

**Workforce Investment Act  
2005-2006 Exit Cohort  
3-Year Longitudinal Study**

**Methodology**

The Labor Market and Career Information (LMCI) division used 93,633 archived Workforce Investment Act seed records from the 2005-2006 exit cohort. The seed records were linked to TWC Unemployment Insurance (UI) wage records for the 4<sup>th</sup> quarter of 2006 to determine initial employment and earnings and establish the baseline measure against which we compare the longitudinal labor market results. The longitudinal labor market results were obtained by linking the seed records to the UI wage record database for the 4<sup>th</sup> quarter of 2008. In the case where participants who were found working had earnings greater than or equal to \$25,000 in any target quarter were identified, these records were excluded from analysis based on the likelihood of inaccurate wage record data and to reduce the possibility of inappropriately skewing the data. Supplemental linkages were conducted with the Texas Bureau of Vital Statistics (TBVS) to determine deaths, as well as the United States Office of Personnel Management (OPM), the United State Postal Service (USPS), and the Department of Defense (DoD). Cohort members who were found to be deceased during the study years were excluded from analysis. After all exclusions, there were 93,154 seed records retained for analysis in this report.

In both study periods, earnings were summed across unique Social Security Numbers (SSN). The industry sector by 4-digit North American Industry Classification System (NAICS) of the employer that paid the most wages during the target quarter was retained for analysis.

A supplemental linkage with the Wage Record Interchange System (WRIS) allowed us to determine if any participants were working out of state, as well as capture compatible earnings for them.

It is important to note that many participants received multiple services during their time in the WIA program, explaining the fact that there are more seed records than there are participants in the file that was analyzed for this report. It was not possible to identify which services, individually or in tandem, can most be attributed to any post-exit gains or losses in employment or earnings over the longitudinal period. To provide credit to each service provider, these trainees will be counted separately in our analysis of total exiters, but will only be counted once in quarterly earnings computations.

**Results**

**A. Cohort Analysis**

Cohort analysis looks at the results of the group during the two study periods as two distinct sets of data. In cohort analysis it is possible, even likely, that the same persons identified as working in the baseline study period will not be identical to those found working in the terminal time period. Section B of this report presents data on participants working in both study periods.

When the results are analyzed by gender (Tables 1 and 1a), we see that 59.0 percent of males in the cohort were found employed at 4Q2006. Males in the cohort had median quarterly earnings of \$5,657 at 4Q2006. Overall employment for the cohort was 56.5 percent in 4Q2006, with median earnings of \$4,730. At the longitudinal snapshot in 2008, 66.7 percent of females were found employed, with males employed at 65.8 percent. Male exiters had median earnings of \$6,846 in 4Q2008. Employment for the entire cohort was 65.6 percent and median quarterly earnings were \$5,733.

**Table 1. Employment and Earnings by Gender in 4Q2006**

<b>Gender</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Unknown	2,549	598	23.5	\$3,834
Male	37,606	22,189	59.0	\$5,657
Female	52,356	29,501	56.4	\$4,168
<b>Total</b>	<b>92,511</b>	<b>52,288</b>	<b>56.5</b>	<b>\$4,730</b>

**Table 1a. Employment and Earnings by Gender in 4Q2008**

<b>Gender</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Unknown	2,549	1,036	40.6	\$5,116
Male	37,606	24,749	65.8	\$6,846
Female	52,356	34,934	66.7	\$5,179
<b>Total</b>	<b>92,511</b>	<b>60,719</b>	<b>65.6</b>	<b>\$5,733</b>

Excluding those whose ethnicity was unknown, Hispanics had the highest employment in 4Q2006 with 70.9 percent found working (Table 2). Whites had the highest earnings in 4Q2006 with median earnings of \$6,456. In 2008, Hispanics again had the largest percentage of participants employed, 72.1 percent, while Asians posted the highest median earnings at \$7,945 (Table 2a).

**Table 2. Employment and Earnings by Ethnicity in 4Q2006**

<b>Ethnicity</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Hawaiian Native or Pacific Islander	179	111	62.0	\$5,984
American Indian	519	326	62.8	\$5,362
Asian	1,955	761	38.9	\$6,272
Unknown	7,520	3,800	50.5	\$6,663
White	18,257	12,614	69.1	\$6,456
Hispanic	18,480	13,106	70.9	\$4,356
Black	45,601	21,570	47.3	\$3,657
<b>Total</b>	<b>92,511</b>	<b>52,288</b>	<b>56.5</b>	<b>\$4,730</b>

**Table 2a. Employment and Earnings by Ethnicity in 4Q2008**

<b>Ethnicity</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Hawaiian Native or Pacific Islander	179	128	71.5	\$6,969
American Indian	519	333	64.2	\$6,324
Asian	1,955	988	50.5	\$7,945
Unknown	7,520	4,683	62.3	\$7,188
White	18,257	12,910	70.7	\$7,835
Hispanic	18,480	13,325	72.1	\$5,409
Black	45,601	28,352	62.2	\$4,923
<b>Total</b>	<b>92,511</b>	<b>60,719</b>	<b>65.6</b>	<b>\$5,733</b>

Tables 3 and 3a show labor market results by grant type. In 4Q2006, Dislocated grant recipients had the highest employment at 77.9 percent, and Dislocated grant recipients also had the highest median quarterly earnings in 4Q2006 with \$6,028. In 4Q2008, Dislocated grant recipients again had the highest employment at 76.2 percent, as well as the highest median quarterly earnings in 4Q2008 with \$7,296.

**Table 3. Employment and Earnings by Grant Type in 4Q2006**

<b>Grant Type</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Dislocated	8,471	6,596	77.9	\$6,028
Youth	11,329	5,893	52.0	\$1,939
Adult	32,143	24,893	77.4	\$5,825
Unknown	40,568	14,906	36.7	\$3,611
<b>Total</b>	<b>92,511</b>	<b>52,288</b>	<b>56.5</b>	<b>\$4,730</b>

**Table 3a. Employment and Earnings by Grant Type in 4Q2008**

<b>Grant Type</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Dislocated	8,471	6,458	76.2	\$7,296
Youth	11,329	6,918	61.1	\$2,999
Adult	32,143	23,761	73.9	\$6,998
Unknown	40,568	23,582	58.1	\$5,143
<b>Total</b>	<b>92,511</b>	<b>60,719</b>	<b>65.6</b>	<b>\$5,733</b>

Tables 4 and 4a show employment and earnings by Training Activity. Participants who received Vocational Training had the highest employment in 4Q2006 with 75.0 percent employed. Those participants also had the highest median quarterly earnings with \$5,047. Three years after exit, Vocational Training recipients again had the highest employment with 73.9 percent employed, and they also had the highest median quarterly earnings with \$6,221.

**Table 4. Employment and Earnings by Training Activity in 4Q2006**

<b>Training Activity</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Vocational Training	13,492	10,124	75.0	\$5,047
Non-Vocational	79,019	42,164	53.4	\$4,636
<b>Total</b>	<b>92,511</b>	<b>52,288</b>	<b>56.5</b>	<b>\$4,730</b>

**Table 4a. Employment and Earnings by Education Level in 4Q2008**

<b>Training Activity</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Vocational Training	13,492	9,976	73.9	\$6,221
Non-Vocational	79,019	50,743	64.2	\$5,630
<b>Total</b>	<b>92,511</b>	<b>60,719</b>	<b>65.6</b>	<b>\$5,733</b>

Table 5 shows employment and earnings by Local Workforce Development Area (LWDA). West Central LWDA had the highest percentage of program exiters employed during 4Q2006 with 82.0 percent employed, followed by Texoma LWDA with 81.1 percent employed. North Central LWDA exiters had the highest median quarterly earnings in 4Q2006 with \$6,924. North Texas LWDA had the highest employment in 4Q2008 with 79.7 percent employed, followed by Texoma LWDA with 78.4 percent employed. Texoma LWDA posted the highest median earnings at 4Q2008 with \$7,776.

**Table 5. Employment and Earnings by LWDA**

LWDA	N	All Working in 4Q2006			All Working in 4Q2008			
		N Working	% Working	Median Earnings	N	N Working	% Working	Median Earnings
Concho Valley	278	166	59.7	\$4,598	278	166	59.7	\$5,865
South Plains	287	205	71.4	\$4,327	287	224	78.1	\$4,984
Panhandle	363	273	75.2	\$5,619	363	283	78.0	\$7,197
South Texas	372	273	73.4	\$4,324	372	291	78.2	\$5,481
Permian Basin	386	293	75.9	\$4,855	386	273	70.7	\$6,453
North Texas	399	314	78.7	\$5,876	399	318	79.7	\$7,586
Heart of Texas	401	269	67.1	\$4,855	401	285	71.1	\$5,885
Unknown	437	286	65.5	\$3,691	437	283	64.8	\$4,825
Golden Crescent	482	364	75.5	\$6,003	482	368	76.4	\$7,361
Rural Capital	562	347	61.7	\$5,011	562	378	67.3	\$5,699
West Central	565	463	82.0	\$5,917	565	423	74.9	\$6,236
Middle Rio Grande	582	362	62.2	\$2,573	582	424	72.9	\$4,023
Brazos Valley	705	504	71.5	\$4,749	705	539	76.5	\$6,124
North East Texas	723	452	62.5	\$5,422	723	529	73.2	\$6,995
Central Texas	959	634	66.1	\$3,838	959	661	68.9	\$5,679
Cameron County	1,326	659	49.7	\$3,863	1,326	680	51.3	\$5,416
Texoma	1,402	1,137	81.1	\$6,889	1,402	1,099	78.4	\$7,776
Coastal Bend	1,497	910	60.8	\$4,031	1,497	1,046	69.9	\$5,080
Deep East Texas	1,597	1,117	69.9	\$4,929	1,597	1,103	69.1	\$6,160
Capital Area	1,783	1,110	62.3	\$5,184	1,783	1,211	67.9	\$6,024
East Texas	2,769	1,529	55.2	\$4,199	2,769	1,801	65.0	\$5,385
Upper Rio Grande	2,783	1,727	62.1	\$3,730	2,783	1,848	66.4	\$4,843
Tarrant County	2,890	1,652	57.2	\$4,610	2,890	1,858	64.3	\$5,791
North Central	2,955	2,129	72.1	\$6,924	2,955	2,289	77.5	\$7,768
Alamo	3,497	2,314	66.2	\$4,305	3,497	2,356	67.4	\$5,184
Lower Rio Grande Valley	4,543	3,310	72.9	\$3,932	4,543	3,338	73.5	\$5,005
South East Texas	4,969	2,663	53.6	\$3,802	4,969	3,028	60.9	\$5,350
Dallas	12,891	8,517	66.1	\$6,088	12,891	9,415	73.0	\$6,760
Gulf Coast	40,108	18,309	45.7	\$4,221	40,108	24,202	60.3	\$5,397
<b>Total</b>	<b>92,511</b>	<b>52,288</b>	<b>56.5</b>	<b>\$4,730</b>	<b>92,511</b>	<b>60,719</b>	<b>65.6</b>	<b>\$5,733</b>

Employment Services was the most common industry of employment for program exiters working at 4Q2006 (Table 6). Employment Services usually include temporary employment agencies that many employers use to find workers to try out first before hiring permanently. Employers also use Temporary Employment Agencies to augment staff during high demand periods without being saddled with paying benefits for permanent staff. Participants employed in the General Medical and Surgical Hospitals sector had the highest median earnings with \$8,591.

**Table 6. Top 10 Industries of Employment for All Working in 4Q2006**

<b>Industry of Employment</b>	<b>N Working</b>	<b>Median Earnings</b>	<b>NAICS Code</b>
Employment Services	4,948	\$3,221	5613
Limited-Service Eating Places	2,169	\$1,543	7222
General Medical and Surgical Hospitals	1,875	\$8,591	6221
Elementary and Secondary Schools	1,765	\$4,144	6111
Household and Institutional Furniture and Kitchen Cabinet Manufacturing	1,607	\$6,146	3371
Other General Merchandise Stores	1,344	\$3,246	4529
Nursing Care Facilities	1,195	\$4,080	6231
Home Health Care Services	1,155	\$2,362	6216
Full-Service Restaurants	1,084	\$2,027	7221
Business Support Services	959	\$3,922	5614

Table 7 shows the top ten industries of employment for all working in the 4<sup>th</sup> quarter of 2008. Employment Services was still the most common industry sector of employment, followed by Elementary and Secondary Schools. Those employed in the General Medical and Surgical Hospitals sector again had the highest median earnings with \$9,417.

**Table 7. Top 10 Industries of Employment for All Working in 4Q2008**

<b>Industry of Employment</b>	<b>N Working</b>	<b>Median Earnings</b>	<b>NAICS Code</b>
Employment Services	3,519	\$3,790	5613
Elementary and Secondary Schools	2,074	\$5,205	6111
General Medical and Surgical Hospitals	1,867	\$9,417	6221
Limited-Service Eating Places	1,719	\$2,160	7222
Home Health Care Services	1,348	\$2,976	6216
Other General Merchandise Stores	1,347	\$4,182	4529
Executive, Legislative, and Other General Government Support	1,083	\$7,890	9211
Nursing Care Facilities	1,029	\$4,880	6231
Offices of Physicians	934	\$6,559	6211
Household and Institutional Furniture and Kitchen Cabinet Manufacturing	914	\$7,129	3371



**B. Individuals Found Working in Both Study Periods**

The first part of this study looked at a snapshot of labor market outcomes for WIA participants who exited in PY 2006. This part of the study is designed to more closely examine the outcomes associated with continued employment. Labor market data for participants who were found working in 4Q2006 and also found working in the 4<sup>th</sup> quarter of 2008 were analyzed.

Female participants showed the highest employment retention between study periods at 82.0 percent (Table 8). Male participants had the highest median earnings at 4Q2008 with \$7,611. Males also had the highest earnings gains over the study period, \$1,954. Overall employment retention for the cohort over the study period was 81.6 percent, with median earnings of \$6,346 and earnings gains of \$1,616.

**Table 8. Employment Retention and Earnings Gains by Gender**

Gender	N	Working in 4Q2006			Working in 4Q2006 and 4Q2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Unknown	2,549	598	23.5	\$3,834	450	75.3	\$5,566	\$1,732
Male	37,606	22,189	59.0	\$5,657	18,045	81.3	\$7,611	\$1,954
Female	52,356	29,501	56.4	\$4,168	24,186	82.0	\$5,656	\$1,488
<b>Total</b>	<b>92,511</b>	<b>52,288</b>	<b>56.5</b>	<b>\$4,730</b>	<b>42,681</b>	<b>81.6</b>	<b>\$6,346</b>	<b>\$1,616</b>

Table 9 shows that Hawaiian Native or Pacific Islander participants had employment retention of 86.5 percent, the highest in the group, followed by Asians with 84.8 percent employment retention. Asian participants had the highest earnings gains over the period at \$2,478. Whites had the second highest earnings gains over the period at \$1,926.

**Table 9. Employment Retention and Earnings Gains by Ethnicity**

Ethnicity	N	Working in 4Q2006			Working in 4Q2006 and 4Q2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Hawaiian Native or Pacific Islander	179	111	62.0	\$5,984	96	86.5	\$7,249	\$1,265
American Indian	519	326	62.8	\$5,362	261	80.1	\$6,923	\$1,561
Asian	1,955	761	38.9	\$6,272	645	84.8	\$8,750	\$2,478
Unknown	7,520	3,800	50.5	\$6,663	3,320	87.4	\$7,876	\$1,213
White	18,257	12,614	69.1	\$6,456	10,512	83.3	\$8,382	\$1,926
Hispanic	18,480	13,106	70.9	\$4,356	10,845	82.7	\$5,755	\$1,399
Black	45,601	21,570	47.3	\$3,657	17,002	78.8	\$5,456	\$1,799
<b>Total</b>	<b>92,511</b>	<b>52,288</b>	<b>56.5</b>	<b>\$4,730</b>	<b>42,681</b>	<b>81.6</b>	<b>\$6,346</b>	<b>\$1,616</b>

Excluding participants whose grant type was unknown, those receiving Dislocated grants had the greatest employment retention over the study period at 87.0 percent (Table 10). Adult grant recipients had the largest median earnings gains, making \$1,545 more in 4Q2008 than in 4Q2006.

**Table 10. Employment Retention and Earnings Gains by Grant Type**

Grant Type	N	Working in 4Q2006			Working in 4Q2006 and 4Q2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Dislocated	8,471	6,596	77.9	\$6,028	5,739	87.0	\$7,448	\$1,420
Youth	11,329	5,893	52.0	\$1,939	4,453	75.6	\$3,466	\$1,527
Adult	32,143	24,893	77.4	\$5,825	20,669	83.0	\$7,370	\$1,545
Unknown	40,568	14,906	36.7	\$3,611	11,820	79.3	\$5,473	\$1,862
<b>Total</b>	<b>92,511</b>	<b>52,288</b>	<b>56.5</b>	<b>\$4,730</b>	<b>42,681</b>	<b>81.6</b>	<b>\$6,346</b>	<b>\$1,616</b>

Participants receiving Vocational Training had the highest employment retention over the study period at 83.0 percent (Table 11). Non-vocational training recipients had the highest earnings gains over the study period at \$1,657.

**Table 11. Employment Retention and Earnings Gains by Training Activity**

Training Activity	N	Working in 4Q2006			Working in 4Q2006 and 4Q2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Vocational Training	13,492	10,124	75.0	\$5,047	8,406	83.0	\$6,590	\$1,543
Non-Vocational	79,019	42,164	53.4	\$4,636	34,275	81.3	\$6,293	\$1,657
<b>Total</b>	<b>92,511</b>	<b>52,288</b>	<b>56.5</b>	<b>\$4,730</b>	<b>42,681</b>	<b>81.6</b>	<b>\$6,346</b>	<b>\$1,616</b>

Texoma LWDA had 88.2 percent of participants employed in 2006 employed in 2008, giving them the highest employment retention among LWDA's (Table 12). Participants from North Texas LWDA had the highest median earnings gains over the study period with \$2,644. They were followed by Permian Basin LWDA exiters with earnings gains of \$2,513.

**Table 12. Employment Retention and Earnings Gains by LWDA**

LWDA	N	Working in 4Q2006			Working in 4Q2006 and 4Q2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Concho Valley	278	166	59.7	\$4,598	134	80.7	\$6,057	\$1,459
South Plains	287	205	71.4	\$4,327	178	86.8	\$6,087	\$1,760
Panhandle	363	273	75.2	\$5,619	238	87.2	\$7,365	\$1,746
South Texas	372	273	73.4	\$4,324	239	87.5	\$5,864	\$1,540
Permian Basin	386	293	75.9	\$4,855	232	79.2	\$7,368	\$2,513
North Texas	399	314	78.7	\$5,876	276	87.9	\$8,520	\$2,644
Heart of Texas	401	269	67.1	\$4,855	224	83.3	\$6,916	\$2,061
Unknown	437	286	65.5	\$3,691	224	78.3	\$5,019	\$1,328
Golden Crescent	482	364	75.5	\$6,003	309	84.9	\$8,205	\$2,202
Rural Capital	562	347	61.7	\$5,011	281	81.0	\$5,975	\$964
West Central	565	463	82.0	\$5,917	375	81.0	\$6,630	\$713
Middle Rio Grande	582	362	62.2	\$2,573	298	82.3	\$4,570	\$1,997
Brazos Valley	705	504	71.5	\$4,749	432	85.7	\$6,837	\$2,088
North East Texas	723	452	62.5	\$5,422	377	83.4	\$7,268	\$1,846
Central Texas	959	634	66.1	\$3,838	488	77.0	\$5,802	\$1,964
Cameron County	1,326	659	49.7	\$3,863	574	87.1	\$5,674	\$1,811
Texoma	1,402	1,137	81.1	\$6,889	1,003	88.2	\$7,972	\$1,083
Coastal Bend	1,497	910	60.8	\$4,031	753	82.7	\$5,418	\$1,387
Deep East Texas	1,597	1,117	69.9	\$4,929	938	84.0	\$6,677	\$1,748
Capital Area	1,783	1,110	62.3	\$5,184	900	81.1	\$6,527	\$1,343
East Texas	2,769	1,529	55.2	\$4,199	1,236	80.8	\$6,281	\$2,082
Upper Rio Grande	2,783	1,727	62.1	\$3,730	1,407	81.5	\$5,110	\$1,380
Tarrant County	2,890	1,652	57.2	\$4,610	1,275	77.2	\$6,364	\$1,754
North Central	2,955	2,129	72.1	\$6,924	1,833	86.1	\$8,617	\$1,693
Alamo	3,497	2,314	66.2	\$4,305	1,889	81.6	\$5,503	\$1,198
Lower Rio Grande Valley	4,543	3,310	72.9	\$3,932	2,742	82.8	\$5,395	\$1,463
South East Texas	4,969	2,663	53.6	\$3,802	2,124	79.8	\$5,581	\$1,779
Dallas	12,891	8,517	66.1	\$6,088	7,201	84.5	\$7,516	\$1,428
Gulf Coast	40,108	18,309	45.7	\$4,221	14,501	79.2	\$6,059	\$1,838
<b>Total</b>	<b>92,511</b>	<b>52,288</b>	<b>56.5</b>	<b>\$4,730</b>	<b>42,681</b>	<b>81.6</b>	<b>\$6,346</b>	<b>\$1,616</b>

Table 13 shows the top ten industries of employment for program participants employed at 4Q2006 and in 4Q2008. The Employment Services sector topped the list, followed by the Elementary and Secondary Schools sector. Participants working in the General Medical and Surgical Hospitals industry had the highest median earnings with \$9,626.

**Table 13. Top 10 Industries of Employment for Participants Working in 4Q2006 and 4Q2008**

<b>Industry of Employment</b>	<b>N Working</b>	<b>Median Earnings</b>	<b>NAICS Code</b>
Employment Services	2,676	\$4,407	5613
Elementary and Secondary Schools	1,769	\$5,618	6111
General Medical and Surgical Hospitals	1,698	\$9,626	6221
Limited-Service Eating Places	1,100	\$2,537	7222
Home Health Care Services	1,030	\$3,757	6216
Other General Merchandise Stores	993	\$4,614	4529
Executive, Legislative, and Other General Government Support	984	\$8,087	9211
Household and Institutional Furniture and Kitchen Cabinet Manufacturing	903	\$7,144	3371
Nursing Care Facilities	877	\$5,137	6231
Offices of Physicians	793	\$6,821	6211

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