

**Texas
Workforce
Commission**



**Workforce Investment Act
Title I-B Annual Report
Program Year 2013**



Texas Workforce Commission Mission

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



Texas Workforce Commission

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

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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 the Texas economy to grow and prosper employers must convey to job seekers the skills their business needs and job seekers must recognize and communicate 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 ensures 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, to ensure a solid approach that enables job growth, promotes a well-trained workforce, and ensures Texas' ability to compete on a global level.

Writing on Texas, *Forbes* magazine says: "The \$1.4 trillion Texas economy is the second biggest in the U.S., behind only California. Texas is the only state that ranks in the top five for both current economic climate and growth prospects (it ranks first and second respectively). There are 116 of the 1,000 largest public and private companies in the U.S. based in Texas, including giants like AT&T, ExxonMobil and Dell. The Texas economy is expected to expand 4.2% annually over the next five years, which is second best in the nation." In January 2014, *Forbes* named three Texas cities among "The 10 Best Cities for Job Seekers"—Austin (1st), Ft. Worth (3rd), and San Antonio (10th).

In February 2014, *Forbes* reported that Texas has consistently outperformed the national economy in terms of job creation and rate of unemployment in every month since the discovery of the Eagle Ford Shale play during the October 2008 Great Recession. During the 24-month period from July 2009 through June 2011, Texas created 49 percent of all new jobs in the United States. The vast majority of those jobs were either directly or indirectly the result of the state's oil and natural gas boom and centered in plays including Eagle Ford in South Texas, Permian Basin in West Texas, and Granite Wash in the Texas Panhandle.

The US shipping industry is also experiencing a boom as demand increases for the ability to move oil and liquefied natural gas between US ports and overseas. The Jones Act mandates that all goods moved from one US port to another—as much crude oil must be in order to be refined—be carried on vessels built and flagged in the United States. US shipbuilders are benefiting from growing demand and, according to the US Department of Transportation, experiencing their largest boom in more than two decades.

The demand cascades down to the ports that service and supply the ships. Houston is now the top US market for exports. According to data released in July 2013 by the US Department of Commerce

International Trade Administration, the Port of Houston surpassed the Port of New York to become the nation's top export market, primarily due to the surge in oil- and gas-related activity. Top countries that Houston exported to were Mexico, Canada, Brazil, China, and the Netherlands.

Port Corpus Christi has seen a similar growth in activity, and now exports almost 400,000 barrels of oil a day overseas and to other US ports. The surge in Corpus Christi has come mainly from light sweet crude produced in the nearby Eagle Ford Shale.

The Texas Miracle

An April 30, 2014, article in the *Wall Street Journal* highlighted "The Texas Miracle," noting the following successes:

- Aided by the promise of plentiful employment and a low cost of living, Texas added 1.3 million people from 2010 to 2013, more than any other state, according to the US Census Bureau. Texas' population has pushed past 26 million and is projected to reach 40 million by 2050.
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- The state added 310,000 jobs in the 12 months ending in March 2014 and boasts an unemployment rate of 5.5 percent, well below the national rate of 6.7 percent. The tide of out-of-staters moving in, especially from California, has not slowed. Roughly a quarter of the people who migrated to Texas from elsewhere in the country between 2006 and 2012 were leaving California, according to a report by the Federal Reserve Bank of Dallas.
 - Texans paid 7.5 percent of their income in state and local taxes in 2011, compared with 11.4 percent in California and 9.2 percent in Florida, according to the most recent data from the Tax Foundation, a research organization.
 - Many states were hit hard by the recession, but the Texas economy barely contracted. According to data from the Bureau of Economic Analysis, the Texas economy shrank by 0.5 percent in 2009, the state's economic trough, and expanded by 4.1 percent in 2010. From 2010 through 2012, it grew faster than the economy of any other state except North Dakota, which is bustling thanks to an oil boom.

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)
- Adult Education and Literacy (AEL) Programs

Texas Workforce Solution's integrated approach to services allows staff to provide job seekers with a comprehensive service package that improves the probability of success. The variety of programs provides Workforce Solutions Office staff with numerous tools to assist customers in meeting their needs. Job seeker information is centrally maintained, removing the necessity to provide separate documentation for each program. Integrating programs within Workforce Solutions Offices allows Texas to leverage resources, thus minimizing the impact of reductions in funding and increased demand for services.

Federal Sequestration

In August 2011, as part of the Budget Control Act, which amended the Balanced Budget and Emergency Deficit Control Act of 1985, bipartisan majorities in both the US House of Representatives and Senate voted for sequestration as a mechanism to compel the Congress to act on deficit reduction, initially set to begin on January 1, 2013. The American Taxpayer Relief Act of 2012 postponed the cuts by two months, until March 1, 2013, when this law went into effect. On March 1, 2013, the president issued a sequestration order canceling approximately \$85 billion in budgetary resources across the federal government for the remainder of the federal fiscal year. Both defense and nondefense programs were subject to reductions under sequestration unless exempted by law.

The sequestration order required a 5 percent reduction in nonexempt Fiscal Year 2013 (FY'13) nondefense discretionary funding, including WIA and Wagner-Peyser formula grants. However, the US Department of Labor Employment and Training Administration (DOLETA) decided to apply the sequestration amount entirely to the Program Year 2013 (PY'13) base funds so that funding previously provided for PY'12 activities would not be impacted by sequestration.

The uncertainty of sequester made PY'13 planning a challenge; however, TWC coordinated with Boards on the impact of sequestration and the overarching impact to services. Boards implemented options for dealing with sequestration based on local conditions, including:

- staff attrition;
- Workforce Solutions Office closures;
- reductions in participant training;
- reductions in participant support services; or
- reductions in staff travel.

When the two chambers of Congress failed to agree to an appropriations continuing resolution, the confrontation led to a partial shutdown of the US government from October 1, 2013, through October 16, 2013, which not only impacted federal agencies, but also federally funded programs at the state level, including WIA and Wagner-Peyser. Through careful planning and coordination at the state and local levels, Texas was able to continue the delivery of basic services during this fiscally uncertain time.

The potential for additional funding reductions, particularly in programs with specific eligibility and use criteria, may further challenge the workforce system. TWC and the Boards will continue to work

diligently together and with other stakeholders in seeking greater cost efficiencies while striving to make service delivery more seamless.

Business Customer Value

Businesses also receive value-added assistance in an integrated workforce system. Businesses 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 work more closely with other community partners to expand opportunities to all customers.

Dedicated Business Service Units (BSUs) provide businesses access to customized service options that address their specific business needs. BSUs offer a range of services designed to help employers with hiring and training needs to maximize their competitiveness, including:

- applicant recruitment, screening, and referral;
- listing and maintaining job postings through WorkInTexas.com;
- assistance with and participation in job fairs;
- Information resources (e.g., labor market and business statistics, employment and labor law, UI);
- testing and prescreening job candidates;
- basic employment skills training and referral to education and training providers;
- customized training—including training through the state-funded Skills Development Fund—and on-the-job skills training;
- assistance with and information on the Work Opportunity Tax Credit; and
- rapid response and downsizing assistance in the event of closings or mass layoffs.

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. The Consolidated Appropriations Act of 2014, signed into law January 17, 2014, partially restored funding for statewide activities to 8.75 percent for PY’14. Although this is a welcome increase, it is still less than the original 15 percent in effect when the required activities were set.

Simultaneously with the reduction of the governor’s reserve 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, 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.

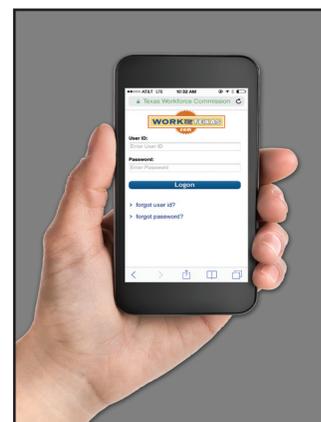
In spite of the limited amount, TWC uses a portion of the remaining WIA governor’s reserve statewide funding, in conjunction with other funding, where feasible and appropriate, to encourage innovation at the local level through grants to Boards, institutions of higher education, community-based organizations, and other suitable entities. With significantly reduced funding, TWC prioritized programs that assist specific populations and initiatives: veterans, youth, and science, technology, engineering, and math (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.

Mobile-Friendly WorkInTexas.com

In September 2013 the mobile-friendly version of WorkInTexas.com was launched to provide a more relevant tool for the modern job seeker and employer. Designed in partnership with Texas.gov, the Texas Department of Information Resources, and the North Central Texas Board, the WorkInTexas.com mobile website automatically detects mobile phones and some tablets, offering quick, convenient access from mobile devices. Currently 24 percent of all WorkInTexas.com traffic, which averages 1.6 million hits a month, is through mobile phones and tablets.

WorkInTexas.com’s mobile version allows job seekers to use the most popular features of the full website, including the following:

- Search for jobs through multiple channels
- Run job-match queries
- Apply for jobs
- Maintain lists of pending job applications
- View and manage correspondence and alerts from WorkInTexas.com
- Stay informed of events at Workforce Solutions Offices



Job Post Indexing

In October 2013, TWC partnered with US.jobs, the National Labor Exchange, to offer employers a quick and easy alternative method for posting jobs in WorkInTexas.com via “indexing,” an automated process by which job postings are copied from an employer’s career site. With employer approval, US.jobs indexes and sends jobs to WorkInTexas.com on a nightly basis. Indexing, a service free to employers that makes no demands on their time, has allowed WorkInTexas.com to increase the number of jobs available to job seekers, and allows TWC to increase its support to employers in their recruiting efforts.

Automated Systems Strategic Initiatives

With an eye to the future, TWC engaged Boards, partners, other stakeholders, and customers to discuss the automated systems needed to support current and future workforce programs. A convergence of changes in customer behavior and expectations, declining resources, and advancements in technology provided a unique opportunity to reenvision Texas’ workforce system.

In partnership with Gartner Consulting, through research, meetings with stakeholders, and customer surveys, TWC developed a list of 18 strategic initiatives covering self-service and staff-assisted service delivery, tracking and reporting, workload and work flow management, and infrastructure.

Program Year 2012 WIA Incentive Grant Award Funds

Work-Based Integrated Education and Training Projects with Texas Employers

This initiative will provide funds for Boards to facilitate the expansion of employer-based AEL sites. WIA incentive funds will support the provision of technical skills training at employer worksites, aligned and integrated with specific workplace-related literacy skills for lower-skilled workers or workers with limited English proficiency.

Boards will be eligible grant recipients in partnership with AEL providers. The coordination of WIA incentive and Adult Education and Family Literacy Act (AEFLA) funds will provide for the customized technical and workplace-related literacy skills training necessary for these hybrid models. The funds may be used for curriculum development and development of customized methods for measuring skills attainment through performance-based assessment using standardized scoring rubrics, as required.

Integrated Education and Training Career Pathway Programs

This initiative will provide funds to facilitate the expansion of demonstrated Integrated Education and Training (IET) career pathway models. The funds will be used to deliver the technical training portion of IET programs in partnership with AEL providers leveraging AEFLA funds to provide the literacy skills portion of the projects.

These incentive funds will focus on the continued expansion of integrated education and training models, including employer-based programs, I-BEST, and Texas’ Accelerate Texas. This initiative will allow Texas to leverage past investments—those which provided evidence-based IET models in skills training—to train Texas’ underprepared workforce. Accelerate Texas projects have provided a model for providing AEL students with accelerated postsecondary access.

Veterans Recruitment to Texas Platform

This initiative will support the development of a platform for recruiting veterans to the state by showcasing the jobs and educational opportunities available to veterans in Texas. Coordinating with and expanding on existing online services for veterans, these funds will be used to develop a Texas Wide Open for Veterans web presence that will highlight Texas employers wanting to hire veterans, as well as the employment and educational services available to veterans in Texas. The web presence will be modeled on the Office of the Governor's Economic Development and Tourism Division's business recruitment website, Texas Wide Open for Business. The site will include links to resources through the Texas Veterans Leadership Program (TVLP), the Texas Veterans Commission (TVC), and other Texas agencies and support services.

Employment Strategies for Long-Term Unemployed

This initiative will support the development and delivery of services specifically designed to assist long-term unemployed individuals with reconnecting to employment. TWC recently created a Board workgroup to identify effective strategies for serving these individuals. These incentive funds will support statewide implementation of the initiatives and strategies identified by the workgroup.

Board Plans

In early 2013, Boards developed new plans for FY'13-'18. The plans document alignment of local goals and objectives with the relevant statewide goals and objectives in the current state strategic plan, *Advancing Texas: Strategic Plan for the Texas Workforce System FY 2010–FY 2015*.

To address diminishing financial resources and meet the needs of Texas' employers, Boards:

- leverage additional funding sources;
- develop, analyze, and share labor market information and regional economic studies;
- engage in planning and service delivery across local workforce development areas (workforce areas) and/or with other workforce and community partners;
- incorporate new, and adapt current, delivery strategies such as the use of mobile units and new technologies that make service more accessible; and
- strive for integrated, effective service delivery by sharing, modifying, and replicating effective training models and processes.

Continuous improvement efforts by the Boards are facilitated and encouraged through activities that include:

- sharing best practices and other information at TWC's annual conference, workforce forums, and regional and local meetings; and
- maintaining user-friendly, online resources for topics such as integrated workforce processes, performance measures, and program-specific monitoring toolkits, through the ongoing work of the Quality Assurance Network, a multi-Board committee that works with TWC's Training and Development Department.

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 collaborative of five West Texas Boards serving a 75-county area encompassing cities and hundreds of smaller communities. The 13-county Concho Valley workforce area includes the city of San Angelo. The West Central workforce area is a 19-county region that includes the city of Abilene. The 11-county North Texas workforce area includes the city of Wichita Falls. The largest geographical region in the network is the 17-county Permian Basin workforce area, which includes the cities of Midland and Odessa. Located north of the Permian Basin, the 15-county South Plains workforce area is anchored by the city of Lubbock.
- The Workforce Education Readiness Continuum (WERC) in the Capital Area workforce area is a city of Austin–funded network of 12 strategic partners linked to help prepare Austin-area residents to enter or reenter the job market. Designed to seamlessly provide services ranging from GED, English as a Second Language, and job-readiness instruction and occupational training, WERC connects 38 provider locations to create a “no wrong door” scenario for workforce and education services. As customers progress along the continuum, they are equipped with the tools and support they need to achieve self-sufficiency. WERC is an unprecedented collaboration between 12 agencies, led by the Capital Area Board, and will serve more than 3,300 customers over a two-and-a-half-year period.

Boards continue to update and revise their Target Industries Lists and Target Occupations Lists, targeting training funds to industries and occupations that meet Board-specific parameters and are critical to their workforce areas. 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 identified 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, UI claimants, and foster youth priority populations. The workforce system’s focus on these populations provides the following benefits:

- A faster return to work for job seekers; and
- Skilled workers with recent work experience for employers.

Several years ago, in an attempt to reduce the average duration that UI claimants remain on UI, TWC implemented the Claimants Placed within 10 Weeks performance measures to further the focus on claimants. In addition to assisting UI claimants to reconnect with employment quickly, this strategy also positively impacts funding for the state’s UI trust fund. 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.

College Credit for Heroes Program

The College Credit for Heroes (CC4H) program seeks to maximize college credits awarded to veterans and active duty service members for their military experience by developing streamlined degree paths and workforce certifications to expedite transition into the Texas workforce.

CC4H was initiated in 2011 and has expanded over two phases to include regions across the state. Eleven Texas colleges and universities have developed accelerated curricula for veterans and active duty service members in fields such as emergency medical services, surgical technology, respiratory therapy, nursing information technology (IT), firefighting, advanced manufacturing, logistics, wind engineering, and oil field technology.

CC4H also created an online application and database where veterans and active duty service members can receive an official evaluation of credit to be used at colleges and universities throughout the state. As of June 1, 2014, the website had received over 56,983 visits, with 31,941 veteran and service member account holders who have requested more than 4,575 evaluations for college credit. Results from the first two years show that Texas veterans and active duty service members have been awarded an average of 25 credit hours each through the CC4H website.

An additional goal of the project is to expand the network of partnering colleges and universities through memoranda of understanding partnerships. Since the award of academic credit is contingent on approval from the receiving Texas college or university, increasing awareness among these institutions is imperative. Institutions that become CC4H partners make a commitment to review CC4H evaluations and make every effort to maximize the award of college credit to veterans and active duty service members for their military experience and training.

To date, the network of CC4H partner schools has grown to over 37 institutions of higher education, with the Texas A&M University System as the most recent addition.

Descriptions for the Phase I and Phase II projects are available at <http://www.twc.state.tx.us/svcs/vetsvcs/college-credit-heroes.html>.

Phase III of the CC4H program began April 3, 2014, with approval to set aside \$1 million in federal WIA funds. Phase III will expand the project by awarding funding for additional college partners to create accelerated curricula in new areas. Phase III also will support partnerships with industry leaders to provide paid internships and create jobs for veterans.

Hiring Red, White & You! Job Fair

In partnership with Texas' 28 Boards, the Texas Medical Center, and TVC, TWC hosted 27 job fairs for veterans across the state on November 15, 2013, 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.

In 2012, its first year, Hiring Red, White & You! job fairs attracted more than 10,000 veterans and 1,400 employers statewide. In November 2013, over 11,000 veterans and more than 1,500 employers attended the statewide job fairs.



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.

After the success of the first two Hiring Red, White and You! job fairs, TWC has already scheduled a third statewide Hiring Red, White and You! job fair event.

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 Veterans 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 including:
 - transportation;
 - rent and utility assistance;
 - mental health assistance, including clinical counseling;
 - wheelchairs and crutches;
 - food assistance; and
 - financial assistance.

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.

For the period February 2013 through January 2014, the project provided 438 individual veterans with assessment services, and 263 were placed into employment at an average wage of \$12.25 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 TVLP is a resource and referral network that assists veterans of Iraq and Afghanistan to address such challenges.

TVLP has 18 Veterans Resource and Referral Specialists (VRRSs) who cover the 28 workforce areas across the state to outreach veterans and provide a comprehensive, integrated approach to addressing veterans' 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. Additionally, TVLP collaborates with numerous community-based organizations to meet the needs of the veterans they serve.

TVLP has two VRRSs working with the Army Career and Alumni Program at Fort Bliss and Fort Hood, Texas. TVLP has a total staff of 21, with the director located in Austin. As of May 2014, TVLP had outreached 16,700 individuals and provided assistance or referrals to 13,701 veterans of Operation Iraqi Freedom, Operation Enduring Freedom, and Operation New Dawn.

Veteran Success Story

Carlo Villarreal, an honorably discharged, disabled veteran looking for employment in the Laredo area, was determined to make the best and push forward with a positive attitude. The military to civilian transition can be very difficult, and soon Mr. Villarreal faced some struggles trying to reintegrate into society. He started going to school under the GI Bill, until personal issues began to interfere. He soon found himself homeless and unemployed.

TVLP staff began working with Mr. Villarreal and provided him with referrals for assistance and guidance. With the help of TVLP, Mr. Villarreal has been able to turn his life around and secure a place to live.

Starting with temporary employment as a laborer, Mr. Villarreal continued to work with TVLP, exploring other employment options, improving his résumé, and looking for other job opportunities. His personal drive to find good and stable employment paid off when in January 2013 he found employment with HR Employment Solutions as a talent acquisition coordinator, where he remains employed and is an integral and valuable asset to the company.

Mr. Villarreal is a true testament to determination. Working with TVLP and the South Texas Board, he overcame the obstacles to his full reintegration to civilian life.

State of Texas Soldier Employment Initiative

The State of Texas Soldier Employment Initiative (STSEI), established by collaboration among the US Army, DOLETA, and workforce system partners, provides enhanced outreach and employment services to veterans who will soon be separating or have recently separated from the US Army, Army Reserve, or Army National Guard. Four states—Texas, Georgia, Illinois, and North Carolina—were selected to participate in the pilot program. STSEI specifically targets US Army veterans who are eligible for or currently receiving UI benefits through the Unemployment Compensation for Ex-service members (UCX) program. The primary goals are:

- building and enhancing partnerships between participating entities;
- improving data sharing; and
- developing innovative outreach and reemployment strategies that enable veterans to become reemployed more quickly.

TWC and TVC hired four STSEI staff members to outreach service members stationed at Fort Hood, Fort Bliss, Camp Mabry, and Ellington Field who are expected to separate from service in the near future, or are returning from deployment with the Army Reserve or the National Guard. One staff member was assigned to each base to serve as the primary point of contact for STSEI.

Additionally, TVLP's VRRSs will continue to identify and outreach veterans receiving UCX benefits to assist them with their reemployment efforts.

To date the STSEI program has outreached over 16,000 Army UCX claimants. TWC has been tracking the average number of weeks Army UCX claimants draw UCX. In September 2012, the average duration was approximately 24 weeks. Through April 2014, the average number of weeks Army UCX claimants have drawn UCX is 16.1.

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 ended December 2012. However, the Tax Relief Extension Act extended the EUC program for Calendar Year 2013, under the same guidelines and reimbursement structure. Through December 31, 2013, Texas Workforce Solutions outreached 339,000 EUC claimants, and provided services to approximately 254,000.

Rapid Reemployment Services

Social Security Act sections 303(a)(10) and 303(j)(1) require states to identify which claimants will be likely to exhaust regular UI benefits and refer those claimants to reemployment services in order to make a successful transition to new employment. DOLETA refers to the system as Worker Profiling and Reemployment Services; in Texas, it is known as Rapid Reemployment Services (RRES). States must use either a statistical model or a characteristic screening methodology to determine which claimants are

likely to exhaust benefits and thus subject to the Rapid Reemployment Services program. Texas uses the Rapid Reemployment Model (RREM) for that purpose.

TWC reviews the 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. The model considers key characteristics of claimants as well as economic indicators in the Board area to assess each claimant's risk of exhausting UI benefits.

TWC strongly encourages Boards to design services that provide early intervention with claimants. Equally important is the provision of continued comprehensive services for claimants throughout the life of their claim cycle. TWC encourages Boards to dedicate staff to claimants, and to establish claimant protocols that include continued one-on-one reemployment services. The longer individuals draw UI, the more likely they are to exhaust their benefits. Thus, it is important that the key points within the UI claim cycle are reflected in Boards' service delivery strategies.

Assistance that can be provided to claimants includes:

- making contact with claimants very early in the claim cycle;
- sustaining contact with the claimant throughout the claim cycle;
- reinforcing the requirement that claimants must actively seek work in order to continue receiving UI benefits;
- reviewing and updating claimants' WorkInTexas.com registrations to ensure the best possible opportunity for matches to job postings;
- teaching claimants how to search WorkInTexas.com for job postings;
- reviewing claimants' résumés and making suggestions on possible improvements;
- advising claimants of available workshops on résumé writing, interview preparation, etc.;
- determining if additional services, such as WIA, are necessary to assist the claimant in returning to work; and
- enrolling claimants in WIA dislocated worker services when appropriate.

Foster Youth Transition Centers

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.

Apprenticeship

TWC's apprenticeship training programs prepare and train individuals for careers in the skilled trades and crafts. Apprenticeship combines OJT supervised by experienced journeymen with job-related, in-person classroom instruction in which participants learn the practical and theoretical aspects of a highly skilled occupation. TWC funding pays a portion of the job-related classroom instruction costs, which aids employers in gaining a competitive edge in the marketplace, and provides the apprentice with a career track leading to higher wages. Additionally, learning takes place as paid OJT, sometimes referred to as "earn while you learn," allowing individuals to gain entry into high-wage occupations while avoiding large student loan debts. 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 2014, the Texas legislature provided \$1,581,140 in general revenue funds for apprenticeship training programs. TWC provided \$1,478,052 in additional funding, including WIA funds, to support apprentices and apprenticeship training programs. In FY'14, TWC exceeded the Legislative Budget Board's Apprenticeship Training performance measure of 3,600 individuals served by training 4,306 individuals.



ExxonMobil Texas Science and Engineering Fair

The annual ExxonMobil Texas Science and Engineering Fair, hosted by the University of Texas at San Antonio (UTSA) College of Sciences, 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 state middle and high school student science fair winners to showcase research projects in STEM fields. UTSA manages facilities for the fair and conducts activities including the display of student projects, competitions, and awards selection. Winners can go on to participate in the Intel International Science and Engineering Fair, and senior division

winners are invited to attend the Governor's Science and Technology Champions Academy (GSTCA) on full scholarship.

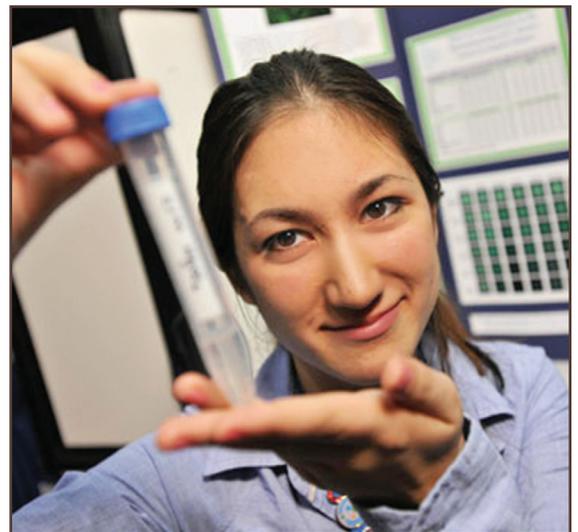
Governor's Science and Technology Champions Academy

Being a winner in the senior division of the ExxonMobil Texas Science and Engineering Fair has its perks. Student winners are awarded scholarships to attend GSTCA. The University of Houston will host the 2015 GSTCA residential summer camp, also referred to as E³—Education, Entrepreneurship and Energy—for senior division student winners from the 2014 fair. GSTCA is a week-long energy STEM-related residential summer camp, funded by WIA statewide discretionary funds through a competitive process. Students will take field trips; meet with leaders in the renewable and nonrenewable energy fields; and participate in hands-on activities to further their knowledge of the energy industry, the educational pathways that lead to energy careers, and the key role of entrepreneurs in the energy industry.

2009 ExxonMobil Texas Science and Engineering Fair Winner Forges Path of Excellence at Yale and Beyond

In 2008, Houston Bellaire High School junior Li Boynton did not realize registering for a local science fair would change her life forever. But within a year, Ms. Boynton's research using bioluminescent bacteria to detect water contaminants received the Best of Show award at the ExxonMobil Texas Science and Engineering Fair, and the Young Scientist award at the Intel International Science and Engineering Fair, where she received \$50,000 in scholarships.

Now a senior at Yale University studying molecular, cellular, and developmental biology, Ms. Boynton credits her experience with the science fairs for many of her achievements. "Without those fairs, I wouldn't be at Yale majoring in science today," said Ms. Boynton. "Being around so many students with a passion for science at the fairs strengthened my resolve to enter into a science field, and winning the Young Scientist award and scholarships gave me an edge on my application to Yale and eventually enabled me to attend financially." As one of the winners at the ExxonMobil Texas Science and Engineering Fair, Ms. Boynton was able to attend the 2009 TWC-sponsored GSTCA for free. "The Champions Academy was my first taste of research and science instruction on a university level," said Ms. Boynton. "Getting to meet world-renowned faculty and doing fun experiments in a real research lab was an awesome opportunity and helped prepare me for the work I have done at Yale." Ms. Boynton plans to attend medical school after Yale and has already gained medical experience. She has worked in a variety of labs at Yale, and has conducted research studying RNA as well as biomedical engineering research for her senior thesis, funded by the Michael Manzella Foundation. Ms. Boynton has also led weeklong trips providing free health care from a mobile clinic in Ecuador.



Most recently, Ms. Boynton interned as an operations analyst for Shanghai United Family Hospital in China. "My internship consisted of working from a business perspective with the hospital operations

and finance team, and working directly with patients and physicians in the hospital itself,” said Ms. Boynton. “I was able to shadow physicians in every department, and observed some intense surgeries in the operating room, which was a unique opportunity.” Along with continuing to travel the world, Ms. Boynton sees herself possibly returning to Texas one day. “Particularly in health care – there are many great medical schools in Texas, and Houston’s Texas Medical Center is the largest in the world,” said Ms. Boynton. “M.D. Anderson is also one of the most prestigious cancer centers. I can definitely see myself settling down there as a medical student or practicing physician.”

Innovation at the Local Level

In late 2013, TWC embarked on a series of regional stakeholder meetings across the state to consult with Boards and other workforce and economic development partners to identify issues to be addressed in the near-term and over the next five years. Each Board had an opportunity, in coordination with other regional partners, to discuss strategies, best practices, and areas where improvements could be made. These listening sessions culminated in a collaborative strategic planning meeting in April 2014, where all of the Boards were invited to discuss themes from these regional sessions with their partner Boards and TWC staff. Common themes discussed included:

- efforts to address workforce skills gaps;
- soft skills and adult basic education (ABE) skills training opportunities;
- support for dual credit in vocational and career and technical education training programs;
- resources to support ABE and literacy training;
- career readiness and preemployment training for students coupled with the use of technology for student career assessments;
- support for youth retention and recruitment efforts; and
- technology to support remote service delivery, specifically in rural areas of the state.

In addition to the strategic meetings with Boards, and in an effort to ensure alignment between workforce and education, the commissioners of TWC, the Texas Education Agency (TEA), and the Texas Higher Education Coordinating Board engaged in a series of statewide listening sessions with stakeholders from education and industry.

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 continued reduction of the WIA governor’s reserve to 5 percent for PY’13 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’13 include the following:

- *Rapid Response Services Aid Community after Plant Explosion in West, Texas*
On April 17, 2013, a fertilizer plant exploded in West, Texas, leaving many community residents without work, including 150 workers at the West Rest Haven nursing home. Within 72 hours, the Heart of Texas Board rapid response team deployed to assist affected businesses and workers.

The team organized customized workshops addressing résumé development, financial planning, stress management, interviewing techniques, and referral information on other available services. The rapid response team also organized two successful hiring events that had a job placement rate of 30 to 35 percent. More than 400 services were provided to more than 200 affected workers, and more than 110 displaced workers secured reemployment as a result.

- *Welcoming International Manufacturing Businesses to Texas*

When three international manufacturing companies announced plans to open new branches in Texas, the Coastal Bend Board worked in tandem with local community and industry partners, providing crucial services to help the businesses get on their feet. The arrival of Tianjin Pipe Co., M&G Group, and Voestalpine created the need for 1,000 highly trained, skilled workers. The Board partnered with the Corpus Christi Regional Economic Development Corporation to provide local labor market information to the prospective businesses and was actively involved in the site selection process for each. Once the businesses chose to locate in Texas, the Board stepped up to meet their workforce and training needs.

- *Alamo Academies*

Alamo Academies is an innovative training and educational partnership, providing education, experience, and job opportunities to high school students seeking a seamless transition from high school to college or the workplace. Qualified students receive training in high-wage, high-demand occupations, earn one year of college credit, and participate in paid internships with key local industries. Alamo Academies includes Alamo Area Aerospace Academy, Information Technology and Security Academy, Advanced Technology and Manufacturing Academy, and Health Professions Academy. Participating employers gain access to skilled, entry-level workers trained to employer specifications.

- *Creating a Skilled Workforce for the Eagle Ford Shale*

The South Texas Board joined with community members, educational entities, and employers throughout the South Texas region to address a shortage of qualified oil and gas workers in the workforce areas affected by the Eagle Ford Shale play. The Board helped create entry- and high-level oil and gas certificate programs at Laredo Community College and in the United and Laredo Independent School Districts.

Through certificate programs, oil and gas employers will sponsor paid internships that allow teachers to work in the field to better grasp the workforce needs of the industry. The programs also will provide computer training applicable to all industries. Participating students will have the choice to pursue a career in the oil and gas industry after high school graduation, or to earn a degree with the benefit of using college credit earned in the high school programs. So far, 50 students have enrolled in the oil and gas dual-credit courses for the upcoming year.

Evaluating the Past—Evaluation and Research Projects

Evaluation 2013, Accomplishments and Outcomes of the Texas Workforce System

In December 2013, the Texas Workforce Investment Council (TWIC) released the 2013 update to Advancing Texas: Strategic Plan for the Texas Workforce System FY 2010–FY 2015. The report includes performance data for 19 workforce programs, as well as five secondary and postsecondary academic education programs administered by TWIC’s eight partner agencies. It also documents significant accomplishments of system partners during the fourth year of implementation, providing information on the five components that TWIC is required by state statute to address:

1. Formal and less formal performance measures
2. Implementation of the system strategic plan
3. Adult education action and achievements
4. Board activities and alignment
5. Workforce programs that focus on welfare-to-work initiatives

The 2013 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 (http://governor.state.tx.us/files/twic/Evaluation_2013.pdf). Based on the update, performance targets were established or revised for several action and project plans.

Looking to the Future

Adult Education and Literacy

Educational attainment in the Texas workforce is critical to the state’s economic growth. Nationally, the share of jobs that requires some type of postsecondary education or training has doubled over the last 40 years. Providing opportunities for literacy and basic educational development, and ensuring that these services link students at all academic levels and levels of English with employment, training, and college opportunities will align the AEL program to deliver the foundational skills and career pathways Texas needs for both economic competitiveness and community development.

In spring 2013, the Texas legislature, through a review of the AEL program and accompanying legislative actions, signaled the need for deliberate and transformative change in the management, mission, and delivery systems of the AEL program to better meet the needs of adult learners. In September 2013, Texas Labor Code, Chapter 315, transferred the AEL program from TEA to TWC. In enacting this statute, the Texas legislature expressed the importance of obtaining and retaining employment, continuing education, and acquiring the basic skills necessary to literate functioning.

TWC signaled immediate support of innovative models for accelerated postsecondary success for AEL students by making a \$1 million investment from National Emergency Grant funds as one of its first moves after the September 2013 transfer of the AEL program to TWC.

TWC's three-member Commission adopted AEL rules in February 2014. The rules position TWC to reestablish and prioritize AEL services for Texas around current and future educational demands and workforce development needs, fully implementing the intent and objectives of the Texas legislature and aligning the program to TWC's mission—to promote and support an effective workforce system that offers employers, individuals, and communities the opportunity to achieve and sustain economic prosperity.

Through competitive procurements in the winter of 2013, TWC re-procured all AEL services in the state, establishing a new system of services aligned with the workforce system and TWC's priorities.

The AEL rules and the resulting procurements are designed to incrementally increase the proportion of students who exit AEL services work ready, or are enrolled or coenrolled in college and career training, including those who are:

- registered for work;
- receiving workforce services through Texas Workforce Solutions;
- enrolled or coenrolled in a postsecondary education or training program; or
- currently working in low-wage, low-skill jobs and need a career change, promotion, or wage increase.

TWC has focused attention and resources on the development of career pathways, integrating education and training to prepare individuals through both basic education and vocational training.

Oil and Gas Initiative

Eight Community Colleges Serving Cline and Permian Shale Regions Receive \$1.5 Million in TWC Job Training Grants



Eight Texas community college campuses have received \$1,498,860 in Skills Development Fund job training grants from TWC that will help support the colleges' ability to address the training needs of oil and gas exploration employers in the Cline and Permian shales. "Establishing a pipeline of workers for oil and gas industry employers in these shales will enable

this region to continue to prosper," said state Rep. Tryon Lewis. "We are pleased that these colleges will be able to use the state's investment to enhance their training opportunities to meet the demand for workers with needed skills." Midland College, Odessa College, Howard College Big Spring, Howard College San Angelo, Cisco Junior College, Ranger College, Texas State Technical College–West Texas, and Western Texas College will receive the funding to help address industry need for skilled workers in the regions brought about as a result of the rapid growth of oil and gas production. The grants will

be used to develop customized curriculums and purchase equipment and simulation software used to train individuals seeking employment in oil and gas exploration and productivity.

“These grants provide a unique opportunity for these colleges to deliver the workforce training required for this vital industry,” said TWC Chairman Andres Alcantar. “TWC’s ongoing partnerships with local community colleges address the emerging needs of Texas employers and workers across industries.”

Six Community Colleges Serving Eagle Ford Shale Region Receive \$1.5 Million in TWC Job-Training Grants

Six Texas community colleges are recipients of \$1,499,930 in Skills Development Fund job training grants from TWC. The grants will help support the colleges’ ability to address the training needs of oil and gas exploration employers in the Eagle Ford Shale. Alamo Colleges, Coastal Bend College, Del Mar College, Laredo Community College, Southwest Texas Junior College, and Victoria College will receive the funding to help address industry needs for skilled workers in the region resulting from the rapid growth of oil and gas exploration and production. The grants will be used to develop customized curriculum and purchase equipment and simulation software used to train individuals seeking employment in oil and gas exploration and production.

TWC has contracted with the following Boards for oil and gas–related initiatives:

Outreach and Education (Permian Basin Board)

The project will conduct outreach and educate the local population regarding jobs/occupations available in the oil and gas industry, and training opportunities and resources to develop the skills needed by industry employers. The Board will provide specific outreach to high school and college students and educate local high school and college students about the career opportunities in the oil and gas industry. The project also will promote the development of needed skills by awarding scholarship funds to two of the local community colleges for individuals to pursue training and certifications in oil and gas–related occupations.

Cline Shale Consortium (West Central Texas Board as Grantee and Lead with Concho Valley Board)

The project will establish a consortium to develop an aligned approach to ensuring the region can meet the needs of the oil and gas sector and supporting businesses, including a regional plan and communication strategy. The consortium will conduct the following activities:

1. Create a website to serve as a resource and outreach channel;
2. Hire a regional outreach coordinator to maintain communication and collaboration between colleges;
3. Participate in the University of Texas at San Antonio economic impact study of the Cline Shale;
4. Provide scholarships to existing small businesses to offer entrepreneurship workshops in preparation for expansion opportunities;
5. Hire a regional business coordinator to create a strategic approach for outreach and engagement of new employers; and
6. Train 10 students for National Career Readiness Certificates or other industry-recognized certifications.

More information about the Cline Shale and the consortium is available at www.workforcesystem.org/clineshale.

Eagle Ford Shale Consortium (Middle Rio Grande as Grantee and Lead with South Texas, Golden Crescent, Coastal Bend, and Alamo Boards)

The project will support the Eagle Ford Shale (EFS) Consortium in partnership with employers, training providers, and TWC to improve the capacity to market the workforce system, identifying training for jobs leading to placement in the oil and gas industry by:

- (1) collaborating with the partners to enhance employment services and labor market information tools;
- (2) establishing a single-entry EFS website portal linking all systems;
- (3) training staff and industry human resources;
- (4) using social media for outreach and recruitment;
- (5) purchasing equipment for a lab; and
- (6) establishing a single industry job application and a virtual business directory. The Boards will provide an improved labor exchange network to connect seamlessly with end users across Texas.

West Texas Energy Consortium (West Central Texas, Concho Valley, and Permian Basin Boards)

The West Texas Energy Consortium has launched a collaborative campaign to advance workforce solutions in the Cline Shale play area and nearby regions where energy exploration has boomed. The consortium will identify common issues and challenges, and work together on solutions, with the goal of fostering and sustaining economic growth, meeting the needs of the energy industry, supporting community development, and preserving a high quality of life for all citizens.

The consortium will work with local community colleges to increase their capacity to train new workers and job seekers. The colleges will use a \$1.5 million Skills Development Fund grant from TWC to expand their programs, adding safety training particular to the oil and gas industry, expanding current welding programs and current commercial driver license programs, and more.

The consortium also is serving as a forum for sharing information among industry representatives and partners, while working with eight community and technical colleges serving the region to develop coordinated workforce education and training strategies. "We want to make sure skilled workers from within the region are ready for opportunities in the oil and gas industry," said Mary Ross, executive director, West Central Texas Board.

Health Care Innovation Capacity Building Efforts

The Commission recently initiated a capacity building project designed to meet the high demand for Registered Nurses (RNs) by providing incentives to eligible RNs to serve as preceptors to nursing students in professional nursing degree programs. One of the project's goals is to support quality education for nursing students by supporting hands-on instruction. The project focuses on serving nursing students in counties designated as "Medically Underserved Areas" or "Medically Underserved Populations."

The project also supports partnerships between colleges and employers for the purpose of designing training for health care professionals, allowing them to advance their careers through one of the following:

- certification or licensure in an allied health care program; or
- specialized training for registered nurses.

Externship for Teachers Initiative

On June 10, 2014, the Commission approved \$500,000 in WIA statewide funds for an Externship for Teachers Initiative that will allow middle school and high school teachers to engage in activities in a particular industry and learn how classroom content can be applied in the workplace. The externship will inform teachers on the skill sets required for a given industry, and teachers can then inform, educate, and guide students to industries that match their skill sets. Connecting classroom content to the real world and workplace will help students understand and develop the academic and technical skills they need to enter the workforce. The funds will be distributed through an RFP or application for Boards to partner with local employers, local independent school districts (ISDs), and institutions of higher education. Leveraged funds as a match for the program will be required from employers or ISDs to enhance the program.

Workforce Innovation and Opportunity Act

The Workforce Innovation and Opportunity Act (WIOA) is legislation reauthorizing WIA. Congress passed WIOA by a wide bipartisan majority, and the president signed it into law on July 22, 2014.

WIOA focuses on streamlining programs, reporting, and administration. Texas has long instituted the majority of programmatic changes mandated by WIOA, such as providing TANF participants with training and placement services by ES staff and using common performance measures across “core” programs for both adults and youth. Texas is prepared to implement the additional changes mandated by WIOA.

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 its 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). In the same spirit, Texas is looking forward to being an early implementer of the new Workforce Innovation and Opportunity Act (WIOA) measures in PY 2015. TWC also recently reorganized to consolidate and elevate many of its analytic functions in the new Division of Operational Insight. The division's mission is to analyze system data to generate insights that program areas can use to improve operational quality and efficiency as well as service delivery to our customers. In PY 2013 Texas achieved 100% of the negotiated target or better on seven of the nine Common Measures, and 98.5% on the eighth. Performance on one measure, Adult Average Earnings, was below 90% of target largely due to a shift towards serving more low income individuals and a reduction in training caused by the uncertainty about WIA funding caused by Congressional action in August 2011.

Table 1. Summary of WIA Performance For Texas

Performance Measure	Negotiated Performance Level	Actual Performance Level	Percent of Target	Numerator	Denominator
Adult Entered Employment	67.2%	69.2%	103.0%	13,083	18,901
Adult Employment Retention	81.0%	79.8%	98.5%	13,014	16,316
Adult Average Earnings	\$14,500	\$12,369.51	85.3%	\$157,154,629	12,705
Dislocated Worker Entered Employment	75.8%	77.9%	102.8%	4,845	6,218
Dislocated Worker Employment Retention	88.8%	89.5%	100.8%	4,794	5,356
Dislocated Worker Average Earnings	\$17,750	\$18,445.87	103.9%	\$86,880,051	4,710
Placement in Employment or Education	67.1%	71.3%	106.3%	3,366	4,721
Attainment of Degree or Certificate	62.5%	67.0%	107.2%	2,714	4,051
Literacy and Numeracy Gains	48.1%	62.3%	129.6%	1,333	2,139

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 Workforce Integrated Streamlined Performance Report (WISPR). This system is 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 PY14 and beyond as DOL works to implement integrated reporting under WIOA through a system similar to WISPR.

PROGRAM COSTS

In PY 2013, the Texas Workforce System spent an average of \$2,958.27 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	\$43,194,822
Local Dislocated Workers	\$47,083,928
Local Youth	\$45,616,993
Rapid Response (up to 25%)	
134 (a) (2) (b)	\$396,062
Statewide Required Activities (up to 15%)	
134 (a) (2) (b)	\$6,501,700
Statewide Allowable Activities	
134 (a) (3)	\$1,847,297
Total of All Federal Spending Listed Above	\$144,640,802

Table 2. Operation Costs

	Cost/Participant
Overall, All Program Strategies (Does Not Include Adult Self Service Only)	\$2,958.27
Adult Program (Does Not Include Adult Self Service Only)	\$1,648.85
Dislocated Worker Program	\$4,888.89
Youth Program	\$4,872.89

Table 3. Operating Results

	Available	Expended	Percentage
Overall, All Program Strategies	\$199,852,675	\$141,015,009	92.2%
Adult Program Funds	\$63,764,074	\$46,754,930	92.6%
Dislocated Worker Program Funds	\$71,939,968	\$47,309,744	91.5%
Youth Program Funds	\$64,148,634	\$46,950,336	92.5%
Overall includes Local Administration Funds. Amounts Available and Expended include the Program Year 2013 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	67.2%	69.2%	13,083
			18,901
Employment Retention Rate	81.0%	79.8%	13,014
			16,316
Average Earnings	\$14,500.00	\$12,369.51	\$157,154,629
			12,705

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	70.5%	3,822	65.6%	1,074	50.4%	346	57.2%	812
		5,421		1,638		687		1,420
Employment Retention Rate	82.5%	3,788	81.9%	1,134	77.1%	343	78.6%	734
		4,591		1,384		445		934
Average Earnings	\$12,660.75	\$46,553,562	\$16,771.16	\$18,615,986	\$12,995.73	\$4,392,555	\$12,892.29	\$9,308,237
		3,677		1,110		338		722

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	74.3%	2,720	68.0%	10,363
		3,661		15,240
Employment Retention Rate	87.1%	3,072	77.7%	9,942
		3,525		12,791
Average Earnings	\$16,269.53	\$48,808,601	\$11,163.94	\$108,346,028
		3,000		9,705

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	75.8%	77.9%	4,845
			6,218
Employment Retention Rate	88.8%	89.5%	4,794
			5,356
Average Earnings	\$17,750.00	\$18,445.87	\$86,880,051
			4,710

Table F – Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	74.4%	457	63.3%	105	61.6%	638	72.5%
		614		166		1,036		51
Employment Retention Rate	90.3%	464	88.6%	101	86.6%	583	90.9%	40
		514		114		673		44
Average Earnings	\$21,416.59	\$9,765,963	\$17,106.65	\$1,659,345	\$18,377.78	\$10,512,092	\$17,315.15	\$692,606
		456		97		572		40

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	81.4%	2,995	72.9%
		3,681		2,537
Employment Retention Rate	90.4%	2,932	88.2%	1,862
		3,245		2,111
Average Earnings	\$19,640.70	\$56,545,563	\$16,567.17	\$30,334,488
		2,879		1,831

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
		Placement in Employment or Education	67.1%
			4,721
Attainment of Degree or Certificate	62.5%	67.0%	2,714
			4,051
Literacy and Numeracy gains	48.1%	62.3%	1,333
			2,139

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	82.0%	9,571	\$4,210	\$48,293,754	3.0%	387	\$4,958	\$63,674,732	45.8%	1,245
		11,665		11,471		13,083		12,843		2,720
Dislocated Workers	89.5%	3,665	98.4%	\$60,709,968	3.0%	146	\$8,128	\$38,771,129	53.8%	1,612
		4,096		\$61,671,413		4,845		4,770		2,995

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 72.5% for WIA Adult and 78.5% for WIA Dislocated Worker.

Table M - Participation Levels

Population	Total Participants	Total Exitters
Total Adult Customers	460,933	423,568
Total Adults (self-service <u>only</u>)	424,679	396,650
WIA Adults	453,035	418,620
WIA Dislocated Worker	9,677	6,288
Total Youth (14-21)	9,635	5,315
Out-of-School Youth	5,463	3,362
In-School Youth	4,196	1,958

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.

Table P - Veteran Priority of Service

Reported Information	Total	Percent Served
Covered Entrants Who Reached the End of the Entry Period	103,762	
Total Covered Entrants Receiving Services During Entry Period	103,762	100.0%
Total Covered Entrants Receiving Staff-Assisted Services During Entry Period	69,514	67.0%

Table Q - Veterans' Outcomes by Special Populations

Reported Information	Post 9/11 Era Veterans		Post 9/11 Era Veterans Who Received at Least Initiative Services		TAP Workshop Veterans	
	Entered Employment Rate	58.6%	26,127	58.9%	20,049	47.7%
		44,608		34,021		1,760
Employment Retention Rate	84.4%	30,060	84.1%	21,720	82.7%	296
		35,635		25,819		358
Six-Months Average Earnings	\$17,466.76	\$504,370,166	\$17,025.99	\$356,166,683	\$16,588.11	\$4,578,318
		28,876		20,919		276

Part III: Local Performance



Local Workforce Development Board Performance

Tables 4, 5, and O detail the performance of Texas' 28 Boards.

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 be focused 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 the Common Measures and other non-program-specific measures. Table 4 reflects the Integrated Common Measures and Reemployment & Employer Engagement Measures. Table 5 reflects Board WIA performance.

It is worth noting that since PY 2010 Texas has used 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 reporting period, the customer is counted one time under the new 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, remains comparable to pre-PY 2010 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 and individual receives services intended to assist with employment.

While the unemployment situation in Texas during the worst years of the recession was better than the nation as a whole, the national economy continued to challenge the workforce system for some time. In PY 2007, Texas served 1.49 million job seekers. One year later, that number jumped to 1.84 million, peaking in PY 2009 at 1.96 million. Numbers have now dropped below 2007 levels. In PY 2013, Texas served over 1.36 million job seekers, 66 percent of whom received at least some staff assistance. TWC expects that job seeker service numbers will begin to climb as the improving economy gives people with jobs the confidence to give up a position they have for one they hope will be better. "Voluntary" job seekers were very rare during the heights of the recession when people who had jobs were unwilling to trade a stable job that they might not love for the uncertainty of a job they might prefer but which might not provide the same stability.

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 recession hit Texas (October 2008 saw a surge in UI claimants), the state saw performance drop back into the lower 40s. However, performance began to steadily rise after a few months and has reached the mid-50s and is expected to continue 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:

- Be better aligned 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.

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	75.45%	81.31%	80.79%	58.72%	24.74%	17.15%
Brazos Valley	73.79%	75.01%	80.79%	59.93%	37.18%	17.15%
Cameron County	76.95%	82.00%	89.52%	52.31%	45.98%	24.97%
Capital Area	80.35%	80.11%	86.67%	56.79%	30.64%	15.96%
Central Texas	65.27%	78.95%	87.43%	49.41%	43.99%	28.66%
Coastal Bend	76.81%	79.54%	77.71%	58.99%	32.97%	23.42%
Concho Valley	71.23%	80.46%	93.46%	63.01%	54.00%	27.29%
Dallas	69.37%	78.97%	74.66%	52.17%	37.29%	15.84%
Deep East Texas	64.48%	74.50%	84.13%	62.99%	46.91%	28.68%
East Texas	71.26%	77.47%	78.17%	57.30%	34.99%	17.73%
Golden Crescent	75.97%	78.99%	90.20%	59.82%	43.83%	31.95%
Gulf Coast	77.34%	77.76%	77.78%	53.99%	24.17%	17.01%
Heart of Texas	74.07%	79.15%	87.83%	56.61%	40.41%	19.64%
Lower Rio Grande Valley	78.80%	81.14%	90.85%	56.59%	52.15%	28.22%
Middle Rio Grande	76.72%	77.44%	96.59%	55.98%	52.95%	42.01%
North Central	76.15%	79.47%	82.28%	49.90%	40.53%	15.46%
Northeast Texas	75.54%	76.87%	75.93%	55.56%	50.47%	27.39%
North Texas	76.10%	76.85%	84.09%	57.49%	39.22%	20.89%
Panhandle	72.69%	79.24%	89.11%	63.65%	55.85%	20.93%
Permian Basin	70.41%	79.65%	87.50%	65.25%	18.76%	16.26%
Rural Capital	76.14%	80.93%	86.47%	55.48%	40.90%	17.19%
South Plains	72.98%	75.85%	76.68%	60.48%	31.95%	18.68%
South Texas	74.51%	81.83%	85.71%	54.77%	40.61%	32.77%
Southeast Texas	68.51%	78.69%	86.42%	63.43%	48.66%	24.20%
Tarrant County	71.16%	79.84%	83.36%	51.74%	28.40%	15.09%
Texoma	64.55%	77.47%	85.37%	55.05%	45.35%	32.54%
Upper Rio Grande	66.20%	80.88%	79.08%	53.38%	42.43%	27.92%
West Central	74.15%	75.77%	83.33%	58.96%	49.51%	22.13%
# Meeting the Measure	28	28	28	28	25	27
% Meeting the Measure	100.00%	100.00%	100.00%	100.00%	89.29%	96.43%
Texas Performance	73.25%	78.91%	81.68%	54.80%	32.89%	13.67%
	Exiters from 10/1/2012 to 09/30/2013	Exiters from 04/1/2012 to 03/31/2013	Exiters from 10/1/2012 to 09/30/2013	Registered Claimants from 06/1/2013 to 05/31/2014	01/1/2013 to 12/31/2013	09/01/2013 to 08/31/2014

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	78.98%	85.13%	83.36%	91.47%	\$12,805.61	\$16,809.19	71.55%	67.91%	58.39%
Brazos Valley	75.00%	86.42%	87.83%	91.78%	\$10,082.92	\$12,198.99	75.95%	65.00%	55.88%
Cameron County	79.55%	86.79%	89.13%	87.76%	\$20,725.68	\$21,065.13	79.67%	77.52%	92.59%
Capital Area	72.18%	81.18%	87.22%	92.55%	\$14,126.80	\$21,557.97	75.00%	75.96%	86.18%
Central Texas	91.67%	82.93%	95.83%	95.08%	\$17,564.32	\$19,088.61	81.25%	87.76%	78.57%
Coastal Bend	74.49%	73.53%	85.26%	86.67%	\$13,957.76	\$16,898.82	70.00%	60.00%	62.07%
Concho Valley	71.15%	86.54%	84.21%	87.93%	\$12,288.53	\$17,486.28	88.89%	73.33%	71.43%
Dallas	63.65%	75.26%	81.78%	88.60%	\$12,450.87	\$15,484.37	63.64%	64.22%	53.02%
Deep East Texas	76.67%	86.84%	89.58%	89.74%	\$13,294.06	\$16,706.67	68.85%	72.92%	66.67%
East Texas	70.10%	75.93%	85.99%	88.56%	\$12,431.17	\$15,199.49	71.92%	54.55%	63.11%
Golden Crescent	100.00%	89.13%	92.86%	97.44%	\$15,760.75	\$20,633.39	73.33%	68.00%	75.00%
Gulf Coast	67.07%	72.17%	77.45%	87.72%	\$11,653.65	\$22,773.53	63.57%	51.67%	48.66%
Heart of Texas	89.66%	87.50%	92.50%	88.89%	\$13,502.82	\$15,566.53	84.00%	84.51%	64.29%
Lower Rio Grande Valley	75.44%	80.95%	85.19%	84.75%	\$12,929.13	\$17,072.97	88.69%	82.16%	81.82%
Middle Rio Grande	83.82%	93.98%	81.36%	100.00%	\$18,735.80	\$26,246.78	95.65%	91.11%	100.00%
North Central	72.57%	75.76%	82.19%	92.11%	\$12,866.34	\$18,086.93	67.60%	73.62%	78.99%
Northeast Texas	64.15%	81.06%	74.14%	88.29%	\$12,601.61	\$13,930.63	80.39%	71.11%	65.52%
North Texas	86.36%	70.42%	93.33%	94.74%	\$10,268.86	\$14,351.14	82.14%	68.75%	70.00%
Panhandle	76.15%	81.25%	92.80%	91.07%	\$15,286.71	\$15,966.61	76.47%	74.29%	70.00%
Permian Basin	90.00%	100.00%	92.16%	97.73%	\$21,495.25	\$27,368.06	72.00%	72.73%	58.33%
Rural Capital	80.46%	81.38%	91.91%	92.04%	\$13,003.22	\$18,594.72	72.13%	67.50%	56.00%
South Plains	82.35%	86.54%	87.88%	91.89%	\$14,763.81	\$14,702.13	71.15%	65.05%	9.09%
South Texas	75.76%	78.95%	92.11%	81.82%	\$19,418.76	\$15,404.02	85.00%	82.46%	55.93%
Southeast Texas	61.41%	78.02%	85.88%	93.85%	\$16,453.09	\$21,925.58	76.92%	75.68%	61.11%
Tarrant County	82.20%	81.58%	84.18%	90.27%	\$14,075.16	\$15,461.57	72.93%	64.85%	66.86%
Texoma	76.60%	84.62%	86.57%	83.64%	\$14,544.87	\$17,099.12	72.50%	65.00%	71.43%
Upper Rio Grande	79.79%	76.15%	90.86%	87.00%	\$18,950.32	\$15,715.94	70.57%	74.83%	59.68%
West Central	68.10%	68.35%	76.09%	85.19%	\$12,238.55	\$14,056.49	78.38%	45.00%	62.50%
# Meeting Measure	26	26	26	26	14	14	28	25	27
% Meeting Measure	92.86%	92.86%	92.86%	92.86%	50.00%	50.00%	100.00%	89.29%	96.43%
Texas Performance	69.17%	77.92%	79.73%	89.51%	\$12,369.51	\$18,445.87	71.30%	67.00%	62.34%

The final section of this report, Table O, presents individual tables for each of the 28 Boards, detailing performance of WIA common measures. The target for each WIA measure, which TWC formally contracted with the Boards, is 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 O - Local Program Activities

Local Area Name Alamo	Total Participants Served 61,260	Adults	59,731	
		Dislocated Workers	758	
		Youth	771	
WDA Assigned # 20	Total Exiters 56,300	Adults	55,026	
		Dislocated Workers	628	
		Youth	646	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	78.98%	
	Dislocated Workers	--	85.13%	
Employment Retention Rate	Adults	--	83.36%	
	Dislocated Workers	--	91.47%	
Average Earnings	Adults	--	\$12,805.61	
	Dislocated Workers	--	\$16,809.19	
Placement in Employment or Education	Youth (14-21)	67.1%	71.55%	
Attainment of Degree or Certificate	Youth (14-21)	--	67.91%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	58.39%	
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 5,759	Adults	5,477	
		Dislocated Workers	107	
		Youth	175	
WDA Assigned # 16	Total Exitters 5,608	Adults	5,463	
		Dislocated Workers	78	
		Youth	67	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	75.00%	
	Dislocated Workers	--	86.42%	
Employment Retention Rate	Adults	--	87.83%	
	Dislocated Workers	--	91.78%	
Average Earnings	Adults	--	\$10,082.92	
	Dislocated Workers	--	\$12,198.99	
Placement in Employment or Education	Youth (14-21)	67.1%	75.95%	
Attainment of Degree or Certificate	Youth (14-21)	--	65.00%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	55.88%	
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 10,266	Adults	9,858	
		Dislocated Workers	133	
		Youth	275	
WDA Assigned # 24	Total Exitters 9,756	Adults	9,517	
		Dislocated Workers	93	
		Youth	146	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	79.55%	
	Dislocated Workers	--	86.79%	
Employment Retention Rate	Adults	--	89.13%	
	Dislocated Workers	--	87.76%	
Average Earnings	Adults	--	\$20,725.68	
	Dislocated Workers	--	\$21,065.13	
Placement in Employment or Education	Youth (14-21)	67.1%	79.67%	
Attainment of Degree or Certificate	Youth (14-21)	--	77.52%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	92.59%	
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 Capital Area	Total Participants Served 41,710	Adults	40,864	
		Dislocated Workers	382	
		Youth	464	
WDA Assigned # 14	Total Exiters 37,838	Adults	37,365	
		Dislocated Workers	197	
		Youth	276	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	72.18%	
	Dislocated Workers	--	81.18%	
Employment Retention Rate	Adults	--	87.22%	
	Dislocated Workers	--	92.55%	
Average Earnings	Adults	--	\$14,126.80	
	Dislocated Workers	--	\$21,557.97	
Placement in Employment or Education	Youth (14-21)	67.1%	75.00%	
Attainment of Degree or Certificate	Youth (14-21)	--	75.96%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	86.18%	
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 Central Texas	Total Participants Served 15,982	Adults	15,638	
		Dislocated Workers	72	
		Youth	272	
WDA Assigned # 26	Total Exiters 16,158	Adults	16,020	
		Dislocated Workers	41	
		Youth	97	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	91.67%	
	Dislocated Workers	--	82.93%	
Employment Retention Rate	Adults	--	95.83%	
	Dislocated Workers	--	95.08%	
Average Earnings	Adults	--	\$17,564.32	
	Dislocated Workers	--	\$19,088.61	
Placement in Employment or Education	Youth (14-21)	67.1%	81.25%	
Attainment of Degree or Certificate	Youth (14-21)	--	87.76%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	78.57%	
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 19,519	Adults	19,086	
		Dislocated Workers	188	
		Youth	245	
WDA Assigned # 22	Total Exitters 17,968	Adults	17,816	
		Dislocated Workers	78	
		Youth	74	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	74.49%	
	Dislocated Workers	--	73.53%	
Employment Retention Rate	Adults	--	85.26%	
	Dislocated Workers	--	86.67%	
Average Earnings	Adults	--	\$13,957.76	
	Dislocated Workers	--	\$16,898.82	
Placement in Employment or Education	Youth (14-21)	67.1%	70.00%	
Attainment of Degree or Certificate	Youth (14-21)	--	60.00%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	62.07%	
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	1	1

Table O - Local Program Activities

Local Area Name Concho Valley	Total Participants Served 2,255	Adults	2,118	
		Dislocated Workers	93	
		Youth	44	
WDA Assigned # 12	Total Exitters 2,294	Adults	2,226	
		Dislocated Workers	55	
		Youth	13	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	71.15%	
	Dislocated Workers	--	86.54%	
Employment Retention Rate	Adults	--	84.21%	
	Dislocated Workers	--	87.93%	
Average Earnings	Adults	--	\$12,288.53	
	Dislocated Workers	--	\$17,486.28	
Placement in Employment or Education	Youth (14-21)	67.1%	88.89%	
Attainment of Degree or Certificate	Youth (14-21)	--	73.33%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	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
		0	0	2

Table O - Local Program Activities

Local Area Name Dallas	Total Participants Served 76,477	Adults	74,389
		Dislocated Workers	726
		Youth	1,362
WDA Assigned # 6	Total Exiters 57,569	Adults	56,390
		Dislocated Workers	412
		Youth	767
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	63.65%
	Dislocated Workers	--	75.26%
Employment Retention Rate	Adults	--	81.78%
	Dislocated Workers	--	88.60%
Average Earnings	Adults	--	\$12,450.87
	Dislocated Workers	--	\$15,484.37
Placement in Employment or Education	Youth (14-21)	64.4%	63.64%
Attainment of Degree or Certificate	Youth (14-21)	--	64.22%
Literacy and Numeracy Gains	Youth (14-21)	48.1%	53.02%
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 8,090	Adults	7,859
		Dislocated Workers	86
		Youth	145
WDA Assigned # 17	Total Exiters 8,540	Adults	8,445
		Dislocated Workers	43
		Youth	52
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	76.67%
	Dislocated Workers	--	86.84%
Employment Retention Rate	Adults	--	89.58%
	Dislocated Workers	--	89.74%
Average Earnings	Adults	--	\$13,294.06
	Dislocated Workers	--	\$16,706.67
Placement in Employment or Education	Youth (14-21)	67.1%	68.85%
Attainment of Degree or Certificate	Youth (14-21)	--	72.92%
Literacy and Numeracy Gains	Youth (14-21)	48.1%	66.67%
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 26,088	Adults	25,173	
		Dislocated Workers	599	
		Youth	316	
WDA Assigned # 8	Total Exitters 26,750	Adults	26,162	
		Dislocated Workers	406	
		Youth	182	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	70.10%	
	Dislocated Workers	--	75.93%	
Employment Retention Rate	Adults	--	85.99%	
	Dislocated Workers	--	88.56%	
Average Earnings	Adults	--	\$12,431.17	
	Dislocated Workers	--	\$15,199.49	
Placement in Employment or Education	Youth (14-21)	60%	71.92%	
Attainment of Degree or Certificate	Youth (14-21)	--	54.55%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	63.11%	
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	Exceeded
		0	0	2

Table O - Local Program Activities

Local Area Name Golden Crescent	Total Participants Served 4,848	Adults	4,757	
		Dislocated Workers	63	
		Youth	28	
WDA Assigned # 19	Total Exitters 4,071	Adults	4,001	
		Dislocated Workers	49	
		Youth	21	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	100.00%	
	Dislocated Workers	--	89.13%	
Employment Retention Rate	Adults	--	92.86%	
	Dislocated Workers	--	97.44%	
Average Earnings	Adults	--	\$15,760.75	
	Dislocated Workers	--	\$20,633.39	
Placement in Employment or Education	Youth (14-21)	67.1%	73.33%	
Attainment of Degree or Certificate	Youth (14-21)	--	68.00%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	75.00%	
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 Gulf Coast	Total Participants Served 160,346	Adults	157,057	
		Dislocated Workers	1,562	
		Youth	1,727	
WDA Assigned # 28	Total Exitters 155,738	Adults	152,890	
		Dislocated Workers	1,746	
		Youth	1,102	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	67.07%	
	Dislocated Workers	--	72.17%	
Employment Retention Rate	Adults	--	77.45%	
	Dislocated Workers	--	87.72%	
Average Earnings	Adults	--	\$11,653.65	
	Dislocated Workers	--	\$22,773.53	
Placement in Employment or Education	Youth (14-21)	65%	63.57%	
Attainment of Degree or Certificate	Youth (14-21)	--	51.67%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	48.66%	
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 11,668	Adults	11,353	
		Dislocated Workers	71	
		Youth	244	
WDA Assigned # 13	Total Exitters 12,212	Adults	12,082	
		Dislocated Workers	42	
		Youth	88	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	89.66%	
	Dislocated Workers	--	87.50%	
Employment Retention Rate	Adults	--	92.50%	
	Dislocated Workers	--	88.89%	
Average Earnings	Adults	--	\$13,502.82	
	Dislocated Workers	--	\$15,566.53	
Placement in Employment or Education	Youth (14-21)	67.1%	84.00%	
Attainment of Degree or Certificate	Youth (14-21)	--	84.51%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	64.29%	
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 Lower Rio Grande	Total Participants Served 20,421	Adults	19,878	
		Dislocated Workers	118	
		Youth	425	
WDA Assigned # 23	Total Exitors 20,730	Adults	20,368	
		Dislocated Workers	91	
		Youth	271	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	75.44%	
	Dislocated Workers	--	80.95%	
Employment Retention Rate	Adults	--	85.19%	
	Dislocated Workers	--	84.75%	
Average Earnings	Adults	--	\$12,929.13	
	Dislocated Workers	--	\$17,072.97	
Placement in Employment or Education	Youth (14-21)	67.1%	88.69%	
Attainment of Degree or Certificate	Youth (14-21)	--	82.16%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	81.82%	
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 3,034	Adults	2,814	
		Dislocated Workers	54	
		Youth	166	
WDA Assigned # 27	Total Exitors 3,038	Adults	2,892	
		Dislocated Workers	74	
		Youth	72	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	83.82%	
	Dislocated Workers	--	93.98%	
Employment Retention Rate	Adults	--	81.36%	
	Dislocated Workers	--	100.00%	
Average Earnings	Adults	--	\$18,735.80	
	Dislocated Workers	--	\$26,246.78	
Placement in Employment or Education	Youth (14-21)	67.1%	95.65%	
Attainment of Degree or Certificate	Youth (14-21)	--	91.11%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	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 North Central Texas	Total Participants Served 55,541	Adults	54,296	
		Dislocated Workers	805	
		Youth	440	
WDA Assigned # 4	Total Exitters 52,220	Adults	51,392	
		Dislocated Workers	544	
		Youth	284	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	72.57%	
	Dislocated Workers	--	75.76%	
Employment Retention Rate	Adults	--	82.19%	
	Dislocated Workers	--	92.11%	
Average Earnings	Adults	--	\$12,866.34	
	Dislocated Workers	--	\$18,086.93	
Placement in Employment or Education	Youth (14-21)	67.1%	67.60%	
Attainment of Degree or Certificate	Youth (14-21)	--	73.62%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	78.99%	
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 Northeast Texas	Total Participants Served 7,193	Adults	6,644	
		Dislocated Workers	429	
		Youth	120	
WDA Assigned # 7	Total Exitters 7,010	Adults	6,621	
		Dislocated Workers	325	
		Youth	64	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	64.15%	
	Dislocated Workers	--	81.06%	
Employment Retention Rate	Adults	--	74.14%	
	Dislocated Workers	--	88.29%	
Average Earnings	Adults	--	\$12,601.61	
	Dislocated Workers	--	\$13,930.63	
Placement in Employment or Education	Youth (14-21)	67.1%	80.39%	
Attainment of Degree or Certificate	Youth (14-21)	--	71.11%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	65.52%	
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 2,922	Adults	2,796	
		Dislocated Workers	64	
		Youth	62	
WDA Assigned # 3	Total Exitters 3,019	Adults	2,919	
		Dislocated Workers	58	
		Youth	42	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	86.36%	
	Dislocated Workers	--	70.42%	
Employment Retention Rate	Adults	--	93.33%	
	Dislocated Workers	--	94.74%	
Average Earnings	Adults	--	\$10,268.86	
	Dislocated Workers	--	\$14,351.14	
Placement in Employment or Education	Youth (14-21)	67.1%	82.14%	
Attainment of Degree or Certificate	Youth (14-21)	--	68.75%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	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	0	2

Table O - Local Program Activities

Local Area Name Panhandle	Total Participants Served 7,328	Adults	6,981	
		Dislocated Workers	152	
		Youth	195	
WDA Assigned # 1	Total Exitters 6,521	Adults	6,285	
		Dislocated Workers	136	
		Youth	100	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	76.15%	
	Dislocated Workers	--	81.25%	
Employment Retention Rate	Adults	--	92.80%	
	Dislocated Workers	--	91.07%	
Average Earnings	Adults	--	\$15,286.71	
	Dislocated Workers	--	\$15,966.61	
Placement in Employment or Education	Youth (14-21)	67.1%	76.47%	
Attainment of Degree or Certificate	Youth (14-21)	--	74.29%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	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	0	2

Table O - Local Program Activities

Local Area Name Permian Basin	Total Participants Served 6,779	Adults	6,710	
		Dislocated Workers	24	
		Youth	45	
WDA Assigned # 11	Total Exitters 5,274	Adults	5,221	
		Dislocated Workers	24	
		Youth	29	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	90.00%	
	Dislocated Workers	--	100.00%	
Employment Retention Rate	Adults	--	92.16%	
	Dislocated Workers	--	97.73%	
Average Earnings	Adults	--	\$21,495.25	
	Dislocated Workers	--	\$27,368.06	
Placement in Employment or Education	Youth (14-21)	67.1%	72.00%	
Attainment of Degree or Certificate	Youth (14-21)	--	72.73%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	58.33%	
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	0	2

Table O - Local Program Activities

Local Area Name Rural Capital	Total Participants Served 20,598	Adults	20,041	
		Dislocated Workers	370	
		Youth	187	
WDA Assigned # 15	Total Exitters 19,119	Adults	18,768	
		Dislocated Workers	273	
		Youth	78	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	80.46%	
	Dislocated Workers	--	81.38%	
Employment Retention Rate	Adults	--	91.91%	
	Dislocated Workers	--	92.04%	
Average Earnings	Adults	--	\$13,003.22	
	Dislocated Workers	--	\$18,594.72	
Placement in Employment or Education	Youth (14-21)	67.1%	72.13%	
Attainment of Degree or Certificate	Youth (14-21)	--	67.50%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	56.00%	
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 South Plains	Total Participants Served 6,467	Adults	6,231	
		Dislocated Workers	69	
		Youth	167	
WDA Assigned # 2	Total Exiters 6,231	Adults	6,090	
		Dislocated Workers	62	
		Youth	79	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	82.35%	
	Dislocated Workers	--	86.54%	
Employment Retention Rate	Adults	--	87.88%	
	Dislocated Workers	--	91.89%	
Average Earnings	Adults	--	\$14,763.81	
	Dislocated Workers	--	\$14,702.13	
Placement in Employment or Education	Youth (14-21)	67.1%	71.15%	
Attainment of Degree or Certificate	Youth (14-21)	--	65.05%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	9.09%	
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 South Texas	Total Participants Served 4,944	Adults	4,679	
		Dislocated Workers	31	
		Youth	234	
WDA Assigned # 21	Total Exiters 4,232	Adults	4,128	
		Dislocated Workers	17	
		Youth	87	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	75.76%	
	Dislocated Workers	--	78.95%	
Employment Retention Rate	Adults	--	92.11%	
	Dislocated Workers	--	81.82%	
Average Earnings	Adults	--	\$19,418.76	
	Dislocated Workers	--	\$15,404.02	
Placement in Employment or Education	Youth (14-21)	67.1%	85.00%	
Attainment of Degree or Certificate	Youth (14-21)	--	82.46%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	55.93%	
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 Southeast Texas	Total Participants Served 10,641	Adults	10,403	
		Dislocated Workers	91	
		Youth	147	
WDA Assigned # 18	Total Exiters 11,485	Adults	11,319	
		Dislocated Workers	77	
		Youth	89	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	61.41%	
	Dislocated Workers	--	78.02%	
Employment Retention Rate	Adults	--	85.88%	
	Dislocated Workers	--	93.85%	
Average Earnings	Adults	--	\$16,453.09	
	Dislocated Workers	--	\$21,925.58	
Placement in Employment or Education	Youth (14-21)	67.1%	76.92%	
Attainment of Degree or Certificate	Youth (14-21)	--	75.68%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	61.11%	
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	Exceeded
		0	0	2

Table O - Local Program Activities

Local Area Name Tarrant County	Total Participants Served 44,270	Adults	42,889	
		Dislocated Workers	869	
		Youth	512	
WDA Assigned # 5	Total Exiters 41,119	Adults	40,447	
		Dislocated Workers	453	
		Youth	219	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	82.20%	
	Dislocated Workers	--	81.58%	
Employment Retention Rate	Adults	--	84.18%	
	Dislocated Workers	--	90.27%	
Average Earnings	Adults	--	\$14,075.16	
	Dislocated Workers	--	\$15,461.57	
Placement in Employment or Education	Youth (14-21)	67.1%	72.93%	
Attainment of Degree or Certificate	Youth (14-21)	--	64.85%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	66.86%	
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	0	2

Table O - Local Program Activities

Local Area Name Texoma	Total Participants Served 5,454	Adults	5,324	
		Dislocated Workers	68	
		Youth	62	
WDA Assigned # 25	Total Exitters 5,392	Adults	5,304	
		Dislocated Workers	51	
		Youth	37	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	76.60%	
	Dislocated Workers	--	84.62%	
Employment Retention Rate	Adults	--	86.57%	
	Dislocated Workers	--	83.64%	
Average Earnings	Adults	--	\$14,544.87	
	Dislocated Workers	--	\$17,099.12	
Placement in Employment or Education	Youth (14-21)	67.1%	72.50%	
Attainment of Degree or Certificate	Youth (14-21)	--	65.00%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	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
	0		0	2

Table O - Local Program Activities

Local Area Name Upper Rio Grande	Total Participants Served 15,676	Adults	14,483	
		Dislocated Workers	505	
		Youth	688	
WDA Assigned # 10	Total Exitters 16,180	Adults	15,656	
		Dislocated Workers	198	
		Youth	326	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	79.79%	
	Dislocated Workers	--	76.15%	
Employment Retention Rate	Adults	--	90.86%	
	Dislocated Workers	--	87.00%	
Average Earnings	Adults	--	\$18,950.32	
	Dislocated Workers	--	\$15,715.94	
Placement in Employment or Education	Youth (14-21)	67.1%	70.57%	
Attainment of Degree or Certificate	Youth (14-21)	--	74.83%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	59.68%	
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 7,361	Adults	7,257	
		Dislocated Workers	45	
		Youth	59	
WDA Assigned # 9	Total Exiters 8,130	Adults	8,029	
		Dislocated Workers	59	
		Youth	42	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	68.10%	
	Dislocated Workers	--	68.35%	
Employment Retention Rate	Adults	--	76.09%	
	Dislocated Workers	--	85.19%	
Average Earnings	Adults	--	\$12,238.55	
	Dislocated Workers	--	\$14,056.49	
Placement in Employment or Education	Youth (14-21)	67.1%	78.38%	
Attainment of Degree or Certificate	Youth (14-21)	--	45.00%	
Literacy and Numeracy Gains	Youth (14-21)	48.1%	62.50%	
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

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