

**Commonwealth of Virginia**

**Virginia's Workforce Development System:**

**Annual Report**

**for**

**Workforce Investment Act of 1998**

**Title I-B Activities  
Program Year 2006**

**(July 1, 2006 to June 30, 2007)**

Submitted by

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## **INTRODUCTION**

The federal Workforce Investment Act (WIA) was signed into law in August 1998 and was implemented in the Commonwealth of Virginia on July 1, 2000. This WIA annual report focuses on the administration of WIA Title 1 activities in the Commonwealth, and also on the continued development of a unified statewide workforce development system.

For Program Year 2006, Virginia received **\$34.8** million in WIA Title I-B funds from the United States Department of Labor (DOL). Funding for PY2005 includes the previous year's carryover funds. These funds help to ensure the continuation of publicly-funded workforce development services to employers, job seekers and youth through a re-engineered state and local delivery system that links workforce development strategies with economic development initiatives.

## **VISION AND GOALS**

### ***VISION. . .***

*The vision for the Commonwealth is to have a world-class workforce system that is responsive to employer and worker needs and creates a well-trained, well-educated and globally competitive workforce. This workforce is qualified to meet the needs of employers, both now and in the future, and is engaged in lifelong learning.*

### ***GOALS. . .***

- Achieve greater integration and alignment of the various parties and programs within the Virginia Workforce Development Network.
- Promote excellence in the operation of all One-Stop Career Centers and WIBs.
- Increase awareness, confidence and engagement of stakeholders in the Workforce Development System.
- Develop a robust set of metrics and processes to effectively assess and incent performance.
- Enhance the effectiveness of key players within the workforce system.

## **GOVERNANCE STRUCTURE**

### **State Structure:**

The Governor and the General Assembly created the Virginia Workforce Council (VWC) in 1999 to coordinate policy, planning and accountability for the Commonwealth's workforce development system.

The VWC developed and approved the state-level plan for WIA activities and facilitated the coordination of state and local workforce development programs. Additionally, the VWC helped to ensure that the workforce development system was both responsive to the needs of employers and jobseekers and linked workforce development strategies with economic development initiatives. The Virginia Employment Commission (VEC) and Virginia Community College System (VCCS) were the designated state agencies that supported the VWC. The VEC is the WIA Title I-B grant recipient for the Commonwealth. The WIA Division within the VEC had administrative responsibility for WIA Title I-B and served as the lead for the implementation and oversight of the Virginia Workforce Network (VWN), which is the state's WIA One-stop workforce development service delivery system.

Program implementation and oversight was the responsibility of a 13-member staff which included four regional WIA consultants that were out-stationed in different regions of the state to provide a more accessible means of technical assistance for the local workforce areas. Other divisions within the VEC provided various support functions, such as, financial management, IT support, personnel issues and procurement.

During Program Year 2006, the overall direction for the Workforce Investment Act was transferred to the Office of the Senior Advisor for Workforce Development. The responsibility of this office was to develop an integrated system for workforce services encompassing all of the state agency programs that have a workforce focus. The Office for Workforce Development is expanding its functions as staff from the old WIA Division began to transition from the VEC to the new office during the later part of PY 2006.

### **A System in Transition:**

The 2006 Virginia General Assembly Session produced legislation that established the Governor as the Chief Workforce Development Officer for the Commonwealth. The Governor appointed a Senior Workforce Officer to lead Virginia's workforce development coordination efforts. The new legislation required the Governor to develop a strategic plan for the statewide delivery of workforce development and training programs and activities. The strategic plan is to include performance measures that link the objectives of workforce development programs and activities to the state, local workforce investment boards, and other programs that provide the workforce investment services. Although the strategic plan is due during Program Year 2006, the establishment of an entity to serve in this capacity is in the development stage during Program Year 2005.

### **Local Structure:**

The VWN is the state and local workforce development service delivery system. The VWN is comprised of 16 certified Local Workforce Investment Boards (LWIBs), one for each of the Commonwealth's Local Workforce Investment Areas (LWIAs). The VWN has approximately 75 comprehensive and satellite Virginia Workforce Centers (one-stop centers) through which WIA Title I-B employment and training services are provided under the leadership of the LWIBs and Chief Local Elected Officials (CLEOs). The LWIBs, in partnership with their CLEOs, promote the coordination and integration of various publicly funded employment and training services for jobseekers. The business-led LWIBs help to ensure that local workforce development activities are linked to economic development strategies and are responsive to employer needs at the local level. Each LWIB has a State-approved WIA strategic plan. The plans outline local workforce development strategies, employer and jobseeker needs, demand occupations and skills needed, and goals and objectives that are consistent with the state plan for workforce development. The interdependency of the state VWC and the LWIBs have strengthened the relationship between state and locally led workforce development efforts. Each LWIB also has an approved operational plan that outlines the specific manner in which services are delivered to the customer.

### **Local Administration and Oversight:**

During PY2006, the local areas continued to move beyond the initial issues that slowed the implementation of WIA in earlier years. Several LWIBs chose to move away from the consortium arrangement for the one-stop operator model and moved to a more process-driven model where the operator is selected through competitive process. This indicates to the state a radical shift from the way "business has been done". Local partnerships continue to evolve and allow for a service delivery system that is more responsive to the needs of the customer and reflective of the unique conditions for each of the 17 local workforce areas in the Commonwealth.

## **VIRGINIA WIA PROGRESS SUMMARY**

### **Managing Change: Challenges and Opportunities**

#### **Allowable State Activities:**

The Commonwealth funded several allowable statewide activities with WIA state set aside funds:

**Middle College Program:** Middle Colleges will provide Virginia high school drop-outs between the ages of 18 and 24 an opportunity to attain a GED and enroll in a variety of quality, proven courses that will (1) enhance basic workforce skills through engagement in project-based learning, (2) participate in remedial courses (when necessary), (3) accumulate community college credits applicable towards a degree or certificate and (4) attain an ACT Work Keys workforce readiness certificate.

**Race to the GED:** State WIA funds have also been awarded by the Governor to assist in the Race to GED program. Recognizing that the economic benefits of getting a GED are indisputable, this Governor's Initiative aims to double the number of Virginia workers earning GEDs by 2006 - raising the current average of 10,000 per year to 20,000 per year by 2006. Two methods were used for implementation:

1. Targeted marketing efforts across the Commonwealth aimed at educating adults about the financial and personal benefits to getting a GED. *(As part of this major marketing initiative, the Governor has formed a statewide partnership between NASCAR, NASCAR racing teams, and the Commonwealth to show workers how to "accelerate your earnings" by getting a GED.)*
2. Creation of pilot "Fast Track GED" programs in at least five regions of the state by 2005. These pilot programs will identify individuals most likely to benefit from a GED and encourage them to participate in an intensive, three-to-four month GED training program.

Virginia received a waiver that would allow up to 25% of a local workforce areas adult allocation could be used to serve incumbent workers. This is a significant change from the past, where incumbent workers services were provided exclusively with statewide funds. A number of workforce areas began to provide these services to this population.

### **Assisting in the Establishment and Operation of the One-Stop Delivery System:**

The VWN is the interface for employers, jobseekers and workforce development partners at the local level. There are approximately 35 comprehensive Virginia Workforce Centers. These centers provide a wide range of employment, training and education services, which are available to Virginia employers, workers and job seekers. Program information and access to services coordinated through VWN partners include 14 required federal employment and training programs. Workforce leaders from the 16 LWIAs and community agency partners continue to work collaboratively in ensuring that the career centers are managed effectively, responsive to customer needs and produce successful results. As the administering state agency for the WIA, the VEC's WIA Division has assisted the VWC and LWIBs in establishing the VWN through the development of policies and a series of training sessions. The WIA Division provides customized technical assistance to LWIBs for local workforce investment system development and to strengthen WIA Title I-B programs on a continual basis. Furthermore, the WIA Division provides facilitation and mediation services to LWIBs.

The certification of Virginia Workforce Centers will involve increasingly difficult levels or steps of continuous improvement. The purpose of the certification process is to provide an annual, objective measurement process that ensures that Centers provide a specified level of service to job seekers and employers. Centers that achieve the desired level of service are certified or chartered. Currently, Virginia has at least one certified comprehensive one-stop centers in each local workforce areas.

### **Virginia Workforce Council Accomplishments in PY 2006:**

During Program Year 2006, the merger of local workforce investment Areas 4 (Shenandoah Valley) and 5 (Northern Shenandoah Valley) to become local workforce investment area 4 (Shenandoah Valley) was completed.

The Council redefined and designated new sub-committees that will be aligned with Governor Kaine's workforce development objectives. They are:

1. Workforce System Development Committee
2. One-Stop Committee
3. Performance and Accountability Committee
4. Skills Committee

The Council contracted with Dynamics Works to develop and implement the Workforce Network Center Staff Certification for One-Stop employees. The first group began the certification process during Program Year 2006.

The Virginia Workforce Council approved conducting an evaluation of the workforce programs operated by a number of State agencies. The evaluation was conducted by the Upjohn Institute. This evaluation incorporates the VWC performance metrics and additional measures to determine the effectiveness and impact of these programs.

The Council developed a definition of Virginia's Workforce Development System.

The Council adopted Tier II One-Stop Certification Guidelines

The Council completed the "Workforce Development Blueprint: Defining Virginia Workforce Needs 2012."

The 2005 Council Strategic Workforce Development Plan was approved.

**Statewide Dislocated Worker and Rapid Response Activities:**

During Program Year 2006, Virginia used Title I Dislocated Worker Statewide funds to support three categories of activities in support of transitioning workers and businesses, including (1) maintaining the federally required Rapid Response Unit as a statewide first respondent entity responsible for on-site activities regarding layoffs and closures across Virginia; (2) provided grants to local workforce investment areas to assist dislocated workers with training and other workforce development services where local areas identified need beyond local resources capability; and (3) through a special waiver request, with subsequent approval by the Department of Labor (DOL), Virginia was allowed to use Rapid Response funding to provide additional statewide activities as customary statewide (15%) funding is allowed to be used.

During PY 2006 (July 1, 2006 – June 30, 2007), the State Rapid Response Unit (RRU) received a total of 58 notices under the Worker Adjustment and Retraining Notification (WARN) Act, affecting a total of 10,791 workers. Seven employers had multiple WARNs (6 with 2 separate impact dates and 1 with 3 separate impact dates).

Six rapid response grants were provided to six local workforce investment areas, totaling \$1,267,757, for an average grant amount of \$211,293.

In addition, seven Governor's discretionary statewide initiatives were funded through the use of Rapid Response funds. The Virginia Workforce Council (VWC), through its committee structure, received and evaluated discretionary grant requests and the VWC made recommendations to the Governor on the award of funding. A total of \$1,725,000 was awarded for the seven projects, from the establishment of a pre-apprenticeship program with the International Brotherhood of Electrical Workers to the establishment of model programs by the Home Builders Institute to develop and support an Associates degree in Applied Science in the area of Technical Studies with an emphasis of the Building Trades

Finally, in June 2005, the Commonwealth received a \$1,000,000 NEG to begin planning for a statewide response to worker dislocations as a result of the recommendations of the 2005 Base

Realignment and Closing (BRAC) Commission. A total of 8 Local Workforce Investment Areas participated in this grant. The grant period was extended into PY 2006.

Additionally, PY 2006 saw the end of several grants targeted at serving specific employers or groups of individuals. The National Emergency Grant for Independence Air ended June 30, 2007. The Next-Step Military Grant awarded to Local Workforce Area 16 (Hampton Roads) also ended on June 30, 2007.

### **NEXT STEPS: CONTINUOUS IMPROVEMENT**

As the VWN continues to refine work processes and programs to better meet the needs of employers and jobseekers, it will focus on results that make a positive difference at both the state and local levels.

The economic landscape and workforce development needs were markedly different in July of 2000 when the Commonwealth began transitioning to the WIA. Since then, Virginia has experienced an increase in unemployment, layoffs and closures. This reality, coupled with the economic downturn and shift in economic structure from textile and furniture manufacturing industries to high technology industries, will impact the type of workforce development services provided to Virginia's employers and jobseekers in the future.

Virginia is committed to the continuous improvement of the VWN and WIA funded programs and services. The WIA Division will continue to assist state and local workforce development leaders and professionals by facilitating processes that result in a system that has universal access, provides customer choice, integrates workforce investment services, and is performance-driven.

The WIA Division will continue to provide training and technical assistance on better linking workforce development with economic development, LWIB re-certification, and through usage of the latest version of the VWN information system, opportunities will exist to assure compliance and to better measure and evaluate improvements in WIA programs that will be available to the workforce development system.

Representatives from the Wagner-Peyser and the Workforce Investment Act community have engaged in a project to replace the two information systems that support both of these programs. After completion of State information technology requirements a contract was awarded to Geographic Solutions of Palm Harbor, Florida. Geo Solutions has developed a product called the Virtual One-Stop (VOS), which will give the Commonwealth the opportunity to integrate the Wagner-Peyser and WIA programs on a single common measures compliant computer system. The new system will be operational during the 2<sup>nd</sup> quarter of Program Year 2007. This system will improve the quality of data collected and will provide the workforce system with a system that will allow for the sharing of program data between these two major workforce programs.

### **WIA TITLE I-B RESULTS**

This section provides the required portions of the Commonwealth of Virginia's Title I-B Annual Report and includes:

- Overall Analysis of Title I-B Funded Activities
- Cost Effectiveness of Workforce Development Activities and Performance of Participants
- Evaluation of Workforce Development Activities
- Table Section – State and Local Negotiated Levels of Performance and Actual Performance

**Analysis:**

The need for change within the Commonwealth’s workforce development system continued during PY2006. With the changes that occurred in Virginia, the new performance and accountability system mandated under the WIA provided unique challenges to the new workforce development system. The new system brought a need to re-educate the workforce investment system on the complexities of this new performance management system and common measures. Virginia has embarked on a project to replace the existing Virginia Workforce Network Information System (VWNIS) with the Virtual One-Stop (VOS)

There are 17 performance measurements under the WIA. Each of these measures has a precise definition. Performance measurement has evolved from the termination-based standards of the Comprehensive Employment and Training Act (CETA) and early JTPA, to post-program measures based on Unemployment Insurance data under the WIA. The new system requires the use of Unemployment Insurance wage records and the complexities that are a part of that system. The recognition that the performance measurement process has changed dramatically in complexity is critical to working within the new performance paradigm.

Separate funding streams have been provided for the adult, dislocated workers, older youth, and younger youth populations. Each population has its own set of performance measures covering employment rates, retention in employment, earnings, and credential attainment. Customer satisfaction is measured for both employers and program participants using a telephone survey.

The core measures negotiated by the VEC with the Region II office of the United States Department of Labor’s Employment and Training Administration (USDOL/ETA) were higher than other State’s within Region II. For measures negotiated with the DOL, Virginia met or exceeded seventeen standards. The impact of the new definition of credential/certificate has yet to be fully felt, for PY 2006, three quarters were under the old definition and one quarter was under the new definition. Virginia is challenged by the increased emphasis on the Governor’s Career Readiness Certificate and the lack of recognition by USDOL that the CRC does not meet the Common Measures definition of a certificate/credential.

Virginia performed at an average of 97.05-percent of the adult programs targets and 97.74-percent of the dislocated worker targets. Performance within the other segments of the program provided mixed results: older youth 121.59-percent of target, younger youth 106.86-percent of target, employer customer satisfaction 106-percent of target, and program participant customer satisfaction 100-percent of target. Attainment of all performance standards will provide opportunities for improvement during the next program year. Virginia will be transitioning from the current Virginia Workforce Network Information System (VWNIS) to Geo Solutions’ Virtual One-Stop during PY 2007 (target - November 2007). This change may have an impact on local and state level performance and the edits and processes within VOS will increase the accuracy of reported data.

**Cost of Program Activities:**

The Commonwealth’s 16 local workforce areas expended \$22.6 million on workforce investment services during PY2006, serving 13,484 participants, at an average cost of \$1,676 as shown in Table A. Additional statewide activity expenditures totaled \$6.8 million, bringing the PY2006 total to \$29.4 million.

**Table A.**

<b>Program Activity</b>	<b>7/1/06-6/30/07 PY2006</b>	<b>Participants PY2006</b>	<b>Cost Per Participant</b>
<b>Adults</b>	<b>\$9,084,234</b>	4,529	\$2,006
<b>Dislocated Workers</b>	<b>\$5,255,533</b>	5,469	\$961
<b>Youth</b>	<b>\$8,263,345</b>	3,486	\$2,370
<b>Total of Local WIA Formula Spending Listed Above</b>	<b>\$22,603,112</b>	13,484	\$1,676



The services provided to each customer varies based on individual customer need and the needs and directions set by the LWIAs. In PY2006, the possibility of funding rescissions may have brought about greater expenditures to address the possibility of funding losses. Needs developed due to an increased number of layoffs, which would account for an increase in expenditures. Additionally, several National Emergency Grants ended during PY 2006, which has an impact on overall dislocated worker expenditures.

WIA cumulative expenditures by local workforce areas since PY2000 have been totaled in Table B.

**Table B.**

<b>Program Activity</b>	<b>Cumulative (as of 6/30/07)</b>	<b>Cumulative Participants</b>	<b>Cumulative Cost Per Participant</b>
<b>Adults</b>	<b>\$67,329,815</b>	33,361	\$2,018
<b>Dislocated Workers</b>	<b>\$47,617,938</b>	35,216	\$1,352
<b>Youth</b>	<b>\$78,130,639</b>	31,903	\$2,449
Total of <b>Cumulative</b> Federal Spending Listed Above	<b>\$193,078,392</b>	100,480	\$1,922

**Evaluation of Workforce Development Activities:**

Virginia has undertaken significant change during the implementation of the WIA. Program evaluation has been seen as critical to the evolution of quality programs. Although the Commonwealth has not conducted evaluation studies that measure the impact of WIA funded employment and training programs, other assessment techniques have been used, including a monitoring and evaluation system that involves gathering and analyzing information to evaluate services provided, identify strengths and weaknesses and propose improvements. Monitoring activities are conducted yearly and on special occasions to ensure that services comply with contractual agreements, WIB policies, WIA regulations and LWIA requirements.

**Tables:**

The following data tables represent the results of the WIA programs during PY2006. Although the concept of an “annual report” encourages the reporting of performance and programmatic information for a 12-month period, the reality of the WIA reporting system expands the annual report time frame beyond the traditional model. Data presented in this report covers several reporting cycles and the changes that are expected in the continued transition between two major employment and training/workforce development legislative initiatives. The use of Unemployment Insurance data was a challenge for the system because of time lags in the availability of the data source and the application to a workforce investment program. Changes in the certificate/credential definition have not been completely assimilated into the program outcome measures, as for PY 2006, the new definition covered only one quarter of the new definition and three quarters of the old definition.

Of the PY2006 performance at the State level, Virginia met or exceeded 17 of the 17 negotiated or national levels of performance. Of the 272 standards at the local workforce investment area level, Virginia local workforce areas exceeded 226 or 83.1 percent of the total, met 38 or 14.0-percent of the total, and failed 8 or 2.9-percent of the total. The older youth credential rate was the most frequently missed performance measure (4 LWIAs missed this one). There are small number of older youth exiting during the performance period for that measure this has had a significant impact on local area’s performance. Other measures will require further review during Program Year 2007, these measures include: adult earnings change, adult employment and credential rate, and younger youth skill attainment rate.

**II. Table Section**

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

<b>Customer Satisfaction</b>	<b>Negotiated Performance Levels</b>	<b>Actual Performance Level – American Customer Satisfaction Index</b>	<b>Number of Surveys Completed</b>	<b>Number of Customers Eligible for the Survey</b>	<b>Number of Customers Included in the Sample</b>	<b>Response Rate</b>
<b>Participants</b>	74.0	74.0	545	3679	1314	41.5
<b>Employers</b>	72.4	76.2	582	1920	787	74.0

**Table B – Adult Program Results**

<b>Reported Information</b>	<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rate</b>		1262
	77.5	78.0
<b>Employment Retention Rate</b>		1522
	82.0	83.1
		1831
		\$13,559,902
<b>Average Earnings</b>	\$10,500	\$9,168
<b>Employment and Credential Rate</b>		1479
	63.7	63.0
		1079
		1713

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

<b>Reported Information</b>	<b>Public Assistance Recipients receiving Intensive or Training Services</b>		<b>Veterans</b>		<b>Individuals with Disabilities</b>		<b>Older Individuals</b>	
<b>Entered Employment Rate</b>	80.9	465	80.7	46	53.2	25	79.4	54
		575		57		47		68
<b>Employment Retention Rate</b>	80.7	548	83.1	59	75.5	37	79.3	46
		679		71		49		58
<b>Average Earnings</b>	\$7585	\$4,012,455	\$12,093	\$713,497	\$8184	\$286,427	\$10,637	\$468,016
		529		59		35		44
<b>Employment and Credential Rate</b>	62.0	371	54.0	27	61.1	22	64.7	33
		598		50		36		51

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

<b>Reported Information</b>	<b>Individuals Who Received Training Services</b>		<b>Individuals Who Only Received Core and Intensive Services</b>	
<b>Entered Employment Rate</b>		886		376
	80.0	1107	73.7	510
<b>Employment Retention Rate</b>		1105		417
	83.6	1321	81.8	510
<b>Average Earnings</b>		\$9,881,073		\$3,678,829
	\$9252	1068	\$8951	411

**Table E – Dislocated Worker Program Results**

<b>Reported Information</b>	<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	82.0	82.8	1911 2307
<b>Employment Retention Rate</b>	87.8	90.7	1766 1947
<b>Average Earnings</b>	\$13,923	\$12,593	\$21,722,455 1725
<b>Employment and Credential Rate</b>	63.7	61.3	916 1495

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

<b>Reported Information</b>	<b>Veterans</b>		<b>Individuals with Disabilities</b>		<b>Older Individuals</b>		<b>Displaced Homemaker</b>	
<b>Entered Employment Rate</b>	79.7	106	57.6	19	74.2	210	68.8	11
		133		33		283		16
<b>Employment Retention Rate</b>	93.5	100	94.1	32	86.8	178	62.5	5
		107		34		205		8
<b>Average Earnings</b>	\$14,979	\$1,467,930	\$11,145	\$356,639	\$12,731	\$2,202,489	\$11,262	\$56,311
		98		32		173		5
<b>Employment and Credential Rate</b>	63.4	52	33.3	6	57.3	86	57.1	8
		82		18		150		14

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

<b>Reported Information</b>	<b>Individuals Who Received Training Services</b>		<b>Individuals Who Only Received Core and Intensive Services</b>	
<b>Entered</b>		1211		700
<b>Employment Rate</b>	83.5	1450	81.7	857
<b>Employment</b>		1106		660
<b>Retention Rate</b>	90.2	1226	91.5	721
<b>Average Earnings</b>		\$13,746,249		\$7,976,206
	\$12,799	1074	\$12,252	651

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

<b>Reported Information</b>	<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Placement in Employment or Education</b>	<b>No negotiated levels for PY 2006</b>	54.6	814
			1490
<b>Attainment of degree or Certificate</b>	<b>No negotiated levels for PY 2006</b>		96
		16.0	599
<b>Literacy and Numeracy Gains</b>	<b>No negotiated levels for PY 2006</b>		0
		0.0	163

**Table H.2 - Older Youth (19 -21) Results**

<b>Reported Information</b>	<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>			178
	71.4	72.7	245
<b>Employment Retention Rate</b>			252
	84.1	83.7	301
<b>Six Months Earnings Increase</b>			\$1,168,328
	\$2,224	\$4,173	280
			170
<b>Credential Rate</b>	52.5	52.0	327

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

<b>Reported</b>	<b>Public Assistance</b>	<b>Veterans</b>	<b>Individual With</b>	<b>Out-of-School Youth</b>
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<b>Information Entered</b>	<b>Recipients</b>				<b>Disabilities</b>			
<b>Employment Rate</b>	76.5	75	100.0	1	78.6	22	71.8	153
<b>Employment Retention Rate</b>		98		1		28		213
	83.0	83	0.0	0	84.0	21	85.5	207
		100		0		25		242
<b>Six Months Earnings Increase</b>	\$3243	\$301,605	\$0.0	\$0	\$6,861	\$150,931	\$3490	\$771,305
<b>Credential Rate</b>		93		0		22		221
	52.1	61	66.7	2	51.4	18	53.4	151
		117		3		35		283

**Table J – Younger Youth (14 – 18) Results**

<b>Reported Information</b>	<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Skill Attainment Rate</b>	85.0	86.1
<b>Youth Diploma or Equivalent Rate</b>	64.2	64.9
<b>Retention Rate</b>	56.1	66.3
		2602
		3022
		465
		716
		592
		893

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

Reported Information	Public Assistance Recipients		Individuals with Disabilities		Out-of-School Youth	
	Rate	Count	Rate	Count	Rate	Count
<b>Skill Attainment Rate</b>	88.2	1216	86.7	798	78.2	219
<b>Youth Diploma or Equivalent Rate</b>		1379		920		280
<b>Retention Rate</b>	61.6	173	74.9	176	22.9	27
		281		235		118
	64.7	218	63.6	185	73.2	123
		337		291		168

**Table L – Other Reported Information**

Reported Information	12 Month Employment Retention Rate	12 Months Earnings Increase (Adult and Older Youth) Or 12 Months Earnings Replacement (Dislocated Workers)	Placements 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
<b>Adults</b>	1703	\$8,973,272	25	\$4,784,056	561
	84.5	2015 \$4588	2.0	1262 \$3,864	1238
<b>Dislocated Workers</b>	1757	\$21,831,173	57	\$10,841,025	662
	91.0	1930 136.4	3.0	1911 \$5892	1840
<b>Older Youth</b>	261	\$1,233,226	5	\$438,730	0
	79.1	330 \$4057	2.8	178 \$2551	172
					0.0
					0

**Table M – Participation Levels**

<b>Reported Information</b>	<b>Total Participants Served</b>	<b>Total Exiters</b>
<b>Total Adult Customers</b>	9998	4964
Total Adults (self-service only)	29	17
WIA Adults	4529	2698
WIA Dislocated Workers	5469	2266
<b>Total Youth (14 – 21)</b>	3486	1602
Younger Youth (14 – 18)	2712	1210
Older Youth (19 – 21)	774	392
Out-of-School Youth	1101	563
In-School Youth	2347	1021



**Table N – Cost of Program Activities**

<b>Program Activity</b>	<b>Total Federal Spending</b>														
<b>Local Adults</b>	<b>\$67,329,815</b>														
<b>Local Dislocated Workers</b>	<b>47,617,938</b>														
<b>Local Youth</b>	<b>78,130,639</b>														
<b>Rapid Response (up to 25%) WIA Section 134 (a)(2)(B)</b>	<b>18,151,472</b>														
<b>Statewide Required Activities (Up to 15%) WIA Section 134 (a)(2)(B)</b>	<b>21,969,601</b>														
<b>Program Activity Description</b>															
<b>Statewide Allowable Activities</b> WIA Section 134(a)(3)	<table border="0"> <tr> <td><b>Admin by State of Sec. 134 Activities</b></td> <td style="text-align: right;"><b>1,059,094</b></td> </tr> <tr> <td><b>Capacity Bldg &amp; Technical Assist.</b></td> <td style="text-align: right;"><b>3,570,159</b></td> </tr> <tr> <td><b>Research and Demonstrations</b></td> <td style="text-align: right;"><b>1,375,752</b></td> </tr> <tr> <td><b>Incumbent Worker Training</b></td> <td style="text-align: right;"><b>3,107,261</b></td> </tr> <tr> <td><b>Identification of Eligible Training Providers</b></td> <td style="text-align: right;"><b>32,500</b></td> </tr> <tr> <td><b>Displaced homemaker program – DOE</b></td> <td style="text-align: right;"><b>4,204,030</b></td> </tr> <tr> <td><b>Other activities State determines necessary</b></td> <td style="text-align: right;"><b>5,256,561</b></td> </tr> </table>	<b>Admin by State of Sec. 134 Activities</b>	<b>1,059,094</b>	<b>Capacity Bldg &amp; Technical Assist.</b>	<b>3,570,159</b>	<b>Research and Demonstrations</b>	<b>1,375,752</b>	<b>Incumbent Worker Training</b>	<b>3,107,261</b>	<b>Identification of Eligible Training Providers</b>	<b>32,500</b>	<b>Displaced homemaker program – DOE</b>	<b>4,204,030</b>	<b>Other activities State determines necessary</b>	<b>5,256,561</b>
<b>Admin by State of Sec. 134 Activities</b>	<b>1,059,094</b>														
<b>Capacity Bldg &amp; Technical Assist.</b>	<b>3,570,159</b>														
<b>Research and Demonstrations</b>	<b>1,375,752</b>														
<b>Incumbent Worker Training</b>	<b>3,107,261</b>														
<b>Identification of Eligible Training Providers</b>	<b>32,500</b>														
<b>Displaced homemaker program – DOE</b>	<b>4,204,030</b>														
<b>Other activities State determines necessary</b>	<b>5,256,561</b>														
<b>Total of All Federal Spending Listed Above</b>	<b>\$251,804,821</b>														

**Table O – Local Performance**

Local Area Name		Adults	469
<b>Southwestern Virginia - 01</b>	<b>Total Participants Served</b>	Dislocated Workers	407
		Older Youth (19-21)	90
		Younger Youth (14-18)	374
		Adults	117
<b>ETA Assigned #</b>	<b>Total Exitters</b>	Dislocated Workers	156
		Older Youth (19-21)	27
		Younger Youth (14-18)	132
		Adults	117
Reported Information		Negotiated Performance Level	Actual Performance Level
<b>Customer Satisfaction</b>	<b>Program Participants</b>	72.4	77.1
	<b>Employers</b>	74.0	74.4
	<b>Adults</b>	77.5	80.0
<b>Entered Employment Rate</b>	<b>Dislocated Workers</b>	82.0	85.8
	<b>Older Youth</b>	71.4	88.9
	<b>Adults</b>	82.0	81.4
	<b>Dislocated Workers</b>	87.8	89.9
<b>Retention Rates</b>	<b>Older Youth</b>	84.1	80.8
	<b>Younger Youth</b>	56.1	71.9
	<b>Adults</b>	\$11,642	\$10,533
<b>Average Earnings (Adults/DWs)</b>	<b>Dislocated Workers</b>	\$13,923	\$12,433
<b>Six Months Earnings Increase (Older Youth)</b>	<b>Older Youth</b>	\$2,244	\$5,831
	<b>Adults</b>	63.7	58.7
	<b>Dislocated Workers</b>	63.7	60.7
<b>Credential/Diploma Rates</b>	<b>Older Youth</b>	52.5	66.7
	<b>Younger Youth</b>	64.2	89.1
	<b>Younger Youth</b>	85.0	80.5
<b>Skill Attainment Rate</b>	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	81.3
<b>Placement in Employment or Education</b>	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	56.7
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 – 21)</b>	No negotiated level for PY 2006	0.0
<b>Literacy or Numeracy Gains</b>			

**Description of Other State Indicators of Performance (WIA Section 136(d)(1))**

Overall Status of Performance	Not Met	Met	Exceeded
	0	7	10

**Table O – Local Performance**

<b>Local Area Name</b>		Adults	305
<b>New River/Mt Rogers - 02</b>	<b>Total Participants Served</b>	Dislocated Workers	186
		Older Youth (19-21)	96
		Younger Youth (14-18)	272
<b>ETA Assigned #</b>		Adults	212
<b>51045</b>	<b>Total Exiters</b>	Dislocated Workers	81
		Older Youth (19-21)	48
		Younger Youth (14-18)	102
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
	<b>Program Participants</b>	71.0	72.7
<b>Customer Satisfaction</b>	<b>Employers</b>	71.0	76.7
	<b>Adults</b>	76.0	82.2
<b>Entered Employment Rate</b>	<b>Dislocated Workers</b>	81.0	87.5
	<b>Older Youth</b>	70.4	74.4
	<b>Adults</b>	82.0	82.2
	<b>Dislocated Workers</b>	87.8	85.4
<b>Retention Rates</b>	<b>Older Youth</b>	81.1	88.6
	<b>Younger Youth</b>	56.1	75.6
<b>Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$7,000	\$7,660
<b>Six Months Earnings Increase (Older Youth)</b>	<b>Dislocated Workers</b>	\$12,000	\$11,326
	<b>Older Youth</b>	\$1,850	\$2,914
	<b>Adults</b>	63.7	63.0
<b>Credential/Diploma Rates</b>	<b>Dislocated Workers</b>	61.7	76.5
	<b>Older Youth</b>	38.0	69.6
	<b>Younger Youth</b>	64.2	77.8
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	84.0	94.3
<b>Placement in Employment or Education</b>	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	66.2
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	19.0
<b>Literacy or Numeracy Gains</b>	<b>Youth (14 – 21)</b>	No negotiated level for PY 2006	0.0

**Description of Other State Indicators of Performance (WIA Section 136(d)(1))**

<b>Overall Status of Performance</b>	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	<b>0</b>	<b>3</b>	<b>14</b>

**Table O – Local Performance**

Local Area Name		Adults	179
Western Virginia – 03	Total Participants Served	Dislocated Workers	169
		Older Youth (19-21)	39
		Younger Youth (14-18)	103
ETA Assigned #	Total Exitters	Adults	88
		Dislocated Workers	92
		Older Youth (19-21)	9
		Younger Youth (14-18)	39
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	71.5	81.1
	Employers	73.0	75.4
	Adults	70.0	87.1
Entered Employment Rate	Dislocated Workers	75.0	87.3
	Older Youth	70.0	90.9
	Adults	80.0	82.9
Retention Rates	Dislocated Workers	84.0	90.2
	Older Youth	82.5	76.9
	Younger Youth	55.0	58.3
Average Earnings (Adults/DWs)	Adults	\$7,400	\$7,462
	Dislocated Workers	\$12,038	\$13,454
Six Months Earnings Increase (Older Youth)	Older Youth	\$2,200	\$4,241
	Adults	52.0	66.7
	Dislocated Workers	52.0	67.5
Credential/Diploma Rates	Older Youth	30.0	69.2
	Younger Youth	63.0	77.8
	Younger Youth	83.0	100.0
Skill Attainment Rate	Younger Youth	83.0	100.0
Placement in Employment or Education	Youth (14 -21)	No negotiated level for PY 2006	39.8
Attainment of Degree or Certificate	Youth (14 -21)	No negotiated level for PY 2006	6.3
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated level for PY 2006	0.0

**Description of Other State Indicators of Performance (WIA Section 136(d)(1))**

Overall Status of Performance	Not Met	Met	Exceeded
	0	1	16

**Table O – Local Performance**

Local Area Name		Adults	168
Shenandoah Valley – 04	Total Participants Served	Dislocated Workers	276
		Older Youth (19-21)	24
		Younger Youth (14-18)	240
ETA Assigned #	Total Exitters	Adults	184
		Dislocated Workers	144
		Older Youth (19-21)	19
51120		Younger Youth (14-18)	129
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70.0	76.9
	Employers	68.0	79.5
	Adults	70.0	76.3
Entered Employment Rate	Dislocated Workers	75.0	86.6
	Older Youth	60.0	69.2
	Adults	80.0	80.4
Retention Rates	Dislocated Workers	84.0	92.4
	Older Youth	65.0	90.0
	Younger Youth	56.0	61.3
Average Earnings (Adults/DWs)	Adults	\$3,425	\$9,502
	Dislocated Workers	\$4,250	\$12,373
Six Months Earnings Increase (Older Youth)	Older Youth	\$1,000	\$5,387
	Adults	52.0	70.3
	Dislocated Workers	52.0	74.2
Credential/Diploma Rates	Older Youth	52.0	44.4
	Younger Youth	57.0	56.6
	Younger Youth	74.0	73.8
Skill Attainment Rate	Younger Youth	74.0	73.8
Placement in Employment or Education	Youth (14 -21)	No negotiated level for PY 2006	53.3
Attainment of Degree or Certificate	Youth (14 -21)	No negotiated level for PY 2006	0.0
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated level for PY 2006	0.0

**Description of Other State Indicators of Performance (WIA Section 136(d)(1))**

Overall Status of Performance	Not Met	Met	Exceeded
	0	3	14

**Table O – Local Performance**

Local Area Name		Adults	93	
<b>Piedmont Workforce Network 06</b>	<b>Total Participants Served</b>	Dislocated Workers	113	
	<b>ETA Assigned #</b>	Older Youth (19-21)	41	
		Younger Youth (14-18)	40	
<b>51055</b>	<b>Total Exiters</b>	Adults	49	
		Dislocated Workers	66	
		Older Youth (19-21)	25	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
		<b>Program Participants</b>	70.0	73.1
		<b>Employers</b>	68.0	76.4
<b>Customer Satisfaction</b>	<b>Adults</b>	74.0	48.0	
	<b>Dislocated Workers</b>	79.0	78.0	
	<b>Older Youth</b>	67.0	63.6	
<b>Entered Employment Rate</b>	<b>Adults</b>	84.0	89.3	
	<b>Dislocated Workers</b>	85.0	94.1	
	<b>Older Youth</b>	82.0	72.7	
<b>Retention Rates</b>	<b>Younger Youth</b>	50.0	82.8	
	<b>Adults</b>	\$10,044	\$9,073	
	<b>Dislocated Workers</b>	\$13,923	\$14,365	
<b>Average Earnings (Adults/DWs)</b>	<b>Older Youth</b>	\$2,500	\$3,575	
	<b>Adults</b>	50.0	43.9	
	<b>Dislocated Workers</b>	50.0	35.9	
<b>Six Months Earnings Increase (Older Youth)</b>	<b>Older Youth</b>	52.0	56.3	
	<b>Younger Youth</b>	57.0	68.2	
	<b>Younger Youth</b>	74.0	57.1	
<b>Credential/Diploma Rates</b>	<b>Younger Youth</b>	No negotiated level for PY 2006	58.5	
	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	20.0	
<b>Skill Attainment Rate</b>	<b>Youth (14 - 21)</b>	No negotiated level for PY 2006	0.0	

**Description of Other State Indicators of Performance (WIA Section 136(d)(1))**

Overall Status of Performance	Not Met	Met	Exceeded
	3	5	9

**Table O – Local Performance**

Local Area Name		Adults	104
Region 2000/Central VA - 07	<b>Total Participants Served</b>	Dislocated Workers	41
		Older Youth (19-21)	21
		Younger Youth (14-18)	47
ETA Assigned #		Adults	43
		Dislocated Workers	10
51110	<b>Total Exitters</b>	Older Youth (19-21)	5
		Younger Youth (14-18)	40
Reported Information		Negotiated Performance Level	Actual Performance Level
	<b>Program Participants</b>	70.0	88.8
Customer Satisfaction	<b>Employers</b>	68.0	76.6
	<b>Adults</b>	74.0	78.4
	<b>Dislocated Workers</b>	79.0	92.0
Entered Employment Rate	<b>Older Youth</b>	67.0	66.7
	<b>Adults</b>	84.0	82.5
	<b>Dislocated Workers</b>	92.0	93.5
Retention Rates	<b>Older Youth</b>	82.0	88.9
	<b>Younger Youth</b>	56.0	57.1
	<b>Adults</b>	\$9,253	\$8,138
Average Earnings (Adults/DWs)	<b>Dislocated Workers</b>	\$13,147	\$12,690
Six Months Earnings Increase (Older Youth)	<b>Older Youth</b>	\$2,500	\$11,682
	<b>Adults</b>	62.0	73.3
	<b>Dislocated Workers</b>	62.0	77.3
Credential/Diploma Rates	<b>Older Youth</b>	30.0	50.0
	<b>Younger Youth</b>	57.0	63.6
	<b>Younger Youth</b>	74.0	78.4
Skill Attainment Rate	<b>Younger Youth</b>	74.0	78.4
Placement in Employment or Education	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	48.6
Attainment of Degree or Certificate	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	0.0
Literacy or Numeracy Gains	<b>Youth (14 – 21)</b>	No negotiated level for PY 2006	0.0

**Description of Other State Indicators of Performance (WIA Section 136(d)(1))**

Overall Status of Performance	Not Met	Met	Exceeded
	0	4	13

**Table O – Local Performance**

<b>Local Area Name</b>		Adults	415
<b>South Central – 08</b>		Dislocated Workers	620
	<b>Total Participants Served</b>	Older Youth (19-21)	40
		Younger Youth (14-18)	95
<b>ETA Assigned #</b>		Adults	237
		Dislocated Workers	273
<b>51115</b>	<b>Total Exitters</b>	Older Youth (19-21)	17
		Younger Youth (14-18)	26
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
	<b>Program Participants</b>	67.4	75.5
<b>Customer Satisfaction</b>	<b>Employers</b>	68.0	77.4
	<b>Adults</b>	59.5	75.4
<b>Entered Employment Rate</b>	<b>Dislocated Workers</b>	66.3	87.8
	<b>Older Youth</b>	40.0	64.7
	<b>Adults</b>	74.0	86.5
	<b>Dislocated Workers</b>	82.8	91.5
<b>Retention Rates</b>	<b>Older Youth</b>	77.1	77.1
	<b>Younger Youth</b>	51.1	68.1
<b>Average Earnings</b>	<b>Adults</b>	\$7,250	\$9,396
<b>(Adults/DWs)</b>	<b>Dislocated Workers</b>	\$9,100	\$11,160
<b>Six Months Earnings Increase</b>	<b>Older Youth</b>	\$2,275	\$5,126
	<b>Adults</b>	50.0	64.4
<b>Credential/Diploma Rates</b>	<b>Dislocated Workers</b>	50.0	71.8
	<b>Older Youth</b>	32.0	54.5
	<b>Younger Youth</b>	53.2	66.7
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	45.0	84.3
<b>Placement in Employment or Education</b>	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	52.9
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	23.8
<b>Literacy or Numeracy Gains</b>	<b>Youth (14 – 21)</b>	No negotiated level for PY 2006	0.0

**Description of Other State Indicators of Performance (WIA Section 136(d)(1))**

<b>Overall Status of Performance</b>	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	0	0	17



**Table O – Local Performance**

<b>Local Area Name</b>		Adults	57
<b>Capital Area – 09</b>		Dislocated Workers	95
	<b>Total Participants Served</b>	Older Youth (19-21)	26
		Younger Youth (14-18)	48
<b>ETA Assigned #</b>		Adults	52
		Dislocated Workers	51
<b>51015</b>	<b>Total Exiters</b>	Older Youth (19-21)	27
		Younger Youth (14-18)	85
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
	<b>Program Participants</b>	74.0	68.4
<b>Customer Satisfaction</b>	<b>Employers</b>	72.5	70.4
	<b>Adults</b>	75.0	85.5
<b>Entered Employment Rate</b>	<b>Dislocated Workers</b>	75.0	80.0
	<b>Older Youth</b>	65.0	69.2
	<b>Adults</b>	70.0	85.4
	<b>Dislocated Workers</b>	82.0	92.3
<b>Retention Rates</b>	<b>Older Youth</b>	70.0	100.0
	<b>Younger Youth</b>	56.1	57.1
<b>Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$9,314	\$12,810
	<b>Dislocated Workers</b>	\$11,138	\$16,969
<b>Six Months Earnings Increase (Older Youth)</b>	<b>Older Youth</b>	\$2,200	\$2,654
	<b>Adults</b>	60.0	60.0
<b>Credential/Diploma Rates</b>	<b>Dislocated Workers</b>	63.0	61.5
	<b>Older Youth</b>	51.5	6.3
	<b>Younger Youth</b>	53.0	55.6
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	83.0	78.8
<b>Placement in Employment or Education</b>	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	43.4
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	0.0
<b>Literacy or Numeracy Gains</b>	<b>Youth (14 – 21)</b>	No negotiated level for PY 2006	0.0

**Description of Other State Indicators of Performance (WIA Section 136(d)(1))**

<b>Overall Status of Performance</b>	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	1	4	12

**Table O – Local Performance**

Local Area Name		Adults	112
City of Richmond – 10	Total Participants Served	Dislocated Workers	106
		Older Youth (19-21)	37
		Younger Youth (14-18)	140
ETA Assigned #	Total Exitters	Adults	40
		Dislocated Workers	41
		Older Youth (19-21)	22
51025	Total Exitters	Younger Youth (14-18)	35
		<b>Reported Information</b>	
		<b>Negotiated Performance Level</b>	
Customer Satisfaction	Program Participants	56.0	52.4
	Employers	68.0	75.0
	Adults	76.0	85.7
Entered Employment Rate	Dislocated Workers	79.0	92.7
	Older Youth	70.0	76.9
	Adults	84.0	85.7
Retention Rates	Dislocated Workers	87.0	87.3
	Older Youth	65.0	75.0
	Younger Youth	44.8	68.2
Average Earnings (Adults/DWs)	Adults	\$11,642	\$9,822
	Dislocated Workers	\$13,923	\$14,291
Six Months Earnings Increase (Older Youth)	Older Youth	\$2,244	\$3,362
	Adults	52.0	76.0
Credential/Diploma Rates	Dislocated Workers	52.0	76.2
	Older Youth	45.0	28.6
	Younger Youth	45.6	65.4
Skill Attainment Rate	Younger Youth	59.2	98.1
Placement in Employment or Education	Youth (14 -21)	No negotiated level for PY 2006	63.9
Attainment of Degree or Certificate	Youth (14 -21)	No negotiated level for PY 2006	9.1
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated level for PY 2006	0.0

**Description of Other State Indicators of Performance (WIA Section 136(d)(1))**

Overall Status of Performance	Not Met	Met	Exceeded
	1	2	14

**Table O – Local Performance**

<b>Local Area Name</b>		Adults	57
<b>Northern Virginia – 11</b>		Dislocated Workers	98
	<b>Total Participants Served</b>	Older Youth (19-21)	12
		Younger Youth (14-18)	67
<b>ETA Assigned #</b>		Adults	40
		Dislocated Workers	78
<b>51010</b>	<b>Total Exiters</b>	Older Youth (19-21)	3
		Younger Youth (14-18)	30
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
	<b>Program Participants</b>	72.4	76.3
<b>Customer Satisfaction</b>	<b>Employers</b>	75.0	69.0
	<b>Adults</b>	75.0	90.0
<b>Entered Employment Rate</b>	<b>Dislocated Workers</b>	67.0	86.4
	<b>Older Youth</b>	68.0	100.0
	<b>Adults</b>	74.5	89.3
	<b>Dislocated Workers</b>	79.0	88.7
<b>Retention Rates</b>	<b>Older Youth</b>	61.0	100.0
	<b>Younger Youth</b>	51.0	81.8
<b>Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$2,800	\$16,813
	<b>Dislocated Workers</b>	\$160	\$23,651
<b>Six Months Earnings Increase (Older Youth)</b>	<b>Older Youth</b>	\$2,200	\$12,228
	<b>Adults</b>	47.0	76.7
<b>Credential/Diploma Rates</b>	<b>Dislocated Workers</b>	62.5	78.3
	<b>Older Youth</b>	43.0	75.0
	<b>Younger Youth</b>	58.0	60.0
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	76.0	94.6
<b>Placement in Employment or Education</b>	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	56.5
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	40.0
<b>Literacy or Numeracy Gains</b>	<b>Youth (14 – 21)</b>	No negotiated level for PY 2006	0.0

**Description of Other State Indicators of Performance (WIA Section 136(d)(1))**

<b>Overall Status of Performance</b>	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	<b>0</b>	<b>1</b>	<b>16</b>

**Table O – Local Performance**

<b>Local Area Name</b>		Adults	39
<b>Alexandria/Arlington – 12</b>		Dislocated Workers	110
	<b>Total Participants Served</b>	Older Youth (19-21)	3
		Younger Youth (14-18)	19
<b>ETA Assigned #</b>		Adults	28
		Dislocated Workers	92
<b>51005</b>	<b>Total Exiters</b>	Older Youth (19-21)	0
		Younger Youth (14-18)	3
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
	<b>Program Participants</b>	60.0	81.5
<b>Customer Satisfaction</b>	<b>Employers</b>	60.0	63.1
	<b>Adults</b>	62.0	88.9
<b>Entered Employment Rate</b>	<b>Dislocated Workers</b>	65.0	93.9
	<b>Older Youth</b>	55.0	100.0
	<b>Adults</b>	70.0	84.8
	<b>Dislocated Workers</b>	75.0	100.0
<b>Retention Rates</b>	<b>Older Youth</b>	67.0	100.0
	<b>Younger Youth</b>	45.0	75.0
<b>Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$4,000	\$13,006
	<b>Dislocated Workers</b>	\$6,000	\$22,896
<b>Six Months Earnings Increase (Older Youth)</b>	<b>Older Youth</b>	\$2,100	\$8,139
	<b>Adults</b>	60.0	92.0
<b>Credential/Diploma Rates</b>	<b>Dislocated Workers</b>	60.0	92.0
	<b>Older Youth</b>	42.0	33.3
	<b>Younger Youth</b>	47.0	100.0
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	60.0	45.5
<b>Placement in Employment or Education</b>	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	87.5
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	50.0
<b>Literacy or Numeracy Gains</b>	<b>Youth (14 – 21)</b>	No negotiated level for PY 2006	0.0

**Description of Other State Indicators of Performance (WIA Section 136(d)(1))**

<b>Overall Status of Performance</b>	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	2	0	15

**Table O – Local Performance**

<b>Local Area Name</b>		Adults	258
<b>Bay Consortium – 13</b>	<b>Total Participants Served</b>	Dislocated Workers	57
		Older Youth (19-21)	42
		Younger Youth (14-18)	81
<b>ETA Assigned #</b>		Adults	123
	<b>Total Exitters</b>	Dislocated Workers	27
<b>51070</b>		Older Youth (19-21)	22
		Younger Youth (14-18)	50
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
	<b>Program Participants</b>	69.0	75.4
<b>Customer Satisfaction</b>	<b>Employers</b>	67.0	82.5
	<b>Adults</b>	74.0	80.0
<b>Entered Employment Rate</b>	<b>Dislocated Workers</b>	79.0	74.4
	<b>Older Youth</b>	70.0	94.1
	<b>Adults</b>	82.0	81.0
	<b>Dislocated Workers</b>	89.0	91.8
<b>Retention Rates</b>	<b>Older Youth</b>	80.0	100.0
	<b>Younger Youth</b>	54.0	67.4
<b>Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$8,840	\$8,671
	<b>Dislocated Workers</b>	\$9,360	\$12,139
<b>Six Months Earnings Increase (Older Youth)</b>	<b>Older Youth</b>	\$1,500	\$4,096
	<b>Adults</b>	45.0	63.3
<b>Credential/Diploma Rates</b>	<b>Dislocated Workers</b>	45.0	50.0
	<b>Older Youth</b>	45.0	69.6
	<b>Younger Youth</b>	55.0	63.6
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	73.0	88.7
<b>Placement in Employment or Education</b>	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	60.7
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	28.3
<b>Literacy or Numeracy Gains</b>	<b>Youth (14 – 21)</b>	No negotiated level for PY 2006	0.0

**Description of Other State Indicators of Performance (WIA Section 136(d)(1))**

<b>Overall Status of Performance</b>	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	<b>0</b>	<b>3</b>	<b>14</b>

**Table O – Local Performance**

Local Area Name		Adults	207
Greater Peninsula – 14	<b>Total Participants Served</b>	Dislocated Workers	212
		Older Youth (19-21)	70
		Younger Youth (14-18)	60
ETA Assigned #		Adults	153
		Dislocated Workers	168
51020`	<b>Total Exiters</b>	Older Youth (19-21)	66
		Younger Youth (14-18)	74
Reported Information		Negotiated Performance Level	Actual Performance Level
	<b>Program Participants</b>	60.0	67.0
<b>Customer Satisfaction</b>	<b>Employers</b>	60.0	78.8
	<b>Adults</b>	67.0	74.7
<b>Entered Employment Rate</b>	<b>Dislocated Workers</b>	75.0	80.5
	<b>Older Youth</b>	59.0	71.4
	<b>Adults</b>	64.0	81.6
	<b>Dislocated Workers</b>	74.0	86.3
<b>Retention Rates</b>	<b>Older Youth</b>	70.0	86.2
	<b>Younger Youth</b>	47.0	70.9
<b>Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$7,800	\$8,832
	<b>Dislocated Workers</b>	\$9,800	\$12,119
<b>Six Months Earnings Increase (Older Youth)</b>	<b>Older Youth</b>	\$1,850	\$3,202
	<b>Adults</b>	45.0	69.4
<b>Credential/Diploma Rates</b>	<b>Dislocated Workers</b>	47.0	66.2
	<b>Older Youth</b>	40.0	66.1
	<b>Younger Youth</b>	47.0	73.2
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	66.0	99.1
<b>Placement in Employment or Education</b>	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	59.8
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	28.6
<b>Literacy or Numeracy Gains</b>	<b>Youth (14 – 21)</b>	No negotiated level for PY 2006	0.0

**Description of Other State Indicators of Performance (WIA Section 136(d)(1))**

Overall Status of Performance	Not Met	Met	Exceeded
	0	0	17

**Table O – Local Performance**

<b>Local Area Name</b>		Adults	150
<b>Crater Area – 15</b>		Dislocated Workers	45
	<b>Total Participants Served</b>	Older Youth (19-21)	15
		Younger Youth (14-18)	95
<b>ETA Assigned #</b>		Adults	72
<b>51100</b>		Dislocated Workers	16
	<b>Total Exiters</b>	Older Youth (19-21)	7
		Younger Youth (14-18)	25
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
	<b>Program Participants</b>	59.0	84.6
<b>Customer Satisfaction</b>	<b>Employers</b>	57.0	78.2
	<b>Adults</b>	62.0	69.4
<b>Entered Employment Rate</b>	<b>Dislocated Workers</b>	67.0	72.7
	<b>Older Youth</b>	58.0	60.0
	<b>Adults</b>	71.0	83.6
	<b>Dislocated Workers</b>	71.0	100.0
<b>Retention Rates</b>	<b>Older Youth</b>	68.0	75.0
	<b>Younger Youth</b>	45.0	63.3
<b>Average Earnings</b>	<b>Adults</b>	\$9,314	\$8,485
<b>(Adults/DWs)</b>	<b>Dislocated Workers</b>	\$11,138	\$13,848
<b>Six Months Earnings Increase</b>			
<b>(Older Youth)</b>	<b>Older Youth</b>	\$1,795	\$3,803
	<b>Adults</b>	41.6	66.7
<b>Credential/Diploma Rates</b>	<b>Dislocated Workers</b>	52.0	68.4
	<b>Older Youth</b>	31.6	20.0
	<b>Younger Youth</b>	48.0	76.5
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	62.0	80.8
<b>Placement in Employment or</b>	<b>Youth (14 -21)</b>	No negotiated level for	56.8
<b>Education</b>		PY 2006	
<b>Attainment of Degree or</b>	<b>Youth (14 -21)</b>	No negotiated level for	13.6
<b>Certificate</b>		PY 2006	
<b>Literacy or Numeracy Gains</b>	<b>Youth (14 – 21)</b>	No negotiated level for	0.0
		PY 2006	

**Description of Other State Indicators of Performance (WIA Section 136(d)(1))**

<b>Overall Status of Performance</b>	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	<b>1</b>	<b>1</b>	<b>15</b>

**Table O – Local Performance**

<b>Local Area Name</b>		Adults	733
<b>Hampton Roads – 16</b>		Dislocated Workers	236
	<b>Total Participants Served</b>	Older Youth (19-21)	141
		Younger Youth (14-18)	657
<b>ETA Assigned #</b>		Adults	355
<b>51035</b>		Dislocated Workers	68
	<b>Total Exiters</b>	Older Youth (19-21)	65
		Younger Youth (14-18)	265
<b>Reported Information</b>		<b>Negotiated</b>	<b>Actual Performance Level</b>
		<b>Performance Level</b>	
	<b>Program Participants</b>	62.0	75.5
<b>Customer Satisfaction</b>	<b>Employers</b>	62.0	69.2
	<b>Adults</b>	65.0	77.0
<b>Entered Employment Rate</b>	<b>Dislocated Workers</b>	67.0	78.0
	<b>Older Youth</b>	51.0	66.7
	<b>Adults</b>	68.0	80.2
	<b>Dislocated Workers</b>	60.0	88.6
<b>Retention Rates</b>	<b>Older Youth</b>	64.0	76.7
	<b>Younger Youth</b>	50.0	71.4
<b>Average Earnings</b>	<b>Adults</b>	\$7,000	\$8,183
<b>(Adults/DWs)</b>	<b>Dislocated Workers</b>	\$11,000	\$12,847
<b>Six Months Earnings Increase</b>			
<b>(Older Youth)</b>	<b>Older Youth</b>	\$1,650	\$1,461
	<b>Adults</b>	55.0	57.6
<b>Credential/Diploma Rates</b>	<b>Dislocated Workers</b>	46.0	46.4
	<b>Older Youth</b>	46.0	42.9
	<b>Younger Youth</b>	30.0	38.1
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	63.0	89.9
<b>Placement in Employment or</b>	<b>Youth (14 -21)</b>	No negotiated level for	44.0
<b>Education</b>		PY 2006	
<b>Attainment of Degree or</b>	<b>Youth (14 -21)</b>	No negotiated level for	3.9
<b>Certificate</b>		PY 2006	
<b>Literacy or Numeracy Gains</b>	<b>Youth (14 – 21)</b>	No negotiated level for	0.0
		PY 2006	

**Description of Other State Indicators of Performance (WIA Section 136(d)(1))**

<b>Overall Status of Performance</b>	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	<b>0</b>	<b>2</b>	<b>15</b>



**Table O – Local Performance**

<b>Local Area Name</b>		Adults	1183
<b>West Piedmont – 17</b>		Dislocated Workers	1815
	<b>Total Participants Served</b>	Older Youth (19-21)	77
		Younger Youth (14-18)	374
<b>ETA Assigned #</b>		Adults	905
		Dislocated Workers	582
<b>51105</b>	<b>Total Exitters</b>	Older Youth (19-21)	30
		Younger Youth (14-18)	147
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
	<b>Program Participants</b>	56.0	75.5
<b>Customer Satisfaction</b>	<b>Employers</b>	54.0	69.2
	<b>Adults</b>	59.0	76.3
<b>Entered Employment Rate</b>	<b>Dislocated Workers</b>	63.0	76.6
	<b>Older Youth</b>	54.0	60.0
	<b>Adults</b>	67.0	86.9
	<b>Dislocated Workers</b>	74.0	91.6
<b>Retention Rates</b>	<b>Older Youth</b>	66.0	83.3
	<b>Younger Youth</b>	45.0	59.3
<b>Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$8,750	\$8,643
	<b>Dislocated Workers</b>	\$8,750	\$10,986
<b>Six Months Earnings Increase (Older Youth)</b>	<b>Older Youth</b>	\$2,000	\$3,396
	<b>Adults</b>	35.0	60.4
<b>Credential/Diploma Rates</b>	<b>Dislocated Workers</b>	35.0	43.8
	<b>Older Youth</b>	25.0	22.2
	<b>Younger Youth</b>	46.0	61.9
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	59.0	70.6
<b>Placement in Employment or Education</b>	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	52.8
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 -21)</b>	No negotiated level for PY 2006	39.1
<b>Literacy or Numeracy Gains</b>	<b>Youth (14 – 21)</b>	No negotiated level for PY 2006	0.0

**Description of Other State Indicators of Performance (WIA Section 136(d)(1))**

<b>Overall Status of Performance</b>	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	0	2	15