



STATE OF GEORGIA
OFFICE OF THE GOVERNOR
ATLANTA 30334-0900

Sonny Perdue
GOVERNOR

September 29, 2006

Ms. Emily Stover DeRocco
Assistant Secretary for Employment and Training
United States Department of Labor
Room S-5206
200 Constitution Avenue, N.W.,
Washington, D.C. 20210

Attention: John R. Beverly, III

Dear Ms. DeRocco:

Attached is a copy of *Georgia's Program Year 2005 Workforce Investment Act Annual Report*. As evidence in this report, the strength of Georgia's workforce development system is reflective in our WIA achievements. We continue to move forward in providing Georgians with customer friendly, quality services to meet the needs of not only the job seeker, but also the employed as well as the employer.

Should you have any questions concerning information contained in this report, please address them to Debra Lyons, Program Manager, Governor's Office of Workforce Development at dlyons@gov.state.ga.us or 404.463.5283.

Sincerely,


Sonny Perdue



GEORGIA DEPARTMENT OF LABOR

148 ANDREW YOUNG INTERNATIONAL BLDG, N. E.
ATLANTA, GEORGIA 30303-1751

MICHAEL L. THURMOND
Commissioner

September 29, 2006

U.S. Department of Labor - ETA
Attn: John R. Beverly, III
Administrator, Office of Performance and Technology
Room S-5206
200 Constitution Avenue, NW
Washington, D.C. 20210

Dear Mr. Beverly:

Attached is a copy of Georgia's Program Year 2005 Workforce Investment Act Annual Report. Georgia continues to take significant steps towards enhancing the workforce development system to foster the provision of quality services to its jobseekers, employed individuals and employers.

We are pleased to report that Georgia's Program Year 2005 (PY2005) WIA performance was outstanding and our negotiated performance levels were met or exceeded for the fourth consecutive year.

Please direct any questions you may have related to the information contained in this report to Ms. Linda T. Johnson, Assistant Commissioner for Career Development Services, at LindaL.Johnson@dol.state.ga.us or 404-232-7452.

Sincerely,

Michael L. Thurmond

Attachment

**WORKFORCE
INVESTMENT
ACT
ANNUAL
REPORT**

**STATE OF GEORGIA
PROGRAM YEAR 2005**

State of Georgia
Workforce Investment Act Annual Report
Program Year 2005

The foundation of Georgia's workforce system is a network of partners including the Georgia Department of Labor's Career Centers and Vocational Rehabilitation service sites; Georgia's 20 workforce area agencies; the primary and secondary education system; the technical college system; two- and four-year colleges and universities; the economic development network and a multitude of other public and private partners working collaboratively to meet the needs of job-seekers and employers in Georgia.

Georgia's workforce development system is designed to:

- offer comprehensive career, employment and labor market information
- help individuals receive education and training to expand their job skills
- assist job seekers in connecting with employers
- provide specialized assistance to individuals with barriers to career success
- support workers through periods of unemployment
- help businesses address workforce issues
- ensure that workplaces are safe
- offer all of these services in the most integrated and customer-friendly way possible

STATE WORKFORCE INVESTMENT BOARD AND
THE GOVERNOR'S OFFICE OF WORKFORCE DEVELOPMENT

Governor Sonny Perdue's vision for workforce development is to link education and workforce development and align them with economic development of the state, its regions and communities. To enable this vision to become a reality for Georgia, the Governor issued an Executive Order on February 2, 2006 that reconstituted the State Workforce Investment Board under his office and established the Governor's Office of Workforce Development.

Since that time, the following workforce development activities have been cataloged on behalf of the Governor by the State Workforce Investment Board and the Governor's Office of Workforce Development:

- The State Workforce Investment Board has developed and approved a working draft of a Comprehensive Strategic Plan for Georgia's workforce development system. Final approval of the plan is anticipated by mid-fall 2006. Additionally, the Governor's Office of Workforce Development has undertaken strategic mapping of the state's workforce development system.

- The Governor's Office of Workforce Development is coordinating Georgia's **Work Ready Program**. This two fold initiative is a joint effort between the Governor and the Georgia Chamber of Commerce to implement both a statewide **Work Ready Certificate** that will validate an individual's work readiness level and to establish a pathway for counties to become **Certified Work Ready Communities**.
- The Governor's Office of Workforce Development has encumbered \$2,053,823 in WIA discretionary funds for Program Year 2005 to support statewide delivery of **Work Ready Program** services through the technical college system and supplemental funding for demonstration communities.
- On behalf of the Governor, the Governor's Office of Workforce Development applied for and was accepted into the National Governor's Association Policy Academy for Workforce Development Sector Strategies. The team is led by the Governor's Office of Workforce Development and with members from the following Georgia state agencies: Governor's Policy Staff, Department of Economic Development, Department of Labor, University System of Georgia, Department of Technical and Adult Education and, from the local level, Chairman of the LaGrange Industrial Authority. The selected project is to develop a sustainable and replicable regional model to develop the workforce pipeline in West Georgia for the automotive advanced manufacturing industry sector.

Additionally, the Governor's Office of Workforce Development has provided the following support for Georgia's workforce system, on behalf of the Governor and the State Workforce Investment Board:

- Awarded approximately \$1,800,000 in supplemental grants to seven local workforce area agencies to support delivery of services. Below is a breakdown of funds awarded:
 - \$1,659,507 in dislocated worker funds to five local workforce area agencies targeted to continue training for 166 current dislocated workers; continue support services to 359 current dislocated workers; provide training for 616 new dislocated workers; and provide support services for 508 new dislocated workers
 - \$50,000 in adult funds to one local workforce area agency to provide services for 20 adults
 - \$110,000 in youth funds to two local workforce area agencies to provide services for 80 youth
- Awarded a \$1,000,000 grant to expand middle/high school career counseling efforts through the Stay in School (SIS) program. The SIS mission is to engage students early in career exploration, help them to successfully transition into high school and to make their high school course selection and studies more meaningful. The goal of this program is to increase high school attendance, performance and graduation rates; increase the number of students pursuing post-secondary education; and to reduce the number of students requiring remediation in post-secondary institutions. Currently 7,406 students are benefiting from this program.

- Awarded \$300,000 to the Center of Innovation for Manufacturing Excellence to fund the following activities:
 - \$200,000 in demonstration matching incumbent worker funds to provide Advanced Manufacturing training to existing employees. The purpose of this demonstration is to provide incentive for improving the skills of the existing workforce, to increase productivity and skill level within the company and to create entry level openings.
 - \$25,000 in training funds to support introductory Advanced Manufacturing classes to enable the older youth and adult communities to explore this career option.
 - \$25,000 to support after school and summer Advanced Manufacturing career exploration youth camps to introduce students to careers in robotics.
 - \$50,000 to pilot a demonstration project targeting an ‘at risk’ manufacturer. The project will enable the company to look at new advanced manufacturing techniques as a way to return to profitability.

- On behalf of the Governor, the Governor’s Office of Workforce Development awarded a \$26,500 demonstration grant to fund an Adult Education Center on site at a company scheduled to close. Many of the 950 affected workers (comprising 5% of the county’s workforce) lack a high school diploma. The purpose of the demonstration grant is to assess the success of early intervention in providing a path for soon-to-be dislocated workers who lack a high school diploma. By providing early and easy access for customers to obtain their GEDs, it is intended to give them a ‘jump start’ on finding new employment and to help prepare them for additional training. Thirteen students have enrolled in the program; ten have passed their GED exams to date. The program is still continuing.

- In cooperation with the Georgia Department of Labor, applied for and received a WIA Incentive Grant for \$762,930 to fund additional projects as specified below:
 - \$410,000 to the Department of Technical and Adult Education (DTAE) to expand the Stay in School project previously discussed, benefiting 11,559 additional students
 - \$106,276 to the DTAE for the Adult Transition Centers of Excellence
 - \$100,000 to the Department of Education for a Career Management Tool
 - \$146,654 to the Department of Labor for the Jobs for Georgia Graduates program

**GEORGIA DEPARTMENT OF LABOR AND
LOCAL WORKFORCE INVESTMENT BOARDS**

Under the leadership of Commissioner Michael Thurmond, the Georgia Department of Labor serves as the administrative entity responsible for management and support to the state’s twenty local workforce areas. Georgia’s customer-focused integrated service delivery system is built upon the services of many state and local partners. The vast number of locations in this network gives individuals and businesses access to a rich array of workforce services. The statewide nature of these service networks and additional access points established by local workforce area agencies ensures a standard, consistent framework throughout the state. Local workforce area

agencies have drawn on their unique community resources and assets to ensure that all partners are working together to achieve desired outcomes for their business and job seeker customers.

Georgia's system uses technology as a fundamental means of providing state-of-the-art and "no wrong door" service to Georgia's companies and job seekers. GDOL has developed a statewide web-based automated system that incorporates data entry, retrieval and reporting capabilities for WIA, Wagner-Peyser, Veterans, Unemployment Insurance, Trade and state programs. Customers seeking any of these services only have to provide basic information once, and comprehensive data records are built and maintained for customers receiving multiple services. GDOL supports this system through a cadre of trained professional staff that provides day-to-day support and technical assistance on data management and reporting issues. The state also provides local systems with performance tools, including WebFOCUS software, through which standard and ad-hoc data queries help local systems track and manage customer activities and outcomes.

PY2005 ACCOMPLISHMENTS/EVENTS

Program Year 2005 (PY2005) included a number of events that demonstrated the strength of Georgia's workforce system. Lay-offs and plant closures across the state hit many areas hard and will affect some communities for years. Large numbers of service members from Georgia's National Guard returning home after serving in combat overseas required career transition assistance. In the midst of these events, the hurricanes of 2005 brought many displaced individuals to Georgia seeking assistance of every kind.

The effectiveness of Georgia's workforce development system is reflected in our WIA achievements. We are pleased to report that Georgia's Program Year 2005 (PY2005) WIA performance was outstanding and the state's negotiated performance levels were met or exceeded for the fourth consecutive year.

Highlights for PY2005 include the following:

- Letter of commendation from USDOL's regional office stating that "Georgia's performance across the board points to GDOL's effectiveness in supporting the state's workforce investment system. For the twelve-month period ending in March 31, 2006, the state met or exceeded all of the Workforce Investment Act (WIA) performance goals, exceeding the national average in twelve of seventeen measures. For the labor exchange function, GDOL exceeded the national entered employment rate and the national employment retention rate." The letter further stated that "Georgia's reemployment efforts have contributed to a much lower than average duration of unemployment of 11.5 weeks, compared to a national average of 15.3 weeks, resulting in the second most solvent UI Trust Fund in the Southeast. Overall, Unemployment Insurance Program performance has been exemplary, as Georgia was the only state in the region to meet all ten of the acceptable levels of performance for the year ending March 31, 2006, and one of only eleven states to do so nationally."
- The average earnings change for adult participants increased again in PY2005, reaching \$5,305 and exceeding the national WIA average reported by USDOL in March 2006 by

nearly 32 percent. Georgia's entered employment and retention rates for adults exceeded national averages as well.

- At \$1,637, Georgia's average earnings change for dislocated workers was nearly 10 times the March 2006 national average of \$168. Georgia's entered employment and retention rates for dislocated workers were also above the national rates.
- Georgia's high school diploma or equivalent rate for younger youth remained strong at 70.1%, which is 15 percentage points higher than the March 2006 WIA national average data.
- After receiving Georgia's workforce services, Georgia's PY2005 WIA adult, dislocated worker and older youth customers had a net increase in earnings that equates to over \$55 million.

We are proud of the way Georgia's workforce system has positively responded to the challenges that occurred in PY2005. Highlights of some of our innovative strategies and initiatives are described below.

Response to Dislocated Workers

Like many states, Georgia has been adversely affected by the growing movement of manufacturing jobs to workers overseas. In response to this shift, the Georgia Department of Labor continues to work proactively with employers to help impacted workers with job search assistance, education and training options. GDOL's Dislocation Services Section, in partnership with local systems, provided services to over 180 business locations and more than 20,000 dislocated workers in the last year. Staff also assisted employers in learning about Trade petitions; 2,100 Trade-affected customers were enrolled in TAA approved training during PY2005.

To better provide dislocation services to groups with special circumstances, GDOL requested additional funding from the U.S. Department of Labor (USDOL) in the form of National Emergency Grants (NEGs). GDOL was awarded three NEGs in PY2005 serving a wide-range of individuals:

- The \$1,000,000 Base Realignment and Closure (BRAC) planning grant allowed Georgia to assess the impact of growth in the Columbus area due to expansion of Ft. Benning, as well as the effects on Athens and the Atlanta metropolitan area due to the closure of the Navy Supply Corps School, Naval Air Station, Ft. McPherson and Ft. Gillem. Georgia's workforce system is preparing for both the immediate and long-term effects of these three military base closures. In addition to the expected needs of directly affected civilian employees, it is anticipated that the closures will have substantial effects on the surrounding communities.
- GDOL also received \$3,000,000 in NEG funding to support individuals displaced by the 2005 hurricanes. A year after Hurricane Katrina struck the Gulf Coast, nearly 1,000 individuals affected by the hurricane continue to receive training, job search assistance and supportive services through Georgia's workforce system.

- The Brown & Williamson (B & W) NEG has funded services to those impacted by the company's plant closure in Middle Georgia. GDOL established an on-site career transition center for B&W employees. Using an innovative approach, GDOL and local partners provided more than 250 B & W workers with entrepreneurial courses such as "Writing a Business Plan," "Accounting and Bookkeeping for Small Business" and "Small Business Legal Issues."

Another novel approach to serving dislocated workers emerged from the B & W plant closure when company executives asked GDOL to provide comprehensive outplacement services to all their employees. Staff from various GDOL career centers and WIA local areas around the state joined together as "TeamSOS" to deliver special outplacement services to dislocated B & W workers, regardless of the workers' skills or level of job responsibilities. The résumé and specialized outplacement services provided, raised the level of support to a higher professional standard and increased the likelihood of reemployment of customers served.

Operation Welcome Home and Services to Veterans

Georgia is currently home to 13 military installations. During PY 2005, GDOL did an excellent job of providing a variety of workforce services to nearly 59,000 veterans. Of this total, approximately 22% had recently separated from the military and about 15% were disabled veterans.

In April of 2006, the department hosted its Second Annual Statewide Veterans' Workforce Conference. The conference was the prelude to Commissioner Thurmond's vision – ***Operation Welcome Home***. The conference theme entitled, "Lighting the Way Home," encouraged special attention to veterans returning from Iraq and Afghanistan.

Operation Welcome Home was specifically designed to assist veterans with job retraining and transitioning back into civilian life. Through ***Operation Welcome Home***, the department has expanded its efforts to serve the career development needs of service members, including helping veterans to assess and build career skills, credentialing their military experience and training, assisting in accessing state and federal veterans' services, and processing unemployment benefits.

Additionally, GDOL set up a resource center at Ft. Stewart as a part of our ***Operation Welcome Home*** initiative, in cooperation with the Veterans Administration and other service providers. This center served an estimated 2,800 returning members of the Georgia National Guard. To better serve National Guard units at their armories, GDOL staff members were trained by the National Veterans Training Institute in facilitating the Transitional Assistance Program (TAP). TAP is a three-day program providing instruction in several critical areas to newly separating military personnel.

GDOL established stronger partnerships with Georgia employers to develop and expand employment options for service personnel. As a result, this relationship has allowed a new category of job orders to be created for employers who were interested in hiring veterans and a

toll free information number was established for use by veterans and businesses to contact GDOL regarding this initiative. Through this solid partnership with Georgia employers, over 3,500 veterans, including 150 disabled veterans, have been placed into employment since May of 2006.

Hurricane-Related Services

Like many states, Georgia welcomed a large number of individuals displaced by the devastating 2005 hurricanes. Estimates of the number of individuals coming to Georgia vary. However, an August 15, 2006 article published in the Atlanta Journal-Constitution indicated that about 300,000 survivors arrived in Georgia in the month following Hurricane Katrina. The article also reported that FEMA estimates about 100,000 Katrina survivors have remained in Georgia, with over 80,000 residing in the metropolitan Atlanta area.

Local workforce areas and other workforce partners collaborated effectively to meet the immediate needs of thousands of hurricane survivors. Dedicated GDOL staff worked tirelessly throughout the Labor Day weekend to assist over 11,000 customers affected by the hurricane.

In order to further assist survivors, Georgia received an \$800,000 grant from USDOL. Six local workforce areas submitted proposals and received grants to provide resettlement assistance: Atlanta Regional, City of Atlanta, Cobb County, DeKalb County, Fulton County, and Heart of Georgia.

All six of these local workforce area agencies hired professional counselors to provide crisis counseling and to help customers link to resources for meeting their basic living needs, job training and placement goals. Through strong GDOL partnerships with the six areas and mental health staff, Reintegration Counselors assisted over 720 survivors to obtain employment. Nearly 1,200 hurricane-affected individuals continue to receive training, job search assistance, supportive and other services through Georgia's workforce system.

To coordinate and integrate outreach efforts, Georgia developed a strong and productive partnership with the Department of Human Resources/Division of Mental Health, Developmental Disabilities, and Addictive Diseases' Project Hope. This linkage provided outreach, crisis counseling, and referral services to Katrina survivors and resulted in cross-training, referrals, sharing of resources, and better overall coordination and utilization of resources and services.

Incumbent Worker Initiative

The Georgia Incumbent Worker initiative, formally launched by GDOL in April 2005, was a highly successful pilot project to help businesses remain competitive in today's global economy. The goals of the initiative were to avert layoffs, foster job growth, and promote job retention by upgrading existing workers' skills through training and related activities.

Seven of Georgia's local Workforce Investment Boards received grants of up to \$50,000 from statewide WIA incentive funds to assist companies. Most of the local projects were in the

manufacturing and health care sectors, and much of the training was provided by local technical colleges. While the funding for this initiative expired in June 2006, some of the projects are continuing.

In the four projects concluded during PY2005, 254 workers successfully completed training (100% completion rate in two of the projects); staff attained promotions in three of the four projects; and staff retention was 99% and 98%, respectively, in the two projects that have reached 90 days since the training ended.

As a result of the Incumbent Worker Initiative, a closer bond was also established between participating companies and local workforce areas. Not only were the pilot project goals achieved, but some new employers are now actively involved in local workforce development efforts.

Community Education and Outreach

Georgia Department of Labor (GDOL) utilizes various creative strategies to educate the community and engage workforce partners. Some of these strategies include the following:

- Workforce Conference - During PY2005, GDOL hosted the Seventh Annual Workforce Development Conference. The theme of GDOL's Seventh Annual Georgia Workforce Conference, held in Albany in November of 2005, was "Stronger Families Equal Economic Growth." The conference drew more than 1,000 workforce professionals and economic developers from rural Southwest Georgia and across the state. Nationally-syndicated television judge Glenda Hatchett served as the conference closing speaker.
- The First Annual Youth Summit at Albany State University kicked off the conference with more than 200 high school students in attendance from Turner Job Corps, GDOL's Jobs for Georgia Graduates program, the local Youth Opportunity grant, and Dougherty, Lee, Terrell, and Worth county school systems. The Youth Summit featured workshops preparing youth to be productive workforce professionals in the 21st Century.
- Job Fairs - In PY2005, GDOL hosted two highly successful job fairs on Georgia Public Television (GPTV) which were simulcast from Atlanta and Albany to every county in Georgia and to significant portions of surrounding states. This medium offered mass numbers of Georgia residents the ability to view available job openings in the state, locate valuable job-seeking resources and speak with career experts over the phone. The televised events also showcased various workforce initiatives.
- Georgia Public Broadcasting (GPB) – GDOL also uses the state's public broadcasting network to continuously inform the public of job leads and multiple resources available through GDOL and workforce partners.

Disability Navigator Initiative

Georgia's Disability Navigator initiative is intended to heighten awareness about disability issues through local Disability Navigator teams across the state. These teams help level the playing field for persons with disabilities, so they can access the workforce services needed from Georgia's One-Stop system.

As a result of Commissioner Thurmond's commitment to ensuring quality employment services for all Georgians, Disability Navigators are now functioning in each of the fifty-three GDOL Career Centers and in eleven other WIA One-Stop locations.

Services to Youth

The Georgia Department of Labor has a strong commitment to serving youth as reflected in the strategies described below:

- For the past four years, Commissioner Thurmond has made opportunities for summer jobs for youth possible with an allocation of over \$4.5 million to the state's twenty local Workforce Investment Boards. As a result, over 4,500 youth across the state, including youth with disabilities, were placed in employment opportunities. The jobs created by this grant offered young people the chance to earn wages and gain work experience needed for long-term success in the workplace.
- The GDOL Summer Internship Program, now in its seventh year, continues to provide college students with practical work experience in GDOL's career centers and vocational rehabilitation offices across the state. The students are given an opportunity to earn school credit, and a chance to earn some money to assist with school clothing, books and other educational needs.
- The department's innovative Jobs for Georgia Graduates (JGG) program has demonstrated remarkable success in improving the high school graduation rates of participating students. The 2005 JGG graduating class achieved an 89.5 percent graduation rate. This is 18 percentage points higher than Georgia's graduation rate of 71 percent.

Since its inception in 1987, Georgia's JGG Program has served more than 10,000 students and is currently offered in 35 high schools. JGG provides high school students with pre-employment training, work skills, motivational activities, and job development.

PY2005 PROGRAM EVALUATION

WIA section 136(e) directs states to "... conduct ongoing evaluation studies of workforce investment activities carried out in the State under this subtitle in order to promote, establish, implement, and utilize methods for continuously improving the activities in order to achieve high-level performance within, and high-level outcomes from, the statewide workforce investment system."

Occupational Skills Training

Planning began in PY2005 for an evaluation to better understand which factors contribute to successful outcomes for customers receiving occupational skills training. The evaluation is intended to examine the effect of WIA training services over time by looking at outcomes for customers beyond what is recorded and reported in the Georgia Workforce System (GWS), Georgia's customer data repository, and the Workforce Investment Act Standardized Record Data (WIASRD).

Data on enrollment in occupational training, training completion rates, entered employment and training related employment from each of the 20 local workforce areas are being examined. Although the evaluation is in its early stages, preliminary analysis of the data has yielded some interesting observations. For example, there are marked differences in the customer completion rates for training based on the length of the program. Training programs lasting less than two months have the highest overall rates of customer completion, whereas programs that require one or more years of training have lower completion rates. While there are fewer obstacles to completion in a shorter training program, short-term programs do not produce the desired results in terms of employment, income and career advancement for many customers. It should be noted that long-term training requires long-term obligations of funds. If states' use of funds is evaluated solely by expenditures, without consideration of obligations, it may discourage use of long-term training which produces the desired performance outcomes. Also, if long-term training options are not available, customer choice, and ultimately, customer satisfaction, is minimized.

Implementation of Common Measures

Beginning in PY2004 and continuing in PY2005, efforts have focused on the implementation of the new USDOL common performance measures for workforce programs. Considerable energy has been directed toward understanding the measures, assessing their implications for Georgia's workforce programs, revising the data collection system and projecting performance under the new measures.

One of the benefits of Common Measures is common data and performance definitions across programs. However, each program continues to have unique data needs. In modifying our integrated management information system to incorporate common data definitions, it has been important to ensure that staff in each partner program have all the information they need to continue to provide effective services to their customers.

Finally, the time available for making these important changes has been short. Despite the challenges associated with implementation of Common Measures, Georgia has accomplished the following:

- Distributed a 'Common Measures Resource Guide,' a comprehensive compilation of federal and state guidance, training tools, performance information, and other useful resources

- Developed web-based reports to assist local areas in monitoring and tracking performance measures
- Developed training for GDOL Career Centers and WIA local workforce area agency staff to further their knowledge of Common Measures and enhance system integration
- Established state policy and technical teams and a local area advisory group to identify and track system issues related to the successful implementation of Common Measures

PY2005 COST EFFECTIVENESS

In addition to WIA formula funds, a variety of resources are available to serve Georgia's customers. Funds include National Emergency Grants, Pell grants and partner grants. These resources support local infrastructures, self-service and informational activities, as well as direct service delivery. Also, Georgia is in the enviable position of having a lottery-sponsored scholarship program, HOPE. The variety of funding options enhances service opportunities, but also makes evaluating cost effectiveness of WIA formula funds alone more difficult.

Within the state, some areas have been hit harder than others by federal funding reductions. A 14% decrease in WIA Adult funds (\$2,662,042) and a 16% decrease in Youth funds (\$3,249,910) have presented unique challenges to local workforce area agencies. We are working to help local areas find ways to keep their commitments to existing customers, leverage other funding sources, continue to respond to community needs and provide quality customer service.

Georgia has chosen to consider WIA participant counts and formula fund expenditures as the first phase of cost effectiveness discussions. This approach is the beginning point for further exploration of local area funding and service delivery strategies. The following table shows the number of participants served during PY2005, expenditures for each WIA formula funding stream, and the expenditures divided by participants.

PY2005 Participants and Expenditures

Funding Stream	Participants	Expenditures	Exp/Part
Adult	6,418	\$14,605,040	\$2,276
Dislocated Worker	4,557	\$14,391,891	\$3,158
Youth	7,706	\$15,959,560	\$2,071
Totals/Average	18,681	\$44,956,491	\$2,407

These expenditures are based on the Financial Status Reports for June 30, 2006. These are expenditures only and do not include reported obligations. This report reflects only current year and carry over expenditures of WIA federal formula funds by the local workforce area agencies.

It does not include funding from statewide activities and rapid response grants, NEG, HOPE, Pell or any other funds contributed to the program. The participant counts include only WIA registered customers.

INTRODUCTION TO THE PY2005 DATA

The following tables represent Georgia's state-level and local area performance data for PY2005. While state-level Tables B through L include numerators and denominators as well as performance rates, the federal reporting format does not include anything but the negotiated and actual performance rates for the local area data in Table O. Georgia has taken the position that performance resulting from fewer than ten cases should not be considered when evaluating local area performance. Some of the results in the local area tables were based on very few cases, and were not used when overall local area performance was determined.

To comply with the Wage Record Interchange System (WRIS) data sharing agreement, Georgia routinely suppresses performance results based on wage records when a small number of cases are involved. As noted above, the federal reporting format does not include numerators and denominators, nor does it allow for exclusion of performance results involving small cells.

States had the option to implement the "Literacy or Numeracy Gains" measures during PY2005 or PY2006. Since Georgia chose the PY2006 implementation option, the zeros in the tables in those sections of the performance charts indicate there are no results for that measure in this year's report.

USDOL is changing to an "average earnings" measure for PY2006. Even though the new measure is not applicable for PY2005, USDOL has already changed the labels that appear in federal reports. Georgia's performance tables reflect the correct measures for PY2005.

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	75.0	75.2	4,101	13,056	5,407	75.8%
Employers	77.5	77.7	4,259	38,056	5,441	78.3%

Table B - Adult Program Results

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	83.0%	80.2%	3,441
			4,290
Employment Retention Rate	80.0%	84.0%	3,459
			4,119
Earnings Change in Six Months	\$3,730	\$5,305	\$21,765,222
			4,103
Employment and Credential Rate	70.0%	63.6%	2,064
			3,243

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	77.3%	554	80.9%	250	65.1%	56	71.7%
		717		309		86		187
Employment Retention Rate	86.4%	617	83.4%	257	84.4%	76	78.6%	110
		714		308		90		140
Earnings Change in Six Months	\$5,692	\$4,041,138	\$4,948	\$1,519,110	\$5,726	\$515,309	\$3,772	\$520,477
		710		307		90		138
Employment and Credential Rate	62.3%	474	65.9%	141	57.4%	39	67.7%	65
		761		214		68		96

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	79.6%	1,986	81.1%
		2,495		1,795
Employment Retention Rate	86.1%	2,359	79.7%	1,100
		2,739		1,380
Earnings Change in Six Months	\$6,146	\$16,747,281	\$3,642	\$5,017,940
		2,725		1,378

Table E - Dislocated Worker Program Results

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	84.5%	84.2%	2,301
			2,734
Employment Retention Rate	88.0%	89.4%	2,200
			2,462
Earnings Change in Six Months	-\$1,200	\$1,637	\$4,006,573
			2,448
Employment and Credential Rate	72.0%	68.7%	1,597
			2,325

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	80.6%	225	75.0%	24	69.8%	141	78.6%
		279		32		202		28
Employment Retention Rate	90.1%	209	79.5%	31	87.0%	134	77.8%	14
		232		39		154		18
Earnings Change in Six Months	\$818	\$189,810	\$1,522	\$59,343	\$159	\$24,104	\$5,650	\$101,694
		232		39		152		18
Employment And Credential Rate	69.6%	167	76.7%	23	62.6%	97	78.9%	15
		240		30		155		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	84.5%	1,908	82.7%
		2,259		475
Employment Retention Rate	89.9%	1,816	86.9%	384
		2,020		442
Earnings Change in Six Months	\$1,699	\$3,411,508	\$1,352	\$595,065
		2,008		440

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

	Negotiated Performance Level	Actual Performance Level	
		Placement in Employment or Education	N/A
			4,427
Attainment of Degree or Certificate	N/A	33.8%	1,275
			3,771
Literacy and Numeracy Gains	N/A	N/A	N/A
			N/A

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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	74.1%	74.6%	577
			773
Employment Retention Rate	79.7%	81.9%	430
			525
Earnings Change in Six Months	\$3,200	\$3,539	\$1,829,817
			517
Credential Rate	60.0%	56.0%	511
			913

Table I - Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	73.6%	279	66.7%	6	63.6%	42	75.8%
		379		9		66		664
Employment Retention Rate	79.5%	205	100.0%	3	83.8%	31	81.4%	377
		258		3		37		463
Earnings Change in Six Months	\$3,645	\$925,780	-\$12,507	-\$37,521	\$2,674	\$98,952	\$3,429	\$1,563,555
		254		3		37		456
Credential Rate	54.6%	239	44.4%	4	60.3%	47	54.2%	417
		438		9		78		769

Table J - Younger Youth (14-18) Results

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	86.0%	87.4%	6,836
			7,824
Youth Diploma or Equivalent Rate	71.0%	70.1%	1,118
			1,596
Retention Rate	68.0%	74.2%	1,015
			1,368

Table K - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment Rate	86.5%	4,280	85.0%	812	84.5%	803
		4,948		956		950
Youth Diploma or Equivalent Rate	65.9%	529	82.7%	187	40.8%	165
		803		226		404
Retention Rate	70.7%	429	61.3%	103	69.8%	282
		607		168		404

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 in Non-traditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	84.4%	3,368	\$2,748	\$5,572,659	1.8%	63	\$4,525	\$15,492,649	62.1%	1,233
		3,991		2,028		3,441		3,424		1,986
Dislocated Workers	90.9%	2,276	90.9%	\$25,387,922	2.3%	53	\$6,382	\$14,615,691	68.2%	1,302
		2,504		\$27,930,836		2,301		2,290		1,908
Older Youth	80.7%	435	\$3,511	\$1,878,507	0.7%	4	\$2,451	\$1,399,533		
		539		535		577		571		

Table M - Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	12,068	7,425
Total Adults (self-service only)	Data Not Available At This Time	Data Not Available At This Time
WIA Adults	6,418	4,754
WIA Dislocated Workers	4,557	2,716
Total Youth (14-21)	7,706	5,191
Younger Youth (14-18)	6,251	4,214
Older Youth (19-21)	1,455	977
Out-of-School Youth	2,159	1,432
In-School Youth	5,547	3,759

Table N - Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$35,422,510
Local Dislocated Workers		\$29,121,012
Local Youth		\$42,589,181
Rapid Response (up to 25%) 134 (a) (2) (A)		\$12,410,103
Statewide Required Activities (up to 25%) 134 (a) (2) (B)		\$18,636,155
Statewide Allowable Activities 134 (a) (3)	Program Activity Description	
Total of All Federal Spending Listed Above		\$138,178,961

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	279
		Dislocated Workers	879
Northwest Georgia (Area 1)		Older Youth (19-21)	49
		Younger Youth (14-18)	98
ETA Assigned #	Total Exiters	Adults	182
		Dislocated Workers	531
13210		Older Youth (19-21)	22
		Younger Youth (14-18)	154
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	79.0	74.9
	Employers	79.3	79.7
Entered Employment Rate	Adults	82.6%	78.4%
	Dislocated Workers	84.5%	86.9%
	Older Youth	74.6%	92.9%
Retention Rate	Adults	86.0%	88.8%
	Dislocated Workers	90.5%	90.2%
	Older Youth	78.0%	80.0%
	Younger Youth	68.5%	79.2%
Earnings Change in Six Months	Adults	\$4,200	\$6,412
	Dislocated Workers	-\$508	\$1,146
	Older Youth	\$2,663	\$2,761
Credential/Diploma Rate	Adults	63.8%	53.3%
	Dislocated Workers	68.9%	67.2%
	Older Youth	66.0%	84.2%
	Younger Youth	71.5%	87.3%
Skill Attainment Rate	Younger Youth	86.0%	83.8%
Placement in Employment or Education	Youth (14-21)	N/A	60.2%
Attainment of Degree or Certificate	Youth (14-21)	N/A	35.4%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			X

Table O - Local Program Activities

Local Area Name Georgia Mountains (Area 2)	Total Participants Served	Adults	122
		Dislocated Workers	292
		Older Youth (19-21)	11
		Younger Youth (14-18)	97
ETA Assigned # 13050	Total Exiters	Adults	73
		Dislocated Workers	171
		Older Youth (19-21)	7
		Younger Youth (14-18)	57
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	78.8	81.4
	Employers	79.4	80.4
Entered Employment Rate	Adults	90.0%	84.6%
	Dislocated Workers	86.7%	86.4%
	Older Youth	68.0%	50.0%
Retention Rate	Adults	86.0%	85.2%
	Dislocated Workers	86.0%	83.3%
	Older Youth	78.0%	100.0%
	Younger Youth	69.8%	76.5%
Earnings Change in Six Months	Adults	\$4,200	\$5,275
	Dislocated Workers	-\$1,754	-\$231
	Older Youth	\$3,800	\$8,885
Credential/Diploma Rate	Adults	77.0%	71.8%
	Dislocated Workers	67.6%	66.7%
	Older Youth	65.7%	50.0%
	Younger Youth	71.8%	89.5%
Skill Attainment Rate	Younger Youth	80.0%	79.9%
Placement in Employment or Education	Youth (14-21)	N/A	56.5%
Attainment of Degree or Certificate	Youth (14-21)	N/A	28.6%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	
		Met	X
		Exceeded	

Table O - Local Program Activities

Local Area Name City of Atlanta (Area 3)	Total Participants Served	Adults	356
		Dislocated Workers	61
		Older Youth (19-21)	99
		Younger Youth (14-18)	959
ETA Assigned # 13235	Total Exiters	Adults	242
		Dislocated Workers	52
		Older Youth (19-21)	41
		Younger Youth (14-18)	94
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	75.0	71.5
	Employers	75.0	74.9
Entered Employment Rate	Adults	80.0%	84.1%
	Dislocated Workers	80.4%	81.6%
	Older Youth	68.0%	72.2%
Retention Rate	Adults	77.1%	82.3%
	Dislocated Workers	86.0%	77.7%
	Older Youth	78.0%	66.7%
	Younger Youth	60.0%	68.6%
Earnings Change in Six Months	Adults	\$3,200	\$3,875
	Dislocated Workers	-\$606	\$1,660
	Older Youth	\$2,600	\$3,583
Credential/Diploma Rate	Adults	63.0%	69.4%
	Dislocated Workers	67.0%	71.1%
	Older Youth	54.0%	69.4%
	Younger Youth	80.0%	87.2%
Skill Attainment Rate	Younger Youth	94.0%	95.3%
Placement in Employment or Education	Youth (14-21)	N/A	69.7%
Attainment of Degree or Certificate	Youth (14-21)	N/A	70.3%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

Table O - Local Program Activities

Local Area Name Cobb County (Area 4)	Total Participants Served	Adults	71
		Dislocated Workers	165
		Older Youth (19-21)	37
		Younger Youth (14-18)	297
ETA Assigned # 13245	Total Exiters	Adults	45
		Dislocated Workers	107
		Older Youth (19-21)	24
		Younger Youth (14-18)	260
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	77.3	77.3
	Employers	75.0	74.9
Entered Employment Rate	Adults	85.6%	74.1%
	Dislocated Workers	81.1%	70.2%
	Older Youth	68.0%	76.2%
Retention Rate	Adults	80.0%	78.9%
	Dislocated Workers	91.8%	88.7%
	Older Youth	79.7%	88.9%
	Younger Youth	60.0%	37.5%
Earnings Change in Six Months	Adults	\$3,730	\$6,667
	Dislocated Workers	-\$2,969	\$2,103
	Older Youth	\$3,200	\$3,051
Credential/Diploma Rate	Adults	76.9%	72.4%
	Dislocated Workers	78.2%	60.0%
	Older Youth	54.0%	50.0%
	Younger Youth	82.0%	57.7%
Skill Attainment Rate	Younger Youth	81.1%	66.8%
Placement in Employment or Education	Youth (14-21)	N/A	64.3%
Attainment of Degree or Certificate	Youth (14-21)	N/A	67.1%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			X
		Exceeded	

Table O - Local Program Activities

Local Area Name DeKalb County (Area 5)	Total Participants Served	Adults	324
		Dislocated Workers	187
		Older Youth (19-21)	70
		Younger Youth (14-18)	1,121
ETA Assigned # 13240	Total Exiters	Adults	140
		Dislocated Workers	99
		Older Youth (19-21)	46
		Younger Youth (14-18)	867
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	78.3	77.0
	Employers	75.0	74.9
Entered Employment Rate	Adults	80.0%	84.8%
	Dislocated Workers	87.6%	87.5%
	Older Youth	75.0%	78.6%
Retention Rate	Adults	84.4%	82.9%
	Dislocated Workers	91.4%	89.3%
	Older Youth	78.0%	84.6%
	Younger Youth	60.0%	77.3%
Earnings Change in Six Months	Adults	\$4,200	\$7,504
	Dislocated Workers	-\$1,856	\$1,776
	Older Youth	\$2,600	\$3,983
Credential/Diploma Rate	Adults	73.4%	75.0%
	Dislocated Workers	73.8%	82.1%
	Older Youth	54.0%	81.3%
	Younger Youth	82.0%	84.6%
Skill Attainment Rate	Younger Youth	94.0%	92.1%
Placement in Employment or Education	Youth (14-21)	N/A	23.4%
Attainment of Degree or Certificate	Youth (14-21)	N/A	10.6%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Program Activities

Local Area Name Fulton County (Area 6)	Total Participants Served	Adults	477
		Dislocated Workers	104
		Older Youth (19-21)	58
		Younger Youth (14-18)	100
ETA Assigned # 13250	Total Exiters	Adults	448
		Dislocated Workers	46
		Older Youth (19-21)	69
		Younger Youth (14-18)	142
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	75.0	68.2
	Employers	75.0	74.9
Entered Employment Rate	Adults	80.0%	82.4%
	Dislocated Workers	80.0%	79.6%
	Older Youth	74.1%	76.9%
Retention Rate	Adults	86.0%	80.0%
	Dislocated Workers	88.7%	92.1%
	Older Youth	79.7%	82.6%
	Younger Youth	68.0%	59.6%
Earnings Change in Six Months	Adults	\$3,200	\$6,365
	Dislocated Workers	-\$2,527	\$9,654
	Older Youth	\$3,200	\$2,961
Credential/Diploma Rate	Adults	63.0%	77.8%
	Dislocated Workers	67.0%	72.7%
	Older Youth	60.0%	78.1%
	Younger Youth	71.0%	73.9%
Skill Attainment Rate	Younger Youth	80.0%	99.4%
Placement in Employment or Education	Youth (14-21)	N/A	56.1%
Attainment of Degree or Certificate	Youth (14-21)	N/A	23.0%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Program Activities

Local Area Name Atlanta Regional (Area 7)	Total Participants Served	Adults	304
		Dislocated Workers	779
		Older Youth (19-21)	135
		Younger Youth (14-18)	447
ETA Assigned # 13255	Total Exiters	Adults	203
		Dislocated Workers	483
		Older Youth (19-21)	58
		Younger Youth (14-18)	176
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	75.0	73.8
	Employers	75.0	74.9
Entered Employment Rate	Adults	80.6%	84.4%
	Dislocated Workers	81.6%	84.1%
	Older Youth	80.0%	82.9%
Retention Rate	Adults	81.7%	85.1%
	Dislocated Workers	89.8%	91.1%
	Older Youth	80.8%	83.3%
	Younger Youth	60.0%	67.9%
Earnings Change in Six Months	Adults	\$4,200	\$6,944
	Dislocated Workers	-\$2,734	\$904
	Older Youth	\$3,800	\$3,370
Credential/Diploma Rate	Adults	70.2%	78.7%
	Dislocated Workers	71.3%	76.5%
	Older Youth	60.0%	59.1%
	Younger Youth	64.0%	75.2%
Skill Attainment Rate	Younger Youth	87.3%	85.9%
Placement in Employment or Education	Youth (14-21)	N/A	56.0%
Attainment of Degree or Certificate	Youth (14-21)	N/A	62.5%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Program Activities

Local Area Name West Central Georgia (Area 8)	Total Participants Served	Adults	1,375
		Dislocated Workers	820
		Older Youth (19-21)	154
		Younger Youth (14-18)	258
ETA Assigned # 13225	Total Exiters	Adults	926
		Dislocated Workers	403
		Older Youth (19-21)	43
		Younger Youth (14-18)	240
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	79.5	71.4
	Employers	78.8	80.4
Entered Employment Rate	Adults	87.9%	81.3%
	Dislocated Workers	90.0%	83.0%
	Older Youth	74.1%	65.8%
Retention Rate	Adults	86.0%	84.2%
	Dislocated Workers	92.0%	88.3%
	Older Youth	79.7%	80.0%
	Younger Youth	68.0%	77.3%
Earnings Change in Six Months	Adults	\$4,200	\$3,210
	Dislocated Workers	-\$762	\$272
	Older Youth	\$3,200	-\$619
Credential/Diploma Rate	Adults	73.6%	82.5%
	Dislocated Workers	79.5%	70.6%
	Older Youth	66.0%	71.7%
	Younger Youth	78.8%	100.0%
Skill Attainment Rate	Younger Youth	80.0%	76.3%
Placement in Employment or Education	Youth (14-21)	N/A	36.1%
Attainment of Degree or Certificate	Youth (14-21)	N/A	6.4%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			X
		Exceeded	

Table O - Local Program Activities

Local Area Name Northeast Georgia (Area 9)	Total Participants Served	Adults	240
		Dislocated Workers	153
		Older Youth (19-21)	23
		Younger Youth (14-18)	177
ETA Assigned # 13275	Total Exiters	Adults	128
		Dislocated Workers	68
		Older Youth (19-21)	19
		Younger Youth (14-18)	62
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.4	77.7
	Employers	77.7	77.8
Entered Employment Rate	Adults	80.0%	78.1%
	Dislocated Workers	80.0%	79.0%
	Older Youth	74.1%	63.6%
Retention Rate	Adults	86.0%	85.2%
	Dislocated Workers	92.0%	86.2%
	Older Youth	79.7%	55.6%
	Younger Youth	76.0%	68.5%
Earnings Change in Six Months	Adults	\$3,827	\$6,234
	Dislocated Workers	-\$1,257	\$2,710
	Older Youth	\$3,200	\$2,094
Credential/Diploma Rate	Adults	63.2%	62.6%
	Dislocated Workers	67.9%	63.3%
	Older Youth	60.0%	37.1%
	Younger Youth	64.0%	64.0%
Skill Attainment Rate	Younger Youth	80.0%	84.7%
Placement in Employment or Education	Youth (14-21)	N/A	66.7%
Attainment of Degree or Certificate	Youth (14-21)	N/A	40.9%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			X
		Exceeded	

Table O - Local Program Activities

Local Area Name Macon-Bibb (Area 10)	Total Participants Served	Adults	128
		Dislocated Workers	88
		Older Youth (19-21)	17
		Younger Youth (14-18)	396
ETA Assigned # 13295	Total Exiters	Adults	120
		Dislocated Workers	25
		Older Youth (19-21)	9
		Younger Youth (14-18)	169
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	78.5	78.1
	Employers	77.8	76.1
Entered Employment Rate	Adults	80.0%	84.1%
	Dislocated Workers	84.5%	81.8%
	Older Youth	70.5%	100.0%
Retention Rate	Adults	86.0%	83.8%
	Dislocated Workers	92.0%	94.1%
	Older Youth	79.7%	100.0%
	Younger Youth	76.0%	100.0%
Earnings Change in Six Months	Adults	\$3,811	\$7,243
	Dislocated Workers	-\$1,206	\$2,753
	Older Youth	\$3,200	-\$2,490
Credential/Diploma Rate	Adults	63.0%	64.8%
	Dislocated Workers	80.0%	47.6%
	Older Youth	54.0%	33.3%
	Younger Youth	82.0%	85.7%
Skill Attainment Rate	Younger Youth	92.7%	54.4%
Placement in Employment or Education	Youth (14-21)	N/A	46.3%
Attainment of Degree or Certificate	Youth (14-21)	N/A	10.5%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			X
		Exceeded	

Table O - Local Program Activities

Local Area Name Middle Georgia (Area 11)	Total Participants Served	Adults	208
		Dislocated Workers	94
		Older Youth (19-21)	38
		Younger Youth (14-18)	101
ETA Assigned # 13265	Total Exiters	Adults	86
		Dislocated Workers	38
		Older Youth (19-21)	5
		Younger Youth (14-18)	51
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	75.0	77.0
	Employers	77.8	76.1
Entered Employment Rate	Adults	81.2%	87.1%
	Dislocated Workers	82.8%	87.0%
	Older Youth	80.0%	77.8%
Retention Rate	Adults	86.0%	86.9%
	Dislocated Workers	92.0%	90.2%
	Older Youth	82.0%	82.8%
	Younger Youth	73.6%	83.6%
Earnings Change in Six Months	Adults	\$4,200	\$9,386
	Dislocated Workers	-\$600	\$4,359
	Older Youth	\$3,390	\$3,751
Credential/Diploma Rate	Adults	66.1%	62.2%
	Dislocated Workers	67.0%	64.0%
	Older Youth	66.0%	66.7%
	Younger Youth	78.8%	77.3%
Skill Attainment Rate	Younger Youth	80.0%	81.5%
Placement in Employment or Education	Youth (14-21)	N/A	67.8%
Attainment of Degree or Certificate	Youth (14-21)	N/A	66.1%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Program Activities

Local Area Name Richmond-Burke (Area 12)	Total Participants Served	Adults	233
		Dislocated Workers	62
		Older Youth (19-21)	112
		Younger Youth (14-18)	181
ETA Assigned # 13195	Total Exiters	Adults	102
		Dislocated Workers	29
		Older Youth (19-21)	22
		Younger Youth (14-18)	62
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80.0	81.3
	Employers	75.4	76.0
Entered Employment Rate	Adults	90.0%	80.7%
	Dislocated Workers	90.0%	97.1%
	Older Youth	78.3%	82.6%
Retention Rate	Adults	84.1%	83.9%
	Dislocated Workers	92.0%	91.3%
	Older Youth	79.4%	89.7%
	Younger Youth	75.6%	66.7%
Earnings Change in Six Months	Adults	\$3,425	\$4,447
	Dislocated Workers	-\$453	\$2,130
	Older Youth	\$2,738	\$3,622
Credential/Diploma Rate	Adults	77.0%	68.5%
	Dislocated Workers	80.0%	71.0%
	Older Youth	65.9%	56.7%
	Younger Youth	82.0%	73.8%
Skill Attainment Rate	Younger Youth	84.9%	94.8%
Placement in Employment or Education	Youth (14-21)	N/A	60.1%
Attainment of Degree or Certificate	Youth (14-21)	N/A	34.1%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	
		Dislocated Workers	405
East Central Georgia (Area 13)		Dislocated Workers	120
		Older Youth (19-21)	108
		Younger Youth (14-18)	178
ETA Assigned #	Total Exiters	Adults	
		Dislocated Workers	186
13260		Dislocated Workers	63
		Older Youth (19-21)	82
		Younger Youth (14-18)	96
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	75.5	74.3
	Employers	75.4	76.0
Entered Employment Rate	Adults	83.5%	77.2%
	Dislocated Workers	90.0%	92.7%
	Older Youth	68.0%	65.6%
	Younger Youth	60.0%	57.7%
Retention Rate	Adults	86.0%	87.0%
	Dislocated Workers	91.6%	96.8%
	Older Youth	81.5%	88.0%
	Younger Youth	60.0%	57.7%
Earnings Change in Six Months	Adults	\$4,200	\$5,371
	Dislocated Workers	-\$367	\$3,344
	Older Youth	\$3,800	\$3,369
Credential/Diploma Rate	Adults	63.0%	53.8%
	Dislocated Workers	74.0%	66.7%
	Older Youth	54.0%	29.7%
	Younger Youth	64.0%	41.7%
Skill Attainment Rate	Younger Youth	80.0%	73.1%
Placement in Employment or Education	Youth (14-21)	N/A	51.6%
Attainment of Degree or Certificate	Youth (14-21)	N/A	46.2%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			X
		Exceeded	

Table O - Local Program Activities

Local Area Name Lower Chattahoochee (Area 14)	Total Participants Served	Adults	227
		Dislocated Workers	82
		Older Youth (19-21)	118
		Younger Youth (14-18)	632
ETA Assigned # 13110	Total Exiters	Adults	124
		Dislocated Workers	49
		Older Youth (19-21)	109
		Younger Youth (14-18)	558
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	75.9	76.3
	Employers	77.9	77.1
Entered Employment Rate	Adults	90.0%	80.7%
	Dislocated Workers	86.0%	80.0%
	Older Youth	78.6%	67.8%
Retention Rate	Adults	84.6%	94.1%
	Dislocated Workers	86.0%	85.7%
	Older Youth	82.0%	100.0%
	Younger Youth	76.0%	85.6%
Earnings Change in Six Months	Adults	\$3,251	\$6,372
	Dislocated Workers	-\$640	\$2,924
	Older Youth	\$3,800	\$5,957
Credential/Diploma Rate	Adults	67.0%	69.5%
	Dislocated Workers	76.5%	72.0%
	Older Youth	57.9%	23.0%
	Younger Youth	82.0%	81.5%
Skill Attainment Rate	Younger Youth	94.0%	98.0%
Placement in Employment or Education	Youth (14-21)	N/A	63.8%
Attainment of Degree or Certificate	Youth (14-21)	N/A	51.0%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Program Activities

Local Area Name Middle Flint (Area 15)	Total Participants Served	Adults	97
		Dislocated Workers	45
		Older Youth (19-21)	57
		Younger Youth (14-18)	55
ETA Assigned # 13285	Total Exiters	Adults	50
		Dislocated Workers	15
		Older Youth (19-21)	31
		Younger Youth (14-18)	126
		Negotiated Performance Level	
Customer Satisfaction	Program Participants	76.5	76.6
	Employers	77.9	77.1
Entered Employment Rate	Adults	87.6%	89.1%
	Dislocated Workers	90.0%	88.9%
	Older Youth	80.0%	81.8%
Retention Rate	Adults	82.1%	88.2%
	Dislocated Workers	92.0%	76.2%
	Older Youth	78.0%	83.3%
	Younger Youth	73.9%	50.0%
Earnings Change in Six Months	Adults	\$3,200	\$5,943
	Dislocated Workers	-\$302	\$4,047
	Older Youth	\$3,181	\$3,956
Credential/Diploma Rate	Adults	77.0%	77.6%
	Dislocated Workers	80.0%	77.8%
	Older Youth	55.3%	73.1%
	Younger Youth	64.0%	8.3%
Skill Attainment Rate	Younger Youth	80.0%	89.1%
Placement in Employment or Education	Youth (14-21)	N/A	40.8%
Attainment of Degree or Certificate	Youth (14-21)	N/A	6.1%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	
		Met	
			Exceeded X

Table O - Local Program Activities

Local Area Name Heart of Georgia (Area 16)	Total Participants Served	Adults	352
		Dislocated Workers	234
		Older Youth (19-21)	77
		Younger Youth (14-18)	393
ETA Assigned # 13280	Total Exiters	Adults	183
		Dislocated Workers	140
		Older Youth (19-21)	34
		Younger Youth (14-18)	178
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	77.0	79.6
	Employers	80.0	79.5
Entered Employment Rate	Adults	87.5%	92.4%
	Dislocated Workers	89.3%	89.5%
	Older Youth	80.0%	81.6%
Retention Rate	Adults	84.8%	85.1%
	Dislocated Workers	91.3%	86.4%
	Older Youth	82.0%	84.1%
	Younger Youth	76.0%	82.4%
Earnings Change in Six Months	Adults	\$3,611	\$6,841
	Dislocated Workers	-\$354	\$1,552
	Older Youth	\$3,090	\$3,614
Credential/Diploma Rate	Adults	77.0%	69.4%
	Dislocated Workers	80.0%	66.0%
	Older Youth	66.0%	78.7%
	Younger Youth	80.5%	79.8%
Skill Attainment Rate	Younger Youth	94.0%	92.4%
Placement in Employment or Education	Youth (14-21)	N/A	73.7%
Attainment of Degree or Certificate	Youth (14-21)	N/A	62.9%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Program Activities

Local Area Name Southwest Georgia (Area 17)	Total Participants Served	Adults	616
		Dislocated Workers	105
		Older Youth (19-21)	84
		Younger Youth (14-18)	452
ETA Assigned # 13075	Total Exiters	Adults	1,048
		Dislocated Workers	231
		Older Youth (19-21)	195
		Younger Youth (14-18)	629
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	75.0	75.9
	Employers	79.0	77.9
Entered Employment Rate	Adults	87.5%	75.0%
	Dislocated Workers	88.6%	76.4%
	Older Youth	76.9%	65.9%
Retention Rate	Adults	76.0%	79.9%
	Dislocated Workers	92.0%	92.1%
	Older Youth	81.2%	82.1%
	Younger Youth	71.7%	74.2%
Earnings Change in Six Months	Adults	\$4,200	\$5,573
	Dislocated Workers	-\$356	\$3,424
	Older Youth	\$3,800	\$5,270
Credential/Diploma Rate	Adults	73.2%	52.1%
	Dislocated Workers	67.9%	55.8%
	Older Youth	56.2%	37.2%
	Younger Youth	73.4%	53.6%
Skill Attainment Rate	Younger Youth	80.0%	88.6%
Placement in Employment or Education	Youth (14-21)	N/A	57.2%
Attainment of Degree or Certificate	Youth (14-21)	N/A	36.5%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Program Activities

Local Area Name South Georgia (Area 18)	Total Participants Served	Adults	208
		Dislocated Workers	76
		Older Youth (19-21)	65
		Younger Youth (14-18)	96
ETA Assigned # New # 13300 (was 13290)	Total Exiters	Adults	125
		Dislocated Workers	43
		Older Youth (19-21)	48
		Younger Youth (14-18)	144
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.5	78.5
	Employers	79.9	79.5
Entered Employment Rate	Adults	86.2%	86.5%
	Dislocated Workers	87.0%	79.1%
	Older Youth	80.0%	90.6%
Retention Rate	Adults	86.0%	88.2%
	Dislocated Workers	92.0%	89.1%
	Older Youth	78.0%	80.5%
	Younger Youth	60.0%	71.4%
Earnings Change in Six Months	Adults	\$4,200	\$6,177
	Dislocated Workers	-\$255	\$4,323
	Older Youth	\$3,200	\$1,031
Credential/Diploma Rate	Adults	74.1%	76.3%
	Dislocated Workers	70.7%	73.3%
	Older Youth	66.0%	61.8%
	Younger Youth	64.0%	65.2%
Skill Attainment Rate	Younger Youth	89.1%	92.5%
Placement in Employment or Education	Youth (14-21)	N/A	47.3%
Attainment of Degree or Certificate	Youth (14-21)	N/A	16.2%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Program Activities

Local Area Name Southeast Georgia (Area 19)	Total Participants Served	Adults	107
		Dislocated Workers	102
		Older Youth (19-21)	74
		Younger Youth (14-18)	38
ETA Assigned # New # 13305 (was 13095)	Total Exiters	Adults	68
		Dislocated Workers	79
		Older Youth (19-21)	74
		Younger Youth (14-18)	28
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80.0	79.3
	Employers	79.9	79.5
Entered Employment Rate	Adults	90.0%	87.3%
	Dislocated Workers	87.2%	100.0%
	Older Youth	80.0%	92.4%
Retention Rate	Adults	86.0%	89.2%
	Dislocated Workers	92.0%	96.0%
	Older Youth	82.0%	75.7%
	Younger Youth	76.0%	80.0%
Earnings Change in Six Months	Adults	\$4,200	\$7,293
	Dislocated Workers	-\$465	\$2,780
	Older Youth	\$2,933	\$3,124
Credential/Diploma Rate	Adults	74.4%	84.1%
	Dislocated Workers	67.0%	89.9%
	Older Youth	66.0%	83.3%
	Younger Youth	64.0%	50.0%
Skill Attainment Rate	Younger Youth	86.0%	87.5%
Placement in Employment or Education	Youth (14-21)	N/A	84.2%
Attainment of Degree or Certificate	Youth (14-21)	N/A	54.2%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			Exceeded X

Table O - Local Program Activities

Local Area Name Coastal (Area 20)	Total Participants Served	Adults	289
		Dislocated Workers	109
		Older Youth (19-21)	69
		Younger Youth (14-18)	175
ETA Assigned # 13270	Total Exiters	Adults	275
		Dislocated Workers	44
		Older Youth (19-21)	39
		Younger Youth (14-18)	121
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.1	73.7
	Employers	75.0	75.6
Entered Employment Rate	Adults	81.8%	71.9%
	Dislocated Workers	85.6%	78.3%
	Older Youth	73.9%	68.8%
Retention Rate	Adults	81.7%	85.2%
	Dislocated Workers	88.8%	91.3%
	Older Youth	80.0%	94.4%
	Younger Youth	72.8%	80.0%
Earnings Change in Six Months	Adults	\$3,200	\$5,588
	Dislocated Workers	-\$1,862	-\$694
	Older Youth	\$2,600	\$4,963
Credential/Diploma Rate	Adults	63.0%	63.5%
	Dislocated Workers	67.0%	58.9%
	Older Youth	64.9%	57.5%
	Younger Youth	76.4%	68.6%
Skill Attainment Rate	Younger Youth	90.1%	76.2%
Placement in Employment or Education	Youth (14-21)	N/A	71.5%
Attainment of Degree or Certificate	Youth (14-21)	N/A	49.1%
Literacy or Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			Exceeded X