

Workforce Investment Act Title I-B Annual Report Program Year 2014





2014 Workforce Investment Act Title I-B Annual Report

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.

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Part I: Texas Workforce Solutions

Texas Workforce Commission

Vision

The Texas Workforce Commission (TWC) and its Workforce Solutions partners will maximize the power of innovation and partnerships to boost superior business outcomes and realize a competitive advantage for all Texans in the global economy.

Market-Driven Approach

For the Texas economy to grow and prosper, employers must convey to job seekers the skills their businesses need 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.

Using a market-driven approach, Texas Workforce Solutions, Texas' workforce development system, 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.

Regarding Texas, *Forbes* magazine writes, "The \$1.5 trillion Texas economy is the second biggest in the U.S., behind only California. Texas ranks first for both current economic climate and growth prospects. There are 118 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 \$1.5 trillion Texas economy is expected to expand 4.1 percent annually over the next five years, which is second best in the nation.

Texas' prosperity and pro-business environment have led companies outside of the energy sector to flock to the state in recent years. Toyota announced plans to move its North American headquarters from California to a new campus in Plano, which will create 4,000 jobs. San Francisco brokerage firm Charles Schwab is moving hundreds of jobs out of California, with Austin and El Paso targeted

for company expansion. Apple is undergoing an expansion that will roughly double its Austin workforce by hiring 3,600 new employees and Space Exploration Technologies Corporation (Space X) announced plans to build a spaceport/commercial launch complex near Brownsville, Texas, designed specifically for orbital missions.

Texas' Economic Outlook

Based on information collected by the Texas Comptroller of Public Accounts, job growth, sales tax collections and building permits signal that the Texas economy continues to outpace the national economy. Over the past year, Texas added jobs in nine of the 11 major industries, including professional and business services, trade, transportation and utilities, leisure and hospitality, education and health services, construction, government, financial activities, information and other services. Prerecession Texas employment peaked at 10,638,100 in August 2008, a level that was surpassed in November 2011, and by May 2015 Texas added 1,148,800 jobs. The United States did not recover all jobs lost during the recession until May 2014, and by May 2015 added 3,314,000 jobs.

Focus on Integration

Texas has historically been seen as a leader in workforce integration. The Texas workforce development system includes the Texas Workforce Commission, 28 Workforce Development Boards (Boards), and Workforce Solutions Offices, which provide locally customized services that address the needs of each region of the state. 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. One such improvement is that Texas' workforce system now supports the delivery of Adult Education and Literacy services within local communities to assist those who need education and training in order to obtain the basic skills that will enable them to qualify for sustainable employment and become self-sufficient.

Texas' strong economic foundation is largely a credit to the diversity and stability of its private-sector businesses. The state boasts an estimated 485,000 total employers representing hundreds of public and private industries. The overwhelming majority of Texas employers consist of small businesses employing 100 or fewer workers. However, the largest percentages of private-sector jobs are with companies that employ more than 100 workers. It is vital that TWC and its workforce partners collaborate with local economic development entities to equip Texas employers—both large and small—with a highly skilled workforce that will keep jobs in Texas and keep companies competitive in the global marketplace.

Businesses 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 according to job requirements; thus building a stronger 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 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 orders through 's online job-matching referral system, 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
- Rapid response and downsizing assistance in the event of closings or mass layoffs

Texas Workforce Solutions' integrated approach to services allows staff to provide job seekers with a comprehensive service package that meets their needs and improves the probability of success. Integrating programs within Workforce Solutions Offices allows Texas to leverage resources, thus minimizing the impact of reductions in funding and increased demand for services. Texas job seekers benefit from the 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

The Texas workforce system serves students and their parents by providing today's youth with education, training and workplace opportunities is essential to the state's future growth and success. In an effort to ensure that young people have the skills to meet future workforce needs, Texas supports programs that inform students from an early age of careers that are in demand and projected to grow. TWC supports programs that identify educational and career paths for students and their parents, including vocational and technical training, as well as those requiring two-year, four-year and higher education degrees.

TWC's Labor Market and Career Information department develops and distributes educational materials and online tools that help parents, educators and students identify career pathways. TWC is working closely with the Texas Education Agency and the Texas Higher Education Coordinating Board to help communities, schools and students transition to the new career-focused initiatives passed in House Bill 5, 83rd Texas Legislature, Regular Session (2013).

The Workforce Innovation and Opportunity Act (WIOA) is legislation overhauling and reauthorizing the provisions of the Workforce Investment Act. 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 participants most in need with training and placement services and using common performance measures across core programs for both adults and youth. WIOA clearly recognizes Texas' integrated workforce system by the inclusion of prior consistent state law language, commonly referred to as the grandfather provisions.

In early 2015, TWC established several WIOA implementation workgroups composed of state and local Board staff, in addition to other interested parties. The purpose of these workgroups was to address key areas of implementation such as fiscal issues, performance measures, regional identification, and service delivery, among others. The workgroups made a number of recommendations, such as providing feedback to the Labor Market and Career Information department, which was ultimately incorporated into the latest version of the website and data tools. Two service delivery workgroups shared best practices, identified weaknesses and explored opportunities for improvements within the workforce development system; including the development of a meaningful Memoranda of Understanding to solidify partners' roles and responsibilities and the referral process in an integrated service delivery model that supports WIOA's goals.

Strategic Initiatives

Veterans

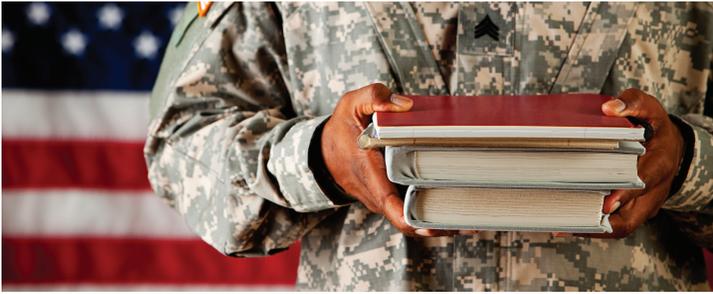
Veterans constitute a priority population for TWC and the workforce system. TWC's own workforce is made up of nearly 12 percent veterans, compared to an average of just over five percent by all other state agencies. Additionally, through a number of initiatives, TWC promotes the hiring of veterans by others and provides services and programs for U.S. armed service members returning from Iraq and Afghanistan.

College Credit for Heroes Program

The College Credit for Heroes (CCH) 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.



CCH 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, firefighting, advanced manufacturing, logistics, wind engineering and oil field technology. CCH also created an online application and database through which 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, 2015 the website has received over 89,000 visits and more than 10,000 requests for evaluations. 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 CCH website.

An additional goal of the project is to expand the network of partnering colleges and universities through memoranda of understanding partnerships. Because 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 CCH partners make a commitment to review CCH 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 CCH partner schools has grown to more than 37 institutions of higher education, with the Texas A&M University System being the most recent addition.

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

Phase III expands the CCH project by awarding funding for additional college partners to create acceleration curricula in new fields. Phase III also includes one grantee whose program consists of partnerships with industry leaders to create jobs for veterans and provide paid internships.

During the 84th Texas Legislature, legislation was adopted to make CCH a permanent program and require an annual legislative report that outlines programmatic status, best practices, and recommendations for awarding college credit for military experience and training.

Hiring Red, White and You! Hiring Fair

Texas Workforce Commission is proud to announce the fourth annual Hiring Red, White and You! (HRWY) statewide hiring fair to take place on November 12, 2015.

Hiring Red, White & You!

In cooperation with 28 Workforce

Solutions partners, HRWY connects Texas veterans and their spouses with Texas employers that value the experience, discipline and other exceptional qualities inherent in a military background. During its first three years, HRWY connected more than 31,000 veterans with over 4,700 employers.

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; posttraumatic stress disorder; ex-offender status; or recent discharge from military duty. The Veterans Workforce Outreach initiative is designed to support National Veterans Outreach Program, Inc.'s goals of:

- Outreaching hard-to-serve veterans who are not currently being served through Workforce Solutions offices
- Addressing employment barriers faced by hard-to-serve veterans
- 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
- Support services including:
 - Transportation
 - Rent and utility assistance
 - Mental health assistance, including clinical counseling
 - Wheelchairs and crutches
 - Food assistance
 - Financial assistance

The initiative was funded from a competitive Request for Proposals. One grantee, American GI Forum, was awarded Workforce Investment Act statewide discretionary funds and the program was implemented in San Antonio, Houston, the Dallas/Fort Worth metro area and El Paso.

During the period of February 2013 through October 2014, the project provided 811 veterans with assessment and case management services and 514 were placed into employment at an average wage of \$12.25 per hour.

Veteran and Industry Partnership (VIP)

Texas Workforce Commission has dedicated training dollars from the state's Skills Development Fund to focus specifically on training veterans in parts of the state where demand is high for occupations in the three prioritized industries: petrochemical manufacturing, advanced manufacturing and information technology. Funds have been provided to 16 community colleges that will partner with industry and Workforce Development Boards to identify high-demand occupations and provide training to veterans to prepare them for those jobs. Priority is given to occupations related to the following industries:

- Advanced manufacturing—training will be offered at community colleges in the Tarrant County, North Central Texas, Greater Dallas and Alamo local workforce development areas
- Information technology—training will be offered at community colleges in the Borderplex, Rural Capital, Central Texas and Capital Area workforce areas
- Petrochemical manufacturing—training will be offered at community colleges in the Southeast, Gulf Coast, Golden Crescent and Coastal Bend workforce areas

Texas Wide Open for Veterans

Using Workforce Investment Act Incentive Grant Award Funds, Texas Workforce Commission established a veteran's portal—www.TexasWideOpenforVeterans.com—to reach out to existing soldiers and veterans and provide them with information about opportunities in Texas. Information included in this portal will promote the state's economic, educational and employment opportunities available to veterans. The Texas Wide Open for Veterans website at www.texaswideopenforveterans.com/twc-wofv/was launched December 3, 2014.

As of June 30, 2015, the site has received 25,321 visits from users in all 50 states and various foreign countries. Of these, 36 percent visited via a mobile device. Visitors are returning for more as well—over 16 percent of users are returning visitors. The Contact Us form has proven beneficial. TWC has assisted both veterans and employers by addressing their comments, questions, and concerns in an efficient and timely manner.

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. Texas Workforce Commission's Texas Veterans Leadership Program (TVLP) is a resource and referral network that assists veterans of Iraq and Afghanistan to address such challenges.

TVLP has twenty Veterans Resource and Referral Specialists (VRRSs) who cover the 28 workforce areas across the state to reach out to 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 Texas Veteran Commission representatives, providing veterans with the personalized attention they need. Additionally, TVLP collaborates with numerous community-based organizations to meet the needs of the veterans.

TVLP has two VRRSs working with the Army Career and Alumni Program at Fort Bliss and Fort Hood, Texas. From July 2008 through July 1, 2015, TVLP has contacted 19,374 veterans and provided services to 15,990 veterans of Operation Iraqi Freedom, Operation Enduring Freedom and Operation New Dawn.

State of Texas Soldier Employment Initiative

The State of Texas Soldier Employment Initiative (STSEI), a collaboration of efforts and resources among the U.S. Army, U.S. Department of Labor (DOL), and workforce system partners, ended on June 30, 2015. Established through a DOL grant, STSEI conducted enhanced outreach and employment services to veterans before they separated from or upon separating from the U.S. Army, Army Reserve or Army National Guard. Four states—Texas, Georgia, Illinois and North Carolina—were selected for grants to participate in this pilot program.

STSEI specifically targeted U.S. Army veterans who were eligible for or were currently receiving Unemployment Insurance benefits through the Unemployment Compensation for Ex-Service Members program. The primary goals were to:

- Build and enhance partnerships between participating entities
- Improve data sharing
- Develop innovative outreach and reemployment strategies that enable veterans to become reemployed more quickly

TWC and Texas Veterans Commission initially hired four STSEI staff members to outreach service members stationed at Fort Hood, Fort Bliss, Camp Mabry and Ellington Field. They targeted service members who were approaching their separation from the U.S. Army and service members who were returning from deployment with the Army Reserve or the National Guard. One STSEI staff member was assigned to each base to serve as the STSEI primary point of contact. Currently, there are two remaining TWC STSEI staff members providing services at Fort Hood and Fort Bliss.

Additionally, Texas Veterans Leadership Program's VRRSs identified and outreached veterans receiving UCX benefits, to assist them with their reemployment efforts.

STSEI outreached over 22,989 Army UCX claimants. TWC has been tracking the average number of weeks U.S. Army UCX claimants have been drawing UCX. The starting average was 24.6 in September 2012. As of April 2015, the average number of weeks U.S. Army UCX claimants have drawn UCX has decreased to 15.8.

Texas Skills to Work

Using the Unemployment Compensation for Ex-Service Members grant, Texas Workforce Commission also developed Texas Skills to Work on the web at www.texas skillstowork.com. This is an online tool intended to assist transitioning service members with translating their military experience into civilian terms. This tool can be used to improve a veteran's résumé by better connecting their military skills with civilian jobs that value those abilities. Additionally, the Skills to Work tool can match a veteran's skill to online job postings available through the Conference Board's Help Wanted Online (HWOL) database.

Unemployment Insurance Claimants

Recognizing that setting performance expectations can drive behavior, several years ago TWC adopted a strategic focus to make certain populations a priority. TWC's focus on these populations provides the following benefits:

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

One such population is Unemployment Insurance (UI) claimants. Several years ago, in an attempt to reduce the average duration that UI claimants remain on UI and to further the focus on claimants; TWC implemented the Claimants Placed within 10 Weeks performance measure. In addition to assisting UI claimants in quickly reconnecting with employment, this strategy also positively impacts funding for the state's UI trust fund. TWC continues to contract this measure to the Workforce Development Boards.

Rapid Reemployment Services

Social Security Act §303(a)(10) and §303(j)(1) require states to identify which claimants will be likely to exhaust regular Unemployment Insurance (UI) benefits and refer those claimants to reemployment services in order to make a successful transition to new employment. The U.S. Department of Labor and Employment and Training Administration 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 RRES program. Texas uses the Rapid Reemployment Model for that purpose.

TWC reviews Rapid Reemployment Model (RREM) biennially to address changes in labor market and economic conditions. In October 2014, TWC introduced the RREMV5 profiling model 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 15 statistically significant factors, which were categorized into 48 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 Workforce Development Board (Boards) 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.

Long-term Unemployed

An initiative to support the development of employment strategies for the long-term unemployed and the delivery of services was specifically designed to assist these individuals in reconnecting to employment.

- A workgroup consisting of Workforce Development Board (Boards) representatives made recommendations for using Program Year 2013 Workforce Investment Act Incentive Grant Award Funds to assist Texas' long-term unemployed. The Commission approved the following recommendations on November 4, 2014:
 - \$750,000 to be distributed to Boards that do not already have grant funding for serving the long-term unemployed, to be used for service delivery
 - \$115,417 to facilitate sharing best practices and strategies for serving the long-term unemployed
- The fourteen Boards participating in this initiative are currently providing services to long-term unemployed individuals. TWC will monitor the Boards' use of these funds, the strategies implemented and the outcomes.

Job-Driven National Emergency Grant

TWC partnered with eight Workforce Development Boards to provide targeted participants with Job-Driven (JD) National Emergency Grant (NEG) work-based training opportunities for emerging, in-demand occupations. Targeted participants include dislocated workers, with a particular emphasis on the long-term unemployed and Unemployment Insurance recipients who have been profiled as likely to exhaust their benefits. TWC used On-the-Job-Training and Registered Apprenticeship programs for the work-based learning component and will add to existing employer partnerships in high-growth fields. TWC also used paid internships to enhance the résumés of the long-term unemployed, as well as vocational training that led to credentials and certifications. Additionally, TWC implemented its proposed Employability Boot Camps, which provided the long-term unemployed with tailored reemployment services to facilitate rapid job placement. TWC plans to leverage its partners' resources, including Workforce Innovation and Opportunity Act programs, Unemployment Insurance, Wagner-Peyser Employment Service, public assistance programs and veterans' programs, in order to provide the full complement of reemployment services to the JD NEG participants.

Foster Youth

TWC recognizes foster youth as another priority population. Since 2004, TWC has funded foster youth transition centers serving both current and former foster youth, 14 to 25 years old. 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 On-the-Job Training (OJT), which is supervised by experienced journey workers, 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. Learning takes place during paid OJT, which is 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 list includes several of the occupational apprenticeships currently supported by TWC funding:

- Carpenter
- Electrician
- Electric Distribution Lineman
- Electronic systems technician
- Millwright

TWC provides apprenticeship training funds to local education agencies to support the cost of related classroom instruction in registered apprenticeship training programs. In 2015, the Texas legislature provided \$1,590,438 in general revenue funds for apprenticeship training programs. TWC provided \$1,278,034 in additional funding, including Workforce Investment Act funds, to support apprentices and apprenticeship training programs. In fiscal year 2015, TWC trained 4,648 individuals through apprenticeship programs.

Texas Science and Engineering Fair

The annual Texas Science and Engineering Fair, hosted by the University of Texas at San Antonio (UTSA) College of Sciences, brought more than 1,000 Texas middle and high school students to the home of the Alamo. The event, partially supported by Workforce Investment Act statewide discretionary funds, includes a competition for regional-level winners to showcase their STEM-related research projects. UTSA manages facilities for the fair and conducts activities, such as the display of student projects, competitions, judges 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 on full scholarship.



Governor's Science and Technology Champions' Academy

Student winners in the senior division of the Texas Science and Engineering Fair are awarded scholarships to attend Governor's Science and Technology Champions' Academy (GSTCA). Texas A&M University hosted the 2015 GSTCA, also referred to as the Aggie Academy for STEM Champions. Mini-courses were conducted on campus in two Texas Industry Clusters; Biotechnology and Life Science and Advanced Technologies and Manufacturing. Additionally, students participated in an online self-paced summer bridge program preparing them for college calculus through rigorous precalculus review. After class hours, they attended on-campus educational activities focusing on physics and chemistry.



Photo Courtesy of the University of Salford

populations (MUPs). The objective is to increase the number of licensed RNs who are willing to serve as nursing preceptors in order to provide nursing students in MUAs and MUPs with the opportunity for a hands-on clinical teaching experience.

Nursing Mentorship

Four institutes of higher education were awarded a total of \$463,674 Workforce Investment Act Statewide Activity Funds to conduct a nursing mentorship program. The program is a capacity-building grant designed to meet the high demand for registered nurses (RNs) in Texas by providing incentives to eligible RNs to serve as preceptors to nursing students in professional nursing degree programs located in medically underserved areas (MUAs) and medically underserved

Innovation at the Local Level

As the first point of contact for most job seekers and businesses seeking workforce development services, Workforce Development Boards (Boards) are in a position to craft forward-looking opportunities to meet the needs of their customers.

Through collaboration with outside partners and other Boards, state of the art technology along with old-fashioned customer service, Texas' Boards work hard to serve their customers. The following are a few examples of the Boards' successes in fiscal year 2014.

Gulf Coast Students Learn about Middle Skills Occupations

Providing high school students with labor market information and educating them about regional in-demand jobs is a relatively simple undertaking. Doing so in a fun and engaging way, while motivating students to continue on educational pathways that lead to high-skill, high-growth careers, is a bit more complicated.

This summer, Workforce Solutions Gulf Coast (Gulf Coast), in collaboration with JPMorgan Chase & Co, Project GRAD and Lone Star College, provided selected juniors and seniors from the Houston and Aldine independent school districts with the opportunity to engage in project-based learning in a college setting. The two-week 2014 Chase Middle Skills Institute presented information on entry-level jobs in Houston's budding energy sector, workplace skills training, and options for financing a postsecondary education.

The term middle skills refers to occupations like machinists, welders, pipefitters and roustabouts, which require more education than a high school diploma, but less than a four-year college degree.

“There are opportunities in abundance for students considering middle skills occupations,” Workforce Solutions Gulf Coast Executive Director Mike Temple said. “By introducing them to these occupations early, and providing information about how they might approach and finance postsecondary schooling, we’re working to build an educated and trained workforce for the region.”

The 2014 Chase Middle Skills Institute educated students about realistic options they have at their doorstep—options that not only introduce them to a stable career, but also develop and strengthen the Houston-Galveston workforce and economy.



Students were given time to role-play each day through hands-on welding, tooling and machine programming experience and were also coached in employability skills, even getting a chance to practice job interviewing skills in front of a live panel of human resource representatives.

“I call this institute career awareness on steroids,” said Carolyn Watson, the relationship manager of global philanthropy at JPMorgan Chase & Co. “Awareness is typically a one-day job fair but this was a very targeted, intentional approach.”

Eaton, a global technology leader in power management, was one of the employers involved in the 2014 Chase Middle Skills Institute. Representatives discussed the company’s position in the industry and what a global manufacturer is looking for in employees.

“We traditionally work with students who have already chosen their careers and are working on increasing their core competency,” said Allan Clark, Eaton’s global technical marketing and training manager. “This institute gets to the students before they make a decision on a career path. Students learn where employment opportunities are heading and where they should align themselves.”

After the pilot year, each organization learned what was successful and where improvements can be made in the future. All of the partners plan to return next summer to introduce the subsequent round of students to regional high-skill, high-growth careers, the workplace and technical skills needed to get a job and options for financing an essential postsecondary education.

West Texas Energy Consortium Meets the Needs of Area Employers

The West Texas Energy Consortium (WTxEC) was formed in 2013 to help entities in the Cline Shale play area collaborate to meet the needs of employers in the booming energy industry. WTxEC covers a 49-county region and allows industry, economic development, education, business, elected officials, workforce, nonprofits and community leaders to network, collaborate, learn and explore solutions together to address common challenges.

Since the consortium’s inaugural meeting in May 2013, institutions of higher education and local school districts have begun the work that will help students in West Texas find work in the oil and gas industry.

“A key goal of ours is to help address workforce training and development issues identified by the energy sector in the increasingly active West Texas region,” said WTxEC Chairman Victor G. Carrillo. “Our Education and Workforce Committee, under the leadership of Dr. Ian Roark and Dr. Reece Blincoe, has made significant progress toward the goal of developing regionally

aligned, industry-recognized training programs in high-skill, high-wage, and high-demand fields by linking eight West Texas community and technical colleges.”

Executive Dean of Career, Technical and Workforce Education Odessa College Dr. Ian Roark noted that historically, community college districts have not collaborated across service area lines, but the consortium has changed that. According to Roark, Odessa College and the other seven community college districts that are members of the consortium; Cisco College, Howard Colleges in San Angelo and Big Spring, Ranger College, Texas State Technical College, Western Texas College and Midland College unanimously approved a regional plan in March.



“This was a huge first step,” Roark said. “It is more important to collaborate and build region-wide systems for workforce development in oil and gas because it’s the primary industry in this region than to operate the way we have in the past.”

Roark explained that they are working together to find solutions because students cross the boundaries regularly and they should be able to continue their education without being derailed by changing districts. He hopes that he and the other partners will be able to implement the regional plan sooner rather than later in order to better serve those students.

The consortium has also engaged with partners at the K-12 level to help train local workers for high-paying jobs. Brownwood Independent School District (BISD) Superintendent Dr. Reece Blincoe said his district and others are working with area colleges, such as Ranger College, to establish dual-credit programs. One such program is BISD’s welding program, which gives students the opportunity to work once a week with a welder from Loadcraft, a major employer in the area. Both senior students

who participated in the project last year were offered jobs.

“We have two or three different welding operations here that are making the devices that hold the sand in the fracking industry,” Superintendent Blincoe explained. “The welding instructor said these kids are anxious to learn. They want those jobs.”

West Texas Energy Consortium’s (WTxEC) members continue to work together to find ways to serve their region. “We are proud of their efforts and look forward to other new and innovative ways to address key workforce needs in West Texas,” said WTxEC Chairman Carrillo.

Community Partnership in Coastal Bend Area Pays Off

Efforts to lure a Chinese-owned seamless pipe manufacturer to the Coastal Bend area are paying off in the form of a \$1 billion investment in the region, as well as the promise of creating 600 to 800 jobs.

In 2007, Tianjin Pipe (Group) Corporation (TPCO), a subsidiary of Tianjin Pipe Group of China, sent out a nationwide request seeking cities interested in housing a 1.6-million-square-foot steel pipe manufacturing facility in their area. The Corpus Christi Regional Economic Development Corporation (CCREDC) recognized the tremendous economic benefit a plant like that could provide the region, so it threw its hat in the ring.

By January 2008, CCREDC started receiving visits from TPCO senior officials, and hundreds of meetings soon followed. Coastal Bend and Del Mar became a part of the presentations as well.

By August 2008, the town of Gregory, about 12 miles northeast of Corpus Christi, was selected as the site of the new facility that will manufacture seamless steel pipes that are crucial in oil exploration. This type of pipe helps avoid the potential for any defect in the corrosion resistance of the weld area; just in time and in the perfect place to benefit from the increased oil exploration and drilling in the Eagle Ford Shale play.



In 2011, TPCO broke ground on the first phase of the project, an end finishing lab and a nondestructive testing facility. According to Del Mar College Executive Director of Strategic Communications and Government Relations Claudia Jackson, this was when weekly meetings started with TPCO and Workforce Development of the Coastal Bend (Coastal Bend) about obtaining a Skills Development Fund grant to help provide training for new, existing, and future employees.

By 2012, TPCO, Coastal Bend and Del Mar joined forces again to put on a job fair to take applications for machine and crane operators, engineers, lab technicians, quality assurance and information technology.

By November 2013, TPCO partnered with Del Mar to provide job training, using a \$117,223 Skills Development Fund grant from Texas Workforce Commission (TWC). The grant is being used to custom-train 74 new workers in pipe manufacturing and will enable them to acquire the specific skills needed for plant operations. Upon completion of training, the workers will earn an average hourly wage of \$20.70.

Phase one, consisting of two buildings totaling 200,000 square feet, has now been fully operational since mid-June 2014, and TPCO currently has 26 employees. Johnston said that phase two, consisting of a 100,000-square-foot steel-making shop, will begin later this year and expects to have 70 employees by the end of 2014.

By 2017, Johnston expects the plant to have 400 to 600 employees.

Entrepreneurs Gain Solid Footing through Central Texas Business Resource Center

During the recent recession, Department of Labor (DOL) encouraged entrepreneurship as a way to stabilize the economy and put people back to work and leaders in Central Texas agreed. They knew that many of the veterans in its extensive military population often expressed interest in opening their own businesses. The leaders also recognized that the Central Texas Business Resource Center would help accomplish the goals sought by DOL.

However, local leaders also knew that entrepreneurship would lead to failure if future businesspeople were not prepared and supported with the necessary resources. New business owners need a strong business foundation, financing, marketing, implementation strategies and market-driven, quality products.

In 2002, in an effort to support local job seekers' desires to become entrepreneurs, Workforce Solutions of Central Texas (Central Texas), Central Texas College and the Greater Killeen Chamber of Commerce formed a partnership to create the Central Texas Business Resource Center (BRC).

Over the years, BRC has become better known and its services more highly regarded. In fact, it has been so successful that the partners have continued to provide financial support and smaller surrounding cities have begun hosting BRC workshops in their communities.

In 2014, Central Texas earned the Service to Workers Award at the Texas Workforce Conference in recognition of its role with BRC.

The partnership was more than just a verbal agreement. Each member of the group financially supported BRC. Resources, high-quality business counseling, training, and assistance to new entrepreneurs and existing business owners are provided at little or no cost because of the partners.

In addition to cash contributions, each partner brings unique assets to the table. For example, Central Texas provides space for BRC at the workforce center in Killeen. The colocation and integrated service structure facilitate services to job seekers who are interested in starting a new business. Physical proximity promotes efficient communication and referral between workforce specialists and BRC staff. The location also gives job seekers access to a full range of services, such as child care and transportation, all in one location.

This year BRC hosted its Eighth Annual Fort Hood Region Government Vendor Conference and Expo, which provided 200 local entrepreneurs with the opportunity to interact with bankers, marketers, lawyers, accountants, insurance agents and many other resources necessary to start or grow their businesses. "We have conference sessions throughout the day, and it's basically an opportunity for people to come and learn how to do business with the government, including local, state and federal agencies," BRC Director Marcus Carr said. "Prime contractors are set up in the expo area to basically meet with independent workers and learn what their companies do. The goal is to figure out if they can do business together."

The extensive range of workforce services, combined with BRC's entrepreneurial business offerings, results in better service and increased options and opportunities for local job seekers. Since its inception, BRC has grown in scope and service structure. Between July 2013 and June 2014, BRC assisted 1,150 individuals, provided small business counseling for 508 people, and conducted 87 workshops and events that were attended by 761 individuals, about 75 percent of whom were veterans.

Evaluating the Past—Evaluation and Research Projects

Evaluation 2014, Accomplishments and Outcomes of the Texas Workforce System

In January 2015, the Texas Workforce Investment Council (TWIC) released the 2014 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 fifth year of implementation, providing information on the five components that TWIC is required by state statute to address:

- Formal and less formal performance measures
- Implementation of the system strategic plan

- Adult education action and achievements
- Board activities and alignment
- Workforce programs that focus on welfare-to-work initiatives

The 2014 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://gov.texas.gov/files/twic/Evaluation_2014.pdf). Based on the update, performance targets were established or revised for several action and project plans. This plan ended its six-year implementation period on August 31, 2015.

Looking to the Future

Vocational Rehabilitation Services

At the federal, state and local levels, TWC continues to make great strides toward a streamlined and coordinated one-stop delivery system serving adults and youth with disabilities and employers that employ these individuals.

Further strengthening the workforce delivery system, the 84th Texas Legislature, Regular Session (2015), passed legislation to transfer vocational rehabilitation services currently housed within the Texas Department of Assistive and Rehabilitative Services (DARS) to TWC on September 1, 2016. To this end, TWC will coordinate with DARS during the coming year regarding the transfer of the following programs:

- The vocational rehabilitation program for individuals with visual impairments
- The vocational rehabilitation program for individuals with other disabilities
- The Independent Living Services program for older individuals who are blind
- The Criss Cole Rehabilitation Center

TWC is coordinating with DARS on the development of a Combined State Plan, to strengthen and support workforce placement efforts for individuals with disabilities. As part of this effort, TWC has scheduled public meetings to gather stakeholder input and address any concerns. The goal of these meetings is to avoid any disruption of services and provide a seamless integration and transition to new legislation.

Externships for Teachers Initiative

The statewide Externship for Teachers Initiative will allow middle school and high school teachers and counselors to engage in activities in a particular industry and learn how classroom content can be applied in the workplace. The externship will inform participants on the skill sets required for a given industry, and teachers and counselors 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. Partnerships will include workforce area businesses in the fields of advanced manufacturing, energy production, bioscience/biotechnology, health care, law enforcement, space exploration, logistics, food processing, contact centers, information technology, local government, oil and gas extraction, mining, warehousing and storage and construction. A total of \$558,079 in grant funds was awarded to eight Workforce Development Boards (Boards). These Boards anticipate serving a total of 429 teacher/counselor participants.

Continued Flexibility through Waivers

Texas continued to take advantage of federal waiver opportunities during fiscal year 2014 to seek relief from provisions that restrict flexibility and innovation or that make inefficient use of staff time. With input from Workforce Development Boards and other stakeholders, TWC has developed waiver requests covering a broad array of workforce issues.

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
- Increased accountability at the state, local and service provider levels

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



PART II: Statewide Performance



Texas, in its ongoing effort to remain at the forefront of workforce development, was an early implementer of Common Measures, as one of the two pilot states implementing the Workforce Investment Streamlined Performance Reporting System (WISPR). For almost two decades Texas operated an integrated workforce system of the sort envisioned by WIOA. It is in this spirit that Texas looks forward to being an early adopter of WIOA measures in Program Year (PY) 2015.

The Texas Workforce Commission (TWC) 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 customers. In PY 2014, Texas achieved 100 percent or better of the negotiated target on six of the nine Common Measures and 96.5 percent on the remaining three. Performance on Adult Average Earnings—well below target for the last few years, largely due to a shift toward serving more low-income individuals—rebounded in PY 2014 to above 96 percent of target.

Table 1 - Summary of WIA Performance for Texas

Performance Measure	Negotiated Performance Level	Actual Performance Level	Percent of Target	Numerator	Denominator
Adult Entered Employment	69.0%	75.1%	108.9%	12,321	16,397
Adult Employment Retention	81.0%	79.2%	97.8%	13,896	17,549
Adult Average Earnings	\$12,375	\$11,943.69	96.5%	\$161,836,943	13,550
Dislocated Worker Entered Employment	78.0%	80.4%	103.1%	4,401	5,473
Dislocated Worker Employment Retention	89.0%	89.8%	100.9%	4,418	4,919
Dislocated Worker Average Earnings	\$18,200	\$18,159.71	99.8%	\$78,976,579	4,349
Placement in Employment or Education	69.0%	70.1%	101.6%	3,343	4,768
Attainment of Degree or Certificate	62.5%	62.8%	100.4%	2,444	3,894
Literacy and Numeracy Gains	59.0%	65.1%	110.3%	1,449	2,226

Integrated Reporting

Texas is committed to leveraging information technology to provide management and stakeholders with information about workforce system functions and performance. To that end, Texas has developed an integrated reporting system that captures the data elements and applies the methodologies required by Common Measures and WISPR. This system is on the cutting edge of performance reporting. At DOL's request, Texas continues to mentor other states on implementing Common Measures and integrated reporting. As a result, many states have used Texas' Common Measures and integrated reporting development materials as a blueprint for their own efforts. This is likely to accelerate in PY 2015 and beyond, as DOL works to implement integrated reporting under WIOA through a system similar to WISPR.

Program Costs

In PY 2014, the Texas Workforce System spent an average of \$3,289.99 per participant receiving WIA services. Table 2 provides information on 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	\$42,310,399
Local Dislocated Workers	\$45,374,992
Local Youth	\$44,201,554
Rapid Response (up to 25%)	
134 (a)(2)(B)	\$870,869
Statewide Required Activities (up to 15%)	
134 (a)(2)(B)	\$8,185,196
Statewide Allowable Activities	
134 (a)(3)	\$2,280,097
Total of All Federal Spending Listed Above	\$143,223,108

Table 2 - Operating Costs	
	Cost/Participant
Overall, All Program Strategies (Does Not Include Adult Self-Service Only)	\$3,289.99
Adult Program (Does not Include Adult Self Service Only)	\$1,558.58
Dislocated Worker Program	\$6,926.83
Youth Program	\$6,268.75

Table 3 - Operating Results			
Operating Results			
	Available	Expended	Percentage
Overall, All Program Strategies	\$201,473,846	\$188,385,107	93.5%
Adult Program Funds	62,006,424	58,632,334	94.6%
Dislocated Worker Program Funds	75,783,590	69,767,070	92.1%
Youth Program Funds	63,683,832	59,985,704	94.2%
Overall includes Local Administration Funds. Amounts Available and Expended include the Program Year 2014 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	69.0%	75.1%	12,321
			16,397
Employment Retention Rate	81.0%	79.2%	13,896
			17,549
Average Earnings	\$12,375.00	\$11,943.69	\$161,836,943
			13,550

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	73.5%	4,304	73.2%	835	57.7%	365	64.7%
		5,852		1,141		633		1,054
Employment Retention Rate	81.7%	4,263	82.7%	991	77.3%	361	78.4%	757
		5,216		1,198		467		966
Average Earnings	\$12,057.91	\$49,992,085	\$15,166.04	\$14,498,732	\$11,212.31	\$3,957,944	\$12,514.24	\$9,310,593
		4,146		956		353		744

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	77.3%	2,367	74.6%	9,954
		3,062		13,335
Employment Retention Rate	87.1%	2,806	77.4%	11,090
		3,222		14,327
Average Earnings	\$15,864.10	\$43,562,825	\$10,947.25	\$118,274,118
		2,746		10,804

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	78.0%	80.4%	4,401
			5,473
Employment Retention Rate	89.0%	89.8%	4,418
			4,919
Average Earnings	\$18,200.00	\$18,159.71	\$78,976,579
			4,349

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	75.8%	408 538	71.1%	118 166	70.4%	665 944	82.2%
Employment Retention Rate	87.7%	429 489	90.3%	121 134	85.6%	606 708	88.9%	72 81
Average Earnings	\$19,820.10	\$8,304,622 419	\$17,199.11	\$2,029,494 118	\$17,457.43	\$10,439,540 598	\$16,629.07	\$1,197,293 72

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	82.6%	2,300 2,786	78.2%
Employment Retention Rate	90.1%	2,645 2,935	89.4%	1,773 1,984
Average Earnings	\$19,322.42	\$50,392,868 2,608	\$16,417.98	\$28,583,710 1,741

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
		Placement in Employment or Education	69.0%
Attainment of Degree or Certificate	62.5%	62.8%	2,444 3,894
Literacy and Numeracy Gains	59.0%	65.1%	1,449 2,226

Table L - Other Report 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%	10,942 13,342	\$3,702		\$48,614,647 13,131	4.0%	492 12,321	\$5,195	\$62,919,479 12,111
Dislocated Workers	90.2%	3,402 3,773	95.5%	\$56,936,311 \$59,605,534	3.5%	156 4,401	\$8,187	\$35,530,707 4,340	60.7%	1,396 2,300

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 70.9% for WIA Adult and 78.3% for WIA Dislocated Worker.

Table M - Participation Levels

Population	Total Participants	Total Exiters
Total Adult Customers	464,359	421,501
Total Adults (self-service only)	418,445	386,998
WIA Adults	456,064	416,341
WIA Dislocated Workers	10,072	6,193
Total Youth (14-21)	9,569	6,115
Out-of-School Youth	5,837	3,753
In-School Youth	3,783	2,381

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	91,940	
Total Covered Entrants Receiving Services During Entry Period	91,940	100.0%
Total Covered Entrants Receiving Staff-Assisted Services During Entry Period	56,713	61.7%

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	64.6%	26,338	66.3%	19,537	57.9%	5,593
		40,768		29,480		9,656
Employment Retention Rate	87.7%	36,473	87.9%	26,454	88.2%	4,053
		41,586		30,081		4,594
Six-Months Average Earnings	\$18,330.60	\$552,099,342	\$17,665.99	\$378,069,836	\$18,481.40	\$51,821,833
		30,119		21,401		2,804



PART III: LOCAL PERFORMANCE

Tables 4, 5, and O detail the performance of Texas' 28 Local Workforce Development Boards (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 that the numerous siloed measures—particularly disparate ones—were barriers to integration. As long as Boards were evaluated at the program level rather than the service delivery system level, they would be distracted by program issues and not wholly focused on the customer. Therefore, Texas requested and was granted a waiver that allows the state to contract with the Boards for as many 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 and Employer Engagement Measures. Table 5 reflects Board WIA performance.

LOCAL WORKFORCE DEVELOPMENT BOARD PERFORMANCE

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. Thus, the true counts of the number of individuals served are provided, rather than reporting each Period of Participation (POP) separately, which tends to overstate the number of people served in past reports.

However, performance in the outcome measures remains comparable to pre-PY 2010 reports. Outcome measures are applied only to customers receiving more than self-service and are based on each POP. That is, a customer who receives services, exits, and then returns for service months later will be included in outcome reporting for each POP. This enhances transparency and accountability by holding the system accountable for outcomes each time an 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 PY 2007 levels. In PY 2014, Texas served over 1.26 million job seekers, 64 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 find gratifying for the uncertainty of a job they might prefer but that 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 recover after a few months in the 40s, before beginning to steadily rise. Performance 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 needs of our 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	# of Employers Receiving Workforce Assistance
Alamo	79.22%	82.40%	77.24%	59.98%	8,333
Upper Rio Grande (DBA: Borderplex)	75.38%	82.12%	75.26%	55.21%	4,385
Brazos Valley	75.69%	77.57%	81.60%	58.99%	1,333
Cameron County	85.25%	83.01%	91.82%	54.29%	1,767
Capital Area	82.72%	79.99%	90.51%	58.62%	4,619
Central Texas	72.08%	81.99%	87.58%	53.20%	1,998
Coastal Bend	77.79%	80.69%	83.92%	54.64%	3,098
Concho Valley	77.73%	80.53%	91.67%	56.97%	1,242
Dallas	76.06%	80.17%	71.90%	54.51%	11,239
Deep East Texas	71.03%	77.38%	72.99%	58.28%	2,069
East Texas	77.51%	77.63%	80.62%	56.16%	3,376
Golden Crescent	80.16%	77.60%	91.67%	59.58%	1,571
Gulf Coast	85.80%	78.33%	68.48%	53.93%	27,276
Heart of Texas	81.17%	79.42%	76.92%	56.94%	1,547
Lower Rio Grande Valley	83.70%	81.54%	89.20%	56.23%	3,719
Middle Rio Grande	79.60%	79.46%	93.09%	53.49%	1,501
North Central	80.31%	80.86%	81.52%	51.96%	8,505
Northeast Texas	80.19%	77.97%	83.87%	59.53%	1,892
North Texas	77.06%	79.30%	83.78%	55.85%	1,366
Panhandle	78.71%	80.43%	85.71%	61.66%	2,592
Permian Basin	74.45%	81.71%	93.58%	57.43%	2,051
Rural Capital	76.46%	82.37%	86.45%	58.27%	3,021
South Plains	72.64%	78.34%	84.21%	58.79%	2,090
South Texas	75.21%	81.79%	85.31%	51.93%	1,664
Southeast Texas	71.97%	82.98%	78.95%	65.82%	1,889
Tarrant County	76.99%	80.53%	89.72%	52.87%	5,763
Texoma	69.84%	78.40%	84.50%	55.65%	1,337
West Central	75.64%	77.97%	88.24%	58.93%	1,990
# Meeting the Measure	28	28	26	27	24
% Meeting the Measure	100.00%	100.00%	92.86%	96.43%	85.71%
Texas Performance	79.03%	80.24%	79.60%	55.43%	85,610
Please note, data for Claimant Reemployment and Employers Receiving Workforce Assistance measures are not the year-end final data for the performance period (data for these are not mature at the creation of this report).	Exiters from 10/1/2013 to 09/30/2014	Exiters from 04/1/2013 to 03/31/2014	Exiters from 10/1/2013 to 09/30/2014	Registered Claimants from 05/1/2014 to 04/30/2015	08/01/2014 to 07/31/2015

Table 5. WIA PY2014 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	80.49%	84.36%	85.28%	91.48%	\$12,559.11	\$16,942.67	61.35%	63.66%	50.50%
Upper Rio Grande (DBA:Borderplex)	73.02%	69.83%	90.91%	90.97%	\$16,718.85	\$13,377.43	66.77%	64.85%	66.29%
Brazos Valley	79.71%	78.57%	85.15%	88.06%	\$11,266.65	\$15,843.25	77.14%	68.85%	77.78%
Cameron County	83.47%	93.81%	85.44%	90.48%	\$14,241.64	\$20,262.37	86.18%	88.43%	90.38%
Capital Area	76.62%	82.67%	87.02%	96.97%	\$14,530.36	\$27,892.65	82.89%	90.40%	73.01%
Central Texas	91.23%	84.85%	94.85%	97.14%	\$19,127.60	\$20,379.20	79.21%	82.00%	78.57%
Coastal Bend	82.22%	80.80%	84.21%	90.48%	\$16,196.17	\$20,219.15	79.75%	75.00%	68.97%
Concho Valley	75.86%	89.66%	90.00%	95.83%	\$17,469.41	\$16,711.94	80.00%	73.33%	N/A
Dallas	73.78%	81.73%	83.89%	88.89%	\$12,772.24	\$15,199.31	60.50%	53.92%	57.31%
Deep East Texas	75.00%	79.17%	87.88%	89.19%	\$11,910.77	\$15,641.30	56.58%	44.44%	88.24%
East Texas	67.12%	78.98%	81.82%	88.44%	\$12,461.74	\$15,857.98	74.39%	64.42%	69.53%
Golden Crescent	93.75%	89.19%	84.78%	93.18%	\$16,205.43	\$23,286.34	80.00%	66.67%	100.00%
Gulf Coast	74.72%	75.96%	76.94%	87.37%	\$11,203.45	\$19,336.65	60.76%	41.24%	53.28%
Heart of Texas	88.37%	86.84%	97.22%	96.97%	\$11,125.04	\$16,961.65	68.82%	65.69%	72.41%
Lower Rio Grande Valley	76.03%	80.49%	84.44%	80.56%	\$15,777.41	\$14,899.77	90.38%	84.21%	87.89%
Middle Rio Grande	90.00%	85.37%	89.41%	92.75%	\$17,250.02	\$23,126.90	88.70%	84.06%	88.71%
North Central	69.85%	78.54%	84.46%	88.56%	\$12,545.26	\$18,586.97	74.38%	64.53%	63.21%
Northeast Texas	66.67%	77.54%	86.79%	88.98%	\$13,769.25	\$15,766.27	92.59%	82.76%	60.00%
North Texas	76.19%	77.14%	80.85%	87.18%	\$10,199.70	\$12,438.35	68.18%	68.75%	64.00%
Panhandle	81.94%	81.91%	88.12%	95.10%	\$14,783.84	\$16,453.72	84.78%	69.05%	70.00%
Permian Basin	94.00%	94.74%	94.44%	95.45%	\$20,709.59	\$25,964.35	76.92%	80.65%	40.00%
Rural Capital	78.97%	86.73%	89.93%	94.55%	\$15,318.38	\$18,274.24	74.24%	71.93%	78.12%
South Plains	86.21%	82.76%	89.80%	94.23%	\$17,174.43	\$27,771.62	77.55%	83.33%	66.67%
South Texas	57.14%	69.23%	94.87%	83.33%	\$15,911.83	\$17,366.46	72.58%	77.11%	70.00%
Southeast Texas	67.98%	79.10%	86.27%	91.07%	\$13,576.63	\$17,430.66	81.33%	72.22%	60.34%
Tarrant County	77.67%	85.12%	82.01%	90.10%	\$12,406.93	\$17,402.13	83.07%	76.34%	56.34%
Texoma	83.72%	87.76%	88.57%	93.33%	\$18,558.68	\$18,557.91	86.67%	57.58%	55.56%
West Central	79.71%	78.57%	86.75%	84.09%	\$14,588.61	\$15,860.67	65.22%	53.33%	56.52%
Texas Performance	75.14%	80.41%	79.18%	89.82%	\$11,943.69	\$18,159.71	70.11%	62.76%	65.06%

The final section of this report, Table O, presents individual tables for each of the 28 Boards, detailing WIA Common Measures performance. 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 POP level.

Table O - Local Program Activities				
Local Area Name	Total Participants Served	Adults	64,221	
		Dislocated Workers	728	
Alamo	65,581	Youth	632	
WDA Assigned #	Total Exitters	Adults	62,358	
		Dislocated Workers	546	
20	63,363	Youth	459	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	80.49%	
	Dislocated Workers	--	84.36%	
Employment Retention Rate	Adults	--	85.28%	
	Dislocated Workers	--	91.48%	
Average Earnings*	Adults	--	\$12,559.11	
	Dislocated Workers	--	\$16,942.67	
Placement in Employment or Education	Youth (14-21)	65.6%	61.35%	
Attainment of Degree or Certificate	Youth (14-21)	62.5%	63.66%	
Literacy and Numeracy Gains	Youth (14-21)	52.3%	50.50%	
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
		1	2	0

Table O - Local Program Activities			
Local Area Name	Total Participants Served	Adults	6,101
		Dislocated Workers	134
Brazos Valley	6,447	Youth	212
WDA Assigned #	Total Exiters	Adults	5,713
		Dislocated Workers	76
16	5,889	Youth	100
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	79.71%
	Dislocated Workers	--	78.57%
Employment Retention Rate	Adults	--	85.15%
	Dislocated Workers	--	88.06%
Average Earnings	Adults	--	\$11,266.65
	Dislocated Workers	--	\$15,843.25
Placement in Employment or Education	Youth (14-21)	69.0%	77.14%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	68.85%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	77.78%
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	3

Table O - Local Program Activities			
Local Area Name	Total Participants Served	Adults	10,978
		Dislocated Workers	154
Cameron County	11,371	Youth	239
WDA Assigned #	Total Exiters	Adults	11,269
		Dislocated Workers	125
24	11,510	Youth	116
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	83.47%
	Dislocated Workers	--	93.81%
Employment Retention Rate	Adults	--	85.44%
	Dislocated Workers	--	90.48%
Average Earnings	Adults	--	\$14,241.64
	Dislocated Workers	--	\$20,262.37
Placement in Employment or Education	Youth (14-21)	69.0%	86.18%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	88.43%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	90.38%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	0	3

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	40,877
		Dislocated Workers	364
Capital Area	41,668	Youth	427
WDA Assigned #	Total Exiters	Adults	41,095
		Dislocated Workers	244
14	41,638	Youth	299
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	76.62%
	Dislocated Workers	--	82.67%
Employment Retention Rate	Adults	--	87.02%
	Dislocated Workers	--	96.97%
Average Earnings	Adults	--	\$14,530.36
	Dislocated Workers	--	\$27,892.65
Placement in Employment or Education	Youth (14-21)	69.0%	82.89%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	90.40%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	73.01%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met		Met
	0		0
		Exceeded	
		3	

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	15,531
		Dislocated Workers	54
Central Texas	15,876	Youth	291
WDA Assigned #	Total Exiters	Adults	15,885
		Dislocated Workers	30
26	16,045	Youth	130
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	91.23%
	Dislocated Workers	--	84.85%
Employment Retention Rate	Adults	--	94.85%
	Dislocated Workers	--	97.14%
Average Earnings	Adults	--	\$19,127.60
	Dislocated Workers	--	\$20,379.20
Placement in Employment or Education	Youth (14-21)	69.0%	79.21%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	82.00%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	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
	0		0
		Exceeded	
		3	

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	20,517
		Dislocated Workers	295
Coastal Bend	21,110	Youth	298
WDA Assigned #	Total Exitters	Adults	21,459
		Dislocated Workers	203
22	21,782	Youth	120
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	82.22%
	Dislocated Workers	--	80.80%
Employment Retention Rate	Adults	--	84.21%
	Dislocated Workers	--	90.48%
Average Earnings	Adults	--	\$16,196.17
	Dislocated Workers	--	\$20,219.15
Placement in Employment or Education	Youth (14-21)	69.0%	79.75%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	75.00%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	68.97%
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	3

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	2,693
		Dislocated Workers	79
Concho Valley	2,829	Youth	57
WDA Assigned #	Total Exitters	Adults	2,536
		Dislocated Workers	76
12	2,641	Youth	29
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	75.86%
	Dislocated Workers	--	89.66%
Employment Retention Rate	Adults	--	90.00%
	Dislocated Workers	--	95.83%
Average Earnings	Adults	--	\$17,469.41
	Dislocated Workers	--	\$16,711.94
Placement in Employment or Education	Youth (14-21)	69.0%	80.00%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	73.33%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	N/A
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	0	2

Table O - Local Program Activities			
Local Area Name	Total Participants Served	Adults	59,199
		Dislocated Workers	653
Dallas	61,291	Youth	1,439
WDA Assigned #	Total Exitters	Adults	61,388
		Dislocated Workers	518
6	63,060	Youth	1,154
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	73.78%
	Dislocated Workers	--	81.73%
Employment Retention Rate	Adults	--	83.89%
	Dislocated Workers	--	88.89%
Average Earnings	Adults	--	\$12,772.24
	Dislocated Workers	--	\$15,199.31
Placement in Employment or Education	Youth (14-21)	65.0%	60.50%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	53.92%
Literacy and Numeracy Gains	Youth (14-21)	50.0%	57.31%
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
	2	0	1

Table O - Local Program Activities			
Local Area Name	Total Participants Served	Adults	7,915
		Dislocated Workers	165
Deep East Texas	8,244	Youth	164
WDA Assigned #	Total Exitters	Adults	8,196
		Dislocated Workers	107
17	8,415	Youth	112
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	75.00%
	Dislocated Workers	--	79.17%
Employment Retention Rate	Adults	--	87.88%
	Dislocated Workers	--	89.19%
Average Earnings	Adults	--	\$11,910.77
	Dislocated Workers	--	\$15,641.30
Placement in Employment or Education	Youth (14-21)	69.0%	56.58%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	44.44%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	88.24%
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
	2	0	1

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	25,200
		Dislocated Workers	499
East Texas	25,962	Youth	263
WDA Assigned #	Total Exiters	Adults	25,582
		Dislocated Workers	327
8	26,107	Youth	198
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	67.12%
	Dislocated Workers	--	78.98%
Employment Retention Rate	Adults	--	81.82%
	Dislocated Workers	--	88.44%
Average Earnings	Adults	--	\$12,461.74
	Dislocated Workers	--	\$15,857.98
Placement in Employment or Education	Youth (14-21)	69.0%	74.39%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	64.42%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	69.53%
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	2

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	4,829
		Dislocated Workers	42
Golden Crescent	4,903	Youth	32
WDA Assigned #	Total Exiters	Adults	5,325
		Dislocated Workers	33
19	5,381	Youth	23
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	93.75%
	Dislocated Workers	--	89.19%
Employment Retention Rate	Adults	--	84.78%
	Dislocated Workers	--	93.18%
Average Earnings	Adults	--	\$16,205.43
	Dislocated Workers	--	\$23,286.34
Placement in Employment or Education	Youth (14-21)	69.0%	80.00%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	66.67%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	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	3

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	173,374
		Dislocated Workers	2,451
Gulf Coast	177,677	Youth	1,852
WDA Assigned #	Total Exitters	Adults	171,218
		Dislocated Workers	1,520
28	173,865	Youth	1,127
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	74.72%
	Dislocated Workers	--	75.96%
Employment Retention Rate	Adults	--	76.94%
	Dislocated Workers	--	87.37%
Average Earnings	Adults	--	\$11,203.45
	Dislocated Workers	--	\$19,336.65
Placement in Employment or Education	Youth (14-21)	67.0%	60.76%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	41.24%
Literacy and Numeracy Gains	Youth (14-21)	53.0%	53.28%
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
		2	1

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	10,557
		Dislocated Workers	49
Heart of Texas	10,793	Youth	187
WDA Assigned #	Total Exitters	Adults	11,484
		Dislocated Workers	34
13	11,632	Youth	114
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	88.37%
	Dislocated Workers	--	86.84%
Employment Retention Rate	Adults	--	97.22%
	Dislocated Workers	--	96.97%
Average Earnings	Adults	--	\$11,125.04
	Dislocated Workers	--	\$16,961.65
Placement in Employment or Education	Youth (14-21)	69.0%	68.82%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	65.69%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	72.41%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
		0	1

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	22,609
		Dislocated Workers	145
Lower Rio Grande	23,255	Youth	501
WDA Assigned #	Total Exitters	Adults	22,980
		Dislocated Workers	82
23	23,374	Youth	312
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	76.03%
	Dislocated Workers	--	80.49%
Employment Retention Rate	Adults	--	84.44%
	Dislocated Workers	--	80.56%
Average Earnings*	Adults	--	\$15,777.41
	Dislocated Workers	--	\$14,899.77
Placement in Employment or Education	Youth (14-21)	69.0%	90.38%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	84.21%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	87.89%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	0	3

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	2,679
		Dislocated Workers	42
Middle Rio Grande	2,794	Youth	73
WDA Assigned #	Total Exitters	Adults	2,762
		Dislocated Workers	36
27	2,935	Youth	137
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	90.00%
	Dislocated Workers	--	85.37%
Employment Retention Rate	Adults	--	89.41%
	Dislocated Workers	--	92.75%
Average Earnings	Adults	--	\$17,250.02
	Dislocated Workers	--	\$23,126.90
Placement in Employment or Education	Youth (14-21)	69.0%	88.70%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	84.06%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	88.71%
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	3

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	52,923
		Dislocated Workers	669
North Central Texas	53,983	Youth	391
WDA Assigned #	Total Exiters	Adults	53,119
		Dislocated Workers	542
4	53,931	Youth	270
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	69.85%
	Dislocated Workers	--	78.54%
Employment Retention Rate	Adults	--	84.46%
	Dislocated Workers	--	88.56%
Average Earnings*	Adults	--	\$12,545.26
	Dislocated Workers	--	\$18,586.97
Placement in Employment or Education	Youth (14-21)	69.0%	74.38%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	64.53%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	63.21%
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	2

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	6,974
		Dislocated Workers	228
Northeast Texas	7,351	Youth	149
WDA Assigned #	Total Exiters	Adults	7,500
		Dislocated Workers	232
7	7,792	Youth	60
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	66.67%
	Dislocated Workers	--	77.54%
Employment Retention Rate	Adults	--	86.79%
	Dislocated Workers	--	88.98%
Average Earnings	Adults	--	\$13,769.25
	Dislocated Workers	--	\$15,766.27
Placement in Employment or Education	Youth (14-21)	69.0%	92.59%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	82.76%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	60.00%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	1	2

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	4,688
		Dislocated Workers	29
North Texas	4,743	Youth	26
WDA Assigned #	Total Exitters	Adults	4,392
		Dislocated Workers	35
3	4,468	Youth	41
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	76.19%
	Dislocated Workers	--	77.14%
Employment Retention Rate	Adults	--	80.85%
	Dislocated Workers	--	87.18%
Average Earnings	Adults	--	\$10,199.70
	Dislocated Workers	--	\$12,438.35
Placement in Employment or Education	Youth (14-21)	69.0%	68.18%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	68.75%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	64.00%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	1	2

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	9,954
		Dislocated Workers	132
Panhandle	10,215	Youth	129
WDA Assigned #	Total Exitters	Adults	9,837
		Dislocated Workers	93
1	10,017	Youth	87
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	81.94%
	Dislocated Workers	--	81.91%
Employment Retention Rate	Adults	--	88.12%
	Dislocated Workers	--	95.10%
Average Earnings	Adults	--	\$14,783.84
	Dislocated Workers	--	\$16,453.72
Placement in Employment or Education	Youth (14-21)	69.0%	84.78%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	69.05%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	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	3

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	7,520
		Dislocated Workers	32
Permian Basin	7,588	Youth	36
WDA Assigned #	Total Exitters	Adults	8,267
		Dislocated Workers	26
11	8,328	Youth	35
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	94.00%
	Dislocated Workers	--	94.74%
Employment Retention Rate	Adults	--	94.44%
	Dislocated Workers	--	95.45%
Average Earnings	Adults	--	\$20,709.59
	Dislocated Workers	--	\$25,964.35
Placement in Employment or Education	Youth (14-21)	69.0%	76.92%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	80.65%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	40.00%
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
		1	0
		Exceeded	2

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	18,836
		Dislocated Workers	395
Rural Capital	19,431	Youth	200
WDA Assigned #	Total Exitters	Adults	19,455
		Dislocated Workers	240
15	19,798	Youth	103
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	78.97%
	Dislocated Workers	--	86.73%
Employment Retention Rate	Adults	--	89.93%
	Dislocated Workers	--	94.55%
Average Earnings	Adults	--	\$15,318.38
	Dislocated Workers	--	\$18,274.24
Placement in Employment or Education	Youth (14-21)	69.0%	74.24%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	71.93%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	78.12%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
		0	0
		Exceeded	3

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	6,776
		Dislocated Workers	73
South Plains	7,032	Youth	183
WDA Assigned #	Total Exiters	Adults	6,516
		Dislocated Workers	27
2	6,609	Youth	66
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	86.21%
	Dislocated Workers	--	82.76%
Employment Retention Rate	Adults	--	89.80%
	Dislocated Workers	--	94.23%
Average Earnings	Adults	--	\$17,174.43
	Dislocated Workers	--	\$27,771.62
Placement in Employment or Education	Youth (14-21)	69.0%	77.55%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	83.33%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	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	0	3

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	6,892
		Dislocated Workers	25
South Texas	7,076	Youth	159
WDA Assigned #	Total Exiters	Adults	6,412
		Dislocated Workers	16
21	6,578	Youth	150
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	57.14%
	Dislocated Workers	--	69.23%
Employment Retention Rate	Adults	--	94.87%
	Dislocated Workers	--	83.33%
Average Earnings	Adults	--	\$15,911.83
	Dislocated Workers	--	\$17,366.46
Placement in Employment or Education	Youth (14-21)	69.0%	72.58%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	77.11%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	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	3

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	10,487
		Dislocated Workers	166
Southeast Texas	10,823	Youth	170
WDA Assigned #	Total Exitters	Adults	10,759
		Dislocated Workers	98
18	10,942	Youth	85
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	67.98%
	Dislocated Workers	--	79.10%
Employment Retention Rate	Adults	--	86.27%
	Dislocated Workers	--	91.07%
Average Earnings	Adults	--	\$13,576.63
	Dislocated Workers	--	\$17,430.66
Placement in Employment or Education	Youth (14-21)	69.0%	81.33%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	72.22%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	60.34%
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	2

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	37,764
		Dislocated Workers	936
Tarrant County	39,277	Youth	577
WDA Assigned #	Total Exitters	Adults	40,455
		Dislocated Workers	670
5	41,476	Youth	351
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	77.67%
	Dislocated Workers	--	85.12%
Employment Retention Rate	Adults	--	82.01%
	Dislocated Workers	--	90.10%
Average Earnings	Adults	--	\$12,406.93
	Dislocated Workers	--	\$17,402.13
Placement in Employment or Education	Youth (14-21)	69.0%	83.07%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	76.34%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	56.34%
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	2

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	3,933
		Dislocated Workers	43
Texoma	4,087	Youth	111
WDA Assigned #	Total Exiters	Adults	4,863
		Dislocated Workers	41
25	4,969	Youth	65
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	83.72%
	Dislocated Workers	--	87.76%
Employment Retention Rate	Adults	--	88.57%
	Dislocated Workers	--	93.33%
Average Earnings	Adults	--	\$18,558.68
	Dislocated Workers	--	\$18,557.91
Placement in Employment or Education	Youth (14-21)	69.0%	86.67%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	57.58%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	55.56%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	1	1

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	15,013
		Dislocated Workers	493
Upper Rio Grande Borderplex	16,179	Youth	673
WDA Assigned #	Total Exiters	Adults	14,518
		Dislocated Workers	209
10	15,114	Youth	387
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	73.02%
	Dislocated Workers	--	69.83%
Employment Retention Rate	Adults	--	90.91%
	Dislocated Workers	--	90.97%
Average Earnings	Adults	--	\$16,718.85
	Dislocated Workers	--	\$13,377.43
Placement in Employment or Education	Youth (14-21)	69.0%	66.77%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	64.85%
Literacy and Numeracy Gains	Youth (14-21)	58.0%	66.29%
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	2	1

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	7,120
		Dislocated Workers	53
West Central	7,260	Youth	87
WDA Assigned #	Total Exiters	Adults	7,306
		Dislocated Workers	37
9	7,399	Youth	56
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	79.71%
	Dislocated Workers	--	78.57%
Employment Retention Rate	Adults	--	86.75%
	Dislocated Workers	--	84.09%
Average Earnings	Adults	--	\$14,588.61
	Dislocated Workers	--	\$15,860.67
Placement in Employment or Education	Youth (14-21)	64.8%	65.22%
Attainment of Degree or Certificate	Youth (14-21)	62.5%	53.33%
Literacy and Numeracy Gains	Youth (14-21)	53.2%	56.52%
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
	1	1	1

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