



STATE OF GEORGIA PY22 WIOA ANNUAL NARRATIVE REPORT

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Report Overview

This Annual Performance Report Narrative covers the Workforce Innovation & Opportunity Act (WIOA) activities that occurred in Program Year (PY) 2022 and includes Georgia's efforts based on the blueprint laid out in the PY20-24 Unified State Plan. Per USDOL guidance, this report includes a review of work completed in Georgia under WIOA Titles I and III administered by the Technical College System of Georgia, Office of Workforce Development (OWD).

Primary funding for Georgia's workforce system operations is provided by the WIOA core partner programs. Other formula-based and competitive federal, state, and local resources that support the workforce system include, but are not limited to, the Social Security Administration's Ticket-to-Work program, National Dislocated Worker Grant (NDWG), Trade Adjustment Assistance program (TAA), Migrant & Seasonal Farmworker Assistance (MSFW), as well as USDOL and state-funded Apprenticeship grants. Activities under these programs are detailed below.

In the past year Georgia's public workforce system has seen significant changes in the administration of WIOA. At the direction of the Governor and state legislature, the Wagner-Peyser program was transitioned from the Georgia Department of Labor (GDOL) to the Technical College System of Georgia (TCSG). As such, TCSG is now Georgia's State Workforce Agency (SWA). This transition will allow for a more seamless delivery of services and removal of duplicative efforts in Georgia's public workforce system; and will create better opportunities for data integration, participant tracking across programs, and offer an even fuller suite of services to employers engaging with the system. While transitioning the Title III Employment Services program was the main focus of the transition, the following accompanying programs also moved from GDOL to TCSG this year: Migrant and Seasonal Farmworker (MSFW), Jobs for Veterans State Grant (JVSG), the Title III Business Services Unit, as well as the State's Rapid Response activities, which had previously been contracted out to GDOL.

While many transition activities are still ongoing in the interest of continuous improvement, Georgia spent a significant portion of Program Year 2022 planning and implementing these changes. This included hiring and onboarding additional team members, examining the needed footprint beyond the existing Comprehensive and Affiliate One-Stops, working collaboratively with GDOL, the State Properties Commission, and USDOL to identify options for transitioning physical property, and building out the WorkSource Georgia Labor Exchange System. This report will reflect many of those activities, but due to the page limits of the Annual Performance Narrative Report and all of the great work happening in Georgia, not all transition-related efforts will be captured. Georgia intends for the upcoming State Plan to focus heavily on strategies for ongoing alignment of workforce development activities in light of the transition.

It is Georgia's intent to integrate and align all TCSG and partner resources to maximize efficiency and effectiveness in meeting customer needs; to implement a 21st century solution for labor exchange needs, and become the go-to, first-choice solution/resource for Georgia employers and job seekers. This will be accomplished through the improved alignment of services along the WIOA spectrum with Titles I, II, and III residing at TCSG; ensuring more streamlined coordination and partnership with LWDA's for outreach to participants and recruitment of employers; as well as providing comprehensive recruitment opportunities on multiple fronts to support employers and cultivate talent pipelines.

Strategic Goals

The WorkSource Georgia (WSGA) system, under the leadership of the Governor and the State Workforce Development Board (SWDB), is motivated to build strong partnerships among the state's workforce system stakeholders, job seekers, and employers. This involves creating meaningful linkages between the education and workforce systems, aligning data where possible, and identifying best practices for serving individuals with barriers to employment. Through the One-Stop System, the partner programs and service providers ensure that businesses and job seekers have access to information and services that lead to positive educational and employment outcomes. Georgia strives to provide job seekers with the skills and credentials necessary to secure and advance in employment; enable businesses and employers to easily identify, hire, and retain skilled workers; and ensure high-quality integrated data informs decisions made by policy makers, employers, and job seekers. Georgia is committed to connecting talent with opportunity through these activities.

In addition to inclusion in the Unified State Plan modification, the strategic goals for the workforce system are continuously revisited through frequent partner and SWDB meetings to ensure Georgia maintains its focus on the following priorities:

1. Utilize Sector Partnerships to inform and guide strategic workforce development strategies and enhance coordination.
2. Develop a streamlined and regionally integrated workforce system that delivers efficient services to both businesses and individuals.
3. Capitalize on the workforce system to create opportunities for all Georgians to prosper.
4. Continuously align workforce and education system objectives to the current and future occupational and skills requirements for the state of Georgia.
5. Expand the pool of eligible employees by increasing the participation of Strategic Populations (i.e., Veterans, individuals experiencing homelessness, returning citizens, Adult Education students, English Language Learners, and more) in the workforce system.

Effectiveness in Serving Employers

In PY22, the state of Georgia experienced a record year of business and employment activity on a number of fronts: record years of economic development investment, job creation, trade, as well as record low unemployment and labor force participation.

The dynamic of historic economic growth combined with historic labor shortages continues to leave many employers with unprecedented workforce challenges, increasing the importance of workforce development services provided through WorkSource Georgia. From accessing talent from special populations to participating in work-based training programs, Georgia's workforce development system played a critical role for helping local businesses transform the way they hire, train, and retain Georgia workers.

Continuing this program year, WorkSource Georgia collectively worked to modernize the employer engagement approach utilized throughout the workforce system, principally among business service practitioners. WorkSource Georgia will continue to focus on building more effective service delivery to local, regional, and statewide employers.

Key components of this employer engagement strategy includes:

- Consultative Approach – Focusing on addressing the workforce challenge of an employer through individualized solutions based on available services offered by WSGA.

- Convening Partners – Leveraging partnerships that workforce development boards and staff have to serve the needs of businesses, such as community partners that can help employers access services such as childcare, language support, etc.
- Expanding Service to Employers – Ensuring all workforce development staff play a role in the delivery of businesses services as opposed to traditional models that exclusively serve businesses through business services practitioners.

For PY22, the following data was certified in the Workforce Integrated Performance System (WIPS) as of October 2023.

EFFECTIVENESS SERVING EMPLOYERS		
Employer Services	Establishment Count	
Employer Information and Support Services	1,142	
Workforce Recruitment Assistance	5,264	
Engaged in Strategic Planning/Economic Development	89	
Accessing Untapped Labor Pools	591	
Training Services	56	
Incumbent Worker Training Services	26	
Rapid Response/Business Downsizing Assistance	45	
Planning Layoff Response	2	
Pilot Approaches	Numerator	Rate
	Denominator	
Retention with Same Employer in the 2nd and 4th Quarters After Exit Rate	45,862	57.0%
	80,473	
Employer Penetration Rate		
Repeat Business Customers Rate	5,155	56.4%
	9,136	

Overview of Business Services

With the transition of the WIOA Title III program to TCSG, the State, under the WorkSource Georgia umbrella, is now able to offer a full suite of workforce development services to businesses that meet their needs at every point of the business lifecycle. OWD now officially consists of four teams dedicated to serving businesses:

- Title I Business Services: This team is responsible for (1) administering grants and programs focused on increasing available talent for Georgia businesses, such as dislocated worker grants; (2) developing guidance, policy, and resources for LWDA's

administering Title I business services programs; and (3) promoting industry sector and community partnerships increase access to good jobs in Georgia.

- **Rapid Response:** This team is responsible for (1) assisting businesses and communities with building resiliency to avert future layoffs and closures; (2) responding to active or impending mass layoffs and closures in Georgia; and (3) providing support to dislocated workers and businesses during natural disasters.
- **Apprenticeships (Apprentice Georgia):** This team is responsible for (1) promoting the expansion of registered apprenticeships throughout the state; (2) assisting businesses with creating or expanding apprenticeships; and (3) administering apprenticeship funding to businesses and workforce development organizations.
- **Title III Business Services:** This team is responsible for providing a wide array of services to assist businesses with their recruitment needs through customized workforce solutions such as recruitment and staffing support, access to the State's labor exchange system, labor market information, veteran services, customized recruitment, etc.

Customer Satisfaction

The state sent an online survey to WIOA participants who exited during PY22 as well as employers who received business services to assess customer satisfaction. The state sent a link to an online survey via direct email and then later with a follow up using a messaging option within the jobseekers' registration portal with eight (8) multiple choice questions and an open-ended request for feedback. The survey asked:

1. What was the purpose of your visit to the Career Center or One Stop Partner?
2. How satisfied were you with any additional services or information that was provided/offered beyond what you originally requested or expected
3. How satisfied were you with your visit, or services, from the Career Center or One Stop Partner?
4. How satisfied were you with the professional demeanor and treatment by the staff?
5. How would you rate your overall experience with the Career Center?
5. How satisfied were you with the timeliness of the help you received
6. Were the services you received as an employer or a job seeker?
7. As an employer, how satisfied were you with the business services assistance (i.e. - job postings, job fairs/hiring events, labor market information, etc...)
8. As a job seeker, how satisfied were you with the employment services assistance you received (résumé assistance, job referrals, workshops, labor market information, etc...)?
9. Your feedback will help us identify where we are doing well, and areas that need improvement to ensure our service delivery experience is positive, inclusive, and effective. Also, would you like to recognize a Staff member that exemplified excellent service that was provided to you?

On average, it took the participants one minute and 20 seconds to complete the survey. The majority of respondents felt very favorable regarding their experience, for example:

- 84.29% said they were "very or somewhat satisfied" with the services and information they received from the Career Center or One Stop Partner;
- 88.0% said they were "very or somewhat satisfied" with the professional demeanor and treatment of the staff;
- 83.37% said they were "very or somewhat satisfied" with the timeliness of the services they received;
- 100% of the 17 employers who responded were "very or somewhat satisfied" with the business services they received.

Evaluation Activities

Georgia ensures the overall effectiveness of the WIOA Title I services primarily through the annual monitoring review of the Local Workforce Development Areas (LWDA). OWD conducts annual monitoring to satisfy its oversight responsibilities under the law, but also utilizes these reviews to inform technical assistance and training offerings throughout the year. Please see “Training Academy” section for examples of sessions offered in PY22. As federal, state, and local guidance is released on a rolling basis, the annual monitoring ensures that LWDAs maintain up-to-date, compliant service delivery structure and practices. The monitoring process typically begins in September and lasts through May and is conducted by a multi-disciplinary team. The evaluation process includes, but is not limited to: a desk review of key documents, such as governing policies and procedures, LWDB bylaws and minutes, Memorandums of Understanding, as well as contracts; interviews of LWDA and Fiscal Agent staff, and an inspection of electronic case files and other relevant information for the Program Year in review. This process evaluates the workforce activities both at the structural level to ensure effective systems and policies and in place, as well as at the individual level to ensure programs and services are being appropriately delivered to participants.

The desk review portion of monitoring begins as soon as the requested documents are submitted by the LWDA, usually two weeks to one month ahead of the monitoring week. The review process concludes with two to three final days of testing on-site, to include a virtual entrance meeting with LWDA staff, follow-up on any missing information, staff interviews regarding key roles and procedures, and an exit meeting with LWDA staff to communicate deficiencies, notable practices, and/or best practice recommendations from OWD. At the conclusion of the monitoring week, a final report is produced to explain all deficiencies and identify required actions to resolve those. The corrective action follow-up takes place in the weeks and months after the monitoring week, depending on the issues identified and the actions necessary.

The State saw a reduction in monitoring findings this year across Programmatic, Financial, and general Compliance testing areas. OWD attributes this to the training and support being provided by the State to local staff, as well as the ever-increasing peer learning opportunities amongst LWDAs. Where possible, OWD facilitates connections between local staff to help share best practices from another part of the state and/or to assist those struggling with similar challenges in the service area.

OWD also utilizes other mechanisms to evaluate the WIOA Title I services around the state, such as desk reviews outside of annual monitoring, regular contact with LWDAs, and convening focus groups to evaluate proposed guidance, communicate training needs, and more. LWDA staff have unrestricted access to OWD staff and maintain regular contact to request technical assistance, share successes and challenges – some of which are captured in this report, as well as participating in regularly scheduled communication opportunities between local and state staff. The Office of Workforce Development convenes monthly conference calls with LWDA leadership and staff to ensure that needs from the field are considered and incorporated into the State’s evaluation activities.

Evaluation or Research Projects

While Georgia did not have any formal evaluation or research projects ongoing in Program Year 2022, evaluating the current system is a high priority as we further integrate these programs and identify job seeker and employer needs across the state. Georgia will maintain close communication with our Federal Project Officer and Regional Administrator at the USDOL Employment and Training Administration to identify opportunities to implement formal

research projects in the future. Any additional technical assistance that can be provided by ETA will be greatly appreciated, particularly sharing funding opportunities in support of these projects.

Performance Accountability System

Specific State Performance Measures

Georgia’s WIOA title I programs do not have any unique measures or goals outside of the mandated common measures.

Performance Deficiencies

Georgia’s WIOA Title I programs did not have performance deficiencies for ProgramYear 2021 as noted in the statewide performance table below, in fact nearly all performance goals were exceeded for the year despite reduced funding:

Measure	Actual	Goal	% of Goal
Adult Q2 Employment Rate	82.75%	80.00%	103.44%
Adult Q4 Employment Rate	79.50%	78.00%	101.92%
Adult Median Earnings	\$8,995	\$7,121	126.31%
Adult Credential Attainment	73.17%	73.00%	100.23%
Adult Measurable Skill Gains	66.78%	50.00%	133.55%
DW Q2 Employment Rate	83.88%	81.00%	103.56%
DW Q4 Employment Rate	83.67%	79.00%	105.91%
DW Median Earnings	\$10,826	\$9,558	113.27%
DW Credential Attainment	71.83%	75.00%	95.77%
DW Measurable Skill Gains	64.42%	50.00%	128.85%
Youth Q2 Employment Rate	80.40%	72.00%	111.67%
Youth Q4 Employment Rate	76.18%	75.00%	101.57%
Youth Median Earnings	\$4,306	\$3,000	143.54%
Youth Credential Attainment	67.99%	67.80%	100.28%
Youth Measurable Skill Gains	54.99%	50.00%	109.97%

Overall

Adult	113.09%
DW	109.47%
Youth	113.41%

See Appendices for Actual (PY22) and Negotiated (PY23) Performance Levels for Local Areas.

Common Exit Policy

With guidance from USDOL-ETA, Georgia has defined Common Exit for DOL–Administered Programs Only as: A “common exit” occurs when a participant who is enrolled in multiple DOL- administered partner programs has not received services from any DOL-administered program to which the common exit policy applies for at least 90 days and no future services are planned. Georgia recognizes that a common exit policy must include:

- WIOA title I Adult,
- WIOA title I Dislocated Worker, and
- WIOA title I Youth, and
- WIOA title III Employment Service.

As Georgia reports its quarterly Wagner-Peyser, Trade and WIOA Title I PIRLs to USDOL-ETA, it recognizes this definition and impact.

Data Validation

The random sampling tool within the WorkSource Georgia Portal was utilized to generate a representation of records from each program. The WorkSource Georgia system has a random sampling methodology that provided a sufficient representation of records for each program and the required elements that were specific to the respective program. The random customers selected had a Data Validation mapping worksheet accessible which is directly sourced from Training and Employment Guidance Letter (TEGL) 23-19, Change 2, Attachment II. The Data Validation mapping worksheet outputs all data fields that have been deemed subject to data validation and allows the user to view data elements numbers, names, definitions, and source documentation for all applicable programs. At the conclusion of the Data Validation process, cumulative error rates for each element, by program, were calculated based on all the participant records reviewed.

To be considered as passing Data Validation review, the programmatic pass/fail ratio must be below 5% reporting error. If the pass/fail is above the 5% reporting error threshold for any program during the quarterly review, the program being reviewed, and any responsible entities, i.e. local areas, career center, etc., must provide an action plan, within 30 days of the identified deficiencies, with proposed resolution in order to remedy the data validation error rates.

The PY22 Data Validation results are as follows:

Program	Files Validated	Elements Evaluated	Pass	Fail	Error Rate
Adult	172	1460	1433	27	1.80%
Dislocated Worker	101	924	881	43	4.88%
Youth	112	909	900	9	1.00%
NDWG	40	304	297	7	2.36%

Diversity, Equity, Inclusion & Accessibility

As a large state, both in terms of geography and population, Georgia has a diverse group of stakeholders to serve through the workforce development system and places a high priority on continuous improvement as it relates to diversity, equity, inclusion, and accessibility. Georgia has crafted programs focused on enhancing services to veterans and transitioning service

members, opportunity youth, individuals with disabilities, and returning citizens in order to connect those individuals with employers across the state. At the State level these efforts include regular collaboration across departments and agencies. Georgia has also developed joint guidance to local sub-grantees to reduce system barriers where possible and encourage increased participation of strategic population groups. OWD's Strategic Populations Team is specifically designed to prioritize these individuals by increasing their access to services from the state's public workforce system. Through the transition of Title III to TCSG, the Office of Workforce Development also aligned the efforts focusing on strategic populations. Prior to the transition, there were teams focusing on these efforts on both the Title I and III sides of the house. In consolidating these teams under the same leadership of OWD's Director of Grants and Strategic Populations and Director of Operations, TCSG intends to maximize the state-level talent and resources that serve these populations.

In order to successfully complete this task, the Strategic Populations Team focuses on assisting LWDA's with ongoing services and supports to remove programmatic and physical barriers at the state and local level. This work involves creating networks specific to strategic populations for outreach, identifying best practices to meet the particular needs of these population groups, and developing job aides for LWDA staff navigating unfamiliar process or documentation requirements. Additionally, when additional funds are available outside of formula allocations, OWD targets funding to innovative cohorts, practices, and trainings that focus on building a more diverse and inclusive workforce.

One of the most prominent workforce challenges that Georgia businesses faced during this program year was accessing locally available, skilled workers. To help address this challenge, the State worked to integrate DEIA components into the delivery of WIOA Business Services as a strategy to expand the available labor force and increase retention of special populations in Georgia's high-demand industries. Through the WorkSource Sector Partnerships Grant, the State established the first-ever set of sector partnership priorities, including Diversity, Equity, and Inclusion. This change required Georgia's regional sector partnerships, funded and led by WIOA Programs, to actively encourage businesses and industries to hire a workforce that is more diverse and inclusive and to promote best practices related to fostering equity in the workplace. Additionally, through the QUEST Dislocated Worker Grant, the State launched the Untapped Workforce Initiative focused on expanding Georgia's workforce by engaging individuals who left the workforce during the pandemic and individuals historically left out of the workforce, such as marginalized populations. This initiative includes a variety of programming for employers and communities that is inherently DEIA-focused, such as employing and retaining special populations and mitigating barriers to employment.

Local Workforce Development Area DEIA Highlights

WorkSource Metro Atlanta – Economic Mobility

WorkSource Metro Atlanta, comprised of the five metro workforce boards, began a system-wide project to positively affect economic mobility in the region. Leveraging the collaboration and partnerships of sector strategy work, the five boards applied a human-centered design approach to improving the intake and eligibility experience of job seekers. The approach included both qualitative and quantitative analysis of intake and eligibility process and procedures aimed at a) reducing the time job seekers wait between application and training, and b) to examine the outcomes of participants accessing the workforce system.

The human-centered design work reduced application times by 46 days in the first year, to an average of 65 days between application and enrollment in training. Additionally, nearly 77% of all applicants to the five metro boards completed the suitability process to select training

programs. Finally, WorkSource Metro Atlanta has demonstrated that participants who successfully complete training in an in-demand field receive more equitable outcomes for wages than individuals who are not entering into high-demand fields. The next steps for the human-centered design work include efforts to reduce intake to 45 days, and to improve training completion outcomes by piloting partnerships and strategies which provide more equitable access to supportive services.

WorkSource Cobb – English Language Learner Initiative

Based on data from an Emory University study on “Removing Jurisdictional Barriers for Economic Mobility in Metro Atlanta,” which identified gaps in employment and advancement opportunities, WorkSource Cobb recognized a need to expand services to Spanish speakers in their area. This initiative established the English Language Learners Partners Council to foster and support partner relationships and to maximize resources in the community through advocacy, education, and networking. The council includes social services, immigration and legal services, mental health resources, domestic violence supports, as well as education partners across the spectrum of Pre-k through higher education and training providers. The ELLI program resulted in a significant increase in the number of English Language Learners that they served, even amidst a general decline in enrollment. This program showcases that data-driven decisions can effect real change, and that a focus on serving those with higher needs requires robust partnerships to ensure all participant needs are met.

Activities under Governor’s Reserve Funds

Sector Partnerships and Career Pathways

Sector Partnerships have been critically important in ensuring that Georgia’s workforce system meets the current and future needs of job seekers, employers, education partners, and their surrounding communities. During the program year, Georgia executed and implemented the revamped structure of the WorkSource Sector Partnerships Grant, which directly invests in regional initiatives led by LWDA’s to develop strong working collaboratives with partners to cultivate talent pipelines into specific high-demand industries. Sector Partnership priorities currently include:

- Diversity, Equity, and Inclusion,
- Employer Engagement,
- Data-Informed Activities
- WIOA Special Populations, and
- Accessible Career Pathways.

This year’s WorkSource Sector Partnership Grant introduced a required 25% match of the total award granted to encourage sustainability and partnership. This match can leverage training funds as well as partner contributions, which increases the alignment of WIOA services to sector partnerships. OWD also required applicants to submit five letters of commitment from their partners that clearly stated and defined the roles and responsibilities of those partners. Additionally, this year’s grant implemented more robust metrics to review applications. Metrics were based on previous sector partnership work, evidence of strong partnerships, clearly defined projects, attainable goals, and budget accuracy and reasonableness. The award amount was given based on a composite score composed of five factors, which were:

- Previous sector partnership work,
- Population of the region,
- Regional unemployment rate, and
- Regional labor force participation rate.

A key and ongoing byproduct of Georgia's sector partnership activities and investment are accessible and aligned career pathways that ensure individuals in Georgia, specifically those from special and marginalized populations, have access to quality and sustainable careers. To accomplish this, WorkSource Georgia worked to align sector partnerships to The Untapped Workforce Initiative and the QUEST Dislocated Worker Grant.

Training Academy

The WorkSource Georgia Academy serves as a training platform on the provisions of WIOA in the State of Georgia. Our goal is to create an effective workforce system to meet job seeker and employer needs. In order to meet that goal, OWD created a virtual learning environment that focuses on the most effective learning process for the various roles within the workforce system. State staff, local staff, and partners can access online resources from previous Academy Conferences, webinars, and other presentations. New information and tools are added on a rolling basis, and are often developed in conjunction with local and partner staff. OWD, in collaboration with local staff, has begun to develop a Learning Management System to create an even more robust training platform.

While no in-person conference was offered in PY22, OWD produced multiple virtual training sessions via Zoom throughout the year. These sessions were well-attended by LWDA, OWD, and partner staff, and provided in-depth training on many topics. Between December 2022 and June 2023, OWD created and released six (6) programmatic training modules that focused on Adult and Dislocated Worker Eligibility, Income Eligibility requirements, appropriate use of Objective Assessments and Individual Employment Plans, effective case management, and more. These resources are maintained on the State's website and are made available to all LWDA staff. OWD intends to further build out training resources to facilitate onboarding of new local staff, as well as improve service delivery while maintaining compliance with federal and state requirements. Other sessions offered include, but are not limited to:

- Measurable Skill Gains
- ETPL Student Data Submission Process
- Youth Roundtable Sessions: OWD hosted regional, in-person training sessions for local staff and providers that serve youth. These sessions focused on information from the National Youth Employment Coalition, and provided training and resources on calculating family income for youth, appropriate use of Youth Program Element 10 – Comprehensive Guidance and Counseling in response to the national youth mental health crisis, as well as foundational training on Youth eligibility for new staff.

Additionally, OWD facilitated training sessions for partner agencies and provided LWDAs with exposure to community resources and information pertinent to frontline staff working with the public, such as:

- Introduction to CAPS Program
- Introduction to National Alliance for Mental Illness (NAMI)
- An Overview of Human Trafficking

Rapid Response

In January 2023, the State transitioned the Rapid Response Program from the Georgia Department of Labor to the Technical College System of Georgia. This presented an opportunity to evaluate and update the delivery of rapid response services to meet the needs of Georgia's post-pandemic business landscape. Georgia's newly established Rapid Response program was restructured to focus on business retention, economic resilience, and building and strengthening partnerships, all of which are critical to increasing layoff aversion as well as effectively responding to layoff events.

The new Rapid Response structure includes a state-level team comprised of seven regionally based coordinators to facilitate the delivery of services, a system office-based specialist to process and distribute WARN filings and other resources, and a manager to lead and manage the day-to-day of the team. In addition to the state team, each LWDA receives a base grant award to carry out rapid response activities in alignment with the state team and has access to additional funds for related training programs, such as incumbent worker training programs.

During this program year, the State was able to fully offer in-person services to employers and affected workers yet continued to offer virtual services as a readily available option. Services to affected employers included layoff aversion and mitigation services, education on WARN requirements, facilitating a coalition of partner agencies to determine services to be rendered, etc. Services to affected employees included information sessions that provide access to resources for reemployment services, educational and occupational training, and information on how to file UI claims.

During Program Year 2022, the state-level Rapid Response Program directly assisted 94 employers with services and responded to 75 WARN filings.

National Dislocated Worker Grant

In PY2022, Georgia continued its implementation of the COVID-19 National Dislocated Worker Grant to assist workers affected by the COVID-19 pandemic until its conclusion in April 2023. As Georgia's economy and communities continued to rebound and recover, this grant had been integral in providing job training to individuals re-entering the workforce from dislocation, and in need of more advanced skills to obtain sustainable employment.

In September 2022, Georgia was awarded \$15 million through the QUEST National Dislocated Worker Grant. This grant has been essential in continuing to provide training for individuals affected by the COVID-19 pandemic. Specifically, the QUEST DWG aims to serve those who seek long-term employment in high-demand industries with a particular focus on serving individuals from historically marginalized communities. Given the workforce's lack of need for temporary COVID-19-related jobs, QUEST DWG program funds are dedicated solely to providing employment and training services to participants.

Examples of successful outcomes of the grant include an exponentially growing enrollment rate with the QUEST DWG having served over 500 participants in the first year of its lifecycle. Other positive outcomes include the LWDAs' continued development of partnerships with external stakeholders and the Untapped Workforce Initiative, which aims to strengthen the relationships between workforce professionals and employers. This initiative has proven to be a valuable resource not only for frontline LWDA staff, but also for other stakeholders as they are given a firsthand look at strategies for best practices, industry engagement, and recruitment.

To further assist with the local implementation of this grant, OWD regularly convenes calls with local workforce staff who support this specific grant's efforts, disseminates best practices and guidance, hosts DWG-focused webinars and information training sessions, and has incorporated DWG-specific practitioner training into statewide workforce development conferences.

Wagner-Peyser

Over Program Year 2022, Wagner-Peyser services have been delivered by both the Georgia Department of Labor and the Technical College System of Georgia, with TCSG taking over the program fully by January 2023. Transition activities were a product of many conversations between the agencies, and that collaboration will be ongoing. Wagner-Peyser services were delivered in over 40 Career Centers/One-Stop facilities focusing on providing a variety of employment related labor exchange services including but not limited to:

- job search assistance
- job referral
- placement assistance for job seekers
- re-employment services to unemployment insurance claimants
- recruitment services to employers with job openings
- customized business services to employers

Services were delivered in one of three modes including staff assisted, self-service, facilitated self-help service delivery approaches. Depending on the needs of the labor market other services such as job seeker assessment of skill levels, abilities and aptitudes, career guidance when appropriate, job search workshops and referral to training were provided. The services offered to employers, in addition to referral of job seekers to available job openings, included assistance in development of job order requirements, matching job seeker experience with job requirements, skills and other attributes, assisting employers with special recruitment needs, arranging for Job Fairs, assisting employers analyze hard-to-fill job orders, assisting with job restructuring and helping employers transition through layoffs.

Georgia continued to enhance virtual and self-service delivery approaches for job seekers and employers via the creation of the WorkSource Georgia Labor Exchange System. Previously housed under GDOL's Employ Georgia platform, the new system was in development for most of PY22 and officially rolled out in early PY23. This system is compatible with Georgia's Title I case management system and is more robust than any past versions. Besides helping job seekers, the platform serves as a resource for employers by simplifying job posts, facilitating connections with qualified candidates, and providing labor market insights to help businesses navigate Georgia's dynamic employment environment. In developing this new system, the State converted over 11,822,696 records with over 616,440,540 data elements, developed new policy and processes for customer service, and trained all JVSG, Employment Services staff, and some partner staff on the new system. Training for other stakeholders, to include LWDA staff, is ongoing. The week of the system's launch, Georgia saw the creation of approximately 6,490 new job seeker accounts and 529 employer accounts. In tracking new users and website views, Georgia saw an increase of more than 39,000 new users and well over one million website views. TCSG will continue to explore implementing creative ways for customers to access Labor Exchange services and quicker access to partner services.

Agricultural Services

During PY22, Agriculture staff continued to assist agricultural employers and MSFWs with various work-related challenges and provided ongoing technical assistance, to ensure the successful continuity of the State's increasing Agribusiness activities while undergoing the program transition from GDOL to the Office of Workforce Development. Agricultural Outreach staff assisted farm workers by reaching out to them during peak agricultural season, which vary for different crops. Contacts were made at locations where MSFWs live and congregate. Written and oral presentations were provided in the language(s) readily understood by workers. During PY22, the Agricultural services team contacted 14,560 MSFWs.

The typical menu of services provided to MSFW workers included the following:

- Referral to training services
- Referral to agricultural and non-agricultural employment
- Referral to supportive services
- Career Counseling
- Job Development
- Information on the Employment Services and employment-related law complaint system; and
- Summaries of farm worker rights (terms and conditions of employment)

The State Monitor Advocate (SMA) also performed a variety of advocacy activities in PY22, including but not limited to: overseeing the operation and performance of the MSFW complaint system; contributing to the state Agricultural Outreach Plan and reviewing the daily reports of outreach workers; participating in public meetings throughout the state; and meeting with farm worker groups and employers to promote the use of employment services. In addition to these activities, the State Monitor Advocate conducted field visits to the working and living areas of MSFWs to offer and verify job services. The SMA also met and worked with other workforce agencies to coordinate necessary services to MSFWs.

Jobs for Georgia Graduates

Georgia’s Jobs for Georgia Graduates (JGG) continued its school-to-work transitional activities at select program sites throughout the state. JGG identifies high school students with vocational and personal barriers to employment and provides them with pre-employment training, work skills, motivational activities, and job development, to help increase Georgia's high school graduation rate and encourage students' successful transition from school to work. There are currently six (6) active JGG schools in Georgia:

- Dawson County High School
- Decatur High School
- Dougherty Comprehensive High School
- Johnson High School
- Newnan High School
- Sol C Johnson High School

The Jobs for Georgia Graduates requires 130 contact hours with students, provides Project Based Learning (PBL) instruction, and strives to reduce barriers for student by the end of each school year. Students’ Individual Development Plans (IDPs) are continuously updated to ensure student needs are met and progress is documented. The program also includes monthly Career Association, which supports student-led leadership skills development. Collaboration between JGG program administration and Employment Services staff is key to ensure all needs of students can be met. Employment related duties include twelve (12) month of client follow-up services after graduation to increase hours of work, improve hourly wages, facilitate job promotion, and identifying On-the-Job Training (OJT) opportunities for advancement. Employment Services staff also facilitate job development through bi-monthly contact with employers, completing employer verification forms, conducting on-site visits to employers, collection of Job Order forms from employers, and file management of all employer-related documentation.

As an example of the types of activities provided by this program, the JGG Career Association student members at Johnson High School had the opportunity in Fall 2022 to do career exploration. The students researched the advantages of higher education and secondary training programs, attended a Probe College Fair where they networked with over fifty (50) colleges, toured Kennesaw State University, and had the University of North Georgia Admissions and College Assistance Migrant Program (CAMP) representatives walk them through college applications. Even more exciting, two (2) of the students from Johnson High School earned their Adobe Certification as Design Professionals, making them workforce-ready graphic designers even before graduating high school.

Class of 2022 Placement Outcomes - 164 Participants

Performance Outcomes	Georgia	JAG Standard
Graduation Rate	100%	90%
Total Employment Rate	53.76%	60%
Full-time Employment	78.49%	60%
Full-Time Positive Outcomes	81.50%	75%
Further Education Rate	47.40%	35%

Georgia's Ticket-to-Work Employment Network

The WorkSource Georgia Employment Network (EN) continues to successfully expand virtual services in Georgia. To ensure the success of the program, new staff members were added to the EN team. These staff members will become Work Incentive certified in the near future, which will allow these staff to provide high quality services to ticket holders, to include benefits counseling.

During PY22, Georgia's EN served 44 Social Security ticket holders and received a total of \$22,149 in reimbursements from the Social Security Administration (SSA). These funds were disbursed to the LWDAs in accordance with the Memorandums of Understanding established with each LWDA participating. The added financial resources assisted LWDAs to supplement the cost of supportive services, such as transportation, for ticket holders dually enrolled in Title I services. The impact, in terms of return on investment, is significant. Benefits counseling and referral to employment services are essential services delivered by the Georgia EN. Ongoing collaborative partnerships with community service providers, such as the Georgia Transplant Foundation Jumpstart program and U.S. Veterans Administration continues to strengthen the EN/s ability to reach and enroll ticket holders.

Through the EN program LWDAs and One-Stop centers have the potential to benefit significantly from these services due to the following:

- Expanded program capacity – Participants with disabilities will have a certified incentive advisor to clarify Social Security questions and concerns, as well as to assist with employment services.
- Increased program outcomes – Participants will have access to an additional layer of support to clarify concerns, coordinate disability-related services, as well as other supports needed in order for individuals with disabilities to successfully complete necessary services (e.g., occupational training, work-based learning opportunities, etc.); and,
- Access to additional funding – When appropriate, participants could access funding to subsidize supportive services (e.g., transportation, uniforms, testing and licensing fees, etc.), allowing LWDAs to maximize formula funding in other ways if necessary.

In order to maximize the benefits of the EN and to help achieve the Diversity, Equity, Inclusion, and Accessibility priorities of USDOL, OWD has centralized the operations of the Georgia EN program through a dedicated team that will provide EN services to all LWDAs. LWDAs are required to refer the individuals served locally that self-disclose receiving Social Security cash benefits to the WorkSource Georgia EN. OWD has provided LWDAs with guidance and technical assistance for making these referrals, and will continue to support local efforts to increase services to individuals with disabilities.

Veterans Services

The State of Georgia is a pioneer in serving the large veteran community that lives in the state, with over 629,302 Veterans residing in Georgia. A unique and innovative way in which the state is serving veterans is through The Georgia Veterans Education Career Transition Resource (VECTR) Center in Warner Robins, GA. The VECTR Center serves as a gateway for veteran's re-entry into Georgia's public educational systems and workforce. The VECTR Center continued to prepare veterans and transitioning service members for suitable employment in a post COVID-19 environment. The Center also assisted employers and HR professionals to be uniquely positioned to create, foster, and sustain a culture inclusive of the veteran community. Additionally, the VECTR Center is expanding its community reach through a new center location at Chattahoochee Technical College in Marietta, GA. This second location opened the doors in October 2022.

Another innovative strategy to serve veterans is through the implementation of UniteUs, Unite Georgia. The Office of Workforce Development, the Technical College System of Georgia and the Georgia Department of Veterans Services secured funding through the Georgia State Fiscal Recovery Fund's Negative Economic Impact grant program. The goal of the funding is to implement a statewide collaborative called Unite Georgia. Unite Georgia represents a network of organizations that collaborate to provide care for veterans in their local communities. The Unite Georgia Network includes government, healthcare, and nonprofit organizations across the state of Georgia. UniteUs, a software company, provides the network with case management and referral software technology to better identify, deliver, and connect veterans to social

services. The Veteran Special Projects Manager position was created in July 2022. The role of the Veteran Special Projects Manager is to coordinate the implementation of the UniteUs service referral and case management technology in: The Office of Workforce Development; and The Technical College System of Georgia environments. The project start date was November 2022 and the implementation timeline 2-3 years for completion.

The Office of Workforce Development conducted several engagement activities at various stakeholder events throughout the state from August 2022 through June 2023. Following engagement, The Office of Workforce Development developed a pilot program with a cohort consisting of stakeholders from Technical Colleges and WorkSource Offices (8 targeted areas in the OWD space). The members of this cohort demonstrated significant veteran service delivery throughout the state during the previous program year. The Office of Workforce Development conducted workflow planning with members of the cohort to configure the UniteUs technology to the unique organizational structure and work processes of each Technical College and WorkSource Office. The Office of Workforce Development conducted User Training Sessions with the Cohort in October 2022. The official go live date for the cohort was November 2022. In January 2023 the scope of the project was expanded to include all special populations served by The Office of Workforce Development. The second cohort reflected this expansion. The UniteUs technology was implemented in several departments at the systems office such as the Rapid Response Team by March 2023. By June 2023, the UniteUs technology was implemented throughout the JVSG Program. By the end of program year 8 WorkSource locations were on-boarded to the platform.

In the first year the Unite Georgia Initiative has positively impacted 2,620 veterans by connecting them to social care providers as well as state-funded social services. The Jobs for Veterans State Grant (JVSG), continue to provide services to qualified veterans and businesses in Georgia. Some of the services provided by the JVSP included:

- **Employment Assistance:** DVOPs assisted veterans in their job search by providing personalized employment counseling, career guidance, and job placement services. This can involve resume building, interview preparation, and matching skills gained in the military to civilian job opportunities.
- **Training and Skills Development:** They offered various workshops, and referrals to educational opportunities to enhance veterans' skills and qualifications for civilian employment.
- **Job Referral Services:** JVSP staff connected veterans with job openings and employment opportunities within local communities and across different industries. LVERs developed and maintained relationships with employers and businesses to facilitate veteran hiring.
- **Entrepreneurship and Small Business Assistance:** Some JVSPs provide resources and guidance to veterans interested in starting their own businesses, including information on business plans, financing options, and entrepreneurial support programs.

Apprenticeship Grants

Apprenticeship State Expansion

This program year, WorkSource Georgia also concluded its administration of the State's second apprenticeship grant, the Apprenticeship State Expansion (ASE) grant. The main goal of this grant is to expand registered apprenticeship opportunities throughout the state by offering reimbursement funding for apprentices that are enrolled in RAPs that fall under one of Georgia's 17 high-demand industries.

With the ASE grant, WorkSource Georgia was able to support more than 800 apprentices that were sponsored both through Georgia's technical colleges as well as those outside of the technical college system.

High Demand Career Initiative (HDCI) Program

In 2022, the High Demand Career Initiatives (HDCI) Program, authorized by Georgia Senate Bill 379, was signed into law by Governor Brian P. Kemp. As Georgia's first-ever state-funded apprenticeship initiative, the HDCI Program represents a historic investment by the State of Georgia in registered apprenticeships. It is intended to support the workforce development system's efforts in expanding RAPs. The HDCI

Program provides direct funding to Georgia employers to incentivize the creation and expansion of RAPs throughout the state and encourages the braiding of funds with other apprenticeship and workforce funding streams. This program aimed to both upskill Georgians and increase skilled talent within Georgia's high-demand industries.

In Program Year 2022, the HDCI Program awarded one million dollars to a total of 41 Georgia businesses and created 127 apprentices in 21 in-demand occupations. The majority of businesses were small businesses, and half of the businesses were located in rural parts of the state. Moreover, this also included disabled-owned, veteran-owned, and minority-owned businesses.

Apprenticeships for Economic Recovery Grant

In 2022, Governor Brian P. Kemp awarded TCSG \$4.2 million in federal recovery funds to support the creation of registered apprenticeships in industries critical to the recovery and growth of Georgia's economy post-COVID. This includes RAPs with companies in advanced manufacturing, supply chain, and healthcare industries. With the AER Grant, Georgia is on track to create an additional 900 apprentices through this grant, which supports the training costs of an apprenticeship, and encourages the braiding of funds with other workforce development funding streams.

Waivers

Youth Waiver

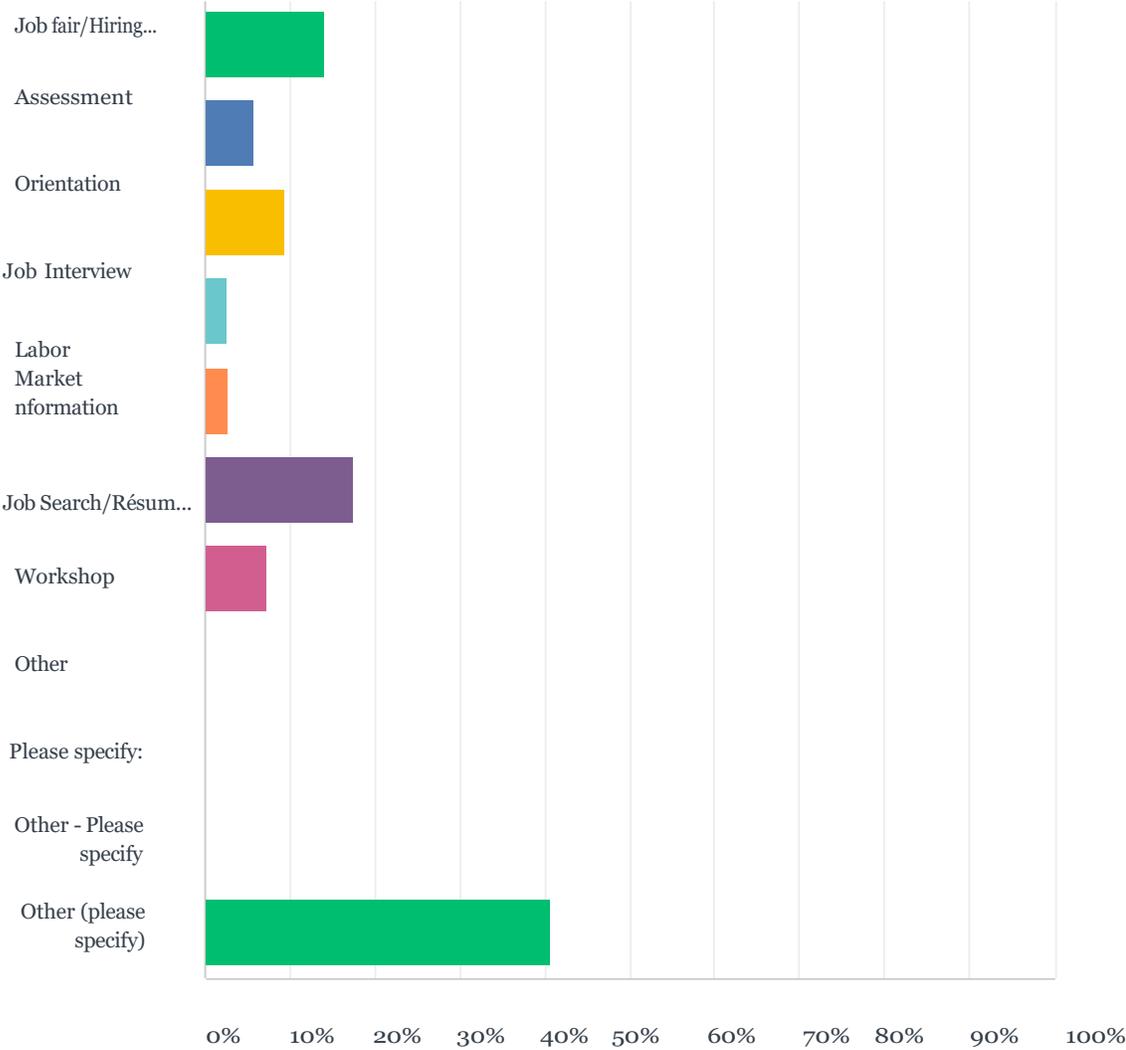
OWD currently has a Youth Expenditure Waiver active until June 30, 2024, which lowers the expenditure requirements established by WIOA of at least 75 percent of funding to be spent for the out-of-school (OSY) population to 50 percent. The flexibility afforded by the waiver continued to allow LWDA's to expand ISY programming within their service area, create valuable partnerships with school districts, technical colleges, and other education and community partners throughout their area. OWD continues to see an increase in total Youth enrollment and will further disaggregate the data to fully evaluate youth services for the upcoming State Plan submission. In the analysis conducted for this Annual Performance Narrative Report, Georgia identified an increase in services to Youth with the following barrier: basic skills deficient, individuals experiencing homelessness, pregnant/parenting, and individuals with disabilities. The largest increases in services were seen in paid Work Experience, Youth Career Services – specifically labor market and employment information, as well as paid internships, and the provision of supportive services – mostly for transportation and childcare.

Georgia also piloted a virtual Work Experience platform and has since expanded it statewide for any LWDA that wants to participate, contributing to the increase in services and accessibility for Youth. The Career Compass Academy (CCA) is a five-week program that provides youth with the development of work-ready skills, along with career exploration opportunities and job shadowing activities in a virtual environment. It was created in response to the need for a virtual learning environment as a paid work readiness and career exploration program for WIOA-eligible youth. CareerRise, Inc. is a workforce intermediary contracted by Region 3 to implement the TCSG Sector Partnership grant, and is a collaborative partner to implement CCA and execute the model to engage youth. CareerRise facilitates Career Compass Academy, recruits industry partners to participate, manages the relationship with Accenture to utilize its Skills to Succeed platform, and provides regular updates on student progress through the program. Local WorkSource partners conduct recruitment of youth, determine WIOA eligibility provide case management, and provide stipends to the youth. Through this partnership and demonstrated success, the program was expanded from five (5) local WorkSource board in Metro Atlanta to also include Middle Georgia (which now includes Macon-Bibb), Northwest Georgia, and Georgia Mountains. Currently, the Career Compass Academy is offered in a live format with students participating in fifteen (15) live webinars, completing thirty-six (36) self-paced online modules, and a career plan.

Attachments

Survey Results

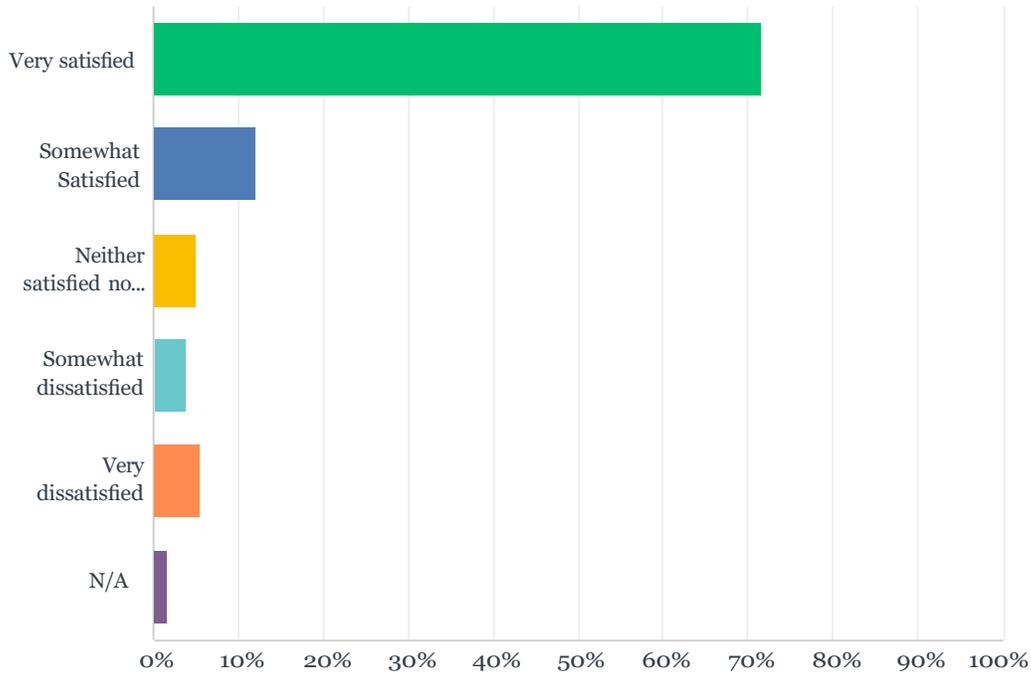
Q1 What was the purpose of your visit to the Career Center or One Stop Partner?



ANSWER CHOICES	RESPONSES	
Job fair/Hiring Event	14.09%	61
Assessment	5.77%	25
Orientation	9.47%	41
Job Interview	2.54%	11
Labor Market Information	2.77%	12
Job Search/Résumé Assistance	17.55%	76
Workshop	7.16%	31
Other	0.00%	0
Please specify:	0.00%	0
Other - Please specify	0.00%	0
Other (please specify)	40.65%	176
TOTAL		433

Q2 How satisfied were you with any additional services or information that was provided/offered beyond what you originally requested or expected

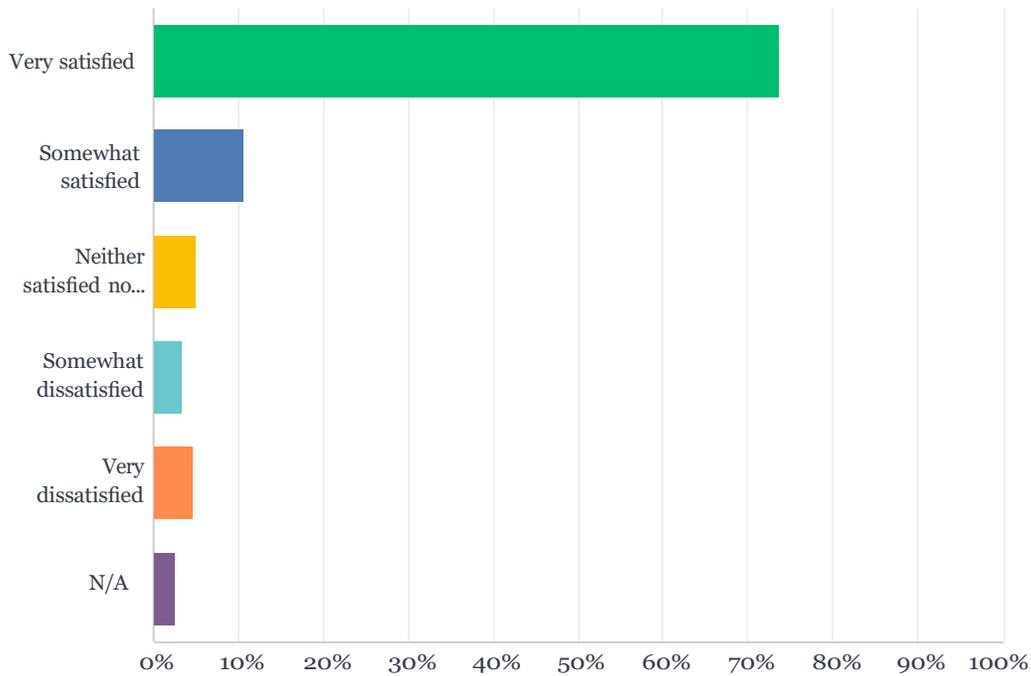
Answered: 433 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very satisfied	71.59%	310
Somewhat Satisfied	12.24%	53
Neither satisfied nor dissatisfied (Neutral)	5.08%	22
Somewhat dissatisfied	3.93%	17
Very dissatisfied	5.54%	24
N/A	1.62%	7
TOTAL		433

Q3 How satisfied were you with your visit, or services, from the Career Center or One Stop Partner?

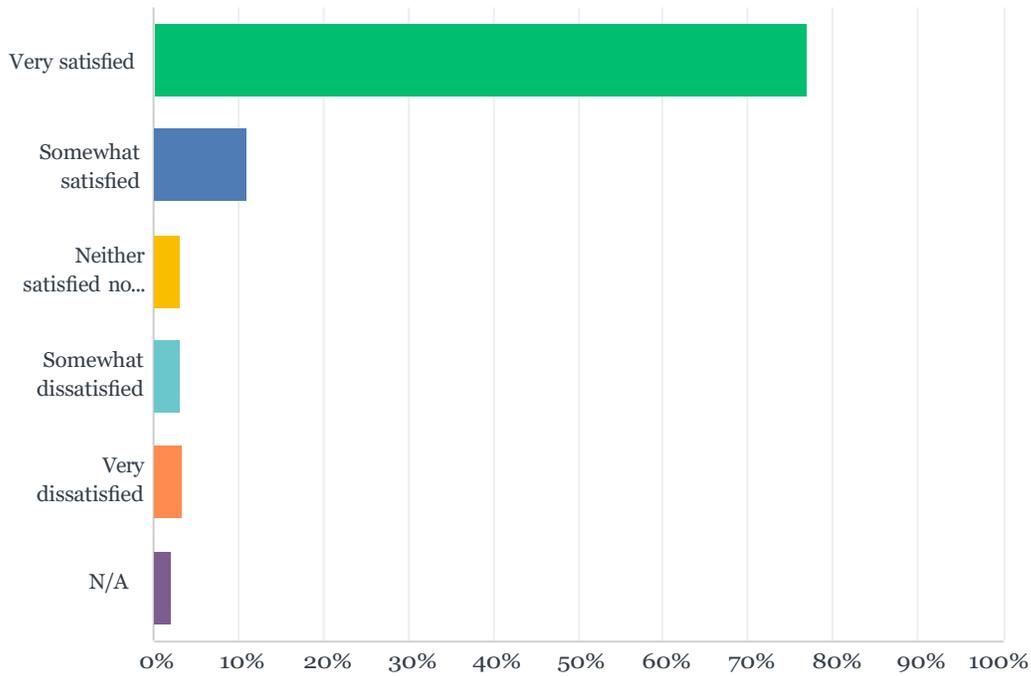
Answered: 433 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very satisfied	73.67%	319
Somewhat satisfied	10.62%	46
Neither satisfied nor dissatisfied (Neutral)	5.08%	22
Somewhat dissatisfied	3.46%	15
Very dissatisfied	4.62%	20
N/A	2.54%	11
TOTAL		433

Q4 How satisfied were you with the professional demeanor and treatment by the staff?

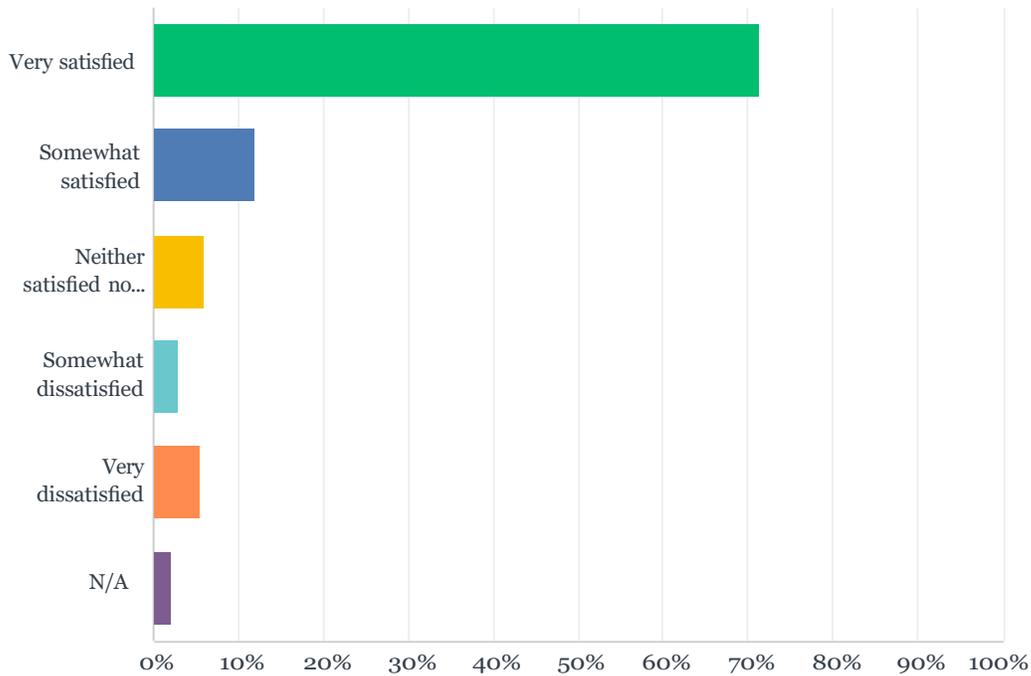
Answered: 433 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very satisfied	76.91%	333
Somewhat satisfied	11.09%	48
Neither satisfied nor dissatisfied (Neutral)	3.23%	14
Somewhat dissatisfied	3.23%	14
Very dissatisfied	3.46%	15
N/A	2.08%	9
TOTAL		433

Q5 How satisfied were you with the timeliness of the help you received

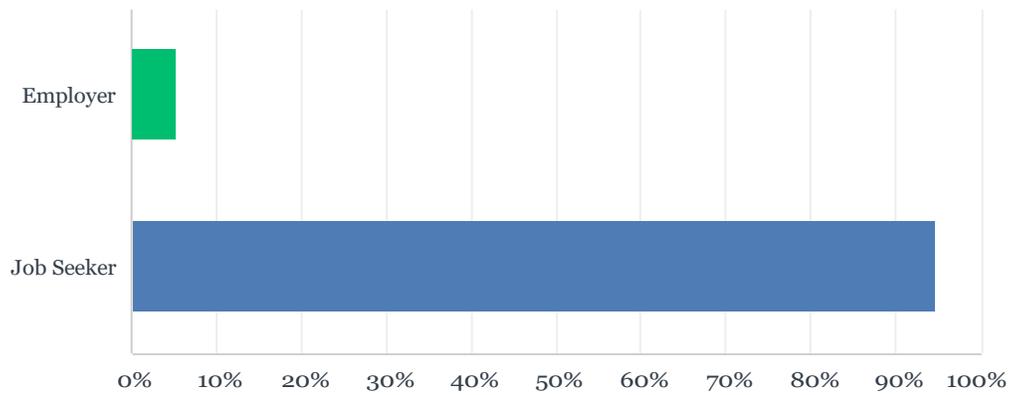
Answered: 433 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very satisfied	71.36%	309
Somewhat satisfied	12.01%	52
Neither satisfied nor dissatisfied (Neutral)	6.00%	26
Somewhat dissatisfied	3.00%	13
Very dissatisfied	5.54%	24
N/A	2.08%	9
TOTAL		433

Q6 Were the services you received as an employer or a job seeker?

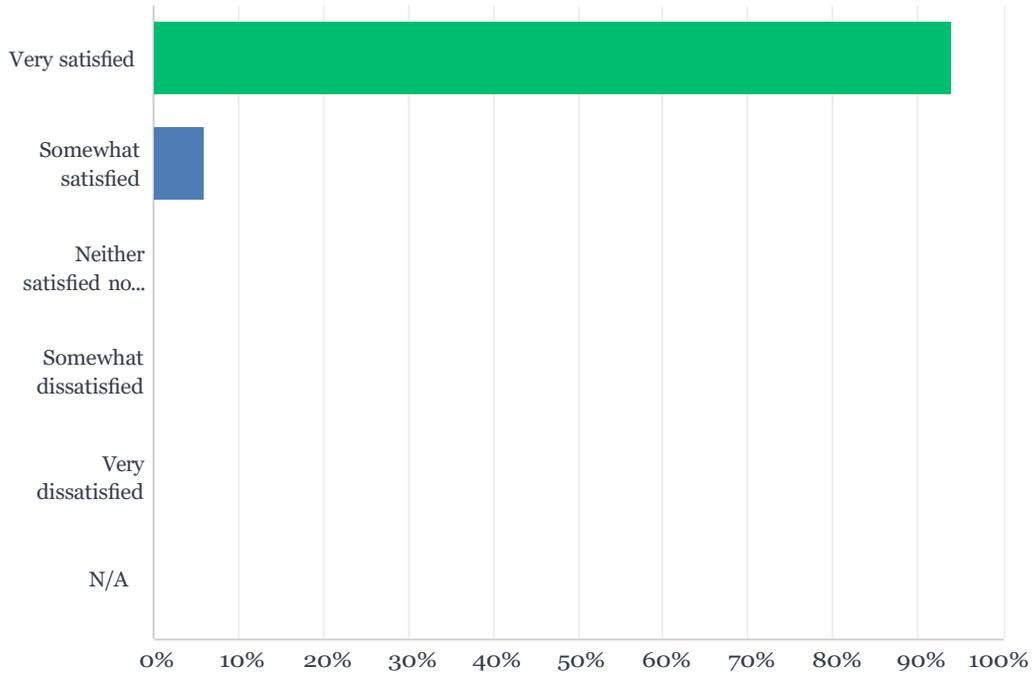
Answered: 420 Skipped: 13



ANSWER CHOICES	RESPONSES	
Employer	5.24%	22
Job Seeker	94.76%	398
TOTAL		420

Q7 As an employer, how satisfied were you with the business services assistance (i.e. - job postings, job fairs/hiring events, labor market information, etc...)

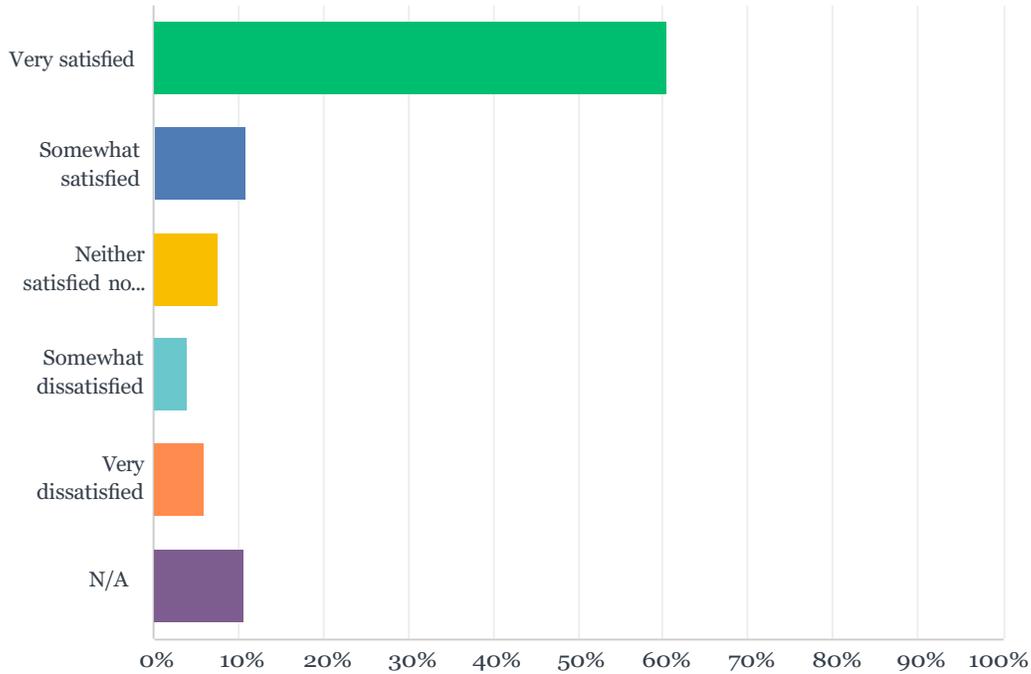
Answered: 17 Skipped: 416



ANSWER CHOICES	RESPONSES	
Very satisfied	94.12%	16
Somewhat satisfied	5.88%	1
Neither satisfied nor dissatisfied (Neutral)	0.00%	0
Somewhat dissatisfied	0.00%	0
Very dissatisfied	0.00%	0
N/A	0.00%	0
TOTAL		17

Q8 As a job seeker, how satisfied were you with employment services assistance you received (résumé assistance, job referrals, workshops, labor market information, etc...)?

Answered: 386 Skipped: 47



ANSWER CHOICES	RESPONSES	
Very satisfied	60.62%	234
Somewhat satisfied	10.88%	42
Neither satisfied nor dissatisfied	7.77%	30
Somewhat dissatisfied	4.15%	16
Very dissatisfied	5.96%	23
N/A	10.62%	41

Negotiated Performance Levels PY22-23

Area 1

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	87.33%	82.0%
Adult Q4 Employment Rate	79.86%	83.0%
Adult Median Earnings	\$8,001	\$6,700
Adult Credential Attainment	70.74%	73.0%
Adult Measurable Skill Gains	72.35%	60.0%
DW Q2 Employment Rate	90.0%	83.0%
DW Q4 Employment Rate	83.64%	83.0%
DW Median Earnings	\$9,818	\$8,200
DW Credential Attainment	97.3%	74.0%
DW Measurable Skill Gains	76.47%	61.0%
Youth Q2 Employment Rate	75.6%	75.0%
Youth Q4 Employment Rate	73.52%	77.0%
Youth Median Earnings	\$4,369	\$3,100
Youth Credential Attainment	81.92%	81.5%
Youth Measurable Skill Gains	65.11%	65.0%

Area 2

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	93.4%	82.0%
Adult Q4 Employment Rate	92.65%	84.0%
Adult Median Earnings	\$13,133	\$7,900
Adult Credential Attainment	86.26%	77.0%
Adult Measurable Skill Gains	88.76%	68.0%
DW Q2 Employment Rate	100.0%	88.0%
DW Q4 Employment Rate	92.86%	84.0%
DW Median Earnings	\$11,454	\$10,000
DW Credential Attainment	64.29%	85.0%
DW Measurable Skill Gains	90.0%	55.0%
Youth Q2 Employment Rate	91.26%	77.0%
Youth Q4 Employment Rate	76.57%	82.0%
Youth Median Earnings	\$6,877	\$3,300
Youth Credential Attainment	58.0%	72.5%
Youth Measurable Skill Gains	62.07%	38.0%

Area 3

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	79.44%	80.0%
Adult Q4 Employment Rate	57.14%	63.0%
Adult Median Earnings	\$8,098	\$5,530
Adult Credential Attainment	56.41%	57.0%
Adult Measurable Skill Gains	60.63%	65.0%
DW Q2 Employment Rate	88.57%	93.0%
DW Q4 Employment Rate	87.5%	83.0%
DW Median Earnings	\$13,104	\$9,500
DW Credential Attainment	75.0%	51.0%
DW Measurable Skill Gains	74.07%	62.0%
Youth Q2 Employment Rate	78.72%	71.0%
Youth Q4 Employment Rate	75.47%	78.0%
Youth Median Earnings	\$3,817	\$3,400
Youth Credential Attainment	56.0%	46.0%
Youth Measurable Skill Gains	49.56%	38.0%

Area 4

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	81.16%	78.0%
Adult Q4 Employment Rate	79.3%	63.0%
Adult Median Earnings	\$8,587	\$6,010
Adult Credential Attainment	75.6%	77.6%
Adult Measurable Skill Gains	60.56%	47.0%
DW Q2 Employment Rate	83.46%	75.0%
DW Q4 Employment Rate	86.84%	77.0%
DW Median Earnings	\$9,872	\$9,750
DW Credential Attainment	68.03%	69.0%
DW Measurable Skill Gains	49.56%	47.0%
Youth Q2 Employment Rate	74.19%	73.0%
Youth Q4 Employment Rate	79.79%	82.0%
Youth Median Earnings	\$4,846	\$3,180
Youth Credential Attainment	67.61%	67.5%
Youth Measurable Skill Gains	53.91%	47.0%

Area 5

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	70.23%	78.0%
Adult Q4 Employment Rate	60.0%	75.0%
Adult Median Earnings	\$9,159	\$7,450
Adult Credential Attainment	44.75%	76.6%
Adult Measurable Skill Gains	47.95%	27.0%
DW Q2 Employment Rate	78.35%	81.0%
DW Q4 Employment Rate	75.79%	77.0%
DW Median Earnings	\$10,586	\$9,050
DW Credential Attainment	35.21%	78.0%
DW Measurable Skill Gains	43.33%	36.0%
Youth Q2 Employment Rate	70.15%	72.0%
Youth Q4 Employment Rate	66.67%	79.0%
Youth Median Earnings	\$4,915	\$3,600
Youth Credential Attainment	33.33%	65.0%
Youth Measurable Skill Gains	18.02%	35.0%

Area 6

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	74.56%	75.5%
Adult Q4 Employment Rate	72.73%	74.0%
Adult Median Earnings	\$9,120	\$5,860
Adult Credential Attainment	62.6%	63.6%
Adult Measurable Skill Gains	69.52%	39.0%
DW Q2 Employment Rate	70.0%	64.0%
DW Q4 Employment Rate	75.0%	77.0%
DW Median Earnings	\$17,409	\$7,750
DW Credential Attainment	74.29%	75.0%
DW Measurable Skill Gains	63.16%	48.0%
Youth Q2 Employment Rate	72.46%	77.0%
Youth Q4 Employment Rate	60.0%	80.0%
Youth Median Earnings	\$4,975	\$2,100
Youth Credential Attainment	30.0%	50.0%
Youth Measurable Skill Gains	48.35%	35.0%

Area 7

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	83.37%	87.0%
Adult Q4 Employment Rate	78.88%	83.0%
Adult Median Earnings	\$8,989	\$8,680
Adult Credential Attainment	68.2%	77.6%
Adult Measurable Skill Gains	69.92%	45.0%
DW Q2 Employment Rate	88.18%	91.0%
DW Q4 Employment Rate	93.27%	92.0%
DW Median Earnings	\$12,636	\$10,950
DW Credential Attainment	55.0%	76.0%
DW Measurable Skill Gains	67.31%	52.0%
Youth Q2 Employment Rate	84.66%	69.0%
Youth Q4 Employment Rate	77.11%	65.0%
Youth Median Earnings	\$4,456	\$3,370
Youth Credential Attainment	81.16%	67.0%
Youth Measurable Skill Gains	57.45%	48.0%

Area 8

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	83.19%	91.0%
Adult Q4 Employment Rate	81.65%	79.0%
Adult Median Earnings	\$8,927	\$6,120
Adult Credential Attainment	85.12%	84.6%
Adult Measurable Skill Gains	87.0%	63.0%
DW Q2 Employment Rate	70.59%	85.0%
DW Q4 Employment Rate	71.43%	88.0%
DW Median Earnings	\$9,479	\$7,750
DW Credential Attainment	84.62%	89.0%
DW Measurable Skill Gains	81.25%	63.0%
Youth Q2 Employment Rate	89.08%	82.0%
Youth Q4 Employment Rate	81.25%	77.0%
Youth Median Earnings	\$4,950	\$3,100
Youth Credential Attainment	75.0%	52.0%
Youth Measurable Skill Gains	65.38%	47.0%

Area 9

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	80.17%	79.0%
Adult Q4 Employment Rate	79.57%	76.5%
Adult Median Earnings	\$8,177	\$7,440
Adult Credential Attainment	84.26%	82.6%
Adult Measurable Skill Gains	56.22%	51.0%
DW Q2 Employment Rate	90.91%	71.0%
DW Q4 Employment Rate	90.91%	69.0%
DW Median Earnings	\$8,507	\$9,558
DW Credential Attainment	75.76%	76.0%
DW Measurable Skill Gains	61.11%	56.0%
Youth Q2 Employment Rate	91.15%	83.0%
Youth Q4 Employment Rate	84.52%	78.0%
Youth Median Earnings	\$5,016	\$3,500
Youth Credential Attainment	84.92%	76.0%
Youth Measurable Skill Gains	\$71.79%	74.0%

Area 10

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	100.0%	78.0%
Adult Q4 Employment Rate	80.0%	77.0%
Adult Median Earnings	\$12,562	\$8,100
Adult Credential Attainment	75.0%	75.6%
Adult Measurable Skill Gains	73.91%	41.0%
DW Q2 Employment Rate	0.0%	90.0%
DW Q4 Employment Rate	66.67%	77.0%
DW Median Earnings	-	\$8,300
DW Credential Attainment	100.0%	76.0%
DW Measurable Skill Gains	33.33%	42.0%
Youth Q2 Employment Rate	78.13%	81.0%
Youth Q4 Employment Rate	80.0%	79.0%
Youth Median Earnings	\$4,017	\$2,800
Youth Credential Attainment	26.67%	61.0%
Youth Measurable Skill Gains	57.38%	38.0%

Area 11

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	100.0%	81.0%
Adult Q4 Employment Rate	91.76%	82.0%
Adult Median Earnings	\$9,905	\$8,735
Adult Credential Attainment	82.35%	80.0%
Adult Measurable Skill Gains	74.42%	56.0%
DW Q2 Employment Rate	95.83%	83.0%
DW Q4 Employment Rate	79.35%	82.0%
DW Median Earnings	\$10,468	\$10,250
DW Credential Attainment	75.0%	76.0%
DW Measurable Skill Gains	100.0%	56.0%
Youth Q2 Employment Rate	71.25%	60.0%
Youth Q4 Employment Rate	78.26%	70.0%
Youth Median Earnings	\$3,769	\$2,900
Youth Credential Attainment	72.73%	55.0%
Youth Measurable Skill Gains	55.84%	38.0%

Area 12

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	71.67%	83.0%
Adult Q4 Employment Rate	94.44%	86.0%
Adult Median Earnings	\$7,841	\$6,430
Adult Credential Attainment	46.67%	60.6%
Adult Measurable Skill Gains	29.29%	25.0%
DW Q2 Employment Rate	71.43%	88.0%
DW Q4 Employment Rate	86.05%	66.0%
DW Median Earnings	\$19,688	\$7,750
DW Credential Attainment	74.42%	53.0%
DW Measurable Skill Gains	23.53%	27.0%
Youth Q2 Employment Rate	82.35%	75.0%
Youth Q4 Employment Rate	88.24%	71.0%
Youth Median Earnings	\$2,613	\$3,300
Youth Credential Attainment	50.0%	54.0%
Youth Measurable Skill Gains	39.58%	50.0%

Area 13

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	92.86%	87.0%
Adult Q4 Employment Rate	92.31%	87.0%
Adult Median Earnings	\$11,290	\$8,810
Adult Credential Attainment	80.0%	85.6%
Adult Measurable Skill Gains	72.09%	59.0%
DW Q2 Employment Rate	80.0%	90.0%
DW Q4 Employment Rate	72.41%	88.0%
DW Median Earnings	\$22,354	\$10,950
DW Credential Attainment	96.43%	92.0%
DW Measurable Skill Gains	66.67%	50.0%
Youth Q2 Employment Rate	82.14%	70.0%
Youth Q4 Employment Rate	90.91%	72.0%
Youth Median Earnings	\$3,395	\$2,720
Youth Credential Attainment	79.45%	60.0%
Youth Measurable Skill Gains	71.62%	65.5%

Area 14

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	73.91%	73.0%
Adult Q4 Employment Rate	66.67%	67.0%
Adult Median Earnings	\$13,021	\$5,690
Adult Credential Attainment	75.0%	62.0%
Adult Measurable Skill Gains	25.0%	44.0%
DW Q2 Employment Rate	78.26%	79.0%
DW Q4 Employment Rate	86.96%	86.0%
DW Median Earnings	\$12,214	\$9,000
DW Credential Attainment	100.0%	81.0%
DW Measurable Skill Gains	0.0%	55.0%
Youth Q2 Employment Rate	71.43%	51.0%
Youth Q4 Employment Rate	60.0%	55.0%
Youth Median Earnings	\$3,685	\$2,600
Youth Credential Attainment	55.56%	71.0%
Youth Measurable Skill Gains	0.0%	54.0%

Area 15

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	83.78%	85.0%
Adult Q4 Employment Rate	80.36%	79.0%
Adult Median Earnings	\$10,301	\$7,400
Adult Credential Attainment	82.5%	79.0%
Adult Measurable Skill Gains	72.15%	70.0%
DW Q2 Employment Rate	100.0%	78.0%
DW Q4 Employment Rate	0.0%	84.0%
DW Median Earnings	-	\$8,500
DW Credential Attainment	0.0%	86.0%
DW Measurable Skill Gains	100.0%	55.0%
Youth Q2 Employment Rate	82.35%	69.0%
Youth Q4 Employment Rate	77.42%	75.0%
Youth Median Earnings	\$2,181	\$3,000
Youth Credential Attainment	66.67%	44.0%
Youth Measurable Skill Gains	84.0%	65.0%

Area 16

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	100.0%	88.0%
Adult Q4 Employment Rate	94.64%	89.0%
Adult Median Earnings	\$9,850	\$8,710
Adult Credential Attainment	89.09%	89.0%
Adult Measurable Skill Gains	66.67%	52.0%
DW Q2 Employment Rate	94.67%	92.0%
DW Q4 Employment Rate	93.85%	91.0%
DW Median Earnings	\$8,858	\$9,975
DW Credential Attainment	81.25%	85.0%
DW Measurable Skill Gains	71.43%	58.0%
Youth Q2 Employment Rate	83.87%	80.0%
Youth Q4 Employment Rate	77.78%	74.0%
Youth Median Earnings	\$4,990	\$3,300
Youth Credential Attainment	82.05%	86.0%
Youth Measurable Skill Gains	76.8%	61.0%

Area 17

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	91.4%	86.5%
Adult Q4 Employment Rate	89.14%	86.0%
Adult Median Earnings	\$7,038	\$6,000
Adult Credential Attainment	83.74%	78.0%
Adult Measurable Skill Gains	70.80%	64.0%
DW Q2 Employment Rate	94.74%	85.0%
DW Q4 Employment Rate	85.71%	78.5%
DW Median Earnings	\$6,847	\$6,500
DW Credential Attainment	100.0%	75.0%
DW Measurable Skill Gains	0.0%	50.0%
Youth Q2 Employment Rate	92.59%	65.5%
Youth Q4 Employment Rate	76.71%	76.0%
Youth Median Earnings	\$3,030	\$2,700
Youth Credential Attainment	57.81%	67.5%
Youth Measurable Skill Gains	51.9%	54.0%

Area 18

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	88.17%	90.0%
Adult Q4 Employment Rate	88.46%	90.0%
Adult Median Earnings	\$10,961	\$8,100
Adult Credential Attainment	82.35%	85.6%
Adult Measurable Skill Gains	81.15%	60.0%
DW Q2 Employment Rate	75.0%	85.0%
DW Q4 Employment Rate	77.78%	82.0%
DW Median Earnings	-	\$7,200
DW Credential Attainment	77.78%	79.0%
DW Measurable Skill Gains	58.33%	50.0%
Youth Q2 Employment Rate	75.0%	65.0%
Youth Q4 Employment Rate	63.93%	76.0%
Youth Median Earnings	\$3,853	\$4,030
Youth Credential Attainment	47.54%	75.0%
Youth Measurable Skill Gains	46.86%	40.0%

Area 19

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	83.72%	86.5%
Adult Q4 Employment Rate	87.18%	82.0%
Adult Median Earnings	\$10,731	\$7,530
Adult Credential Attainment	76.36%	80.6%
Adult Measurable Skill Gains	65.91%	45.0%
DW Q2 Employment Rate	59.09%	79.0%
DW Q4 Employment Rate	79.17%	78.0%
DW Median Earnings	\$18,651	\$11,950
DW Credential Attainment	91.67%	90.0%
DW Measurable Skill Gains	85.54%	45.0%
Youth Q2 Employment Rate	78.72%	81.0%
Youth Q4 Employment Rate	76.13%	75.0%
Youth Median Earnings	\$4,647	\$3,210
Youth Credential Attainment	60.32%	56.0%
Youth Measurable Skill Gains	14.48%	48.0%

Statewide

Measure	PY22 Actual	PY23 Goal
Adult Q2 Employment Rate	82.75%	81.0%
Adult Q4 Employment Rate	79.5%	79.0%
Adult Median Earnings	\$8,995	\$7,121
Adult Credential Attainment	73.17%	75.6%
Adult Measurable Skill Gains	66.78%	50.0%
DW Q2 Employment Rate	83.88%	82.0%
DW Q4 Employment Rate	83.67%	80.0%
DW Median Earnings	\$10,826	\$9,558
DW Credential Attainment	71.83%	76.0%
DW Measurable Skill Gains	64.42%	50.0%
Youth Q2 Employment Rate	80.4%	73.0%
Youth Q4 Employment Rate	76.18%	75.0%
Youth Median Earnings	\$4,306	\$3,100
Youth Credential Attainment	67.99%	67.8%
Youth Measurable Skill Gains	54.99%	50.0%