



2012

**Workforce Investment Act
Title I-B Annual Report
Texas Workforce Commission**

Texas Workforce Commission Mission

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



Texas Workforce Commission

Workforce Investment Act Title I-B Annual Report

Program Year 2012

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PART I: TEXAS WORKFORCE SOLUTIONS

Texas Workforce Commission

Vision

Texans will view the Texas Workforce Commission, the Local Workforce Development Boards, and their partners as a quality supplier of workforce solutions that contribute to economic prosperity.

Strategies

Strategy 1: A Market-Driven Approach

To promote the Texas workforce system as a market-driven approach to service delivery that targets services to meet the changing needs of workers and employers

Strategy 2: Industry Clusters

To form state and regional partnerships to foster growth and development in support of the Governor's Texas Industry Cluster Initiative

Strategy 3: Targeted Training Resources

To encourage targeting limited training resources to businesses and industries associated with the Governor's Texas Industry Cluster Initiative; high-growth, high-demand occupations; emerging occupations; or those occupations that have significant impact on the local economy

Strategy 4: Regional Planning

To continue the emphasis on regional planning and services alignment

Strategy 5: Workforce Tools and Products

To enhance existing automated tools and identify new tools and products that support workforce solutions

Market-Driven

For an economy to grow and prosper employers must convey to job seekers the skills their business needs and job seekers must recognize the skills they possess or obtain new skills to meet businesses' needs. A market-driven workforce development system plays a vital role in this process, acting as a hub for sharing information related to jobs and skills, facilitating connections between businesses and job seekers, and providing assistance with job search and training needs.

Texas Workforce Solutions, Texas' workforce development system, encompasses the Texas Workforce Commission (TWC) in partnership with 28 Local Workforce Development Boards (Boards). Its market-driven approach incorporates all potential customers, including employers and job seekers, as well as workforce service providers, economic development entities, universities, community colleges, and training providers. This approach certifies that all workforce system customers are valued, informed contributors to and drivers of the system, thus allowing state and local policy makers to strategically plan for the current and future needs of the state.

Texas Workforce Solutions continuously monitors and analyzes the needs of the state's workforce and businesses, adjusting, as necessary, to ensure a solid approach that enables job growth, promotes a well-trained workforce, and ensures Texas' ability to compete on a global level.



In May 2013, *Forbes* named five Texas metro areas among the top cities for jobs in 2013: Ft. Worth/Arlington (4th); Houston/Sugarland/Baytown (5th); Dallas/Plano/Irving (6th); Austin/Round Rock (10th); and San Antonio (12th). Not only has growth been steady, it has spread throughout the state.

An Improving Landscape

The strength of the workforce, measured by the skills and education of workers, is critical to the continued success of Texas' economy. Texas has recorded strong job growth numbers, adding 293,400 jobs in the last year. In an environment of increased demand for workforce development services, Texas Workforce Solutions is dedicated to helping Texans find work. Texas Workforce Solutions uses an integrated approach to serve multiple populations at the same time and to provide innovative services to meet job seeker and employer needs.

Focus on Integration

Texas has historically been seen as a leader in workforce integration. However, TWC and the Boards continue to refine and improve Texas' integrated structure in order to operate in the most efficient and effective manner possible, while ensuring the workforce system is both flexible and adaptable, and most importantly, market-based and customer-focused. Improved access and efficiency, along with value-added services, are a few of the many benefits customers receive from an integrated system.

Texas job seekers benefit from a wide variety of programs administered by Texas Workforce Solutions, including:

- Workforce Investment Act (WIA)
- Wagner-Peyser Employment Service (ES)
- Unemployment Insurance (UI) Benefits Information
- Choices, the Temporary Assistance for Needy Families (TANF) employment and training program
- Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T)

- Subsidized child care
- Trade Adjustment Assistance (TAA)

This variety of programs provides Workforce Solutions staff with numerous tools to assist customers in meeting their needs. An added benefit is that job-seeker information is centrally maintained, removing the necessity to provide separate documentation for each program.

Efficiencies

Integrating programs within Workforce Solutions Offices allows Texas to leverage resources, thus minimizing the impact of reductions in funding and increased demand for services. The continued reduction to 5 percent for Program Year 2012 (PY'12) governor's reserve funds restricted the state's ability to effectively fund and carry out all of the required statewide WIA activities. However, Texas Workforce Solution's integrated approach to services allowed staff to serve a greater number of individuals while providing each individual with a comprehensive service package that improves the job seeker's probability of success.

Sequestration

Another challenge faced by TWC and Boards was the threat of sequestration. The certainty was mandated reductions. The uncertainty was how the reductions would be applied, how deep the cuts would be, and when they would take effect. TWC and the Boards prepared for the impact of sequestration through the implementation of a number of options, including:

- Staff attrition;
- Workforce Solutions Office closures;
- Reductions in participant training;
- Reductions in participant support services; and/or
- Reductions in staff travel.

Business Customer Value

Businesses also receive value-added assistance in an integrated workforce system. Through dedicated Business Service Units, businesses are provided access to customized service options that address

their specific business needs. Businesses also have access to pools of job seekers at all levels of education and experience, allowing potential employers to tailor new hires to the requirements of the job and build a better workforce. Close ties to the local labor market enable Boards to conduct outreach by working with businesses to provide opportunities for work experience and on-the-job training (OJT), and allow low-skilled workers to build skill sets relevant to the current market. Additionally, Boards are in an excellent position to partner with other community resources to expand opportunities to all customers.

Innovation at Work

Innovative, progressive services promote a stronger Texas, and Texas Workforce Solutions continuously works to provide value-added services to improve customers' opportunities for growth.

State Leadership in Workforce Initiatives

States have proven to be effective laboratories for innovative workforce initiatives. In Texas, TWC and the Boards can best serve the needs of Texas job seekers, employers, and communities. Boards are most familiar with local needs and opportunities through first-hand knowledge of local partners, and baseline community assessments that ensure our extensive local one-stops and the system's initiatives deliver the maximum possible value. Texas believes that federal rules, grants, and base funding should emphasize state roles and maximize a state's flexibility to design effective and comprehensive initiatives.

Reduction of the governor's reserve from 15 percent to 5 percent beginning in PY'11 and continuing into PY'13 has significantly impeded TWC's ability to administer innovative and creative WIA workforce projects throughout the state. As a result of this reduction, Texas received combined WIA allotments of \$50 million less for PY'11–PY'13, severely limiting the state's ability to serve a key principle expressed in WIA Final Rule, 20 CFR, Part 652 et al., that "states and localities have increased authority to implement innovative strategies to best serve the needs of

the labor market," and significantly impairing the state's ability to administer innovative and creative initiatives.

Simultaneously with the reduction of the governor's reserve from 15 percent to 5 percent came the creation of the Workforce Innovation Fund, administered directly by the U.S. Department of Labor in the form of project grants and bypassing WIA principles, structure, and state plans. Effectively in exchange for the \$50 million reduction in governor's reserve funds available to Texas, one Workforce Innovation Fund grant of \$6 million has been awarded to a recipient in Texas for a three-year project. One other Texas Board is part of a four-state, nine-Board consortium that received an additional innovation grant. Boards can apply for funding from the Workforce Innovation Fund, but the application process creates an added administrative burden. The smallest Boards, which often suffer the most from a loss of governor's reserve funds, are those least likely to have a staff grant writer—and are not likely to be in a position to access any Workforce Innovation Fund resources.

In spite of the limited amount, TWC uses a portion of the remaining WIA governor's reserve statewide funding, in conjunction with other funding, where feasible and appropriate, to encourage innovation at the local level through grants to Boards, institutions of higher education, community-based organizations, and other suitable entities. With significantly reduced funding, TWC prioritized programs that assist specific populations and initiatives: veterans, youth, and STEM programs. TWC undertakes projects that encourage and improve growth industries, the earning capabilities of job seekers facing barriers to employment, and the effectiveness of Texas Workforce Solutions.

Board Plans

In 2013, each of the 28 Boards developed and submitted a comprehensive five-year plan that identified the following:

- Needs of the local workforce development area (workforce area);
- Current and projected employment opportunities in the workforce area; and

- Skills necessary for current and projected employment opportunities.

Boards also submitted revised Target Industries and Occupations lists identifying industries and occupations critical to their workforce areas, meeting Board-specific parameters, and targeting training funds.

Board plans continue to follow the same strategic direction set forth in the State Workforce Investment Plan and *Advancing Texas: Strategic Plan for the Texas Workforce System FY 2010–FY 2015*.

In the face of concern over lower funding and the closure of some Workforce Solutions Offices, Boards continue to develop innovative and integrated programs. Examples include:

- The Rural Workforce Network, a collaboration of five Boards in West Texas using an integrated strategy to coordinate response to employer demand for skilled workers across the West Texas region; and
- The Workforce Education Readiness Continuum in the Capital Area workforce area, which brings together eleven community organizations that use existing resources to assist participants in gaining the skills for entry or reentry into the workforce.

Overall, through the planning process, two industries were most commonly cited as critical—the health care industry and the oil and gas industry. Registered nurses and licensed vocational nurses were the most frequently selected target occupations, while numerous workforce areas in and near the Eagle Ford Shale and Cline Shale plays have seen an increased demand for training to work in the oil and gas industry. Additionally, welders, electricians, and heavy-truck drivers were selected as targeted occupations by almost every Board.

Priority Populations

Recognizing that setting performance expectations can drive behavior, several years ago TWC adopted a strategic focus to make veterans and Unemployment Insurance claimants priority populations. The workforce system’s focus on these populations provides the following benefits:

- A faster return to work;
- Providing employers with skilled workers who have recent work experience; and
- A positive impact on the UI trust fund.

Several years ago, in an attempt to impact the average duration that UI claimants remain on UI, TWC implemented the Claimants Placed within 10 Weeks performance measure to further the focus on claimants. TWC continues to contract this measure to the Boards.

Given the great need to connect youth currently in foster care or aging out of foster care with community resources to provide them with a support system as they move to independent living and self-sufficiency, TWC has also prioritized foster youth.



Veterans

College Credit for Heroes Program

The College Credit for Heroes (CCH) program seeks to maximize college credits awarded to veterans and service members for their military experience by developing streamlined degree paths and workforce certifications to expedite their transition into the Texas workforce.

CCH was initiated in 2011 using \$3 million in WIA funds, officially authorized under Senate Bill 1736. Seven Texas colleges created pilot projects aimed at awarding college credit, workforce certifications, and workforce licenses for military training and experience. The first phase of the project focused on translating careers in allied health and included the development of accelerated curricula in fields

such as emergency medical services, surgical technology, respiratory therapy, and nursing.

The program also created a web-based application and database, www.collegecreditforheroes.org, for veterans and service members to receive an official evaluation of credit that can be used at colleges and universities throughout the state. As of June 2013 the website has received over 25,686 visits and has 14,679 veteran and service member account holders who have requested more than 1,631 evaluations for college credit. Results from the first year show Texas veterans and service members have been awarded an average of 25 credit hours by using the CCH website.

All of the findings from Phase I of this project were compiled for a report to the Texas Legislature and can be found online at <http://www.twc.state.tx.us/svcs/vetsvcs/college-credit-heroes-report.pdf>.



Lone Star College System student and former U.S. Air Force Senior Airman Steven Schmidt (right), learns valuable oil and gas industry skills along with his classmate Joseline Garcia (left), through the College Credit for Heroes initiative. *Photo Courtesy of Lone Star College System*

The Commission approved approximately \$1.5 million in federal WIA performance incentive funds for Phase II of CCH. Phase II expands to other regions of the state and includes development of accelerated curricula from additional colleges and universities in a number of new careers, such as information technology (IT),

firefighting, advanced manufacturing, logistics, wind engineering, and oil field technology.

Additionally, \$350,000 has been set aside for continuation and expansion of the CCH website.

Phase I Partners

- Alamo Colleges
 - Medical Education Training Center/Veterans Associate Degree Opportunity Program
- Central Texas College
 - Online Military Training Evaluation System
- Houston Community College
 - Accelerated Alternate Delivery Program
- Lee College
 - Model Program for Individual Education Plan
- Lone Star College System
 - Texas Inter-College Council on Veterans and Best Practices
- San Jacinto College
 - Allied Health Programs Analysis Project and Summit
- Temple College
 - Accelerated Emergency Services Program

Phase II Partners

- Angelo State University
 - Accelerated Pathways to Bachelor's and Master's Degrees in Security Fields
- Alamo Community College District
 - Accelerated Associate's Degree in Respiration Technology and Health Information Technology Specialty Tracks
- Austin Community College
 - Accelerated Pathways to Certifications in Advanced Technology Fields

- Dallas County Community College District
 - Veteran Success Through Accelerated IT Career Pathways
- Grayson College
 - Accelerated Degrees and Certifications in Advanced Technologies
- Lee College
 - Accelerated Manufacturing and Logistics Certifications and Associate's Degree Programs
- Lone Star College System
 - Fast Track Field Service Technician Marketable Skills Award Toward Oil Field Certification
- San Jacinto Community College District
 - Veterans' IT Fast Track to Employment Program
- Tarrant County College District
 - Fire Technology
- Texas State Technical College Harlingen
 - Streamlined Certification and Associate's Degree in Wind Energy Technology

Hiring Red, White & You! Job Fair

In partnership with Texas' 28 Boards, the Texas Medical Center, and Texas Veterans Commission (TVC), TWC hosted 27 job fairs for veterans across the state on November 15, 2012, as part of the Hiring Red, White & You! campaign initiated by Governor Rick Perry and Dr. James H. "Red" Duke, Jr., Texas Medical Center surgeon and University of Texas Health Science Center at Houston professor.

Over 12,000 veterans and more than 1,400 employers attended the statewide job fairs. With about half of those veterans who attended reporting their progress during the months after the events, TWC estimates that approximately 2,800 hires were made as a result of the statewide job fairs, or about a 23 percent hire rate among those veterans who attended.

To keep the event free to all employers and job-seeking veterans, Boards identified job fair

locations that maximized space, cost-effectiveness, and accessibility. To accommodate thousands of veterans and hundreds of employers in large cities such as Dallas, Houston, and San Antonio, Boards used big venues such as the Ballpark at Arlington, Reliant Stadium, and the Freeman Expo Hall. Boards in areas such as Bryan, Round Rock, and Midland used military armories and reserve centers to maximize cost-effectiveness.



Veteran job seekers connected with employers at Hiring Red, White & You! Job fairs held at 27 locations throughout the state on Nov. 13, 2012, including this one at the National Guard Armory at the Midland International Airport. *Photo Courtesy of Workforce Solutions Permian Basin*

After the success of the first hiring Red, White and You! job fairs, TWC scheduled a second statewide hiring Red, White and You! job fair event for November 14, 2013.

Veterans Workforce Outreach Initiative

Hard-to-serve veterans have one or more barriers to employment, such as homelessness; a history of substance abuse; physical, mental, or learning disabilities; post-traumatic stress disorder; ex-offender status; or recent discharge from military duty. The Veterans Outreach project is designed to support the National Veteran's Outreach Program, Inc.'s goals of:

- outreach to hard-to-serve veterans who are not currently being served through Workforce Solutions Offices;
- addressing employment barriers faced by hard-to-serve veterans; and

- reintegrating hard-to-serve veterans into meaningful employment.

Employment barriers are addressed and resources are accessed to overcome barriers under the guidance of a case manager. Veterans benefit from a range of services, which may include:

- assessments;
- job development and job placement;
- individual case management services including guidance, encouragement, and resources; and
- support services such as transportation.

The project was funded from a competitive Request for Proposals (RFP). One grantee, American GI Forum, was awarded WIA statewide discretionary funds and the program was implemented in San Antonio, Houston, the Dallas/Fort-Worth metro area, and El Paso, Texas.

For the period February 2012 through January 2013, the project provided 515 individual veterans with assessment services and 306 were placed into employment at an average wage of \$12.63 per hour.

Texas Veterans Leadership Program

Veterans returning from military action face numerous challenges when transitioning into civilian life. A consistently higher-than-average unemployment rate, homelessness, and service-related injuries can impede their success. TWC's Texas Veterans Leadership Program (TVLP) is a resource and referral network that assists veterans of Iraq and Afghanistan to address such challenges. TVLP has Veterans Resource and Referral Specialists (VRRSs) located across the state to outreach veterans and provide a comprehensive, integrated approach to addressing their unique challenges. VRRSs operate within Workforce Solutions Offices where they can work more closely with Workforce Solutions Offices staff and partner program staff, including TVC representatives, providing veterans with the personalized attention they need. In addition, TVLP collaborates with numerous community-based organizations to meet the needs of the veterans they serve. As of July 2013, TVLP had outreached 14,239 individuals and provided assistance or referrals to

Success Stories

- *Mr. King, a veteran, visited the Coastal Bend Workforce Solutions Office (Coastal Bend) looking for employment and résumé assistance. The TVLP staff person in the Coastal Bend office explained Mr. King's earned veteran benefits. Mr. King knew he wanted employment as a safety coordinator with Star Construction, but was unsure how to translate his military skills into language the civilian employer would understand. The TVLP staff person assisted in converting Mr. King's skills as a field artillery crew member into civilian terminology, highlighting Mr. King's time as his unit's primary safety instructor, along with the specific training he received, and then helped prepare him for the interview. When Mr. King was offered the position of senior safety coordinator, at a salary of over a \$100,000, he called the TVLP office to express his appreciation for TVLP's efforts.*

- *The Department of Texas Veterans of Foreign Wars contacted TVLP and asked for help in identifying four OEF or OIF veterans in Dallas, Houston, Austin, and San Antonio who met certain criteria to receive a donated, refurbished car from Progressive Auto Insurance through the Recycled Rides project. The Austin OEF veteran selected was a Texas National Guard soldier who served in Iraq and Afghanistan. On a convoy in Afghanistan, he was severely injured by an improvised explosive device and thrown 45 feet from the vehicle. The rest of his team was killed on impact. During his two years in rehabilitation at Brooke Army Medical Center, his wife drove back and forth from Austin to San Antonio every weekend so he could see his son, putting 200,000 miles on their car in the process. Thanks to Recycled Rides, this veteran and his family have moved farther down the road to recovery.*

11,814 veterans of Operation Iraqi Freedom (OIF), Operation Enduring Freedom (OEF), and Operation New Dawn.

Unemployment Insurance Claimants

Emergency Unemployment Compensation Reemployment and Eligibility Assessment

As part of the Middle Class Tax Relief and Job Creation Act of 2012, the Emergency Unemployment Compensation Reemployment and Eligibility Assessment (EUC) program was initiated to help the long-term unemployed reengage with the workforce. The original program, which ended in December 2012, saw Texas Workforce Solutions outreach approximately 190,000 EUC claimants and provide services to about 134,000.

However, in December 2012, Congress took action through the Tax Relief Extension Act to extend the EUC program for calendar year 2013, under the same program guidelines and reimbursement structure. Through the end of August, Texas Workforce Solutions outreached approximately 300,000 total EUC claimants (about 110,000 in calendar year 2013) and provided services to about 210,000 total (about 76,000 in calendar year 2013).

The EUC program as currently designed runs through December 31, 2013, at which time Texas Workforce Solutions expects to have outreached 355,000 EUC claimants (2012 and 2013), and provided services to approximately 265,000.

Rapid Reemployment Model

Public Law 103-152 requires states to establish a system of profiling all new claimants for regular UI in order to identify the claimants most likely to exhaust regular UI benefits and target those claimants for participation in reemployment services. The U.S. Department of Labor Employment and Training Administration (DOLETA) refers to the system as Worker Profiling and Reemployment Services; in Texas, it is known as the Rapid Reemployment Model (RREM), which offers Rapid Reemployment Services (RRES).

TWC reviews RREM biennially to address changes in labor market and economic conditions and

introduced the RREM IV profiling model in October 2012 to identify UI claimants who are candidates for RRES. Data used to develop RREM was retrieved from the state's UI Benefits System and contained 17 statistically significant factors which were categorized into 44 variables. The model is based on the collective influence of factors, as no single characteristic indicates the likelihood of exhaustion.

TWC documents and provides references on procedures and logistics to monitor RREM performance and ensure it reflects changing local labor market conditions. Additionally, efforts are continuously extended to research other potential influencing factors, trends in using alternate dependent variables, and advanced methodologies to enhance the quality of RREM.

Foster Youth

Since 2004, TWC has funded foster youth transition centers serving both current and former foster youth, ages 14–25. The transition centers address critical life barriers facing youth who have aged out, or are close to aging out, of the foster care system. Transition centers are designed to provide foster youth access to education, employment and training services, life-skills classes, mentoring opportunities, and appropriate support services through a comprehensive one-stop service delivery system approach. Youth at these centers also receive comprehensive case management services and financial support through the Texas Department of Family and Protective Services' Preparation for Adult Living program. Youth are provided a safe environment where they receive the necessary services to become self-sufficient. The initiative also focuses on assisting foster youth in accessing self-sufficiency training geared toward advancing their skills, thus leading to increased self-esteem and greater success in transitioning into adulthood.

Many of the youth receiving services are either pregnant or parenting and a substantial number have been diagnosed with mental illness or are experiencing substance abuse issues. Services received from the centers are reasonably expected to meet TANF purposes 3 and 4 through the provision of dropout prevention activities, self-esteem and leadership activities, parenting classes, and job readiness activities.

As part of an expansion in Fiscal Year 2012 (FY'12), TWC funded 14 transition centers statewide.

Additionally, Boards prioritize children of foster youth when they enroll children from waitlists into child care.

Future Workforce

Apprenticeship

TWC's apprenticeship training programs prepare and train individuals for careers in the skilled trades and



crafts, combining OJT supervised by experienced journeyworkers with job-related, classroom instruction during which participants learn the practical and theoretical aspects of a highly skilled occupation. Additionally, learning takes place as paid OJT, sometimes referred to as “earn while you learn.”

Apprenticeship training programs meet the skilled workforce needs of industry, training qualified individuals for lifelong careers. Traditional industries include construction and manufacturing, and emerging industries include health care, information technology, energy, telecommunications, and more. The following are some of the occupational apprenticeships currently supported by TWC funding:

- Carpenter
- Electrician
- Electronic systems technician
- Millwright
- Telecommunications worker

TWC provides apprenticeship training funds to local education agencies to support the cost of related classroom instruction in registered apprenticeship training programs. In 2013, the Texas legislature provided \$1,581,140 in general revenue funds for apprenticeship training programs.

In FY'13, TWC exceeded the Legislative Budget Board Apprenticeship Training performance measure of 3,600 individuals served by training 3,819 individuals. The final contact-hour rate was \$4.00. The FY'10 – FY'13 contact-hour rates are significantly higher than the FY'09 rate of \$2.893. This increase results from TWC's use of \$1 million in WIA funds in each of these years in support of apprenticeship.

ExxonMobil Texas Science and Engineering Fair

The ExxonMobil Texas Science and Engineering Fair hosted by the University of Texas at San Antonio (UTSA), brings more than 1,000 Texas middle and high school students to the home of the Alamo. The fair, partially supported by WIA statewide discretionary funds, offers a competition for students to showcase research projects in STEM fields. UTSA, host for the past seven years, provides space for the fair and coordinates activities to include the display and competition of student projects, award selection, and educational workshops for teachers



Jessica Hong (left) and Michael Trinh (right), won “Best of Show” at the 2013 ExxonMobil Texas Science & Engineering Fair. *Photo Courtesy of TWC Communications*

and parents. Winners can go on to participate in the Intel International Science and Engineering Fair, and senior division winners and their mentors are invited to attend the Governor's Science and Technology Champions Academy on full scholarship.

Governor's Science and Technology Champions Academy

Being a winner (and a winner's mentor) in the senior division of the ExxonMobil Texas Science and Engineering Fair has its perks. Student winners and eligible teachers are awarded scholarships to attend the Governor's Science and Technology Champions Academy (Governor's Champions Camp). The camp is a STEM academic-based, one-week residential summer camp. Funded by WIA statewide discretionary funds through a competitive process, the camp covers the use of science and technology in extreme environments such as ultra-deep-water oil and gas exploration, space exploration, and the use of robotics as a bridging technology between these environments. The eligible teachers attending participate in student activities and staff development training that can be applied to classroom settings. The 2012 camp marked the fifth year TWC has funded scholarships for the winning students and their mentors.



2012 Governor's Science and Technology Champions Academy participants display robots they designed and built in the Mountain Mayhem Robotics Mission at the NASA Neutral Buoyancy Laboratory building. *Photo Courtesy of TWC Communications*

Mobile-Friendly WorkInTexas.com

The ever-growing popularity of internet usage via mobile devices (e.g. phones, tablets) is challenging everyone, including TWC, to rethink how websites and service delivery tools function. TWC has long embraced mobile-friendly websites, however the realities of competing but decreasing resources, coupled with ongoing

program requirements has created challenges in allocating resources for their development.

While everyone recognizes the benefits and the growing expectations for mobile-friendly websites, after receiving numerous customer requests, one workforce board stepped up with a solution. In the fall of 2012, the North Central Texas Workforce Development Board approached TWC to propose funding the state's development of a mobile-friendly version of the state labor exchange system website, WorkInTexas.com. The Board recognized their investment would benefit not only their customers, but the entire Texas workforce system.

This work began in the spring of 2013 and will be completed in PY'13. This effort will provide job seekers the ability to search for and apply for jobs, manage their account, and access a listing of their Workforce Solutions Office events and activities—all through their mobile device.

Innovation at the Local Level

As the first point of contact for most job seekers and businesses seeking workforce development services, Boards are in a position to craft forward-looking opportunities to meet the needs of their customers. As an ally in ensuring local success, TWC historically distributed as much WIA statewide discretionary funding as possible to Boards for their use in innovative projects and now must find ways to continue to fund services and programs for employers, job seekers, and workers with less federal support. The reduction of the WIA governor's reserve to five percent has limited opportunities to fund innovative projects.

Through collaboration with outside partners and other Boards, state of the art technology, and old-fashioned customer service, Texas' Boards work hard to serve their customers. Examples of Board successes in PY'12 include the following:

- Workforce Solutions Capital Area, along with 10 community partners, launched the Workforce and Education Readiness Continuum (WERC) program in April 2012 to help prepare Austin-area residents to enter or reenter today's competitive job market.

WERC targets individuals at or below 200 percent of the poverty rate who also face one or more barriers to self-sufficiency, such as low literacy, lack of basic education, or limited work skills. In the first quarter of the 30-month program, WERC partners served more than 525 Central Texas participants and enrolled nearly 400 people in the program. Of those, 33 have completed an educational program, and 12 have increased their income as a result of employment-related services.

- A WIA participant receiving UI had been laid off from a meat packing plant due to closure. Before enrolling in our program, the participant was a high school dropout. We helped him obtain his high school diploma through the Diplomas and Certificates (DAC) program at North Heights Alternative School. Through his supervisor's recommendation, an eight-week internship placement at an automotive shop led to a job at an auto body shop where he is now employed full time. He will attend Amarillo College this fall for Automotive Collision Technology, no longer receives UI, and is working at a business related to his field of study.
- The WorkPlace and Workforce Solutions Greater Dallas, with the support of the AARP Foundation, Citi Community Development, and the Walmart Foundation announced the national expansion of the successful Platform to Employment (P2E) program. The program's proven model demonstrates that the right job readiness programming, combined with personal and family support services and financial counseling, can return the long-term unemployed to the workforce. P2E addresses the specific needs of unemployed workers over age 50 and military veterans. P2E offers a five-week preparatory program, which includes workshops on résumé writing, interview preparation, self-marketing, and other skills. Additionally, participants and their families have access to behavioral health services counseling. Following the preparatory program, participants are matched with employers that have job openings. P2E offers employers a risk-free evaluation of participants during an eight-week trial period in which wages are subsidized by The WorkPlace.
- A 53-year-old single female, living in a housing shelter with no source of income and a criminal background that posed a serious barrier to employment, attended the Workforce Solutions orientation and decided to take advantage of the training classes and resources available, along with WorkInTexas.com job referrals. She was approved for training under WIA and after successfully completing training as a truck driver, received offers from two companies willing to give her a chance. Her starting pay was \$17 per hour.
- In fall 2012, the Just in Time Skilled Workforce Development pilot program launched with its first class of 25 students, including veterans who received an enrollment preference. Just in Time is a 90-day, fast-track training program to help participants obtain skills certifications in manufacturing. The self-paced, or competency-based, training includes a blend of lectures, online training, and hands-on skills labs for machinists, skilled assembly workers, and production operations technicians. Upon completion, participants receive a Manufacturing Skills Standards Certificate or the National Institute for Metalworking Skills certification and can work at companies in various industries including aerospace, automotive, and medical. The Just in Time pilot is a collaborative of Workforce Solutions Alamo, Alamo Colleges, and the San Antonio Manufacturers Association.
- A single mother visited Workforce Solutions in January 2011 seeking employability skills through the Work Experience program. She was interested in becoming a nurse and gaining some experience in the medical field. Shortly after she completed the Work Experience program on June 17th, she applied and was admitted to South Texas College (STC) to pursue a major in nursing. Despite the difficulties and challenges of being a single mother while also attending college, she was determined to obtain her associate's degree in nursing from STC and provide a better life for her child. With the assistance of Texas Workforce Solutions through an Individual Training Account and support services, she earned an associate's degree in nursing on May 15, 2013; obtained her nursing

license in June 2013; and secured employment at the McAllen Heart Hospital on August 5, 2013.

- Workforce Solutions for Tarrant County (Tarrant County) and Workforce Solutions North Central Texas (North Central) have worked closely with General Electric to staff its new North Texas rail and transportation-related manufacturing facility. Tarrant County took the lead on developing a hiring strategy, posting job listings, and holding job fairs, including a veterans-only job fair. North Central helped facilitate partnerships between the Boards and college systems. A Skills Development Fund grant was used to train 275 workers as machinists, operators, and welders. Tarrant County College provided the machining and computer numeric controls training, while North Central Texas College focused on the welding portion of the curriculum. Trained workers receive an average hourly wage of \$17.



Evaluating the Past— Evaluation and Research Projects

Evaluation 2012, Accomplishments and Outcomes of the Texas Workforce System

In May 2012, the Texas Workforce Investment Council (TWIC) released the *2012 Update to Advancing Texas: Strategic Plan for the Texas Workforce System FY 2010–FY 2015*. The plan outlined long-term objectives designed to take the workforce development system into the future. From this update, performance targets were established or revised for several action and project plans. The 2012 update serves as the foundation of system and partner agency actions in the continued implementation of *Advancing Texas* and evaluation of its objectives and performance targets.

Evaluation 2012, a publication of strategic plan outcome information, focuses on a series of five report cards with data from program and system performance based on the efforts and actions of partner agencies. The Texas workforce system served fewer individuals in 2011 and in 2012, largely due to the phasing out of federal recovery relief funding and improved economic conditions. Additionally, funding levels were decreased for several programs. The percentage of participants entering and retaining employment increased and the attainment of educational outcomes continued to rise. The evaluation can be accessed at: http://governor.state.tx.us/files/twic/Evaluation_2012.pdf.

Looking to the Future

Adult Education

Senate Bill (SB) 307, enacted by the 83rd Texas Legislature, Regular Session and signed into law by Governor Rick Perry on May 18, 2013, transfers the Adult Education system from the Texas Education Agency (TEA) to TWC.

SB 307 is a positive step towards strengthening Texas' Adult Education and literacy programs (AEL) by serving adult learners through a more cohesive

and coordinated system. Linking adult education and literacy with workforce development should enable better educational and employment outcomes for adult Texans served.

To better understand the major issues currently facing adult education, TWC recently engaged in a series of nine public meetings across the state to hear from stakeholders concerning the transfer of the AEL programs from TEA to TWC, and to gather input about what is currently working well and where there is opportunity for improvement.

Oil and Gas Initiative

In April 2013, TWC dedicated \$800,000 of its WIA incentive grant funds to support the needs of the oil and gas industry in the workforce areas containing the Wolfberry, Wolfcamp, Spraberry, Eagle Ford Shale, and Cline Shale plays. The workforce areas supporting the oil and gas plays were required to submit regional plans detailing use of the funds and focusing on easy to implement workforce and training service activities. Participating Boards included Alamo, Coastal Bend, Golden Crescent, Middle Rio Grande, and South Texas in the Eagle Ford Shale area and Concho Valley, Permian Basin, and West Central Texas in the Permian Basin/Cline Shale areas.

TWC also elected to provide \$3 million from the Skills Development Fund to support capacity building at community colleges in the geographical regions of the state where shale plays are experiencing significant activity. As a result of the rapid growth in the oil and gas exploration and production activity in these regions, there is a shortage of the skilled employees necessary to meet industry demand. Community colleges in the shale play areas received funding to expand capacity and address the training needs of the workforce area. Funds can be used to support curriculum development and equipment purchases that are not otherwise feasible. Colleges were also directed to employ a regional approach for implementation, including a requirement that they coordinate with the Boards in the region. A stipulation of the funding is that colleges will collaborate and consider ways to leverage resources, avoiding duplication of efforts. Curriculum developed with this funding will be shared with other colleges.

Continued Flexibility through Waivers

Texas will continue to take advantage of federal waiver opportunities to seek relief from provisions that restrict flexibility and innovation or that make inefficient use of staff time. With input from Boards and other stakeholders, Texas has developed waiver requests covering a broad array of workforce issues.

TWC waivers to implement sliding scales for employer match for OJT and customized employment have allowed flexibility to tailor projects based on the size of the employer. Waivers modifying WIA performance measures have supported better integration of workforce programs under DOLETA, the U.S. Department of Health and Human Services, and the U.S. Department of Agriculture, and have allowed TWC to design performance measures that make no distinction between customers served by ES, WIA, Choices, SNAP E&T, other state-level programs, or any combination of programs. Additionally, the waiver that allows Boards to use the Eligible Training Provider System to secure training providers for older and out-of-school youth helped to streamline the process of identifying and contracting training services for this population.

TWC's waivers include:

- increased local control of program delivery;
- improved Board ability to respond quickly to changing needs within the workforce area;
- increased flexibility at the local level to serve business and industry;
- elimination of duplication with streamlined administrative processes, allowing more money for services; and
- increased accountability at the state, local, and service provider levels.

Waivers and corresponding guidance are posted on TWC's website at <http://www.twc.state.tx.us/boards/wia/wiawaivers.html>.

PART II: STATEWIDE PERFORMANCE

As part of Texas' ongoing effort to remain at the forefront, Texas was an early implementer of Common Measures and one of two pilot states implementing the Workforce Investment Streamlined Performance Reporting system (WISPR). Texas officially implemented Common Measures in PY'05 based on DOLETA's encouragement and waiver approval in August 2006, which permitted Texas to report only nine Common Measures rather than the 17 historic performance measures under WIA §136(b). Texas began using its integrated reporting system shortly thereafter. Texas continues to see Common Measures and integrated reporting as valuable tools in promoting system integration, eliminating barriers created by discordant measures, and improving customer outcomes.

In PY'12, Texas achieved 100 percent or more of the negotiated target on eight of the nine Common Measures, and 96 percent on the ninth.

While performance on nearly all measures has improved, one notable case in which performance has continued to drop is Adult Average Earnings. Historically, TWC relied heavily on the flexibility that WIA Statewide Alternative funding and the Local Activity Fund waiver allowed to provide innovative services such as incumbent worker training and employer-customized training for new workers. Customers who received these services typically had much stronger average earning outcomes (115 percent higher on average).

Unfortunately, over the past several years Boards have been less able to provide these types of services. First, because the recession caused such a dramatic increase in unemployed job seekers that the system

Table 1. Summary of WIA Performance For Texas

Performance Measure	Negotiated Performance Level	Actual Performance Level	Percent of Target	Numerator	Denominator
Adult Entered Employment	64.6%	68.2%	105.6%	7,748	11,353
Adult Employment Retention	81.6%	83.2%	101.9%	6,305	7,579
Adult Average Earnings	\$12,500	\$14,203.13	113.6%	\$87,732,736	6,177
Dislocated Worker Entered Employment	71.7%	77.3%	107.8%	4,667	6,036
Dislocated Worker Employment Retention	88.3%	89.3%	101.1%	5,215	5,842
Dislocated Worker Average Earnings	\$18,235	\$19,572.31	107.3%	\$100,425,548	5,131
Placement in Employment or Education	64.9%	68.1%	104.9%	3,255	4,783
Attainment of Degree or Certificate	63.3%	61.0%	96.4%	2,495	4,090
Literacy and Numeracy Gains	50.5%	58.4%	115.6%	1,542	2,642

was challenged just to keep up with the demand for traditional services. Then, as numbers came back down and there was once again capacity and demand for these types of services, Texas Workforce Solutions found itself less able to provide them. DOL “approved” an extension of the Local Activity Fund waiver, but added new restrictions that dramatically reduced the flexibility that the original, nearly decade-long, waiver had provided. Congress then reduced the amount of funding available for Statewide Alternative funded services. As a result of these two changes, neither TWC nor the Boards had funding flexibility to allow the continuation of many of the projects previously used to good effect. These changes continue to impact performance.

As noted, customers served through programs that Statewide Alternative and Local Activity Funds previously provided typically had significantly higher earnings outcomes. Customers receiving these services also made up a significant portion of the total customers served, but that portion has been slipping, and reduction in WIA Adult Average Earnings outcomes is the result.

Integrated Reporting

Texas is committed to leveraging information technology to provide management and stakeholders with information about workforce system functions and performance. To that end, Texas has developed an integrated reporting system that captures the data elements and applies the methodologies required by Common Measures and WISPR. This system remains on the cutting edge of performance reporting. At DOLETA’s request, Texas continues to mentor other states on implementing Common Measures and integrated reporting. As a result, many states have used Texas’ Common Measures and integrated reporting development materials as a blueprint for their own efforts. This is likely to accelerate in PY’13 as more states consider moving to WISPR reporting in response to DOLETA changes in TAA, WIA, and Wagner-Peyser reporting requirements.

Program Costs

In PY’12, the Texas workforce system spent an average of \$3,639.26 per participant receiving WIA services. Table 2 provides information about the cost per participant for WIA adult, dislocated worker, and youth programs.

Table N – Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$46,465,993
Local Dislocated Workers	\$54,370,158
Local Youth	\$49,854,672
Rapid Response (up to 25%)	
134 (a) (2) (b)	\$965,685
Statewide Required Activities (up to 15%)	
134 (a) (2) (b)	\$11,199,931
Statewide Allowable Activities	
134 (a) (3)	\$311,187
Total of All Federal Spending Listed Above	\$163,167,626

Table 2. Operation Costs

	Cost/Participant
Overall, All Program Strategies (Does Not Include Adult Self Service Only)	\$3,639.26
Adult Program (Does Not Include Adult Self Service Only)	\$1,887.83
Dislocated Worker Program	\$6,297.63
Youth Program	\$5,862.11

Table 3. Operating Results

	Available	Expended	Percentage
Overall, All Program Strategies	\$243,058,578	\$193,161,224	95.0%
Adult Program Funds	\$74,548,973	\$58,415,183	95.6%
Dislocated Worker Program Funds	\$91,539,756	\$72,214,902	93.5%
Youth Program Funds	\$76,969,848	\$62,531,139	96.0%
Overall includes Local Administration Funds. Amounts Available and Expended include the Program Year 2012 allocation as well as amounts carried forward from prior program years.			

Table B- Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	64.6%	68.2%	7,748
			11,353
Employment Retention Rate	81.6%	83.2%	6,305
			7,579
Average Earnings	\$12,500.00		\$87,732,736
			6,177

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	68.5%	2,711	65.8%	806	48.0%	232	55.1%
		3,957		1,224		483		810
Employment Retention Rate	84.0%	2,723	82.1%	582	73.1%	133	81.1%	327
		3,242		709		182		403
Average Earnings	\$13,296.93	\$35,303,343	\$16,206.87	\$9,221,709	\$14,153.93	\$1,840,011	\$13,562.09	\$4,353,431
		2,655		569		130		321

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	73.1%	2,375	66.3%
		3,251	5,373
Employment Retention Rate	86.6%	3,139	80.1%
		3,625	3,166
Average Earnings	\$16,305.09	\$50,203,360	\$12,114.07
		3,079	\$37,529,376
			3,098

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	71.1%	77.3%	4,667
			6,036
Employment Retention Rate	88.3%	89.3%	5,215
			5,842
Average Earnings	\$18,235.00		\$100,425,548
			\$19,572.31

Table F – Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	76.5 %	487	72.8%	107	64.2%	627	65.5%
		637		147		976		55
Employment Retention Rate	87.6 %	581	88.0%	110	84.2%	664	90.8%	69
		663		125		789		76
Average Earnings	\$22,403.98	\$12,725,461	\$17,928.57	\$1,936,286	\$20,035.92	\$13,043,385	\$24,923.26	\$1,644,935
		568		108		651		66

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	80.1%	2,959	72.9%
		3,694		2,342
Employment Retention Rate	91.3%	3,524	85.2%	1,691
		3,858		1,984
Average Earnings	\$19,590.99	\$68,039,524	\$19,533.19	\$32,386,024
		3,473		1,658

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
		Placement in Employment or Education	64.9%
			4,783
Attainment of Degree or Certificate	63.3%	61.0%	2,495
			4,090
Literacy and Numeracy gains	50.5%	58.4%	1,542
			2,642

Table L – Other Reported Information

Reported Information	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional 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	85.2%	5,020	\$5,747	\$33,278,304	2.7%	209	\$5,578	\$42,484,272	45.9%
		5,890		5,791		7,748		7,617		2,375
Dislocated Workers	89.9%	4,123	89.9%	\$73,448,387	3.2%	148	\$8,653	\$39,805,673	47.5%	1,407
		4,587		\$81,684,601		4,667		4,600		2,959

Entered Training-Related Employment appears low primarily due to incomplete data. If performance is computed only using data where the Boards were able to obtain information about whether or not the participants obtained employment related to training, (i.e. those with an affirmative “yes” or “no”), performance is 71.8% for WIA Adult and 71.9% for WIA Dislocated Worker.

Table M - Participation Levels

Population	Total Participants	Total Exiters
Total Adult Customers	473,767	444,188
Total Adults (self-service <u>only</u>)	433,718	416,552
WIA Adults	464,661	438,545
WIA Dislocated Worker	11,467	6,892
Total Youth (14-21)	10,667	6,333
Out-of-School Youth	6,432	4,126
In-School Youth	4,248	2,203

Texas uses the WISPR to report data to U.S. DOL. Therefore, customer counts are unduplicated at the individual participant-level rather than at the Period of Participation-level.

PART III: LOCAL PERFORMANCE

Local Workforce Development Board Performance

The intent of the statute that created TWC was to consolidate programs within one agency, thus providing an integrated service delivery system. TWC and the Boards came to realize the numerous siloed measures—particularly disparate ones—were a barrier to integration. As long as Boards were being judged at the program level rather than the service delivery system level, they would focus on isolated issues. With that in mind, Texas requested and was granted a waiver that allows the state to contract with the Boards for as many or as few of the siloed WIA measures as TWC believes appropriate. TWC used the flexibility offered by this waiver to promote integration through Common Measures. Table 4 reflects the Integrated Common Measures and Reemployment and Employer Engagement Measures. Table 5 reflects Board WIA performance.

As was the case in PY'10 and PY'11, Texas' PY'12 reports use the WISPR unduplication method in reporting counts of participants and exiters in Table O. If a participant is served and exits, and then returns for more services months later but within the same reporting period, the customer is counted one time under WISPR so that the true counts of the number of individuals served are provided, rather than reporting each period of participation separately, which tended to overstate the number of people served in past reports.

Performance in the outcome measures, however, is comparable to previous reports. Outcome measures are applied only to customers receiving more than self-service and are based on each period of participation—thus the customer who receives services, exits, and then returns for service months later will be included in outcome reporting for each period of participation. This enhances transparency and accountability by holding the system accountable for outcomes each time an individual receives employment services.

While the unemployment situation in Texas is better than in the nation as a whole, the national economy continues to challenge the workforce system.

In PY'07, Texas served 1.47 million job seekers; one year later, that number jumped to 1.82 million, peaking in PY'09 at 1.94 million. In PY'12, Texas served over 1.5 million job seekers, 68 percent of whom received at least some staff assistance.

One of Texas' key internal measures of performance is reemploying UI claimants within 10 weeks. Prior to the recession, performance had peaked at roughly 64 percent. Immediately after the national recession hit Texas (October 2008 saw a surge in UI claimants), the state saw performance drop back into the lower 40s. However, year over year comparisons of monthly cohorts showed steady improvement for 36 straight months, with performance rising back into the mid-50s and continuing to trend upwards.

Texas is committed to using data to drive local decision making at the strategic/system and local/customer levels. TWC is using the flexibility provided by the WIA Board measure waiver to continue to work with a set of performance measures designed to:

- better align with the goals of the workforce system and of its customers;
- be accessible to stakeholders at all levels;
- eliminate or minimize perverse incentives (i.e., not reward behavior that is not in the interests of our customers or that promotes inefficient use of resources);
- reduce costs and administrative burden of performance reporting; and
- promote accountability.

The final section of this report, Table O, presents individual tables for each of the 28 Boards, detailing performance of WIA Common Measures. The targets for each WIA measure, which TWC formally contracted with the Boards, are also provided.

Note: Texas uses the WISPR method to report data to DOLETA. Therefore, customer counts are unduplicated at the individual participant level rather than at the period of participation level.

Table 4. Common Measures and Reemployment Measures by Board

Measures	Integrated Common Measures			Reemployment & Employer Engagement Measures		
	Staff-Guided Entered Employment (State Reporting)	At-Risk Employment Retention	Total Job Seekers Educational Achievement	Claimant Reemployment within 10 Weeks	Total Job Postings Filled	Employer Workforce Assistance
Alamo	76.63%	79.84%	78.11%	58.48%	24.58%	17.88%
Brazos Valley	77.94%	77.08%	81.29%	57.61%	44.44%	18.15%
Cameron County	76.24%	81.96%	85.71%	52.70%	45.44%	42.35%
Capital Area	77.61%	79.99%	84.72%	57.24%	29.89%	20.55%
Central Texas	68.28%	78.48%	81.14%	49.11%	46.68%	31.36%
Coastal Bend	79.62%	80.98%	69.13%	60.23%	40.84%	27.04%
Concho Valley	69.47%	78.44%	88.14%	65.45%	55.34%	27.46%
Dallas	68.73%	79.03%	72.65%	54.29%	43.59%	17.22%
Deep East Texas	57.53%	74.59%	78.63%	61.13%	44.51%	31.72%
East Texas	72.25%	76.92%	81.31%	57.61%	32.82%	16.70%
Golden Crescent	75.98%	80.54%	90.59%	59.81%	45.89%	32.14%
Gulf Coast	73.16%	78.56%	71.13%	53.75%	23.16%	18.28%
Heart of Texas	69.34%	77.35%	71.84%	56.95%	31.13%	30.12%
Lower Rio Grande Valley	78.76%	80.79%	83.07%	55.06%	52.53%	32.00%
Middle Rio Grande	77.35%	77.42%	63.64%	54.78%	44.70%	47.14%
North Central	76.36%	80.07%	79.15%	49.80%	39.44%	17.05%
North East Texas	74.55%	76.54%	84.08%	54.70%	51.76%	43.72%
North Texas	79.24%	77.20%	77.42%	57.39%	42.58%	20.98%
Panhandle	75.65%	78.65%	68.82%	60.90%	57.84%	20.47%
Permian Basin	71.67%	79.52%	89.06%	64.90%	23.25%	17.27%
Rural Capital	78.14%	81.64%	85.58%	55.53%	45.12%	17.82%
South Plains	72.43%	76.11%	80.41%	57.58%	32.90%	19.51%
South Texas	76.12%	81.36%	90.09%	56.87%	44.13%	32.00%
Southeast Texas	68.90%	79.00%	83.33%	60.42%	53.82%	24.36%
Tarrant County	66.75%	79.09%	79.16%	51.25%	30.96%	16.08%
Texoma	54.55%	76.85%	80.41%	48.27%	47.85%	27.66%
Upper Rio Grande	73.16%	79.95%	82.08%	52.16%	49.93%	28.00%
West Central	77.25%	77.27%	80.53%	60.94%	51.81%	23.19%
# Meeting the Measure	26	28	23	28	23	22
% Meeting the Measure	92.86%	100.00%	82.14%	100.00%	82.14%	78.57%
Texas Performance	72.34%	78.88%	77.83%	54.68%	33.72%	15.15%
	Exiters from 10/1/2011 to 09/30/2012	Exiters from 04/1/2011 to 03/31/2012	Exiters from 10/1/2011 to 09/30/2012	Registered Claimants from 06/1/2012 to 05/31/2013	01/1/2012 to 12/31/2012	09/01/2012 to 08/31/2013

Table 5. WIA Performance by Board

Measures	Adult Entered Employment Rate	Dislocated Worker Entered Employment Rate	Adult Employment Retention Rate	Dislocated Worker Retention Rate	Adult Average Earnings	Dislocated Worker Average Earnings	Placement in Employment or Education	Attainment of Degree or Certificate	Literacy and Numeracy Gains
Alamo	75.18%	81.74%	85.25%	90.03%	\$12,119.54	\$15,908.98	65.31%	56.36%	53.07%
Brazos Valley	66.67%	77.53%	79.67%	90.80%	\$12,355.37	\$16,566.15	68.89%	67.65%	48.84%
Cameron County	76.27%	88.64%	85.25%	85.71%	\$16,827.13	\$21,901.30	76.03%	73.28%	90.00%
Capital Area	67.92%	84.55%	82.39%	94.47%	\$14,334.19	\$22,808.26	75.11%	77.13%	81.25%
Central Texas	80.49%	87.60%	91.78%	94.15%	\$16,304.13	\$20,394.95	82.19%	71.43%	87.76%
Coastal Bend	76.36%	84.52%	89.63%	93.67%	\$15,996.25	\$20,219.62	70.09%	52.03%	45.00%
Concho Valley	75.61%	77.19%	87.69%	92.93%	\$12,902.55	\$18,867.86	75.00%	51.85%	100.00%
Dallas	65.12%	70.54%	78.41%	89.57%	\$11,624.71	\$17,562.56	58.11%	63.51%	48.89%
Deep East Texas	66.67%	75.00%	91.84%	92.19%	\$15,006.08	\$18,391.73	68.09%	64.58%	70.00%
East Texas	65.04%	75.77%	81.71%	91.11%	\$12,707.20	\$18,536.12	62.50%	48.89%	50.00%
Golden Crescent	89.47%	87.18%	93.75%	94.03%	\$18,067.83	\$21,620.94	69.23%	78.26%	87.50%
Gulf Coast	65.55%	72.14%	81.67%	85.50%	\$14,866.91	\$25,957.13	63.63%	41.28%	49.86%
Heart of Texas	65.69%	77.94%	85.37%	84.72%	\$15,029.78	\$17,251.84	57.14%	60.66%	64.00%
Lower Rio Grande Valley	74.86%	85.96%	82.95%	88.33%	\$13,281.50	\$14,625.24	82.64%	68.45%	65.19%
Middle Rio Grande	79.07%	88.89%	90.82%	92.96%	\$19,698.74	\$25,810.87	43.20%	31.73%	71.43%
North Central	66.84%	76.96%	86.36%	92.51%	\$16,438.86	\$20,867.47	65.83%	69.17%	71.75%
North East Texas	86.84%	77.69%	89.58%	91.06%	\$12,553.72	\$15,001.87	78.05%	77.05%	65.38%
North Texas	75.00%	62.50%	85.71%	97.50%	\$13,107.42	\$15,202.16	84.62%	68.75%	33.33%
Panhandle	78.79%	86.44%	93.55%	89.06%	\$16,924.65	\$20,497.52	34.55%	35.06%	63.64%
Permian Basin	85.11%	93.48%	84.13%	95.00%	\$19,709.49	\$31,074.40	85.71%	74.19%	60.00%
Rural Capital	87.61%	83.81%	88.14%	93.06%	\$15,657.85	\$19,862.12	77.55%	75.56%	88.89%
South Plains	70.10%	86.96%	87.07%	87.50%	\$13,287.97	\$15,447.63	68.32%	69.83%	11.11%
South Texas	77.27%	90.91%	84.00%	92.86%	\$17,862.96	\$16,692.03	82.09%	84.62%	47.37%
Southeast Texas	82.29%	74.36%	74.77%	77.27%	\$14,758.79	\$22,139.39	83.93%	74.29%	60.00%
Tarrant County	75.46%	78.23%	83.65%	89.93%	\$12,925.21	\$15,849.75	69.92%	64.57%	43.35%
Texoma	72.55%	80.00%	86.54%	88.24%	\$16,349.07	\$18,527.90	72.09%	68.75%	81.25%
Upper Rio Grande	73.91%	77.72%	85.77%	87.09%	\$20,107.19	\$13,473.66	82.56%	74.66%	84.44%
West Central	65.44%	76.17%	79.61%	87.79%	\$10,887.12	\$13,759.25	59.57%	42.86%	53.33%
# Meeting Measure	28	27	27	27	26	17	25	20	24
% Meeting Measure	100.00%	96.43%	96.43%	96.43%	92.86%	60.71%	89.29%	71.43%	85.71%
Texas Performance	68.25%	77.32%	83.19%	89.27%	\$14,203.13	\$19,572.31	68.05%	61.00%	58.41%

Table O - Local Program Activities

Local Area Name Alamo	Total Participants Served 55,188	Adults	53,142	
		Dislocated Workers	961	
		Youth	1,085	
WDA Assigned # 20	Total Exiters 58,507	Adults	57,351	
		Dislocated Workers	598	
		Youth	558	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	75.18%	
	Dislocated Workers	--	81.74%	
Employment Retention Rate	Adults	--	85.25%	
	Dislocated Workers	--	90.03%	
Average Earnings	Adults	--	\$12,119.54	
	Dislocated Workers	--	\$15,908.98	
Placement in Employment or Education	Youth (14-21)	61.0%	65.31%	
Attainment of Degree or Certificate	Youth (14-21)	--	56.36%	
Literacy and Numeracy Gains	Youth (14-21)	50.5%	53.07%	
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	2

Table O - Local Program Activities

Local Area Name Brazos Valley	Total Participants Served 6,335	Adults	5,972	
		Dislocated Workers	139	
		Youth	224	
WDA Assigned # 16	Total Exiters 7,629	Adults	7,416	
		Dislocated Workers	93	
		Youth	120	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	66.67%	
	Dislocated Workers	--	77.53%	
Employment Retention Rate	Adults	--	79.67%	
	Dislocated Workers	--	90.80%	
Average Earnings	Adults	--	\$12,355.37	
	Dislocated Workers	--	\$16,566.15	
Placement in Employment or Education	Youth (14-21)	64.9%	68.89%	
Attainment of Degree or Certificate	Youth (14-21)	--	67.65%	
Literacy and Numeracy Gains	Youth (14-21)	43.0%	48.84%	
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	2

Table O - Local Program Activities

Local Area Name Cameron County	Total Participants Served 9,677	Adults	9,228
		Dislocated Workers	159
		Youth	290
WDA Assigned # 24	Total Exiters 10,908	Adults	10,646
		Dislocated Workers	113
		Youth	149
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	76.27%
	Dislocated Workers	--	88.64%
Employment Retention Rate	Adults	--	85.25%
	Dislocated Workers	--	85.71%
Average Earnings	Adults	--	\$16,827.13
	Dislocated Workers	--	\$21,901.30
Placement in Employment or Education	Youth (14-21)	64.9%	76.03%
Attainment of Degree or Certificate	Youth (14-21)	--	73.28%
Literacy and Numeracy Gains	Youth (14-21)	50.5%	90.00%
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
		0	0

Table O - Local Program Activities

Local Area Name Capital Area	Total Participants Served 35,103	Adults	34,252
		Dislocated Workers	397
		Youth	454
WDA Assigned # 14	Total Exiters 37,758	Adults	37,280
		Dislocated Workers	231
		Youth	247
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	67.92%
	Dislocated Workers	--	84.55%
Employment Retention Rate	Adults	--	82.39%
	Dislocated Workers	--	94.47%
Average Earnings	Adults	--	\$14,334.19
	Dislocated Workers	--	\$22,808.26
Placement in Employment or Education	Youth (14-21)	64.9%	75.11%
Attainment of Degree or Certificate	Youth (14-21)	--	77.13%
Literacy and Numeracy Gains	Youth (14-21)	50.5%	81.25%
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
		0	0

Table O - Local Program Activities

Local Area Name Central Texas	Total Participants Served 17,091	Adults	16,770	
		Dislocated Workers	98	
		Youth	223	
WDA Assigned # 26	Total Exiters 18,168	Adults	17,990	
		Dislocated Workers	75	
		Youth	103	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	80.49%	
	Dislocated Workers	--	87.60%	
Employment Retention Rate	Adults	--	91.78%	
	Dislocated Workers	--	94.15%	
Average Earnings	Adults	--	\$16,304.13	
	Dislocated Workers	--	\$20,394.95	
Placement in Employment or Education	Youth (14-21)	64.9%	82.19%	
Attainment of Degree or Certificate	Youth (14-21)	--	71.43%	
Literacy and Numeracy Gains	Youth (14-21)	50.5%	87.76%	
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	2

Table O - Local Program Activities

Local Area Name Coastal Bend	Total Participants Served 16,884	Adults	16,533	
		Dislocated Workers	125	
		Youth	226	
WDA Assigned # 22	Total Exiters 18,465	Adults	18,232	
		Dislocated Workers	94	
		Youth	139	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	76.36%	
	Dislocated Workers	--	84.52%	
Employment Retention Rate	Adults	--	89.63%	
	Dislocated Workers	--	93.67%	
Average Earnings	Adults	--	\$15,996.25	
	Dislocated Workers	--	\$20,219.62	
Placement in Employment or Education	Youth (14-21)	64.9%	70.09%	
Attainment of Degree or Certificate	Youth (14-21)	--	52.03%	
Literacy and Numeracy Gains	Youth (14-21)	50.5%	45.00%	
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	1

Table O - Local Program Activities

Local Area Name Concho Valley	Total Participants Served 2,509	Adults	2,364
		Dislocated Workers	92
		Youth	53
WDA Assigned # 12	Total Exiters 2,748	Adults	2,647
		Dislocated Workers	71
		Youth	30
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	75.61%
	Dislocated Workers	--	77.19%
Employment Retention Rate	Adults	--	87.69%
	Dislocated Workers	--	92.93%
Average Earnings	Adults	--	\$12,902.55
	Dislocated Workers	--	\$18,867.86
Placement in Employment or Education	Youth (14-21)	64.9%	75.00%
Attainment of Degree or Certificate	Youth (14-21)	--	51.85%
Literacy and Numeracy Gains	Youth (14-21)	50.5%	100.00%
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	2

Table O - Local Program Activities

Local Area Name Dallas	Total Participants Served 58,010	Adults	55,862
		Dislocated Workers	793
		Youth	1,355
WDA Assigned # 6	Total Exiters 66,282	Adults	64,628
		Dislocated Workers	631
		Youth	1,023
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	65.12%
	Dislocated Workers	--	70.54%
Employment Retention Rate	Adults	--	78.41%
	Dislocated Workers	--	89.57%
Average Earnings	Adults	--	\$11,624.71
	Dislocated Workers	--	\$17,562.56
Placement in Employment or Education	Youth (14-21)	61.0%	58.11%
Attainment of Degree or Certificate	Youth (14-21)	--	63.51%
Literacy and Numeracy Gains	Youth (14-21)	45.5%	48.89%
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	1

Table O - Local Program Activities

Local Area Name Deep East Texas	Total Participants Served 8,399	Adults	8,221	
		Dislocated Workers	54	
		Youth	124	
WDA Assigned # 17	Total Exiters 9,062	Adults	8,926	
		Dislocated Workers	46	
		Youth	90	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	66.67%	
	Dislocated Workers	--	75.00%	
Employment Retention Rate	Adults	--	91.84%	
	Dislocated Workers	--	92.19%	
Average Earnings	Adults	--	\$15,006.08	
	Dislocated Workers	--	\$18,391.73	
Placement in Employment or Education	Youth (14-21)	64.9%	68.09%	
Attainment of Degree or Certificate	Youth (14-21)	--	64.58%	
Literacy and Numeracy Gains	Youth (14-21)	50.5%	70.00%	
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	1

Table O - Local Program Activities

Local Area Name East Texas	Total Participants Served 24,759	Adults	23,799	
		Dislocated Workers	632	
		Youth	328	
WDA Assigned # 8	Total Exiters 25,743	Adults	25,266	
		Dislocated Workers	322	
		Youth	155	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	65.04%	
	Dislocated Workers	--	75.77%	
Employment Retention Rate	Adults	--	81.71%	
	Dislocated Workers	--	91.11%	
Average Earnings	Adults	--	\$12,707.20	
	Dislocated Workers	--	\$18,536.12	
Placement in Employment or Education	Youth (14-21)	60%	62.50%	
Attainment of Degree or Certificate	Youth (14-21)	--	48.89%	
Literacy and Numeracy Gains	Youth (14-21)	50.5%	50.00%	
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	0

Table O - Local Program Activities

Local Area Name Golden Crescent	Total Participants Served 4,225	Adults	4,099	
		Dislocated Workers	79	
		Youth	47	
WDA Assigned # 19	Total Exiters 5,327	Adults	5,254	
		Dislocated Workers	49	
		Youth	24	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	89.47%	
	Dislocated Workers	--	87.18%	
Employment Retention Rate	Adults	--	93.75%	
	Dislocated Workers	--	94.03%	
Average Earnings	Adults	--	\$18,067.83	
	Dislocated Workers	--	\$21,620.94	
Placement in Employment or Education	Youth (14-21)	64.9%	69.23%	
Attainment of Degree or Certificate	Youth (14-21)	--	78.26%	
Literacy and Numeracy Gains	Youth (14-21)	50.5%	87.50%	
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	2

Table O - Local Program Activities

Local Area Name Gulf Coast	Total Participants Served 160,269	Adults	155,710	
		Dislocated Workers	2,727	
		Youth	1,832	
WDA Assigned # 28	Total Exiters 173,100	Adults	170,141	
		Dislocated Workers	1,845	
		Youth	1,114	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	65.55%	
	Dislocated Workers	--	72.14%	
Employment Retention Rate	Adults	--	81.67%	
	Dislocated Workers	--	85.50%	
Average Earnings	Adults	--	\$14,866.91	
	Dislocated Workers	--	\$25,957.13	
Placement in Employment or Education	Youth (14-21)	64.9%	63.63%	
Attainment of Degree or Certificate	Youth (14-21)	--	41.28%	
Literacy and Numeracy Gains	Youth (14-21)	50.5%	49.86%	
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	0

Table O - Local Program Activities

Local Area Name Heart of Texas	Total Participants Served 11,736	Adults	11,443	
		Dislocated Workers	87	
		Youth	206	
WDA Assigned # 13	Total Exiters 13,706	Adults	13,590	
		Dislocated Workers	33	
		Youth	83	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	65.69%	
	Dislocated Workers	--	77.94%	
Employment Retention Rate	Adults	--	85.37%	
	Dislocated Workers	--	84.72%	
Average Earnings	Adults	--	\$15,029.78	
	Dislocated Workers	--	\$17,251.84	
Placement in Employment or Education	Youth (14-21)	64.9%	57.14%	
Attainment of Degree or Certificate	Youth (14-21)	--	60.66%	
Literacy and Numeracy Gains	Youth (14-21)	40%	64.00%	
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	1

Table O - Local Program Activities

Local Area Name Lower Rio Grande	Total Participants Served 21,180	Adults	20,383	
		Dislocated Workers	190	
		Youth	607	
WDA Assigned # 23	Total Exiters 24,601	Adults	23,972	
		Dislocated Workers	139	
		Youth	490	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	74.86%	
	Dislocated Workers	--	85.96%	
Employment Retention Rate	Adults	--	82.95%	
	Dislocated Workers	--	88.33%	
Average Earnings	Adults	--	\$13,281.50	
	Dislocated Workers	--	\$14,625.24	
Placement in Employment or Education	Youth (14-21)	64.9%	82.64%	
Attainment of Degree or Certificate	Youth (14-21)	--	68.45%	
Literacy and Numeracy Gains	Youth (14-21)	50.5%	65.19%	
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	2

Table O - Local Program Activities

Local Area Name Middle Rio Grande	Total Participants Served 2,582	Adults	2,363
		Dislocated Workers	112
		Youth	107
WDA Assigned # 27	Total Exiters 2,857	Adults	2,664
		Dislocated Workers	66
		Youth	127
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	79.07%
	Dislocated Workers	--	88.89%
Employment Retention Rate	Adults	--	90.82%
	Dislocated Workers	--	92.96%
Average Earnings	Adults	--	\$19,698.74
	Dislocated Workers	--	\$25,810.87
Placement in Employment or Education	Youth (14-21)	64.9%	43.20%
Attainment of Degree or Certificate	Youth (14-21)	--	31.73%
Literacy and Numeracy Gains	Youth (14-21)	50.5%	71.43%
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	1

Table O - Local Program Activities

Local Area Name North Central Texas	Total Participants Served 52,795	Adults	51,369
		Dislocated Workers	798
		Youth	628
WDA Assigned # 4	Total Exiters 57,431	Adults	56,475
		Dislocated Workers	471
		Youth	485
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	66.84%
	Dislocated Workers	--	76.96%
Employment Retention Rate	Adults	--	86.36%
	Dislocated Workers	--	92.51%
Average Earnings	Adults	--	\$16,438.86
	Dislocated Workers	--	\$20,867.47
Placement in Employment or Education	Youth (14-21)	64.9%	65.83%
Attainment of Degree or Certificate	Youth (14-21)	--	69.17%
Literacy and Numeracy Gains	Youth (14-21)	50.5%	71.75%
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	1

Table O - Local Program Activities

Local Area Name North East Texas	Total Participants Served 6,784	Adults	6,356	
		Dislocated Workers	277	
		Youth	151	
WDA Assigned # 7	Total Exitters 7,330	Adults	7,118	
		Dislocated Workers	138	
		Youth	74	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	86.84%	
	Dislocated Workers	--	77.69%	
Employment Retention Rate	Adults	--	89.58%	
	Dislocated Workers	--	91.06%	
Average Earnings	Adults	--	\$12,553.72	
	Dislocated Workers	--	\$15,001.87	
Placement in Employment or Education	Youth (14-21)	64.9%	78.05%	
Attainment of Degree or Certificate	Youth (14-21)	--	77.05%	
Literacy and Numeracy Gains	Youth (14-21)	50.5%	65.38%	
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	2

Table O - Local Program Activities

Local Area Name North Texas	Total Participants Served 3,728	Adults	3,570	
		Dislocated Workers	97	
		Youth	61	
WDA Assigned # 3	Total Exitters 4,341	Adults	4,255	
		Dislocated Workers	53	
		Youth	33	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	75.00%	
	Dislocated Workers	--	62.50%	
Employment Retention Rate	Adults	--	85.71%	
	Dislocated Workers	--	97.50%	
Average Earnings	Adults	--	\$13,107.42	
	Dislocated Workers	--	\$15,202.16	
Placement in Employment or Education	Youth (14-21)	64.9%	84.62%	
Attainment of Degree or Certificate	Youth (14-21)	--	68.75%	
Literacy and Numeracy Gains	Youth (14-21)	50.5%	33.33%	
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	1

Table O - Local Program Activities

Local Area Name Panhandle	Total Participants Served 6,729	Adults	6,212
		Dislocated Workers	284
		Youth	233
WDA Assigned # 1	Total Exiters 6,794	Adults	6,502
		Dislocated Workers	200
		Youth	92
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	78.79%
	Dislocated Workers	--	86.44%
Employment Retention Rate	Adults	--	93.55%
	Dislocated Workers	--	89.06%
Average Earnings	Adults	--	\$16,924.65
	Dislocated Workers	--	\$20,497.52
Placement in Employment or Education	Youth (14-21)	64.9%	34.55%
Attainment of Degree or Certificate	Youth (14-21)	--	35.06%
Literacy and Numeracy Gains	Youth (14-21)	50.5%	63.64%
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	1

Table O - Local Program Activities

Local Area Name Permian Basin	Total Participants Served 5,696	Adults	5,584
		Dislocated Workers	52
		Youth	60
WDA Assigned # 11	Total Exiters 6,737	Adults	6,657
		Dislocated Workers	47
		Youth	33
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	85.11%
	Dislocated Workers	--	93.48%
Employment Retention Rate	Adults	--	84.13%
	Dislocated Workers	--	95.00%
Average Earnings	Adults	--	\$19,709.49
	Dislocated Workers	--	\$31,074.40
Placement in Employment or Education	Youth (14-21)	64.9%	85.71%
Attainment of Degree or Certificate	Youth (14-21)	--	74.19%
Literacy and Numeracy Gains	Youth (14-21)	50.5%	60.00%
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	2

Table O - Local Program Activities

Local Area Name Rural Capital	Total Participants Served 20,036	Adults	19,442
		Dislocated Workers	409
		Youth	185
WDA Assigned # 15	Total Exiters 21,686	Adults	21,319
		Dislocated Workers	282
		Youth	85
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	87.61%
	Dislocated Workers	--	83.81%
Employment Retention Rate	Adults	--	88.14%
	Dislocated Workers	--	93.06%
Average Earnings	Adults	--	\$15,657.85
	Dislocated Workers	--	\$19,862.12
Placement in Employment or Education	Youth (14-21)	64.9%	77.55%
Attainment of Degree or Certificate	Youth (14-21)	--	75.56%
Literacy and Numeracy Gains	Youth (14-21)	50.5%	88.89%
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
	0		0
		Exceeded	2

Table O - Local Program Activities

Local Area Name South Plains	Total Participants Served 5,916	Adults	5,587
		Dislocated Workers	93
		Youth	236
WDA Assigned # 2	Total Exiters 6,139	Adults	5,921
		Dislocated Workers	44
		Youth	174
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	70.10%
	Dislocated Workers	--	86.96%
Employment Retention Rate	Adults	--	87.07%
	Dislocated Workers	--	87.50%
Average Earnings	Adults	--	\$13,287.97
	Dislocated Workers	--	\$15,447.63
Placement in Employment or Education	Youth (14-21)	64.9%	68.32%
Attainment of Degree or Certificate	Youth (14-21)	--	69.83%
Literacy and Numeracy Gains	Youth (14-21)	35%	11.11%
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
	1		0
		Exceeded	1

Table O - Local Program Activities

Local Area Name South Texas	Total Participants Served 3,768	Adults	3,505
		Dislocated Workers	30
		Youth	233
WDA Assigned # 21	Total Exiters 4,088	Adults	4,019
		Dislocated Workers	13
		Youth	56
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	77.27%
	Dislocated Workers	--	90.91%
Employment Retention Rate	Adults	--	84.00%
	Dislocated Workers	--	92.86%
Average Earnings	Adults	--	\$17,862.96
	Dislocated Workers	--	\$16,692.03
Placement in Employment or Education	Youth (14-21)	64.9%	82.09%
Attainment of Degree or Certificate	Youth (14-21)	--	84.62%
Literacy and Numeracy Gains	Youth (14-21)	50.5%	47.37%
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	1

Table O - Local Program Activities

Local Area Name Southeast Texas	Total Participants Served 10,941	Adults	10,646
		Dislocated Workers	135
		Youth	160
WDA Assigned # 18	Total Exiters 12,272	Adults	12,102
		Dislocated Workers	81
		Youth	89
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	82.29%
	Dislocated Workers	--	74.36%
Employment Retention Rate	Adults	--	74.77%
	Dislocated Workers	--	77.27%
Average Earnings	Adults	--	\$14,758.79
	Dislocated Workers	--	\$22,139.39
Placement in Employment or Education	Youth (14-21)	64.9%	83.93%
Attainment of Degree or Certificate	Youth (14-21)	--	74.29%
Literacy and Numeracy Gains	Youth (14-21)	50.5%	60.00%
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	2

Table O - Local Program Activities

Local Area Name Tarrant County	Total Participants Served 43,922	Adults	42,571	
		Dislocated Workers	798	
		Youth	553	
WDA Assigned # 5	Total Exitters 51,924	Adults	51,003	
		Dislocated Workers	566	
		Youth	355	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	75.46%	
	Dislocated Workers	--	78.23%	
Employment Retention Rate	Adults	--	83.65%	
	Dislocated Workers	--	89.93%	
Average Earnings	Adults	--	\$12,925.21	
	Dislocated Workers	--	\$15,849.75	
Placement in Employment or Education	Youth (14-21)	60.0%	69.92%	
Attainment of Degree or Certificate	Youth (14-21)	--	64.57%	
Literacy and Numeracy Gains	Youth (14-21)	40.0%	43.35%	
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	2

Table O - Local Program Activities

Local Area Name Texoma	Total Participants Served 6,062	Adults	5,899	
		Dislocated Workers	80	
		Youth	83	
WDA Assigned # 25	Total Exitters 6,619	Adults	6,485	
		Dislocated Workers	66	
		Youth	68	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	72.55%	
	Dislocated Workers	--	80.00%	
Employment Retention Rate	Adults	--	86.54%	
	Dislocated Workers	--	88.24%	
Average Earnings	Adults	--	\$16,349.07	
	Dislocated Workers	--	\$18,527.90	
Placement in Employment or Education	Youth (14-21)	64.9%	72.09%	
Attainment of Degree or Certificate	Youth (14-21)	--	68.75%	
Literacy and Numeracy Gains	Youth (14-21)	50.5%	81.25%	
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	2

Table O - Local Program Activities

Local Area Name Upper Rio Grande	Total Participants Served 15,903	Adults	14,713
		Dislocated Workers	452
		Youth	738
WDA Assigned # 10	Total Exiters 16,599	Adults	15,893
		Dislocated Workers	367
		Youth	339
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	73.91%
	Dislocated Workers	--	77.72%
Employment Retention Rate	Adults	--	85.77%
	Dislocated Workers	--	87.09%
Average Earnings	Adults	--	\$20,107.19
	Dislocated Workers	--	\$13,473.66
Placement in Employment or Education	Youth (14-21)	64.9%	82.56%
Attainment of Degree or Certificate	Youth (14-21)	--	74.66%
Literacy and Numeracy Gains	Youth (14-21)	50.5%	84.44%
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	2

Table O - Local Program Activities

Local Area Name West Central	Total Participants Served 7,841	Adults	7,674
		Dislocated Workers	93
		Youth	74
WDA Assigned # 9	Total Exiters 9,355	Adults	9,113
		Dislocated Workers	184
		Youth	58
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	65.44%
	Dislocated Workers	--	76.17%
Employment Retention Rate	Adults	--	79.61%
	Dislocated Workers	--	87.79%
Average Earnings	Adults	--	\$10,887.12
	Dislocated Workers	--	\$13,759.25
Placement in Employment or Education	Youth (14-21)	61.0%	59.57%
Attainment of Degree or Certificate	Youth (14-21)	--	42.86%
Literacy and Numeracy Gains	Youth (14-21)	47.0%	53.33%
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	1

Texas Workforce Commission
101 East 15th Street
Austin, Texas 78778-0001
(512) 463-2222

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