

# Georgia WIA Annual Report Narrative

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## Program Year 2012

**Executive Director Blake Ashbee**

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GOWD creates the statewide strategy and implementation for Georgia's workforce system to provide Georgia business with a highly skilled, quality workforce.

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*Dear Fellow Georgians,*

*Through the Georgia Competitiveness Initiative, we were able to identify that workforce development and education rank as two of the highest priorities among our state's economic regions. We have focused efforts this year on supplying Georgia's growing infrastructure with a skilled and talented workforce.*

*Within Georgia's workforce development efforts, it is critical that we rely on data-driven decisions to provide targeted services that bring real change. This includes an increased emphasis on skilled trade education, veterans' services, offender re-entry and at-risk youth programs. These programs will maximize resources, eliminating redundancies in effort and funding.*

*To close the state's growing skilled labor gap and sustain the competitiveness of our top industries, the Governor's Office of Workforce Development launched Go Build Georgia on Jan. 17, 2012, at the state Capitol in Atlanta. Go Build Georgia, a labor-neutral public-private partnership, aims to educate young people and the public at-large about the skilled trades to ensure the next generation of Georgia's workforce is equipped with the skills to fill in-demand jobs.*

*Lastly, I challenge the State Workforce Investment Board and the Local Workforce Investment Boards to focus on Georgia's in-demand occupations and growth sectors to appropriately designate training funds. This will allow funding to be given to the sectors that bring the most benefit to the state.*

*With our unemployment rate still above the national average, it is time to sharpen the focus on Georgia's workforce development. Providing industry leaders with an unbeatable workforce will bring far-reaching benefits for individuals, communities and the future of our state as a whole. We must work together to move the needle on unemployment and strengthen Georgia's economy.*

*Nathan Deal*

*Governor Nathan Deal*

## **Introduction**

On July 1, 2012, the Governor's Office of Workforce Development (GOWD) became the administrative entity for the Workforce Invest Act (WIA) grant. During the 2012 program year, GOWD was tasked to complete an assessment of the state of the workforce system; therefore, it was the priority of GOWD to evaluate the current situation while identifying potential next steps for the state. The state was able to assess many aspects of the workforce system and identify ways in which the state could improve the services offered to WIA participants and Georgia businesses. By better serving those two groups, the state will be able to create a more effective, skilled workforce.

## **State Workforce Investment Board and the Governor's Office of Workforce Development**

### **State Workforce Investment Board**

The active collaboration of the SWIB, the LWIBs, GOWD and the state's One-Stop Delivery System is a key component of workforce development in Georgia. This collaboration begins with the Governor, who is responsible for the establishment of the SWIB. The SWIB's membership is comprised of state business and community representatives, members of the state legislature, adult and youth service providers, chief elected officials, staff of partner state agencies, and representatives of organized labor. The SWIB's duties include the development of a statewide strategic plan, which establishes the five year strategy for the Statewide Workforce Investment System. The SWIB is also responsible for assisting the Governor with additional functions designated by WIA.

GOWD serves as the fiscal recipient of WIA and also provides support, information and guidance to both the Governor and the SWIB. These tasks allow the Governor and the SWIB to make informed and knowledgeable policy decisions regarding the implementation of WIA in Georgia. Furthermore, the leadership of the SWIB has developed three committees in order to better assist program and LWIA development. Those committees are the following: the youth services committee; the re-employment services committee; and the local workforce investment area guidance committee. SWIB members are assigned to those committees based on their areas of experience and interest. GOWD's staff serves the SWIB's various committees by providing detailed research that enables the committees to make informed policy decisions that are particular to their specific needs.

The Governor and the SWIB have committed the state to addressing the needs of Georgia's citizens by aligning programs in such a way that meets the needs of the state's economy. Governor Deal has made efficiency and integration a top priority, emphasizing the need to develop real skills and career readiness to ensure the future of Georgia's labor force.

### **Go Build Georgia**

To increase the importance of skilled trade education, Governor Deal launched Go Build Georgia on January 17, 2012 at the State Capitol. Go Build Georgia, a labor neutral public-private partnership, aims to educate young people and the public at large about the skilled trades, and how to pursue a career in these industries.

Studies show that for every four skilled tradesmen that retire only one tradesman enters the field. This has created a skills gap in Georgia which leaves the state in need of young, qualified workers. Go Build Georgia

seeks to show students all of their educational options as well as dispel any myths that the skilled trades do not offer competitive salaries and great life style benefits.

By building a broad coalition of key stakeholders, Go Build Georgia aims to increase the number of those entering the skilled trade workforce while increasing our participant level in training programs to fulfill these in demand occupations. Through this strategic focus on the skilled labor supply in our state, Georgia seeks to reduce the skilled labor gap and current unemployment rate by putting more Georgians back to work in these meaningful trade careers.

The Go Build Georgia High School Teams project seeks to establish teams made up of high school educators and administrators, local business leaders and skilled craft professionals, rounded out by students and parents on each of Georgia's public high school campuses. These teams communicate the income and lifestyle benefits of the skilled trade professions to its respective student base and also function as implementation teams for Go Build Georgia initiatives including skilled trade career days, industry site tours and message dissemination. The goal of the Go Build Georgia High School Team Project is to successfully plug students into the skilled trade workforce pipeline either through technical college enrollment, apprenticeship programs, curriculum based career pathways and clubs that have a skilled trade component. There are currently 203 Go Build Georgia High School teams in the state.

#### **One-Stop and Service Delivery Assessment**

GOWD contracted out for a One-Stop and Service Delivery assessment for internal use in winter of 2012-2013. The assessment included five site visits and several stakeholder interviews.

In 2011, WIA served only 6.4% of Georgia's unemployment insurance beneficiaries. Federal workforce systems are designed by their nature to pull people off the Unemployment Insurance rolls, thus returning them to the workforce faster. Encouraging LWIAs to mine available data for those participants on the Unemployment Insurance rolls would create a cohesive system between GDOL's Unemployment Insurance program, Wagner-Peyser, TAA and WIA activities at the local and state level by improving the LWIA's access to ready to serve populations. The average cost per customer in 2011 was \$2,404. Considering federal, state and local budget restrictions, increasing the number of customers in the state workforce system will ensure that more Georgians have access to services during this time of higher than average unemployment. It is a priority of the state to reduce the overall cost per participant. Decreasing the cost per customer would allow the state to increase the number of participants, considering there is no increase in financial resources from federal, state and local governments. These numbers indicated that Georgia's Workforce System could be operating in a more efficient and effective manner, which is a goal noted in the Governor's Vision.

Through this internal assessment, GOWD received strategic and operational recommendations to help improve the workforce system for Georgia. One of those such recommendations was the voluntary consolidation of LWIAs. In areas where it is appropriate, voluntary consolidation can help achieve a more efficient workforce. By merging, areas can lower administrative costs and in turn designate a larger amount of funds to serve their area. Consolidation can be achieved through filling open positions and creating a

new organizational structure for the area, creating a merged LWIB and delegating board responsibilities, as well as, managing and distributing assets to the new local area.

A centralized point of control for Wagner-Peyser (WP), Trade Adjustment Assistance Program (TAA), Jobs for Veterans Act and WIA can allow for easier access for customers as well as reduce transportation and travel costs. GOWD, along with GDOL and other agencies, are working together to create this centralized point of control. GOWD is also continuing to leverage the technical college infrastructure as an entry-point for participants to access WIA services. TCSG and WIA have similar end-goals in developing Georgia's workforce by providing the necessary training to those in need.

### **Rapid Response Transition and Assessment**

During PY 2012, GOWD contracted the state's Rapid Response services out to GDOL. In the third quarter of PY 2012, GOWD contracted with a third party firm to conduct a comprehensive assessment of the state's Rapid Response activities. This assessment included interviews of designated Rapid Response personnel, review of budgetary and spending practices, and review of the current service delivery model. The assessment results showed that there was a high cost of program administration, as well as, a lack of sufficient, effective services to the employees and companies affected by layoffs.

Due to the results of the assessment and in an effort to deliver services in a more efficient and cost effective manner, GOWD began the transition of Rapid Response services back in-house in the fourth quarter of PY 2012. The full transition was completed on July 1, 2013.

### **Case Management System Transition**

In accordance with state regulation, GOWD began the process of reviewing potential options for the state's case management system in the second quarter of PY 2012. The state's goals for the selection of a vendor were to ensure the efficiency of the case management system, enhance the usability and technological functions of the system, and to ensure cost effectiveness to the state.

With those goals in mind, the state selected Geographic Solutions as the state's case management vendor in the third quarter of PY 2012. Geographic Solutions' case management system, Virtual One-Stop, is a proven system used by dozens of states as their statewide WIA case management system, including multiple states within our ETA region. The system transition took place in the third and fourth quarters of PY 2012 with the final "go live" date of July 1, 2013.

### **Veteran Service Collaboration with GDOL and the USDOL UCX Grant**

Georgia has a large military presence with nine military installations. More than 106,000 active duty, reserve, and guard forces live in the state and 773,858 veterans call Georgia home. Georgia has a strong reemployment service delivery strategy that links a network of organizations serving veterans including the Governor's Office of Workforce Development (GOWD), Georgia Department of Labor (GDOL), Georgia Department of Veteran Services, Georgia National Guard and Reserve, Employer Support of the Guard and Reserve, Georgia Vocational Rehabilitation and the Georgia Chamber of Commerce. Progress is being made to enhance communication between agencies serving veterans and develop a seamless delivery of

employment services and data exchange that would offer veterans the most immediate entry into the workforce.

Due to the large veteran population in Georgia, it has been challenging to target ex-service members receiving Unemployment Insurance (Unemployment Compensation Exchange (UCX) customers) for additional intensive services to ensure swift reemployment. On July 1st, 2012, USDOL awarded GDOL, in partnership with GOWD, a \$750,000 grant for reemployment services to recently separated military members. This grant focuses on U.S. Army, Reserves and National Guard veterans.

Through the UCX grant funds and the collaboration with GDOL, the state has been able to make great strides in offering services to its veteran population. One of the first steps in PY2012 was to hold the Georgia Jobs for Veterans Employer Breakfast and Career Expo in conjunction with GDOL. The purpose of the expo was to conduct a statewide mega recruitment and resource event for veterans. The event was held on November 8, 2012 immediately following the Georgia Jobs for Veterans Employer Breakfast attended more than 300 Georgia employers. During the expo, Veterans were able to attend a wide range of employability skills workshops onsite (e.g., effective interviewing, job retention tips, and using online tools to improve their chances of success). Also, representatives from various organizations serving veterans were present to provide information about their services.

In PY2012 Operation: Workforce ([Operationworkforce.com](http://Operationworkforce.com)) was launched. Operation: Workforce helps veterans and employers connect within the state. The site allows veterans to create a profile, upload a résumé, and search and apply for job openings within the state of Georgia. It also allows Georgia employers to create profiles, post job listings, review job applicants and search the site for qualified candidates. Employers are able to sign a pledge of commitment to give enhanced hiring opportunities to Georgia's veterans, and veterans are able to find veteran-friendly employers across the state. Operation: Workforce will also allow veterans to translate their military occupational classifications into civilian occupations that best align with their skill set and training.

The state also launched Troops to Trucks, which is an initiative to help service members, who are within 90 days of leaving the military or those who have left within 90 days. The program expedites the entry of veterans into civilian employment through the transportation industry. Service members with a Military 348 License may waive the driving portion of the CDL testing at several DDS locations throughout the state. A veteran has up to three times to successfully pass the written portion of the CDL test. The type of CDL license is determined by their training and experience in the military.

To expedite the road to civilian employment, the state is working on transferring military certifications and skills into civilian licenses for veterans in high demand occupations. GOWD is working with the Georgia Secretary of State's office to transfer military skills into civilian work licenses. Several of the licenses being targeted include Utility Foreman, General Contractor Individual, Electrical Contractor Restricted, Journeyman Plumber, and Conditioned Air Restricted. If the veteran applicant has skills that meet or exceed Georgia licensing requirements they may be able to obtain the civilian license without the written test required. Reciprocity will also be available for veterans' spouses if their existing license is deemed equivalent for a Georgia license. The intent is to accelerate veterans' transition into Georgia's workforce.

## **Annual Report Narrative**

### **Performance Measures**

In PY 2012, the negotiated performance rates were significantly increased from the negotiated rates from PY 2011 in all twelve areas. In PY 2011, the state exceeded nine and met three of the twelve common measures. In PY 2012, the state was again able to exceed nine and meet three of the twelve common measures, even with the increase in the negotiated rates. Therefore, PY 2012's performance measures are a significant achievement for the state.

### **State Customer Satisfaction Data**

GOWD currently has a waiver in which the state is only required to report on the nine common performance measure outcomes. Due to the cost prohibitive nature of the American Customer Satisfaction Index (ACSI), GOWD is currently researching other ways to meet the customer satisfaction data requirements.

### **State Evaluations of Workforce Investment Activities**

Georgia's annual onsite, weeklong WIA program reviews were conducted at each local workforce area for PY 2011 from September 2012 to December 2012. The teams conducting the reviews include members of the GOWD Programs, Finance and Compliance divisions. The overall purpose of the reviews focused on program design, policy development, overall effectiveness and financial management, as related to:

- Compliance with relevant laws and regulations
- Provision of meaningful technical assistance
- Improvement of outcomes for youth, adult and dislocated worker customers
- Preparation of grant recipients for state and federal audits and focus on cost effectiveness and return on investment
- Provision to local workforce boards with tools to assist in managing and integrating workforce services and economic development strategies in local and regional communities
- Enhanced knowledge, skills and abilities to promote demand-driven service delivery strategies, and identification of shared best practices

GOWD identified 123 total findings. This included 64 financial and 59 programmatic findings. Many findings resulted from insufficient LWIA policies, lack of knowledge of regulations, and poor internal controls. GOWD also identified 131 observations for improvement of LWIA operations. The areas that require the most improvement are contracts, purchasing, and program administration. GOWD worked with each LWIA and their LWIB to develop a corrective action plan and provide technical assistance for any lingering issue. Due to guidance issued and preliminary reports, GOWD anticipates fewer findings and observations in the next program year.

In May of 2013, GOWD began the process of conducting LWIB Certification, which will occur every two years. Through this process, GOWD was able to determine whether or not LWIBs were in full compliance with federal and state board composition standards. The following items were examined:

- LWIB members listings were examined to ensure that the listing contained all of the required membership;
- LWIB minutes were reviewed to ensure compliance with federal and state meeting procedures;
- LWIB bylaws were reviewed to ensure the inclusion of relevant provisions of law.

LWIB Certification was conducted as a desk review by GOWD programmatic staff. LWIAs were asked to submit a complete board roster, up-to-date board by-laws, a complete list of all one-stop partners, and all board meeting minutes for PY 2012 by May 20, 2013. The desk reviews were completed and the results were mailed back to LWIA Directors by May 31, 2013. Corrective Action Responses were due back to GOWD on either July 1, 2013 or September 2, 2013 depending on the severity of the issues cited. To date, 80% of the LWIBs have been certified and are currently in full compliance with state and federal criteria.

### **Governor’s Office of Workforce Development and Local Workforce Investment Boards Adult and Dislocated Worker Services**

With Georgia’s unemployment rate above the national average, the governor and GOWD have sharpened the focus on the services of Georgia’s Adult and Dislocated Worker population. All stakeholders have worked together to move the needle on unemployment in order to strengthen Georgia’s economy. By pulling together available resources from all stakeholders, Georgia will be able to maintain an effective and efficient government, as well as reduce the chance of any duplication of funds or efforts. Key partners have been identified to ensure Georgia’s Workforce System is working to its full potential. These partners include, but are not limited to GDOL, TCSG, and GDEcD. GDOL provides services to job seekers and employers, through the administration of Georgia's unemployment insurance program and Wagner-Peyser which funds core and intensive services. With 82 campus locations, TCSG has a broad footprint across the state of Georgia and offers countless in-demand training programs. GDEcD works diligently to attract new companies and industries to Georgia. GDEcD also works to connect these new companies, when appropriate, to their LWIAs for use of local services.

The SWIB seeks to build a better educated and more employable workforce by working to enroll and graduate a greater number of Georgians in adult education programs to improve their lives and standing in Georgia’s workforce and their local community. In order to achieve this, GOWD will increase the awareness of GED opportunities throughout the state including remediation and tutoring.

Governor Deal has placed an emphasis on Complete College Georgia, a state-wide effort to increase attainment of a high quality certificate or degree. Complete College Georgia is a subset of Complete College America, which addresses the need for remediation and overall college completion rates. By 2020, it is projected that over 40 percent of job growth in Georgia will require some form of a college education, whether a certificate, associate’s degree, or bachelor’s degree. Today, only 42 percent of the state’s young adults, its burgeoning workforce, qualify. Georgia’s level of higher education attainment is not expected to noticeably increase in this time period. To reverse the current path, the state has committed to Complete College America’s goal of 60 percent of young adults holding a college certificate or degree by 2020. The goal is for Georgia to have these graduates form a competitive workforce with a mixture of certificates, associate’s degrees, and bachelor’s degrees. This sentiment rings true for WIA participants, as well. GOWD

is committed to decreasing the number of unsuccessful completions by WIA participants; thereby increasing the number of certificates, associate's degrees, and bachelor's degrees successfully attained by WIA participants.

The recession has negatively impacted almost every sector of the economy, and Georgia's manufacturing has been one of the sectors hit the hardest. Every state in the nation has lost manufacturing jobs since 2007, but Georgia has been among the worst with the collapse of the construction industry and a slower demand for textiles. Since 2001, Georgia has lost over 150,000 jobs, and manufacturing has fallen in rank to sixth in Georgia's list of industries with the most jobs available<sup>1</sup>.

To ensure that manufacturing remains competitive in Georgia, the state is exploring ways to create and execute the business community's response to the immediate workforce issues facing the manufacturing industry. While Georgia continues to remain competitive both nationally and internationally by recruiting new companies to the state, it is imperative that the state take critical steps to ensure that we retain our existing manufacturing companies and fulfill their workforce demand.

In our current economic conditions, Small Manufacturing Enterprises (SMEs), many of which are suppliers to the major manufacturing firms, are an integral part of the growth potential of manufacturing. For Georgia to increase its output, SMEs must take an innovative approach by up-skilling the current workforce and recruiting employees with higher skills. To address the challenges of SMEs that can lead to downsizing, the state is encouraging LWIBs and the workforce delivery system to collaborate with the Georgia Manufacturing Extension Partnership (GaMEP). MEPs can assist manufacturers with finding and training employees, retraining, reducing layoffs, cost savings and strategic planning to increase top-line growth. By enhancing communication between the LWIBs and MEPs, the state can ensure that Georgia's manufacturers grow and stay competitive.

Due to current economic conditions, many Georgia workers are currently under-employed. LWIA staff helps to identify such workers and offer services based on the individuals needs. If the customer has all of the skills necessary to gain better employment, the local area will assist in interview preparation, resume critiques, and job search and placement. If the customer is in need of a skills upgrade, the local area will work with the customer to determine what type of training would be appropriate. Local areas continue to work with the Technical College System of Georgia and the University System of Georgia, as well as other qualified training providers, in order to ensure that customers have a wide variety of training options. For instance, the offering of night and weekend, flexible, condensed, and online classes enables those who are currently working to be enrolled in WIA training services.

One of Georgia's highest unemployment rates is for parolees, with a rate of 31%. Currently, 1 in 13 people in Georgia are under some type of corrections supervision. A large portion of the incarcerated population, 86% (48,695), serve a time limited sentence, which means the number of paroles will continue to grow. Georgia is working to target this hard-to-serve population through workforce development initiatives designed to reduce the recidivism rate for parolees and ex-offenders. The state will work closely with the

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<sup>1</sup> Figure 3, Georgia Department of Labor, Workforce Statistics and Economic Research

business community to solicit employer feedback to gauge perceived challenges involved with hiring ex-offenders. In doing so, Georgia will enhance reentry success through increased opportunities for career-oriented employment of ex-offenders. As a statewide re-entry employment strategy is developed for WIA, the Governor intends for the SWIB and GOWD to work alongside the Governor's Office of Support Transition and Re-entry as well as local transition centers to tighten communication and increase access of eligible participants to the LWIAs.

The governor and GOWD, in partnership with the Georgia Department of Labor launched several state-wide workforce development initiatives aimed at Georgia's veterans returning from active duty. With an estimated 80,000 new veterans expected to enter Georgia's workforce by 2016, these new programs will help ensure veterans have a smooth transition back into civilian life. These programs are detailed in the *Veteran Service Collaboration with GDOL and the USDOL UCX Grant* section.

The segment of Georgia's labor force that is 55 and older is rapidly growing. Growing life expectancy rates as well as the uncertainty of retirement plans seem to be driving this trend. A broad range of services is provided to older workers through the workforce system. Many LWIBs work closely with the Georgia Council on Aging to develop comprehensive service strategies. Other local senior strategies include partners such as: senior employment services; senior centers; Vocational Rehabilitation; public libraries; arts councils; transportation providers; and others.

GOWD and LWIAs continue to work closely with the Senior Community Service Employment Program (SCSEP). The SCSEP program promotes individual economic self-sufficiency and increases the number of persons who may benefit from unsubsidized employment in both the public and private sectors by providing individuals with appropriate training for targeted jobs in the community. All SCSEP grantees have current Memorandums of Understanding with all WIA One-Stops across the states. Grantee and sub-project coordinators are active members of their Local Workforce Investment Boards to ensure that the needs of older adults seeking employment are identified and addressed. A number of One-Stop and Career Centers are active customer service locations for SCSEP participants. These centers help participants to develop soft skills, customer services skills, and other useful skills to help them in their job search. It also helps to foster a cross-referral system between SCSEP and LWIAs.

### **Youth Services**

Georgia's high school graduation rate for PY 2012 was 67% compared with a national graduation rate of 75%.<sup>2</sup> Like many states, Georgia reported lower graduation rate after changes to the reporting method were announced by the U.S. Department of Education in 2011. As a key indicator for the health of a state's workforce, Georgia's current graduation rates are in need of improvement if we are to compete economically.

Services that have been found to be most effective in increasing high school graduation rates are tutoring, lost credit redemption classes and/or software, mentoring, and entrepreneurship training. Increasing the amount of Younger Youth who are enrolled in these types of programs will not only benefit the state's high school graduation rate and overall workforce health, but will also benefit the participant.

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<sup>2</sup> Governor's Office of Student Achievement, 2012

While hard to quantify, soft skills are becoming increasingly important in today's workplace. Education is necessary to gain employment, but an applicant's soft skills are what will get that individual from the interview to the job site. Employers, however, are indicating that they see decreased levels of soft skills in today's youth. The lack of these necessary skills in the next generation of Georgia's workforce is a large problem facing the state's business climate. Likewise, failure to equip youth with these skills throughout the course of their education is detrimental to that individual's future. In order to avoid these issues with WIA youth participants, local areas are encouraged to supplement the participant's education with soft skills training. While specific soft skill training is available through software and classroom sessions, there are other options that prove successful. Job shadowing and internships introduce participants to different work environments as well as the customs and practices therein.

While soft skills attainment is a common problem, the problem can be worse in certain populations. One of these populations is youth in Youth Detention Centers (YDC). While many of these youth are able to finish high school or attain their GEDs while serving their time, they are not exposed to the work place. This can severely cripple their efforts to attain employment upon release. To further understand and help correct this problem, the Governor's Office of Workforce Development will partner with the Department of Juvenile Justice (DJJ) in PY 2013 to establish a soft skills pilot program in a YDC within the state of Georgia. This program will target youth who have already graduated high school or have attained their GED and will be overseen by the DJJ and the State Workforce Investment Board Youth Committee.

### **Services to Employers**

GOWD is committed to leveraging resources and efforts in order to meet the needs of the business customers of the One-Stop System in an integrated fashion. Furthermore, GOWD works with many state entities to inform Georgia employers of the services that are available to them through their LWIA. When new companies relocate or expand in Georgia, GOWD and the LWIAs work with the Georgia Department of Economic Development in order to ensure that those companies are aware of the services offered. The One-Stop delivery system is equipped to support businesses in many different ways. One of those ways is through applicant screening at the One-Stop Centers. This service reduces the time and cost that a business would need in order to find qualified applicants. The LWIAs can also provide applicant referral and job posting services for businesses that need to hire. This service can increase the qualified applicant pool that an employer has to choose from. Conducting job fairs and letting companies use One-Stop Center space for interviews are also services that local areas can provide. Additionally, LWIAs can provide pre-employment assessments. Local areas use a variety of different assessments in order to screen qualified applicants for a potential employer. The use of these assessments can give an employer greater insight as to where an applicant's competencies and skills gaps lie. LWIAs can also offer employers a variety of different data including: in demand occupations, labor market information, and economic trends. On-the-job training (OJT) is perhaps the most involved service that an LWIA can offer an employer. Georgia's LWIAs work with local industry and business leaders to determine where there may be a need for on-the-job training. Georgia LWIAs strive to make this process as streamlined and hassle free as possible for potential employers. OJT serves the employer by paying for a portion of an employee's training cost and wages while that employee is in the training period. Employers are then able to use resources in other ways, while not compromising on the quality of training that their new hires are receiving. OJT provides an infrastructure for large scale hiring while ensuring that a company is able to train their employees correctly.

## Waiver Usage

Because GOWD has not administered the grant under the pre-waiver conditions needed to draw a comparison, GOWD is unable to draw conclusions about the efficacy of the waivers. GOWD will continue to monitor the usage of the waivers and will have update outcomes in the future.

The waiver **to provide Individual Training Accounts (ITAs) to youth** has allowed training to youth who would not otherwise receive such training. The waiver allows LWIAs the flexibility to serve youth in the most efficient manner possible taking into account that youth's individual needs. Older and out-of-school youth are afforded additional opportunities to make use of training funds to pursue training paths as part of their Individual Service Strategy (ISS).

Georgia was also granted a waiver to allow **local workforce areas to use a percentage of formula Dislocated Worker funds for Incumbent Worker Training**. This waiver has provided the LWIAs with the flexibility to better serve the needs of the participant. As each LWIA faces different challenges and demands for labor, the waiver has given them the greatest resource to adapt to changes in the business climate. This resource can be offered to a company as a layoff aversion tool depending on the conditions within the LWIA.

The state has also been granted the waiver to transfer **formula funds from the Dislocated Worker to the Adult funding stream**. In keeping with the approved waiver, areas can choose to transfer a percentage of their Dislocated Worker funds to the Adult funding stream. This flexibility made service delivery more effective for the parts of the state not experiencing major layoffs. Each local area serves a different population group with unique characteristics and needs. This waiver allows local areas a greater amount of control to adapt to the needs of their area. Local areas that serve a greater population of one funding stream are able to transfer funds to better serve the needs of those participants. In PY 2012 10 LWIAs requested the transfer of funds.

The waiver allowing **areas to use a sliding scale for employer OJT reimbursements, based on the size of the business' workforce** has added incentives for local businesses to become stakeholders in their local workforce investment system. The sliding scale has also provided greater flexibility for local boards to utilize resources in the most effective manner to serve a greater number of participants and accommodate a greater volume of local businesses.

The waiver to allow areas to **use a sliding scale for employer Customized Training reimbursements, based on the size of the business' workforce** has also added incentives for local businesses to become stakeholders in their local workforce investment system. Local areas with small businesses can take advantage of resources to fill vacancies. It also allows local staff to leverage a greater amount of resources to provide more training opportunities for participants.

For PY12, Georgia requested and received approval of the waiver to report performance on the nine **Common Measures**. The switch to common measures allowed Georgia to be measured with other states, including the other states in Region 3, which enables accountability through comparison. By simplifying the reporting requirements by the state and local workforce areas, the State streamlined service to participants

and spent less time on administrative functions. This waiver also allowed for greater tracking of participant outcomes and program improvement.

### **Cost Efficiency Measures**

The Governor and SWIB have encouraged GOWD to reduce the amount of administrative funds spent and improve on overall efficiency. In accordance with this goal and as stated above, GOWD has transitioned Rapid Response back into GOWD and has transitioned to a new, more cost effective case management system.

GOWD has encouraged the LWIAs to participate in some of the same cost cutting measures by exploring more opportunities for co-location and service integration as recommended by the internal services delivery assessment that was conducted. WIA and Wagner-Peyser funded services must be provided for the universal population in all chartered One-Stop Centers. GOWD is coordinating with GDOL to ensure that Wagner-Peyser funding is available at all American Job Centers. Furthermore, both organizations are collaborating to see that Wagner-Peyser funding is being used as the “front door” to provide core (tier 1) and intensive (tier 2) services to participants at the initial point of entry into the workforce system, and that WIA funds are being utilized largely for training (tier 3) services. This type of integration would allow for a greater number of participants to be served by the state.

GOWD lists the cost per participant of every local area and for the state as a whole in the table in *Attachment A*. The data for this section was taken from several different reports. The participant data was derived using the same methodology that established the data on ETA Form 9091. The reports were run on a different date than the data presented in ETA Form 9091, which may lead to minor discrepancies between the two reports. These discrepancies are statistically insignificant and should not have an impact on the overall value of the data presented in this section. The financial data for this section was derived from the monthly financial status reports submitted to GOWD by each LWIA. Please note that the expenditure figures in this section do not directly correlate with the federal spending figures found on ETA Form 9091. The federal spending figures on ETA Form 9091 are derived from actual cash requests from LWIAs, as represented in GOWD’s financial system. The monthly financial status reports reflect true expenditures and may not directly align with the dates that cash is requested from GOWD. The data presented in this section is meant to provide approximate values for comparison and evaluation only and should not be construed to represent exact figures for any specific LWIA or the state as a whole.

During PY 2012 many LWIAs carried various cost saving and efficiency efforts within their respective areas. GOWD expects to continue to see a decrease in the overall cost per participant and an increase in the overall number of participants across the state. The state’s overall cost per exiter (CPE) in PY 2012 was \$5,782.65. Seven of the LWIAs had a CPE that was less than the state average. The state’s overall cost per entered employment rate (CPEER) in PY 2012 was \$9,434.89. Nine of the LWIAs had a CPEER that was less than the state average. The state’s overall cost per entered retention rate (CPERR) in PY 2012 was \$7,798.66. Nine of the LWIAs had a CPERR that was less than the state average. The state has identified outliers on both ends of the spectrum to either glean best practices from or to reach out to for technical assistance.

## **Introduction to the Data: Program Year 2012**

The tables on *Attachment B* represent Georgia's state-level and local area performance data for Program Year 2012. All required elements are reported uniformly.

States and LWIAs negotiate performance levels each year. A state is considered to "meet" its target if it attains at least 90% of the negotiated level. The state "exceeds" its target when outcome are higher than the negotiated rates. Georgia uses the same nine measures at the sub-state level but considers a local area to have met its target if it attains at least 80% of its negotiated level. Georgia is reporting on the nine common measures for PY 2012.

# Attachment A

Local Workforce Investment Area	Adult	DW	Youth	Total	Adult Program Expend	DW Program Expend	Youth Program Expend	Total \$	Cost Per Adult	Cost per DW	Cost per youth	Total Cost per Participant
1 - Northwest Georgia	453	785	434	1672	\$ 1,790,090	\$ 3,698,611	\$ 2,341,498	\$ 7,830,199	\$ 3,952	\$ 4,712	\$ 5,395	\$ 4,683.13
2 - Georgia Mountains	285	348	229	862	\$ 1,111,703	\$ 900,672	\$ 692,186	\$ 2,704,561	\$ 3,901	\$ 2,588	\$ 3,023	\$ 3,137.54
3 - City of Atlanta	523	296	1074	1893	\$ 297,979	\$ 438,013	\$ 1,146,340	\$ 1,882,332	\$ 570	\$ 1,480	\$ 1,067	\$ 994.36
4 - Cobb County	382	448	654	1484	\$ 1,101,614	\$ 1,410,976	\$ 1,690,267	\$ 4,202,857	\$ 2,884	\$ 3,150	\$ 2,585	\$ 2,832.11
5 - Dekalb County	1342	876	795	3013	\$ 1,834,497	\$ 1,454,411	\$ 1,513,908	\$ 4,802,816	\$ 1,367	\$ 1,660	\$ 1,904	\$ 1,594.03
6 - Fulton County	556	591	255	1402	\$ 892,859	\$ 1,166,870	\$ 601,939	\$ 2,661,668	\$ 1,606	\$ 1,974	\$ 2,361	\$ 1,898.48
7 - Atlanta Regional	1324	1328	1320	3972	\$ 3,465,742	\$ 6,441,731	\$ 4,259,757	\$ 14,167,229	\$ 2,618	\$ 4,851	\$ 3,227	\$ 3,566.77
8 - West Central Georgia	1562	1034	667	3263	\$ 1,135,895	\$ 878,425	\$ 1,034,556	\$ 3,048,876	\$ 727	\$ 850	\$ 1,551	\$ 934.38
9 - Northeast Georgia	718	550	468	1736	\$ 1,788,635	\$ 1,311,187	\$ 1,071,084	\$ 4,170,905	\$ 2,491	\$ 2,384	\$ 2,289	\$ 2,402.60
10 - Macon/Bibb	124	79	59	262	\$ 900,935	\$ 526,521	\$ 930,788	\$ 2,358,243	\$ 7,266	\$ 6,665	\$ 15,776	\$ 9,000.93
11 - Middle Georgia	211	204	131	546	\$ 807,333	\$ 630,849	\$ 598,583	\$ 2,036,764	\$ 3,826	\$ 3,092	\$ 4,569	\$ 3,730.34
12 - Richmond/Burke	243	77	240	560	\$ 694,932	\$ 379,547	\$ 631,847	\$ 1,706,326	\$ 2,860	\$ 4,929	\$ 2,633	\$ 3,047.01
13 - East Central Georgia	160	76	184	420	\$ 492,689	\$ 367,208	\$ 592,579	\$ 1,452,476	\$ 3,079	\$ 4,832	\$ 3,221	\$ 3,458.28
14 - Lower Chattahoochee	171	53	236	460	\$ 714,949	\$ 465,384	\$ 619,423	\$ 1,799,756	\$ 4,181	\$ 8,781	\$ 2,625	\$ 3,912.51
15 - Middle Flint	181	79	86	346	\$ 467,257	\$ 216,801	\$ 300,609	\$ 984,667	\$ 2,582	\$ 2,744	\$ 3,495	\$ 2,845.86
16 - Heart of Georgia/Altamah	287	185	441	913	\$ 1,106,828	\$ 1,019,995	\$ 787,418	\$ 2,914,240	\$ 3,857	\$ 5,513	\$ 1,786	\$ 3,191.94
17 - Southwest Georgia	478	383	497	1358	\$ 1,370,365	\$ 792,655	\$ 1,411,513	\$ 3,574,533	\$ 2,867	\$ 2,070	\$ 2,840	\$ 2,632.20
18 - South Georgia	731	311	734	1776	\$ 1,688,796	\$ 877,156	\$ 1,264,684	\$ 3,830,636	\$ 2,310	\$ 2,820	\$ 1,723	\$ 2,156.89
19 - Southeast Georgia				0								
20 - Coastal	390	225	553	1168	\$ 1,350,415	\$ 973,030	\$ 1,384,552	\$ 3,707,997	\$ 3,463	\$ 4,325	\$ 2,504	\$ 3,174.65
<b>Statewide Total</b>	<b>10121</b>	<b>7928</b>	<b>9057</b>	<b>27106</b>	<b>\$23,013,512</b>	<b>\$23,950,039</b>	<b>\$22,873,529</b>	<b>\$ 69,837,080</b>	<b>\$ 2,273.84</b>	<b>\$ 3,020.94</b>	<b>\$ 2,525.51</b>	<b>\$ 2,576.44</b>

# Attachment B

## WIA Annual Report (ETA Form 9091)

State Name: GA

Date Submitted: 09/30/2013

### WIA Title IB

### Annual Report Form (ETA 9091)

#### I. Narrative Section

- A. A discussion of the cost of workforce investment activities relative to the effect of the activities on the performance of participants.
- B. A description of State evaluations of workforce investment activities, including:
1. The questions the evaluation will/did address;
  2. A description of the evaluation's methodology; and
  3. Information about the timing of feedback and deliverables.

#### II. Table Section

**Table A - Workforce Investment Act Customer Satisfaction Results**

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	0.0	0.0	0.0	0.0	0.0	0.0
Employers	0.0	0.0	0.0	0.0	0.0	0.0

**Table B - Adult Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	71.5	72.0	2,528
			3,513
Employment Retention Rate	82.4	82.7	2,559
			3,093
Average Earnings	12,500.0	12,438.4	31,593,461
			2,540
Employment and Credential Rate	0.0	55.2	1,705
			3,091

**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	69.9	895	68.9	175	37.5	3	52.7	88
		1,280		254		8		167
Employment Retention Rate	81.1	807	81.4	179	100.0	1	77.2	61
		995		220		1		79
Average Earnings Rate	11,146.1	8,972,583	13,733.8	2,444,613	4,103.0	4,103	10,108.6	596,410
		805		178		1		59
Employment and Credential Rate	58.3	732	59.1	127	33.3	2	40.8	53
		1,256		215		6		130

**Table D - Other Outcome Information for the Adult Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	73.1	1,930	68.4	598
		2,639		874
Employment Retention Rate	83.2	1,984	81.3	575
		2,386		707
Average Earnings Rate	12,810.0	25,210,138	11,159.7	6,383,323
		1,968		572

**Table E - Dislocated Worker Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	77.5	76.5	2,895
			3,786
Employment Retention Rate	88.3	88.1	3,269
			3,709
Average Earnings	16,250.0	17,564.2	57,066,177
			3,249
Employment and Credential Rate	0.0	57.3	2,041
			3,559

**Table F - Outcomes for Dislocated Worker Special Populations**

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	75.3	283	0.0	0	65.1	231	50.0	9
		376		0		355		18
Employment Retention Rate	84.1	301	0.0	0	86.8	295	84.6	22
		358		0		340		26
Average Earnings Rate	17,335.5	5,200,654	0.0	0	18,753.5	5,494,765	11,373.3	238,840
		300		0		293		21
Employment and Credential Rate	56.8	192	0.0	0	45.6	152	42.9	9
		338		0		333		21

**Table G - Other Outcome for the Dislocated Worker Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	76.9	2,510	73.6	385
		3,263		523
Employment Retention Rate	88.1	2,821	88.5	448
		3,203		506
Average Earnings Rate	17,903.7	50,148,181	15,442.0	6,917,996
		2,801		448

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	60.0	69.2	1,782
			2,576
Attainment of Degree or Certificate	70.0	77.9	1,583
			2,032
Literacy and Numeracy Gains	40.0	48.4	620
			1,282

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	0.0	64.5	399
			619
Employment Retention Rate	0.0	79.9	437
			547
Average Earnings	0.0	4,342.1	2,249,206
			518
Credential Rate	0.0	25.0	199
			795

**Table I - Outcomes for Older Youth Special Populations**

Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
EER Rate	61.0	228	50.0	1	57.6	19	62.7	296
		374		2		33		472
ERR Rate	78.4	225	33.3	1	82.5	33	77.3	321
		287		3		40		415
Average Earnings Rate	3,682.9	994,370	284.0	852	4,731.0	160,855	3,639.7	1,441,319
		270		3		34		396
Credential Rate	18.5	83	0.0	0	29.7	11	15.5	92
		448		2		37		595

**Table J - Younger Youth (14 - 18) Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	0.0	66.1	1,055 1,595
Youth Diploma or Equivalent Rate	0.0	63.0	1,253 1,990
Retention Rate	0.0	69.5	1,535 2,209

**Table K - Outcomes for Younger Youth Special Populations**

Reported Information	Public Assistance Recipients	Individuals with Disabilities	Out-of-School Youth
Skill Attainment Rate	68.3	68.9	65.4
	712 1,043	122 177	323 494
Youth Diploma or Equivalent	63.5	73.6	4.0
	836 1,317	92 125	22 556
Retention Rate	69.0	61.1	54.6
	942 1,365	110 180	250 458

**Table L - Other Reported Information**

Reported Information	12 Month Employment Retention Rate	12 Month Earning Increase (Adults and Older Youth) or 12 Months Earning Replacement (Dislocated Workers)	Placement in Non-traditional Employment	Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment	Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services
Adults	83.4	6,752.2	1.9	5,335.0	66.6
	2,615 3,137	20,513,048 3,038	49 2,528	13,124,180 2,460	1,286 1,930
Dislocated Workers	88.7	147.6	2.3	7,054.9	62.2
	3,411 3,847	60,284,901 40,836,794	68 2,895	19,824,286 2,810	1,562 2,510
Older Youths	75.5	4,126.4	2.8	2,844.8	
	466 617	2,426,338 588	11 399	1,069,638 376	

**Table M - Participation Levels**

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	17,779	8,733
Total Adult self-service only	0	0
WIA Adult	10,122	4,580
WIA Dislocated Worker	7,928	4,308
Total Youth (14-21)	9,057	3,189
Younger Youth (14-18)	6,729	2,204
Older Youth (19-21)	2,328	985
Out-of-School Youth	3,471	1,432
In-School Youth	5,586	1,757

Table N - Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		21702167.68
Local Dislocated Workers		18518325.00
Local Youth		19232913.93
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)		3182344.00
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		3931255.40
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description	
		0.00
		0.00
		0.00
		0.00
		0.00
		0.00
		0.00
		0.00
		0.00
		0.00
		0.00
Total of All Federal Spending Listed Above		66567006



**Table O - Local Performance**

Local Area Name <u>Fulton County</u>	Total Participants Served	Adults	556
		Dislocated Workers	591
		Older Youth (19 - 21)	110
		Younger Youth (14 - 18)	145
ETA Assigned # <u>13250</u>	Total Exiters	Adults	97
		Dislocated Workers	133
		Older Youth (19 - 21)	29
		Younger Youth (14 - 18)	8

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	61.8
	Dislocated Workers	0.0	71.1
	Older Youth	0.0	58.8
Retention Rates	Adults	0.0	77.9
	Dislocated Workers	0.0	89.8
	Older Youth	0.0	79.2
	Younger Youth	0.0	60.4
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	12244.4
	Dislocated Workers	0.0	20935.0
	Older Youth	0.0	2483.7
Credential/Diploma Rates	Adults	0.0	65.1
	Dislocated Workers	0.0	65.6
	Older Youth	0.0	16.7
	Younger Youth	0.0	85.7
Skill Attainment Rate	Younger Youth	0.0	0.0
Placement in Employment or Education	Youth (14 - 21)	0.0	73.9
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	72.2
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	53.1

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
			X

**Table O - Local Performance**

Local Area Name <u>West Central GA</u>	Total Participants Served	Adults	1562
		Dislocated Workers	1034
		Older Youth (19 - 21)	157
		Younger Youth (14 - 18)	510
ETA Assigned # <u>13225</u>	Total Exiters	Adults	777
		Dislocated Workers	589
		Older Youth (19 - 21)	71
		Younger Youth (14 - 18)	152

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	73.5
	Dislocated Workers	0.0	78.4
	Older Youth	0.0	69.2
Retention Rates	Adults	0.0	78.7
	Dislocated Workers	0.0	88.0
	Older Youth	0.0	79.5
	Younger Youth	0.0	73.7
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	11057.8
	Dislocated Workers	0.0	12345.9
	Older Youth	0.0	3660.5
Credential/Diploma Rates	Adults	0.0	60.2
	Dislocated Workers	0.0	62.0
	Older Youth	0.0	14.3
	Younger Youth	0.0	87.8
Skill Attainment Rate	Younger Youth	0.0	48.0
Placement in Employment or Education	Youth (14 - 21)	0.0	78.6
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	80.7
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	28.9

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

**Table O - Local Performance**

Local Area Name <u>Southwest GA</u>	Total Participants Served	Adults	478
		Dislocated Workers	383
		Older Youth (19 - 21)	92
		Younger Youth (14 - 18)	405
ETA Assigned # <u>13075</u>	Total Exiters	Adults	251
		Dislocated Workers	206
		Older Youth (19 - 21)	68
		Younger Youth (14 - 18)	203

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	51.0
	Dislocated Workers	0.0	72.9
	Older Youth	0.0	35.2
Retention Rates	Adults	0.0	84.0
	Dislocated Workers	0.0	89.0
	Older Youth	0.0	66.7
	Younger Youth	0.0	61.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	10787.8
	Dislocated Workers	0.0	17077.0
	Older Youth	0.0	3975.0
Credential/Diploma Rates	Adults	0.0	42.6
	Dislocated Workers	0.0	38.5
	Older Youth	0.0	5.8
	Younger Youth	0.0	43.0
Skill Attainment Rate	Younger Youth	0.0	86.1
Placement in Employment or Education	Youth (14 - 21)	0.0	49.4
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	81.7
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	73.3

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

**Table O - Local Performance**

Local Area Name <u>North East GA</u>	Total Participants Served	Adults	718
		Dislocated Workers	550
		Older Youth (19 - 21)	92
		Younger Youth (14 - 18)	376
ETA Assigned # <u>13275</u>	Total Exiters	Adults	347
		Dislocated Workers	317
		Older Youth (19 - 21)	44
		Younger Youth (14 - 18)	161

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	73.2
	Dislocated Workers	0.0	78.0
	Older Youth	0.0	83.3
Retention Rates	Adults	0.0	84.9
	Dislocated Workers	0.0	84.8
	Older Youth	0.0	71.4
	Younger Youth	0.0	70.4
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	12367.2
	Dislocated Workers	0.0	14020.1
	Older Youth	0.0	3304.6
Credential/Diploma Rates	Adults	0.0	62.4
	Dislocated Workers	0.0	64.3
	Older Youth	0.0	25.9
	Younger Youth	0.0	67.9
Skill Attainment Rate	Younger Youth	0.0	0.0
Placement in Employment or Education	Youth (14 - 21)	0.0	78.0
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	81.2
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	74.4

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

**Table O - Local Performance**

Local Area Name <u>Middle GA</u>	Total Participants Served	Adults	211
		Dislocated Workers	204
		Older Youth (19 - 21)	30
		Younger Youth (14 - 18)	101
ETA Assigned # <u>13265</u>	Total Exiters	Adults	76
		Dislocated Workers	128
		Older Youth (19 - 21)	14
		Younger Youth (14 - 18)	29

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	67.7
	Dislocated Workers	0.0	75.2
	Older Youth	0.0	89.5
Retention Rates	Adults	0.0	92.1
	Dislocated Workers	0.0	81.8
	Older Youth	0.0	92.3
	Younger Youth	0.0	73.2
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	13053.3
	Dislocated Workers	0.0	15574.8
	Older Youth	0.0	4665.7
Credential/Diploma Rates	Adults	0.0	61.6
	Dislocated Workers	0.0	63.5
	Older Youth	0.0	36.4
	Younger Youth	0.0	80.0
Skill Attainment Rate	Younger Youth	0.0	0.0
Placement in Employment or Education	Youth (14 - 21)	0.0	67.6
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	70.2
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	14.3

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

**Table O - Local Performance**

Local Area Name <u>Coastal</u>	Total Participants Served	Adults	390
		Dislocated Workers	225
		Older Youth (19 - 21)	202
		Younger Youth (14 - 18)	351
ETA Assigned # <u>13270</u>	Total Exiters	Adults	107
		Dislocated Workers	107
		Older Youth (19 - 21)	124
		Younger Youth (14 - 18)	190

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	81.3
	Dislocated Workers	0.0	77.9
	Older Youth	0.0	52.1
Retention Rates	Adults	0.0	91.4
	Dislocated Workers	0.0	86.7
	Older Youth	0.0	75.0
	Younger Youth	0.0	58.2
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	15744.8
	Dislocated Workers	0.0	14535.5
	Older Youth	0.0	2649.5
Credential/Diploma Rates	Adults	0.0	71.0
	Dislocated Workers	0.0	59.1
	Older Youth	0.0	22.9
	Younger Youth	0.0	44.0
Skill Attainment Rate	Younger Youth	0.0	70.2
Placement in Employment or Education	Youth (14 - 21)	0.0	63.1
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	83.6
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	39.5

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
			X

**Table O - Local Performance**

Local Area Name <u>Cobb County</u>	Total Participants Served	Adults	382
		Dislocated Workers	448
		Older Youth (19 - 21)	221
		Younger Youth (14 - 18)	433
ETA Assigned # <u>13245</u>	Total Exiters	Adults	247
		Dislocated Workers	336
		Older Youth (19 - 21)	96
		Younger Youth (14 - 18)	150

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	66.4
	Dislocated Workers	0.0	62.5
	Older Youth	0.0	63.0
Retention Rates	Adults	0.0	75.6
	Dislocated Workers	0.0	79.1
	Older Youth	0.0	69.4
	Younger Youth	0.0	59.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	12502.6
	Dislocated Workers	0.0	20470.4
	Older Youth	0.0	1962.5
Credential/Diploma Rates	Adults	0.0	52.3
	Dislocated Workers	0.0	47.6
	Older Youth	0.0	8.0
	Younger Youth	0.0	40.7
Skill Attainment Rate	Younger Youth	0.0	29.8
Placement in Employment or Education	Youth (14 - 21)	0.0	57.8
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	56.0
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	34.6

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

**Table O - Local Performance**

Local Area Name <u>Atlanta Regional</u>	Total Participants Served	Adults	1324
		Dislocated Workers	1328
		Older Youth (19 - 21)	460
		Younger Youth (14 - 18)	860
ETA Assigned # <u>13255</u>	Total Exiters	Adults	496
		Dislocated Workers	539
		Older Youth (19 - 21)	142
		Younger Youth (14 - 18)	241

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	64.6
	Dislocated Workers	0.0	69.2
	Older Youth	0.0	55.8
Retention Rates	Adults	0.0	84.0
	Dislocated Workers	0.0	88.5
	Older Youth	0.0	85.5
	Younger Youth	0.0	60.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	11612.0
	Dislocated Workers	0.0	18571.8
	Older Youth	0.0	5232.0
Credential/Diploma Rates	Adults	0.0	54.0
	Dislocated Workers	0.0	53.3
	Older Youth	0.0	18.2
	Younger Youth	0.0	48.0
Skill Attainment Rate	Younger Youth	0.0	73.8
Placement in Employment or Education	Youth (14 - 21)	0.0	66.0
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	70.7
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	43.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

**Table O - Local Performance**

Local Area Name <u>GA Mountains</u>	Total Participants Served	Adults	285
		Dislocated Workers	348
		Older Youth (19 - 21)	46
		Younger Youth (14 - 18)	183
ETA Assigned # <u>13050</u>	Total Exiters	Adults	104
		Dislocated Workers	222
		Older Youth (19 - 21)	5
		Younger Youth (14 - 18)	12

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	94.4
	Dislocated Workers	0.0	90.4
	Older Youth	0.0	100.0
Retention Rates	Adults	0.0	91.7
	Dislocated Workers	0.0	90.9
	Older Youth	0.0	71.4
	Younger Youth	0.0	73.1
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	13623.5
	Dislocated Workers	0.0	15097.7
	Older Youth	0.0	6169.4
Credential/Diploma Rates	Adults	0.0	77.0
	Dislocated Workers	0.0	74.7
	Older Youth	0.0	100.0
	Younger Youth	0.0	66.7
Skill Attainment Rate	Younger Youth	0.0	0.0
Placement in Employment or Education	Youth (14 - 21)	0.0	76.9
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	84.6
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	40.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
			X

**Table O - Local Performance**

Local Area Name <u>South GA</u>	Total Participants Served	Adults	731
		Dislocated Workers	311
		Older Youth (19 - 21)	266
		Younger Youth (14 - 18)	468
ETA Assigned # <u>13300</u>	Total Exiters	Adults	337
		Dislocated Workers	216
		Older Youth (19 - 21)	67
		Younger Youth (14 - 18)	95

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	85.2
	Dislocated Workers	0.0	84.7
	Older Youth	0.0	100.0
Retention Rates	Adults	0.0	85.5
	Dislocated Workers	0.0	88.1
	Older Youth	0.0	100.0
	Younger Youth	0.0	65.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	10380.1
	Dislocated Workers	0.0	12687.1
	Older Youth	0.0	3948.4
Credential/Diploma Rates	Adults	0.0	78.3
	Dislocated Workers	0.0	74.6
	Older Youth	0.0	84.2
	Younger Youth	0.0	72.4
Skill Attainment Rate	Younger Youth	0.0	75.0
Placement in Employment or Education	Youth (14 - 21)	0.0	91.9
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	96.2
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	22.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



**Table O - Local Performance**

Local Area Name <u>Heart of GA/Altahama</u>	Total Participants Served	Adults	287
		Dislocated Workers	185
		Older Youth (19 - 21)	51
		Younger Youth (14 - 18)	390
ETA Assigned # <u>13280</u>	Total Exiters	Adults	208
		Dislocated Workers	142
		Older Youth (19 - 21)	18
		Younger Youth (14 - 18)	128

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	80.2
	Dislocated Workers	0.0	76.9
	Older Youth	0.0	80.0
Retention Rates	Adults	0.0	84.6
	Dislocated Workers	0.0	93.7
	Older Youth	0.0	88.9
	Younger Youth	0.0	83.1
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	11413.6
	Dislocated Workers	0.0	13305.4
	Older Youth	0.0	3618.1
Credential/Diploma Rates	Adults	0.0	44.0
	Dislocated Workers	0.0	44.1
	Older Youth	0.0	36.4
	Younger Youth	0.0	80.7
Skill Attainment Rate	Younger Youth	0.0	91.7
Placement in Employment or Education	Youth (14 - 21)	0.0	82.7
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	87.8
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	78.4

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

**Table O - Local Performance**

Local Area Name <u>Middle Flint</u>	Total Participants Served	Adults	181
		Dislocated Workers	79
		Older Youth (19 - 21)	46
		Younger Youth (14 - 18)	40
ETA Assigned # <u>13285</u>	Total Exiters	Adults	63
		Dislocated Workers	43
		Older Youth (19 - 21)	17
		Younger Youth (14 - 18)	22

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	78.7
	Dislocated Workers	0.0	84.7
	Older Youth	0.0	38.5
Retention Rates	Adults	0.0	77.1
	Dislocated Workers	0.0	79.7
	Older Youth	0.0	87.5
	Younger Youth	0.0	54.5
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	13032.0
	Dislocated Workers	0.0	12832.3
	Older Youth	0.0	2813.0
Credential/Diploma Rates	Adults	0.0	74.5
	Dislocated Workers	0.0	65.2
	Older Youth	0.0	0.0
	Younger Youth	0.0	0.0
Skill Attainment Rate	Younger Youth	0.0	0.0
Placement in Employment or Education	Youth (14 - 21)	0.0	47.4
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	0.0
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	56.1

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

**Table O - Local Performance**

Local Area Name <u>Dekalb County</u>	Total Participants Served	Adults	1342
		Dislocated Workers	876
		Older Youth (19 - 21)	100
		Younger Youth (14 - 18)	695
ETA Assigned # <u>13240</u>	Total Exiters	Adults	331
		Dislocated Workers	422
		Older Youth (19 - 21)	17
		Younger Youth (14 - 18)	98

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	76.7
	Dislocated Workers	0.0	76.3
	Older Youth	0.0	100.0
Retention Rates	Adults	0.0	90.2
	Dislocated Workers	0.0	95.4
	Older Youth	0.0	100.0
	Younger Youth	0.0	79.5
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	14438.9
	Dislocated Workers	0.0	26836.3
	Older Youth	0.0	5250.5
Credential/Diploma Rates	Adults	0.0	50.8
	Dislocated Workers	0.0	62.2
	Older Youth	0.0	52.9
	Younger Youth	0.0	64.0
Skill Attainment Rate	Younger Youth	0.0	0.0
Placement in Employment or Education	Youth (14 - 21)	0.0	89.4
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	72.2
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	33.3

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
			X

**Table O - Local Performance**

Local Area Name <u>City of Atlanta</u>	Total Participants Served	Adults	523
		Dislocated Workers	296
		Older Youth (19 - 21)	158
		Younger Youth (14 - 18)	916
ETA Assigned # <u>13235</u>	Total Exiters	Adults	568
		Dislocated Workers	225
		Older Youth (19 - 21)	108
		Younger Youth (14 - 18)	316

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	70.2
	Dislocated Workers	0.0	70.4
	Older Youth	0.0	68.2
Retention Rates	Adults	0.0	82.1
	Dislocated Workers	0.0	87.3
	Older Youth	0.0	83.6
	Younger Youth	0.0	77.6
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	13551.6
	Dislocated Workers	0.0	15239.5
	Older Youth	0.0	5890.7
Credential/Diploma Rates	Adults	0.0	20.4
	Dislocated Workers	0.0	39.0
	Older Youth	0.0	12.0
	Younger Youth	0.0	83.2
Skill Attainment Rate	Younger Youth	0.0	26.1
Placement in Employment or Education	Youth (14 - 21)	0.0	69.7
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	76.3
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	42.3

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

**Table O - Local Performance**

Local Area Name <u>Lower Chattahoochee</u>	Total Participants Served	Adults	171
		Dislocated Workers	53
		Older Youth (19 - 21)	45
		Younger Youth (14 - 18)	191
ETA Assigned # <u>13110</u>	Total Exiters	Adults	96
		Dislocated Workers	28
		Older Youth (19 - 21)	19
		Younger Youth (14 - 18)	51

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	72.7
	Dislocated Workers	0.0	82.6
	Older Youth	0.0	90.0
Retention Rates	Adults	0.0	91.1
	Dislocated Workers	0.0	100.0
	Older Youth	0.0	88.5
	Younger Youth	0.0	76.2
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	11035.6
	Dislocated Workers	0.0	14801.5
	Older Youth	0.0	6070.9
Credential/Diploma Rates	Adults	0.0	56.9
	Dislocated Workers	0.0	66.7
	Older Youth	0.0	35.7
	Younger Youth	0.0	98.0
Skill Attainment Rate	Younger Youth	0.0	0.0
Placement in Employment or Education	Youth (14 - 21)	0.0	77.8
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	95.7
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
			X

**Table O - Local Performance**

Local Area Name <u>NW Georgia</u>	Total Participants Served	Adults	453
		Dislocated Workers	785
		Older Youth (19 - 21)	132
		Younger Youth (14 - 18)	302
ETA Assigned # <u>13210</u>	Total Exiters	Adults	223
		Dislocated Workers	537
		Older Youth (19 - 21)	73
		Younger Youth (14 - 18)	232

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	79.9
	Dislocated Workers	0.0	83.9
	Older Youth	0.0	81.3
Retention Rates	Adults	0.0	79.1
	Dislocated Workers	0.0	85.4
	Older Youth	0.0	74.2
	Younger Youth	0.0	64.2
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	12235.5
	Dislocated Workers	0.0	14322.9
	Older Youth	0.0	3286.2
Credential/Diploma Rates	Adults	0.0	65.7
	Dislocated Workers	0.0	55.9
	Older Youth	0.0	22.0
	Younger Youth	0.0	45.6
Skill Attainment Rate	Younger Youth	0.0	83.0
Placement in Employment or Education	Youth (14 - 21)	0.0	79.8
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	79.0
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	90.4

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

**Table O - Local Performance**

Local Area Name <u>East Central</u>	Total Participants Served	Adults	160
		Dislocated Workers	76
		Older Youth (19 - 21)	36
		Younger Youth (14 - 18)	148
ETA Assigned # <u>13260</u>	Total Exiters	Adults	69
		Dislocated Workers	38
		Older Youth (19 - 21)	14
		Younger Youth (14 - 18)	51
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	78.6
	Dislocated Workers	0.0	84.3
	Older Youth	0.0	54.5
Retention Rates	Adults	0.0	77.3
	Dislocated Workers	0.0	83.9
	Older Youth	0.0	75.0
	Younger Youth	0.0	62.2
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	15582.6
	Dislocated Workers	0.0	13256.2
	Older Youth	0.0	5881.0
Credential/Diploma Rates	Adults	0.0	42.2
	Dislocated Workers	0.0	65.9
	Older Youth	0.0	53.8
	Younger Youth	0.0	89.8
Skill Attainment Rate	Younger Youth	0.0	75.0
Placement in Employment or Education	Youth (14 - 21)	0.0	55.2
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	87.0
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	53.8
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			
		0.0	0.0
		0.0	0.0
Overall Status of Local Performance	<b>Not Met</b>		
	<b>Met</b>		
			X

**Table O - Local Performance**

Local Area Name <u>Richmond/Burke Counties</u>	Total Participants Served	Adults	243
		Dislocated Workers	77
		Older Youth (19 - 21)	73
		Younger Youth (14 - 18)	167
ETA Assigned # <u>13195</u>	Total Exiters	Adults	119
		Dislocated Workers	36
		Older Youth (19 - 21)	50
		Younger Youth (14 - 18)	52

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	86.7
	Dislocated Workers	0.0	91.7
	Older Youth	0.0	78.8
Retention Rates	Adults	0.0	72.5
	Dislocated Workers	0.0	83.9
	Older Youth	0.0	89.8
	Younger Youth	0.0	82.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	10825.3
	Dislocated Workers	0.0	12086.6
	Older Youth	0.0	4375.3
Credential/Diploma Rates	Adults	0.0	68.9
	Dislocated Workers	0.0	46.3
	Older Youth	0.0	55.3
	Younger Youth	0.0	80.0
Skill Attainment Rate	Younger Youth	0.0	0.0
Placement in Employment or Education	Youth (14 - 21)	0.0	78.9
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	71.6
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	61.1

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

**Table O - Local Performance**

Local Area Name <u>Macon-Bibb</u>	Total Participants Served	Adults	124
		Dislocated Workers	79
		Older Youth (19 - 21)	11
		Younger Youth (14 - 18)	48
ETA Assigned # <u>13295</u>	Total Exiters	Adults	64
		Dislocated Workers	44
		Older Youth (19 - 21)	9
		Younger Youth (14 - 18)	13

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	72.1
	Dislocated Workers	0.0	73.8
	Older Youth	0.0	75.0
Retention Rates	Adults	0.0	84.4
	Dislocated Workers	0.0	90.0
	Older Youth	0.0	75.0
	Younger Youth	0.0	89.5
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	12354.2
	Dislocated Workers	0.0	11799.7
	Older Youth	0.0	4046.4
Credential/Diploma Rates	Adults	0.0	60.5
	Dislocated Workers	0.0	60.0
	Older Youth	0.0	31.3
	Younger Youth	0.0	33.3
Skill Attainment Rate	Younger Youth	0.0	75.0
Placement in Employment or Education	Youth (14 - 21)	0.0	68.8
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	56.7
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	33.3

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

States/grantees are not required to respond to these reporting requirements unless they display an OMB approval number. Respondents' obligation to reply to these reporting requirements are mandatory per WIA section 185 (29 U.S.C. 2935) and WIA Regulations 20 CFR 667.300(e)(2); Wagner-Peyser Act section 10 (29 U.S.C. 491), Older Americans Act section 503(f)(3) and (4) (42 U.S.C. 3056a(f)(3) and (4)), and TAA Regulations 20 CFR 617.57. Public reporting burden for the collection of information is estimated to average 400 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this information collection, including suggestions for reducing this burden, to the Employment and Training Administration, U.S. Department of Labor, Office of Performance and Technology, Division of System Accomplishments, 200 Constitution Avenue, N.W., Washington, DC, 20210 (Paperwork Reduction Project No. 1205-0420).