

# Texas Workforce Commission *Workforce Investment Act*

## Annual Report for Program Year 2005



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

# **TEXAS WORKFORCE COMMISSION**

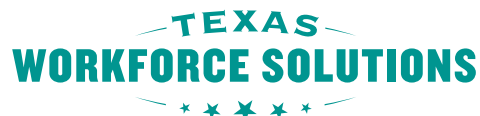
**WORKFORCE INVESTMENT ACT**

**TITLE I-B**

**PROGRAM YEAR 2005**

## **ANNUAL REPORT**

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





# TEXAS WORKFORCE COMMISSION

## WORKFORCE INVESTMENT ACT TITLE I-B

### PROGRAM YEAR 2005

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# TEXAS WORKFORCE SYSTEM OVERVIEW

## *Mission*

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

The Texas workforce system consists of the Texas Workforce Commission (TWC), 28 Local Workforce Development Boards (Boards), more than 260 one-stop Texas Workforce Centers and satellite offices, the Texas Workforce Investment Council (TWIC), and other workforce partners.

To achieve its mission, the Texas workforce system continually seeks to:

- ensure employers have a skilled and trained workforce to compete in a global economy;
- equip the workforce with the necessary skills for continued employment;
- maximize its financial and human resources;
- actively engage community partners by leveraging their talents and expertise;
- develop and market state-of-the-art tools and products that support business growth; and
- eliminate duplicative efforts and administrative waste.

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

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

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



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

## **Texas' Market-Driven System**

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

Our role in the Texas economy is clear: we link businesses looking for qualified workers with Texans looking for jobs.

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

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

### ***Business services units***

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

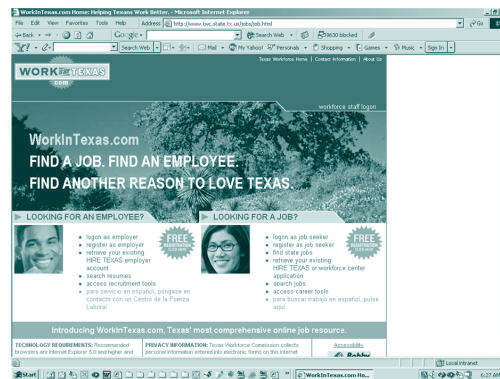


Boards have established Business Services Units (BSUs) to reach out to employers. The Texas workforce system uses its network of local BSUs to reach out to specific employers, building relationships for long-term economic development. Matching job seekers' skills to employers requires that the BSUs know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

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

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

## Web-Based Resources



### *WorkInTexas.com*

The award-winning WorkInTexas.com, TWC's Internet-based employment access system, provides extensive job-matching options based on skills and experience, links to labor market and career development



information, and around-the-clock access. TWC has recently made upgrades to the site, which includes features such as:

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

WorkInTexas.com has expanded the Texas workforce system’s capacity to serve employers. Since WorkInTexas.com’s inception in June 2004, nearly 146,000 Texas employers – representing almost 40 percent of the state’s total – have registered on the site. Nearly 35 million people have visited the site, which has 4 million job seekers on file. The site recorded its 500,000<sup>th</sup> new hire in August 2006, of which approximately one-third had been collecting unemployment benefits at the time of their hiring.

WorkInTexas.com received the first place award from the Center for Digital Government in its government-to-business category, and was named one of the Top 50 Government Innovations for 2006 by the Ash Institute for Democratic Governance and Innovation at Harvard University’s John F. Kennedy School of Government. The site has been highlighted in media outlets throughout Texas and across the United States. Workforce agencies in Florida, California, and other states are using WorkInTexas.com as a model for a successful job-matching Web site.

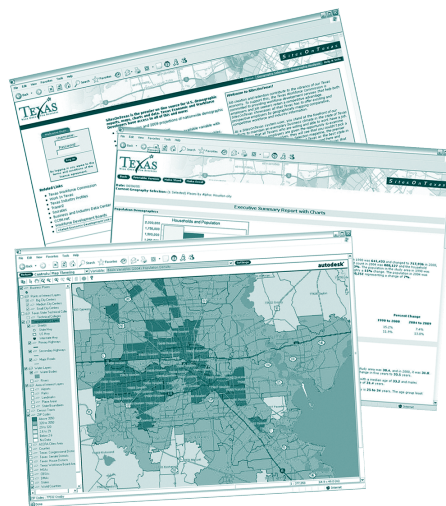


## ***Texas Industry Profiles***

Texas Industry Profiles is TWC’s economic and workforce development tool that helps local areas retain and expand their existing businesses.

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

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



### ***Sites On Texas***

Geographic Information Systems (GIS), a mapping technology, is helping Texas identify its economic assets and advantages. TWC, in coordination with the Governor’s Office, launched SitesOnTexas, a recruitment tool to attract more business to Texas.

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

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

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

Currently, there are 250 subscriptions to access SitesOnTexas. These subscriptions are available through Board staff and designated economic development partners who can research any location in the United States from any computer with Internet access.

# TEXAS' SUCCESS STORY

## *Statewide Economic Figures*

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

- Initial claims for unemployment compensation have dropped 27.6 percent over the last two years. The Unemployment Insurance trust fund is in such a healthy condition that it will soon issue its first surplus credit to Texas employers since 1992.
- The statewide unemployment rate is 5.2 percent.
- The unemployment rates in more than two-thirds of Texas' 25 Metropolitan Statistical Areas (MSA) in Texas have remained stable or declined over the last year. Most of the MSA's that saw increases have unemployment rates below the state average.
- Texas employers have created 230,300 jobs in the last 12 months, and 632,100 jobs since July 2003. In fact, Texas employers have added jobs for 22 consecutive months and 35 of the last 36 months.

## *Texas' Regional Approach*

DOL encourages states to adopt regional approaches to workforce issues. With many states, their population and geography is small enough that "region" to them means multi-state partnerships.

Texas, on the other hand, is the second largest state in the country both in population and landmass. When the current Texas workforce system came into existence 10 years ago, its proponents understood the importance of developing a regional structure within the state. TWC has continually encouraged Boards to engage in regional planning so economically integrated regions can address changing labor markets and identify innovative ways to respond to the needs of business and industry. TWC believes regional planning will lead to greater efficiencies by reducing duplication and maximizing financial and human resources.

A prime example of Texas' approach to regional solutions is the Gulf Coast Board, which serves the Houston/Galveston metropolitan area. At 12,500 square miles, it is larger than the state of Maryland. With nearly 5.4 million people or 20 percent of Texas' population, it has a greater



population than 33 states. The Gulf Coast region has a very diverse population, with immigrants from dozens of countries, and is becoming a hub for international tourism and trade. Because of the numerous linkages between the industries and counties, the region has engaged in workforce planning on a larger scale that helps the entire region instead of a particular city.

## *Case Studies*

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

### • *Waivers*

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

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

In June 2005, DOL approved the following waivers:

**Redistribution of funds.** WIA statutes relating to redistribution require that when Boards do not meet certain expenditure levels, local funds are



recaptured by the state and redistributed on the basis of a formula, not particularly on the basis of need. The waiver allows TWC to ensure that funds are redistributed to those Boards with the greatest need. TWC will determine the amount to be redistributed to workforce areas based on factors such as:

- requested amount;
- demonstrated capacity to expend the formula funds; and
- performance in the current and prior program years.

**Board performance.** This waiver provides TWC with the flexibility to modify the Boards' performance measures. TWC will continue to track and report the 17 core indicators of performance and customer satisfaction at both the state and Board level. However, TWC may choose not to use all 17 measures in its Board contracts.

In July 2005, DOL approved the extension of the following existing waivers:

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

**Extension of eligible training provider certification period.** During the implementation of DOL's subsequent eligibility process, Texas quickly found – as did many states – that many of our good training providers were dropping out of the system because that process was overly burdensome. While Texas operates under a waiver that allows certification of current training providers to be extended automatically, we implore the U.S. Congress to follow through on its efforts to simplify the subsequent eligibility process, or better yet, to assign that authority to the governors of each state.

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



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

In May 2006 TWC submitted:

**Veteran definition.** Texas requested a waiver to use the definition of veteran used for Wagner-Peyser Employment Service (ES), and Disabled Veterans' Outreach Program/Local Veterans' Employment Representative service for the purposes of WIA.

The following waivers were either approved or expanded in PY2005:

**Local activity funds.** One critical waiver allows Boards to designate a percentage of each of their WIA formula funds as "Local Activity Funds." Similar to WIA Statewide Activity Funds, Local Activity Funds give Boards more flexibility to serve employers and job seekers. Originally capped at 10 percent, TWC was approved to increase the cap to 25 percent.

Since DOL approved Texas' use of this waiver, 21 Boards have requested Local Activity Funds for projects tailored to meet the needs of their employers and residents. In PY2005, 16 of these Boards re-designated a total of \$7.57 million as Local Activity Funds. These funds upgraded the skills of approximately 8,000 individuals. Boards have been directed to focus their training in high-growth, high-demand industries such as manufacturing, health care, and information technology.

**Dislocated Worker funds reserved as statewide activity funds.** WIA permits states to reserve up to 25 percent of WIA funds for Rapid Response activities. DOL granted a waiver that allows 25 percent of the up to 25 percent reserved for Rapid Response — a maximum of 6.25 percent — to be added to the amount currently allowed for statewide activities for dislocated workers.



In November 2005, TWC received five additional waivers specific to its hurricane relief activities:

**Local activity funds.** TWC received expanded authority to designate up to 100 percent of WIA formula funds as Local Activity Funds in order to serve individuals and Texas employers affected by Hurricanes Katrina and Rita.

**Recapture of WIA funds.** This waiver enables TWC to manage federal funds more effectively and efficiently by recapturing funds for maximum impact. Boards struggling to respond to the influx of Hurricane Katrina evacuees and the devastation from Hurricane Rita will have access to additional funding to address those needs. In addition, this waiver will create more efficient administrative practices and enhance the quality of services provided.

**Capitalization of businesses.** WIA prohibits the use of funds for capitalization of businesses. This waiver permits WIA funds up to \$5,000 to be used to capitalize a small business in areas of Texas directly affected by Hurricane Rita (i.e., counties declared national disaster areas). This activity must be conducted in concert with entrepreneurial or micro-enterprise training for the individuals benefiting from the capitalization.

**Youth program elements.** WIA requires that Boards provide each of the 10 youth program elements as options available to youth participants. TWC requested a waiver to allow Boards to provide less than all 10 youth program elements to hurricane-affected youth. The waiver provides greater flexibility to Boards to respond to the needs of youth displaced by Hurricanes Katrina and Rita; enhance the Boards' ability to provide effective, short-term workforce services to hurricane-affected youth whose residency in the workforce area may be temporary; and enable Boards to tailor those services most needed by hurricane-affected youth.

**Twelve-month follow-up services for youth.** WIA requires all youth participants to receive some form of follow-up services for a minimum of 12 months. In anticipation of the transitory nature of youth participants displaced by the hurricanes, many youth may receive services in temporary locations and return back to their homes or move to new locations; such youth may be excluded from the 12 month follow-up. The waiver provides greater flexibility to Boards to respond to the needs of youth displaced by Hurricanes Katrina and Rita, and ensure that hurricane-





affected youth are provided needed services regardless of the Boards' ability to comply with the statutory 12-month follow-up requirement.

Shortly before the publication of this report, DOL approved the following two waivers:

**Common measures and integrated performance.** TWC has been granted permission to discontinue reporting on the 17 performance measures under WIA Section 136(b), and instead report on the three adult and three youth common measures. Texas has volunteered to pilot the proposed Workforce Information Streamlined Reporting system or a similar model. This waiver will reduce the amount of administrative time dedicated to reporting, freeing up resources for provision of services.

**Increased employer reimbursement for on-the-job training.** Current law allows employers to be reimbursed up to 50 percent of the wage rate of participants in on-the-job training. Texas has been approved to reimburse employers on a graduated scale based on the size of the business. Employers with 50 or fewer employees will be reimbursed up to 90 percent on wages, while employers with more than 50 but fewer than 100 employees will be reimbursed up to 75 percent. The statutory reimbursement rate will remain in place for employers with 100 or more employees.

- ***Statewide Activity Funds***

At the state level, TWC uses WIA Statewide Activity Funds to carry out required and allowable statewide employment and training activities. During PY2005, TWC's statewide activity grants and contracts totaled \$15,009,900 (including funds from previous program years). Examples of statewide projects included innovative workforce activities with companies such as Toyota and Tyson Foods, and youth projects such as the First Generation Initiative, Nanoelectronics Workforce Development Initiative (student internships) and the Texas Youth Technical Demonstration, a grant program designed to increase the number of engineering and sciences graduates from Texas universities.

At the local level, Texas consistently seeks ways to move more dollars into service provision. TWC has developed the *WIA Alternative Statewide Funding Initiative* as a way to help Boards address special projects without extra administrative burden. The initiative provides more dollars to the local level in order to achieve greater flexibility for Boards in responding to changing and emergent needs.

In PY2005, 23 of 28 Boards qualified to receive WIA alternative funds based on their demonstrated ability to effectively manage WIA funds. For PY2005, TWC allocated to local Boards \$3,786,519 in WIA alternative funds. During PY2005, local Boards used \$4,231,884 in statewide alternative funds (including funds from previous program years) to serve employers, upgrade worker skills and enhance one-stop service delivery, serving approximately 6,000 customers.

**Alamo (San Antonio).** The availability of customized job training for its employees was a significant factor in Toyota Motor Manufacturing's selection of San Antonio for its manufacturing plant. TWC has committed funds in job-training grants, split between WIA Statewide Activity Funds and Skills Development Funds (a state-funded job training initiative), to assist with recruitment, training, and hiring.

Toyota's presence in San Antonio has also produced a significant ripple effect through the regional economy. Governor Rick Perry announced that 21 Toyota suppliers would locate on the grounds of Toyota's plant, with 1,500 jobs and a capital investment of \$150 million beyond Toyota's direct impact. The 1,500 jobs from Toyota's suppliers are 500 more than Toyota had originally projected. The San Antonio Economic Development Foundation predicts the total spin-off jobs from Toyota will total between 5,300 and 13,000.

*The San Antonio Express-News* reported on July 23, 2006 that Toyota and 11 of its on-site suppliers have outlined "phase two" plans for its San Antonio facility, which could produce an additional 4,000 jobs at that location.

**Rural Capital (Round Rock).** A \$245,905 TWC Skills Development Fund grant and a \$30,000 WIA Statewide Activity Fund grant from the Rural Capital Area board enabled Burrows Cabinets' management, office staff and shop employees to receive computer and lean manufacturing training. The firm has successfully transitioned to computer-controlled woodworking machinery and more advanced manufacturing. "We were able to implement the basics we learned about lean manufacturing," company owner Sherman Burrows said of the WIA grant. "This training played an instrumental role in our move to the Taylor facility."

**South Texas (Laredo).** The South Texas Board has used \$36,224 in Statewide funds to launch the Incumbent Worker Training Initiative. Small businesses in the community have received grants to provide computer

training, licensing courses, and customer service skills to their existing employees. The grant allows employers to apply for the training they need without specifying a dollar amount. The board then helps coordinate the training and amount based on a needs assessment.

**Southeast Texas (Beaumont).** The Southeast Texas Board partnered with Dragon Products – which makes products for the petrochemical, agricultural, transportation, construction, waste and environmental, marine, and offshore industries to upgrade the welding skills of its workers. “Training existing employees to perform at high levels reduced our turnover rate and saved tens of thousands in funds in recruitment and retraining dollars,” said Gregg Conway, Dragon Products’ human resources manager. The project’s success has inspired the company to utilize the Southeast Texas Board’s recruitment services to hire another 150 to 175 workers for the company’s second Silsbee facility, opening within the upcoming year.

#### • *Local Activity Funds*

Local Activity Funds allow the Boards the flexibility to design service delivery strategies to meet the needs of employers, such as incumbent worker training, without the restrictions placed upon formula funds. Many Boards have taken advantage of this flexibility to design customized incumbent worker training programs that are not available using WIA formula funds.

**Coastal Bend (Corpus Christi).** With baby boomer retirements imminent in the petrochemical industry, the Coastal Bend Board and the Corpus Christi Chamber of Commerce have partnered on the Petrochemical Industry Outreach Pilot Project. The initiative, funded by \$70,000 in Local Activity funds, will identify and publicize skill shortages; screen and refer qualified job seekers to employers; and provide detailed job orders, job seeker, and job referral information to the Board’s management for data input into WorkInTexas.com.

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



technical assistance, assists in resource development, and provides local labor market information.

**Dallas County (Dallas).** The Dallas County Board has embarked on the Encouraging Employer Advancement (EEA) initiative, designed to help employers target dollars to training customized to their company's specific needs. The Board has designated \$4 million in formula funds as Local Activity funds to train 2,836 incumbent workers.

**Lower Rio Grande Valley (McAllen).** In partnership with South Texas College (STC), the Lower Rio Grande Valley Board's Office for Business Partnership has worked directly with employers to identify first-time supervisors, managers, and emerging leaders who would be suitable for STC's Leadership Academy. The mission of the Leadership Academy is to develop great employees into great leaders by cultivating in them a variety of leadership skills in human resources, finance, management, and personal development. As of January 2006, 53 employers and more than 500 employees have participated in the Academy since its inception. Because of its success, program developers are working toward a tuition-based private institute. Their goal is to establish an STC Leadership Institute in Weslaco, Rio Grande City, and McAllen.



**North Central Texas (D/FW Metroplex).** The North Central Texas Board awarded a \$268,247 training grant to United Samsco, a Plano-based service and merchandising support company that provides service-related functions for vendors. The grant will be used by Samsco to train 510 employees at Collin County Community College's Courtyard Center for Professional and Economic Development in Plano. "This partnership created Samsco University, a platform for current and ongoing training and development opportunities," said United Samsco Associates Chief Operating Officer John W. James. "This platform will provide us the necessary direction to create a knowledgeable workforce. In today's world, there is no substitute for knowledge, and we now have the partners to ensure we remain first in class."

**Tarrant County (Fort Worth).** The Tarrant County Board designated \$536,286 in formula funds as Local Activity Funds to capitalize its Workforce Investment Fund to train 90 incumbent and new workers and conduct research and development via Project Earn, a program that provides Tarrant County businesses with customized services designed to increase their employees' productivity and retention.

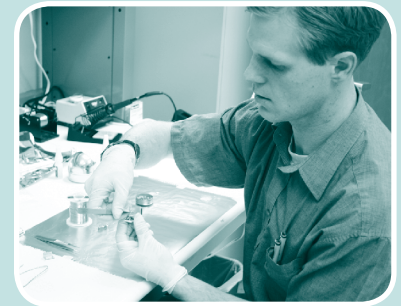
**West Central (Abilene).** The West Central Board created the Workforce Investment Fund to provide matching grants to small and medium-sized businesses for use in training new workers, creating new training programs, or upgrading and re-training incumbent workers. Businesses receiving these grants are required to provide a 25 percent cash match. Sidran Inc. in Brownwood; Advanced Outdoors in Hamlin; Karsten Homes in Breckenridge; and Bandag Inc., Transcend Services, Inc., and Lauren Constructors and Engineers, of Abilene were recipients of grant funds offered in PY2005. It is projected that more than 260 employees will receive training through these six grants. Grant funds will assist Bandag and Lauren in upgrading skills of their current workers for skills certifications, while Sidran and Advanced Outdoors will train employees in the operation of new technology required for new product lines. Growth in their respective industries requires training of additional workers for Karsten Homes and Transcend. It is anticipated that more than 135 new jobs will be created as a result of these grants. The result is increased productivity, economic growth, and a multi-skilled labor force for these companies and the region.

#### • *Hurricane Recovery*

On August 29, 2005, Hurricane Katrina devastated a large swath of Alabama, Mississippi, and Louisiana, and forced the evacuation of one million residents from that region. As the largest adjacent state, Texas absorbed the most evacuees of any state – more than 480,000 FEMA registrants and their families have located in Texas. In addition, TWC staff handled nearly 400,000 unemployment claims-related phone calls on behalf of Louisiana. Less than four weeks later, Hurricane Rita ravaged much of southeast Texas and southwest Louisiana, displacing hundreds of thousands more from their homes and livelihoods.

Texas received an initial National Emergency Grant (NEG) of \$75 million to provide services to persons affected by Hurricane Katrina. The grant was later expanded to allow services to the victims of Hurricane Rita. The NEG funds allowed the Texas workforce system to provide the following:

- Temporary workforce centers at the major hurricane shelters. These centers allowed evacuees to file for unemployment, receive career and professional counseling, conduct a job search, and prepare a resumé. Employers wanting to recruit hurricane





evacuees were allowed to set up recruitment tables inside the temporary workforce centers. The employers could use computers inside the center to post jobs and recruit and interview potential hires. The Boards sought to co-locate these centers with FEMA and other governmental entities to provide a one-stop experience for disaster assistance.

- Temporary deployment of five mobile units to provide additional capacity where demand was high or Board facilities had been severely damaged.
- Temporary assignment of 42 State office staff to assist with hurricane relief activities.
- Nearly 300 job fairs targeted to hurricane evacuees. More than 7,500 people and 200 employers – some of which had more than 100 positions to fill – attended a job fair at Houston’s George R. Brown Convention Center organized by The WorkSource and the Greater Houston Partnership. More than 300 people were hired on-site at a Dallas job fair. Alamo WorkSource’s job fair attracted 72 employers and resulted in 125 hires, while the Capital Area Board’s job fair helped more than 100 people find jobs.
- Toll-free “Employer Disaster Hotline” for employers who wanted to hire people displaced by the hurricanes. The line accepted more than 13,000 job openings from more than 1,100 employers.
- Modification to WorkInTexas.com to identify hurricane-affected individuals who had registered for employment opportunities.
- Production and distribution of posters and pamphlets, in addition to two public service announcements featuring Governor Rick Perry, to inform employers and evacuees of the employer and disaster unemployment hotlines and WorkInTexas.com. Total public outreach included more than 8,000 media contacts, 800 newspapers, and 150 radio stations.
- Contracts with Boards for support services to hurricane evacuees and victims, including short-term employment and temporary jobs in hurricane cleanup, humanitarian, and general public service employment activities.



- *Youth*

TWC and the Boards are implementing new state law that prioritizes and targets workforce services to meet the needs of current and former foster care youth. TWC and the Boards are also entering into cooperative agreements that will further the objectives and goals of the Preparation for Adult Living program.

WIA §129(c)(4)(A) requires that a minimum of 30 percent of the funds allocated for youth activities be expended on out-of-school youth. Reauthorization discussions to date indicate that a shift to serving increasing numbers of out-of-school youth is likely. The Commission supports this change and directed the Boards to expend a minimum of 45 percent of the total funding allocated for youth activities in Program Year 2006 (PY2006) on services to out-of-school youth. Additionally, in the absence of WIA reauthorization in Program Year 2007 (PY2007), Boards must increase that ratio to 60 percent of total funding allocated to youth activities.

One of the major initiatives that TWC has undertaken with WIA funds is the “First Generation College Student Initiative.” Gov. Rick Perry has initiated several higher education projects that address the recruitment, preparation, enrollment, and retention of first-generation college students. The First Generation College Student initiative is a collaborative effort between TWC, the Texas Education Agency, and the Texas Higher Education Coordinating Board to target disadvantaged first generation youth who would be the first in their families to pursue and achieve higher education through two and four-year postsecondary institutions (e.g., colleges, universities, community colleges, and technical schools).

The goal of the First Generation initiative is to provide information and support on pursuing postsecondary educational opportunities to these students as early as possible, and to ensure that they complete the coursework necessary to apply to a postsecondary institution. Upon enrollment in a postsecondary educational program, the initiative provides continued support to ensure students’ success in achieving their higher education goals.

This initiative required the creation and implementation of local pilot projects that combine the resources of both state and local entities to recruit, counsel, and help prepare youth who are identified as potential first generation college students. The following Boards are participating





in TWC's First Generation initiative: Alamo, Cameron County, Dallas County, Deep East Texas, Gulf Coast, North East Texas, North Central, Panhandle, South East Texas, South Plains, Tarrant County, and Upper Rio Grande.

The Dallas Board has developed a unique program design for the First Generation College Student initiative that assists youth with the following activities: job shadowing, internships, participation in Southern Methodist University's (SMU) summer institute, career fairs, industry information sessions, field trips to local employers, counseling, and math and science clubs.

Dallas youth experienced many new opportunities within the science, math, and technology core areas that have renewed their excitement for learning. To date, the Dallas Board has had 201 youth participate in SMU's institute, 952 attend Dallas Independent School District career fairs, 171 participate in math and science clubs, 315 receive mentoring or counseling, and 34 high school seniors participate in job shadowing activities. The Dallas Board was awarded \$1,197,167 to provide additional First Generation activities.

In addition to its efforts with the First Generation College Student initiative, the Dallas Board has also implemented a program that creates a skills pipeline for tomorrow's workforce. The Dallas Board has conducted research that indicates employers are concerned that youth are not learning the necessary skills to prepare them for future jobs. This concern spans a variety of industries, but it is particularly strong within the trade and health care occupations. Many youth may be unaware that there are high-paying jobs available in occupational areas not requiring a four-year degree. The Dallas Board is working with local schools to increase career awareness and to provide opportunities for job shadowing, internships, apprenticeship programs, occupational skills training, information sessions, career fairs, and many other activities for youth. It will ensure that there is a close partnership between the universities, community colleges, vocational trade schools, and business and community organizations.

Because a tremendous number of future jobs will be based on a foundation of math and science, TWC has given the University of Texas at San Antonio (UTSA) \$60,000 in WIA Statewide Activity Funds to develop



science and engineering fairs. The fairs are designed to encourage students' development of math, science, and engineering skills as well as their pursuit of higher education. Since its inception five years ago, the science and engineering fairs have increased in size, scope, and student participation, particularly among minority students.

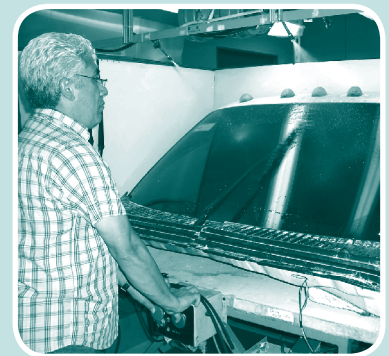
The 2006 ExxonMobil Texas Science and Engineering Fair, co-sponsored by TWC, recently attracted more than 1,000 talented Texas high school and middle school students to San Antonio for a three-day competitive scholarship award fair. Other entities involved in the project included the Texas Science Careers Consortium, the Texas Higher Education Coordinating Board, and several major science and engineering industry employers. Entries represented more than a dozen disciplines, including biochemistry, engineering, environmental sciences, medicine and health, physics, math, and space science.

## FUTURE IMPORTANCE OF WIA

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

TWC is deeply concerned about the impact of proposed WIA budget cuts to the One-Stop service delivery system in Texas and to the job seekers and employers who rely on it. Texas is committed to a market-driven system designed to meet the needs of employers. WIA budget cuts will have a negative impact on our ability to serve employers.

Current Fiscal Year 2007 (FY2007) budget proposals for DOL include a \$325 million rescission of Program Year 2005 funds to the states, of which Texas' share is estimated at \$23 million. Combined with anticipated cuts by DOL to workforce programs, the Texas One-Stop service delivery system will lose an estimated \$35 million in FY2007. We estimate these cuts will reduce the service capacity of our Boards by more than 11,000 job seekers and 1,100 employers, and will likely require the closure of as many as 35 one-stop workforce centers.





The situation will worsen if proposals to cut these programs again in FY2007 move forward. The WIA programs (serving adults, youth, and dislocated workers) are slated for \$136 million in cuts. Other planned cuts include \$27 million from the Employment Services program and \$42 million from the One-Stop Labor Market Information program.

With all these cuts, Texas is being penalized to a greater extent than other states because our population has grown rapidly while federal program budgets have remained flat or decreased. From 1994 to 2004, Texas' population grew from 18.3 million to 22.5 million, a 22.6 percent growth rate. At the same time, Texas' unemployment rate remains higher than the national average (5.2 percent as of July 2006) and yet our allocation of funds from these programs has steadily decreased over the last several years.

## PART II: STATEWIDE PERFORMANCE

As a state striving to remain on the cutting edge, Texas is pleased by the promise of Common Measures. Texas sees Common Measures as a valuable tool in promoting system integration that eliminates the barriers created by discordant measures. Texas also sees how the new Youth Common Measures can help transform the WIA Youth program.

Shortly after negotiating PY2005 performance targets with U.S. Department of Labor – Employment and Training Administration (DOL) on the 17 historic WIA measures, DOL encouraged Texas to apply for a Common Measures waiver which would have eliminated the:

- Customer Satisfaction measures;
- Adult and Dislocated Worker Employment & Credential measures; and most significantly
- Seven historic WIA Youth measures.

The historic youth measures would have been replaced with three new Youth Common Measures – negating the entire “older/younger youth” concept from performance management.

TWC’s work on the waiver request was interrupted when the impact of Hurricanes Katrina and Rita resulted in an influx of evacuees that necessitated redirection of staff resources. The Texas workforce system responded to the challenge of serving hundreds of thousands of evacuees while continuing to serve Texas’ residents. Several months later, TWC was able to return to the development of the waiver request, which was submitted to DOL in March 2006.

Interaction between DOL and TWC regarding the waiver, led TWC and Board performance management efforts to focus on Common Measures and implementation of the new Youth vision rather than on the historic WIA measures. Texas built an entirely new Common Measures Performance Reporting System in preparation for the waiver approval.

Due to DOL’s encouragement and support of the waiver, TWC did not anticipate DOL’s approval of the waiver for PY2006 but not for PY2005. As a result, while Texas’ performance remained relatively strong, it was not as strong as it could have been if Texas realized it would need to focus on the historic WIA measures rather than Common Measures. Managing performance using one set of standards but subsequently being judged by another generally produces different results than managing and being judged by the same sets of standards.

Although the situation was unexpected, Texas is pleased with the results of its efforts. Texas’ Common Measures implementation and the performance management system built to support it, are second to none nationally. DOL has requested that Texas mentor other states on how to implement Common Measures. As a result, many states have used much of Texas’ Common Measures development material as a blueprint for their efforts.

Despite managing using Common Measures tools yet reporting under the historic WIA measures, Texas can point to a number of important improvements in its PY2005 WIA performance:

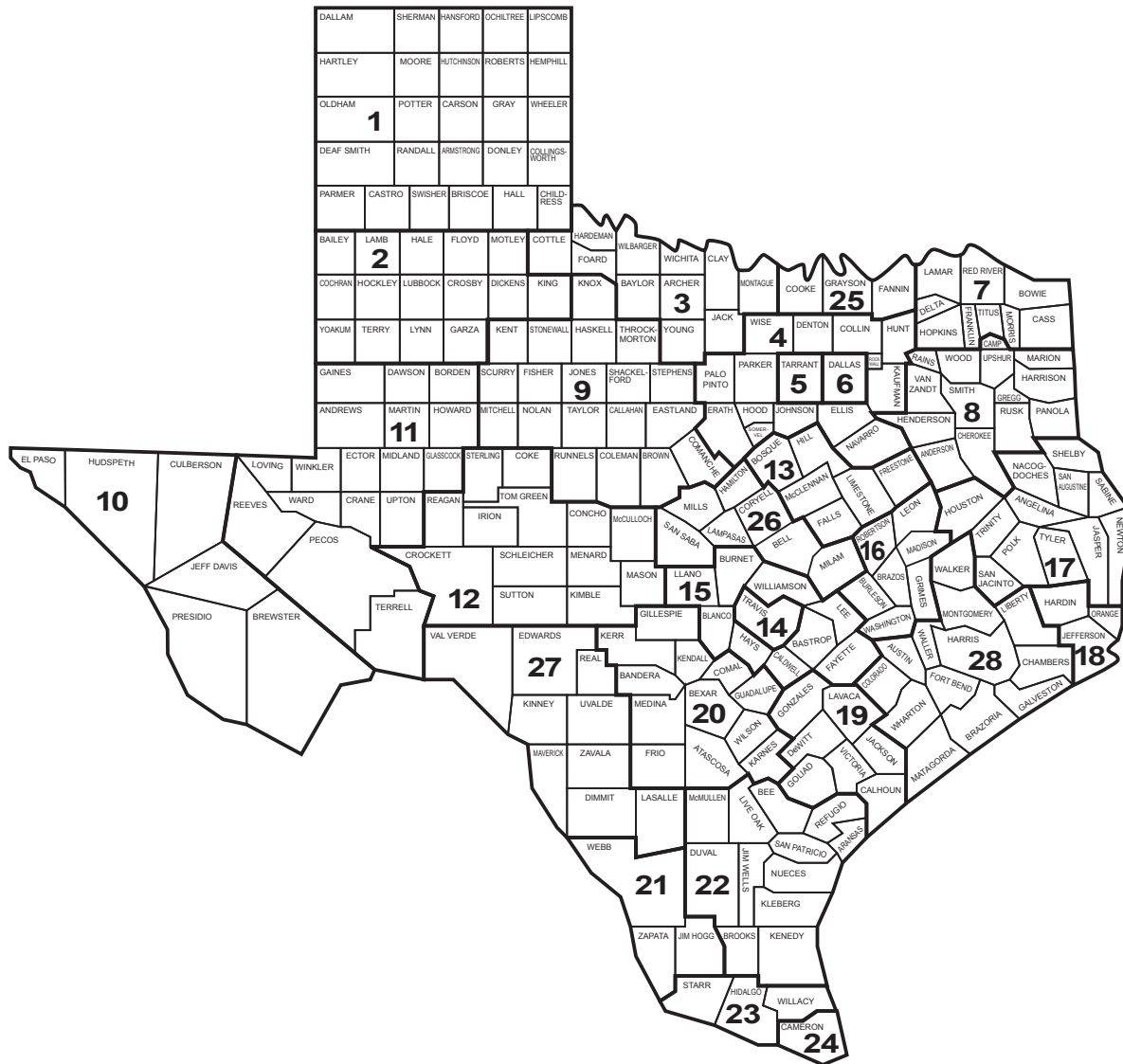
- the number of people entering employment increased by 18 percent.
- outcomes on all three earnings measures increased.
- the number of Younger Youth achieving a diploma or equivalent increased by 17 percent.
- the number of employers using services continues to grow – Texas is now serving 20 percent of all employers each year primarily through its award-winning job matching system, WorkInTexas.com.

Table 1 presents an overall view of the State’s performance for the 17 historic WIA performance measures for Adult, Dislocated Worker and Youth funding streams for PY2005.

**Table 1. Summary of WIA Performance for Texas**

Performance Measure	Negotiated Performance Level	Actual Performance Level	Numerator	Denominator
Adult Entered Employment	81%	77.37%	11,640	15,044
Adult Employment Retention	82%	86.33%	9,641	11,167
Adult Earnings Change	\$3,600.00	\$4,509.47	\$48,129,592.10	10,673
Adult Employment and Credential Rate	72%	66.30%	4,295	6,479
Dislocated Worker Entered Employment	84%	84.11%	8,231	9,786
Dislocated Worker Employment Retention	88%	92.14%	6,962	7,556
Dislocated Worker Earnings Change	-\$700.00	\$184.01	\$1,341,770.97	7,292
Dislocated Worker Employment and Credential Rate	74%	70.77%	2,540	3,589
Older Youth Entered Employment	75%	74.03%	1,391	1,879
Older Youth Employment Retention	83%	85.55%	1,131	1,322
Older Youth Earnings Change	\$3,100.00	\$4,471.44	\$5,522,230.37	1,235
Older Youth Credential Rate	60%	49.36%	1,112	2,253
Younger Youth Retention Rate	65%	70.55%	2,350	3,331
Younger Youth Diploma or Equivalent Rate	70%	59.70%	2,154	3,608
Younger Youth Skill Attainment Rate	86%	85.04%	30,286	35,614
Employer Customer Satisfaction	75	69.38		
Participant Customer Satisfaction	76	75.60		

**Figure 1. Local Workforce Development Areas in Texas**



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

# PROGRAM COST

The Texas workforce system spent an average of \$2,336 per participant enrolled in WIA services. Table 2 provides information about the cost per participant for all three programs.

**Table 2. Cost Effectiveness Analysis**

	<b>Cost/Participant</b>
Adult Self Service Only	0.17
Overall, All Program Strategies (Does Not Include Adult Self Service Only)	\$2,336.00
Adult Programs	\$1,681.00
Dislocated Worker Program	\$2,593.00
Youth Program	\$2,451.00

**Table 3. Operating Results**

	<b>Available</b>	<b>Expended</b>	<b>Percentage</b>
Overall, All Program Strategies *	\$258,933,073	\$223,731,502	86.4%
Adult Program Funds	\$83,820,086	\$74,966,692	89.4%
Dislocated Worker Program Funds	\$74,333,644	\$64,844,184	87.2%
Youth Program Funds	\$72,841,401	\$64,184,118	88.1%

\* Overall includes Local Administrative Funds. Amounts Available and Expended include the Program Year 2005 allocation as well as amounts carried forward from prior program years.

The following section, “Required Tables A-N,” presents the statewide performance for the historic 17 performance indicators for the Adult, Dislocated Workers, and Youth funding sources. Special populations for these funding sources is also addressed.

# REQUIRED TABLES A-N

## STATEWIDE PERFORMANCE

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

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	76	75.6	601	32,042	857	70.1%
Employers	75	69.4	518	24,179	728	71.2%

**Table B - Adult Program Results**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	81.0%	77.4%	11,640
			15,044
Employment Retention Rate	82.0%	86.3%	9,641
			11,167
Six Months Earnings Increase	\$3,600	\$4,509	\$48,129,592
			10,673
Employment and Credential Rate	72.0%	66.3%	4,295
			6,479

**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	75.2%	738	81.3%	718	69.7%	136	72.7%	455
		982		883		195		626
Employment Retention Rate	85.2%	800	84.4%	444	86.2%	125	84.5%	321
		939		526		145		380
Six Months Earnings Increase	\$4,153.18	\$3,658,952	\$4,375.06	\$2,187,531	\$5,486.32	\$724,194	\$3,137.66	\$1,126,420
		881		500		132		359
Employment and Credential Rate	53.5%	352	68.8%	190	57.5%	50	60.8%	93
		658		276		87		153

**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	79.7%	4,170	76.1%	7,470
		5,230		9,814
Employment Retention Rate	87.9%	4,315	85.1%	5,326
		4,908		6,259
Six Months Earnings Increase	\$5,929	\$27,375,856	\$3,426.97	\$20,753,736
		4,617		6,056

**Table E - Dislocated Worker Program Results**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	84.0%	84.1%	8,231
			9,786
Employment Retention Rate	88.0%	92.1%	6,962
			7,556
Six Months Earnings Increase	(\$700.00)	\$184.01	\$1,341,771
			7,292
Employment and Credential Rate	74.0%	70.8%	2,540
			3,589

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

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	84.4%	695	80.2%	93	73.7%	736	78.0%
		823		116		998		41
Employment Retention Rate	91.9%	558	89.0%	81	90.5%	622	91.7%	22
		607		91		687		24
Six Months Earnings Increase	-\$1,425	-\$836,533	\$82	\$7,138	-\$2,272	-\$1,472,195	\$5,272	\$126,533
		587		87		648		24
Employment And Credential Rate	70.5%	237	59.5%	25	58.7%	166	78.9%	15
		336		42		283		19

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

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
	Entered Employment Rate	88.0%	3,211	81.8%
		3,647		6,139
Employment Retention Rate	92.6%	2,480	91.9%	4,482
		2,679		4,877
Six Months Earnings Increase	\$1,020	\$2,609,019	\$(268)	-\$1,267,248
		2,559		4,733

**Table H.1 - Youth (14 - 18) Results**

	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education		43.4%	4,476
			10,323
Attainment of Degree or Certificate		31.2%	2,703
			8,660
Literacy or Numeracy Gains			



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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	75.0%	74.0%	1,391
			1,879
Employment Retention Rate	83.0%	85.6%	1,131
			1,322
Six Months Earnings Increase	\$3,100	\$4,471.44	\$5,522,230
			1,235
Credential Rate	60.0%	49.4%	1,112
			2,253

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

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	70.1%	176	80.0%	4	69.6%	55	75.7%
		251		5		79		1,641
Employment Retention Rate	78.0%	135	100%	3	82.8%	48	85.1%	1,013
		173		3		58		1,190
Six Months Earnings Increase	\$3,083.20	\$496,395	\$8,934.00	\$26,802	\$4,805.78	\$240,289	\$4,376.42	\$4,879,713
		161		3		50		1,115
Credential Rate	43.7%	125	33.3%	2	58.7%	54	51.1%	1,005
		286		6		92		1,965

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

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	86.0%	85.0%	30,286
			35,614
Diploma or Equivalent Attainment Rate	70.0%	59.7%	2,154
			3,608
Retention Rate	65.0%	70.5%	2,350
			3,331

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

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
	Skill Attainment Rate	88.1%	843	94.8%	750	79.3%
		957		791		3,377
Youth Diploma or Equivalent Rate	56.6%	159	79.7%	165	42.6%	580
		281		207		1,363
Retention Rate	69.3%	196	70.5%	165	71.1%	1,007
		283		234		1,416

**Table L - Other Reported Information**

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	79.9%	8,761	\$4,115	\$45,114,504	2.0%	283	\$4,112	\$47,757,882	48.0%	3,050
		10,964		10,964		14,478		11,613		6,358
Dislocated Workers	86.3%	6,464	96.8%	\$87,052,476	2.7%	223	\$5,568	\$45,764,456	44.2%	1,575
		7,494		\$89,917,359		8,336		8,219		3,561
Older Youth	77.1%	996	\$3,643	\$4,706,354	2.7%	45	\$2,569	\$3,563,841		
		1,292		1,292		1,689		1,387		

**Table M - Participation**

	Total Participants Served	Total Exitters
<b>Total Adult Customers</b>	445,453	377,515
Total Adults (self-service only)	384,993	344,694
WIA Adults	44,587	22,288
Dislocated Workers	15,873	10,533
<b>Total Youth (14 - 21)</b>	26,184	13,270
Younger Youth (14 - 18)	20,985	10,370
Older Youth (19 - 21)	5,199	2,900
Out-of-School Youth	8,796	4,680
In-School Youth	17,388	8,590

**Table N - Cost of Program Activities**

Program Activity	Total Federal Spending
Local Adults	\$69,202,057
Local Dislocated Workers	\$61,795,298
Local Youth	\$62,895,930
Rapid Response (up to 25%) 134 (a) (2) (A)	\$1,165,159
Statewide Required Activities (up to 15%) 134 (a) (2) (b)	\$9,019,139
*Statewide Allowable Activities 134 (a) (3)	\$2,711,212
<b>Total of All Federal Spending Listed Above</b>	<b>\$206,788,795</b>

## PART III: LOCAL PERFORMANCE

### WORKFORCE BOARD PERFORMANCE

The performance of the 28 Boards is exhibited in Tables 4, 5 and 6. Table 4 reflects Integrated Common Measures and Reemployment Performance. Tables 5 & 6 reflect performance by Board.

The intent of the statute that created the Texas Workforce Commission was that consolidating programs within one agency would allow integration of service delivery. While TWC made a great deal of progress with its integration efforts, both Boards and TWC came to realize that having numerous siloed measures (particularly disparate measures) were a barrier to that integration. As long as Boards were being judged at the “program-level” rather than the “system-level,” they would be focused on silos. With that in mind, Texas asked for and was granted a waiver that allowed the state to contract with our local workforce development boards as many or as few of the 17 historic WIA measures as it saw fit.

TWC used the flexibility offered by its waiver to promote integration by contracting primarily integrated measures. Table 4 reflects most of the performance measures contracted to the Boards in lieu of many of the 17 historic WIA measures.



**Table 4. Common Measure and Reemployment Performance by Board**

MEASURES	Common Measures			Reemployment				
	Entered Employment	Employment Retention	Educational Achievement	Reemployment of UI Claimants	Reemployment of Registered Claimants within 10 Weeks	Job Openings Filled Rate	Market Share	Sustainability
Alamo	78.88%	83.26%	65.78%	64.68%	22.26%	34.67%	16.96%	76.78%
Brazos Valley	73.27%	81.73%	86.21%	59.68%	15.71%	35.78%	11.74%	51.52%
Cameron County	77.08%	83.00%	82.10%	58.02%	16.11%	52.12%	38.05%	60.46%
Capital Area	79.02%	84.81%	79.73%	60.99%	20.00%	27.79%	15.04%	72.04%
Central Texas	78.65%	82.56%	67.76%	58.77%	20.55%	58.86%	18.05%	66.57%
Coastal Bend	77.28%	82.58%	78.31%	62.87%	25.42%	55.19%	19.78%	65.05%
Concho Valley	75.45%	81.16%	83.97%	60.54%	39.99%	39.40%	19.43%	61.37%
Dallas	77.87%	83.49%	73.21%	58.55%	12.46%	39.56%	18.42%	54.13%
Deep East Texas	73.62%	79.84%	83.17%	68.50%	18.80%	58.95%	28.05%	59.65%
East Texas	74.71%	81.51%	79.27%	63.51%	26.08%	54.85%	19.01%	64.75%
Golden Crescent	75.85%	83.31%	85.60%	59.80%	20.27%	40.20%	24.43%	61.70%
Gulf Coast	74.51%	82.04%	39.21%	59.97%	9.49%	21.58%	13.48%	59.53%
Heart Of Texas	75.68%	82.03%	56.57%	61.72%	14.93%	35.09%	14.72%	61.67%
Lower Rio Grande Valley	78.42%	79.91%	88.50%	57.00%	11.10%	36.38%	29.44%	62.23%
Middle Rio Grande	73.67%	79.38%	51.53%	62.19%	22.23%	77.95%	38.63%	74.88%
North Central	78.42%	83.40%	76.81%	59.86%	23.52%	44.38%	21.96%	61.13%
North East Texas	76.38%	82.27%	75.00%	56.17%	11.33%	43.49%	22.89%	62.75%
North Texas	77.07%	82.45%	89.95%	61.87%	19.02%	64.35%	15.29%	64.49%
Panhandle	79.44%	82.55%	92.25%	60.28%	28.64%	77.33%	21.35%	71.08%
Permian Basin	80.46%	82.93%	85.40%	62.27%	28.29%	70.68%	16.00%	67.24%
Rural Capital	79.32%	85.64%	76.09%	61.62%	19.05%	39.86%	15.10%	55.70%
South Plains	79.16%	82.08%	83.45%	66.10%	23.69%	71.34%	18.46%	70.14%
South Texas	76.42%	82.40%	78.45%	56.01%	17.44%	34.01%	23.38%	67.15%
Southeast Texas	77.08%	81.35%	83.65%	78.12%	22.28%	57.42%	28.84%	55.78%
Tarrant County	78.80%	83.91%	75.87%	61.80%	10.77%	41.29%	14.95%	54.51%
Texoma	73.83%	81.28%	76.70%	60.12%	18.35%	73.47%	17.62%	69.52%
Upper Rio Grande	78.06%	83.66%	88.26%	56.10%	10.36%	34.31%	19.31%	64.34%
West Central	76.63%	81.78%	80.51%	61.60%	19.35%	52.25%	20.62%	63.46%
# Meeting the measure	<b>28</b>	<b>28</b>	<b>23</b>	<b>27</b>	<b>22</b>	<b>13</b>	<b>19</b>	<b>28</b>
% Meeting the measure	<b>100.0%</b>	<b>100.0%</b>	<b>82.1%</b>	<b>96.4%</b>	<b>78.6%</b>	<b>46.4%</b>	<b>67.9%</b>	<b>100.0%</b>
<b>Texas Performance</b>	<b>76.53%</b>	<b>82.54%</b>	<b>69.51%</b>	<b>61.57%</b>	<b>16.02%</b>	<b>36.15%</b>	<b>16.66%</b>	<b>60.68%</b>

Exiters from 10/1/2004 to 09/30/2005    Exiters from 04/01/2004 to 03/31/2005    Exiters from 10/1/2004 to 09/30/2005    Initial UI Payees from 1/1/2005 to 12/31/2005    Registered Claimants from 07/23/2005 to 4/22/2006    10/01/2005 to 07/31/2006    10/01/2005 to 07/31/2006    10/01/2005 to 07/31/2006

The measures above have been contracted to each Board in the state of Texas.

## **Texas Integrated Common Measures**

Texas' *Integrated* Common Measures are based on the federal Common Measures, but there are key differences. The most important difference is that integrated common measures are applied across all programs. They represent true, unduplicated, systemwide performance numbers. All customers receiving services outside of any National Emergency Grant are included in the integrated common measures.

Total Entered Employment – This is based on the federal Entered Employment measure, but is more comprehensive. Federal Entered Employment counts customers employed only in the 1<sup>st</sup> quarter after exit. Texas Entered Employment counts customers employed by the end of the 1<sup>st</sup> quarter after exit.

Total Employment Retention – Follows the federal methodology.

Total Educational Achievement – Based on the Federal Youth Common measure, this measure is applied to all customers who were in education designed to result in a recognized degree or credential. Success means achieving the recognized degree or credential by the end of the 3<sup>rd</sup> quarter after exit. The measure is applied to both adults and youth.

## **Reemployment and Employer Engagement Measures**

Three years ago Texas implemented Reemployment and Employer Engagement Measures (REEMS), a set of measures designed to make the Texas workforce system more market-driven. REEMS measure the reemployment of unemployment insurance claimants and the engagement of the workforce system with employers.

Reemployment of UI Claimants – This measure is based on the federal UI reemployment measure. It reports the percent of UI claimants who are employed in the first quarter following the quarter in which they received their first unemployment insurance check.

Reemployment of Registered Claimants within 10 Weeks – This measure evaluates the system's ability to help UI claimants return quickly to work. While the percentage reported appears relatively low, it is important to understand that it is not possible to automate this measure using UI wage records because it requires the actual date that a person returns to work. In the three years since TWC has measured this return to work within 10 weeks, performance has increased by over 400 percent, saving the UI trust fund millions of dollars and improving the economic status of tens of thousands of UI claimants.

Market Share – This measures the percentage of employers in the state who use the workforce system in Texas each year. Services tracked include taking job postings, providing specialized testing to job seekers on behalf of an employer, performing employer site recruitment, providing customized or incumbent worker training, entering into a subsidized/unpaid employer agreement, providing Rapid Response assistance, preparing customized labor market information reports in response to specific employer requests, and other services provided to employers for a fee.

Sustainability – This measures the percentage of employers served each year who are repeat customers. These numbers are not higher because the system continually engages new employers and because smaller employers often do not need workforce services each year.

Job Openings Filled – This measure looks at the percentage of job openings placed by employers that the workforce system is able to fill.

**Table 5. WIA PY2005 Performance by Board**

<b>MEASURES 1-9</b>	Adult Entered Employment Rate	Older Youth Entered Employment Rate	Dislocated Workers Entered Employment Rate	Adult Retention Rate	Older Youth Retention Rate	Dislocated Workers Retention Rate	<b>Adult Average Earnings Change</b>	<b>Older Youth Average Earnings Change</b>	<b>Dislocated Workers Earnings Change</b>
Alamo	78.63%	71.43%	86.75%	86.90%	89.41%	94.65%	\$4,337.91	\$4,244.03	(\$2,292.52)
Brazos Valley	75.32%	86.67%	86.96%	87.30%	90.91%	87.23%	\$4,461.29	\$4,594.41	\$601.84
Cameron County	85.71%	91.89%	92.35%	88.48%	90.63%	96.00%	\$6,881.39	\$12,896.22	\$2,726.12
Capital Area	84.39%	64.29%	85.84%	87.50%	85.19%	94.35%	\$6,729.82	\$3,569.79	\$1,790.85
Central Texas	85.56%	75.00%	97.62%	92.37%	94.12%	97.78%	\$7,236.09	\$4,967.94	\$900.20
Coastal Bend	83.38%	89.29%	83.96%	92.05%	90.20%	89.27%	\$6,153.34	\$4,886.95	(\$350.89)
Concho Valley	82.35%	91.67%	86.67%	100.00%	100.00%	94.44%	\$10,221.34	\$2,437.42	\$4,608.50
Dallas	68.19%	79.34%	81.93%	82.27%	77.44%	90.37%	\$4,261.55	\$2,176.11	\$1,317.45
Deep East Texas	80.56%	75.00%	84.48%	88.81%	80.00%	86.81%	\$6,358.36	\$3,513.76	(\$2,865.14)
East Texas	79.28%	81.94%	83.27%	86.24%	80.00%	91.58%	\$3,689.85	\$5,098.93	(\$1.24)
Golden Crescent	88.52%	95.24%	86.67%	92.86%	94.44%	93.10%	\$7,127.32	\$4,246.93	(\$2,060.84)
Gulf Coast	76.13%	71.08%	77.77%	86.49%	83.51%	91.09%	\$4,062.01	\$4,417.85	\$475.07
Heart Of Texas	78.05%	85.71%	84.69%	84.29%	88.89%	89.80%	\$5,805.58	\$2,076.65	(\$2,115.86)
Lower Rio Grande Valley	79.34%	61.36%	89.44%	84.63%	91.06%	90.55%	\$3,926.62	\$5,701.40	\$1,943.33
Middle Rio Grande	88.39%	68.42%	84.09%	88.31%	100.00%	92.86%	\$4,024.97	\$3,126.06	\$1,692.42
North Central	81.45%	75.44%	87.33%	83.13%	82.50%	92.33%	\$3,511.71	\$3,251.37	(\$312.92)
North East Texas	90.63%	80.00%	81.40%	93.10%	85.71%	91.35%	\$8,701.99	\$5,797.74	(\$1,311.18)
North Texas	87.80%	85.00%	90.38%	86.67%	92.31%	90.83%	\$4,485.79	\$5,486.41	\$564.73
Panhandle	89.36%	89.47%	95.08%	94.12%	96.88%	92.16%	\$10,924.35	\$8,971.45	\$1,284.46
Permian Basin	87.50%	91.67%	91.18%	86.51%	87.50%	93.62%	\$6,810.58	\$3,781.81	\$6,458.18
Rural Capital	84.17%	75.00%	91.33%	92.71%	100.00%	92.97%	\$3,527.37	\$5,196.89	(\$1,375.01)
South Plains	83.67%	100.00%	86.52%	93.65%	91.30%	95.56%	\$8,016.47	\$7,132.78	\$219.51
South Texas	77.11%	61.90%	80.43%	84.05%	83.33%	86.84%	\$5,426.36	\$2,307.93	\$155.67
Southeast Texas	79.20%	80.00%	80.95%	86.78%	82.14%	92.78%	\$3,889.87	\$2,963.40	(\$728.02)
Tarrant County	83.82%	74.77%	87.71%	85.10%	80.88%	92.94%	\$3,940.65	\$4,287.04	\$1,830.72
Texoma	81.82%	80.00%	94.02%	94.74%	88.89%	96.74%	\$7,953.84	\$4,511.80	(\$737.87)
Upper Rio Grande	84.08%	67.86%	91.27%	87.87%	85.71%	93.35%	\$4,358.11	\$3,548.65	(\$291.73)
West Central	80.95%	100.00%	86.27%	94.64%	66.67%	95.00%	\$7,205.57	\$1,807.83	\$3,537.68
<b>Texas Performance</b>	<b>77.37%</b>	<b>74.03%</b>	<b>84.11%</b>	<b>86.33%</b>	<b>85.55%</b>	<b>92.14%</b>	<b>\$4,509.47</b>	<b>\$4,471.44</b>	<b>\$184.01</b>

\*Measures in Bold were contracted to the Boards.

**Table 6. WIA PY2005 Performance by Board**

<b>MEASURES 10-17</b>	Adult Employment and Credential Rate	Older Youth Credential Rate	Dislocated Worker Employment and Credential Rate	Younger Youth Diploma or Equivalent Rate	<b>Younger Youth Skill Attainment Rate</b>	<b>Younger Youth Retention Rate</b>	Participant Customer Satisfaction	Employer Customer Satisfaction
Alamo	64.68%	49.06%	70.93%	63.49%	89.23%	66.11%	70.47	72.30
Brazos Valley	69.70%	40.00%	83.87%	66.67%	87.70%	68.29%	73.82	66.78
Cameron County	74.62%	75.00%	70.51%	73.58%	86.39%	75.89%	80.67	75.24
Capital Area	75.00%	36.17%	76.82%	32.05%	83.29%	72.97%	71.50	66.51
Central Texas	72.22%	55.17%	70.73%	78.79%	96.50%	82.35%	82.46	73.97
Coastal Bend	59.57%	52.50%	58.11%	82.02%	91.64%	70.67%	74.12	72.02
Concho Valley	84.85%	93.33%	84.62%	79.41%	84.75%	74.60%	84.63	72.90
Dallas	57.62%	58.11%	59.57%	37.14%	68.34%	62.11%	70.46	68.37
Deep East Texas	63.77%	41.86%	68.85%	68.00%	89.75%	64.44%	74.01	76.73
East Texas	64.75%	66.67%	78.90%	68.47%	86.82%	64.95%	80.47	74.34
Golden Crescent	74.49%	69.23%	70.59%	68.12%	86.41%	77.27%	77.06	71.00
Gulf Coast	53.75%	39.94%	63.36%	55.33%	86.14%	67.41%	73.95	69.08
Heart Of Texas	56.47%	52.94%	69.64%	71.43%	86.67%	86.96%	71.33	79.83
Lower Rio Grande Valley	76.20%	42.86%	83.94%	47.54%	67.21%	62.46%	80.53	71.81
Middle Rio Grande	80.33%	52.00%	76.32%	90.16%	96.03%	80.00%	82.39	80.47
North Central	72.03%	70.31%	75.00%	71.21%	82.06%	71.77%	72.81	72.36
North East Texas	76.19%	60.00%	80.77%	83.33%	98.42%	75.00%	79.87	71.47
North Texas	80.77%	65.22%	78.05%	75.00%	88.54%	75.00%	82.45	70.26
Panhandle	89.86%	78.13%	91.53%	84.00%	96.53%	75.68%	84.99	73.12
Permian Basin	86.92%	75.86%	82.61%	66.67%	87.16%	81.82%	85.57	76.21
Rural Capital	70.37%	58.82%	78.57%	67.86%	79.53%	73.17%	77.13	74.31
South Plains	69.23%	88.24%	77.27%	91.30%	96.12%	85.45%	80.63	72.39
South Texas	67.71%	52.00%	77.78%	92.31%	90.80%	83.70%	85.30	74.95
Southeast Texas	57.69%	62.35%	74.03%	71.19%	83.75%	70.53%	63.67	70.69
Tarrant County	63.71%	57.81%	75.24%	37.89%	68.37%	70.76%	73.71	68.19
Texoma	71.43%	58.33%	79.22%	79.31%	82.74%	89.19%	67.54	75.80
Upper Rio Grande	73.85%	27.63%	75.10%	72.77%	92.99%	81.46%	76.82	68.88
West Central	72.46%	66.67%	72.73%	50.00%	82.19%	65.38%	80.44	73.78
<b>Texas Performance</b>	<b>66.29%</b>	<b>49.36%</b>	<b>70.77%</b>	<b>59.70%</b>	<b>85.04%</b>	<b>70.55%</b>	<b>75.60</b>	<b>69.38</b>

\*Measures in Bold were contracted to the Boards.

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

**Table O - Local Performance - Alamo**

<b>Local Area Name</b>  <b>Alamo</b>	<b>Total Participants Served</b>  5,503	<b>Adults</b>	1,461	
		<b>Dislocated Workers</b>	2,020	
		<b>Older Youth</b>	278	
		<b>Younger Youth</b>	1,744	
<b>WDA Assigned #</b>  20	<b>Total Exiters</b>  2,640	<b>Adults</b>	709	
		<b>Dislocated Workers</b>	1,208	
		<b>Older Youth</b>	125	
		<b>Younger Youth</b>	598	
		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Customer Satisfaction</b>	<b>Program Participants</b>	-	70.47	
	<b>Employer</b>	-	72.30	
<b>Entered Employment Rate</b>	<b>Adults</b>	-	78.63%	
	<b>Dislocated Worker</b>	-	86.75%	
	<b>Older Youth</b>	-	71.43%	
<b>Retention Rate</b>	<b>Adults</b>	-	86.90%	
	<b>Dislocated Worker</b>	-	94.65%	
	<b>Older Youth</b>	-	89.41%	
	<b>Younger Youth</b>	65.00%	66.11%	
<b>Six Months Earnings Increase</b>	<b>Adults</b>	\$3,600	\$4,338	
	<b>Dislocated Worker</b>	\$(1,965.00)	\$(2,292.52)	
	<b>Older Youth</b>	\$3,100	\$4,244	
<b>Credential/Diploma Rate</b>	<b>Adults</b>	-	64.68%	
	<b>Dislocated Worker</b>	-	70.93%	
	<b>Older Youth</b>	-	49.06%	
	<b>Younger Youth</b>	-	63.49%	
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	86.00%	89.23%	
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	-	50.58%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	-	34.21%	
<b>Literacy or Numeracy Gains</b>	<b>Youth (14 - 21)</b>	-	-	
<b>Description of Other State Indicators of Performance</b>				
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		1	2	2

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

\*\* Texas received a waiver that allows the state to not contract the 17 statutory measures to the Boards. Measures that were not contracted do not have a Board target.



Table O - Local Performance - Brazos Valley

Local Area Name	Total Participants Served	Adults	512		
		Dislocated Workers	208		
<b>Brazos Valley</b>	1,082	Older Youth	71		
		Younger Youth	291		
		WDA Assigned #	Total Exitters	Adults	119
		16	396	Dislocated Workers	84
Older Youth	26				
Younger Youth	167				
				Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	-	73.82		
	Employer	-	66.78		
Entered Employment Rate	Adults	-	75.32%		
	Dislocated Worker	-	86.96%		
	Older Youth	-	86.67%		
Retention Rate	Adults	-	87.30%		
	Dislocated Worker	-	87.23%		
	Older Youth	-	90.91%		
	Younger Youth	65.00%	68.29%		
Six Months Earnings Increase	Adults	\$3,600	\$4,461		
	Dislocated Worker	\$(700)	\$601.84		
	Older Youth	\$3,100	\$4,594		
Credential/Diploma Rate	Adults	-	69.70%		
	Dislocated Worker	-	83.87%		
	Older Youth	-	40.00%		
	Younger Youth	-	66.67%		
Skill Attainment Rate	Younger Youth	86.00%	87.70%		
Placement in Employment or Education	Youth (14 - 21)	-	38.35%		
Attainment of Degree or Certificate	Youth (14 - 21)	-	66.66%		
Literacy or Numeracy Gains	Youth (14 - 21)	-	-		
Description of Other State Indicators of Performance					
Overall Status of Local Performance		Not Met	Met	Exceeded	
		0	1	4	

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

\*\* Texas received a waiver that allows the state to not contract the 17 statutory measures to the Boards. Measures that were not contracted do not have a Board target.

Table O - Local Performance - Cameron County

Local Area Name	Total Participants Served	Adults	784	
		<b>Cameron County</b>	2,546	Dislocated Workers
Older Youth	226			
Younger Youth	1,181			
WDA Assigned #	Total Exitters			Adults
24	811	Dislocated Workers	259	
		Older Youth	32	
		Younger Youth	239	
				Negotiated Performance Level
Customer Satisfaction	Program Participants	-	80.67	
	Employer	-	75.24	
Entered Employment Rate	Adults	-	85.71%	
	Dislocated Worker	-	92.35%	
	Older Youth	-	91.89%	
Retention Rate	Adults	-	88.48%	
	Dislocated Worker	-	96.00%	
	Older Youth	-	90.63%	
	Younger Youth	65.00%	75.89%	
Six Months Earnings Increase	Adults	\$3,600	\$6,881	
	Dislocated Worker	\$(700.00)	\$2,726.12	
	Older Youth	\$3,100	\$12,896	
Credential/Diploma Rate	Adults	-	74.62%	
	Dislocated Worker	-	70.51%	
	Older Youth	-	75.00%	
	Younger Youth	-	73.58%	
Skill Attainment Rate	Younger Youth	86.00%	86.39%	
Placement in Employment or Education	Youth (14 - 21)	-	60.21%	
Attainment of Degree or Certificate	Youth (14 - 21)	-	47.43%	
Literacy or Numeracy Gains	Youth (14 - 21)	-	-	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	4

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

\*\* Texas received a waiver that allows the state to not contract the 17 statutory measures to the Boards. Measures that were not contracted do not have a Board target.

Table O - Local Performance - Capital Area

Local Area Name	Total Participants Served	Adults	1,401		
		Dislocated Workers	461		
<b>Capital Area</b>	2,328	Older Youth	105		
		Younger Youth	361		
		WDA Assigned #	Total Exitters	Adults	302
		14	712	Dislocated Workers	214
Older Youth	61				
Younger Youth	135				
				Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	-	71.50		
	Employer	-	66.51		
Entered Employment Rate	Adults	-	84.39%		
	Dislocated Worker	-	85.84%		
	Older Youth	-	64.29%		
Retention Rate	Adults	-	87.50%		
	Dislocated Worker	-	94.35%		
	Older Youth	-	85.19%		
	Younger Youth	65.00%	72.97%		
Six Months Earnings Increase	Adults	\$3,600	\$6,730		
	Dislocated Worker	\$(1,500.00)	\$1,790.85		
	Older Youth	\$3,100	\$3,570		
Credential/Diploma Rate	Adults	-	75.00%		
	Dislocated Worker	-	76.82%		
	Older Youth	-	36.17%		
	Younger Youth	-	32.05%		
Skill Attainment Rate	Younger Youth	86.00%	83.29%		
Placement in Employment or Education	Youth (14 - 21)	-	53.37%		
Attainment of Degree or Certificate	Youth (14 - 21)	-	30.61%		
Literacy or Numeracy Gains	Youth (14 - 21)	-	-		
Description of Other State Indicators of Performance					
Overall Status of Local Performance		Not Met	Met	Exceeded	
		0	1	4	

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

\*\* Texas received a waiver that allows the state to not contract the 17 statutory measures to the Boards. Measures that were not contracted do not have a Board target.

Table O - Local Performance - Central Texas

Local Area Name	Total Participants Served	Adults	247	
		<b>Central Texas</b>	647	Dislocated Workers
Older Youth	39			
Younger Youth	307			
WDA Assigned #	Total Exitters			Adults
26	321	Dislocated Workers	33	
		Older Youth	29	
		Younger Youth	137	
				Negotiated Performance Level
Customer Satisfaction	Program Participants	-	82.46	
	Employer	-	73.97	
Entered Employment Rate	Adults	-	85.56%	
	Dislocated Worker	-	97.62%	
	Older Youth	-	75.00%	
Retention Rate	Adults	-	92.37%	
	Dislocated Worker	-	97.78%	
	Older Youth	-	94.12%	
	Younger Youth	65.00%	82.35%	
Six Months Earnings Increase	Adults	\$3,600	\$7,236	
	Dislocated Worker	\$(700.00)	\$900.20	
	Older Youth	\$3,100	\$4,968	
Credential/Diploma Rate	Adults	-	72.22%	
	Dislocated Worker	-	70.73%	
	Older Youth	-	55.17%	
	Younger Youth	-	78.79%	
Skill Attainment Rate	Younger Youth	86.00%	96.50%	
Placement in Employment or Education	Youth (14 - 21)	-	34.16%	
Attainment of Degree or Certificate	Youth (14 - 21)	-	21.56%	
Literacy or Numeracy Gains	Youth (14 - 21)	-	-	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	5

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

\*\* Texas received a waiver that allows the state to not contract the 17 statutory measures to the Boards. Measures that were not contracted do not have a Board target.

Table O - Local Performance - Coastal Bend

Local Area Name	Total Participants Served	Adults	909	
		<b>Coastal Bend</b>	2,628	Dislocated Workers
Older Youth	295			
Younger Youth	944			
WDA Assigned #	Total Exitors			Adults
22	1,252	Dislocated Workers	371	
		Older Youth	87	
		Younger Youth	225	
				Negotiated Performance Level
Customer Satisfaction	Program Participants	-	74.12	
	Employer	-	72.02	
Entered Employment Rate	Adults	-	83.38%	
	Dislocated Worker	-	83.96%	
	Older Youth	-	89.29%	
Retention Rate	Adults	-	92.05%	
	Dislocated Worker	-	89.27%	
	Older Youth	-	90.20%	
	Younger Youth	65.00%	70.67%	
Six Months Earnings Increase	Adults	\$3,600	\$6,153	
	Dislocated Worker	\$(700.00)	\$(350.89)	
	Older Youth	\$3,100	\$4,887	
Credential/Diploma Rate	Adults	-	59.57%	
	Dislocated Worker	-	58.11%	
	Older Youth	-	52.50%	
	Younger Youth	-	82.02%	
Skill Attainment Rate	Younger Youth	86.00%	91.64%	
Placement in Employment or Education	Youth (14 - 21)	-	52.74%	
Attainment of Degree or Certificate	Youth (14 - 21)	-	56.84%	
Literacy or Numeracy Gains	Youth (14 - 21)	-	-	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	5

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

\*\* Texas received a waiver that allows the state to not contract the 17 statutory measures to the Boards. Measures that were not contracted do not have a Board target.

Table O - Local Performance - Concho Valley

Local Area Name	Total Participants Served	Adults	116	
		<b>Concho Valley</b>	409	Dislocated Workers
Older Youth	32			
Younger Youth	161			
WDA Assigned #	Total Exitters			Adults
12	161	Dislocated Workers	32	
		Older Youth	16	
		Younger Youth	40	
				Negotiated Performance Level
Customer Satisfaction	Program Participants	-	84.63	
	Employer	-	72.90	
Entered Employment Rate	Adults	-	82.35%	
	Dislocated Worker	-	86.67%	
	Older Youth	-	91.67%	
Retention Rate	Adults	-	100.00%	
	Dislocated Worker	-	94.44%	
	Older Youth	-	100.00%	
	Younger Youth	65.00%	74.60%	
Six Months Earnings Increase	Adults	\$3,600	\$10,221	
	Dislocated Worker	\$(700.00)	\$4,608.50	
	Older Youth	\$2,550	\$2,437	
Credential/Diploma Rate	Adults	-	84.85%	
	Dislocated Worker	-	84.62%	
	Older Youth	-	93.33%	
	Younger Youth	-	79.41%	
Skill Attainment Rate	Younger Youth	86.00%	84.75%	
Placement in Employment or Education	Youth (14 - 21)	-	76.92%	
Attainment of Degree or Certificate	Youth (14 - 21)	-	86.56%	
Literacy or Numeracy Gains	Youth (14 - 21)	-	-	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	3

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

\*\* Texas received a waiver that allows the state to not contract the 17 statutory measures to the Boards. Measures that were not contracted do not have a Board target.

Table O - Local Performance - Dallas County

Local Area Name	Total Participants Served	Adults	7,128	
		<b>Dallas County</b>	11,837	Dislocated Workers
Older Youth	991			
Younger Youth	2,203			
WDA Assigned #	Total Exitters			Adults
6	4,324	Dislocated Workers	946	
		Older Youth	447	
		Younger Youth	1,206	
				Negotiated Performance Level
Customer Satisfaction	Program Participants	-	70.46	
	Employer	-	68.37	
Entered Employment Rate	Adults	-	68.19%	
	Dislocated Worker	-	81.93%	
	Older Youth	-	79.34%	
Retention Rate	Adults	-	82.27%	
	Dislocated Worker	-	90.37%	
	Older Youth	-	77.44%	
	Younger Youth	65.00%	62.11%	
Six Months Earnings Increase	Adults	\$3,600	\$4,262	
	Dislocated Worker	\$(1,100.00)	\$1,317.45	
	Older Youth	\$2,136	\$2,176	
Credential/Diploma Rate	Adults	-	57.62%	
	Dislocated Worker	-	59.57%	
	Older Youth	-	58.11%	
	Younger Youth	-	37.14%	
Skill Attainment Rate	Younger Youth	68.00%	68.34%	
Placement in Employment or Education	Youth (14 - 21)	-	42.09%	
Attainment of Degree or Certificate	Youth (14 - 21)	-	29.87%	
Literacy or Numeracy Gains	Youth (14 - 21)	-	-	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	2

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

\*\* Texas received a waiver that allows the state to not contract the 17 statutory measures to the Boards. Measures that were not contracted do not have a Board target.

Table O - Local Performance - Deep East Texas

Local Area Name	Total Participants Served	Adults	591	
		<b>Deep East Texas</b>	1,129	Dislocated Workers
Older Youth	78			
Younger Youth	256			
WDA Assigned #	Total Exitters			Adults
17	393	Dislocated Workers	133	
		Older Youth	42	
		Younger Youth	84	
				Negotiated Performance Level
Customer Satisfaction	Program Participants	-	74.01	
	Employer	-	76.73	
Entered Employment Rate	Adults	-	80.56%	
	Dislocated Worker	-	84.48%	
	Older Youth	66.00%	75.00%	
Retention Rate	Adults	-	88.81%	
	Dislocated Worker	-	86.81%	
	Older Youth	-	80.00%	
	Younger Youth	65.00%	64.44%	
Six Months Earnings Increase	Adults	\$3,600	\$6,358	
	Dislocated Worker	\$(3,100.00)	\$(2,865.14)	
	Older Youth	\$3,100	\$3,514	
Credential/Diploma Rate	Adults	-	63.77%	
	Dislocated Worker	-	68.85%	
	Older Youth	-	41.86%	
	Younger Youth	-	68.00%	
Skill Attainment Rate	Younger Youth	86.00%	89.75%	
Placement in Employment or Education	Youth (14 - 21)	-	63.91%	
Attainment of Degree or Certificate	Youth (14 - 21)	-	64.63%	
Literacy or Numeracy Gains	Youth (14 - 21)	-	-	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	3

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

\*\* Texas received a waiver that allows the state to not contract the 17 statutory measures to the Boards. Measures that were not contracted do not have a Board target.



Table O - Local Performance - East Texas

Local Area Name	Total Participants Served	Adults	897		
		Dislocated Workers	242		
<b>East Texas</b>	1,744	Older Youth	150		
		Younger Youth	455		
		WDA Assigned #	Total Exitters	Adults	526
		8	1,190	Dislocated Workers	244
Older Youth	79				
Younger Youth	341				
				Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	-	80.47		
	Employer	-	74.34		
Entered Employment Rate	Adults	-	79.28%		
	Dislocated Worker	-	83.27%		
	Older Youth	-	81.94%		
Retention Rate	Adults	-	86.24%		
	Dislocated Worker	-	91.58%		
	Older Youth	-	80.00%		
	Younger Youth	65.00%	64.95%		
Six Months Earnings Increase	Adults	\$3,600	\$3,690		
	Dislocated Worker	\$(700.00)	\$(1.24)		
	Older Youth	\$3,100	\$5,099		
Credential/Diploma Rate	Adults	-	64.75%		
	Dislocated Worker	-	78.90%		
	Older Youth	-	66.67%		
	Younger Youth	-	68.47%		
Skill Attainment Rate	Younger Youth	86.00%	86.82%		
Placement in Employment or Education	Youth (14 - 21)	-	45.37%		
Attainment of Degree or Certificate	Youth (14 - 21)	-	25.81%		
Literacy or Numeracy Gains	Youth (14 - 21)	-	-		
Description of Other State Indicators of Performance					
Overall Status of Local Performance		Not Met	Met	Exceeded	
		0	3	2	

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Table O - Local Performance - Golden Crescent

Local Area Name	Total Participants Served	Adults	375	
<b>Golden Crescent</b>	692	Dislocated Workers	126	
		Older Youth	35	
		Younger Youth	156	
WDA Assigned #	Total Exiters	Adults	190	
19	444	Dislocated Workers	100	
		Older Youth	29	
		Younger Youth	125	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	-	77.06	
	Employer	-	71.00	
Entered Employment Rate	Adults	-	88.52%	
	Dislocated Worker	-	86.67%	
	Older Youth	-	95.24%	
Retention Rate	Adults	-	92.86%	
	Dislocated Worker	-	93.10%	
	Older Youth	-	94.44%	
	Younger Youth	65.00%	77.27%	
Six Months Earnings Increase	Adults	\$3,600	\$7,127	
	Dislocated Worker	\$(1,975.00)	\$(2,060.84)	
	Older Youth	\$3,100	\$4,247	
Credential/Diploma Rate	Adults	-	74.49%	
	Dislocated Worker	-	70.59%	
	Older Youth	-	69.23%	
	Younger Youth	-	68.12%	
Skill Attainment Rate	Younger Youth	86.00%	86.41%	
Placement in Employment or Education	Youth (14 - 21)	-	52.57%	
Attainment of Degree or Certificate	Youth (14 - 21)	-	59.52%	
Literacy or Numeracy Gains	Youth (14 - 21)	-	-	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	3

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

\*\* Texas received a waiver that allows the state to not contract the 17 statutory measures to the Boards. Measures that were not contracted do not have a Board target.

Table O - Local Performance - Gulf Coast

Local Area Name	Total Participants Served	Adults	16,581	
		<b>Gulf Coast</b>	24,184	Dislocated Workers
Older Youth	707			
Younger Youth	3,653			
<b>Total Exitters</b>	<b>19,059</b>			
WDA Assigned #	28	Adults	11,598	
		Dislocated Workers	2,925	
		Older Youth	865	
		Younger Youth	3,671	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	-	73.95	
	Employer	-	69.08	
Entered Employment Rate	Adults	-	76.13%	
	Dislocated Worker	-	77.77%	
	Older Youth	-	71.08%	
Retention Rate	Adults	-	86.49%	
	Dislocated Worker	-	91.09%	
	Older Youth	-	83.51%	
	Younger Youth	65.00%	67.41%	
Six Months Earnings Increase	Adults	\$3,350	\$4,062	
	Dislocated Worker	\$(700.00)	\$475.07	
	Older Youth	\$3,100	\$4,418	
Credential/Diploma Rate	Adults	-	53.75%	
	Dislocated Worker	-	63.36%	
	Older Youth	-	39.94%	
	Younger Youth	-	55.33%	
Skill Attainment Rate	Younger Youth	86.00%	86.14%	
Placement in Employment or Education	Youth (14 - 21)	-	36.34%	
Attainment of Degree or Certificate	Youth (14 - 21)	-	16.37%	
Literacy or Numeracy Gains	Youth (14 - 21)	-	-	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	3

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

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Table O - Local Performance - Heart of Texas

Local Area Name	Total Participants Served	Adults	198		
		Dislocated Workers	246		
<b>Heart of Texas</b>	694	Older Youth	63		
		Younger Youth	187		
		WDA Assigned #	Total Exitters	Adults	127
		13	403	Dislocated Workers	185
Older Youth	16				
Younger Youth	75				
				Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	-	71.33		
	Employer	-	79.83		
Entered Employment Rate	Adults	-	78.05%		
	Dislocated Worker	-	84.69%		
	Older Youth	-	85.71%		
Retention Rate	Adults	-	84.29%		
	Dislocated Worker	-	89.80%		
	Older Youth	-	88.89%		
	Younger Youth	65.00%	86.96%		
Six Months Earnings Increase	Adults	\$3,600	\$5,806		
	Dislocated Worker	\$(2,340.00)	\$(2,115.86)		
	Older Youth	\$2,077	\$2,077		
Credential/Diploma Rate	Adults	-	56.47%		
	Dislocated Worker	-	69.64%		
	Older Youth	-	52.94%		
	Younger Youth	-	71.43%		
Skill Attainment Rate	Younger Youth	86.00%	86.67%		
Placement in Employment or Education	Youth (14 - 21)	-	60.97%		
Attainment of Degree or Certificate	Youth (14 - 21)	-	28.57%		
Literacy or Numeracy Gains	Youth (14 - 21)	-	-		
Description of Other State Indicators of Performance					
Overall Status of Local Performance		Not Met	Met	Exceeded	
		0	2	3	

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

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**Table O - Local Performance - Lower Rio Grande Valley**

<b>Local Area Name</b>  <b>Lower Rio Grande</b>	<b>Total Participants Served</b>  7,940	<b>Adults</b>	3,766	
		<b>Dislocated Workers</b>	314	
		<b>Older Youth</b>	711	
		<b>Younger Youth</b>	3,149	
<b>WDA Assigned #</b>  23	<b>Total Exiters</b>  3,571	<b>Adults</b>	1,906	
		<b>Dislocated Workers</b>	214	
		<b>Older Youth</b>	393	
		<b>Younger Youth</b>	1,058	
		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Customer Satisfaction</b>	<b>Program Participants</b>	-	80.53	
	<b>Employer</b>	-	71.81	
<b>Entered Employment Rate</b>	<b>Adults</b>	-	79.34%	
	<b>Dislocated Worker</b>	-	89.44%	
	<b>Older Youth</b>	-	61.36%	
<b>Retention Rate</b>	<b>Adults</b>	-	84.63%	
	<b>Dislocated Worker</b>	-	90.55%	
	<b>Older Youth</b>	-	91.06%	
	<b>Younger Youth</b>	65.00%	62.46%	
<b>Six Months Earnings Increase</b>	<b>Adults</b>	\$3,600	\$3,927	
	<b>Dislocated Worker</b>	\$(700.00)	\$1,943.33	
	<b>Older Youth</b>	\$3,100	\$5,701	
<b>Credential/Diploma Rate</b>	<b>Adults</b>	-	76.20%	
	<b>Dislocated Worker</b>	-	83.94%	
	<b>Older Youth</b>	-	42.86%	
	<b>Younger Youth</b>	-	47.54%	
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	70.70%	67.21%	
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	-	51.62%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	-	69.68%	
<b>Literacy or Numeracy Gains</b>	<b>Youth (14 - 21)</b>	-	-	
<b>Description of Other State Indicators of Performance</b>				
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		0	2	3

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

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Table O - Local Performance - Middle Rio Grande Valley

Local Area Name	Total Participants Served	Adults	234	
		<b>Middle Rio Grande</b>	683	Dislocated Workers
Older Youth	23			
Younger Youth	368			
WDA Assigned #	Total Exitters			Adults
27	758	Dislocated Workers	49	
		Older Youth	16	
		Younger Youth	494	
				Negotiated Performance Level
Customer Satisfaction	Program Participants	-	82.39	
	Employer	-	80.47	
Entered Employment Rate	Adults	-	88.39%	
	Dislocated Worker	-	84.09%	
	Older Youth	-	68.42%	
Retention Rate	Adults	-	88.31%	
	Dislocated Worker	-	92.86%	
	Older Youth	-	100.00%	
	Younger Youth	65.00%	80.00%	
Six Months Earnings Increase	Adults	\$3,300	\$4,025	
	Dislocated Worker	\$(700.00)	\$1,692.42	
	Older Youth	\$3,100	\$3,126	
Credential/Diploma Rate	Adults	-	80.33%	
	Dislocated Worker	-	76.32%	
	Older Youth	-	52.00%	
	Younger Youth	-	90.16%	
Skill Attainment Rate	Younger Youth	86.00%	96.03%	
Placement in Employment or Education	Youth (14 - 21)	-	33.47%	
Attainment of Degree or Certificate	Youth (14 - 21)	-	28.37%	
Literacy or Numeracy Gains	Youth (14 - 21)	-	-	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	4

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

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Table O - Local Performance - North Central

Local Area Name	Total Participants Served	Adults	1,794	
		<b>North Central</b>	3,544	Dislocated Workers
Older Youth	214			
Younger Youth	672			
<b>WDA Assigned #</b>	<b>Total Exitters</b>			<b>Adults</b>
4	1,283	Dislocated Workers	521	
		Older Youth	44	
		Younger Youth	216	
				<b>Negotiated Performance Level</b>
<b>Customer Satisfaction</b>	<b>Program Participants</b>	-	72.81	
	<b>Employer</b>	-	72.36	
<b>Entered Employment Rate</b>	<b>Adults</b>	-	81.45%	
	<b>Dislocated Worker</b>	-	87.33%	
	<b>Older Youth</b>	-	75.44%	
<b>Retention Rate</b>	<b>Adults</b>	-	83.13%	
	<b>Dislocated Worker</b>	-	92.33%	
	<b>Older Youth</b>	-	82.50%	
	<b>Younger Youth</b>	65.00%	71.77%	
<b>Six Months Earnings Increase</b>	<b>Adults</b>	\$3,600	\$3,512	
	<b>Dislocated Worker</b>	\$(700.00)	\$(312.92)	
	<b>Older Youth</b>	\$3,100	\$3,251	
<b>Credential/Diploma Rate</b>	<b>Adults</b>	-	72.03%	
	<b>Dislocated Worker</b>	-	75.00%	
	<b>Older Youth</b>	-	70.31%	
	<b>Younger Youth</b>	-	71.21%	
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	86.00%	82.06%	
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	-	56.06%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	-	46.35%	
<b>Literacy or Numeracy Gains</b>	<b>Youth (14 - 21)</b>	-	-	
<b>Description of Other State Indicators of Performance</b>				
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		0	3	2

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Table O - Local Performance - North East Texas

Local Area Name  <b>North East Texas</b>	Total Participants Served  765	Adults	391	
		Dislocated Workers	162	
		Older Youth	44	
		Younger Youth	168	
WDA Assigned #  7	Total Exiters  355	Adults	180	
		Dislocated Workers	100	
		Older Youth	12	
		Younger Youth	63	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	-	79.87	
	Employer	-	71.47	
Entered Employment Rate	Adults	-	90.63%	
	Dislocated Worker	-	81.40%	
	Older Youth	-	80.00%	
Retention Rate	Adults	-	93.10%	
	Dislocated Worker	-	91.35%	
	Older Youth	-	85.71%	
	Younger Youth	65.00%	75.00%	
Six Months Earnings Increase	Adults	\$3,600	\$8,702	
	Dislocated Worker	\$(1,500.00)	\$(1,311.18)	
	Older Youth	\$3,100	\$5,798	
Credential/Diploma Rate	Adults	-	76.19%	
	Dislocated Worker	-	80.77%	
	Older Youth	-	60.00%	
	Younger Youth	-	83.33%	
Skill Attainment Rate	Younger Youth	86.00%	98.42%	
Placement in Employment or Education	Youth (14 - 21)	-	53.90%	
Attainment of Degree or Certificate	Youth (14 - 21)	-	37.38%	
Literacy or Numeracy Gains	Youth (14 - 21)	-	-	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	5

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

\*\* Texas received a waiver that allows the state to not contract the 17 statutory measures to the Boards. Measures that were not contracted do not have a Board target.

Table O - Local Performance - North Texas

Local Area Name	Total Participants Served	Adults	342	
		<b>North Texas</b>	642	Dislocated Workers
Older Youth	83			
Younger Youth	91			
WDA Assigned #	Total Exitters			Adults
3	332	Dislocated Workers	104	
		Older Youth	41	
		Younger Youth	45	
				Negotiated Performance Level
Customer Satisfaction	Program Participants	-	82.45	
	Employer	-	70.26	
Entered Employment Rate	Adults	-	87.80%	
	Dislocated Worker	-	90.38%	
	Older Youth	-	85.00%	
Retention Rate	Adults	-	86.67%	
	Dislocated Worker	-	90.83%	
	Older Youth	-	92.31%	
	Younger Youth	65.00%	75.00%	
Six Months Earnings Increase	Adults	\$3,600	\$4,486	
	Dislocated Worker	\$(700.00)	\$564.73	
	Older Youth	\$3,100	\$5,486	
Credential/Diploma Rate	Adults	-	80.77%	
	Dislocated Worker	-	78.05%	
	Older Youth	-	65.22%	
	Younger Youth	-	75.00%	
Skill Attainment Rate	Younger Youth	86.00%	88.54%	
Placement in Employment or Education	Youth (14 - 21)	-	44.73%	
Attainment of Degree or Certificate	Youth (14 - 21)	-	46.51%	
Literacy or Numeracy Gains	Youth (14 - 21)	-	-	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	4

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

\*\* Texas received a waiver that allows the state to not contract the 17 statutory measures to the Boards. Measures that were not contracted do not have a Board target.

Table O - Local Performance - Panhandle

Local Area Name	Total Participants Served	Adults	324		
		Dislocated Workers	182		
<b>Panhandle</b>	865	Older Youth	98		
		Younger Youth	261		
		WDA Assigned #	Total Exitters	Adults	114
		1	274	Dislocated Workers	67
Older Youth	46				
Younger Youth	47				
				Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	-	84.99		
	Employer	-	73.12		
Entered Employment Rate	Adults	-	89.36%		
	Dislocated Worker	-	95.08%		
	Older Youth	-	89.47%		
Retention Rate	Adults	-	94.12%		
	Dislocated Worker	-	92.16%		
	Older Youth	-	96.88%		
	Younger Youth	65.00%	75.68%		
Six Months Earnings Increase	Adults	\$3,600	\$10,924		
	Dislocated Worker	\$(700.00)	\$1,284.46		
	Older Youth	\$3,100	\$8,971		
Credential/Diploma Rate	Adults	-	89.86%		
	Dislocated Worker	-	91.53%		
	Older Youth	-	78.13%		
	Younger Youth	-	84.00%		
Skill Attainment Rate	Younger Youth	86.00%	96.53%		
Placement in Employment or Education	Youth (14 - 21)	-	72.41%		
Attainment of Degree or Certificate	Youth (14 - 21)	-	65.21%		
Literacy or Numeracy Gains	Youth (14 - 21)	-	-		
Description of Other State Indicators of Performance					
Overall Status of Local Performance		Not Met	Met	Exceeded	
		0	0	5	

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

\*\* Texas received a waiver that allows the state to not contract the 17 statutory measures to the Boards. Measures that were not contracted do not have a Board target.

Table O - Local Performance - Permian Basin

Local Area Name	Total Participants Served	Adults	310	
		<b>Permian Basin</b>	876	Dislocated Workers
Older Youth	67			
Younger Youth	364			
WDA Assigned #	Total Exiters			Adults
11	392	Dislocated Workers	80	
		Older Youth	37	
		Younger Youth	114	
				Negotiated Performance Level
Customer Satisfaction	Program Participants	-	85.57	
	Employer	-	76.21	
Entered Employment Rate	Adults	-	87.50%	
	Dislocated Worker	-	91.18%	
	Older Youth	-	91.67%	
Retention Rate	Adults	-	86.51%	
	Dislocated Worker	-	93.62%	
	Older Youth	-	87.50%	
	Younger Youth	65.00%	81.82%	
Six Months Earnings Increase	Adults	\$3,600	\$6,811	
	Dislocated Worker	\$(700.00)	\$6,458.18	
	Older Youth	\$3,100	\$3,782	
Credential/Diploma Rate	Adults	-	86.92%	
	Dislocated Worker	-	82.61%	
	Older Youth	-	75.86%	
	Younger Youth	-	66.67%	
Skill Attainment Rate	Younger Youth	86.00%	87.16%	
Placement in Employment or Education	Youth (14 - 21)	-	66.90%	
Attainment of Degree or Certificate	Youth (14 - 21)	-	43.36%	
Literacy or Numeracy Gains	Youth (14 - 21)	-	-	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	4

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

\*\* Texas received a waiver that allows the state to not contract the 17 statutory measures to the Boards. Measures that were not contracted do not have a Board target.

Table O - Local Performance - Rural Capital

Local Area Name	Total Participants Served	Adults	322		
		Dislocated Workers	319		
<b>Rural Capital</b>	849	Older Youth	72		
		Younger Youth	136		
		WDA Assigned #	Total Exitters	Adults	146
		15	394	Dislocated Workers	143
Older Youth	30				
Younger Youth	75				
				Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	-	77.13		
	Employer	-	74.31		
Entered Employment Rate	Adults	-	84.17%		
	Dislocated Worker	-	91.33%		
	Older Youth	-	75.00%		
Retention Rate	Adults	-	92.71%		
	Dislocated Worker	-	92.97%		
	Older Youth	-	100.00%		
	Younger Youth	65.00%	73.17%		
Six Months Earnings Increase	Adults	\$3,600	\$3,527		
	Dislocated Worker	\$(1,400.00)	\$(1,375.01)		
	Older Youth	\$3,100	\$5,197		
Credential/Diploma Rate	Adults	-	70.37%		
	Dislocated Worker	-	78.57%		
	Older Youth	-	58.82%		
	Younger Youth	-	67.86%		
Skill Attainment Rate	Younger Youth	79.50%	79.53%		
Placement in Employment or Education	Youth (14 - 21)	-	53.62%		
Attainment of Degree or Certificate	Youth (14 - 21)	-	41.66%		
Literacy or Numeracy Gains	Youth (14 - 21)	-	-		
Description of Other State Indicators of Performance					
Overall Status of Local Performance		Not Met	Met	Exceeded	
		0	3	2	

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Table O - Local Performance - South Plains

Local Area Name	Total Participants Served	Adults	211	
		<b>South Plains</b>	719	Dislocated Workers
Older Youth	23			
Younger Youth	409			
WDA Assigned #	Total Exitters			Adults
2	264	Dislocated Workers	72	
		Older Youth	12	
		Younger Youth	74	
				Negotiated Performance Level
Customer Satisfaction	Program Participants	-	80.63	
	Employer	-	72.39	
Entered Employment Rate	Adults	-	83.67%	
	Dislocated Worker	-	86.52%	
	Older Youth	-	100.00%	
Retention Rate	Adults	-	93.65%	
	Dislocated Worker	-	95.56%	
	Older Youth	-	91.30%	
	Younger Youth	65.00%	85.45%	
Six Months Earnings Increase	Adults	\$3,600	\$8,016	
	Dislocated Worker	\$(700.00)	\$219.51	
	Older Youth	\$3,100	\$7,133	
Credential/Diploma Rate	Adults	-	69.23%	
	Dislocated Worker	-	77.27%	
	Older Youth	-	88.24%	
	Younger Youth	-	91.30%	
Skill Attainment Rate	Younger Youth	86.00%	96.12%	
Placement in Employment or Education	Youth (14 - 21)	-	73.33%	
Attainment of Degree or Certificate	Youth (14 - 21)	-	75.00%	
Literacy or Numeracy Gains	Youth (14 - 21)	-	-	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	5

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Table O - Local Performance - South Texas

Local Area Name	Total Participants Served	Adults	347	
		<b>South Texas</b>	674	Dislocated Workers
Older Youth	28			
Younger Youth	263			
WDA Assigned #	Total Exitters			Adults
21	354	Dislocated Workers	29	
		Older Youth	12	
		Younger Youth	154	
				Negotiated Performance Level
Customer Satisfaction	Program Participants	-	85.30	
	Employer	-	74.95	
Entered Employment Rate	Adults	-	77.11%	
	Dislocated Worker	-	80.43%	
	Older Youth	-	61.90%	
Retention Rate	Adults	-	84.05%	
	Dislocated Worker	-	86.84%	
	Older Youth	-	83.33%	
	Younger Youth	65.00%	83.70%	
Six Months Earnings Increase	Adults	\$3,600	\$5,426	
	Dislocated Worker	\$(700.00)	\$155.67	
	Older Youth	\$2,239	\$2,308	
Credential/Diploma Rate	Adults	-	67.71%	
	Dislocated Worker	-	77.78%	
	Older Youth	-	52.00%	
	Younger Youth	-	92.31%	
Skill Attainment Rate	Younger Youth	86.00%	90.80%	
Placement in Employment or Education	Youth (14 - 21)	-	42.40%	
Attainment of Degree or Certificate	Youth (14 - 21)	-	32.77%	
Literacy or Numeracy Gains	Youth (14 - 21)	-	-	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	4

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Table O - Local Performance - Southeast Texas

Local Area Name	Total Participants Served	Adults	448	
		<b>Southeast Texas</b>	1,389	Dislocated Workers
Older Youth	175			
Younger Youth	393			
WDA Assigned #	Total Exitters			Adults
18	965	Dislocated Workers	386	
		Older Youth	88	
		Younger Youth	159	
				Negotiated Performance Level
Customer Satisfaction	Program Participants	-	63.67	
	Employer	-	70.69	
Entered Employment Rate	Adults	-	79.20%	
	Dislocated Worker	-	80.95%	
	Older Youth	-	80.00%	
Retention Rate	Adults	-	86.78%	
	Dislocated Worker	-	92.78%	
	Older Youth	-	82.14%	
	Younger Youth	65.00%	70.53%	
Six Months Earnings Increase	Adults	\$3,600	\$3,890	
	Dislocated Worker	\$(730.00)	\$(728.02)	
	Older Youth	\$3,100	\$2,963	
Credential/Diploma Rate	Adults	-	57.69%	
	Dislocated Worker	-	74.03%	
	Older Youth	-	62.35%	
	Younger Youth	-	71.19%	
Skill Attainment Rate	Younger Youth	86.00%	83.75%	
Placement in Employment or Education	Youth (14 - 21)	-	56.88%	
Attainment of Degree or Certificate	Youth (14 - 21)	-	56.48%	
Literacy or Numeracy Gains	Youth (14 - 21)	-	-	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	2

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Table O - Local Performance - Tarrant County

Local Area Name	Total Participants Served	Adults	1,434	
		<b>Tarrant County</b>	3,029	Dislocated Workers
Older Youth	115			
Younger Youth	343			
WDA Assigned #	Total Exitters			Adults
5	1,883	Dislocated Workers	754	
		Older Youth	112	
		Younger Youth	165	
				Negotiated Performance Level
Customer Satisfaction	Program Participants	-	73.71	
	Employer	-	68.19	
Entered Employment Rate	Adults	-	83.82%	
	Dislocated Worker	-	87.71%	
	Older Youth	-	74.77%	
Retention Rate	Adults	-	85.10%	
	Dislocated Worker	-	92.94%	
	Older Youth	-	80.88%	
	Younger Youth	65.00%	70.76%	
Six Months Earnings Increase	Adults	\$3,600	\$3,941	
	Dislocated Worker	\$(700.00)	\$1,830.72	
	Older Youth	\$3,100	\$4,287	
Credential/Diploma Rate	Adults	-	63.71%	
	Dislocated Worker	-	75.24%	
	Older Youth	-	57.81%	
	Younger Youth	-	37.89%	
Skill Attainment Rate	Younger Youth	71.90%	68.37%	
Placement in Employment or Education	Youth (14 - 21)	-	60.24%	
Attainment of Degree or Certificate	Youth (14 - 21)	-	38.36%	
Literacy or Numeracy Gains	Youth (14 - 21)	-	-	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	4

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Table O - Local Performance - Texoma

Local Area Name	Total Participants Served	Adults	1,329	
		<b>Texoma</b>	1,691	Dislocated Workers
Older Youth	33			
Younger Youth	128			
<b>Total Exitters</b>				
WDA Assigned #	25	Adults	39	
		Dislocated Workers	136	
		Older Youth	19	
		Younger Youth	37	
		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
Customer Satisfaction	Program Participants	-	67.54	
	Employer	-	75.80	
Entered Employment Rate	Adults	-	81.82%	
	Dislocated Worker	-	94.02%	
	Older Youth	-	80.00%	
Retention Rate	Adults	-	94.74%	
	Dislocated Worker	-	96.74%	
	Older Youth	-	88.89%	
	Younger Youth	65.00%	89.19%	
Six Months Earnings Increase	Adults	\$3,600	\$7,954	
	Dislocated Worker	\$(737.00)	\$(737.87)	
	Older Youth	\$3,100	\$4,512	
Credential/Diploma Rate	Adults	-	71.43%	
	Dislocated Worker	-	79.22%	
	Older Youth	-	58.33%	
	Younger Youth	-	79.31%	
Skill Attainment Rate	Younger Youth	86.00%	82.74%	
Placement in Employment or Education	Youth (14 - 21)	-	54.28%	
Attainment of Degree or Certificate	Youth (14 - 21)	-	46.15%	
Literacy or Numeracy Gains	Youth (14 - 21)	-	-	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	3

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Table O - Local Performance - Upper Rio Grande Valley

Local Area Name	Total Participants Served	Adults	1,624		
		Dislocated Workers	2,568		
<b>Upper Rio Grande</b>	6,785	Older Youth	400		
		Younger Youth	2,193		
		WDA Assigned #	Total Exitters	Adults	909
		10	2,739	Dislocated Workers	1,100
Older Youth	166				
Younger Youth	564				
				Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	-	76.82		
	Employer	-	68.88		
Entered Employment Rate	Adults	-	84.08%		
	Dislocated Worker	-	91.27%		
	Older Youth	-	67.86%		
Retention Rate	Adults	-	87.87%		
	Dislocated Worker	-	93.35%		
	Older Youth	-	85.71%		
	Younger Youth	65.00%	81.46%		
Six Months Earnings Increase	Adults	\$3,600	\$4,358		
	Dislocated Worker	\$(700.00)	\$(291.73)		
	Older Youth	\$3,100	\$3,549		
Credential/Diploma Rate	Adults	-	73.85%		
	Dislocated Worker	-	75.10%		
	Older Youth	-	27.63%		
	Younger Youth	-	72.77%		
Skill Attainment Rate	Younger Youth	86.00%	92.99%		
Placement in Employment or Education	Youth (14 - 21)	-	31.73%		
Attainment of Degree or Certificate	Youth (14 - 21)	-	31.59%		
Literacy or Numeracy Gains	Youth (14 - 21)	-	-		
Description of Other State Indicators of Performance					
Overall Status of Local Performance		Not Met	Met	Exceeded	
		0	0	5	

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Table O - Local Performance - West Central

Local Area Name	Total Participants Served	Adults	541	
		<b>West Central</b>	828	Dislocated Workers
Older Youth	49			
Younger Youth	159			
WDA Assigned #	Total Exitters	Adults	76	
		9	213	Dislocated Workers
Older Youth	18			
Younger Youth	69			
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	-	80.44	
	Employer	-	73.78	
Entered Employment Rate	Adults	-	80.95%	
	Dislocated Worker	-	86.27%	
	Older Youth	-	100.00%	
Retention Rate	Adults	-	94.64%	
	Dislocated Worker	-	95.00%	
	Older Youth	-	66.67%	
	Younger Youth	65.00%	65.38%	
Six Months Earnings Increase	Adults	\$3,600	\$7,206	
	Dislocated Worker	\$(700.00)	\$3,537.68	
	Older Youth	\$1,800	\$1,808	
Credential/Diploma Rate	Adults	-	72.46%	
	Dislocated Worker	-	72.73%	
	Older Youth	-	66.67%	
	Younger Youth	-	50.00%	
Skill Attainment Rate	Younger Youth	86.00%	82.19%	
Placement in Employment or Education	Youth (14 - 21)	-	52.54%	
Attainment of Degree or Certificate	Youth (14 - 21)	-	53.57%	
Literacy or Numeracy Gains	Youth (14 - 21)	-	-	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	2

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