

COMMONWEALTH OF VIRGINIA

VIRGINIA'S WORKFORCE DEVELOPMENT SYSTEM:

ANNUAL REPORT

FOR

WORKFORCE INVESTMENT ACT OF 1998

TITLE I-B ACTIVITIES

PROGRAM YEAR 2005

(July 1, 2005 to June 30, 2006)

Submitted by

Workforce Investment Act Division
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INTRODUCTION

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

For Program Year 2005 (PY2005), Virginia received **\$28.6** million in WIA Title I-B funds from the United States Department of Labor (DOL). Funding for PY2005 includes the previous year's carryover funds. These funds help to ensure the continuation of publicly-funded workforce development services to employers, job seekers and youth through a re-engineered state and local delivery system that links workforce development strategies with economic development initiatives.

VISION AND GOALS

VISION. . .

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

GOALS. . .

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

GOVERNANCE STRUCTURE

State Structure:

The Governor and the General Assembly created the Virginia Workforce Council (VWC) in 1999 to coordinate policy, planning and accountability for the Commonwealth's workforce development system. The VWC developed and approved the state-level plan for WIA activities and facilitated the coordination of state and local workforce development programs. Additionally, the VWC helped to ensure that the workforce development system was both responsive to the needs of employers and jobseekers and linked workforce development strategies with economic development initiatives. The Virginia Employment Commission (VEC) and Virginia Community College System (VCCS) were the designated state agencies that supported the VWC. The VEC is the WIA Title I-B grant recipient for the Commonwealth. The WIA Division within the VEC had administrative responsibility for WIA Title I-B and served as the lead for the implementation and oversight of the Virginia Workforce Network (VWN), which is the state's WIA One-stop workforce development service delivery system.

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

A System In Transition:

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

Local Structure:

The VWN is the state and local workforce development service delivery system. The VWN is comprised of 17 certified Local Workforce Investment Boards (LWIBs), one for each of the Commonwealth's Local Workforce Investment Areas (LWIAs). The VWN has approximately 75 comprehensive and satellite Virginia Workforce Centers (one-stop centers) through which WIA Title I-B employment and training services are provided under the leadership of the LWIBs and Chief Local Elected Officials (CLEOs). The LWIBs, in partnership with their CLEOs, promote the coordination and integration of various publicly funded employment and training services for jobseekers. The business-led LWIBs help to ensure that local workforce development activities are linked to economic development strategies and are responsive to employer needs at the local level. Each LWIB has a State-approved WIA strategic plan. The plans outline local workforce development strategies, employer and jobseeker needs, demand occupations and skills needed, and goals and objectives that are consistent with the state plan for workforce development. The interdependency of the state VWC and the LWIBs have strengthened the relationship between state and locally led workforce development efforts. Each LWIB also has an approved operational plan that outlines the specific manner in which services are delivered to the customer.

Local Administration and Oversight:

During PY2005, the local areas continued to move beyond the initial issues that slowed the implementation of WIA in earlier years. Several LWIBs chose to move away from the consortium arrangement for the one-stop operator model and moved to a more process-driven model where the operator is selected through competitive process. This indicates to the state a radical shift from the way "business has been done". Local partnerships continue to evolve and allow for a service delivery system that is more responsive to the needs of the customer and reflective of the unique conditions for each of the 17 local workforce areas in the Commonwealth.

VIRGINIA WIA PROGRESS SUMMARY

Managing Change: Challenges and Opportunities

Allowable State Activities:

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

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

Race to the GED: State WIA funds have also been awarded by the Governor to assist in the Race to GED program. Recognizing that the economic benefits of getting a GED are indisputable, this Governor's Initiative aims to double the number of Virginia workers earning GEDs by 2005 - raising the

current average of 10,000 per year to 20,000 per year by 2005. Two methods were used for implementation:

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

Economic Development Collaborations: In September 2005, the VWC and the Virginia Economic Developers Association sponsored a two-hour videoconference for local elected officials at 23 community colleges around the state on "Advancing Economic Development by Using the WIA". This is an on-going effort to increase awareness of the LWIB's role in economic development and enhance collaboration between economic development and workforce development partners.

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

The VWN is the interface for employers, jobseekers and workforce development partners at the local level. There are approximately 75 Virginia Workforce Centers. These centers provide a wide range of employment, training and education services, which are available to Virginia employers, workers and job seekers. Program information and access to services coordinated through VWN partners include 14 required federal employment and training programs. Workforce leaders from the 17 LWIBs and community agency partners continue to work collaboratively in ensuring that the career centers are managed effectively, responsive to customer needs and produce successful results. As the administering state agency for the WIA, the VEC's WIA Division has assisted the VWC and LWIBs in establishing the VWN through the development of policies and a series of training sessions. The WIA Division provides customized technical assistance to LWIBs for local workforce investment system development and to strengthen WIA Title I-B programs on a continual basis. Furthermore, the WIA Division provides facilitation and mediation services to LWIBs.

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

Statewide Rapid Response Activities:

During PY2005 (July 1, 2005 – June 30, 2006), the State Dislocated Worker Unit (DWU) received a total of 58 notices under the Worker Adjustment and Retraining Notification (WARN) Act affecting a total of 11,484 workers. During this same period, DWU staff, working through the local One-Stop Career Center System, helped to coordinate the provision of appropriate employment transition services to approximately 15,494 dislocated workers affected by 129 plant closings and mass layoffs statewide.

PY2005 saw the conclusion of three (3) different National Emergency Grants (NEGs) awarded by the US Department of Labor. First, the Pentagon Attack and Related Dislocations (9/11) NEG (primarily focused in the Northern Virginia Region) concluded on September 30, 2005, after providing valuable employment transition services and skills training to 826 individuals dislocated as a result of the 9/11 terrorist attacks. Total expenditures for this grant were \$5,615,677. On June 30, 2005, two (2) other NEGs came to an end. The Pillowtex NEG provided funding for the employment and training needs of workers dislocated as a result of the closing of the Pillowtex Corporation plant in Fieldale (Henry County) in July 2003. This grant served 597 eligible workers in Henry County, Patrick County, Pittsylvania County, Franklin County, and the Cities of Martinsville and Danville and expended the full grant award of \$3,227,777. The Technicolor/Keller Manufacturing/VF Jeanswear NEG also concluded on June 30, 2005, after serving

127 workers in the Charlottesville/Culpeper areas and in the Shenandoah Valley with \$327,744 in total expenditures. Finally, in June 2005, the Commonwealth received a \$1,000,000 NEG to begin planning for a statewide response to worker dislocations as a result of the recommendations of the 2005 Base Realignment and Closing (BRAC) Commission. A total of 8 Local Workforce Investment Areas are participating in this grant.

To help augment the formula dislocated worker funds of localities hit hard by layoffs and closings, the Commonwealth was able to provide 25% Statewide Rapid Response funds totaling \$1,749,022 in response to LWIA requests for assistance.

NEXT STEPS: CONTINUOUS IMPROVEMENT

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

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

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

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

WIA TITLE I-B RESULTS

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

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

Analysis:

PY2005 began with a continued awareness of the need for change within the workforce investment system. With the changes that occurred in Virginia, the new performance and accountability system mandated under the WIA provided unique challenges to the new workforce development system. The new system brought a need to re-educate the workforce investment system on the complexities of this new performance management system and common measures.

There are 17 performance measurements under the WIA. Each of these measures has a precise definition. Performance measurement has evolved from the termination-based standards of the Comprehensive Employment and Training Act (CETA) and early JTPA, to post-program measures based on Unemployment Insurance data under the WIA. The new system requires the use of Unemployment

Insurance wage records and the complexities that are a part of that system. The recognition that the performance measurement process has changed dramatically in complexity is critical to working within the new performance paradigm.

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

Virginia continued to develop policies and procedures to deal with credential attainment, which is a critical part of the WIA performance management process. Plans to increase credential attainment are underway through the Governor’s proposed workforce development reforms, which will address GED attainment and a portable credential that confirms to employers that an individual possesses basic workplace skills. Commonwealth has requested a waiver to allow for the awarding of the Career Readiness Certificate (CRC) as part of Intensive services to adults and dislocated workers to further improve the credential rates.

The measures negotiated by the VEC with the Region II office of the United States Department of Labor’s Employment and Training Administration (USDOLETA) were higher than other State’s within Region II. For measures negotiated with the DOL, Virginia met or exceeded seventeen standards. The adult and dislocated worker employment and credential rates proved to be a challenge for the WIA system in Virginia.

Virginia performed at an average of 113.89-percent of the adult programs targets and 479.46-percent of the dislocated worker targets. The average performance for the dislocated worker programs is due to the negotiated value (\$160) and the actual performance of \$2,570. The earnings change measure was new to the dislocated worker program in PY 2005. There was no historical data to base a more accurate estimate on the negotiated level and the measure was in place for Program Year 2005 only. Performance within the other segments of the program provided mixed results: older youth 111.74-percent of target, younger youth 106.89-percent of target, employer customer satisfaction 107-percent of target, and program participant customer satisfaction 100-percent of target. Attainment of all performance standards will provide opportunities for improvement during the next program year.

Cost of Program Activities:

The Commonwealth’s 17 local workforce areas expended \$26.9 million on workforce investment services during PY2005, serving 14,343 participants, at an average cost of \$2,829 as shown in Table A. Additional statewide activity expenditures totaled \$9.5 million, bringing the PY2005 total to \$36.4 million.

Table A.

Program Activity	7/1/05-6/30/06 PY2005	Participants PY2005	Cost Per Participant
Adults	\$10,904,249	4,271	2,553
Dislocated Workers	\$6,959,939	6,187	\$1,125
Youth	\$10,974,549	3,885	\$2,852
Total of Local WIA Formula Spending Listed Above	\$26,943,841	14,343	\$2,829

The services provided to each customer varies based on individual customer need and the needs and directions set by the LWIBs. In PY2005, the possibility of funding rescissions may have brought about greater expenditures to address the possibility of funding losses. Needs developed due to an increased number of layoffs, which would account for an increase in expenditures.

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

Table B.

Program Activity	Cumulative (as of 6/30/06)	Cumulative Participants	Cumulative Cost Per Participant
Adults	\$58,345,581	28,832	\$2,024
Dislocated Workers	\$42,362,405	29,474	\$1,437
Youth	\$69,867,294	28,417	\$2,459
Total of Cumulative Federal Spending Listed Above	\$141,631,445	86,723	\$1,967

Evaluation of Workforce Development Activities:

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

Tables:

The following data tables represent the results of the WIA programs during PY2005. Although the concept of an "annual report" encourages the reporting of performance and programmatic information for a 12-month period, the reality of the WIA reporting system expands the annual report time frame beyond the traditional model. Data presented in this report covers several reporting cycles and the changes that are expected in the continued transition between two major employment and training/workforce development legislative initiatives. The use of Unemployment Insurance data was a challenge for the system because of time lags in the availability of the data source and the application to a workforce investment program.

Of the PY2005 performance at the State level, Virginia met or exceeded 17 of the 17 negotiated or national levels of performance. Of the 289 standards at the local workforce investment area level, Virginia local workforce areas met and exceeded 267 or 92 percent of the total. The remaining standards fell below the 80 percent level. The older youth earnings change measure was the most frequently missed performance measure. There are small number of older youth exiting during the performance period for that measure this has had a significant impact on local area's performance. Other measures will require further review during Program Year 2005, these measures include: adult earnings change, adult employment and credential rate, older youth credential rate, younger youth diploma or equivalent rate.

II. Table Section

Table A- Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Levels	Actual Performance Level – American Customer Satisfaction Index	Number of Completed Surveys	Number of Customers Eligible for the Survey	Number of Customers Included in the Survey	Response Rate
Participants	72.5	73.8	525	3,586	1,230	42.70
Employers	71.0	76.20	553	1,962	788	70.20

Table B – Adult Program Results

Reported Information	Negotiated Performance Levels	Actual Performance Levels	
Entered Employment Rate	76.0	78.6	1,302
			1,657
Employment Retention Rate	80.0	85.3	1,762
			2,066
Six Months Earnings Change	\$2,900	\$4,303	\$8,631,280
			2006
Employment and Credential Rate	62.5	60.7	1,037
			1,709

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	78.8	512	83.9	73	60.0	39	67.9
	650		87		65		56	
Employment Retention Rate	83.6	637	80.4	74	90.0	45	81.1	60
		762		92		50		74
Six Months Earnings Change	\$3,937	\$2,925,065	\$5,167	\$459,878	\$5,521	\$270,524	\$4,797	\$350,146
		743		89		49		73
Employment and Credential Rate	56.4	354	75.0	57	54.1	33	57.1	28
		628		76		61		49

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	79.8	919	75.8
	1,152		505	
Employment Retention Rate	86.1	1,320	82.9	442
		1,533		533
Six Months Earnings Change	\$4,562	\$6,788,916	\$3,557	\$1,842,364
		1,488		518

Table E – Dislocated Worker Program Results

Reported Information	Negotiated Performance Levels	Actual Performance Levels	
Entered Employment Rate	80.0	86.3	1,614
			1,870
Employment Retention Rate	86.0	90.3	1,674
			1,854
Six Months Earnings Change	\$160	\$2,570	\$4,657,410
			1,812
Employment and Credential Rate	62.5	61.7	846
			1,371

Table F – Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	85.3	99	82.9	34	78.3	159	72.7	8
		116		41		203		11
Employment Retention Rate	90.1	100	95.0	19	83.0	137	80.0	4
		111		20		185		5
Six Months Earnings Change	\$4,231	\$452,719	\$3,798	\$75,955	-\$932	-\$148,188	\$2,620	\$13,102
		107		20		159		5
Employment and Credential Rate	59.5	47	61.5	16	53.7	79	70.0	7
		79		26		147		10

Table G – Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
	Entered Employment Rate	86.5	1,130	85.8
	1,306		564	
Employment Retention Rate	90.1	1,239	90.8	435
		1,375		479
Six Months Earnings Change	\$2,984	\$4,001,236	\$1,393	\$656,174
		1,341		471

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

Reported Information	Negotiated Performance Levels	Actual Performance Levels	
		Placement in Employment or Education	No negotiated levels for PY 2005
	1,637		
Attainment of Degree or Certificate	No negotiated levels for PY 2005	18.3	136
		744	
Literacy and Numeracy Gains*	No negotiated levels for PY 2005	0.0	0
		0	

*State will report this during PY 2006.

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

Reported Information	Negotiated Performance Levels	Actual Performance Levels	
		Entered Employment Rate	70.0
			358
Employment Retention Rate	82.5	80.6	282
			350
Six Months Earnings Change	\$2,200	\$2,818	\$926,947
			329
Credential Rate	51.5	58.0	267
			460

Table I – Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
	Entered Employment Rate	74.6	91	100.0	1	67.7	21	76.2
122			1		31		286	
Employment Retention Rate	80.5	99	100.0	2	77.8	21	79.9	219
		123		2		27		274
Six Months Earnings Change	\$2,788	\$334,576	\$12,968	\$25,937	\$3,551	\$85,227	\$2,566	\$656,786
		120		2		24		256
Credential Rate	56.3	81	0.0	0	43.2	16	59.2	213
		144		1		37		360

Table J – Younger Youth (14 – 18) Results

Reported Information	Negotiated Performance Levels	Actual Performance Levels	
		Skill Attainment Rate	83.0
	3,595		
Youth Diploma or Equivalent Rate	63.0	64.6	476
			737
Retention Rate	55.0	66.7	595
			892

Table K – Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals with Disabilities		Out-of-School Youth	
	Skill Attainment Rate	82.7	1,413	80.6	923	79.1
1,708			1,145		172	
Youth Diploma or Equivalent Rate	65.6	181	75.4	208	34.7	25
		276		276		72
Retention Rate	61.3	201	67.6	188	74.9	140
		328		278		187

Table L – Other Reported Information

Reported Information	12 Month Employment Rate		12 Month Earnings Increase		Placement 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	
Adult	85.7	1,528	\$4,109	\$7,124,849	2.3	30	\$3,902	\$4,983,467	60.0	539
		1,782		1,734		1,302		1,277		899
Dislocated Worker	91.9	1,563	128.9	\$19,923,534	4.0	64	\$5,853	\$9,289,291	57.2	629
		1,700		\$15,455,057		1,614		1,587		1,099
Older Youth	73.2	257	\$3,080	\$1,010,187	1.8	5	\$2,595	\$674,713		
		351		328		272		260		

Table M – Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	10,458	4,899
Total Adults (self-service only)	146	82
WIA Adults	4,271	2,361
WIA Dislocated Workers	6,187	2,538
Total Youth (14 – 21)	3,885	1,919
Younger Youth (14 – 18)	3,123	1,495
Older Youth (19 – 21)	762	424
Out-of-School Youth	1,059	521
In-School Youth	2,719	1,318

Table N – Cost of Program Activities

Program Activity		Total Federal Spending
<i>Local Adults</i>		\$58,345,581
<i>Local Dislocated Workers</i>		\$42,362,405
<i>Local Youth</i>		\$69,867,294
Rapid Response (up to 25%) §134(a)(2)(A)		\$15,152,430
Statewide-Required Activities (up to 15%) §134 (a)(2)(B)		\$21,352,869
Statewide Allowable Activities §134 (a)(3)	PROGRAM ACTIVITY DESCRIPTION	
	(A)(i) Admin by State of Sect 134 activities (VA Workforce Council & Governor's office)	\$1,059,094
	(A)(ii) Capacity building & technical assistance	\$3,262,506
	(A)(iii) Research & demonstrations	\$449,065
	(A)(iv) Incumbent worker training	\$2,362,325
	(A)(vi) Displaced homemaker program	\$4,204,030
	(A)(vii) Other activities the State determines necessary	\$4,443,911
	TOTAL	\$15,780,931
TOTAL OF ALL FEDERAL SPENDING LISTED ABOVE		\$222,861,510

Table O – Local Performance

Local Area Name Southwestern Virginia	Total Participants Served	Adults	402
		Dislocated Workers	484
		Older Youth (19-21)	67
		Younger Youth (14-18)	304
ETA Assigned # 51040	Total Exitters	Adults	132
		Dislocated Workers	202
		Older Youth (19 –21)	40
		Younger Youth (14 –18)	86
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participant	74.1	80.7
	Employers	79.5	80.5
Entered Employment Rates	Adults	80.3	76.1
	Dislocated Workers	88	85.5
	Older Youth	55.6	71.4
Retention Rates	Adults	80.4	86.8
	Dislocated Workers	93.8	81.5
	Older Youth	86.2	92.9
	Younger Youth	62.9	75.4
Six Months Earnings Change	Adults	\$3,887	\$6,598
	Dislocated Workers	\$160	\$2,167
	Older Youth	\$2,329	\$5,764
Credentials/Diploma Rates	Adults	70.6	60.0
	Dislocated Workers	60.8	69.1
	Older Youth	45.5	58.5
	Younger Youth	83.1	82.9
Skill Attainment Rate	Younger Youth	86.4	74.6
Placement in Education or Education	Youth (14 – 21)	No negotiated levels for PY 2005	68.7
Attainment of Degree or Certificate	Youth (14 – 21)	No negotiated levels for PY 2005	29.5
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated levels for PY 2005	0.0
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
	0	6	11

Table O – Local Performance

Local Area Name		Adults		
			350	
New River/Mount Rogers	Total Participants Served	Dislocated Workers		227
		Older Youth (19-21)		111
		Younger Youth (14-18)		300
ETA Assigned # 51045	Total Exitors	Adults		181
		Dislocated Workers		167
		Older Youth (19 –21)		45
		Younger Youth (14 –18)		129
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participant	70	70.0	
	Employers	70	75.8	
Entered Employment Rates	Adults	75	83.4	
	Dislocated Workers	80	85.4	
	Older Youth	68	82.4	
Retention Rates	Adults	80	82.3	
	Dislocated Workers	86	90.8	
	Older Youth	79.5	84.1	
	Younger Youth	55	79.1	
Six Months Earnings Change	Adults	\$2, 500	\$3,321	
	Dislocated Workers	\$160	\$1,863	
	Older Youth	\$1,800	\$1,998	
Credentials/Diploma Rates	Adults	62.5	63.6	
	Dislocated Workers	62.5	65.2	
	Older Youth	51.5	76.2	
	Younger Youth	63	86.6	
Skill Attainment Rate	Younger Youth	83	88.6	
Placement in Education or Education	Youth (14 – 21)	No negotiated levels for PY 2005	59.3	
Attainment of Degree or Certificate	Youth (14 – 21)	No negotiated levels for PY 2005	18.3	
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated levels for PY 2005	0.0	
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
		0	1	16

Table O – Local Performance

Local Area Name		Adults		
			175	
Western Virginia	Total Participants Served	Dislocated Workers		230
		Older Youth (19-21)		30
		Younger Youth (14-18)		157
ETA Assigned # 51095	Total Exitors	Adults		95
		Dislocated Workers		89
		Older Youth (19 –21)		16
		Younger Youth (14 –18)		133
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participant	71	86.5	
	Employers	72.5	81.7	
Entered Employment Rates	Adults	75	90.5	
	Dislocated Workers	80	100.0	
	Older Youth	70	87.5	
Retention Rates	Adults	80	89.2	
	Dislocated Workers	86	97.4	
	Older Youth	82.5	66.7	
	Younger Youth	55	78.3	
Six Months Earnings Change	Adults	\$2,735	\$5,060	
	Dislocated Workers	\$160	\$6,239	
	Older Youth	\$2,200	\$2,496	
Credentials/Diploma Rates	Adults	62	68.1	
	Dislocated Workers	62.5	81.5	
	Older Youth	51	80.0	
	Younger Youth	63	80.0	
Skill Attainment Rate	Younger Youth	83	93.5	
Placement in Education or Education	Youth (14 – 21)	No negotiated levels for PY 2005	46.8	
Attainment of Degree or Certificate	Youth (14 – 21)	No negotiated levels for PY 2005	7.5	
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated levels for PY 2005	0.0	
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
		0	1	16

Table O – Local Performance

Local Area Name		Adults		
			170	
Shenandoah Valley	Total Participants Served	Dislocated Workers		
			191	
		Older Youth (19-21)		
			14	
ETA Assigned # 51075	Total Exitors	Younger Youth (14-18)		
			242	
		Adults		
			132	
		Dislocated Workers		
			183	
		Older Youth (19 –21)		
			9	
Reported Information		Younger Youth (14 –18)		
			119	
		Negotiated Performance Level		
			Actual Performance Level	
Customer Satisfaction	Program Participant	70	73.9	
	Employers	68	71.9	
Entered Employment Rates	Adults	74	83.2	
	Dislocated Workers	79	88.8	
	Older Youth	65	75.0	
Retention Rates	Adults	80	88.1	
	Dislocated Workers	87	92.2	
	Older Youth	77	66.7	
	Younger Youth	56	64.7	
Six Months Earnings Change	Adults	\$2,400	\$2,948	
	Dislocated Workers	\$120	\$748	
	Older Youth	\$1,600	-\$205	
Credentials/Diploma Rates	Adults	52	72.0	
	Dislocated Workers	52	80.2	
	Older Youth	52	75.0	
	Younger Youth	57	65.2	
Skill Attainment Rate	Younger Youth	74	78.6	
Placement in Education or Education	Youth (14 – 21)	No negotiated levels for PY 2005	61.7	
Attainment of Degree or Certificate	Youth (14 – 21)	No negotiated levels for PY 2005	8.0	
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated levels for PY 2005	0.0	
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
		1	1	15

Table O – Local Performance

Local Area Name	Total Participants Served	Adults		
			152	
Northern Shenandoah Valley		Dislocated Workers		46
		Older Youth (19-21)		14
		Younger Youth (14-18)		26
ETA Assigned # 51080	Total Exitors	Adults		72
		Dislocated Workers		25
		Older Youth (19 –21)		5
		Younger Youth (14 –18)		17
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participant	70	74.3	
	Employers	68	80.4	
Entered Employment Rates	Adults	76	73.0	
	Dislocated Workers	80	73.1	
	Older Youth	65	66.7	
Retention Rates	Adults	80	83.3	
	Dislocated Workers	86	88.7	
	Older Youth	77	71.4	
	Younger Youth	56	70.8	
Six Months Earnings Change	Adults	\$2,400	\$4,151	
	Dislocated Workers	\$120	\$187	
	Older Youth	\$1,600	\$4,757	
Credentials/Diploma Rates	Adults	62.5	61.5	
	Dislocated Workers	62.5	52.9	
	Older Youth	52	33.3	
	Younger Youth	57	50.0	
Skill Attainment Rate	Younger Youth	74	80.0	
Placement in Education or Education	Youth (14 – 21)	No negotiated levels for PY 2005	58.8	
Attainment of Degree or Certificate	Youth (14 – 21)	No negotiated levels for PY 2005	0.0	
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated levels for PY 2005	0.0	
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
		1	6	10

Table O – Local Performance

Local Area Name		Adults		
			105	
Piedmont Workforce Network	Total Participants Served	Dislocated Workers		205
		Older Youth (19-21)		28
		Younger Youth (14-18)		80
ETA Assigned # 51055	Total Exitors	Adults		48
		Dislocated Workers		106
		Older Youth (19 –21)		17
		Younger Youth (14 –18)		46
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participant	70	68.8	
	Employers	68	76.4	
Entered Employment Rates	Adults	74	58.8	
	Dislocated Workers	79	85.3	
	Older Youth	67	81.0	
Retention Rates	Adults	84	91.3	
	Dislocated Workers	85	94.7	
	Older Youth	82	94.1	
	Younger Youth	50	78.9	
Six Months Earnings Change	Adults	\$1,900	\$6,844	
	Dislocated Workers	\$2,000	\$4,259	
	Older Youth	\$2,500	\$3,804	
Credentials/Diploma Rates	Adults	50	53.8	
	Dislocated Workers	50	41.7	
	Older Youth	52	80.0	
	Younger Youth	57	77.8	
Skill Attainment Rate	Younger Youth	74	60.6	
Placement in Education or Education	Youth (14 – 21)	No negotiated levels for PY 2005	87.1	
Attainment of Degree or Certificate	Youth (14 – 21)	No negotiated levels for PY 2005	91.7	
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated levels for PY 2005	0.0	
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
		1	3	13

Table O – Local Performance

Local Area Name	Total Participants Served	Adults		
			132	
Region 2000/Central Virginia		Dislocated Workers		39
		Older Youth (19-21)		35
		Younger Youth (14-18)		143
ETA Assigned # 51085	Total Exitters	Adults		57
		Dislocated Workers		33
		Older Youth (19 –21)		16
		Younger Youth (14 –18)		204
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participant	70	87.4	
	Employers	68	73.4	
Entered Employment Rates	Adults	74	62.5	
	Dislocated Workers	79	85.7	
	Older Youth	67	66.7	
Retention Rates	Adults	84	83.3	
	Dislocated Workers	92	84.3	
	Older Youth	82	78.6	
	Younger Youth	56	55.3	
Six Months Earnings Change	Adults	\$2,800	\$4,300	
	Dislocated Workers	-\$3,000	\$845	
	Older Youth	\$2,500	\$2,847	
Credentials/Diploma Rates	Adults	62	51.7	
	Dislocated Workers	62	55.6	
	Older Youth	52	20.8	
	Younger Youth	57	33.3	
Skill Attainment Rate	Younger Youth	74	40.2	
Placement in Education or Education	Youth (14 – 21)	No negotiated levels for PY 2005	46.5	
Attainment of Degree or Certificate	Youth (14 – 21)	No negotiated levels for PY 2005	2.0	
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated levels for PY 2005	0.0	
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
		3	8	6

Table O – Local Performance

Local Area Name		Adults		
			392	
South Central	Total Participants Served	Dislocated Workers		623
		Older Youth (19-21)		63
		Younger Youth (14-18)		172
ETA Assigned # 51090	Total Exiters	Adults		227
		Dislocated Workers		244
		Older Youth (19 –21)		51
		Younger Youth (14 –18)		111
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participant	66.5	66.8	
	Employers	66	79.7	
Entered Employment Rates	Adults	68.5	80.8	
	Dislocated Workers	76	89.1	
	Older Youth	67	85.7	
Retention Rates	Adults	72	87.7	
	Dislocated Workers	81	90.7	
	Older Youth	75.5	84.6	
	Younger Youth	50	62.5	
Six Months Earnings Change	Adults	\$2,450	\$4,972	
	Dislocated Workers	\$120	\$4,499	
	Older Youth	\$2,275	\$4,003	
Credentials/Diploma Rates	Adults	58.5	65.0	
	Dislocated Workers	57.5	72.9	
	Older Youth	48.5	55.9	
	Younger Youth	52	54.3	
Skill Attainment Rate	Younger Youth	66	50.6	
Placement in Education or Education	Youth (14 – 21)	No negotiated levels for PY 2005	81.3	
Attainment of Degree or Certificate	Youth (14 – 21)	No negotiated levels for PY 2005	52.9	
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated levels for PY 2005	0.0	
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
		1	0	16

Table O – Local Performance

Local Area Name	Total Participants Served	Adults		
			122	
Capital Area		Dislocated Workers		90
		Older Youth (19-21)		27
		Younger Youth (14-18)		86
ETA Assigned # 51015	Total Exitors	Adults		52
		Dislocated Workers		35
		Older Youth (19 –21)		8
		Younger Youth (14 –18)		18
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participant	72.5	73.1	
	Employers	71	76.0	
Entered Employment Rates	Adults	75	93.5	
	Dislocated Workers	75	87.5	
	Older Youth	65	80.0	
Retention Rates	Adults	70	83.0	
	Dislocated Workers	82	87.5	
	Older Youth	70	60.0	
	Younger Youth	55	69.2	
Six Months Earnings Change	Adults	\$2,900	\$4,207	
	Dislocated Workers	\$160	\$5,021	
	Older Youth	\$2,200	\$3,598	
Credentials/Diploma Rates	Adults	60	62.1	
	Dislocated Workers	62.5	52.6	
	Older Youth	51.5	50.0	
	Younger Youth	53	36.4	
Skill Attainment Rate	Younger Youth	83	97.3	
Placement in Education or Education	Youth (14 – 21)	No negotiated levels for PY 2005	50.0	
Attainment of Degree or Certificate	Youth (14 – 21)	No negotiated levels for PY 2005	0.0	
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated levels for PY 2005	0.0	
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
		1	4	12

Table O – Local Performance

Local Area Name		Adults		
			166	
City of Richmond	Total Participants Served	Dislocated Workers		157
		Older Youth (19-21)		66
		Younger Youth (14-18)		164
ETA Assigned # 51025	Total Exitors	Adults		65
		Dislocated Workers		72
		Older Youth (19 –21)		15
		Younger Youth (14 –18)		48
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participant	70	29.2	
	Employers	68	75.4	
Entered Employment Rates	Adults	74	91.8	
	Dislocated Workers	79	94.3	
	Older Youth	67	84.6	
Retention Rates	Adults	84	88.9	
	Dislocated Workers	92	95.7	
	Older Youth	82	81.3	
	Younger Youth	56	71.9	
Six Months Earnings Change	Adults	\$2,800	\$2,974	
	Dislocated Workers	\$160	\$4,673	
	Older Youth	\$2,500	\$3,279	
Credentials/Diploma Rates	Adults	62	75.6	
	Dislocated Workers	62	75.0	
	Older Youth	52	80.0	
	Younger Youth	57	87.5	
Skill Attainment Rate	Younger Youth	74	85.2	
Placement in Education or Education	Youth (14 – 21)	No negotiated levels for PY 2005	68.3	
Attainment of Degree or Certificate	Youth (14 – 21)	No negotiated levels for PY 2005	33.3	
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated levels for PY 2005	0.0	
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
		1	0	16

Table O – Local Performance

Local Area Name		Adults		
			93	
Northern Virginia	Total Participants Served	Dislocated Workers		132
		Older Youth (19-21)		9
		Younger Youth (14-18)		82
ETA Assigned # 51010	Total Exiters	Adults		74
		Dislocated Workers		67
		Older Youth (19 –21)		6
		Younger Youth (14 –18)		43
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participant	71	75.4	
	Employers	72.5	59.4	
Entered Employment Rates	Adults	74	89.1	
	Dislocated Workers	64.5	90.7	
	Older Youth	67	100.0	
Retention Rates	Adults	73.8	88.5	
	Dislocated Workers	79	86.1	
	Older Youth	60	83.3	
	Younger Youth	51	83.9	
Six Months Earnings Change	Adults	\$2,800	\$7,035	
	Dislocated Workers	\$160	\$4,625	
	Older Youth	\$2,152	\$5,378	
Credentials/Diploma Rates	Adults	46	82.2	
	Dislocated Workers	62.5	66.0	
	Older Youth	43	62.5	
	Younger Youth	57.5	66.7	
Skill Attainment Rate	Younger Youth	76	93.9	
Placement in Education or Education	Youth (14 – 21)	No negotiated levels for PY 2005	68.5	
Attainment of Degree or Certificate	Youth (14 – 21)	No negotiated levels for PY 2005	30.0	
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated levels for PY 2005	0.0	
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
		0	1	16

Table O – Local Performance

Local Area Name		Adults		
			116	
Alexandria/Arlington	Total Participants Served	Dislocated Workers		161
		Older Youth (19-21)		11
		Younger Youth (14-18)		27
ETA Assigned # 51005	Total Exiters	Adults		24
		Dislocated Workers		31
		Older Youth (19 –21)		9
		Younger Youth (14 –18)		8
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participant	56	92.2	
	Employers	54	79.9	
Entered Employment Rates	Adults	59	100.0	
	Dislocated Workers	63	100.0	
	Older Youth	54	100.0	
Retention Rates	Adults	67	76.7	
	Dislocated Workers	74	100.0	
	Older Youth	66	100.0	
	Younger Youth	45	93.8	
Six Months Earnings Change	Adults	\$2,300	\$6,855	
	Dislocated Workers	\$160	\$12,464	
	Older Youth	\$2,040	\$4,435	
Credentials/Diploma Rates	Adults	50	100.0	
	Dislocated Workers	50	100.0	
	Older Youth	42	70.0	
	Younger Youth	46	80.0	
Skill Attainment Rate	Younger Youth	59	100.0	
Placement in Education or Education	Youth (14 – 21)	No negotiated levels for PY 2005	90.9	
Attainment of Degree or Certificate	Youth (14 – 21)	No negotiated levels for PY 2005	40.0	
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated levels for PY 2005	0.0	
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
		0	0	17

Table O – Local Performance

Local Area Name		Adults		
			228	
Bay Consortium	Total Participants Served	Dislocated Workers		
			99	
		Older Youth (19-21)		
			44	
ETA Assigned # 51070	Total Exitors	Younger Youth (14-18)		
			151	
		Adults		
			148	
		Dislocated Workers		
			75	
		Older Youth (19 –21)		
			28	
Reported Information		Younger Youth (14 –18)		
			94	
		Negotiated Performance Level		
			Actual Performance Level	
Customer Satisfaction	Program Participant	69	79.1	
	Employers	67	78.6	
Entered Employment Rates	Adults	74	74.0	
	Dislocated Workers	79	79.1	
	Older Youth	70	85.7	
Retention Rates	Adults	82	84.8	
	Dislocated Workers	89	85.9	
	Older Youth	80	92.3	
	Younger Youth	54	80.0	
Six Months Earnings Change	Adults	\$1,342	\$3,642	
	Dislocated Workers	-\$2,000	\$404	
	Older Youth	\$1,987	\$2,372	
Credentials/Diploma Rates	Adults	52	67.9	
	Dislocated Workers	52	66.7	
	Older Youth	52	77.4	
	Younger Youth	55	86.1	
Skill Attainment Rate	Younger Youth	73	75.0	
Placement in Education or Education	Youth (14 – 21)	No negotiated levels for PY 2005	64.6	
Attainment of Degree or Certificate	Youth (14 – 21)	No negotiated levels for PY 2005	20.3	
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated levels for PY 2005	0.0	
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
		0	2	15

Table O – Local Performance

Local Area Name	Total Participants Served	Adults		
		244		
Greater Peninsula		Dislocated Workers		292
		Older Youth (19-21)		70
		Younger Youth (14-18)		131
ETA Assigned # 51020	Total Exitters	Adults		134
		Dislocated Workers		162
		Older Youth (19 –21)		41
		Younger Youth (14 –18)		97
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participant	60	69.9	
	Employers	60	64.8	
Entered Employment Rates	Adults	67	69.6	
	Dislocated Workers	75	82.0	
	Older Youth	59	74.1	
Retention Rates	Adults	74	65.3	
	Dislocated Workers	79	87.3	
	Older Youth	70	90.7	
	Younger Youth	47	75.7	
Six Months Earnings Change	Adults	\$2,050	\$3,754	
	Dislocated Workers	\$160	\$1,013	
	Older Youth	\$1,850	\$2,777	
Credentials/Diploma Rates	Adults	50	66.0	
	Dislocated Workers	52	57.1	
	Older Youth	45	71.1	
	Younger Youth	47	75.0	
Skill Attainment Rate	Younger Youth	66	95.2	
Placement in Education or Education	Youth (14 – 21)	No negotiated levels for PY 2005	67.0	
Attainment of Degree or Certificate	Youth (14 – 21)	No negotiated levels for PY 2005	59.1	
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated levels for PY 2005	0.0	
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
		0	1	16

Table O – Local Performance

Local Area Name		Adults		
			153	
Crater Area	Total Participants Served	Dislocated Workers		42
		Older Youth (19-21)		19
		Younger Youth (14-18)		84
ETA Assigned # 51100	Total Exitters	Adults		89
		Dislocated Workers		33
		Older Youth (19 –21)		11
		Younger Youth (14 –18)		62
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participant	59	82.8	
	Employers	57	73.1	
Entered Employment Rates	Adults	62	81.1	
	Dislocated Workers	70	86.0	
	Older Youth	58	70.0	
Retention Rates	Adults	71	80.7	
	Dislocated Workers	74	88.6	
	Older Youth	74	100.0	
	Younger Youth	48	50.0	
Six Months Earnings Change	Adults	\$2,165	\$3,996	
	Dislocated Workers	\$0	-\$1,396	
	Older Youth	\$1,915	\$5,915	
Credentials/Diploma Rates	Adults	52	51.2	
	Dislocated Workers	52	79.4	
	Older Youth	44	46.2	
	Younger Youth	48	55.0	
Skill Attainment Rate	Younger Youth	62	66.0	
Placement in Education or Education	Youth (14 – 21)	No negotiated levels for PY 2005	53.6	
Attainment of Degree or Certificate	Youth (14 – 21)	No negotiated levels for PY 2005	32.5	
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated levels for PY 2005	0.0	
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
		1	1	15

Table O – Local Performance

Local Area Name		Adults		
			635	
Hampton Roads	Total Participants Served	Dislocated Workers		147
		Older Youth (19-21)		78
		Younger Youth (14-18)		565
ETA Assigned # 51035	Total Exiters	Adults		530
		Dislocated Workers		98
		Older Youth (19 –21)		59
		Younger Youth (14 –18)		102
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participant	62	73.4	
	Employers	62	72.7	
Entered Employment Rates	Adults	69	76.2	
	Dislocated Workers	75	81.1	
	Older Youth	61	68.9	
Retention Rates	Adults	72	80.4	
	Dislocated Workers	60	80.0	
	Older Youth	74	71.1	
	Younger Youth	52	48.3	
Six Months Earnings Change	Adults	\$2,350	\$2,877	
	Dislocated Workers	-\$3,000	-\$691	
	Older Youth	\$1,923	\$1,888	
Credentials/Diploma Rates	Adults	61	65.1	
	Dislocated Workers	48.8	54.8	
	Older Youth	52	51.5	
	Younger Youth	30	66.7	
Skill Attainment Rate	Younger Youth	68	92.8	
Placement in Education or Education	Youth (14 – 21)	No negotiated levels for PY 2005	42.8	
Attainment of Degree or Certificate	Youth (14 – 21)	No negotiated levels for PY 2005	1.8	
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated levels for PY 2005	0.0	
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
		0	4	13

Table O – Local Performance

Local Area Name		Adults		
			636	
West Piedmont	Total Participants Served	Dislocated Workers		2,440
		Older Youth (19-21)		76
		Younger Youth (14-18)		409
ETA Assigned # 51105	Total Exiters	Adults		301
		Dislocated Workers		706
		Older Youth (19 –21)		48
		Younger Youth (14 –18)		178
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participant	56	71.7	
	Employers	54	76.3	
Entered Employment Rates	Adults	59	75.2	
	Dislocated Workers	63	83.8	
	Older Youth	54	71.4	
Retention Rates	Adults	67	90.3	
	Dislocated Workers	74	93.0	
	Older Youth	66	60.9	
	Younger Youth	45	50.0	
Six Months Earnings Change	Adults	\$2,240	\$4,323	
	Dislocated Workers	\$75	\$1,829	
	Older Youth	\$2,000	\$1,896	
Credentials/Diploma Rates	Adults	50	45.1	
	Dislocated Workers	50	41.3	
	Older Youth	42	20.6	
	Younger Youth	46	49.6	
Skill Attainment Rate	Younger Youth	59	48.8	
Placement in Education or Education	Youth (14 – 21)	No negotiated levels for PY 2005	50.0	
Attainment of Degree or Certificate	Youth (14 – 21)	No negotiated levels for PY 2005	24.4	
Literacy or Numeracy Gains	Youth (14 – 21)	No negotiated levels for PY 2005	0.0	
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
		1	5	11