skill levels. Key manufacturing employers include Garrett Metal Detectors, General Dynamics, Hatco, KARLEE, Micropac, and SST Trucking. The training is "just-in-time" delivered on-site or at Richland College at a cost of \$472 per current worker trained. This unique training makes it possible for the manufacturing companies to be more competitive, nationally and globally.

Upper Rio Grande (El Paso). Workforce Solutions Upper Rio Grande has awarded Therm-O-Link Inc. an incumbent worker training grant. Therm-O-Link Inc. produces wire and cable for the automotive, marine, construction, and appliance industries. It manufactures PVC and XLPE insulated wire. The \$97,000 incumbent worker award will be used to start Phase One of a lean transformation process. The training, scheduled to be completed this fall, will result in an upgrade of 90 jobs and the creation of 18 new jobs. Alex Bustamante, general manager for the El Paso Therm-O-Link operation, said, "We at Therm-O-Link Inc. are committed to staying in El Paso and look at our partnership with the Texas Manufacturing Assistance Center and Workforce Solutions as a strategic alliance that will make us more competitive and able to contribute to this community with more employment opportunities as a result of our growth."

Statewide Activity Funds

State Level

At the state level, TWC uses WIA Statewide Activity Funds to carry out required and allowable statewide employment and training activities. During PY 2007, TWC had WIA statewide activity grant and contract expenditures totaling \$16,726,136. Examples of innovative statewide projects are detailed below.

Texas Youth in Technology

TWC has awarded nine grants totaling nearly \$2 million for the Texas Youth in Technology Strategic Workforce Development initiative. Supported with WIA Statewide Activity Funds, the program is one of several workforce development strategies to support Governor Rick Perry's Texas Industry Cluster Initiative. "To increase Texas' global competitiveness, we must have an educated workforce that is ready to meet the growing demand of the industries of the future dependent on science and engineering," Governor Perry said. "Initiatives such as Texas Youth in Technology help Texas graduate more students in these emerging fields, positioning Texas to compete nationally and internationally for jobs in the 21st century."

The Texas Youth in Technology Initiative and resulting projects will establish programs to increase postsecondary enrollments, retention, and graduates in engineering and computer science. Working with the Texas Engineering and Technical Consortium, the grant program also

will increase collaboration between Texas employers, institutions of higher education, and engineering and science departments.

The nine grant recipients include:

- *Southern Methodist University* — to implement a seven-week engineering and computer science summer camp for 14- to 18-year-old students; provide scholarships for participants and assist work/study students enrolled in the School of Engineering; and develop mentoring and tutoring programs to increase engineering student retention.
- *Tarrant County College District* — to implement five computer science and engineering summer camps in partnership with Workforce Solutions Tarrant County, area businesses, local school districts, the University of Texas at Arlington School of Engineering, and local community colleges to increase career opportunities in both industries.
- *Texas A&M University* — to implement a program that will increase postsecondary enrollments, retention, and the number of graduates in computer science and engineering technology, with a focus on underrepresented students. The program will provide scholarships to female high school juniors to attend summer camp. A peer-led learning program for college students will encourage students participating in an introductory computer science course.
- *Texas Tech University* — to increase engineering student recruitment and retention through a series of one-week summer sessions with stipends in math, science, and computer science for high school students; paid summer engineering internships in surrounding rural communities; stipends to disadvantaged area high schools for peer mentors in math and science; and assistance for community college students transitioning to the engineering program at Texas Tech.
- *The University of Texas at Austin* — to expand GeoFORCE, a program that works primarily with high-achieving Hispanic students to increase participation, diversity, and graduation rates of Texas youth in science and engineering. The program will expand to Houston and include students with diverse backgrounds through summer academies, camps, and field trips focused on math and sciences.
- *The University of Texas at Austin* — for computer science outreach to middle and high school students, teachers, and counselors; the development of in-house mentoring for computer science students to improve graduation rates; to expand current recruitment of top high school students; reaching out to female students and minorities through positive role models and summer camp; and high school teacher and counselor workshops focusing on the computer science job market and importance of high school math and science courses.
- *University of Houston* — to implement summer programs for underrepresented high school students who will integrate science, math, and engineering principles to support increasing the number of engineering graduates entering the Texas workforce; and a summer camp for first-year college students to prepare them for second-year engineering curriculum.

- *University of North Texas* — to expand mobile summer computer robotics camps for middle and high school female students and special student programs to include all students. The program also will create camps for high school counselors and teachers to receive hands-on computer science and engineering experience, as well as instruction on careers and education in those fields.
- *The University of Texas at San Antonio* — to recruit minority females ages 17 through 19 to attend summer engineering survival skills workshops and math preparation programs for engineers. Freshman participants will receive a stipend to work in a research laboratory.

Summer Merit Program

TWC has awarded \$1 million in WIA Statewide Activity Funds for summer youth camps focusing on STEM curriculum. These Summer Merit Program camps support initiatives by Governor Rick Perry to prepare Texas’ future workforce to compete for the high-skill, high-demand jobs of the future.

“Industries of the future will depend on and demand an educated workforce with a solid foundation in math, science, engineering, and technology,” said Governor Perry. “For Texas to remain truly competitive in a global economy, we must begin today preparing for tomorrow.”

The Governor’s Summer Merit Program included up to 50 existing or new summer camps providing opportunities for more than 1,000 students at Texas universities and community colleges during the summer of 2008, including:

- | | |
|-------------------------------------|---|
| • San Jacinto College | • Texas A&M University – Corpus Christi |
| • Texas State Technical College | • Texas Tech University |
| • University of Houston | • University of Houston – Clear Lake |
| • University of North Texas | • University of Texas – Arlington |
| • University of Texas – Austin | • University of Texas – Dallas |
| • University of Texas – El Paso | • University of Texas – Medical Branch |
| • University of Texas – San Antonio | |

Summer Merit Program curriculums for students ages 14 and older included computer science, earth science, engineering, robotics, math, natural science workshops, scientific research, and more. One of the goals of the Summer Merit Program is to relieve financial obstacles for students who may not have had an opportunity to attend summer camp. The program also hopes to inspire students to pursue STEM-related careers, thus increasing the number of STEM college graduates in Texas.

Jobs for Military Families

On March 20, 2007, TWC approved the use of WIA Statewide Activity Funds in the amount of \$2 million to support Jobs for Military Families. This program provides services to military spouses at several Workforce Centers in Central Texas. The program assists military spouses with finding employment. Military spouses often leave employment to accompany service

members to military installations and, in many instances, their work experience, salary expectations, or skill levels may not match local business needs. Additionally, military spouses lack vital resources necessary to find local employment.

The project goal is to match local business employment needs with individuals who have assessed or demonstrated skills, and have a good understanding of workplace expectations. The project is supported and guided by local community leaders and businesses. Funding is provided by a DOL National Emergency Grant (NEG) in the amount of \$6.85 million, in addition to the \$2 million WIA Statewide Activity Funds grant from TWC.

Fort Hood is the largest employer in Texas and the military installation faces a two-pronged issue. First, military family members often leave employment to accompany service members to Fort Hood. Second, Fort Hood has numerous contractors and civilian employment opportunities for which no local skilled worker pool has been identified. Employment mismatches are often attributed to lack of transition and training assistance to help job seekers attain certification for the skills they already have or gain the skills necessary to compete for local high-wage jobs. Additionally, the lack of a clear understanding of the skills of family members and civilian personnel at Fort Hood has hampered activities aimed at recruiting high-technology businesses to establish local sites.

While several organizations are associated with the program, the primary partners are:

- Workforce Solutions Central Texas
- III Corps and Fort Hood, Garrison Command
- Fort Hood Civilian Personnel Assistance Center
- Employment Readiness Branch, Army Community Services
- Soldier Development Center

Results and current enrollments for military spouses through May 2008:

- Military Spouses – total participants 2,091
 - 1,556 participants trained
 - 84.6 percent entered employment

Hard-to-Serve Veterans

On October 23, 2007, TWC awarded American GI Forum (AGIF) of San Antonio \$425,000 in WIA Statewide Activity Funds to support the outreach and engagement of hard-to-serve veterans in Texas, particularly those who are homeless; have a history of substance abuse; are ex-offenders; have post-traumatic stress disorder; have physical, mental, or learning disabilities; or have been recently discharged from military duty. Services provided through this initiative are intended to complement the employment services offered by the Texas Veterans Commission in the Workforce Centers.

Homeless veterans receive an intake assessment to determine their health status and immediate individual needs, eligibility for AGIF homeless veteran programs, and the support services they require. Case managers also determine the veterans' eligibility for Department of Veterans

Affairs (VA) disability and pension benefits, as well as other federal assistance programs.

Participation in San Antonio's Continuum of Care Committee, active involvement and leadership in the San Antonio Homeless Coalition, and a strong partnership with DOL, the VA, and U.S. Department of Housing and Urban Development have contributed to the emergence of AGIF's San Antonio Homeless Veterans' Reintegration Program as a national model for community-based employment services programs.

Meeting Industries' Critical Workforce Needs

The Meeting Industries' Critical Workforce Needs grants are an example of Texas leveraging WIA funds to further develop a world-class workforce. These grants seek to develop market-driven education and training opportunities that will provide a skilled workforce to meet the short- or long-term needs of industries within the following industry clusters:

- **Energy Cluster**

- **Cluster Initiative on Energy and Petrochemical Industries Construction.**

Several highly visible, large-scale energy and petrochemical construction projects are being planned in multiple regions across Texas. These projects involve nuclear plants, liquefied natural gas plants, energy producing power plants, and the renewal and expansion of refining and chemical manufacturing plants.

- **Gulf Coast (Houston).** The Petroleum Refining and Chemical Manufacturing industry partnership received \$374,164 to create a comprehensive communications network to support the Petroleum Refining and Chemical Products Industry Cluster in the Gulf Coast and South East Texas regions. The partnership includes East Harris County Manufacturers Association, the Economic Alliance Houston Port Region, the Center for the Advancement of Process Technology, San Jacinto College, Brazosport College, Lee College, College of the Mainland, and the Houston-Galveston Area Council. Its goal is to align partners in a long-term strategy by implementing a Youth to Energy summer camp program for middle and high school students; developing a hiring forecast survey; designing a model program to fast track dislocated workers and persons seeking career change; and developing curriculum components for emerging, next-generation occupations in the petrochemical industry.

- **Aerospace and Defense Cluster**

- **Tarrant County (Fort Worth).** Workforce Solutions for Tarrant County's Aerospace Worker Certification training is one example of a successful and ongoing public/private partnership. The Aerospace Worker Certification training is the result of an industry demand first articulated in 2002 at meetings of the DFW Regional Aerospace Cluster. The goal was to develop strategies in which the public and private sector could work together to benefit aerospace employers and prepare the existing and future workforce for careers in the aerospace industry. The timing was perfect because industry was facing an aging workforce ready to retire in the next five to 10 years and a younger generation with their sights set on other career paths. The first project for the cluster members was the development of a strategic plan, vision statement, and skills matrix.

Recognizing that the aerospace industry shared the same workforce population across multiple companies, Bell Helicopter, Lockheed Martin, and Vought Aircraft began working together to devise methods that would strengthen their current workforce, encourage future workforce participation with schools and universities, and provide avenues for faster reemployment and career tracks. The industry's commitment began by dedicating staff and resources to develop "Gotta Jet?"—a marketing plan to outreach middle and high school students, their parents, and school counselors. Since August 2007, more than 14,000 "Gotta Jet?" brochures and DVDs have been distributed, interactive aerospace games have been designed to engage students in the classroom, and aerospace-related promotional material has been dispersed to counselors, teachers, and students in the region.

Workforce Solutions for Tarrant County also used WIA Statewide Activity Funds to support the development of the Aerospace Manufacturing Training Program (AMTP), which includes two certifications: MSSC and National Center for Aircraft Technical Training (NCATT). After completion of the AMTP curriculum and three pilot AMTP classes, the cluster will lead an effort to promote integration of the program into career and technology education departments across the region.

The funds also support Fort Worth ISD Project Lead the Way classroom, a pre-engineering curriculum with a goal to increase the number of high school graduates who choose to become engineers. Another project funded by the grant is the University of Texas at Arlington's mentoring program for engineering students at risk of dropping out.

- **Advanced Technology and Manufacturing Cluster**

- **East Texas (Kilgore).** Computer Integrated Manufacturing modules will be incorporated in required courses in East Texas as a result of the \$500,000 grant awarded to support the Advanced Technologies and Manufacturing Industry Cluster in the region. The partnership consists of the University of Texas, Texas State Technical College Marshall, five area high schools including Marshall, Hallsville, Jefferson, Waskom, and Harrison County Early College, and Regions VII and VIII Education Service Centers. Participating organizations include Dana Corp., LeTourneau Technologies, Trinity Rail, Workforce Solutions East Texas, and the Marshall Economic Development Corporation. The program will target STEM education for students and workers by embedding integrated computer skills into their coursework.
- **Alamo (San Antonio).** The Texas Institute for Education Robotics (TIER) will be established as a result of a \$474,345 grant awarded to support the Advanced Technologies and Manufacturing Industry Cluster in the Alamo region. The partnership includes Numedon Inc., Alamo Community College District, Northwest Vista College, and Workforce Solutions Alamo. TIER will develop the theory and practice of competitive robotics in STEM education and will connect robotics students to career pathways to further support regional economic development.

- **Biotechnology and Life Science Cluster**

- **East Texas (Kilgore).** TWC awarded the Biotech Manufacturing Center (BMC) in Athens, \$498,000 in WIA and Wagner-Peyser funds. The funding will be used for equipment and workforce training at the new BMC laboratory and manufacturing facility. Texas State Technical College Waco is partnering with BMC, the Texas Manufacturing Assistance Center, Trinity Valley Community College, and a consortium of ISDs and industry partners to establish a shared-use facility for biotechnology manufacturing training for Texas youth ages 14 to 21.

BMC of Texas has already proven to be a tremendous asset to the East Texas community. The funds will provide additional equipment and training for the next generation of biotech workers.

Examples of other statewide workforce projects include:

Apprenticeship

WIA Statewide Activity Funds provide flexibility for support of apprenticeship programs, including costs to develop curriculum and new program startup costs. WIA Statewide Activity Funds also allow TWC to fund pre-apprentices, apprentices, and journeyworkers in high-growth, high-demand industries such as advanced manufacturing, and to fund other innovative solutions, such as those targeting high school students.

In July 2007, TWC approved \$500,000 in WIA Statewide Activity Funds for apprenticeship training programs for Fiscal Year 2008 (FY 2008). The goal of the initiative is to:

- support high-priority occupations through registered apprenticeship training programs;
- increase the number of registered apprentices who are trained; and
- provide opportunities for funding additional, related classroom training and journeyworker and pre-apprentice training.

TWC sought proposals from Boards in partnership with registered apprenticeship training programs to provide one or more of the following types of eligible training:

- Related classroom instruction – instruction or apprenticeship classes that consist of organized, off-the-job instruction in theoretical or technical subjects required for the completion of an apprenticeship program for a particular apprenticeable trade.
- Supplementary instruction – instruction or journeyworker classes that consist of instruction designed to provide new skills, or upgrade current skills, for individuals employed as journeyworkers in apprenticeable trades.
- Pre-apprenticeship training – preparatory instruction classes that consist of instruction lasting six months or less that teach the basic skills required for an individual to comply with the terms of the individual's apprenticeship agreement.

Of the multiple proposals submitted, TWC awarded funds to three Boards. The project results are as follows:

- Workforce Solutions - Capital Area – in partnership with Workforce Solutions Alamo and Workforce Solutions Rural Capital – total trainees 1,192
 - 91 apprentices – related classroom training
 - 170 pre-apprentice training
 - 931 journeyworker training

- Workforce Solutions of the Coastal Bend – total trainees 910
 - 90 apprentices – related classroom training
 - 90 pre-apprentice training
 - 730 journeyworker training

- Workforce Solutions Greater Dallas – total trainees 155
 - 140 apprentice – related classroom training
 - 15 pre-apprentices training

Manufacturing Skills Standards Council/National Institute for Metalworking Skills.

The manufacturing skills standards project accelerates the rate at which employers, working in partnership with Boards and community colleges, can adopt MSSC standards, which have been adopted nationally by the National Association of Manufacturers and endorsed by the U.S. Chamber of Commerce, and/or adopt the National Institute for Metalworking Skills (NIMS) standards, which have been endorsed by DOL and organizations such as the Association for Manufacturing Technology. There are 23,000 manufacturing employers in Texas, and they are creating jobs at more than three times the rate of the U.S. manufacturing average. There are several pilot projects under way in Texas, and this funding supports three to four local initiatives in various workforce areas.

- **South Plains (Lubbock).** The South Plains MSSC training initiative will be established as a result of a \$499,999 grant award to support the Advanced Technologies and Manufacturing Industry Cluster in the South Plains region. The partnership includes Workforce Solutions South Plains, the West Texas Manufacturing Association, the Texas Manufacturing Assistance Center, South Plains Community College, Vertical Turbine Systems Inc., Byron Martin Advanced Technology Center, and the Lubbock Economic Development Alliance. The MSSC Training Program will offer production technician certification to Lubbock and Friendship ISDs’ high school students and South Plains Community College students to meet the needs of the region’s manufacturers.

Local Level

TWC designates a portion of its WIA Statewide Activity Funds for distribution to the Boards. The WIA Statewide Alternative Funding Initiative provides more dollars at the local level in order to provide Boards greater flexibility in responding to changing and emergent needs without extra administrative burden. TWC has also designated special WIA Statewide Alternative Funds for smaller Boards, giving these Boards the enhanced funding they need to ensure high-quality one-stop service delivery.

In PY 2007, all workforce areas were qualified to receive WIA Statewide Alternative Funds. During PY 2007, Boards used \$4,786,519 in WIA Statewide Alternative Funds to serve employers, upgrade worker skills, and enhance one-stop service delivery, providing training services to just over 4,600 customers.

National Emergency Grants

Base Realignment and Closure

DOL awarded Texas \$5 million in NEG funds as follows: May 2005, \$235,000; March 2007, \$765,000; and June 2007, \$4 million. The DOL NEG funds have assisted with initial and ongoing planning efforts, which are expected to yield a comprehensive service strategy for Base Realignment and Closure (BRAC)-affected workforce areas.

TWC has made NEG funds available to all BRAC-affected workforce areas, distributing the majority of funds to workforce areas most heavily impacted by BRAC. These workforce areas are Alamo, Central Texas, Coastal Bend, North Texas, Northeast Texas, and Upper Rio Grande.

Boards in the affected workforce areas are using NEG funds to continue planning and response efforts, including the development of a comprehensive planning document, in conjunction with other local stakeholders, which will include — at a minimum — the following:

- a plan for developing and maintaining partnerships with the leadership of the military facilities, economic development entities, education providers, and other workforce development organizations;
- assessment of the impact on area businesses and of the resources they may need to continue operations;
- assessment of opportunities to provide workforce services for new businesses;
- assessment of workforce skills and training needs;
- assessment of local training capacity and strategies to fill any identified gaps;
- development of short- and long-term strategies that include the types of services that will be provided to both businesses and workers; and
- development of an implementation strategy that includes a timeline, planned service levels, and estimated direct service delivery funding needs.

Central Texas (Belton). In anticipation of the BRAC study, the Central Texas Regional Council began working through the Heart of Texas Defense Alliance to develop and promote strategies to assist the BRAC commission in understanding the capacity of Fort Hood to accept additional troops and the surrounding communities' abilities to engage and support the military and their families.

Since BRAC has begun, the Central Texas Council of Governments and the Heart of Texas Defense Alliance have remained steadfast in their efforts to inform community members of current and future troop movements.

Workforce Solutions of Central Texas and its partners continue to develop and analyze data related to the ongoing Veterans' Inventory Survey Initiative. To fully understand the labor market interests, current skills and abilities, and possible training needs of the military and their families, an additional survey and analysis will be conducted targeting BRAC-affected spouses and other employable family members as appropriate. Results of these profiling studies will be used to:

- identify immediate local job matches as well as training needed for jobs that do not have matches;
- explore opportunities to expand training programs; and
- support economic development efforts to recruit new businesses and expand current business capacity.

Finally, based on information gathered while working with bases in other workforce areas, including Fort Carson and Fort Bliss, as well as TWC, Central Texas recognizes that Fort Hood is one of the few military installations experiencing significant BRAC-related troop movement. Additionally, Central Texas is one of the few workforce areas possessing a positive history of collaborative support with its local military installation. In the spirit of sharing and partnership, Central Texas agrees to assist other workforce areas in replicating its efforts. Specifically, the Central Texas Board will document its best practices, lessons learned, challenges faced, coordination strategies, and key aspects of working with military partners.

Regional Impact Study

Employers were surveyed to gather more information regarding their workforce needs. Workers, who would have been laid off had the BRAC closure taken place, were surveyed as to what type of job information/resources they would like. Half of those interviewed were interested in getting more information on starting their own business. This resulted in the aforementioned entrepreneurship study.

The study also revealed the low availability of a skilled workforce for manufacturing jobs. This helped lead to the creation of the Regional Advanced Manufacturing Academy, which recently received funding from TWC through a Skills Development Fund grant.

National Association of Development Organizations

Workforce Solutions Northeast Texas, in partnership with the Arkansas Department of Workforce Services, received a 2008 Innovation Award for its project relating to the Red River Army Depot.

The National Association of Development Organizations, an association based in Washington, DC, promotes programs and policies that strengthen local governments, communities, and economies through regional cooperation, program delivery, and comprehensive strategies. The association's Innovation Awards program recognizes regional development organizations and partnering organizations for improving the economic and community competitiveness of the nation's regions and local communities.

Youth

The Texas workforce system is committed to preparing youth for the realities of tomorrow's workforce. As part of this commitment, Texas has taken steps to address the challenges facing foster children. During the 79th Texas Legislature, Regular Session (2005), legislation was enacted to prioritize services for foster youth. As DOL continues to focus on foster youth, states are encouraged to prioritize needy youth, including foster care youth—particularly those aging out of foster care—for receipt of workforce services.

TWC and the Boards implemented state law that prioritizes workforce services to meet the needs of current and former foster care youth, and have entered into cooperative agreements to further the objectives and goals of the Texas Department of Family and Protective Services' Preparation for Adult Living program.

2008 ExxonMobil Texas Science and Engineering Fair

The TWC is continuing its commitment to the success of tomorrow's workforce by renewing its annual co-sponsorship of the ExxonMobil Texas Science and Engineering Fair. Because a tremendous number of future jobs will be based on a foundation of math and science, TWC annually gives the University of Texas at San Antonio \$75,000 in WIA Statewide Activity Funds to develop and sponsor science and engineering fairs. The fairs are designed to encourage students' development of math, science, and engineering skills, as well as their pursuit of higher education. Since its inception, the science and engineering fairs have increased in size, scope, and student participation, particularly among minority students.

The 2008 ExxonMobil Texas Science and Engineering Fair, cosponsored by TWC, attracted more than 1,500 talented Texas high school and middle school students to San Antonio in April 2008 for a competitive scholarship award fair. Other entities involved in the project included the Texas Science Careers Consortium, the Texas Higher Education Coordinating Board, and several major science and engineering industry employers. Entries represented more than a dozen disciplines, including biochemistry, engineering, environmental sciences, medicine and health, physics, math, and space science.

Top honors were awarded to more than 220 students during the 2008 ExxonMobil Texas Science and Engineering Fair. More than \$225,000 in scholarships was awarded during the 22nd year of the state competition. Students competed in two divisions — junior division (grades 6 through 8) and senior division (grades nine through 12) — and all students placing first through fourth in the fair's 19 categories were recognized. Grand prize winners in the senior division received all-expense paid trips to compete in the Intel International Science and Engineering Fair, which was held May 11–17 in Atlanta. The top 10 percent of competitors in the junior division were invited to apply for the Discovery Channel Young Scientist Challenge.

The science fair is officially sanctioned by Science Service, the annual presenter of the International Science and Engineering Fair. The statewide competition is for Texas high school and middle school students who qualify at regional competitions. Top participants have received more than \$140,000 in college scholarships from Our Lady of the Lake University, Texas Tech University, the University of Texas at Arlington, and the University of Texas at San Antonio.

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 reauthorized and maintain funding.

TWC views WIA reauthorization as an additional opportunity to evaluate progress, refine methodology, and continue implementation. TWC is gravely concerned about the impact of reductions in funding for workforce development services. An amendment to the FY 2008 Labor, Health and Human Services, and Education Appropriations bill that cuts \$335 million from DOL WIA grants to states negatively affects the provision of services to employers and workers in Texas.

To remain competitive in the global economy, it is critical that investments be made to ensure that the country's workforce has the necessary skills to perform the jobs being created. For Texas specifically, maintaining funding and service levels is essential to meet the demands of the state's growing economy.

PART II: STATEWIDE PERFORMANCE

As a state that strives to stay on the cutting edge, Texas was an early implementer of Common Measures. Texas officially implemented Common Measures in PY 2005 based on DOL's encouragement and waiver approval in August 2006, permitting Texas to report only nine common measures rather than the 17 historic performance measures under WIA §136(b).

In addition to Common Measures, Texas is one of two states piloting Integrated Reporting through the Workforce Investment Streamlined Performance Reporting System (WISPR).

Texas sees Common Measures and Integrated Reporting as valuable tools in promoting system integration, eliminating barriers created by discordant measures, and improving customer outcomes. Texas continues to support the new Youth Common Measures as a means to help strengthen the WIA Youth program.

For PY 2007, Texas met or exceeded the negotiated targets on all nine Common Measures. Texas' lowest level of performance on a measure was still at nearly 99 percent of target, which puts Texas well inside the acceptable level of variance.

Table 1 presents an overall view of Texas' PY 2007 Adult, Dislocated Worker, and Youth Common Measures performance.

Table 1. Summary of WIA Performance For Texas

Performance Measure	Negotiated Performance Level	Actual Performance Level	Percent of Target	Numerator	Denominator
Adult Entered Employment	74%	73.19%	98.90%	14,366	19,629
Adult Employment Retention	83%	83.09%	100.11%	13,477	16,220
Adult Average Earnings	\$11,600	\$12,242.78	105.54%	\$162,339,269	13,260
Dislocated Worker Entered Employment	82%	82.52%	100.63%	5,749	6,967
Dislocated Worker Employment Retention	90%	90.10%	100.11%	6,044	6,708
Dislocated Worker Average Earnings	\$14,300	\$14,319.20	100.13%	\$85,328,118	5,959
Placement in Employment or Education	55%	59.53%	108.24%	5,002	8,402
Attainment of Degree or Certificate	52%	52.38%	100.72%	4,166	7,954
Literacy and Numeracy Gains	30%	37.60%	125.33%	1,172	3,117

For PY 2008, Texas has higher performance targets on all nine Common Measures, which may prove a challenge given the softening economy and rising levels of unemployment.

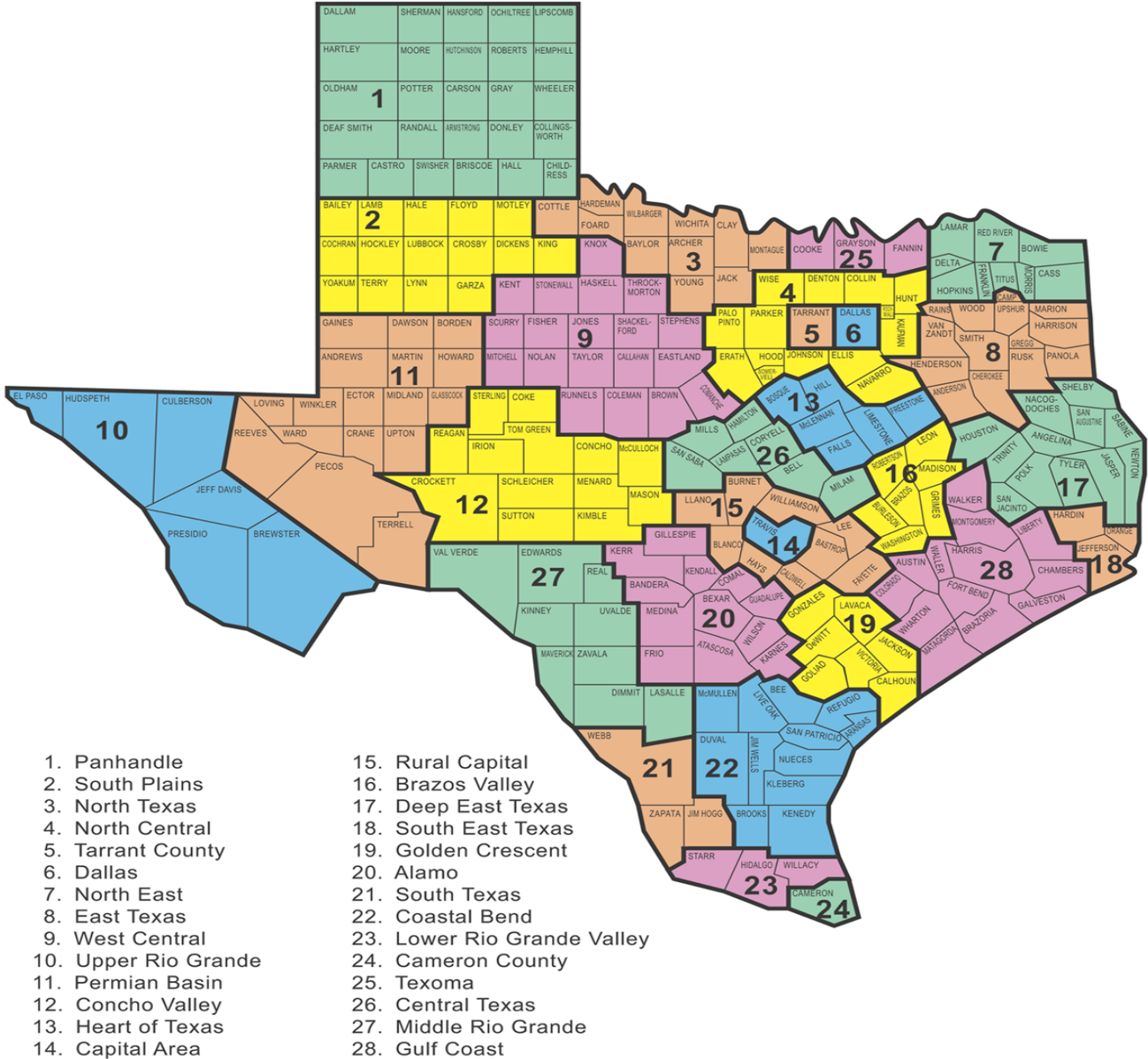
Impact and Benefits of Integration

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

During PY 2007, Texas continued modifying its Integrated Reporting system to enhance its value as a research tool and to further strengthen Common Measures' usefulness as a tool for system integration. In particular, Texas worked to connect unemployment claims data to the system to improve the timeliness of claimants returning to work.

Texas believes that DOL should continue encouraging integration efforts. When setting performance targets, DOL should provide additional flexibility to states that demonstrate a commitment to integration — a commitment that goes beyond just enrolling those customers who will boost performance. Ultimately, a one-stop system should be judged at the customer level and not at the program level because programs are nothing more than a means to provide services. Each customer has his or her own strengths, weaknesses, and needs that must be appropriately addressed regardless of the effect on program performance.

Figure 1. Local Workforce Development Areas in Texas



PROGRAM COSTS

In PY 2007, the Texas workforce system spent an average of \$3,441.05 per participant receiving WIA services. Table 2 provides information about the cost per participant for WIA Adult, Dislocated Worker, and Youth programs.

Table 2. Operation Costs

	Cost/Participant
Overall, All Program Strategies (Does Not Include Adult Self Service Only)	\$3,441.05
Adult Program	\$1,804.40
Dislocated Worker Program	\$5,975.32
Youth Program	\$3,597.54

Table 3. Operating Results

	Available	Expended	Percentage
Overall, All Program Strategies *	\$257,131,217	\$222,240,074	86.4%
Adult Program Funds	72,477,931	60,737,762	83.8%
Dislocated Worker Program Funds	86,936,915	73,837,038	84.9%
Youth Program Funds	76,747,819	66,795,518	87.0%

* Overall includes Local Administration Funds.

All amounts include PY 2007 allocations and any carried forward balances from previous program years, as well as Texas' portion of the FY 2008 \$250 Million Congressional Rescission.

REQUIRED TABLES STATEWIDE PERFORMANCE

Table B - Adult Program Results

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	74.0%	73.2%	14,366
			19,629
Employment Retention Rate	83.0%	83.1%	13,477
			16,220
Average Earnings	\$11,600.00	\$12,242.78	\$162,339,269
			13,260

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	72.1%	4,901	73.8%	846	57.0%	216	61.3%
		6,801	1,147		379		1,011	
Employment Retention Rate	82.2%	4,207	82.7%	731	72.6%	138	81.9%	506
		5,119		884		190		618
Average Earnings	\$11,041	\$48,769,671	\$14,325	\$10,686,672	\$10,343	\$1,479,092	\$12,537	\$6,694,909
		4,417		746		143		534

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	77.1%	4,172	71.3%	9,656
		5,410		13,549
Employment Retention Rate	85.7%	4,728	81.6%	8,048
		5,515		9,862
Average Earnings	\$13,633	\$66,978,498	\$11,425	\$95,394,624
		4,913		8,350

Table E – Dislocated Worker Program Results

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	82.0%	82.5%	5,749
			6,967
Employment Retention Rate	90.0%	90.1%	6,044
			6,708
Average Earnings	\$14,300	\$14,319.20	\$85,328,118
			5,959

Table F – Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	81.6%	470 576	68.6%	70 102	72.8%	651 894	76.1%
Employment Retention Rate	87.9%	445 506	88.9%	64 72	87.4%	587 672	90.6%	77 85
Average Earnings	\$16,926	\$7,785,923 460	\$14,032	\$926,091 66	\$14,738	\$8,857,666 601	\$14,398	\$1,151,820 80

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	84.3%	2,726 3,235	80.6%
Employment Retention Rate	91.3%	2,924 3,201	89.3%	2,734 3,063
Average Earnings	\$13,753	\$42,442,956 3,085	\$14,925	\$42,894,418 2,874

Table H.1 – Youth (14-21) Program Results

	Negotiated Performance Level	Actual Performance Level	
		Placement in Employment or Education	55.0%
Attainment of Degree or Certificate	52.0%	52.4%	4,166 7,954
Literacy and Numeracy gains	30.0%	37.6%	1,172 3,117

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 Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
	Adults	82.6%	11,819 14,310	\$5,130	\$85,114,579 16,590	0.7%	95 13,413	\$4,538	\$59,430,189 13,096	5.5%
Dislocated Workers	89.6%	5,731 6,398	99.1%	\$114,580,866 \$115,665,165	1.1%	66 6,218	\$6,421	\$33,369,947 5,197	9.5%	302 3,167

Table M – Participation Levels

	Total Participants	Total Exiters
Total Adult Customers	396,982	364,765
Total Adults (self-service <u>only</u>)	350,964	332,340
WIA Adults	33,661	24,624
WIA Dislocated Worker	12,357	7,801
Total Youth (14-21)	18,567	10,756
Out-of-School Youth	8,997	4,332
In-School Youth	9,483	6,337

Table N – Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$56,870,186
Local Dislocated Workers	\$73,721,154
Local Youth	\$64,231,803
Rapid Response (up to 25%)	
134 (a) (2) (A)	\$1,167,965
Statewide Required Activities (up to 15%)	
134 (a) (2) (b)	\$13,947,789
Statewide Allowable Activities	
134 (a) (3)	\$1,416,037
Total of All Federal Spending Listed Above	\$211,354,935

PART III: LOCAL PERFORMANCE

LOCAL WORKFORCE DEVELOPMENT BOARD PERFORMANCE

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

The intent of the statute that created TWC was to consolidate programs within one agency, thus providing an integrated service delivery system. TWC and the Boards came to realize that numerous siloed measures — particularly disparate ones — were a barrier to integration. As long as Boards were being judged at the program level rather than the service delivery system level, they would be focused on isolated issues. With that in mind, Texas requested and was granted a waiver that allows the state to contract with the Boards for as many or as few of the siloed WIA measures as appropriate.

TWC used the flexibility offered by this waiver to promote integration through Common Measures. Table 4 reflects Integrated Common Measures and Reemployment & Employer Engagement Measures. Table 5 reflects Board WIA performance.

Table 4. Common Measures and Reemployment Measures by Board

Measures	Integrated Common Measures				Reemployment & Employer Engagement Measures			
	Entered Employment	Staff-Assisted Entered Employment	Employment Retention	Educational Achievement	Reemployment of UI Claimants	Reemployment of Registered Claimants within 10 Weeks	Staff-Created Job Openings Filled Rate	Market Share
Alamo	81.64%	82.11%	85.23%	82.28%	70.33%	57.99%	54.37%	20.50%
Brazos Valley	79.94%	80.11%	83.60%	92.25%	68.57%	61.44%	50.34%	16.80%
Cameron County	80.71%	81.72%	84.34%	82.02%	68.69%	50.71%	56.11%	23.90%
Capital Area	82.07%	83.13%	87.02%	83.66%	67.35%	53.67%	69.64%	21.91%
Central Texas	79.04%	80.88%	82.17%	91.14%	63.14%	53.68%	68.04%	16.27%
Coastal Bend	80.77%	82.12%	83.93%	90.84%	66.36%	58.64%	59.26%	19.13%
Concho Valley	79.94%	80.85%	82.94%	69.57%	61.12%	62.66%	54.86%	30.04%
Dallas	78.06%	78.73%	84.35%	84.98%	64.61%	49.60%	83.41%	17.21%
Deep East Texas	78.63%	79.24%	81.20%	91.62%	69.95%	56.78%	75.51%	23.53%
East Texas	81.30%	82.36%	84.07%	96.14%	72.65%	61.07%	62.15%	17.23%
Golden Crescent	79.64%	80.08%	84.59%	92.11%	65.25%	60.18%	57.19%	20.97%
Gulf Coast	78.53%	78.51%	82.82%	90.40%	65.94%	51.64%	60.81%	21.66%
Heart of Texas	81.25%	81.79%	84.08%	82.39%	69.18%	57.01%	60.97%	17.13%
Lower Rio Grande Valley	78.86%	79.69%	82.83%	65.19%	71.14%	51.24%	41.84%	25.97%
Middle Rio Grande	78.13%	78.83%	79.52%	83.39%	70.20%	52.44%	81.77%	32.23%
North Central	81.21%	82.08%	84.58%	76.42%	66.52%	52.42%	67.30%	26.54%
North East Texas	81.45%	82.43%	82.26%	88.44%	66.42%	53.24%	83.63%	21.82%
North Texas	80.29%	80.66%	82.13%	95.00%	65.62%	56.47%	67.23%	18.14%
Panhandle	84.95%	86.04%	83.13%	93.06%	67.85%	62.91%	81.64%	25.62%
Permian Basin	84.95%	85.49%	83.29%	82.51%	70.14%	67.66%	72.97%	17.23%
Rural Capital	82.57%	83.87%	86.97%	87.25%	67.55%	54.56%	65.11%	16.41%
South Plains	84.90%	86.09%	82.96%	73.68%	73.07%	60.06%	75.75%	20.74%
South Texas	78.95%	78.62%	83.95%	86.73%	67.29%	51.48%	44.74%	20.88%
Southeast Texas	81.78%	83.43%	84.63%	87.82%	71.08%	59.57%	79.33%	22.63%
Tarrant County	82.35%	83.53%	84.08%	79.49%	65.09%	48.70%	76.80%	18.13%
Texoma	82.50%	83.37%	83.17%	92.50%	70.17%	51.52%	71.56%	22.42%
Upper Rio Grande	79.40%	81.85%	82.23%	84.94%	61.30%	51.52%	53.40%	19.10%
West Central	81.77%	82.68%	82.35%	71.88%	75.26%	58.09%	59.88%	18.28%
# Meeting the Measure	28	28	28	28	27	19	23	23
% Meeting the Measure	100.00%	100.00%	100.00%	100.00%	96.43%	67.86%	82.14%	82.14%
Texas Performance	79.93%	80.86%	83.57%	85.45%	66.49%	53.23%	59.11%	19.16%
	Exiters from 10/1/2006 to 09/30/2007	Exiters from 10/1/2006 to 09/30/2007	Exiters from 04/1/2006 to 03/31/2007	Exiters from 10/1/2006 to 09/30/2007	Initial UI Payees from 10/1/2006 to 09/30/2007	Registered Claimants from 07/1/2007 to 04/30/2008	04/01/2007 to 03/31/2008	10/01/2007 to 07/31/2008

Table 5. WIA PY2007 Performance by Board

Measures	Adult Entered Employment Rate	Dislocated Worker Entered Employment Rate	Adult Employment Retention Rate	Dislocated Worker Retention Rate	Adult Average Earnings	Dislocated Worker Average Earnings	Placement in Employment or Education	Attainment of Degree or Certificate	Literacy and Numeracy Gains
Alamo	76.58%	86.17%	83.05%	91.03%	\$10,512.37	\$12,341.31	68.69%	65.52%	46.43%
Brazos Valley	74.40%	82.31%	80.72%	85.60%	\$8,221.83	\$12,100.14	62.30%	51.22%	33.33%
Cameron County	84.67%	73.02%	88.15%	96.67%	\$17,094.83	\$11,261.36	71.03%	56.60%	33.09%
Capital Area	77.50%	83.13%	90.28%	92.94%	\$12,929.76	\$18,223.01	76.24%	62.73%	32.14%
Central Texas	87.83%	87.50%	90.98%	91.67%	\$12,906.96	\$18,655.28	91.09%	95.83%	71.43%
Coastal Bend	77.58%	78.61%	83.85%	87.54%	\$12,744.39	\$13,480.83	69.09%	54.81%	34.78%
Concho Valley	70.27%	86.49%	93.75%	92.31%	\$14,357.01	\$12,816.64	62.77%	44.90%	38.46%
Dallas	69.24%	81.71%	81.71%	88.71%	\$10,205.38	\$14,372.85	56.93%	47.63%	42.25%
Deep East Texas	78.63%	75.81%	87.14%	95.24%	\$14,182.48	\$16,165.68	64.58%	53.40%	31.58%
East Texas	86.45%	98.02%	87.16%	93.62%	\$13,095.06	\$14,847.75	82.28%	79.17%	77.50%
Golden Crescent	86.21%	84.55%	89.29%	89.66%	\$13,897.47	\$17,193.58	69.05%	55.81%	9.09%
Gulf Coast	72.25%	78.41%	82.16%	89.63%	\$12,327.00	\$16,031.02	56.87%	53.60%	15.45%
Heart of Texas	67.57%	88.33%	88.89%	92.19%	\$12,496.87	\$13,293.57	71.54%	65.22%	0.00%
Lower Rio Grande Valley	71.01%	80.09%	83.03%	90.63%	\$11,857.96	\$12,399.27	56.33%	48.20%	44.83%
Middle Rio Grande	77.37%	80.85%	81.82%	88.10%	\$13,921.77	\$16,274.77	53.30%	56.98%	14.63%
North Central	76.45%	83.84%	87.27%	90.17%	\$13,006.13	\$17,458.28	55.56%	41.21%	35.98%
North East Texas	79.39%	84.56%	84.48%	91.95%	\$13,587.51	\$13,518.51	69.23%	68.35%	18.64%
North Texas	81.82%	83.33%	94.34%	85.19%	\$12,228.79	\$14,139.47	82.05%	56.25%	66.67%
Panhandle	87.14%	91.49%	93.33%	88.06%	\$15,224.50	\$13,807.83	71.43%	73.91%	57.14%
Permian Basin	83.78%	86.05%	91.82%	91.38%	\$14,916.98	\$18,041.51	59.00%	41.29%	46.43%
Rural Capital	85.25%	94.27%	91.74%	93.98%	\$11,181.68	\$13,512.91	75.00%	81.82%	50.00%
South Plains	91.67%	96.67%	92.56%	76.74%	\$15,407.50	\$14,954.50	53.52%	51.54%	42.86%
South Texas	80.77%	86.67%	91.89%	100.00%	\$14,244.38	\$14,437.43	69.23%	52.63%	0.00%
Southeast Texas	78.33%	87.76%	74.13%	93.88%	\$10,730.94	\$20,240.52	73.28%	50.00%	56.45%
Tarrant County	68.44%	81.96%	80.00%	87.85%	\$10,540.92	\$14,555.89	62.35%	53.19%	19.23%
Texoma	79.41%	89.74%	72.22%	91.57%	\$15,060.58	\$14,353.22	64.52%	85.71%	44.44%
Upper Rio Grande	74.88%	80.70%	82.47%	90.56%	\$11,859.11	\$10,903.34	52.90%	48.09%	12.36%
West Central	72.05%	77.78%	83.27%	89.87%	\$13,043.13	\$14,999.44	60.53%	50.63%	39.29%
# Meeting the Measure	24	25	26	26	27	28	28	25	20
% Meeting the Measure	85.71%	89.29%	92.86%	92.86%	96.43%	100.00%	100.00%	89.29%	71.43%
Texas Performance	73.19%	82.52%	83.09%	90.10%	\$12,242.78	\$14,319.20	59.53%	52.38%	37.60%

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

Table O - Local Program Activities				
Local Area Name Alamo	Total Participants Served 5,219	Adults	1,708	
		Dislocated Workers	1,553	
		Youth	1,958	
WDA Assigned # 20	Total Exiters 2,766	Adults	1,061	
		Dislocated Workers	1,005	
		Youth	700	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	76.58%	
	Dislocated Workers	--	86.17%	
Employment Retention Rate	Adults	--	83.05%	
	Dislocated Workers	--	91.03%	
Average Earnings	Adults	\$9,900	\$10,512.37	
	Dislocated Workers	\$12,000	\$12,341.31	
Placement in Employment or Education	Youth (14-21)	55%	68.69%	
Attainment of Degree or Certificate	Youth (14-21)	50%	65.52%	
Literacy and Numeracy Gains	Youth (14-21)	30%	46.43%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	4

Table O - Local Program Activities				
Local Area Name Brazos Valley	Total Participants Served 1,355	Adults	838	
		Dislocated Workers	209	
		Youth	308	
WDA Assigned # 16	Total Exiters 548	Adults	306	
		Dislocated Workers	162	
		Youth	80	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	74.40%	
	Dislocated Workers	--	82.31%	
Employment Retention Rate	Adults	--	80.72%	
	Dislocated Workers	--	85.60%	
Average Earnings	Adults	\$8,900	\$8,221.83	
	Dislocated Workers	\$12,300	\$12,100.14	
Placement in Employment or Education	Youth (14-21)	55%	62.30%	
Attainment of Degree or Certificate	Youth (14-21)	50%	51.22%	
Literacy and Numeracy Gains	Youth (14-21)	30%	33.33%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	2	2

Table O - Local Program Activities				
Local Area Name Cameron County	Total Participants Served 869	Adults	310	
		Dislocated Workers	28	
		Youth	531	
WDA Assigned # 24	Total Exiters 575	Adults	171	
		Dislocated Workers	22	
		Youth	382	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	84.67%	
	Dislocated Workers	--	73.02%	
Employment Retention Rate	Adults	--	88.15%	
	Dislocated Workers	--	96.67%	
Average Earnings	Adults	\$13,000	\$17,094.83	
	Dislocated Workers	\$10,000	\$11,261.36	
Placement in Employment or Education	Youth (14-21)	55%	71.03%	
Attainment of Degree or Certificate	Youth (14-21)	50%	56.60%	
Literacy and Numeracy Gains	Youth (14-21)	30%	33.09%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	5

Table O - Local Program Activities				
Local Area Name Capital Area	Total Participants Served 1,454	Adults	558	
		Dislocated Workers	329	
		Youth	567	
WDA Assigned # 14	Total Exiters 676	Adults	338	
		Dislocated Workers	187	
		Youth	151	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	77.50%	
	Dislocated Workers	--	83.13%	
Employment Retention Rate	Adults	--	90.28%	
	Dislocated Workers	--	92.94%	
Average Earnings	Adults	\$11,400	\$12,929.76	
	Dislocated Workers	\$15,350	\$18,223.01	
Placement in Employment or Education	Youth (14-21)	55%	76.24%	
Attainment of Degree or Certificate	Youth (14-21)	45%	62.73%	
Literacy and Numeracy Gains	Youth (14-21)	30%	32.14%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	5

Table O - Local Program Activities				
Local Area Name Central Texas	Total Participants Served 669	Adults	253	
		Dislocated Workers	38	
		Youth	378	
WDA Assigned # 26	Total Exiters 302	Adults	143	
		Dislocated Workers	16	
		Youth	143	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	87.83%	
	Dislocated Workers	--	87.50%	
Employment Retention Rate	Adults	--	90.98%	
	Dislocated Workers	--	91.67%	
Average Earnings	Adults	\$12,900	\$12,906.96	
	Dislocated Workers	\$16,000	\$18,655.28	
Placement in Employment or Education	Youth (14-21)	55%	91.09%	
Attainment of Degree or Certificate	Youth (14-21)	50%	95.83%	
Literacy and Numeracy Gains	Youth (14-21)	30%	71.43%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	0		1	4

Table O - Local Program Activities				
Local Area Name Coastal Bend	Total Participants Served 1,565	Adults	464	
		Dislocated Workers	219	
		Youth	882	
WDA Assigned # 22	Total Exiters 1,060	Adults	340	
		Dislocated Workers	285	
		Youth	435	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	77.58%	
	Dislocated Workers	--	78.61%	
Employment Retention Rate	Adults	--	83.85%	
	Dislocated Workers	--	87.54%	
Average Earnings	Adults	\$11,300	\$12,744.39	
	Dislocated Workers	\$11,900	\$13,480.83	
Placement in Employment or Education	Youth (14-21)	55%	69.09%	
Attainment of Degree or Certificate	Youth (14-21)	50%	54.81%	
Literacy and Numeracy Gains	Youth (14-21)	30%	34.78%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	0		0	5

Table O - Local Program Activities				
Local Area Name Concho Valley	Total Participants Served 552	Adults	150	
		Dislocated Workers	180	
		Youth	222	
WDA Assigned # 12	Total Exiters 288	Adults	60	
		Dislocated Workers	68	
		Youth	160	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	70.27%	
	Dislocated Workers	--	86.49%	
Employment Retention Rate	Adults	--	93.75%	
	Dislocated Workers	--	92.31%	
Average Earnings	Adults	\$12,900	\$14,357.01	
	Dislocated Workers	\$11,700	\$12,816.64	
Placement in Employment or Education	Youth (14-21)	55%	62.77%	
Attainment of Degree or Certificate	Youth (14-21)	50%	44.90%	
Literacy and Numeracy Gains	Youth (14-21)	30%	38.46%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	1		0	4

Table O - Local Program Activities				
Local Area Name Dallas	Total Participants Served 4,079	Adults	1,136	
		Dislocated Workers	1,040	
		Youth	1,903	
WDA Assigned # 6	Total Exiters 2,342	Adults	829	
		Dislocated Workers	667	
		Youth	846	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	69.24%	
	Dislocated Workers	--	81.71%	
Employment Retention Rate	Adults	--	81.71%	
	Dislocated Workers	--	88.71%	
Average Earnings	Adults	\$10,600	\$10,205.38	
	Dislocated Workers	\$14,800	\$14,372.85	
Placement in Employment or Education	Youth (14-21)	55%	56.93%	
Attainment of Degree or Certificate	Youth (14-21)	40%	47.63%	
Literacy and Numeracy Gains	Youth (14-21)	30%	42.25%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	0		3	2

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Table O - Local Program Activities			
Local Area Name Deep East Texas	Total Participants Served 583	Adults	288
		Dislocated Workers	81
		Youth	214
WDA Assigned # 17	Total Exiters 386	Adults	198
		Dislocated Workers	72
		Youth	116
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	78.63%
	Dislocated Workers	--	75.81%
Employment Retention Rate	Adults	--	87.14%
	Dislocated Workers	--	95.24%
Average Earnings	Adults	\$11,000	\$14,182.48
	Dislocated Workers	\$14,300	\$16,165.68
Placement in Employment or Education	Youth (14-21)	55%	64.58%
Attainment of Degree or Certificate	Youth (14-21)	50%	53.40%
Literacy and Numeracy Gains	Youth (14-21)	30%	31.58%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	0	5

Table O - Local Program Activities			
Local Area Name East Texas	Total Participants Served 1,018	Adults	340
		Dislocated Workers	540
		Youth	138
WDA Assigned # 8	Total Exiters 401	Adults	191
		Dislocated Workers	132
		Youth	78
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	86.45%
	Dislocated Workers	--	98.02%
Employment Retention Rate	Adults	--	87.16%
	Dislocated Workers	--	93.62%
Average Earnings	Adults	\$9,100	\$13,095.06
	Dislocated Workers	\$13,700	\$14,847.75
Placement in Employment or Education	Youth (14-21)	55%	82.28%
Attainment of Degree or Certificate	Youth (14-21)	50%	79.17%
Literacy and Numeracy Gains	Youth (14-21)	30%	77.50%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	0	5

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Table O - Local Program Activities				
Local Area Name Golden Crescent	Total Participants Served 504	Adults	125	
		Dislocated Workers	258	
		Youth	121	
WDA Assigned # 19	Total Exitters 411	Adults	71	
		Dislocated Workers	257	
		Youth	83	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	86.21%	
	Dislocated Workers	--	84.55%	
Employment Retention Rate	Adults	--	89.29%	
	Dislocated Workers	--	89.66%	
Average Earnings	Adults	\$13,900	\$13,897.47	
	Dislocated Workers	\$13,100	\$17,193.58	
Placement in Employment or Education	Youth (14-21)	55%	69.05%	
Attainment of Degree or Certificate	Youth (14-21)	50%	55.81%	
Literacy and Numeracy Gains	Youth (14-21)	30%	9.09%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	1	3

Table O - Local Program Activities				
Local Area Name Gulf Coast	Total Participants Served 14,534	Adults	11,951	
		Dislocated Workers	1,433	
		Youth	1,150	
WDA Assigned # 28	Total Exitters 13,946	Adults	11,612	
		Dislocated Workers	1,224	
		Youth	1,109	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	72.25%	
	Dislocated Workers	--	78.41%	
Employment Retention Rate	Adults	--	82.16%	
	Dislocated Workers	--	89.63%	
Average Earnings	Adults	\$12,100	\$12,327.00	
	Dislocated Workers	\$15,900	\$16,031.02	
Placement in Employment or Education	Youth (14-21)	55%	56.87%	
Attainment of Degree or Certificate	Youth (14-21)	50%	53.60%	
Literacy and Numeracy Gains	Youth (14-21)	30%	15.45%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	3	1

Table O - Local Program Activities				
Local Area Name Heart of Texas	Total Participants Served 528	Adults	134	
		Dislocated Workers	115	
		Youth	279	
WDA Assigned # 13	Total Exiters 195	Adults	41	
		Dislocated Workers	59	
		Youth	95	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	67.57%	
	Dislocated Workers	--	88.33%	
Employment Retention Rate	Adults	--	88.89%	
	Dislocated Workers	--	92.19%	
Average Earnings	Adults	\$12,400	\$12,496.87	
	Dislocated Workers	\$13,400	\$13,293.57	
Placement in Employment or Education	Youth (14-21)	55%	71.54%	
Attainment of Degree or Certificate	Youth (14-21)	50%	65.22%	
Literacy and Numeracy Gains	Youth (14-21)	30%	0.00%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	1		2	2

Table O - Local Program Activities				
Local Area Name Lower Rio Grande	Total Participants Served 4,933	Adults	2,457	
		Dislocated Workers	174	
		Youth	2,302	
WDA Assigned # 23	Total Exiters 5,420	Adults	2,875	
		Dislocated Workers	363	
		Youth	2,182	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	71.01%	
	Dislocated Workers	--	80.09%	
Employment Retention Rate	Adults	--	83.03%	
	Dislocated Workers	--	90.63%	
Average Earnings	Adults	\$10,000	\$11,857.96	
	Dislocated Workers	\$9,700	\$12,399.27	
Placement in Employment or Education	Youth (14-21)	55%	56.33%	
Attainment of Degree or Certificate	Youth (14-21)	50%	48.20%	
Literacy and Numeracy Gains	Youth (14-21)	30%	44.83%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	0		2	3

Table O - Local Program Activities				
Local Area Name Middle Rio Grande	Total Participants Served 761	Adults	291	
		Dislocated Workers	86	
		Youth	384	
WDA Assigned # 27	Total Exiters 521	Adults	222	
		Dislocated Workers	55	
		Youth	244	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	77.37%	
	Dislocated Workers	--	80.85%	
Employment Retention Rate	Adults	--	81.82%	
	Dislocated Workers	--	88.10%	
Average Earnings	Adults	\$10,500	\$13,921.77	
	Dislocated Workers	\$12,100	\$16,274.77	
Placement in Employment or Education	Youth (14-21)	55%	53.30%	
Attainment of Degree or Certificate	Youth (14-21)	50%	56.98%	
Literacy and Numeracy Gains	Youth (14-21)	30%	14.63%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	1		1	3

Table O - Local Program Activities				
Local Area Name North Central Texas	Total Participants Served 2,693	Adults	1,026	
		Dislocated Workers	737	
		Youth	930	
WDA Assigned # 4	Total Exiters 2,075	Adults	786	
		Dislocated Workers	546	
		Youth	743	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	76.45%	
	Dislocated Workers	--	83.84%	
Employment Retention Rate	Adults	--	87.27%	
	Dislocated Workers	--	90.17%	
Average Earnings	Adults	\$12,000	\$13,006.13	
	Dislocated Workers	\$17,700	\$17,458.28	
Placement in Employment or Education	Youth (14-21)	55%	55.56%	
Attainment of Degree or Certificate	Youth (14-21)	50%	41.21%	
Literacy and Numeracy Gains	Youth (14-21)	30%	35.98%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	1		2	2

Table O - Local Program Activities				
Local Area Name North East Texas	Total Participants Served 1,325	Adults	603	
		Dislocated Workers	448	
		Youth	274	
WDA Assigned # 7	Total Exiters 1,013	Adults	545	
		Dislocated Workers	315	
		Youth	153	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	79.39%	
	Dislocated Workers	--	84.56%	
Employment Retention Rate	Adults	--	84.48%	
	Dislocated Workers	--	91.95%	
Average Earnings	Adults	\$11,700	\$13,587.51	
	Dislocated Workers	\$12,800	\$13,518.51	
Placement in Employment or Education	Youth (14-21)	55%	69.23%	
Attainment of Degree or Certificate	Youth (14-21)	50%	68.35%	
Literacy and Numeracy Gains	Youth (14-21)	30%	18.64%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	1		0	4

Table O - Local Program Activities				
Local Area Name North Texas	Total Participants Served 293	Adults	74	
		Dislocated Workers	134	
		Youth	85	
WDA Assigned # 3	Total Exiters 182	Adults	64	
		Dislocated Workers	61	
		Youth	57	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	81.82%	
	Dislocated Workers	--	83.33%	
Employment Retention Rate	Adults	--	94.34%	
	Dislocated Workers	--	85.19%	
Average Earnings	Adults	\$10,200	\$12,228.79	
	Dislocated Workers	\$13,500	\$14,139.47	
Placement in Employment or Education	Youth (14-21)	55%	82.05%	
Attainment of Degree or Certificate	Youth (14-21)	50%	56.25%	
Literacy and Numeracy Gains	Youth (14-21)	30%	66.67%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	0		1	4

Table O - Local Program Activities				
Local Area Name Panhandle	Total Participants Served 543	Adults	211	
		Dislocated Workers	107	
		Youth	225	
WDA Assigned # 1	Total Exiters 308	Adults	133	
		Dislocated Workers	89	
		Youth	86	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	87.14%	
	Dislocated Workers	--	91.49%	
Employment Retention Rate	Adults	--	93.33%	
	Dislocated Workers	--	88.06%	
Average Earnings	Adults	\$14,160	\$15,224.50	
	Dislocated Workers	\$13,632	\$13,807.83	
Placement in Employment or Education	Youth (14-21)	55%	71.43%	
Attainment of Degree or Certificate	Youth (14-21)	50%	73.91%	
Literacy and Numeracy Gains	Youth (14-21)	30%	57.14%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	0		1	4

Table O - Local Program Activities				
Local Area Name Permian Basin	Total Participants Served 538	Adults	182	
		Dislocated Workers	78	
		Youth	278	
WDA Assigned # 11	Total Exiters 429	Adults	124	
		Dislocated Workers	49	
		Youth	256	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	83.78%	
	Dislocated Workers	--	86.05%	
Employment Retention Rate	Adults	--	91.82%	
	Dislocated Workers	--	91.38%	
Average Earnings	Adults	\$12,300	\$14,916.98	
	Dislocated Workers	\$13,700	\$18,041.51	
Placement in Employment or Education	Youth (14-21)	55%	59.00%	
Attainment of Degree or Certificate	Youth (14-21)	50%	41.29%	
Literacy and Numeracy Gains	Youth (14-21)	30%	46.43%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	1		0	4

Table O - Local Program Activities			
Local Area Name Rural Capital	Total Participants Served 825	Adults	260
		Dislocated Workers	385
		Youth	180
WDA Assigned # 15	Total Exiters 462	Adults	146
		Dislocated Workers	235
		Youth	81
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	85.25%
	Dislocated Workers	--	94.27%
Employment Retention Rate	Adults	--	91.74%
	Dislocated Workers	--	93.98%
Average Earnings	Adults	\$10,700	\$11,181.68
	Dislocated Workers	\$11,700	\$13,512.91
Placement in Employment or Education	Youth (14-21)	55%	75.00%
Attainment of Degree or Certificate	Youth (14-21)	50%	81.82%
Literacy and Numeracy Gains	Youth (14-21)	30%	50.00%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	1	4

Table O - Local Program Activities			
Local Area Name South Plains	Total Participants Served 484	Adults	151
		Dislocated Workers	39
		Youth	294
WDA Assigned # 2	Total Exiters 376	Adults	92
		Dislocated Workers	31
		Youth	253
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	91.67%
	Dislocated Workers	--	96.67%
Employment Retention Rate	Adults	--	92.56%
	Dislocated Workers	--	76.74%
Average Earnings	Adults	\$12,400	\$15,407.50
	Dislocated Workers	\$13,600	\$14,954.50
Placement in Employment or Education	Youth (14-21)	55%	53.52%
Attainment of Degree or Certificate	Youth (14-21)	50%	51.54%
Literacy and Numeracy Gains	Youth (14-21)	30%	42.86%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	2	3

Table O - Local Program Activities				
Local Area Name South Texas	Total Participants Served 480	Adults	219	
		Dislocated Workers	18	
		Youth	243	
WDA Assigned # 21	Total Exiters 315	Adults	137	
		Dislocated Workers	18	
		Youth	160	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	80.77%	
	Dislocated Workers	--	86.67%	
Employment Retention Rate	Adults	--	91.89%	
	Dislocated Workers	--	100.00%	
Average Earnings	Adults	\$10,487	\$14,244.38	
	Dislocated Workers	\$10,487	\$14,437.43	
Placement in Employment or Education	Youth (14-21)	55%	69.23%	
Attainment of Degree or Certificate	Youth (14-21)	50%	52.63%	
Literacy and Numeracy Gains	Youth (14-21)	30%	0.00%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	1		0	4

Table O - Local Program Activities				
Local Area Name Southeast Texas	Total Participants Served 1,274	Adults	927	
		Dislocated Workers	66	
		Youth	281	
WDA Assigned # 18	Total Exiters 709	Adults	533	
		Dislocated Workers	43	
		Youth	133	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	78.33%	
	Dislocated Workers	--	87.76%	
Employment Retention Rate	Adults	--	74.13%	
	Dislocated Workers	--	93.88%	
Average Earnings	Adults	\$9,600	\$10,730.94	
	Dislocated Workers	\$12,700	\$20,240.52	
Placement in Employment or Education	Youth (14-21)	55%	73.28%	
Attainment of Degree or Certificate	Youth (14-21)	50%	50.00%	
Literacy and Numeracy Gains	Youth (14-21)	30%	56.45%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	0		1	4

Table O - Local Program Activities				
Local Area Name Tarrant County	Total Participants Served 2,500	Adults	772	
		Dislocated Workers	1,129	
		Youth	599	
WDA Assigned # 5	Total Exiters 1,635	Adults	478	
		Dislocated Workers	681	
		Youth	476	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	68.44%	
	Dislocated Workers	--	81.96%	
Employment Retention Rate	Adults	--	80.00%	
	Dislocated Workers	--	87.85%	
Average Earnings	Adults	\$10,200	\$10,540.92	
	Dislocated Workers	\$14,400	\$14,555.89	
Placement in Employment or Education	Youth (14-21)	55%	62.35%	
Attainment of Degree or Certificate	Youth (14-21)	50%	53.19%	
Literacy and Numeracy Gains	Youth (14-21)	30%	19.23%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	1		2	2

Table O - Local Program Activities				
Local Area Name Texoma	Total Participants Served 248	Adults	105	
		Dislocated Workers	56	
		Youth	87	
WDA Assigned # 25	Total Exiters 133	Adults	52	
		Dislocated Workers	32	
		Youth	49	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	79.41%	
	Dislocated Workers	--	89.74%	
Employment Retention Rate	Adults	--	72.22%	
	Dislocated Workers	--	91.57%	
Average Earnings	Adults	\$15,100	\$15,060.58	
	Dislocated Workers	\$14,400	\$14,353.22	
Placement in Employment or Education	Youth (14-21)	55%	64.52%	
Attainment of Degree or Certificate	Youth (14-21)	50%	85.71%	
Literacy and Numeracy Gains	Youth (14-21)	30%	44.44%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	0		2	3

Table O - Local Program Activities				
Local Area Name Upper Rio Grande	Total Participants Served 3,658	Adults	1,028	
		Dislocated Workers	1,340	
		Youth	1,290	
WDA Assigned # 10	Total Exiters 3,013	Adults	690	
		Dislocated Workers	834	
		Youth	1,489	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	74.88%	
	Dislocated Workers	--	80.70%	
Employment Retention Rate	Adults	--	82.47%	
	Dislocated Workers	--	90.56%	
Average Earnings	Adults	\$11,500	\$11,859.11	
	Dislocated Workers	\$9,600	\$10,903.34	
Placement in Employment or Education	Youth (14-21)	55%	52.90%	
Attainment of Degree or Certificate	Youth (14-21)	50%	48.09%	
Literacy and Numeracy Gains	Youth (14-21)	30%	12.36%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	1		3	1

Table O - Local Program Activities				
Local Area Name West Central	Total Participants Served 4,028	Adults	3,293	
		Dislocated Workers	558	
		Youth	177	
WDA Assigned # 9	Total Exiters 2,774	Adults	2,405	
		Dislocated Workers	302	
		Youth	67	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	72.05%	
	Dislocated Workers	--	77.78%	
Employment Retention Rate	Adults	--	83.27%	
	Dislocated Workers	--	89.87%	
Average Earnings	Adults	\$11,600	\$13,043.13	
	Dislocated Workers	\$13,500	\$14,999.44	
Placement in Employment or Education	Youth (14-21)	55%	60.53%	
Attainment of Degree or Certificate	Youth (14-21)	50%	50.63%	
Literacy and Numeracy Gains	Youth (14-21)	30%	39.29%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	0		1	4

