



GOVERNOR'S COUNCIL FOR WORKFORCE AND ECONOMIC DEVELOPMENT

EDUCATION. ECONOMIC DEVELOPMENT. EMPLOYMENT.

Oklahoma WIA Annual Report Program Year 2006

Governor Brad Henry reconstituted the State Workforce Board as the Governor's Council for Workforce and Economic Development, and appointed a Deputy Secretary of Commerce to oversee Workforce Initiatives. With these actions, he set in motion a process for developing a workforce system in support of economic development at both the state and regional levels. After a year long research effort, the Governor's Council adopted a sector based strategy for developing the workforce. As part of its implementation of sector strategies, in depth reports were commissioned on each of the major industry sectors that are critical to Oklahoma's wealth generating ability, or to its infrastructure. The first of these reports was on the health care industry sector. As a result of this report, the legislature, during the 2006 session, increased spending for health care occupational training by almost 5 million dollars. The aerospace industry study was completed in PY06 and the manufacturing study is nearing completion.

The Oklahoma Legislature codified the Governor's Council for Workforce and Economic Development and the Workforce Solutions Staff Team (WSST) into law during this legislative session. This action will ensure that the work of the Council, including its sector based strategies, can continue regardless of politics or who occupies the Governor's office.

The Workforce Solutions Staff Team, more commonly referred to as the "WSST," is made up of executive level staff from eight state agencies and local workforce boards. They are responsible for ensuring that agency goals and resources are aligned toward common statewide objectives. They also provide support to the Governor's Council. This team has been responsible for implementation of the Career Readiness Certificate using the WorkKeys system. In addition they have championed the development of a web-based career management system which will use an industry sector approach in career exploration and career development activities. Skills Panels are on the agenda for implementation by the end of this year. These industry based panels will provide more data directly from industry that will help in development of the current and future workforce within each industry sector.



Grow Oklahoma

The 2006 program year brought with it many changes, innovations, and advances for the state of Oklahoma through the Governor's Council for Workforce and Economic Development. One significant innovation is the Grow Oklahoma campaign. Made up of 22 representatives of Oklahoma private businesses and 20 from the public sector, the Governor's Council has adopted a strategy to "Grow Oklahoma."

What is Grow Oklahoma? *New talent for a new century.*

Led by the Governor's Council for Workforce & Economic Development, "Grow Oklahoma" is about ensuring that Oklahoma has a distinct competitive advantage for attracting, growing and retaining businesses through a highly skilled and talented workforce. The campaign engages public and private sector leaders across the state to participate in developing solutions for Oklahoma's key workforce and economic development challenges.

Why undertake a campaign? *Colliding trends impact our future.*

While Oklahoma's overall unemployment rates have remained below the national average, new jobs in the past year have emerged at a rapid rate [20,000 jobs] in the state. However, more jobs do not automatically equate to a thriving economy for Oklahomans. The job growth rate is 50% larger than the population's growth rate, and the working population will have to rise from 70% in 2005 to 91% in 2030 to meet the demand. With baby boomers retiring at an increased rapid pace for the next 15 years, Oklahoma is expected to grow 154,000 new jobs by 2014. These emerging jobs require a new set of workforce skills and talent.

No issue is more central to Oklahoma's future than workforce talent. The Grow Oklahoma Campaign provides solutions through three key initiatives.

Initiative #1: Growing talent, skills and knowledge.

Key Focus: Making our education and training system better coordinated, accessible and relevant to life and work. Ensuring that our at-risk and underutilized populations can more easily access this system to build their talents, skills and knowledge.

Core Objectives:

Develop and implement policy and legislation to enhance the educational system that in turn leads to:

- 1) decreasing high school drop out rates;
- 2) improving pathways and resources for entrepreneurship and innovation; and
- 3) expanding workforce talent that meets the demands of business.

Key Actions:

- Create career cluster pathways and plans of study for students and transitioning adults

- Provide career counselors and tools dedicated to educating students and transitioning adults about career cluster pathway opportunities
- Shift school learning by expanding the school day, and making curriculum relevant to life and work
- Undertake skill development initiatives that will increase workforce participation rates including at-risk and under-utilized populations
- Create incentives for lifelong learning and credential/degree attainment in key disciplines (science, technology, engineering and math).
- Create incentives to expand capacity to educate more Oklahomans in key disciplines.
- Develop a process to accomplish recommendations provided by the Healthcare and Aerospace reports.

Initiative #2: Growing and delivering solutions for talent recruitment and retention

Key Focus: Building a public/ private partnership to better understand employer needs, deliver unduplicated service to business, recruiting and attracting talent and developing common matrix and accountability systems that all partners can work toward.

Core Objectives:

Develop a proactive, responsive Talent Recruitment and Retention plan of action that is well coordinated among public private partners and:

- 1) engages businesses to better communicate their workforce needs;
- 2) improves the lifelong skills of Oklahomans to meet the demands of the future; and
- 3) provides talent and recruitment solutions to meet the needs of individuals and employers.

Key Actions:

- Establish a Talent Recruitment Team
- Develop incentives for targeted recruitment
- Regionalize recruitment efforts under statewide coordination and employer service center hubs
- Organize a think-tank to reduce duplication between agencies relating to employer services through common goals, objectives and reporting metrics
- Use virtual systems to serve customers
- Create incentives for incumbent worker training
- Develop incentives for graduates to stay in Oklahoma and to recruit new talent in critical job shortage areas
- Create a model for Certified Work Ready Communities
- Implement recommendations from industry-sector reports

Initiative #3: Growing awareness and success.

Key Focus: Communicating the sense of urgency and the call to action to our citizens and employers about the importance of credentials and continued educational attainment as an economic development driver.

Core Objectives:

Create a paradigm shift among Oklahomans and businesses/employers through an ongoing awareness campaign that educates the community about:

- 1) the value of lifelong learning and skills development;
- 2) the core issues and challenges facing individuals and businesses in growing and retaining talent; and
- 3) our collective efforts as measured by the Grow Oklahoma scorecard.

Key Actions

- Report on how the “think tank” is coordinating efforts toward common systems and goals.
- Create the system for overall data collection, management and tracking so that there is a unified picture of how we are doing against our key measures.
- Determine what the key measures are for key initiatives
- Develop and coordinate the Grow Oklahoma report card
- Develop a marketing and communications plan to all target audiences, and engage local areas to promote

Program Year 2006 Initiatives

National Governor’s Academy – Sector Strategies Institute

Oklahoma is in the process of change and at the heart of it is Industry Sector Strategies. Participation in the National Governor’s Association Policy Academy has added fuel to our efforts and allowed us to better leverage our time and resources by accelerating our learning and creating a broad base of expertise within our state on which to continue to build.

Under the direction of the NGA, Oklahoma launched an Industry Sector Initiative in September 2006. The first Core Principle of the Governor’s Council for Workforce and Economic Development is “Focus on key industries – We will develop our solutions consistently within the context of meeting the needs of key industries, whether statewide or within a region. Initially those industries will include aerospace, advanced manufacturing and healthcare. We will engage employers in these key industries in shaping strategies to ensure relevance.”

Steps completed toward implementation of Oklahoma’s Industry Sector Initiative:

- Completion of Oklahoma’s Health Care Industry Workforce: 2006 Report
- Completion of Oklahoma’s Aerospace Industry Workforce: 2007 Report
- Completion of Oklahoma’s Workforce Employer Survey – 2006 Report
- Completion of Workforce Report Card – 2007
- Industry-specific regional summits in healthcare and manufacturing
- Oklahoma was selected as a National Governor’s Association Center for Best Practices Policy Academy participant – “State Sector Strategies: Innovative Workforce Policies to Address Worker and Employer Needs”
- NGA participants, serving on the Sector Strategies Steering Committee, are composed of representatives of:
 - Oklahoma Department of Human Services
 - Oklahoma Employment Security Commission
 - Oklahoma Department of Commerce

- State Department of Education
- Oklahoma Department of Career and Technical Education
- Oklahoma Department of Rehabilitative Services
- Oklahoma Regents for Higher Education
- Oklahoma Department of Corrections
- Healthcare industry
- Aerospace industry
- Manufacturing industry
- Energy industry
- State Human Resources Managers (SHRM)
 - Sector Strategies Steering Committee members are also members of the Facilitation and Implementation Team of the GCWED. Their focus is *the supply and demand of labor in relation to economic development needs*. To implement these workforce and economic development strategies within industry sectors, they are:
 - Implementing the recommendations from industry sector studies
 - Using a “skills panels” type model to further find and implement solutions on a state and regional basis
 - Facilitating education to meet the skill needs of industry sectors, and
 - Continuing development of industry sector strategies based on the data and trends identified by the data and analysis team
- Industry Sector Strategies information has been distributed to:
 - Oklahoma Chambers of Commerce
 - Business and Industry representatives of all Oklahoma CareerTech centers
 - Workforce Investment Board Chairs and staff members
 - State Superintendents of Oklahoma CareerTechs
 - Oklahoma Economic Development Committee (OEDC) members
 - Governor’s Economic Development Team (GEDT) members

With this sector strategies informational letter came the offer of assistance to local industry sector teams from members of the steering committee.
- Quarterly publications of *Business Crossroads* targeting the key industries of healthcare, manufacturing, aerospace, and construction/skilled trades have been completed and are distributed to 8,000 Oklahoma businesses

WorkKeys – Career Readiness Certification (CRC)

The state of Oklahoma has taken action to help build and identify truly skilled workers by implementing an initiative called the Career Readiness Certificate – a state-wide and nation-wide effort to measure, validate and certify worker skills. Oklahoma adopted the skills measuring and skills enhancing tool in 2006 as a means to ensure our businesses that a prospective employee has the *skills* needed to do the job. WorkKeys is also available to the currently employed as a tool to increase skills in reading, math, and accessing information. Since Oklahoma became a CRC state, we have issued work ready certificates to 10,000 people.

“Using Career Readiness assessment has allowed us to select the most qualified individuals to join our company,” said Ted Rutherford, IT and Training Manager with Solo Cup. “The pre-employment assessments have boosted our efficiency, and helped us grow with a better qualified team.”

The Governor’s ACE (Achieving Classroom Excellence) initiative was passed by the legislature and includes WorkKeys and the Career Ready Certificate as an option for end of instruction testing.

Several Oklahoma high schools are now testing and issuing Career Readiness Certificates along with diplomas to their graduates.

Integration

Beginning in July 2006, Employment Services and WIA Title I (Adult, Dislocated Workers, and Youth programs) began working diligently to move the network of Workforce Oklahoma Centers into integrated service delivery models. The Oklahoma Employment Security Commission and Local Workforce Investment Board staff have been working toward the design and implementation of an integrated service delivery approach for the centers, focusing their efforts on resolving some of the long-standing issues inherent in silo and often fragmented systems. In so doing, they have looked to the new requirements of the Governor’s Council and focused on a broader range of services to meet the employment related needs of businesses. The resulting model is comprised of a three-unit approach: Welcoming Unit, Skill Development Unit, and Staffing Solution Team. Center managers are mapping unit processes and assisting the units in their integration efforts.

Certified Work Ready Communities

Another workforce and economic development initiative, Work Ready Communities, will provide to prospective Oklahoma community businesses that the skills are in place to ensure success at that location. The criteria and process are being developed to recognize these regions for their workforce development, economic development, and education/training partnerships. A model for Certified Work Ready Communities is being developed.

Employer Service Centers

Program Year 2006 also marked the beginning of our development of regional economic development hubs, providing comprehensive business retention, expansion, training and talent recruitment services. These Employer Service Centers, or Workforce Advantage Centers, will provide easy access to a comprehensive array of integrated employment, educational, training, and economic development services to meet the needs of job seekers, employers and our communities. They will be a collaboration that is all-encompassing across all workforce and economic development arenas.

GrowOklahoma.com

Oklahoma began the development process for GrowOklahoma.com during PY06, as well. This tool is seen as a way to bring partners together virtually and provide joint services through a single web-based system. It will also provide a virtual link between workforce and economic development. This system will allow the state to offer quality access to quality services to more people with leveraged resources. This career management system will be a portal into several educational, workforce, and economic

development sites and services. When fully operational, some of the functions and features of this management system include:

- Integrated career assessment and interest inventories
- Integrated portfolio and resume-building functions for Oklahoma citizens
- Integrated career exploration/career decision making components
- Integration of Oklahoma's JobLink or similar job posting/job matching database
- Connections between skills gaps and training opportunities
- Career Planning templates for secondary students
- Employer hiring tips and related labor market information
- Employer access to client information, with client permission
- Financial aid information
- Virtual tours of post-secondary campuses and on-line enrollment
- Provision of information to Spanish-speaking individuals
- Complete OHLAP (Oklahoma Higher Learning Access Program)
- Integrate CareerTech Career Information System
- Integrate Career Readiness Credentials
- Students will be able to send their ACT scores to all Oklahoma higher education institutions
- Integration of job matching with employee recruitment

Grow Oklahoma Communications Campaign



The strategy of our Grow Oklahoma campaign is to:

- Promote the value of lifelong learning and skill development for all Oklahomans
- Engage Oklahoma's elected officials, stakeholders, and partners
- Link workforce as an essential part of a strong economic future in every message

Through a highly visible brand we will promote the value of lifelong learning and skills development to all Oklahomans. As a result, we will engage our elected officials, stakeholders and partners to link workforce as an essential part of a strong economic future. By doing so, our objective is to increase participation in skill development and ongoing learning initiatives and to amplify awareness and support for workforce initiatives.

Governor's Youth Council

A statewide Youth Council that coordinates with the state's economic goals was established in PY06 with support from the Governor's Council for Workforce and Economic Development. The goals identified for the effort were:

- Make Oklahomans aware of the state's emerging workforce and the effect of current trends.
- Develop a network that is inclusive of all state and local youth organizations, and
- Benchmark, measure and reward the progress of the youth work preparation system.

For Oklahoma to have a competitive advantage in attracting and retaining business, we must have an ever increasing skill level among our citizens. The Youth Council will help focus on issues and recommendations that will ensure that our youth are prepared for the jobs of the future.

The Governor's Youth Council is made up of 31 members from business, judicial, consumer, state agency and service provider entities.

Business Services Teams

Multiple agencies and community organizations work together to develop common processes and implement a unified plan to address the individual needs of business in each of our 12 Workforce Investment Areas. Each of these teams is functioning within the state vision of regional economic development activities and goals.

Business Services Teams are representatives of local organizations and state agencies who know the local business climate and often know the business owners in their areas. Services are delivered on a personal level and contact is continuing until business needs are met. This effort has already resulted in cooperation and collaboration among WIA Title I, AEFLA, Perkins Act, and community agencies and organizations.

Compendium of Services and the Governor's Council Goals Matrix

Program year 2006 brought with it two information gathering projects. The first, the "Compendium of Services" identified 40 separate programs that are sponsored by state agencies represented on the Governor's Council. This information (Program Initiative, Short Statement of Goal/Purpose/Objective of Program/Initiative, Agency Responsible or Funding Source, Outcomes/Results, Federal State or Both, Contact Person for More Info Name-Phone-Email, and Is it in Statute?) was then made available to each agency and to all employees who provide services to individuals and to businesses.

The second initiative, the Governor's Council Matrix, gathered critical information from lead state agencies. Categories were the four Goals of the Governor's Council for Workforce and Economic Development:

- Goal 1: Create a culture in Oklahoma that values lifelong learning and skill development.
- Goal 2: Ensure Oklahoma employers have access to a skilled workforce and that Oklahomans have the education and training to succeed.
- Goal 3: Create coordinated, responsive and proactive service delivery models to meet the needs of individuals and employers.
- Goal 4: Develop career pathways and career exploration (career promotion) strategies that help all Oklahomans navigate the complex and changing employment market.

State agencies with lead positions on the Governor's Council for Workforce and Economic Development were asked to share information with the Council about how their agency is contributing to the four goals of the Council. By providing this information, the Council was able to identify critical gaps in services and address remedies. Agencies surveyed included:

- Oklahoma Department of Career and Technology Education
- Oklahoma Department of Corrections
- Oklahoma Department of Commerce
- Oklahoma Department of Rehabilitative Services
- Department of Human Services
- State Department of Education
- Oklahoma Employment Security Commission

Each goal of the Governor's Council was addressed. Questions on the survey included:

1. What is now being done to support this goal and these strategies?
2. How can the goals and strategies be incorporated into agency operations?
3. What are the barriers to implementation/operation?
4. How can the barriers be overcome?
5. What can be changed or enhanced in the next 12 months to realize results?
6. How can collaborative efforts between agencies be made stronger?
7. What policy changes are needed?
8. What legislation is needed?
9. Bold Ideas?

The results not only identified gaps in the strategies of the Council Goals, but also were a good tool to assess what we were doing as individual agencies.

RFP's

Two "WIRED for Oklahoma" grants were released during PY06 – "Raising the Regional Bar for Economic Development" and "Continued Development of Workforce Systems in Support of Economic Development on a Regional Basis." Two regions sponsored health care summits were held as a result of grants. The Eastern and Southern Workforce Investment Boards, health care organizations, educational institutions and other key stakeholders from multi-county service areas have been actively working on regional strategic plans focused on alleviating health care workforce shortages. Both groups have conducted several rounds of meeting since the fall of 2006.

Manufacturing summits and general workforce and economic development summits have also been held in workforce regions of the state.

E-Blast

PY06 brought with it another electronic tool to the Governor's Council for Workforce and Economic Development – the "E-Blast" newsletter. Updates from the Governor's Council are sent by electronic mail to Oklahomans bi-weekly. This tool allows the Council to keep information current and timely with the legislature and local elected officials, businesses, economic developers, workforce boards, and educators. These electronic newsletters are sent twice monthly.

Workforce Oklahoma Centers

A number of high profile activities have taken place over the last year. Here is a small random sampling:

Bartlesville:

The center is working with Amazon distribution center to recruit 60 new employees. Another employer, Global Springs, is recruiting for 40 new employees with the help of the local Workforce Center. The Bartlesville Center is also partnering with their local chamber and economic development authority to survey businesses. The survey will eventually assist with future business and talent recruitment for the area.

Chickasha:

The Chickasha Workforce Center is very active with skills assessment of those seeking employment and employment related training. The KeyTrain and WorkKeys assessment tools are used to identify and evaluate skills aptitude. The center has been especially active with the local high school thus becoming the first community to WorkKeys assess an entire graduating senior class and issue Career Ready Certificates (CRC's) to each graduate.

Durant:

This center has played a pivotal role in the economic fortunes of this southeastern Oklahoma community on the Texas border. Big Lots Distribution Center, the largest employer in the area, takes approximately 40 new applications for employment each week through the Durant Workforce Center.

Pryor:

The new Gatorade facility at the Mid-America Industrial Park has been a high profile project in the state. The facility is approaching fifty percent capacity and thus far these are the numbers processed in large part by Workforce Oklahoma Center staff at Pryor: 4,330 employment applications, 1,850 pre-employment assessments and 133 hired.

Oklahoma City:

The Dell project is well documented, but it continues to evolve. The original projections by Dell were to open a 350-500 seat sales facility in Oklahoma City. Nearly three years later over 2,000 employees now work at the Oklahoma City campus. Nearly half of those jobs are technical in nature, on average yielding higher salaries per position than sales. The campus continues to grow and Workforce Oklahoma continues to partner and assist Dell on-site with their employment recruitment processes.

Oklahoma has 39 fully integrated Workforce Oklahoma Centers in the following locations. To access partnership and contact information, go to www.workforceok.org

- [Ada](#)
- [Altus](#)
- [Antlers](#)
- [Ardmore](#)
- [Bartlesville](#)
- [Chickasha](#)
- [Claremore](#)
- [Clinton](#)
- [Duncan](#)
- [Durant](#)
- [Enid](#)
- [Guymon](#)
- [Holdenville](#)
- [Hugo](#)
- [Idabel](#)
- [Lawton](#)
- [McAlester](#)
- [Miami](#)
- [Muskogee](#)
- [Norman](#)
- [OKC Eastside](#)
- [OKC Rockwell](#)
- [OKC - Reno](#)
- [OKC Southside](#)
- [Okmulgee](#)
- [Ponca City](#)
- [Poteau](#)
- [Pryor](#)
- [Sallisaw](#)
- [Sand Springs](#)
- [Sapulpa](#)
- [Seminole](#)
- [Shawnee](#)
- [Stillwater](#)
- [Stilwell](#)
- [Tahlequah](#)
- [Tulsa Downtown](#)
- [Tulsa Skyline](#)
- [Woodward](#)

**DOL GRANTS RECAP
STATE OF OKLAHOMA
For the Period Ending June 30, 2007**

PROGRAM ACTIVITY	AVAILABLE	EXPENDED	PERCENT	BALANCE REMAINING
Adult	\$13,894,400.00	\$10,169,849.00	73.19%	\$3,724,551.00
Dislocated Worker	\$9,365,307.00	\$4,974,604.00	53.12%	\$4,390,703.00
Youth	\$16,692,571.00			
Out-of-School		\$4,784,554.00		
In-School		\$5,118,689.00		
Summer Emp (Non-Add)		<u>\$1,019,313.00</u>		
Total Youth		\$9,903,243.00	59.33%	\$6,789,328.00
Local Administration	\$4,339,511.00	\$2,620,221.00	60.38%	\$1,719,290.00
Rapid Response	\$5,427,957.00	\$2,696,134.00	49.67%	\$2,731,823.00
Statewide Activities	\$9,480,681.00	\$5,249,865.00	55.37%	\$4,230,816.00
Grand Total	\$59,200,427.00	\$35,613,916.00	60.16%	\$23,586,511.00

Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$10,169,849.00
Local Dislocated Workers	\$4,974,604.00
Local Youth	\$9,903,243.00
Local Administration	\$2,620,221.00
Rapid Response (up to 25%)	\$2,696,134.00

Statewide Required Activities (up to 15%)		\$2,571,861.00
Statewide Allowable Activities		
(1) State administration of WIA Programs.	\$1,284,927.00	
(2) Carrying out other activities necessary to assist local areas to carry out required or optional local employment and training activities.	\$1,225,228.00	
(3) Capacity building and technical assistance to local areas.	\$167,849.00	\$2,678,004.00
Total of All Federal Spending Listed Above		\$35,613,916.00

(1) ODOC Admin.-Adult	\$10,542.27	
Youth	\$0.00	
DLW	<u>(\$32,352.46)</u>	(\$21,810.19)
 OESC Admin.-Adult	\$0.00	
Youth	\$294,000.00	
DLW	<u>\$102,656.57</u>	\$396,656.57
 OESC Admin.-PY 04	<u>\$294,725.00</u>	<u>\$294,725.00</u>
		 \$669,571.38

LOCAL AREA NAME		Central Workforce Investment Area				
ETA ASSIGNED # 40075						
		NEGOTIATED PERFORMANCE LEVEL	ACTUAL PERFORMANCE LEVEL	NUMERATOR	DENOMINATOR	
TOTAL PARTICIPANTS SERVED	ADULTS			14553	0	
	DISLOCATED WORKERS			358	0	
	OLDER YOUTH(19-21)			116	0	
	YOUNGER YOUTH(14-18)			190	0	
TOTAL EXITERS	ADULTS			10737	0	
	DISLOCATED WORKERS			99	0	
	OLDER YOUTH(19-21)			41	0	
	YOUNGER YOUTH(14-18)			56	0	
ENTERED EMPLOYMENT RATE	ADULTS	85	69.7	140	201	
	DISLOCATED WORKERS	90	67.4	60	89	
RETENTION RATE	ADULTS	86	89.8	159	177	
	DISLOCATED WORKERS	91	88.0	95	108	
AVERAGE EARNINGS	ADULTS	10200	13437	2109542	157	
	DISLOCATED WORKERS	13200	13638	1172893	86	
PLACEMENT IN EMP OR ED	YOUTH (14-21)	55	51.5	68	132	
ATTAIN DEG OR CERT	YOUTH (14-21)	37	15.3	20	131	
LITERACY OR NUMERACY GAINS	YOUTH (14-21)	15	0.0	0	38	
OVERALL STATUS OF LOCAL PERFORMANCE				NOT MET	MET	EXCEEDED
				6	0	3

LOCAL AREA NAME		Cleveland Workforce Investment Area				
ETA ASSIGNED # 40025						
		NEGOTIATED PERFORMANCE LEVEL	ACTUAL PERFORMANCE LEVEL	NUMERATOR	DENOMINATOR	
TOTAL PARTICIPANTS SERVED	ADULTS			3642	0	
	DISLOCATED WORKERS			49	0	
	OLDER YOUTH(19-21)			12	0	
	YOUNGER YOUTH(14-18)			40	0	
TOTAL EXITERS	ADULTS			2765	0	
	DISLOCATED WORKERS			18	0	
	OLDER YOUTH(19-21)			4	0	
	YOUNGER YOUTH(14-18)			10	0	
ENTERED EMPLOYMENT RATE	ADULTS	85	68.6	35	51	
	DISLOCATED WORKERS	90	73.3	11	15	
RETENTION RATE	ADULTS	86	100.0	16	16	
	DISLOCATED WORKERS	91	100.0	16	16	
AVERAGE EARNINGS	ADULTS	10200	15617	249866	16	
	DISLOCATED WORKERS	13200	13364	213818	16	
PLACEMENT IN EMP OR ED	YOUTH (14-21)	55	83.3	10	12	
ATTAIN DEG OR CERT	YOUTH (14-21)	37	50.0	8	16	
LITERACY OR NUMERACY GAINS	YOUTH (14-21)	15	0.0	0	0	
OVERALL STATUS OF LOCAL PERFORMANCE				NOT MET	MET	EXCEEDED
				3	0	6

LOCAL AREA NAME		East Central Workforce Investment Area				
ETA ASSIGNED # 40040						
		NEGOTIATED PERFORMANCE LEVEL	ACTUAL PERFORMANCE LEVEL	NUMERATOR	DENOMINATOR	
TOTAL PARTICIPANTS SERVED	ADULTS			3544	0	
	DISLOCATED WORKERS			37	0	
	OLDER YOUTH(19-21)			33	0	
	YOUNGER YOUTH(14-18)			149	0	
TOTAL EXITERS	ADULTS			2955	0	
	DISLOCATED WORKERS			22	0	
	OLDER YOUTH(19-21)			11	0	
	YOUNGER YOUTH(14-18)			50	0	
ENTERED EMPLOYMENT RATE	ADULTS	85	58.9	63	107	
	DISLOCATED WORKERS	90	83.3	15	18	
RETENTION RATE	ADULTS	86	94.3	50	53	
	DISLOCATED WORKERS	91	100.0	22	22	
AVERAGE EARNINGS	ADULTS	10200	13037	651834	50	
	DISLOCATED WORKERS	13200	11626	255778	22	
PLACEMENT IN EMP OR ED	YOUTH (14-21)	55	59.4	19	32	
ATTAIN DEG OR CERT	YOUTH (14-21)	37	33.3	13	39	
LITERACY OR NUMERACY GAINS	YOUTH (14-21)	15	50.0	2	4	
OVERALL STATUS OF LOCAL PERFORMANCE				NOT MET	MET	EXCEEDED
				4	0	5

LOCAL AREA NAME	Eastern Workforce Investment Area
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ETA ASSIGNED # 40055						
		NEGOTIATED PERFORMANCE LEVEL	ACTUAL PERFORMANCE LEVEL	NUMERATOR	DENOMINATOR	
TOTAL PARTICIPANTS SERVED	ADULTS			10445	0	
	DISLOCATED WORKERS			338	0	
	OLDER YOUTH(19-21)			60	0	
	YOUNGER YOUTH(14-18)			301	0	
TOTAL EXITERS	ADULTS			8169	0	
	DISLOCATED WORKERS			342	0	
	OLDER YOUTH(19-21)			51	0	
	YOUNGER YOUTH(14-18)			177	0	
ENTERED EMPLOYMENT RATE	ADULTS	85	68.1	451	662	
	DISLOCATED WORKERS	90	72.0	296	411	
RETENTION RATE	ADULTS	86	88.9	319	359	
	DISLOCATED WORKERS	91	93.3	152	163	
AVERAGE EARNINGS	ADULTS	10200	12312	3927381	319	
	DISLOCATED WORKERS	13200	12061	1833226	152	
PLACEMENT IN EMP OR ED	YOUTH (14-21)	55	56.8	88	155	
ATTAIN DEG OR CERT	YOUTH (14-21)	37	40.7	61	150	
LITERACY OR NUMERACY GAINS	YOUTH (14-21)	15	0.0	0	10	
OVERALL STATUS OF LOCAL PERFORMANCE				NOT MET	MET	EXCEEDED
				4	0	5

LOCAL AREA NAME		North Central Workforce Investment Area				
ETA ASSIGNED # 40010						
		NEGOTIATED PERFORMANCE LEVEL	ACTUAL PERFORMANCE LEVEL	NUMERATOR	DENOMINATOR	
TOTAL PARTICIPANTS SERVED	ADULTS			4915	0	
	DISLOCATED WORKERS			19	0	
	OLDER YOUTH(19-21)			14	0	
	YOUNGER YOUTH(14-18)			66	0	
TOTAL EXITERS	ADULTS			3579	0	
	DISLOCATED WORKERS			14	0	
	OLDER YOUTH(19-21)			5	0	
	YOUNGER YOUTH(14-18)			32	0	
ENTERED EMPLOYMENT RATE	ADULTS	85	77.2	44	57	
	DISLOCATED WORKERS	90	66.7	6	9	
RETENTION RATE	ADULTS	86	88.9	72	81	
	DISLOCATED WORKERS	91	91.7	11	12	
AVERAGE EARNINGS	ADULTS	10200	11378	796445	70	
	DISLOCATED WORKERS	13200	14192	156107	11	
PLACEMENT IN EMP OR ED	YOUTH (14-21)	55	59.4	19	32	
ATTAIN DEG OR CERT	YOUTH (14-21)	37	36.8	14	38	
LITERACY OR NUMERACY GAINS	YOUTH (14-21)	15	0.0	0	7	
OVERALL STATUS OF LOCAL PERFORMANCE				NOT MET	MET	EXCEEDED
				4	0	5

LOCAL AREA NAME		Northeast Workforce Investment Area				
ETA ASSIGNED # 40050						
		NEGOTIATED PERFORMANCE LEVEL	ACTUAL PERFORMANCE LEVEL	NUMERATOR	DENOMINATOR	
TOTAL PARTICIPANTS SERVED	ADULTS			8037	0	
	DISLOCATED WORKERS			64	0	
	OLDER YOUTH(19-21)			22	0	
	YOUNGER YOUTH(14-18)			40	0	
TOTAL EXITERS	ADULTS			6090	0	
	DISLOCATED WORKERS			36	0	
	OLDER YOUTH(19-21)			21	0	
	YOUNGER YOUTH(14-18)			21	0	
ENTERED EMPLOYMENT RATE	ADULTS	85	72.0	67	93	
	DISLOCATED WORKERS	90	79.1	34	43	
RETENTION RATE	ADULTS	86	82.5	52	63	
	DISLOCATED WORKERS	91	90.3	28	31	
AVERAGE EARNINGS	ADULTS	10200	10154	528019	52	
	DISLOCATED WORKERS	13200	11478	309914	27	
PLACEMENT IN EMP OR ED	YOUTH (14-21)	55	77.8	28	36	
ATTAIN DEG OR CERT	YOUTH (14-21)	37	68.2	30	44	
LITERACY OR NUMERACY GAINS	YOUTH (14-21)	15	0.0	0	11	
OVERALL STATUS OF LOCAL PERFORMANCE				NOT MET	MET	EXCEEDED
				7	0	2

LOCAL AREA NAME		Northwest Workforce Investment Area				
ETA ASSIGNED # 40005						
		NEGOTIATED PERFORMANCE LEVEL	ACTUAL PERFORMANCE LEVEL	NUMERATOR	DENOMINATOR	
TOTAL PARTICIPANTS SERVED	ADULTS			1025	0	
	DISLOCATED WORKERS			7	0	
	OLDER YOUTH(19-21)			0	0	
	YOUNGER YOUTH(14-18)			8	0	
TOTAL EXITERS	ADULTS			711	0	
	DISLOCATED WORKERS			7	0	
	OLDER YOUTH(19-21)			0	0	
	YOUNGER YOUTH(14-18)			7	0	
ENTERED EMPLOYMENT RATE	ADULTS	85	84.5	49	58	
	DISLOCATED WORKERS	90	90.9	10	11	
RETENTION RATE	ADULTS	86	77.8	28	36	
	DISLOCATED WORKERS	91	90.9	10	11	
AVERAGE EARNINGS	ADULTS	10200	10804	291718	27	
	DISLOCATED WORKERS	13200	13164	131640	10	
PLACEMENT IN EMP OR ED	YOUTH (14-21)	55	50.0	4	8	
ATTAIN DEG OR CERT	YOUTH (14-21)	37	16.7	1	6	
LITERACY OR NUMERACY GAINS	YOUTH (14-21)	15	0.0	0	0	
OVERALL STATUS OF LOCAL PERFORMANCE				NOT MET	MET	EXCEEDED
				5	2	2

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LOCAL AREA NAME		South Central Workforce Investment Area				
ETA ASSIGNED # 40020						
		NEGOTIATED PERFORMANCE LEVEL	ACTUAL PERFORMANCE LEVEL	NUMERATOR	DENOMINATOR	
TOTAL PARTICIPANTS SERVED	ADULTS			6622	0	
	DISLOCATED WORKERS			341	0	
	OLDER YOUTH(19-21)			13	0	
	YOUNGER YOUTH(14-18)			49	0	
TOTAL EXITERS	ADULTS			4739	0	
	DISLOCATED WORKERS			66	0	
	OLDER YOUTH(19-21)			12	0	
	YOUNGER YOUTH(14-18)			44	0	
ENTERED EMPLOYMENT RATE	ADULTS	85	75.0	105	140	
	DISLOCATED WORKERS	90	92.0	69	75	
RETENTION RATE	ADULTS	86	83.5	203	243	
	DISLOCATED WORKERS	91	90.2	92	102	
AVERAGE EARNINGS	ADULTS	10200	10752	2032200	189	
	DISLOCATED WORKERS	13200	14026	1178198	84	
PLACEMENT IN EMP OR ED	YOUTH (14-21)	55	47.4	18	38	
ATTAIN DEG OR CERT	YOUTH (14-21)	37	29.3	12	41	
LITERACY OR NUMERACY GAINS	YOUTH (14-21)	15	33.3	5	15	
OVERALL STATUS OF LOCAL PERFORMANCE				NOT MET	MET	EXCEEDED
				5	0	4

LOCAL AREA NAME		Southeast Workforce Investment Area				
ETA ASSIGNED # 40060						
		NEGOTIATED PERFORMANCE LEVEL	ACTUAL PERFORMANCE LEVEL	NUMERATOR	DENOMINATOR	
TOTAL PARTICIPANTS SERVED	ADULTS			6466	0	
	DISLOCATED WORKERS			63	0	
	OLDER YOUTH(19-21)			73	0	
	YOUNGER YOUTH(14-18)			138	0	
TOTAL EXITERS	ADULTS			4846	0	
	DISLOCATED WORKERS			62	0	
	OLDER YOUTH(19-21)			35	0	
	YOUNGER YOUTH(14-18)			29	0	
ENTERED EMPLOYMENT RATE	ADULTS	85	67.2	176	262	
	DISLOCATED WORKERS	90	70.6	60	85	
RETENTION RATE	ADULTS	86	78.6	110	140	
	DISLOCATED WORKERS	91	77.8	49	63	
AVERAGE EARNINGS	ADULTS	10200	9329	923570	99	
	DISLOCATED WORKERS	13200	12709	571901	45	
PLACEMENT IN EMP OR ED	YOUTH (14-21)	55	76.1	35	46	
ATTAIN DEG OR CERT	YOUTH (14-21)	37	59.3	32	54	
LITERACY OR NUMERACY GAINS	YOUTH (14-21)	15	43.8	7	16	
OVERALL STATUS OF LOCAL PERFORMANCE				NOT MET	MET	EXCEEDED
				6	0	3

LOCAL AREA NAME		Southern Workforce Investment Area				
ETA ASSIGNED # 40045						
		NEGOTIATED PERFORMANCE LEVEL	ACTUAL PERFORMANCE LEVEL	NUMERATOR	DENOMINATOR	
TOTAL PARTICIPANTS SERVED	ADULTS			6085	0	
	DISLOCATED WORKERS			48	0	
	OLDER YOUTH(19-21)			32	0	
	YOUNGER YOUTH(14-18)			84	0	
TOTAL EXITERS	ADULTS			4548	0	
	DISLOCATED WORKERS			23	0	
	OLDER YOUTH(19-21)			12	0	
	YOUNGER YOUTH(14-18)			55	0	
ENTERED EMPLOYMENT RATE	ADULTS	85	87.7	64	73	
	DISLOCATED WORKERS	90	84.6	33	39	
RETENTION RATE	ADULTS	86	83.1	54	65	
	DISLOCATED WORKERS	91	90.9	60	66	
AVERAGE EARNINGS	ADULTS	10200	11493	597644	52	
	DISLOCATED WORKERS	13200	10188	611284	60	
PLACEMENT IN EMP OR ED	YOUTH (14-21)	55	75.4	46	61	
ATTAIN DEG OR CERT	YOUTH (14-21)	37	60.6	43	71	
LITERACY OR NUMERACY GAINS	YOUTH (14-21)	15	14.3	1	7	
OVERALL STATUS OF LOCAL PERFORMANCE				NOT MET	MET	EXCEEDED
				4	1	4

LOCAL AREA NAME		Southwest Workforce Investment Area				
ETA ASSIGNED # 40015						
		NEGOTIATED PERFORMANCE LEVEL	ACTUAL PERFORMANCE LEVEL	NUMERATOR	DENOMINATOR	
TOTAL PARTICIPANTS SERVED	ADULTS			2336	0	
	DISLOCATED WORKERS			17	0	
	OLDER YOUTH(19-21)			11	0	
	YOUNGER YOUTH(14-18)			32	0	
TOTAL EXITERS	ADULTS			1650	0	
	DISLOCATED WORKERS			12	0	
	OLDER YOUTH(19-21)			5	0	
	YOUNGER YOUTH(14-18)			15	0	
ENTERED EMPLOYMENT RATE	ADULTS	85	76.8	63	82	
	DISLOCATED WORKERS	90	77.8	7	9	
RETENTION RATE	ADULTS	86	90.2	37	41	
	DISLOCATED WORKERS	91	100.0	8	8	
AVERAGE EARNINGS	ADULTS	10200	12124	436473	36	
	DISLOCATED WORKERS	13200	15937	127493	8	
PLACEMENT IN EMP OR ED	YOUTH (14-21)	55	81.3	13	16	
ATTAIN DEG OR CERT	YOUTH (14-21)	37	60.0	12	20	
LITERACY OR NUMERACY GAINS	YOUTH (14-21)	15	66.7	4	6	
OVERALL STATUS OF LOCAL PERFORMANCE				NOT MET	MET	EXCEEDED
				2	0	7

LOCAL AREA NAME		Tulsa Workforce Investment Area				
ETA ASSIGNED # 40035						
		NEGOTIATED PERFORMANCE LEVEL	ACTUAL PERFORMANCE LEVEL	NUMERATOR	DENOMINATOR	
TOTAL PARTICIPANTS SERVED	ADULTS			13549	0	
	DISLOCATED WORKERS			49	0	
	OLDER YOUTH(19-21)			95	0	
	YOUNGER YOUTH(14-18)			250	0	
TOTAL EXITERS	ADULTS			8677	0	
	DISLOCATED WORKERS			60	0	
	OLDER YOUTH(19-21)			56	0	
	YOUNGER YOUTH(14-18)			115	0	
ENTERED EMPLOYMENT RATE	ADULTS	85	76.7	56	73	
	DISLOCATED WORKERS	90	91.4	64	70	
RETENTION RATE	ADULTS	86	88.3	106	120	
	DISLOCATED WORKERS	91	93.2	68	73	
AVERAGE EARNINGS	ADULTS	10200	11189	1186001	106	
	DISLOCATED WORKERS	13200	14101	958866	68	
PLACEMENT IN EMP OR ED	YOUTH (14-21)	55	56.3	72	128	
ATTAIN DEG OR CERT	YOUTH (14-21)	37	33.8	46	136	
LITERACY OR NUMERACY GAINS	YOUTH (14-21)	15	1.3	1	80	
OVERALL STATUS OF LOCAL PERFORMANCE				NOT MET	MET	EXCEEDED
				3	0	6

Table B Adult Program Results

	NEGOTIATED PERFORMANCE LEVEL	ACTUAL PERFORMANCE LEVEL	
ENTERED EMPLOYMENT RATE	85.0	70.6	1313
			1859
EMPLOYMENT RETENTION RATE	86.0	86.5	1206
			1394
AVERAGE EARNINGS	10200	11706	13730694
			1173

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	67.5	164	70.6	84	59.7	37	48.6
		243		119		62		111
EMPLOYMENT RETENTION RATE	80.2	89	83.3	65	84.6	33	89.6	43
		111		78		39		48
AVERAGE EARNINGS	8390	713179	14637	907522	11678	338657	12767	497918
		85		62		29		39

Table D Other Outcome Information for the Adult Program

REPORTED INFORMATION	INDIVIDUALS WHO RECEIVED TRAINING SERVICES		INDIVIDUALS WHO RECEIVED ONLY CORE AND INTENSIVE SERVICES	
	ENTERED EMPLOYMENT RATE	76.4	730	64.6
		956		903
EMPLOYMENT RETENTION RATE	86.8	887	85.8	319
		1022		372
AVERAGE EARNINGS	12148	10496228	10468	3234466
		864		309

Table E Dislocated Worker Program Results

REPORTED INFORMATION	NEGOTIATED PERFORMANCE LEVEL	ACTUAL PERFORMANCE LEVEL	
ENTERED EMPLOYMENT RATE	90.0	76.1	670
			880
EMPLOYMENT RETENTION RATE	91.0	90.5	612
			676
AVERAGE EARNINGS	13200.0	12766.9	7532443
			590

Table F Outcomes for Dislocated Worker Special Populations

REPORTED INFORMATION	VETERANS		INDIVIDUALS WITH DISABILITIES		INDIVIDUALS OLDER		DISPLACED HOMEMAKERS	
	ENTERED EMPLOYMENT RATE	67.9	55	47.4	9	56.4	44	63.0
		81		19		78		27
EMPLOYMENT RETENTION RATE	91.4	64	84.6	11	93.2	55	88.2	15
		70		13		59		17
AVERAGE EARNINGS	14797.5	858257	14468.1	159149	11715.6	585781	12874.7	193120
		58		11		50		15

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	77.6	498	72.3	172
		642		238
EMPLOYMENT RETENTION RATE	91.1	480	88.6	132
		527		149
AVERAGE EARNINGS	12898.7	5972091	12286.2	1560352
		463		127

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

Reported Information	NEGOTIATED PERFORMANCE LEVEL	ACTUAL PERFORMANCE LEVEL	
		PLACEMENT IN EMP OR EDUC	55.0
ATTAIN DEGREE OR CERT	37.0	39.1	292 746
LITERACY OR NUMERACY GAINS	15	10	20 194

Table L Other Reported Information

REPORTED INFORMATION	12 MONTH EMPLOYMENT RETENTION RATE		12 MONTH EARNINGS Increase (Adults) or 12 MONTH EARNINGS REPLACEMENT (Dislocated Workers)		PLACEMENTS FOR PARTICIPANTS IN NON-TRADITIONAL 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	86.0	1173 1364	5627	\$7,421,885 1319	1.3	17 1313	4618	\$6,012,376 1302	39.0
DISLOCATED WORKERS	87.9	608 692	122.4	\$7,846,085 \$6,412,356	2.2	15 670	5774	\$3,839,491 665	43.1	214 497

Table M Participation Levels

REPORTED INFORMATION	TOTAL PARTICIPANTS SERVED	TOTAL EXITERS
TOTAL ADULT CUSTOMERS	82052	59956
TOTAL ADULTS (SELF-SERVICE ONLY)	38891	38806
WIA ADULTS	81219	59466
WIA DISLOCATED WORKERS	1416	772
TOTAL YOUTH (14-21)	1827	864
OUT-OF-SCHOOL YOUTH	706	373
IN-SCHOOL YOUTH	1121	491