

Commonwealth of Virginia

Virginia's Workforce Development System:

Annual Report

for

Workforce Investment Act of 1998

**Title I-B Activities
Program Year 2007**

(July 1, 2007 to June 30, 2008)

Submitted by
Virginia Community College System

For

Office for Workforce Development

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SECTION I: WORKFORCE INVESTMENT ACT SYSTEM DEVELOPMENT

INTRODUCTION

The Workforce Investment Act (WIA) Annual Report focuses on the administration of WIA Title I activities in the Commonwealth of Virginia. It reflects Title I programs and system building initiatives during program year 2007. The report focuses on the evolution of a comprehensive statewide workforce development system that is demand driven, and that serves employers, workers, and job seekers. During the report period, State leadership has been a critical factor in new system building initiatives and in making significant progress toward physical co-location of all required partners (and other partners) into comprehensive one-stop centers where services are required to be integrated.

Total WIA Title I-B funding for Virginia for Program Year 2007 was \$31,652,691. Of the amount, \$24,027,909 passed directly to the local areas, while \$7,624,782 remained at the state level. Virginia's 2007 allocation was used to ensure the continuation of publicly-funded workforce development services to employers, workers, job seekers and youth through a constantly improving state and local service delivery system.

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 incentivize performance.
- Enhance the effectiveness of key players within the workforce system.

GOVERNANCE STRUCTURE

State Structure:

Virginia Code establishes the Governor as the Chief Workforce Development Officer. The Governor may designate a Cabinet level staff member as the Senior Advisor to the Governor for Workforce Development.

The Governor and the General Assembly created the Virginia Workforce Council (VWC) in 1999 to coordinate policy, planning and accountability for the Workforce Investment Act system. The VWC develops and approves the state-level plan for WIA activities and, through its policy role helps to facilitate the coordination of state and local workforce development programs. Additionally, the VWC helps to ensure that the workforce investment system becomes a comprehensive workforce development system responsive to the needs of employers, workers and jobseekers which links workforce development strategies with economic development initiatives.

During Program Year 2007, the overall administrative responsibility for the WIA was transferred to the Office of the Senior Advisor for Workforce Development. One responsibility of this office was to develop a coordinated system for workforce services encompassing all of the state agency programs that have a workforce focus.

In a phased transition, administrative oversight and Title I Program responsibilities under the WIA were shared between the Virginia Employment Commission (VEC) and the Governor's Office for Workforce Development (GOWD).

A System in Transition:

Virginia's Workforce Investment System continued to be system in transition during 2007. In 2006, the Virginia General Assembly had passed legislation identifying the Governor as Chief Workforce Development Officer. The legislation indicated the Governor may delegate the workforce development responsibility to a senior person on his immediate staff, who would be responsible for coordination of workforce development programs across Secretariats. In 2006, the Governor issued Executive Order 25 intended to ensure that initial transition steps occur to implement Virginia's 2006 legislation.

The Governor subsequently appointed a Senior Advisor for Workforce Development and delegated certain duties of the Governor as Chief Workforce Development Officer him. The 2006 legislation and Executive Order 25 were followed by the Governor's first Workforce Development Strategic Plan, "Making Connections: *Virginia's New Direction for Workforce Development.*" The strategic plan is a road map to reform Virginia's workforce delivery system to focus on training workers in preparation for a skilled workforce.

The Senior Advisor to the Governor for Workforce led Virginia's workforce development efforts toward greater coordination at the state and local levels. Components of the WIA were moved from one state agency to another state entity as part of a phased transition. Executive Order 25 was replaced with Executive Order 61 near the end of program year 2007 to ensure the next phase of transition. The Governor's Cabinet Secretaries endorsed a state level Memorandum of Understanding (MOU) that required all the WIA partner programs to collocate in physical comprehensive one stop centers. The Secretaries were required to issue field guidance on provision of their workforce services and sharing of the cost of operations in the local comprehensive one-stop career centers. The re-engineered comprehensive centers will offer integrated workforce services.

By the end of program year 2007, effective July 1, 2008, the Virginia Community College System (VCCS) was designated state entity that would administer WIA and provide staff support for the VWC.

Local Structure: Planning, Oversight & Service Delivery

The Virginia Workforce Network (WVN) is the state and local workforce service delivery system. During PY 2007, sixteen local workforce investment areas (LWIAs) comprised the Network. Local elected officials (LEOs) are key leaders in each of the areas and are responsible for appointing local workforce investment board (LWIB) members. The WIA requires a government/ business partnership between the LEOs and the LWIBs they establish. The 16 certified Local Workforce Investment Boards (LWIBs), led by local business leaders continue to provide local system planning and oversight.

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 continuous to 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 through the VWN.

The VWN consist combinations of required and other partner agencies forming centers that are access points to the workforce system. The access points are referred to as comprehensive and satellite centers and collectively as Virginia Workforce Centers. 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. Workforce leaders from the 16 LWIAs and community agency partners continued to work collaboratively in ensuring that the career centers are managed effectively, provide services that are demand driven, are responsive to individual needs, and produce successful results.

The LWIBs, in partnership with their CLEOs, promote coordination among agencies and integration of various publicly funded employment and training services for employers, workers and jobseekers. More emphasis began to be placed on collocation of programs and integration of services in Virginia's comprehensive one-stop career centers.

VIRGINIA WIA PROGRESS SUMMARY:

Virginia Workforce Council Accomplishments in PY 2007:

The Virginia Workforce Council (VWC) redefined and designated new sub-committees that are more aligned with Governor Kaine's workforce development objectives, including:

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

The VWC previously engaged the Upjohn Institute to assist in the evaluation of a set of state metrics. The evaluation incorporated the VWC performance metrics and additional measures to determine the effectiveness and impact of the workforce programs operated by a number of State agencies. The Virginia Workforce Council continued its interest in system measures, but moved more deliberately in its consideration of full implementation of a set of State metrics.

The Virginia Workforce Council, in concert with the Senior Advisor for Workforce Development continued to address some of the on-going challenges identified in an Urban Institute One-stop Career Center Assessment initiative, to include:

- requiring more partners and their services and resources in the one-stop center
- increasing full time co-location of required partner programs and staff
- increasing funding support of services and center operations by partners.

The Virginia Workforce Council adopted the Career Readiness Certificate (CRC) as an eighteenth performance measure (for State purposes).

Career Readiness Certificate (CRC)

The CRC certifies core employability skills required across multiple industries and occupations. It is a portable credential that promotes career development and skill attainment for the individual and it

confirms to employers that an individual possesses basic workplace skills in reading, applied math and locating information, skills that most jobs require. The CRC provides employers with an accepted third party affirmation of the workforce skills that a prospective employee has to offer.

During Program Year 2007, the VWC developed strategies to promote the use of the CRC, to:

- require the local areas target five percent of their participants for CRC to qualify for incentives
- develop a formula (based on staff input) that would be used as a measure
- develop a marketing plan for encouraging employer and job seeker use of CRC
- work with other states to get the USDOL to recognize the CRC as a credential.

Staff members were required to develop an evaluation by July 1, 2008 regarding performance and barriers experienced by WIBs in attaining the CRC.

Statewide Dislocated Worker and Rapid Response Activities:

During Program Year 2007, 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 when layoffs and closures occur 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 2007, the State Rapid Response Unit (RRU) received 68 notices under the Worker Adjustment and Retraining Notification (WARN) Act. Compared to the previous year, the number of WARN notices increased, but only slightly. While the number of WARNs increased slightly, the total number of affected workers declined significantly at thirty-three percent (33%).

Virginia Dislocated Worker Unit Statewide Rapid Response Activities		
	Program Year (July 1 through June 30)	
Rapid Response Activity	2006	2007
WARN Notices Received	65	68
Workers Affected by WARN	14,630	9,842
Average Number of Workers per Layoff/Closure	225	145

In addition to the state wide rapid response activity, five (5) rapid response grants were awarded to local workforce investment areas experiencing closures and dislocated worker service requirements beyond their funding capability. The local grants totaled \$1,514,868 for an average grant amount of \$302,974.

NEXT STEPS: CONTINUOUS IMPROVEMENT

The economic landscape and workforce development needs were markedly different now than when the Commonwealth began transitioning WIA in 2006. Since then, Virginia has experienced an increase in unemployment, while layoffs and closures are increasing. The economic downturn and

continued 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 Virginia Community College System (VCCS) 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, integrated workforce development services, focuses on employer demand, jobseeker needs, and high skills options, all results driven.

The VCCS will continue to provide training and technical assistance will link workforce development with economic development, employers with one-stop centers, and create comprehensive one-stop career centers that provide integrated services. Through the usage of the latest version of the VWN information system, opportunities will exist to assure compliance, improve data quality, and to better measure and evaluate improvements in WIA programs that will be available to the workforce development system.

SECTION II: 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 PY2007. 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). On November 13, 2007, Virginia went live with the Virtual One-Stop (Virginia Workforce Connection) application. This was the first time that both Wagner-Peyser and the Workforce Investment Act program shared the same information system. The implementation of the new information system has not been trouble free as the deficiencies in the old system were in greater evidence as the VOS application uses the Data Reporting and Validation System (DRVS) to meet the Federal reporting requirements.

Virginia uses the 17 core performance measures to measure state and local performance 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. Virginia participates in Wage Record Interchange System (WRIS) and Federal Employment Data Exchange System (FEDES). 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 Commonwealth 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. 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 99.23-percent of the adult programs targets and 100.36-percent of the dislocated worker targets. Performance within the other segments of the program provided mixed results: older youth 103.30-percent of target, younger youth 95.32-percent of target, employer customer satisfaction 106-percent of target, and program participant customer satisfaction 101-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 \$23.9 million on workforce investment services during PY2007, 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 1.

Program Activity	7/1/07-6/30/08 PY2007	Participants PY2007	Cost Per Participant
Adults	\$ 6,067,358	8229	\$737
Dislocated Workers	\$ 7,478,740	4707	\$1589
Youth	\$ 10,444,226	2989	\$3494
Total of Local WIA Formula Spending Listed Above	\$ 23,990,324	15925	\$1506

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 2.

Program Activity	Cumulative (as of 6/30/08)	Cumulative Participants	Cumulative Cost Per Participant
Adults	\$67,329,815	41590	\$1765
Dislocated Workers	\$47,617,938	39923	\$1380
Youth	\$78,130,639	34892	\$2539
Total of Cumulative Federal Spending Listed Above	\$193,078,392	116405	\$1865

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 PY2007. 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 PY2007 performance at the State level, Virginia exceeded 2 of the 17 (11.8%), met 13 of the 17 (76.5%) and failed to meet 2 (11.8%) negotiated or national levels of performance. Of the 272 standards at the local workforce investment area level, Virginia local workforce areas exceeded 209 or 76.8 percent of the total, met 47 or 17.3-percent of the total, and failed 16 or 5.9-percent of the total. The older youth credential rate was the most frequently missed performance measure (5 LWIAs missed this one). The Older Youth Earnings Change and the Younger Youth High School Diploma or Equivalent Rate were the next most frequently missed measure with 3 LWIAs missing the earnings measure and 4 LWIAs missing the diploma rate. 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. Additionally, edits in place in VOS and the use of the Data Reporting and Validation System (DRVS) software to produce the Federal reports may have impacted the achievement of these measures. With the new system, there will need to be a more detailed review of the data and performance impacts within the WIA program in Virginia.

II. Table Section

Table A - Workforce Investment Act Customer Satisfaction

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level- American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	80.0	75.0	197	1682	588	33.5
Employers	80.0	77.0	257	955	373	68.9

Table B – Adult Program Results

Reported Information	Negotiated Performance	Actual Performance Level	
Entered Employment Rate	82.0	78.3	1,158
			1,478
Employment Retention Rate	86.0	79.0	1,810
			2,290
Average Earnings	\$11,208	\$9,924	\$17,655,485
			1,779
Employment and Credential Rate	64.0	66.9	1,128
			1,687

Table C – Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals with Disabilities		Older Individuals	
	Entered Employment Rate	72.1	80	80.6	54	63.5	40	68.2
		111		67		63		44
Employment Retention Rate	82.7	110	84.9	62	78.4	40	50.3	81
		133		73		51		161
Average Earnings	\$7,896	\$852,717	\$12,467	\$760,454	\$10,952	\$416,164	\$9,477	\$758,126
		108		61		38		80
Employment and Credential Rate	55.6	55	66.7	34	62.2	28	82.9	116
		99		51		45		140

Table D – Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	80.2	746	75.2	412
		930		548
Employment Retention Rate	78.2	1,298	81.3	512
		1,660		630
Average Earnings	\$10,141	\$12,970,860	\$9,369	\$4,684,625
		1,279		500

Table E – Dislocated Workers Program Results			
Reported Information	Negotiated Performance	Actual Performance Level	
Entered Employment Rate	85.0	82.2	1,478
			1,799
Employment Retention Rate	92.0	90.9	1,618
			1,780
Average Earnings	\$14,000	\$13,423	\$21,274,683
			1,585
Employment and Credential Rate	68.0	65.0	650
			1,000

Table F – Outcomes for Dislocated Worker Special Populations								
Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	80.8	122	71.0	22	65.1	183	76.9	10
		151		31		281		13
Employment Retention Rate	92.3	131	90.0	18	89.0	178	100.0	12
		142		20		200		12
Average Earnings	\$18,028	\$2,289,535	\$14,261	\$256,697	\$12,009	\$2,125,588	\$10,832	\$129,989
		127		18		177		12
Employment and Credential Rate	70.0	56	58.3	7	53.5	61	75.0	9
		80		12		114		12

Table G – Other Outcome Information for the Dislocated Worker Program
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Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	85.2	801	78.8	677
		940		859
Employment Retention Rate	92.3	858	89.4	760
		930		850
Average Earnings	\$13,593	\$11,363,689	\$13,232	\$9,910,994
		836		749

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

Reported Information	Negotiated Performance	Actual Performance Level	
Placement in Employment or Education	No negotiated levels	56.8	841
			1,480
Attainment of Degree or Certificate	No negotiated levels	40.5	464
			1,147
Literacy and Numeracy	No negotiated levels	0.3	1
			395

Table H.2 – Older Youth (19 – 21) Program Results			
Reported Information	Negotiated Performance	Actual Performance Level	
Entered Employment Rate	75.0	71.0	235
			331
Employment Retention Rate	85.0	83.3	235
			282
Six Months Earnings Change	\$3,000	\$3,275	\$877,790
			268
Credential Rate	68.0	36.1	146
			404

Table I– Outcomes for Older Youth Special Populations								
Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
Entered Employment Rate	74.1	43	0.0	0	67.5	27	71.8	227
		58		0		40		316
Employment Retention Rate	76.3	29	100.0	3	80.8	21	82.8	221
		38		3		26		267
Six Months Earnings Increase	\$3,886	\$143,771	\$3,839	\$7,678	\$3,203	\$80,075	\$3,088	\$784,337
		37		2		25		254
Credential Rate	38.7	24	100.0	1	32.7	16	35.8	138
		62		1		49		386

Table J – Younger Youth (14-18) Program Results

Reported Information	Negotiated Performance	Actual Performance Level	
Skill Attainment Rate	88.0	68.4	1,748
			2,557
Youth Diploma or Equivalent Rate	68.0	58.0	354
			610
Retention Rate	66.0	64.6	540
			836

Table K – Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment Rate	68.6	227	78.3	759	65.4	229
		331		969		350
Youth Diploma or Equivalent Rate	54.4	43	72.0	118	20.9	24
		79		164		115
Retention Rate	63.7	79	61.3	165	64.9	122
		124		269		188

Table L – Other Reported Information

Reported Information	12 Month Employment Retention Rate		12 Months Earnings Increase (Adults and Older Youth) or 12 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	
Adults	82.0	1,838	\$3,765	\$8,275,727	0.0	0	\$4,008	\$4,552,700	2.9	22
		2,242		2,198		1,158		1,136		746
Dislocated Workers	91.0	1,890	116.5	\$24,795,730	0.2	3	\$6,255	\$9,001,144	2.5	20
		2,077		\$21,284,688		1,478		1,439		800
Older Youth	79.9	199	\$3,701	\$884,485	0.0	0	\$2,409	\$544,313		
		249		239		235		226		

Table M – Participation Level

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	46,206	26,784
Total Adults (Self Service Only)	37,977	22,487
WIA Adults	41,532	24,487
WIA Dislocated Workers	4,707	2,306
Total Youth (14 -21)	2,989	1,494
Younger Youth (14 -18)	2,366	1,122
Older Youth (19 -21)	623	372
Out-of-School Youth	926	532
In-school Youth	2,063	962

Table N – Cost of Program Activities		
Local Adults	\$73,397,173	
Local Dislocated Workers	\$55,096,678	
Local Youth	\$88,574,865	
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)	\$18,286,655	
Statewide Required Activities (Up to 15%) WIA Section 134 (a)(2)(B)	\$22,016,602	
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description	
	(A)(i) Admin by State of Sec 134 activities (VWC & Gov's Office)	\$1,059,094
	(A)(ii) Capacity Building & Technical Assistance	\$4,023,907
	(A)(iii) Research & Demonstration	\$2,642,640
	(A)(iv) Incumbent Worker Training	\$3,174,043
	(A)(vi) Displaced homemaker program	\$4,204,030
	(A)(vii) Other activities the State determines necessary	\$5,647,411
	(A)(v) Identification of eligible training providers	\$32,500
Total of All Federal Spending Listed Above	\$278,155,597	

Table O – Local Performance			
Local Area Name Southwestern Virginia (01)	Total Participants Served	Adults	1477
		Dislocated Workers	192
		Older Youth (19-21)	57
		Younger Youth (14-18)	347
ETA Assigned # 51040	Total Exiters	Adults	930
		Dislocated Workers	194
		Older Youth (19-21)	24
		Younger Youth (14-18)	92
Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants	72.4	68.0
	Employers	74.0	79.0
Entered Employment Rate	Adults	77.5	67.2
	Dislocated Workers	82.0	77.5
	Older Youth	71.4	63.0
Retention Rates	Adults	82.0	81.3
	Dislocated Workers	87.8	86.5
	Older Youth	84.1	88.2
	Younger Youth	56.1	78.6
Average Earnings (Adult/DW)	Adults	\$11,642	\$9,822
	Dislocated Workers	\$13,923	\$10,712
Six Months Earnings Increase (Older Youth)	Older Youth	\$2,244	\$7,538
Credential/Diploma Rate	Adult	63.7	76.5
	Dislocated Worker	63.7	68.9
	Older Youth	52.5	27.6
	Younger Youth	64.2	70.6
Skill Attainment Rate	Younger Youth	85.0	76.9
Placement in Employment or Education	Youth (14-21)	N/A	60.4
Attainment of Degree or Certificate	Youth (14-21)	N/A	78.2
Literacy and Numeracy Gains	Youth (14-21)	N/A	16.7
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
	2	8	7

Table O – Local Performance			
Local Area Name New River/Mt Rogers (02)	Total Participants Served	Adults	2401
		Dislocated Workers	533
		Older Youth (19-21)	89
		Younger Youth (14-18)	237
ETA Assigned # 51045	Total Exiters	Adults	1344
		Dislocated Workers	262
		Older Youth (19-21)	42
		Younger Youth (14-18)	104
Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants	71.5	76.0
	Employers	71.5	77.0
Entered Employment Rate	Adults	77.0	82.4
	Dislocated Workers	82.0	93.7
	Older Youth	71.0	65.9
Retention Rates	Adults	82.0	77.6
	Dislocated Workers	87.8	94.0
	Older Youth	82.0	84.8
	Younger Youth	57.5	75.3
Average Earnings (Adult/DW)	Adults	\$7,150	\$7,697
	Dislocated Workers	\$12,000	\$13,248
Six Months Earnings Increase (Older Youth)	Older Youth	\$2,000	\$3,907
Credential/Diploma Rate	Adult	63.7	59.8
	Dislocated Worker	63.0	69.2
	Older Youth	39.0	34.7
	Younger Youth	65.5	82.3
Skill Attainment Rate	Younger Youth	85.0	83.8
Placement in Employment or Education	Youth (14-21)	N/A	57.4
Attainment of Degree or Certificate	Youth (14-21)	N/A	50.6
Literacy and Numeracy Gains	Youth (14-21)	N/A	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	5	12

Table O – Local Performance			
Local Area Name Western Virginia (03)	Total Participants Served	Adults	1951
		Dislocated Workers	235
		Older Youth (19-21)	37
		Younger Youth (14-18)	127
ETA Assigned # 51095	Total Exiters	Adults	1121
		Dislocated Workers	64
		Older Youth (19-21)	19
		Younger Youth (14-18)	61
Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants	72.0	68.0
	Employers	73.5	85.0
Entered Employment Rate	Adults	74.0	82.9
	Dislocated Workers	77.0	87.8
	Older Youth	73.0	85.7
Retention Rates	Adults	80.0	85.1
	Dislocated Workers	85.0	91.0
	Older Youth	82.5	100.0
	Younger Youth	55.0	59.3
Average Earnings (Adult/DW)	Adults	\$7,400	\$6,842
	Dislocated Workers	\$12,100	\$14,867
Six Months Earnings Increase (Older Youth)	Older Youth	\$2,400	\$3,501
Credential/Diploma Rate	Adult	52.0	75.0
	Dislocated Worker	52.0	67.7
	Older Youth	35.0	76.5
	Younger Youth	64.0	82.9
Skill Attainment Rate	Younger Youth	85.0	82.7
Placement in Employment or Education	Youth (14-21)	N/A	54.9
Attainment of Degree or Certificate	Youth (14-21)	N/A	57.5
Literacy and Numeracy Gains	Youth (14-21)	N/A	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	4	13

Table O – Local Performance			
Local Area Name Shenandoah Valley (04)	Total Participants Served	Adults	3327
		Dislocated Workers	283
		Older Youth (19-21)	16
		Younger Youth (14-18)	165
ETA Assigned # 51120	Total Exiters	Adults	1958
		Dislocated Workers	160
		Older Youth (19-21)	8
		Younger Youth (14-18)	66
Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants	70.0	75.0
	Employers	68.0	74.0
Entered Employment Rate	Adults	70.0	77.5
	Dislocated Workers	75.0	85.9
	Older Youth	60.0	66.7
Retention Rates	Adults	80.0	86.7
	Dislocated Workers	84.0	92.8
	Older Youth	65.0	73.3
	Younger Youth	56.0	61.9
Average Earnings (Adult/DW)	Adults	\$3,425	\$12,377
	Dislocated Workers	\$4,250	\$12,552
Six Months Earnings Increase (Older Youth)	Older Youth	\$1,000	\$1,839
Credential/Diploma Rate	Adult	52.0	61.3
	Dislocated Worker	52.0	55.3
	Older Youth	52.0	50.0
	Younger Youth	57.0	38.1
Skill Attainment Rate	Younger Youth	74.0	62.5
Placement in Employment or Education	Youth (14-21)	N/A	63.5
Attainment of Degree or Certificate	Youth (14-21)	N/A	23.2
Literacy and Numeracy Gains	Youth (14-21)	N/A	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	2	14

Table O – Local Performance			
Local Area Name Piedmont Workforce Network (06)	Total Participants Served	Adults	1579
		Dislocated Workers	118
		Older Youth (19-21)	24
		Younger Youth (14-18)	27
ETA Assigned # 51055	Total Exiters	Adults	893
		Dislocated Workers	28
		Older Youth (19-21)	20
		Younger Youth (14-18)	18
Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants	75.0	70.0
	Employers	75.0	72.0
Entered Employment Rate	Adults	74.0	64.0
	Dislocated Workers	82.0	66.7
	Older Youth	67.0	77.8
Retention Rates	Adults	86.0	87.5
	Dislocated Workers	92.0	82.5
	Older Youth	82.0	75.0
	Younger Youth	67.0	66.7
Average Earnings (Adult/DW)	Adults	\$10,044	\$9,833
	Dislocated Workers	\$14,000	\$14,673
Six Months Earnings Increase (Older Youth)	Older Youth	\$3,200	\$3,502
Credential/Diploma Rate	Adult	55.0	40.0
	Dislocated Worker	50.0	56.7
	Older Youth	55.0	46.7
	Younger Youth	68.0	53.8
Skill Attainment Rate	Younger Youth	74.0	75.0
Placement in Employment or Education	Youth (14-21)	N/A	70.8
Attainment of Degree or Certificate	Youth (14-21)	N/A	68.8
Literacy and Numeracy Gains	Youth (14-21)	N/A	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
	2	8	7

Table O – Local Performance			
Local Area Name Region 2000 (07)	Total Participants Served	Adults	1806
		Dislocated Workers	80
		Older Youth (19-21)	36
		Younger Youth (14-18)	26
ETA Assigned # 51110	Total Exiters	Adults	938
		Dislocated Workers	31
		Older Youth (19-21)	13
		Younger Youth (14-18)	20
Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants	71.0	81.0
	Employers	71.0	93.0
Entered Employment Rate	Adults	75.0	76.9
	Dislocated Workers	85.0	100.0
	Older Youth	70.0	80.0
Retention Rates	Adults	85.0	80.5
	Dislocated Workers	92.0	100.0
	Older Youth	85.0	80.0
	Younger Youth	56.0	60.0
Average Earnings (Adult/DW)	Adults	\$8,250	\$9,607
	Dislocated Workers	\$12,775	\$15,645
Six Months Earnings Increase (Older Youth)	Older Youth	\$3,000	-\$862
Credential/Diploma Rate	Adult	64.0	91.7
	Dislocated Worker	68.0	100.0
	Older Youth	32.0	28.6
	Younger Youth	60.0	100.0
Skill Attainment Rate	Younger Youth	77.0	73.5
Placement in Employment or Education	Youth (14-21)	N/A	48.5
Attainment of Degree or Certificate	Youth (14-21)	N/A	14.8
Literacy and Numeracy Gains	Youth (14-21)	N/A	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	4	12

Table O – Local Performance			
Local Area Name South Central (08)	Total Participants Served	Adults	1377
		Dislocated Workers	469
		Older Youth (19-21)	23
		Younger Youth (14-18)	88
ETA Assigned # 51115	Total Exiters	Adults	731
		Dislocated Workers	222
		Older Youth (19-21)	19
		Younger Youth (14-18)	35
Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants	69.5	81.0
	Employers	70.0	75.0
Entered Employment Rate	Adults	65.0	76.3
	Dislocated Workers	70.0	83.5
	Older Youth	42.0	73.3
Retention Rates	Adults	78.0	82.9
	Dislocated Workers	87.0	93.1
	Older Youth	78.0	76.9
	Younger Youth	52.0	40.0
Average Earnings (Adult/DW)	Adults	\$7,300	\$8,472
	Dislocated Workers	\$9,150	\$11,724
Six Months Earnings Increase (Older Youth)	Older Youth	\$2,400	\$3,262
Credential/Diploma Rate	Adult	52.5	55.8
	Dislocated Worker	52.5	60.0
	Older Youth	35.0	47.4
	Younger Youth	54.0	34.5
Skill Attainment Rate	Younger Youth	46.5	50.8
Placement in Employment or Education	Youth (14-21)	N/A	49.1
Attainment of Degree or Certificate	Youth (14-21)	N/A	44.0
Literacy and Numeracy Gains	Youth (14-21)	N/A	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
	2	2	13

Table O – Local Performance			
Local Area Name Capital Area (09)	Total Participants Served	Adults	4013
		Dislocated Workers	200
		Older Youth (19-21)	21
		Younger Youth (14-18)	48
ETA Assigned # 51015	Total Exiters	Adults	2125
		Dislocated Workers	70
		Older Youth (19-21)	5
		Younger Youth (14-18)	14
Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants	72.5	67.0
	Employers	74.0	60.0
Entered Employment Rate	Adults	75.0	73.9
	Dislocated Workers	75.0	84.2
	Older Youth	65.0	84.6
Retention Rates	Adults	70.0	85.4
	Dislocated Workers	82.0	97.8
	Older Youth	70.0	85.7
	Younger Youth	56.1	62.5
Average Earnings (Adult/DW)	Adults	\$9,314	\$12,034
	Dislocated Workers	\$11,138	\$15,322
Six Months Earnings Increase (Older Youth)	Older Youth	\$2,200	\$3,923
Credential/Diploma Rate	Adult	60.0	50.0
	Dislocated Worker	63.0	54.5
	Older Youth	51.5	33.3
	Younger Youth	53.0	60.0
Skill Attainment Rate	Younger Youth	83.0	84.4
Placement in Employment or Education	Youth (14-21)	N/A	61.5
Attainment of Degree or Certificate	Youth (14-21)	N/A	19.4
Literacy and Numeracy Gains	Youth (14-21)	N/A	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	5	11

Table O – Local Performance			
Local Area Name City of Richmond (10)	Total Participants Served	Adults	237
		Dislocated Workers	114
		Older Youth (19-21)	19
		Younger Youth (14-18)	70
ETA Assigned # 51025	Total Exiters	Adults	163
		Dislocated Workers	46
		Older Youth (19-21)	11
		Younger Youth (14-18)	44
Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants	56.0	85.0
	Employers	68.0	88.0
Entered Employment Rate	Adults	78.0	66.7
	Dislocated Workers	82.0	78.7
	Older Youth	70.0	70.6
Retention Rates	Adults	85.0	79.3
	Dislocated Workers	87.0	91.9
	Older Youth	65.0	81.8
	Younger Youth	44.8	69.2
Average Earnings (Adult/DW)	Adults	\$11,642	\$13,994
	Dislocated Workers	\$13,923	\$14,085
Six Months Earnings Increase (Older Youth)	Older Youth	\$2,244	\$5,752
Credential/Diploma Rate	Adult	58.0	56.5
	Dislocated Worker	58.0	53.3
	Older Youth	45.0	61.1
	Younger Youth	45.6	66.7
Skill Attainment Rate	Younger Youth	59.2	95.8
Placement in Employment or Education	Youth (14-21)	N/A	53.7
Attainment of Degree or Certificate	Youth (14-21)	N/A	43.1
Literacy and Numeracy Gains	Youth (14-21)	N/A	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	4	13

Table O – Local Performance			
Local Area Name Northern Virginia (11)	Total Participants Served	Adults	4686
		Dislocated Workers	131
		Older Youth (19-21)	21
		Younger Youth (14-18)	71
ETA Assigned # 51010	Total Exiters	Adults	4060
		Dislocated Workers	69
		Older Youth (19-21)	3
		Younger Youth (14-18)	15
Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants	72.4	71.0
	Employers	71.5	77.0
Entered Employment Rate	Adults	76.0	80.8
	Dislocated Workers	68.0	95.7
	Older Youth	68.0	100.0
Retention Rates	Adults	75.0	90.6
	Dislocated Workers	79.5	97.2
	Older Youth	61.0	100.0
	Younger Youth	51.0	67.9
Average Earnings (Adult/DW)	Adults	\$5,000	\$13,456
	Dislocated Workers	\$5,550	\$24,448
Six Months Earnings Increase (Older Youth)	Older Youth	\$2,220	\$7,521
Credential/Diploma Rate	Adult	47.0	57.9
	Dislocated Worker	62.5	90.5
	Older Youth	43.0	50.0
	Younger Youth	58.0	76.9
Skill Attainment Rate	Younger Youth	77.0	89.4
Placement in Employment or Education	Youth (14-21)	N/A	68.2
Attainment of Degree or Certificate	Youth (14-21)	N/A	73.7
Literacy and Numeracy Gains	Youth (14-21)	N/A	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	1	16

Table O – Local Performance			
Local Area Name Alexandria/Arlington (12)	Total Participants Served	Adults	1759
		Dislocated Workers	39
		Older Youth (19-21)	4
		Younger Youth (14-18)	10
ETA Assigned # 51005	Total Exiters	Adults	791
		Dislocated Workers	35
		Older Youth (19-21)	0
		Younger Youth (14-18)	8
Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants	56.0	51.0
	Employers	54.0	85.0
Entered Employment Rate	Adults	59.0	91.3
	Dislocated Workers	63.0	91.2
	Older Youth	54.0	100.0
Retention Rates	Adults	67.0	96.4
	Dislocated Workers	74.0	96.7
	Older Youth	66.0	0.0
	Younger Youth	45.0	85.7
Average Earnings (Adult/DW)	Adults	\$2,300	\$13,232
	Dislocated Workers	\$160	\$23,783
Six Months Earnings Increase (Older Youth)	Older Youth	\$2,040	-\$2,134
Credential/Diploma Rate	Adult	50.0	100.0
	Dislocated Worker	50.0	78.2
	Older Youth	42.0	0.0
	Younger Youth	46.0	14.3
Skill Attainment Rate	Younger Youth	59.0	62.5
Placement in Employment or Education	Youth (14-21)	N/A	75.0
Attainment of Degree or Certificate	Youth (14-21)	N/A	50.0
Literacy and Numeracy Gains	Youth (14-21)	N/A	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
	4	1	12

Table O – Local Performance			
Local Area Name Bay Consortium (13)	Total Participants Served	Adults	2913
		Dislocated Workers	60
		Older Youth (19-21)	29
		Younger Youth (14-18)	82
ETA Assigned # 51070	Total Exiters	Adults	1645
		Dislocated Workers	27
		Older Youth (19-21)	17
		Younger Youth (14-18)	40
Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants	70.0	81.0
	Employers	68.0	78.0
Entered Employment Rate	Adults	75.0	82.6
	Dislocated Workers	80.0	75.0
	Older Youth	71.0	69.2
Retention Rates	Adults	83.0	85.3
	Dislocated Workers	90.0	88.5
	Older Youth	81.0	88.2
	Younger Youth	55.0	75.0
Average Earnings (Adult/DW)	Adults	\$8,875	\$8,617
	Dislocated Workers	\$9,400	\$14,079
Six Months Earnings Increase (Older Youth)	Older Youth	\$1,550	\$1,972
Credential/Diploma Rate	Adult	46.0	73.0
	Dislocated Worker	46.0	57.9
	Older Youth	46.0	66.7
	Younger Youth	56.0	58.3
Skill Attainment Rate	Younger Youth	74.0	75.0
Placement in Employment or Education	Youth (14-21)	N/A	54.2
Attainment of Degree or Certificate	Youth (14-21)	N/A	31.1
Literacy and Numeracy Gains	Youth (14-21)	N/A	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	4	13

Table O – Local Performance			
Local Area Name Greater Peninsula (14)	Total Participants Served	Adults	2747
		Dislocated Workers	169
		Older Youth (19-21)	80
		Younger Youth (14-18)	63
ETA Assigned # 51020	Total Exiters	Adults	1631
		Dislocated Workers	127
		Older Youth (19-21)	61
		Younger Youth (14-18)	44
Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants	60.0	83.0
	Employers	60.0	81.0
Entered Employment Rate	Adults	67.0	76.5
	Dislocated Workers	75.0	84.4
	Older Youth	59.0	64.5
Retention Rates	Adults	64.0	84.4
	Dislocated Workers	74.0	90.1
	Older Youth	70.0	90.9
	Younger Youth	47.0	65.2
Average Earnings (Adult/DW)	Adults	\$7,800	\$10,038
	Dislocated Workers	\$9,800	\$13,670
Six Months Earnings Increase (Older Youth)	Older Youth	\$1,850	\$2,565
Credential/Diploma Rate	Adult	45.0	64.0
	Dislocated Worker	47.0	61.3
	Older Youth	40.0	45.8
	Younger Youth	47.0	67.6
Skill Attainment Rate	Younger Youth	66.0	81.3
Placement in Employment or Education	Youth (14-21)	N/A	68.1
Attainment of Degree or Certificate	Youth (14-21)	N/A	88.6
Literacy and Numeracy Gains	Youth (14-21)	N/A	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	0	17

Table O – Local Performance			
Local Area Name Crater Area (15)	Total Participants Served	Adults	2785
		Dislocated Workers	122
		Older Youth (19-21)	14
		Younger Youth (14-18)	100
ETA Assigned # 51100	Total Exiters	Adults	1357
		Dislocated Workers	38
		Older Youth (19-21)	7
		Younger Youth (14-18)	43
Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants	60.0	73.0
	Employers	62.0	73.0
Entered Employment Rate	Adults	64.0	81.8
	Dislocated Workers	69.0	95.0
	Older Youth	58.0	66.7
Retention Rates	Adults	70.0	80.0
	Dislocated Workers	71.0	85.7
	Older Youth	65.0	75.0
	Younger Youth	50.0	59.1
Average Earnings (Adult/DW)	Adults	\$9,300	\$8,509
	Dislocated Workers	\$11,500	\$12,668
Six Months Earnings Increase (Older Youth)	Older Youth	\$1,795	\$1,283
Credential/Diploma Rate	Adult	40.0	75.0
	Dislocated Worker	50.0	90.9
	Older Youth	35.0	25.0
	Younger Youth	50.0	52.9
Skill Attainment Rate	Younger Youth	65.0	84.1
Placement in Employment or Education	Youth (14-21)	N/A	46.5
Attainment of Degree or Certificate	Youth (14-21)	N/A	56.4
Literacy and Numeracy Gains	Youth (14-21)	N/A	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
	2	1	14

Table O – Local Performance			
Local Area Name Hampton Roads (16)	Total Participants Served	Adults	6216
		Dislocated Workers	335
		Older Youth (19-21)	75
		Younger Youth (14-18)	538
ETA Assigned # 51035	Total Exiters	Adults	3633
		Dislocated Workers	166
		Older Youth (19-21)	85
		Younger Youth (14-18)	378
Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants	62.0	76.0
	Employers	62.0	62.0
Entered Employment Rate	Adults	65.0	79.3
	Dislocated Workers	67.0	82.3
	Older Youth	51.0	67.4
Retention Rates	Adults	68.0	82.6
	Dislocated Workers	60.0	86.9
	Older Youth	64.0	72.9
	Younger Youth	50.0	59.0
Average Earnings (Adult/DW)	Adults	\$7,000	\$11,808
	Dislocated Workers	\$11,000	\$14,225
Six Months Earnings Increase (Older Youth)	Older Youth	\$1,650	\$2,504
Credential/Diploma Rate	Adult	55.0	59.8
	Dislocated Worker	46.0	50.0
	Older Youth	46.0	17.1
	Younger Youth	30.0	38.3
Skill Attainment Rate	Younger Youth	63.0	40.8
Placement in Employment or Education	Youth (14-21)	N/A	53.5
Attainment of Degree or Certificate	Youth (14-21)	N/A	19.1
Literacy and Numeracy Gains	Youth (14-21)	N/A	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
	2	0	15

Table O – Local Performance			
Local Area Name West Piedmont (17)	Total Participants Served	Adults	2211
		Dislocated Workers	1418
		Older Youth (19-21)	78
		Younger Youth (14-18)	367
ETA Assigned # 51105	Total Exiters	Adults	1158
		Dislocated Workers	757
		Older Youth (19-21)	38
		Younger Youth (14-18)	140
Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants	61.0	75.0
	Employers	59.0	76.0
Entered Employment Rate	Adults	62.5	80.2
	Dislocated Workers	65.0	74.0
	Older Youth	56.0	84.0
Retention Rates	Adults	69.0	71.4
	Dislocated Workers	76.0	89.2
	Older Youth	68.0	92.3
	Younger Youth	47.0	57.9
Average Earnings (Adult/DW)	Adults	\$8,750	\$9,503
	Dislocated Workers	\$9,000	\$10,957
Six Months Earnings Increase (Older Youth)	Older Youth	\$2,300	\$2,970
Credential/Diploma Rate	Adult	38.0	71.6
	Dislocated Worker	38.0	65.7
	Older Youth	27.0	23.3
	Younger Youth	49.5	58.4
Skill Attainment Rate	Younger Youth	61.0	59.1
Placement in Employment or Education	Youth (14-21)	N/A	57.4
Attainment of Degree or Certificate	Youth (14-21)	N/A	47.8
Literacy and Numeracy Gains	Youth (14-21)	N/A	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	2	15