Tennessee Workforce Investment Act
2003 Performance Report of Statewide Eligible Training Providers

Compiled By:

TENNESSEE
HIGHER EDUCATION COMMISSION

In Conjunction With:

Tennessee DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT

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This is the second edition of the Tennessee *Performance Report of Statewide Eligible Training Providers*. The 2002 Report received a tremendous amount of attention and accolades, culminating with being listed on the Federal government's WIA website as a ***Promising Practice***. In the 14 months since the release of the 2002 Report, THEC has made significant improvements in our data infrastructure, policies and procedures, and in the specifics of the WIA quarterly reporting process. All of these changes were made with the intention of lessening the reporting obligation for our training providers while simultaneously ensuring that we obtained the mandated performance data in a standardized and timely fashion.

Rosevelt L. Noble, Ph.D.

Some of the internal changes that we have made since the 2002 Report include:

- **Development of a Standardized Method of Reporting –** The new method of reporting specified for providers the exact format of the report and the only codes that could appear for each field. Any report not received in the exact specified format was returned to the provider and treated as if it was never received. With this change, A) it was easier to detect and correct inaccurate data problems, and B) we were able to generate systematic statistical programming commands to perform various types of analysis.

- **Changing the Report Submission Medium –** Providers had the option of submitting their quarterly reports electronically beginning April 15, 2003. After realizing the simplicity of the new method, we required that all reports be submitted electronically beginning October 15, 2003. Electronic submissions allow for more thorough checking of the accuracy of the data given that less time is spent on tasks such as data entry. In addition, receiving reports electronically has also virtually eliminated the problem of receiving reports late.

- **More Performance Data Feedback –** THEC provides all of our training institutions with more feedback on their performance information throughout the year. Within 10 business days of submitting their quarterly performance report, all of our providers receive a cleaned copy of their recently submitted report, and a Quarterly Report Summary that details all of their performance data (by quarter) for the current fiscal year.

These are just three of the many improvements made to the THEC data infrastructure, policies and procedures, and quarterly report process. Because of the many enhancements, this report improves on the 2002 edition in several ways. The four most significant improvements are described in detail below.

- **More Accurate Performance Data** – Through quarterly and annual report summaries, all of our providers received the opportunity to submit corrections to their performance data. The opportunity to review the performance numbers was a luxury not granted to providers in the 2002 Report, primarily due to problems with the data infrastructure.

- **More Advanced Analysis** – In the 2002 Report, the wages obtained from Tennessee Unemployment Insurance Wage Records (TUIWR) served only to indicate placements in the first quarter following completion and in the detailed wage summaries. However, the 2003 report expands the scope of the wage analysis by including the following:

* *Unemployment-to-Work Assessment:* A summary of the number of WIA participants who were unemployed before completing a certified training program, and were subsequently placed in the quarter immediately following completion. This type of analysis permits a determination of the extent to which WIA funds are assisting those who are unemployed to obtain gainful employment.

* *Unemployment & Long Term Placement Assessment:* A summary of the percentage of WIA completers who were unemployed before training who have reported wage amounts for both the first and second quarters after program completion. This analysis determines the extent to which WIA students are able to retain gainful employment.

* *Quality of Life Assessment:* A comparison of the average salary for WIA participants employed the quarter before training to their average salary the quarter following training. With such analysis, we can determine the extent to which WIA enhances the quality of life for individuals employed prior to training.

Exceptional Training Provider Section – The 2003 Report includes a section devoted to highlighting those providers with exemplary performance measures for their WIA student population. In addition to name recognition in the annual report, these providers will also receive awards at our Annual Performance Workshop.

Utilization of the Wage Record Interchange System (WRIS) – Unlike the 2002 Report, this edition includes wage records from Tennessee as well as 41 other states. Given that Tennessee directly borders on eight states, it was imperative that we search for wage information beyond our state-lines in determining program placement rates.

In sum, the report supplies valuable information to assist state and local WIA officials as well as potential WIA students in making informed choices when selecting training programs. An essential feature of the Workforce Investment Act is the "Customer Choice" orientation of the program. Individuals seeking assistance through WIA funding have the freedom of choice in selecting the training program that best fits their personal and career needs. As such, it is important that customers receive accurate information regarding the performance record of all training providers eligible to participate in the WIA program. Informed customer choice requires a stringent system of accountability for all certified training providers.

We hope you find the information provided in the *2003 Performance Report of Statewide Eligible Training Providers* beneficial and informative. The report is an extension of the Tennessee Higher Education Commission's responsibility to evaluate all WIA providers based on performance data to determine their subsequent eligibility to the *Statewide List*.

Rosevelt L. Noble, Ph.D.

On August 7, 1998, President Clinton signed the Workforce Investment Act of 1998 (WIA)--comprehensive reform legislation that superseded the Job Training Partnership Act (JTPA) and amended the Wagner-Peyser Act. The WIA reformed Federal job training programs and created a new, comprehensive workforce investment system. The reformed system was intended to be customer-focused, to help Americans access the tools they need to manage their careers through information and high quality services, and to help U.S. companies find skilled workers.

Specifically, the Workforce Investment Act embodies seven key principles:

1. **Streamlined Services Through the One-Stop Delivery System:**

    Programs and providers co-locate, coordinate, and integrate activities and information, so that the system as a whole is coherent and accessible for individuals and businesses alike.

2. **Empowering Individuals:**

    WIA provides financial power through Individual Training Accounts, while simultaneously offering greater levels of information and guidance, through the One-Stop Delivery System.

3. **Universal Access:**

    All individuals have access to the One-Stop System and to core employment-related services. At the One-Stop, students have universal access to information about job vacancies, career options, student financial aid, and instructions on how to conduct a job search, write a resume, or interview with an employer.

4. **Increased Accountability:**

    The goal of WIA is to increase employment, retention, and earnings of participants, and in doing so, improve the quality of the workforce to sustain economic growth, enhance productivity and competitiveness, and reduce welfare dependency.

5. **Strong Role for Local Workforce Investment Boards and the Private Sector:**

    In a coordinated effort, business-led boards act as "boards of directors," focusing on strategic planning, policy development, and oversight of the local workforce investment system.

6. **State and Local Flexibility:**

    States and localities have increased flexibility, with significant authority reserved for the Governor and chief elected officials, to build on existing reforms in order to implement innovative and comprehensive workforce investment systems tailored to meet the particular needs of local and regional labor markets.

7. **Improved Youth Programs:**

    Youth programs are linked more closely to local labor market needs and community youth programs and services with strong connections between academic and occupational learning.

The Workforce Investment Act establishes requirements that a provider of a training program must meet in order to remain eligible to receive adult or dislocated worker funds under this title. There are two sets of requirements -- the first set relating to a provider's **initial eligibility** and the second set relating to a provider maintaining **subsequent eligibility**.

Initial Eligibility

With respect to requirements for initial eligibility during the early stages of WIA implementation, a training provider that was a postsecondary education institution certified under the Higher Education Act and provided a program leading to a two or four-year degree or certificate, or that was an entity that carried out an apprenticeship program registered under the National Apprenticeship Act, was automatically eligible to receive funds if the institution filed an appropriate application with a local board. Providers of programs not meeting either of those two conditions had to satisfy alternative procedures that were established by the Governor for initial eligibility. That procedure was to include appropriate levels of performance if the provider had previously provided training services and other appropriate criteria.

Presently, the local boards certify all applications for initial eligibility to the statewide list. The local board submits the applications to the Tennessee Higher Education Commission (THEC) and THEC distributes a single list of providers identified from all local areas, making it available through the One-Stop System. Subsequent to the initial eligibility period, all providers (including those that were automatically eligible) must meet performance criteria established by the Governor to maintain eligibility.

Subsequent Eligibility

The performance criteria include levels of performance for all individuals participating in the provider's program relating to: the rate of completion; the percentage of all such individuals who obtain unsubsidized employment (which also may include the percentage of those who obtained such employment in occupations related to the program); and the wages at placement of such individuals. The criteria also include levels of performance relating only to students receiving WIA funds who participated in the provider's program. These criteria include the percentage of those participants who completed the program and obtained unsubsidized employment, the retention rate in such employment and the wage rate of those participants who completed the applicable program 6 months after employment; and the rate of licensure or certification as appropriate of those who completed. Each provider also must submit information relating to the costs of the program. The local boards may modify the performance criteria for programs of providers in the local areas by increasing the levels of performance above the minimum levels established by the Governor.

The performance information for each eligible program of a provider relating to these criteria are provided annually to the local boards. The Governor or the local boards may require providers to submit other additional program-specific information. The local boards or the Governor also may accept performance information consistent with the requirements of the Higher Education Act to fulfill these requirements. On-the-job training (OJT) and customized training are not subject to these requirements; however, the Governor may require such institutions to provide performance information to the One-Stop operator and may establish performance criteria.

A participant may select any eligible program in the state if all other criteria relating to initial and subsequent eligibility for training services are met. An essential feature of the Workforce Investment Act was the "Customer Choice" orientation of the program. Individuals seeking assistance through WIA funding have the freedom of choice in selecting the training program that best fits their personal and career needs. As such, it is important that customers receive accurate information regarding the performance records of all training providers eligible to participate in the WIA program. Informed customer choice requires a stringent system of accountability for all certified training providers. Since the goal of the Workforce Investment Act is to obtain gainful employment, providers must demonstrate through performance data that in addition to simply completing a certified program, the obtained credential subsequently leads to increased employment opportunities.

Along with the goal of informed customer choice, analysis of performance data is also necessary to ensure the integrity of the Workforce Investment Act. To protect the WIA program from saturation with fraudulent or ineffective training providers, the Workforce Investment Act requires subsequent eligibility decisions based on annual performance standards. Only those programs compliant with mandated performance standards are eligible for continued placement onto the *Statewide List of Eligible Training Providers*.

The current report provides a performance assessment of completion and job placement rates for all WIA certified training providers in the state of Tennessee. Specifically, the report details performance data for the period covering July 1, 2002 through June 30, 2003. The report begins with a statewide analysis of the federally mandated performance data. Following the statewide analysis, the report summarizes the performance data for each Local Workforce Investment Area and then for each individual certified training provider.

During the implementation stage of the Workforce Investment Act in Tennessee, Governor Don Sundquist designated the Tennessee Higher Education Commission (THEC) as the state agency responsible for maintaining the *Statewide List of Eligible Training Providers*. The Commission's experience as the state-authorizing body for Postsecondary School Authorization well positioned the agency for developing and maintaining a statewide list of WIA certified providers and programs.

As part of developing and maintaining the list, THEC is responsible for coordinating five functional components of the WIA program. These components include:

- *Development of Applications and Standard Operating Procedures* – THEC is charged with developing the initial eligibility application and other important documents in the WIA process such as quarterly performance report forms. In addition, the Commission is also responsible for developing policies and guidelines in alignment with federal legislation.

- *Application Confirmation* – THEC confirms that all institutions applying for WIA certification in the state of Tennessee have the necessary state approval for legal operation. Thus, THEC is responsible for verifying with authorizing agencies, such as the Barbering and the Nursing Boards, that all providers and programs certified by a local workforce investment board have the necessary approval for state operation.

- *Management and Dissemination of Statewide List* – THEC maintains the Statewide List of Eligible Training Providers and disseminates this list through the THEC web site. Although the federal legislation does not require the list to be in the form of a web site, this is the national model and preferred mechanism for distribution. The list must be 100 percent accurate concerning program and performance information and the list must be available to all prospective students in a manner that is easily accessible and widely utilized.

- *Evaluation and Appeals* – THEC oversees three activities associated with evaluation and appeals: 1) the evaluation of performance data, 2) the investigation of complaints on behalf of the students, and 3) the investigation of formal appeals filed by providers denied entrance onto the statewide list. When necessary, THEC conducts appeal hearings in coordination with the Department of Labor and Workforce Development and representatives from the Local Workforce Investment Boards.

- *Removal Procedures* – THEC is responsible for removing providers from the statewide list when the provider: 1) fails to submit quarterly performance data, 2) loses the necessary approval for operation in the State of Tennessee, 3) requests removal from the statewide list, or 4) for any other reason deemed just cause for removal by THEC.

The current report is an extension of THEC's responsibility to manage and disseminate the *Statewide List of Eligible Training Providers*. The report's findings are intended to assist state and local officials, as well as potential WIA participants in the effective utilization of WIA funds.

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The WIA Quarterly Performance Reports provided the vast majority of the performance information on the WIA and ALL of student populations. However, giving the difficulty in obtaining information for the ALL of student population by program, certain providers received exemptions from reporting this information to the Tennessee Higher Education Commission. Those granted exemptions are the Tennessee public 4-Year Universities, the Community Colleges, and the Technology Centers. These providers submit performance data for their WIA students only, and THEC receives performance data for their ALL of student populations from the *Tennessee Board of Regents*.

In all, six data sources were utilized in compiling the current report:

- WIA Quarterly Performance Reports – Covering July 1, 2002 through June 30, 2003.

- Tennessee Board of Regents – *Regular and Supplemental Enrollment Reports* for Summer 2002, Fall 2002, and Spring 2003.

- Tennessee Board of Regents – *2002-2003 Annual Report of Graduates* for 4-year universities and community colleges.

- Tennessee Board of Regents – *Tennessee Technology Centers Student Information System 2002-2003 Enrollment Report*.

- Tennessee Department of Labor and Workforce Development (TDOL & WD), Division of Employment Security – Tennessee Unemployment Insurance Wage Records (TUIWR) from October 1, 2001 through September 30, 2003.

- Wage Record Interchange System (WRIS) – National Unemployment Insurance Wage Records for each participant by quarter from October 1, 2001 through September 30, 2003.

WIA Quarterly Performance Reports – Description

All WIA certified training providers are required to submit quarterly reports detailing program progress for both WIA and ALL of students. "ALL of students" refer to the total number of students, and not just to the number of non-WIA students. Intrinsically, WIA students are a component of the figures describing the ALL of student population.

In each report, the certified provider documents the number of newly enrolled students, dropouts, completers, still enrolled, etc. In addition, when a student successfully completes a certified training program, THEC submits the student's social security number to both TUIWR and to the WRIS at the conclusion of the fiscal year to check for wages the quarter following completion. Consequently, effective evaluation of each training program requires that providers submit all of the above information for both the WIA and ALL of student populations.

The quarterly performance reports are due at THEC on the 15th day following each quarter. Specifically, the report periods and due dates are as follows:

Table 1 – Quarterly Report Schedule

Quarter	Time Period			Due Date
1st	July 1	Through	September 30	October 15
2nd	October 1	Through	December 31	January 15
3rd	January 1	Through	March 31	April 15
4th	April 1	Through	June 30	July 15

Providers who fail to submitt a performance report are subject to the *Schedule of Consequences* designed to address such issues. The *Schedule of Consequences* involves three levels of action beginning at level one, where a simple reminder note is sent to the provider stating that THEC has not received the mandated performance report by the report deadline. At level two of the *Schedule of Consequences,* the provider is temporarily suspended from the *Statewide List of Eligible Training Providers* and all 13 of the Local Workforce Investment Boards and the Department of Labor and Workforce Development are informed of the provider's suspension status. At level three of the *Schedule of Consequences,* the provider is permanently removed from the Statewide List for a period of two consecutive quarters.

The current report may not include 4 quarters of performance data for all providers. In some cases a provider may not have become WIA certified until the last 2 or 3 quarters of the report period. There are two types of providers who are exempt from submitting quarterly reports and thus do not appear in the current report.

1. Any provider whose initial application into WIA was certified between April 1, 2003 and June 30, 2003 and who did not receive a WIA student during that time is not required to begin submitting WIA quarterly reports to THEC until receiving a minimum of one WIA student. However, if the minimum of one WIA student was enrolled during the time after certification, the provider is required to submit a performance report.

2. Any provider that has **NEVER** received a WIA student (from their inception into WIA) does not have to complete a quarterly performance report until they receive their first WIA student. This exemption does not refer to the quarter of the report, but rather the period that covers the provider's initial inception into WIA up through June 30, 2003. Subsequently, after one WIA student is received, the provider is required to forever report on that particular program.

Given conditions 1 and 2 from above, not all of the providers who appear on the *Statewide List of Eligible Training Providers* will appear in the current report.

TBR Regular and Supplemental Enrollment Reports – Description

The enrollment reports consist of a record on each student attending the institution on the census date. The census date is the 14th calendar day from the beginning of classes each term. A record is generated for each student attending the institution, regardless of his/her courses. The data files include continuing education and co-op students, as well as regular resident students. The report from each institution is submitted through the reporting institutions governing board to the Tennessee Board of Regents.

General Guidelines of the TBR Enrollment Data Files:

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- Courses are reported in the term in which the ending date of the course falls. The only exception to this rule is when a course, which is in progress on the 14th day of a term has an ending date in the succeeding term prior to the 14th day of the succeeding term. In these cases the course is reported in the regular report of the first term.

- Only those courses actually in progress on the 14th day census date are reported in the regular report. All other courses are reported in the supplemental report of the term in which the ending date of the course falls.

- Short courses are reported in the supplemental report even if they are in progress on the 14th day census date.

- Students enrolled exclusively in continuing education units are reported in the supplemental report. In addition, reporting on continuing education units was optional.

- Students who are permitted to enter a course after the 14th day are reported in the supplemental report.

TBR Annual Report of Graduates – Description

The Annual Report of Graduates consists of information on each student who completed academic programs during the 2002-2003 year. The year is defined as all of the academic terms from summer 2002 term through spring 2003 term. All 4-year universities and community colleges submitted the reports to the TBR no later than August 5, 2003.

TBR TTC Student Information System 2002-2003 Enrollment Report – Description

The student information report is due in the TBR office no later than 15 calendar days after the completion of each term. The term dates are the same as those for the WIA Quarterly Performance Reports.

The enrollment report consists of a record for each student who attended the institution during a term. If a student enrolls in more than one program in a term, then a separate record is generated for each program. In the case of satellite sites, the lead institutions submit the report electronically.

The enrollment report for the technology centers includes all of the graduate information, thus there is no need for a separate graduates report.

Tennessee Unemployment Insurance Wage Records (TUIWR) – Description

The Workforce Investment Act creates a performance accountability system to assess the effectiveness of states and local areas in achieving continuous improvement of workforce investment activities. The system requires that each state and local area, as part of a regular performance accountability assessment, consider the impact of workforce investment services upon wages of the recipients of those services.

Utilizing Tennessee Unemployment Insurance Wage Records (TUIWR) provided by the Tennessee Department of Labor and Workforce Development, THEC checked for reported wages across the state of Tennessee. TUIWR data provided wage information for eight consecutive quarters spanning from October 1, 2001 through September 30, 2003. In all, 305,739 wage records from Tennessee were analyzed in computing placement rates. The

305,739 records reflected wage data for 43,390 students who completed training programs in the state of Tennessee.

In a secured file from the Division of Employment Security, THEC received the eight quarters of wage information for each completer. Only those individuals with a reported wage amount during the quarter immediately following the completion of a WIA certified training program are classified as a job placement. The obtained wage amount does not have to be in the individual's particular field of study, and THEC does not know the nature of the business conducted by the employer who submitted each particular wage.

Wage Record Interchange System (WRIS) - Description

The Wage Record Interchange System (WRIS) is an important element in the effort of states to comply with the program assessment and reporting requirements of the Workforce Investment Act. In order to realistically measure the benefits derived from workforce investment services, wages earned outside the state where the services were provided must be measured in addition to those earned locally.

Through WRIS, requesting states can obtain access to other states' confidential Unemployment Insurance (UI) wage data for individuals to whom the requesting states have provided workforce investment services. All states participating in the WRIS have entered into Data Sharing Agreements with one another, thereby agreeing that their employees, contractors and/or agents will handle WRIS data in a manner that will protect its confidentiality to the greatest extent possible. Individuals at THEC with access to WRIS data have signed a form acknowledging their understanding of the confidential nature of the WRIS data and their obligation to follow prescribed standards for its proper handling.

Complementing the information obtained from TUIWR, the WRIS was designed to obtain wage data for the following individuals in WIA certified programs:

- Individuals who received services in a WIA program and who subsequently relocated to another state for employment.

- Individuals who reside in the state where they received services in a WIA program but who obtained their primary employment in another state.

- Individuals who reside in the state where they received services in a WIA program and who obtained employment in their resident state as well as secondary employment in another state.

Figure 1 shows all of the states currently participating in the WRIS. With Tennessee bordering on eight states, it is important that we check for wages beyond the Tennessee state line.

In the current report, the WRIS provided wage information for eight consecutive quarters for the time period spanning from October 1, 2001 through September 31, 2003. In all, the WRIS supplied 29,972 wage records that were analyzed computing placement rates. The 29,972 wage records were extracted from Unemployment Insurance Wage data in 41 states. The eight states that did not respond to the THEC WRIS query were as follows: Delaware, Hawaii, Illinois, Maryland, Michigan, New Hampshire, Utah, and Wyoming. Thus, the current report does not include wage information for any participant who completed a WIA certified program in the state of Tennessee and obtained gainful employment in one of these eight states. At the time of this report, three of the non-responsive states were not participating in the WRIS (Michigan,

Delaware, and Hawaii). In addition, three of the non-responsive states had not submitted their wage updates to the WRIS clearing house and so no wage information was available (Illinois, Utah, Wyoming). All of the states directly bordering on Tennessee supplied wage records.

Figure 1 – States Participating in WRIS
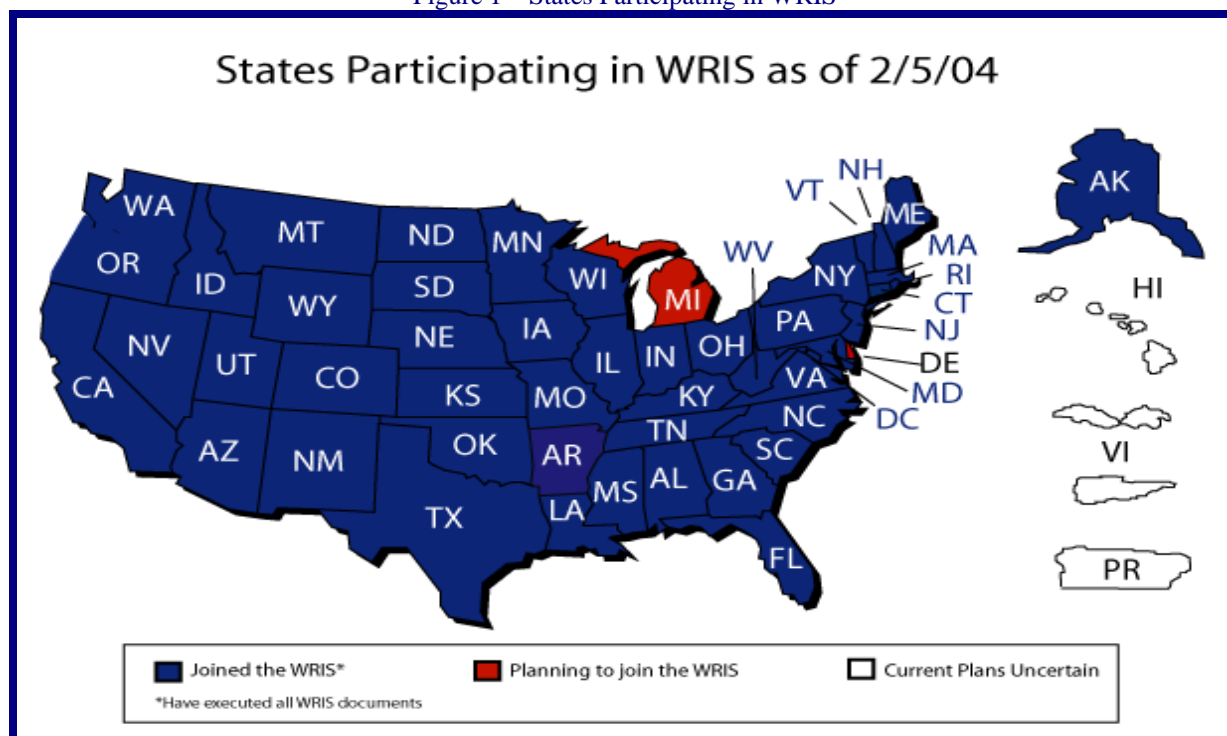
Table 2 presents a breakdown of the top fifteen states supplying wage records for inclusion in the current report. Not surprisingly, all eight of the states that directly border on Tennessee appear among the top fifteen (**bold states**).

Table 2 – Top 15 States Supplying Wage Records Through WRIS

State	Number of Wage Records Submitted
Kentucky	3,325
Georgia	3,220
Virginia	2,878
North Carolina	2,533
Texas	2,532
Florida	2,500
Arkansas	1,497
Alabama	1,372
South Carolina	1,075
California	959
Ohio	781
Louisiana	705
Missouri	518
Mississippi	452
New York	438

WIA Quarterly Performance Reports - Limitations

1. Program Names – Frequently providers will not report program names verbatim across the various quarters of the report. When providers took the necessary steps for program name changes, all of their past and future reports were adjusted accordingly. However, when name changes occurred without proper notification or the names were simply reported inconsistently, THEC re-submitted the report to the provider requesting clarification. In most cases, the re-submitted report from the provider solved the name discrepancy. Nonetheless, there remained a few unresolved name discrepancies, in which case, THEC made adjustments and program pairings. With changes in the reporting format and improvements to data management infrastructure, program name discrepancies should not affect future WIA performance reports.

2. Inaccurate Data – There were providers who submitted figures in their performance reports that were mathematically impossible. For example, if based on the performance data for the four quarters assessed in the report it was found that a provider had 25 WIA students enroll but reported having 30 complete, this indicated inaccurate data. Most problems with inaccurate data stem from two sources. 1) The high rate of turnover among the staff personnel responsible for completing the WIA report within each respective training facility contributes to the inaccurate data problem. Consequently, changes in personnel, coupled with the lack of adequate training on completing the report, contribute to inaccurate data problems. 2) The change in THEC reporting methods partially contributes to inaccurate data problem. Since the arrival of Dr. Rosevelt L. Noble into the position of Director of WIA with THEC, the quarterly reporting process has changed dramatically. The changes have all made the reporting process easier while at the same time making it less difficult to generate reports and making it relatively easy to detect and correct inaccurate data problems. Unfortunately, the current report analyzes data from both periods of reporting. For example, there maybe a provider with two quarters of data reported on the old Method A format and two quarters of data reported on the new and improved Method B format. The staff at THEC investigated the inaccurate data problems and traced practically all of the inaccurate data problems to the Method A quarters of reporting.

In January 2004, all providers received an "Annual Review Summary" detailing the figures that would appear in the current annual report, and were granted the opportunity to provide corrections. To assist the providers in pinpointing the source of inaccuracy, THEC suggested that the providers with inaccurate data problems submit all of their previous quarters of Method A data in the Method B format. In all, 72 providers submitted corrections to their Annual Report Summary (See Attachment A). In the memo accompanying the Annual Review Summary, the providers received notice that programs with inaccurate data problems would be treated as failing to meet that particular performance standard. Thus, those institutions that neglected to re-submit annual corrections are still subject to removal from the statewide list for failing to meet one of four performance standards.

Inaccurate data problems appear in the report with the letters "ID" for their performance information. This is the final report that will include performance data from both periods of reporting formats. In the 2004 Annual Performance Report, all inaccurate data problems should be resolved.

TBR Regular and Supplemental Enrollment Reports – Limitations

1. No Continuing Education Indicator – The TBR data are divided into two files. One has all of the information for the Technology Centers, while the other has the 4-year universities and 2-year Community Colleges. The Technology Center files have a variable indicating whether a student is continuing education (i.e. at the time of reporting the student had not completed but was still enrolled). The university and community college file however does not have a still enrolled indicator. Therefore, in the individual provider summaries, the abbreviation "NA" (Not Applicable) appears under the column titled "Still Enrolled."

2. Proxy ALL of Student Completion Rate – Because of the lack of a still enrolled indicator, the ALL of student completion rate for 4-year universities and community colleges is not exactly comparable to the remaining WIA providers. THEC calculates completion rates by subtracting the number of students still enrolled from the total population of enrollments (See pages 26-27). However, in the case of the 4-year universities and the community colleges, THEC had to determine the total population of eligible completers, and then compute the ALL of student completion rate based on how many of these individuals were recorded in the *Annual Report of Graduates*.

TUIWR and WRIS - Limitations

1. Unfound Social Security Numbers – Some certified programs train students for self-employment (i.e. barbering), in which case their wage amounts would not show up in the Tennessee Unemployment Insurance Wage Records or in the WRIS. The same would occur for deceased individuals or those who joined the military. In which case, an unfound social security number does not necessarily mean an individual did not have gainful employment; it just means the social security number was not matched in either of the two sources utilized for wage information (TUIWR and WRIS).

2. Failure to Submit ALL of Student Social Security Numbers – Providers are generally exceptional in submitting social security numbers for WIA completers; however, many neglect to do so for their ALL of student completers (in this case non-WIA completers). As a result, their ALL of student placement rates may not reflect their true rate of placement. Each provider is aware of the importance of submitting social security numbers for ALL completers and the failure to submit this information does not exempt the provider from meeting this performance standard.

The procedures for determination of subsequent eligibility includes a review of each certified training program that has served at least 10 WIA students since its initial inception onto the *Statewide List of Eligible Training Providers*. The current report includes performance analysis for all certified programs that received a minimum of one WIA student between the period of July 1, 2002 through June 30, 2002. However, only those programs with a minimum of 10 WIA students enrolled during this time are considered in subsequent eligibility decisions. To remain subsequently eligible to receive WIA funds, each certified program must meet one of four performance standards.

Any program receiving at least 10 WIA students and failing to meet at least one of the four performance measures is subsequently ineligible to receive WIA students. Those programs removed from the list are eligible for reinstatement at the end of the suspension period, which expires at the conclusion of each fiscal year.

Performance Standards – Text Description

- The **WIA completion rate** for each program must be equal to or greater than 35 percent.

- The **ALL of student completion rate** for each program must be equal to or greater than 35 percent.

- The **WIA placement rate** for each program must be equal to or greater than the 65 percent.

- The **ALL of student placement rate** for each program must be equal to or greater than 65 percent.

Figure 2 – Illustration of the Four Performance Standards

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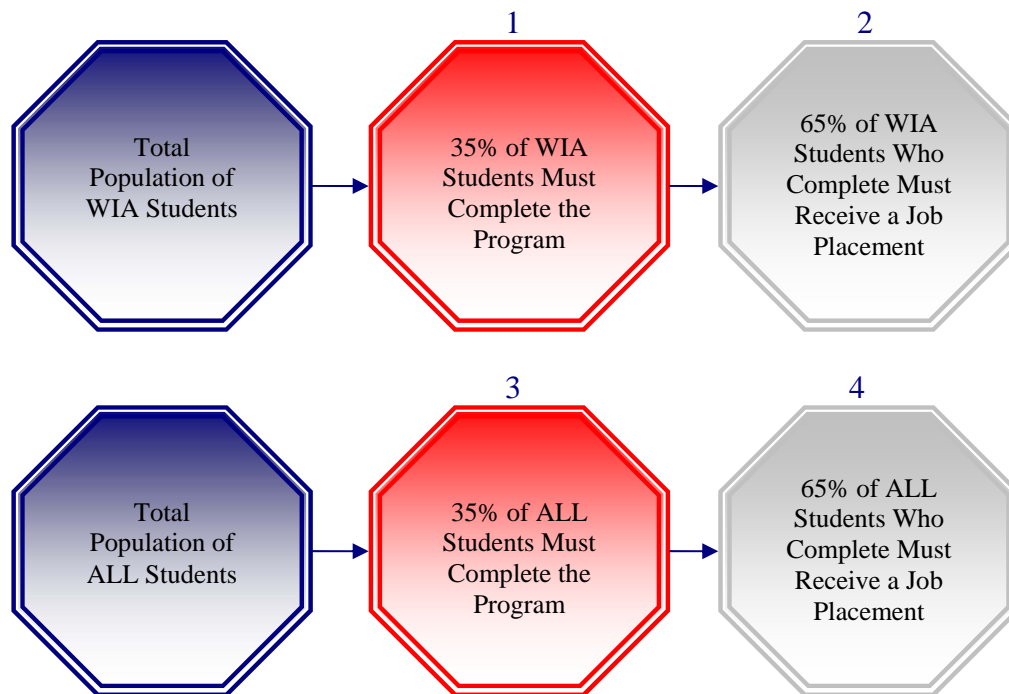
Calculation of Performance Standards

THEC calculates the performance standards for WIA training providers as follows:

<u>Completion Rate</u>

$$\left\{ \frac{\text{Total Number of Completers During the Fiscal Year}}{\text{(Total Number Enrolled During the Fiscal Year)} - \text{(Total Number Still Enrolled at End of Year)}} \right\} * 100$$

The ALL of student completion rates for the 4-year universities and the community colleges were calculated using a slightly different equation given the absence of an indicator for the number of students still enrolled. The first step in computing the ALL of student completion rate for this subset of providers was to find the total population of eligible completers.

The total population of eligible completers at the 4-year universities was established by extracting from the *TBR Regular and Supplemental Enrollment Reports* only those students classified as a "Senior or a Fifth Year Undergraduate."

> Note: According to the Data Dictionary for the *TBR Regular and Supplemental Enrollment Report*, a fifth-year undergraduate is a student enrolled in a program, which normally takes five years to complete, e.g. some engineering programs or medical technology degrees. The term does not describe students who take five years to complete a four-year degree.

For the community colleges, the total population of eligible completers was established by extracting from the *TBR Regular and Supplemental Enrollment Reports* only those students classified as a "Sophomore" or those classified as "Undergraduate Special."

> Note: According to the Data Dictionary for the *TBR Regular and Supplemental Enrollment Report*, an Undergraduate Special student is classified as one who is 1) non-degree seeking and holds no degree or certificate; or 2) non-degree seeking, holding any level degree, but taking only courses for undergraduate credit; or 3) non-degree seeking, holding no bachelor's degree, and taking courses for both graduate and undergraduate credit; or 4) one seeking a Technical Certificate or Credit.

The community college ALL of student performance rates include undergraduate special students, because a significant proportion of WIA students fall into this category (particularly condition 4).

The ALL of student completion rate for the 4-year universities and community colleges was estimated by computing the percentage of population of eligible completers that were found in the *2002-2003 Annual Report of Graduates* (see Figure 3). The percentages were computed by program.

For example, assume that Middle Tennessee State University (MTSU) has 100 students enrolled in their psychology program that are classified as a senior according to the *TBR Regular and Supplemental Enrollment Reports* for the 2002-03 academic year. If 75 of these students are

reported in the 2003 *Annual Report of Graduates*, then MTSU's annual completion rate for their psychology program is figured as 75%.

Figure 3 – Illustration of ALL of Student Completion Rate for 4–Year Universities & Community Colleges

Population of Eligible Completers = 100 → Number of Observed Completers = 75 → ALL of Student Completion Rate = 75%
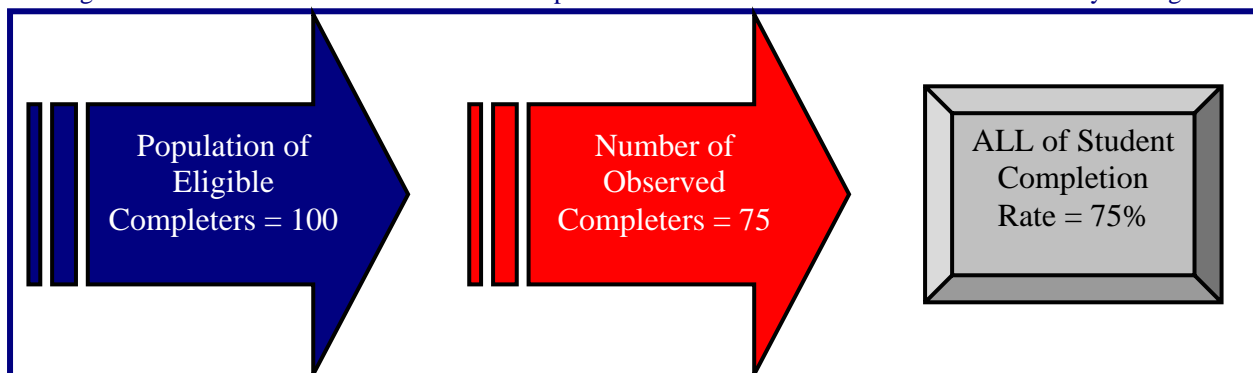
Placement Rate

$$\left\{ \frac{\text{Total Number of Placements Based on WRIS \& UIWR Matches}}{\text{(Total Number of Completers During the Fiscal Year)}} \right\} * 100$$

What is Considered a Placement?

Figure 4 – Illustration of Placement Indicator

Completion occurs during this quarter.

20012	20023	20024	20021	20022	20033	20034	20031
10/01/01 To 12/31/01	01/01/02 To 03/31/02	04/01/02 To 06/30/02	07/01/02 To 09/30/02	10/01/02 To 12/31/02	01/01/03 To 03/31/03	04/01/03 To 06/30/03	07/01/03 To 09/30/03

Must show a wage this quarter to count as a placement
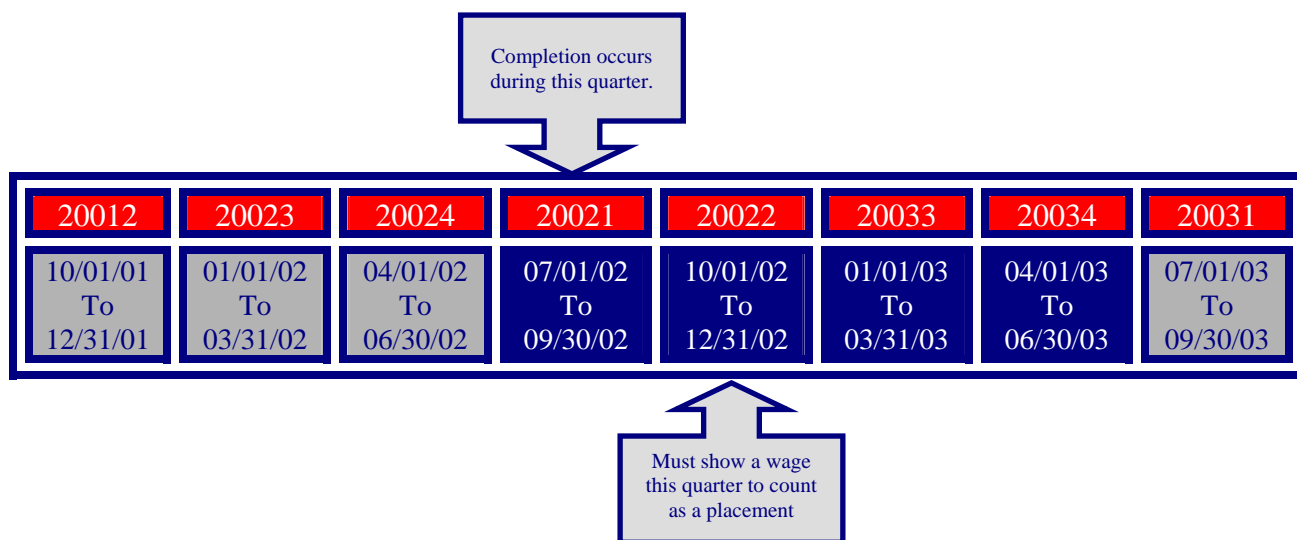
The blue cells indicate the quarters included in the current annual report. For every social security number submitted in the WRIS and TUIWR queries, THEC receives any reported wage amount for the specified eight quarters. Both of WRIS and TUIWR data files are combined into one database. This process adds the wages that were earned outside of Tennessee, to the participants' in-state earnings. If an individual was unemployed for one quarter, then the

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returned file would only contain seven reported wage amounts. In addition to combining the two wage sources, the reported wage amounts are aggregated by quarter, i.e. if an individual was working for two different employers for any particular quarter, the two wage amounts are added together to reflect one quarterly earnings indicator. In determining job placements, THEC considers when the individual completed their respective program. For instance, if an individual completed a WIA program during the first quarter of 2002, in order for the provider to receive credit for this individual as a job placement, the completer must show a wage during the second quarter of 2002 (see Figure 4).

Throughout the individual provider summary pages, there appears a series of abbreviations denoting the following:

NC   NO COMPLETERS - The program in consideration did not have a completer during the report period, and therefore, they did not qualify to have a corresponding placement rate. Subsequently, this abbreviation will only appear in the WIA or ALL of student placement columns.

NA   NOT APPLICABLE – As of the report conclusion date (06/30/03), the total number of students enrolled in the certified program during the fiscal year is exactly equal to the number of students listed as "still enrolled." Therefore, since these individuals have not yet completed, it is not possible to calculate the program completion rate. This abbreviation most frequently appears in the WIA completion and placement columns.

NP   NOT PROVIDED - The provider failed to submit performance data for a certain segment of their student population. Failure to report performance data occurs most frequently on the ALL of student population, particularly for the larger providers. However, failure to submit the information does not exempt the provider from meeting the performance measure. Consequently, providers who fail to meet both WIA performance measure and neglect to submit ALL of student information face an increased risk of removal from the statewide list.

ID   INACCURATE DATA – In some cases, providers has submitted performance values that are mathematically impossible. All providers were granted the opportunity to correct this information in January 2004. Some either neglected to re-submit the data or re-submitted without corrections. (See description of inaccurate data problem on page 23).

UD   UNFOUND DATA – Some of the ALL of student performance data for the TBR schools was unfound for two reasons. 1) In some cases, the TBR institutions may offer temporary or specialty programs that are WIA approved but are not reported in the TBR *Regular and Supplemental Enrollment Reports* or the *Annual Report of Graduates*. Thus, the provider may submit performance data to THEC concerning the WIA student population; however, the ALL of student performance data is unfound in these particular cases. This was primarily a problem among the community colleges. 2) In a few cases, WIA students were classified as being in programs designated for graduate students. Since these were such rare occasions and typically involving only one random WIA student, no ALL of student performance data was extracted for graduate programs. This was primarily a problem among the 4-year universities.

Terminated Providers and Programs

Some of the providers and programs presented in the report were removed from the *Statewide List of Eligible Training Providers* during the fiscal year. For a variety of reasons, i.e. failure to submit performance data or provider request for removal, several providers no longer participate in the Workforce Investment Act program. However, any provider that has ever received a WIA student is included in the report, regardless of their status on the statewide list. Table 3 presents a list of those providers included in this report that have been deleted from the Statewide List.

Table 3 – Deleted Providers that Appear in the Report

Provider Name
Bristol Tennessee LPN Program
Covenant Transport Training Center
East Tennessee School of Massage
Heartland Truck Driving Institute – Henderson
Knox International 2000 Beauty College
Learn-2-Drive Academy
Manpower, Inc.
Methodist Hospital
Tennessee Institute of Healing Arts
Tennessee State Blacksmith and Farrier School
Transport Training Group
West Tennessee Special Technology Center

Exceptional Training Providers

2003
WIA Exceptional
Training Provider
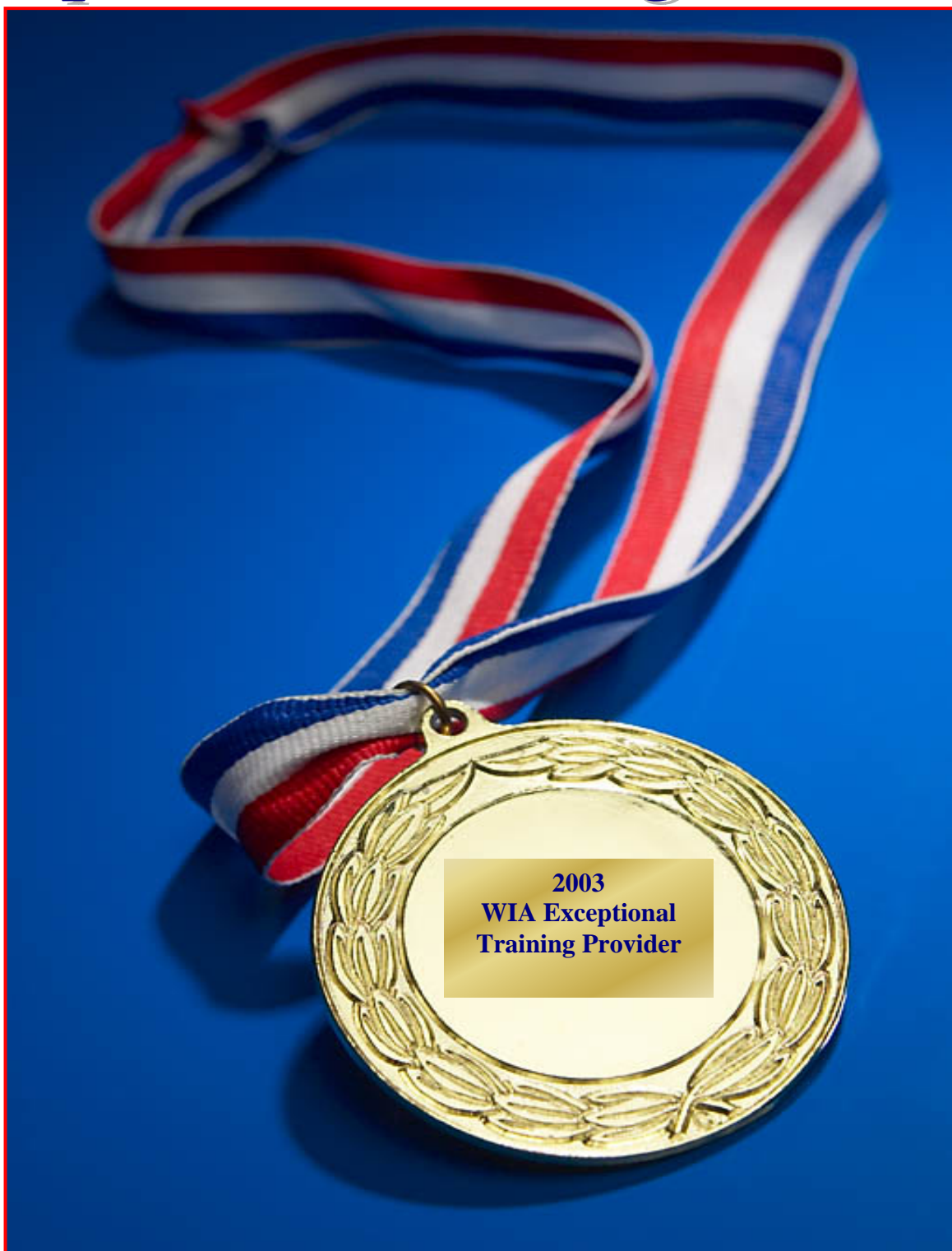
Exceptional Training Providers

Exceptional Training Providers (ETP) are those three institutions with the highest combined probability of WIA student completion and placement. For each institution, THEC computed a Success Score that reflects the aggregated probability of a WIA student completing a program multiplied by the probability of a WIA student being placed after completion. Aggregated probability involves the summation of all of the individual program performance data for any particular institution to reflect one overall WIA completion and placement rate for the school collectively. Thus, ETP must have strong performance measures in all of their WIA programs, as any program with weak performance numbers will likely reduce their overall Success Score.

| Probability of WIA Student Completing | * | Probability of WIA Student Placing | = **Success Score** |

For an interpretation of an estimated Success Score, consider the following example. If ABC Computing has a WIA student completion rate of 95% and a WIA student placement rate of 75%, then the Success Score for ABC Computing equals 0.7125 (= 0.95 * 0.75). Interpreted statistically, we would say that the likelihood that a WIA student completes a program at ABC Computing and later receives a job placement is 71.25%.

There are four categories of Exceptional Training Provider Awards, and only the top three success scores in each category classified as ETP. In the case of a tie, the award goes to the institution that serviced the greatest number of WIA students. Twenty-five is the minimum number of WIA students that must enroll at an institution during the fiscal year in order for the provider to be considered for an Exceptional Training Provider Award. After computing the Success Score for each provider included in the report, the institutions were assigned to one of four tiers according to the number of WIA students enrolled during the 2003 fiscal year.

Table 4 – Exceptional Training Provider Tiers

	Number of WIA Students Enrolled
Tier 1	150+
Tier 2	100 – 149
Tier 3	50 – 99
Tier 4	25 – 49

Those institutions receiving this honor will receive individual recognition at the annual THEC performance workshop.

2003 WIA Exceptional Training Providers

Congratulations!

Congratulations!

Congratulations!

Congratulations!

Table 5: Tier 1 – Exceptional Training Providers

Provider	# of Programs	# of WIA Students	Success ☺Score☺
Tennessee Technology Center at Elizabethton	10	216	73.77%
Supplemental Services INC. of Tennessee	2	176	72.78%
Tennessee Technology Center at Harriman	8	217	70.00%

Table 6: Tier 2 – Exceptional Training Providers

Provider	# of Programs	# of WIA Students	Success ☺Score☺
Driver Training Center, LLC DBA Drive Train	1	123	79.51%
Tennessee Technology Center at Pulaski	11	131	67.09%
Heartland Truck Driving Institute - Dyersburg	1	140	58.52%

Table 7: Tier 3 – Exceptional Training Providers

Provider	# of Programs	# of WIA Students	Success ☺Score☺
The Work Place	2	60	73.33%
Commercial Driver Institute	1	82	71.25%
United Truck Driving School	1	76	70.67%

Table 8: Tier 4 – Exceptional Training Providers

Provider	# of Programs	# of WIA Students	Success ☺Score☺
Hiwassee Chapter of the American Red Cross	1	48	81.25
Transportation Training Center	1	35	71.43
American Red Cross – Knoxville Chapter	1	31	70.97

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Tennessee Statewide WIA Performance Analysis
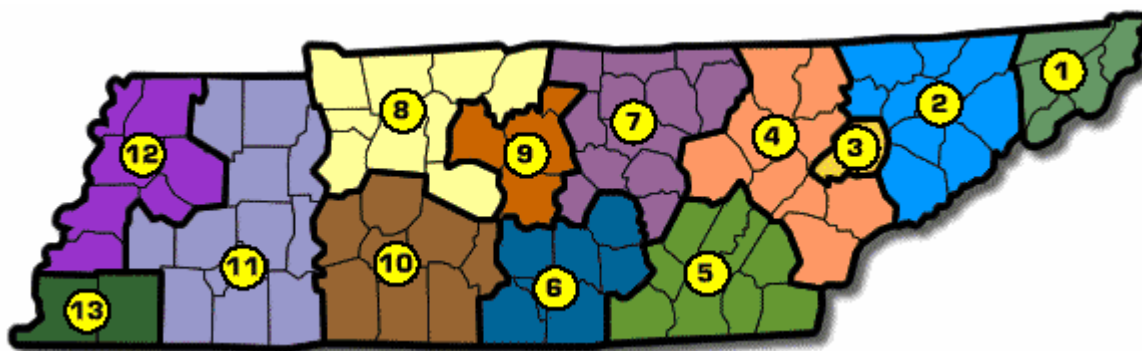
Before proceeding into the statewide performance analysis, Tables 9 and 10 summarize the changes that occurred concerning providers (not programs) who appear on the *Statewide List of Eligible Training Providers* during the 2003 fiscal year.

Table 9 provides a list of those institutions added to the *Statewide List of Eligible Training Providers* during the 2003 fiscal year. In all, there were 45 new providers added to the statewide list.

Table 9 – 2002-03 Statewide List Additions

Provider	LWIA
Alternative Visions Hair and Nails Academy	5
Bethel College	11
Bryan College	5
Catalyst Training and Consulting	13
Clarksville Area Chamber of Commerce	8
Commercial Carrier Services, Inc.	1
CompUSA – Nashville	9
CompUSA – Memphis	13
Covenant Transport Training Center	5
Electronic Computer Programming College, Inc.	5
Goodwill Industries - Middle Tennessee	9
Heartland Truck Driving Institute – Henderson	11
Hiwassee Chapter of the American Red Cross	5
International Barber and Style	9
Knox International 2000 Beauty College	5
Laine Professional Services	8
Last Minute Cuts School of Barbering	13
Magnificent Barber School of Knowledge	13
Memphis Academy of Barbering	13
Memphis City Schools – Kansas Career & Technology	13
Memphis City Schools – Sheffield Career & Technology	13
Memphis City Schools – Trezvant Career & Technology	13
Memphis Institute of Barbering, Inc.	13
Miller-Motte Technical College - Chattanooga	5
National Educational Training Centers, LCC	13
New Horizons Computer Learning Center - Memphis	13
Personal and Career Development	13
Professional Career Barber College	11
Pyramid Beauty and Barber School	13
Quality Care Health Care	9
Roots Barber Academy	9
Shear Majik School of Cosmetology	9
Sumner County Practical Nursing Program	8
Supplemental Services – Jackson	11

Table 9 – 2002-03 Statewide List Additions (Continued)

Provider	LWIA
Tennessee Career College	9
Tennessee Foreign Language Institute	9
Tennessee State Blacksmith	7
Tri-County Driving Academy, Inc.	1
Tullahoma Beauty School	6
University of Memphis	13
University of Tennessee at Knoxville - College E,H & Hs	3
University of Tennessee Health Science Center - CAH	13
Volunteer Training Center, Inc.	9
West Kentucky Technical and Community College	12
West Tennessee Special Technology Center (STAR)	11

Table 10 provides a list of those institutions deleted from the *Statewide List of Eligible Training Providers* during the 2003 fiscal year. In all, there were 16 providers deleted from the statewide list. The providers were removed for various reasons as indicated by the table. Specifically, 5 providers requested removal, 6 were removed for failing to submit quarterly performance data, 2 were removed for school closures, and 3 lost their state approval for operation in the state.

Table 10 – 2002-03 Statewide List Removals

Provider	LWIA	Reason
Bristol Tennessee L.P.N. Program / Adult Education	1	PRR
Chattanooga Electrical Joint Apprentice and Training	5	PRR
Collins School of Cosmetology	4	RQD
East Tennessee School of Massage	5	RQD
Knox International 2000 Beauty College	5	RQD
Learn 2 Drive Academy	5	RPA
Lincoln Memorial Hospital	2	RQD
Manpower, Inc.	9	RPA
SAE Institute – Nashville	9	RQD
Technical and Field Engineering, Inc.	4	PRR
Tennessee DOL & WD – Division of Mines	4	PRR
Tennessee State Blacksmith	7	RSC
Transport Training Group	2	RSC
UT at Chattanooga – DCE	5	RQD
UT at Knoxville Professional & Personal Development	3	PRR
West Tennessee Special Technology Center (STAR)	11	RPA

PRR = Provider requested removal
RPA = Removed for failure to renew Postsecondary School Authorization
RQD = Removed because the provider failed to submit a quarterly performance report
RSC = Removed as a result of the school closing

The Statewide Performance Analysis section provides a detailed description of the utilization and effectiveness of the Workforce Investment Act for the 2003 fiscal year and trend analysis covering the period from WIA inception in Tennessee.

Statewide Performance Measures

Figure 5 presents the performance measures for the WIA and ALL of student populations for the 2003 fiscal year.

Figure 5
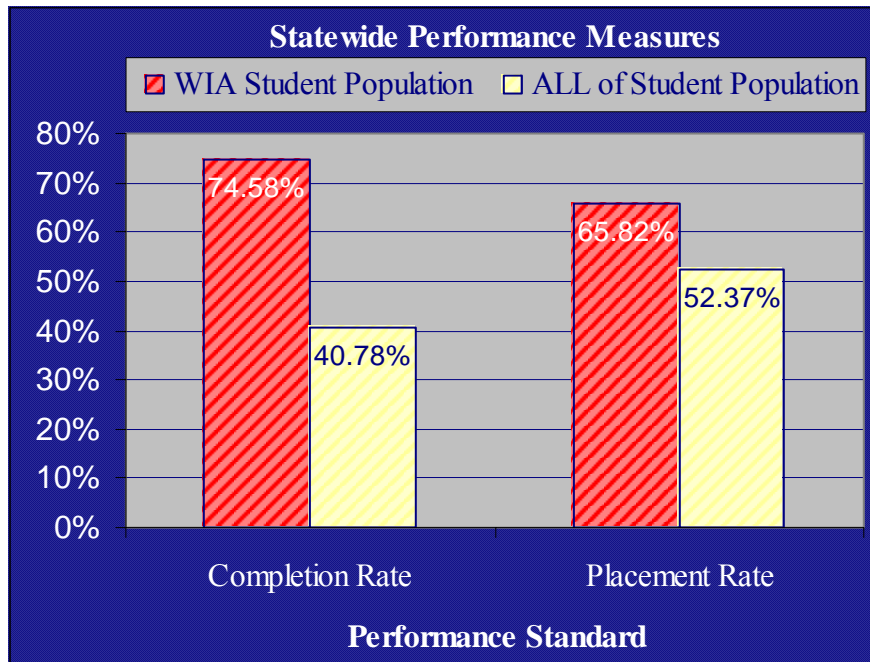
The statewide completion rate for WIA students was 74.58%. This value was approximately 34 percentage points above the statewide completion rate for the ALL of student population. Both the WIA and ALL of student completion rates surpass the minimum standard of 35%. Mirroring the gap in the completion rate, WIA students continue to fare better than the ALL of student population in terms of placement. Roughly, 66% of all WIA completers were gainfully employed the quarter following completion, in comparison to approximately 52% of the ALL of student population. The WIA student placement rate is above the minimum performance standard of 65%; however, the ALL of student placement rate is considerably below the standard.

Trend Analysis in WIA Completers, Placements, and Placement Rates

WIA began in the state of Tennessee on July 1, 2000. Since that time, approximately 8,345 individuals have completed WIA certified programs using WIA funds. The annual number of completers has progressively increased since WIA inception, with the largest spike in this number typically occurring during the fourth quarter of each fiscal year. Figure 6 presents a graphic breakdown of the distribution of WIA completers and placements from WIA inception through the conclusion of the 2003 fiscal year.

Figure 6

Statewide - Trend in the Number of WIA Completers & Placements

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
Completers	252	238	217	750	539	496	627	846	964	907	1107	1402
Placements	136	109	84	299	349	315	383	555	676	569	755	883
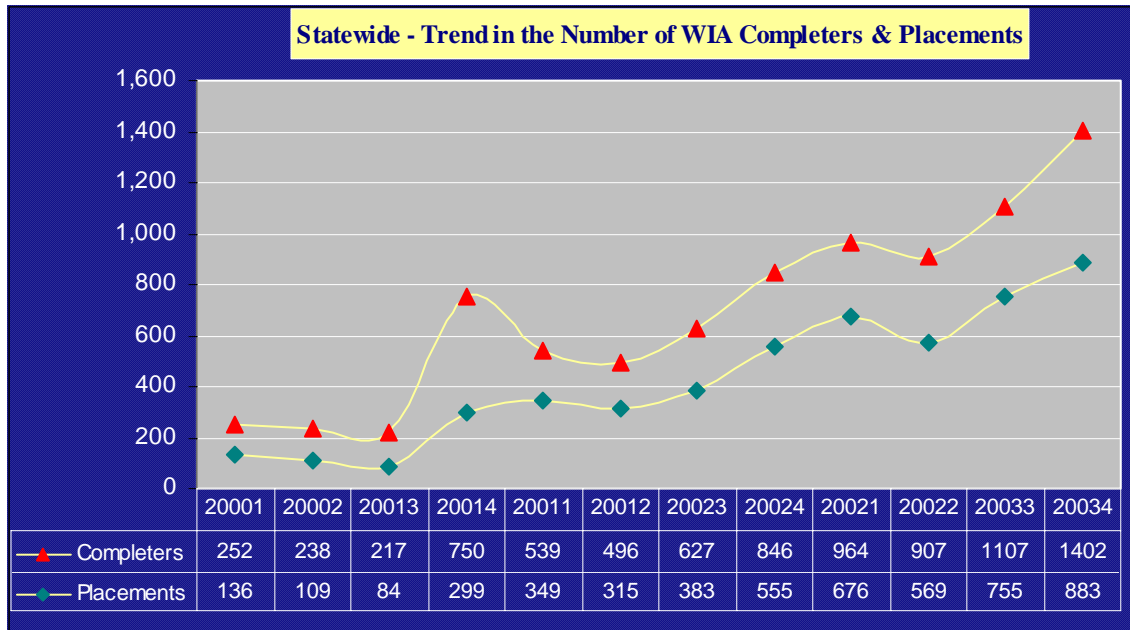
Of the 8,345 WIA students who have completed certified programs, 5,113 students were successfully placed using the THEC placement model. Not surprisingly, the trend in the number of placements has moved in unison with the number of completers since WIA inception. In the early stages of WIA, given the newness of the program there were very few completers and placements. However, with time the increasing publicity of WIA, in conjunction with effective utilization of WIA funds, has lead to rising numbers of both WIA completers and placements. Figure 7 illustrates the consistency of the WIA placement rate (completers / placements) across time.

Figure 7

Statewide - Trend in the WIA Placement Rate

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
Placement Rate	53.97%	45.80%	38.71%	39.87%	64.75%	63.51%	61.08%	65.60%	70.12%	62.73%	68.20%	62.98%

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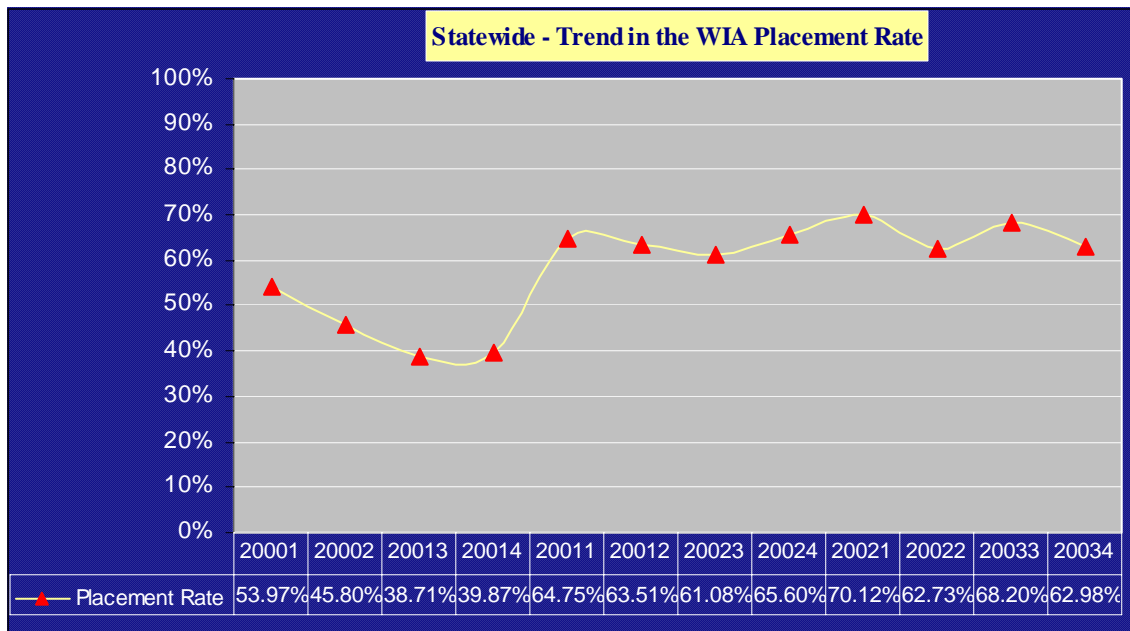
Every quarter since the first year of WIA inception, the WIA student placement rate has remained between approximately 60% and 70%. The highest placement rate occurred during the first quarter of 2002 (70.12%), which is the first quarter of this year's annual performance report. The placement rate is traditionally higher in the first quarter of every year, given the relatively larger number of completions occurring during the fourth quarter. The fourth quarter subsequently is when the community colleges and 4-year universities typically have their largest number of completions.

Detailed Quarterly Wage Summaries

Salary information obtained through Unemployment Insurance Wage Records from the *Tennessee Department of Labor and Workforce Development* and from the *Wage Record Interchange System* allowed for comparisons of the average placement wage by program. Table 12 presents a detailed wage summary for top 100 programs in terms of the number of placements received among the ALL of student population. Table 13 presents a detailed wage summary for all WIA programs with 10 or more placements among the WIA student population. Only those programs with a minimum of 10 or more placements in the ALL of student population during the report period were eligible for inclusion in Table 10. Table 11 provides a list of provider codes to assist the reader in identifying the institution affiliated with the program included in the summary.

In order to paint a more accurate picture concerning the wage figures, Tables 12 and 13 include the number of placements for each program, the minimum salary, maximum salary, average salary, median salary, 25th percentile, and 75th percentile. The discussion below provides a brief definition of each statistic. The elaborate statistical summary presents a more accurate depiction of the average salary by program, especially given that salary distributions are profoundly sensitive to extreme values. The wages reported are quarterly wage totals. Individuals should not attempt to ascertain hourly wage rates or annual salary estimates based on the reported values.

Minimum Salary: The lowest quarterly salary amount obtained among completers who were successfully placed within a particular certified training program.

Maximum Salary: The highest quarterly salary amount obtained among completers who were successfully placed within a particular certified training program.

Average Salary: The quarterly average salary among completers who were successfully placed within a particular certified training program.

Median Salary: The quarterly income point at which exactly half of the completers who were successfully placed within a particular certified training program fell above and below this value.

25th Percentile: The quarterly income amount at which 25% of completers who were successfully placed within a particular certified training program fell below.

75th Percentile: The quarterly income amount at which 75% of completers who were successfully placed within a particular certified training program fell below.

Interpretive Example:

For instance, 1,399 individuals completed the Truck Driving program at SWIFT Transportation and were successfully placed in employment the quarter following completion. The salary amounts among the 1,399 placements ranged from a low of $0.01 to a high of $22,347.08. The average salary amount for the 1,399 placements was $4,576.64. Approximately, 50% of those placed earned more than $4,473.16, and 50% earned less. Likewise, 25% of those placed earned less than $2,783.72, while 75% earned less than $6,166.53.

Wage Cautions

1. *Length of Employment:* When comparing the wage amounts, the reader should be aware of certain specifics about the nature of the wage process. The wages obtained in compiling this report cover a period of 8 quarters with each quarter being approximately 90 days long. Therefore, if during the quarter immediately following completion of a certified training program an individual works the last few days of the quarter, this student is counted as a placement; however, their wage amount is likely to be very low. In contrast, if an individual works the full 90 days of the quarter following completion, this student's wage amount will be significantly higher. The reader should remember these points when comparing the minimum and maximum salary values.

2. *Combination Wages:* Individuals can have multiple wages reported for the quarter immediately following completion. The Unemployment Insurance Wage Records reports all wages for a given quarter. For those individuals with multiple wages, i.e. working two jobs, their income values have been aggregated to one wage for the quarter. Consequently, a relatively high placement wage for a minor program certification may reflect multiple income sources.

3. *Pre-program High Wages:* Given the potential for individuals to complete WIA certified programs while continuing to work, it is possible for students to be well established in their occupations, and subsequently they have a reported wage both during and after their program completion. Therefore, it is likely for a placement wage to appear relatively high, when in fact this may merely be an individual's pre-program quarterly wage.

Table 11 – Providers Codes for Detailed Wage Summaries

Code	Providers
001	ACADEMY OF ALLIED HEALTH
002	AMERICAN RED CROSS – KNOXVILLE
003	ANDERSON COUNTY CAREER AND TECHNICAL CENTER
004	ATHENA COMPUTER LEARNING CENTER, INC – NASHVILLE
005	AUSTIN PEAY STATE UNIVERSITY
006	BAILEY COMPUTING TECHNOLOGIES, INC.
007	BAPTIST COLLEGE OF HEALTH SCIENCES
008	BETHEL COLLEGE
009	BLOUNT MEMORIAL HOSPITAL INC.
010	BODYWORKS SCHOOL OF MASSAGE, INC.
011	BRISTOL TENNESSEE LPN PROGRAM / ADULT EDUCATION
012	CAC OFFICE ON AGING

Table 11 – Providers Codes for Detailed Wage Summaries (Continued)

Code	Providers
013	CAREER CREATIONS INSTITUTE
014	CATALYST TRAINING AND CONSULTING
015	CHATTANOOGA BARBER COLLEGE AND TRAINING CENTER
016	CHATTANOOGA STATE TECHNICAL COMMUNITY COLLEGE
017	CLARKSVILLE AREA CHAMBER OF COMMERCE
018	CLEVELAND STATE COMMUNITY COLLEGE
019	COLUMBIA STATE COMMUNITY COLLEGE
020	COMMERCIAL CARRIER SERVICES, INC.
021	COMMERCIAL DRIVER INSTITUTE, INC.
022	COMPUSA – NASHVILLE
023	CONCORDE CAREER COLLEGE
024	COVENANT TRANSPORT TRAINING CENTER
025	DRAUGHONS JUNIOR COLLEGE – CLARKSVILLE
026	DRAUGHONS JUNIOR COLLEGE – NASHVILLE
027	DRIVER TRAINING CENTER, LLC DBA DRIVE TRAIN
028	DYERSBURG STATE COMMUNITY COLLEGE
029	EAST TENNESSEE SCHOOL OF COSMETOLOGY
030	EAST TENNESSEE SCHOOL OF MASSAGE
031	EAST TENNESSEE STATE UNIVERSITY
032	FREED-HARDEMAN
033	GEORGIA CAREER INSTITUTE MCMINNVILLE CAMPUS
034	GOODWILL INDUSTRIES – KNOXVILLE
035	GOODWILL INDUSTRIES – MIDDLE TENNESSEE
036	GREENEVILLE – GREENE COUNTY CENTER FOR TECHNOLOGY
037	HEALTH-TECH INSTITUTE
038	HEARTLAND TRUCK DRIVING INSTITUTE – DYERSBURG
039	HEARTLAND TRUCK DRIVING INSTITUTE – HENDERSON
040	HIGH-TECH INSTITUTE
041	HIWASSEE CHAPTER OF THE AMERICAN RED CROSS
042	HOLSTON INSTITUTE OF HEALING ARTS, LLC
043	JACKSON STATE COMMUNITY COLLEGE
044	JETT BARBER COLLEGE
045	JOHN A. GUPTON COLLEGE
046	KINGSPORT ADULT EDUCATION
047	KNOX INTERNATIONAL 2000 BEAUTY COLLEGE
048	KNOXVILLE AREA URBAN LEAGUE
049	LAST MINUTE CUT SCHOOL OF BARBERING
050	LEARN 2 DRIVE ACADEMY
051	LEMOYNE-OWEN COLLEGE
052	LINCOLN MEMORIAL UNIVERSITY
053	LOWENSTEIN HOUSE
054	MAGNIFICIENT BARBER SCHOOL OF KNOWLEDGE

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Table 11 – Providers Codes for Detailed Wage Summaries (Continued)

Code	Providers
055	MANPOWER, INC.
056	MEDVANCE INSTITUTE
057	MEMPHIS ACADEMY OF BARBERING
058	MEMPHIS CITY SCHOOLS
059	MEMPHIS INSTITUTE OF BARBERING, INC.
060	MEMPHIS URBAN LEAGUE, INC.
061	METHODIST HOSPITAL
062	METRO NASHVILLE PUBLIC SCHOOLS - COMMUNITY CAREER
063	MIDDLE TENNESSEE STATE UNIVERSITY
064	MILLER-MOTTE TECHNICAL COLLEGE - CLARKSVILLE
065	MOTLOW STATE COMMUNITY COLLEGE
066	NASHVILLE COLLEGE OF MEDICAL CAREERS
067	NASHVILLE STATE TECHNICAL INSTITUTE - COOKEVILLE CENTER
068	NASHVILLE STATE TECHNICAL INSTITUTE - NASHVILLE CENTER
069	NATIONAL BARBER COLLEGE
070	NATIONAL COLLEGE OF BUSINESS AND TECHNOLOGY
071	NATURAL HEALTH INSTITUTE
072	NEW HORIZONS COMPUTER LEARNING CENTER - CHATTANOOGA
073	NEW HORIZONS COMPUTER LEARNING CENTER - KINGSPORT
074	NEW HORIZONS COMPUTER LEARNING CENTER - KNOXVILLE
075	NEW HORIZONS COMPUTER LEARNING CENTER - MEMPHIS
076	NEW HORIZONS COMPUTER LEARNING CENTER - NASHVILLE
077	NORTH CENTRAL INSTITUTE
078	NORTHEAST STATE TECHNICAL COMMUNITY COLLEGE
079	OAK RIDGE HOUSING TRAINING CORPORATION
080	OMNI ADULT TRAINING CENTER
081	PELLISSIPPI STATE TECHNICAL COMMUNITY COLLEGE
082	PERSONAL AND CAREER DEVELOPMENT
083	PROFESSIONAL CAREER BARBER COLLEGE
084	PYRAMID BEAUTY AND BARBER SCHOOL
085	QUEEN CITY COLLEGE
086	REMINGTON COLLEGE - MEMPHIS CAMPUS
087	ROANE STATE COMMUNITY COLLEGE
088	ROOTS BARBER ACADEMY
089	SCIENCE HILL TECHNOLOGY CENTER - ADULT EDUCATION
090	SHEAR MAJIK SCHOOL OF COSMETOLOGY
091	SOUTHEAST LINEMAN TRAINING CENTER
092	SOUTHWEST TENNESSEE STATE COMMUNITY COLLEGE
093	SUMNER COUNTY PRACTICAL NURSING PROGRAM
094	SUPPLEMENTAL SERVICES INC. OF TENNESSEE
095	SWIFT PROFESSIONAL DRIVING ACADEMY
096	TECHSKILLS - MEMPHIS

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Table 11 – Providers Codes for Detailed Wage Summaries (Continued)

Code	Providers
097	TECHSKILLS - NASHVILLE
098	TENNESSEE CAREER COLLEGE
099	TENNESSEE FOREIGN LANGUAGE INSTITUTE
100	TENNESSEE INSTITUTE OF HEALING ARTS
101	TENNESSEE REAL ESTATE AND COMPUTER SCHOOL
102	TENNESSEE STATE BLACKSMITH
103	TENNESSEE STATE UNIVERSITY
104	TENNESSEE TECHNOLOGICAL UNIVERSITY
105	TENNESSEE TECHNOLOGY CENTER AT ATHENS
106	TENNESSEE TECHNOLOGY CENTER AT COVINGTON
107	TENNESSEE TECHNOLOGY CENTER AT CROSSVILLE
108	TENNESSEE TECHNOLOGY CENTER AT CRUMP
109	TENNESSEE TECHNOLOGY CENTER AT DICKSON
110	TENNESSEE TECHNOLOGY CENTER AT ELIZABETHTON
111	TENNESSEE TECHNOLOGY CENTER AT HARRIMAN
112	TENNESSEE TECHNOLOGY CENTER AT HARTSVILLE
113	TENNESSEE TECHNOLOGY CENTER AT HOHENWALD
114	TENNESSEE TECHNOLOGY CENTER AT JACKSBORO
115	TENNESSEE TECHNOLOGY CENTER AT JACKSON
116	TENNESSEE TECHNOLOGY CENTER AT KNOXVILLE
117	TENNESSEE TECHNOLOGY CENTER AT LIVINGSTON
118	TENNESSEE TECHNOLOGY CENTER AT MCKENZIE
119	TENNESSEE TECHNOLOGY CENTER AT MCMINNVILLE
120	TENNESSEE TECHNOLOGY CENTER AT MEMPHIS
121	TENNESSEE TECHNOLOGY CENTER AT MORRISTOWN
122	TENNESSEE TECHNOLOGY CENTER AT MURFREESBORO
123	TENNESSEE TECHNOLOGY CENTER AT NASHVILLE
124	TENNESSEE TECHNOLOGY CENTER AT NEWBERN
125	TENNESSEE TECHNOLOGY CENTER AT ONEIDA / HUNTSVILLE
126	TENNESSEE TECHNOLOGY CENTER AT PARIS
127	TENNESSEE TECHNOLOGY CENTER AT PULASKI
128	TENNESSEE TECHNOLOGY CENTER AT RIPLEY
129	TENNESSEE TECHNOLOGY CENTER AT SHELBYVILLE
130	TENNESSEE TECHNOLOGY CENTER AT WHITEVILLE
131	TENNESSEE WESLEYAN COLLEGE
132	THE RENAISSANCE CENTER
133	THE WORK PLACE, INC.
134	TRANSPORT TRAINING GROUP
135	TRANSPORTATION TRAINING CENTER
136	TRI-COUNTY DRIVING ACADEMY, INC.
137	TUSCULUM COLLEGE
138	UNION UNIVERSITY – THE LAUNCH PROGRAM

Table 11 – Providers Codes for Detailed Wage Summaries (Continued)

Code	Providers
139	UNITED CEREBRAL PALSY – MEMPHIS WORKS
140	UNITED TRUCK DRIVING SCHOOL, INC.
141	UNIVERSITY OF MEMPHIS
142	UNIVERSITY OF TENNESSEE AT MARTIN
143	URBAN LEAGUE - EMPLOYMENT, TRAINING, AND TECHNOLOGY CENTER
144	VATTEROTT COLLEGE
145	VOLUNTEER STATE COMMUNITY COLLEGE
146	VOLUNTEER TRAINING CENTER
147	WALTERS STATE COMMUNITY COLLEGE
148	WEAKLY COUNTY CENTER FOR ADULT AND CONTINUING EDUCATION
149	WEST KENTUCKY TECHNICAL AND COMMUNITY COLLEGE
150	WEST TENNESSEE BUSINESS COLLEGE
151	WEST TENNESSEE SPECIAL TECHNOLOGY CENTER
152	WORLD CLASS UNIVERSITY

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Table 12 - Statewide Detailed ALL of Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
095	TRUCK DRIVING	1,399	$0.01	$22,347.08	$4,576.64	$4,473.16	$2,783.72	$6,166.53
121	INDUSTRIAL MAINTENANCE	226	$115.00	$26,237.67	$10,357.23	$10,296.87	$8,439.30	$12,535.32
120	COMMERCIAL TRUCK DRIVING	220	$21.75	$16,671.39	$5,642.38	$6,050.20	$2,958.03	$8,134.60
117	PRACTICAL NURSING	207	$87.50	$19,909.92	$8,597.98	$8,346.32	$6,410.40	$10,675.00
109	COMPUTER OPERATIONS TECHNOLOGY	184	$264.00	$33,782.70	$8,930.42	$8,876.90	$5,649.50	$11,049.06
116	BUSINESS SYSTEMS TECHNOLOGY	174	$133.75	$28,937.20	$5,308.99	$4,870.20	$2,816.26	$7,267.74
117	INDUSTRIAL MAINTENANCE	172	$61.75	$26,560.60	$6,050.28	$5,378.78	$4,026.53	$7,747.34
024	CLASS A COMMERCIAL DRIVERS LICENSE	168	$206.87	$14,149.55	$4,405.71	$4,250.19	$2,723.26	$5,835.91
137	BACHELOR OF SCIENCE IN ORGANIZATIONAL	165	$194.90	$43,638.19	$9,452.89	$9,004.14	$5,855.36	$11,645.44
032	BEHAVIORAL SCIENCES AND FAMILY STUDIES	164	$33.66	$21,124.98	$3,468.56	$2,166.25	$1,226.08	$5,661.15
122	INDUSTRIAL MAINTENANCE	154	$40.00	$23,957.90	$9,999.05	$3,697.68	$1,592.59	$6,433.28
097	A + CERTIFICATION	143	$30.00	$34,341.37	$6,884.87	$6,585.19	$3,586.81	$9,012.36
065	UNIVERSITY PARALLEL	135	$94.21	$25,850.00	$3,337.42	$2,925.00	$1,591.88	$4,046.81
081	UNIVERSITY PARALLEL	132	$261.00	$9,819.00	$3,454.80	$3,108.37	$2,098.36	$4,686.59
027	TRACTOR TRAILER TRAINING	123	$2.00	$13,200.00	$4,341.57	$4,113.52	$1,970.50	$6,493.94
122	BUSINESS SYSTEMS TECHNOLOGY	121	$47.00	$18,756.21	$5,595.33	$5,595.33	$2,401.53	$8,247.19
112	INDUSTRIAL MAINTENANCE	119	$126.00	$24,394.21	$8,389.91	$7,684.71	$4,746.00	$10,640.70
076	APPLICATION	108	$2.50	$18,044.01	$5,987.97	$5,594.04	$3,842.78	$8,199.08
019	GENERAL TRANSFER	102	$76.12	$11,207.24	$2,877.16	$2,290.18	$1,564.76	$3,504.18
116	PRACTICAL NURSING	102	$25.13	$12,321.02	$3,660.11	$3,355.13	$1,829.80	$5,040.67
135	TRUCK DRIVER TRAINING 200 HOUR PROGRAM	101	$60.00	$16,779.42	$4,662.26	$4,272.80	$2,251.90	$7,043.03
116	MEDICAL OFFICE ASSISTANT	99	$149.25	$14,322.51	$4,264.54	$4,166.12	$2,577.39	$5,307.96
147	BASIC LAW ENFORCEMENT OF EDUCATION	96	$635.64	$12,296.57	$6,317.19	$6,297.33	$5,030.80	$7,465.72
123	PRACTICAL NURSING	95	$123.25	$16,992.23	$4,536.05	$4,292.01	$2,351.76	$5,975.25
145	UNIVERSITY PARALLEL	94	$60.00	$18,521.88	$3,497.47	$2,593.30	$1,493.55	$4,395.73
023	MEDICAL ASSISTANT	93	$40.00	$11,499.85	$3,164.35	$3,550.08	$1,337.57	$4,742.62
147	UNIVERSITY PARALLEL	93	$30.39	$11,250.83	$3,075.39	$2,524.72	$1,596.00	$3,997.73
023	MEDICAL OFFICE PROFESSIONAL	92	$36.05	$9,438.00	$3,498.58	$3,582.49	$2,024.96	$4,866.01
140	COMMERCIAL DRIVERS LICENSE: CLASS A	90	$49.00	$14,804.17	$4,253.85	$3,838.40	$2,188.04	$6,031.97
094	SUPPLEMENTAL NURSING ASSISTANT PROGRAM	88	$17.48	$6,457.46	$2,474.66	$2,044.91	$1,054.19	$3,741.51

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Table 12 - Statewide Detailed ALL of Student Quarterly Wage Summary (Continued)

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
120	AIRCRAFT MECHANICS	87	$428.47	$26,805.91	$7,763.45	$6,036.53	$3,999.30	$9,161.59
149	COMMERCIAL DRIVERS LICENSE TRUCK DRIVING	87	$16.95	$32,000.00	$6,215.16	$5,670.80	$2,933.24	$9,239.32
002	CERTIFIED NURSING ASSISTANT	86	$21.00	$15,067.91	$2,759.21	$2,320.66	$884.88	$3,766.38
119	BUSINESS SYSTEMS TECHNOLOGY	86	$175.00	$17,968.09	$6,591.99	$5,841.70	$2,772.19	$9,017.25
147	NURSING	85	$70.00	$10,055.50	$3,005.83	$2,532.79	$1,417.20	$4,398.18
117	BUSINESS SYSTEMS TECHNOLOGY	84	$200.00	$28,325.05	$7,374.97	$6,352.14	$4,032.91	$9,433.32
036	OFFICE TECHNOLOGY - GENERAL	82	$82.40	$18,903.25	$5,974.45	$7,229.35	$2,914.58	$10,787.04
086	MEDICAL ASSISTING	81	$10.38	$9,786.71	$2,770.85	$2,143.03	$716.39	$4,521.98
038	COMMERCIAL DRIVING COURSE	79	$27.00	$38,694.55	$4,232.52	$3,539.29	$2,069.75	$5,436.20
040	X - RAY TECHNOLOGIST	79	$738.96	$12,977.41	$4,907.00	$4,493.13	$3,149.15	$5,993.93
021	SEMI-TRACTOR - TRAILER DRIVER TRAINING	76	$82.31	$11,530.02	$4,464.95	$4,560.35	$2,559.75	$6,040.19
111	BUSINESS SYSTEMS TECHNOLOGY	74	$49.00	$7,925.76	$3,356.97	$3,432.79	$1,736.70	$4,744.52
120	BUSINESS SYSTEMS TECHNOLOGY	73	$70.00	$15,572.24	$5,529.02	$4,995.35	$3,552.71	$7,064.17
110	CERTIFIED NURSE ASSISTANT	71	$42.00	$5,792.36	$2,398.85	$2,493.96	$1,160.25	$3,468.30
041	CERTIFIED NURSING ASSISTANT	70	$21.56	$10,685.00	$2,938.08	$2,859.67	$1,544.14	$4,178.84
127	PRACTICAL NURSING	70	$1,402.75	$11,192.34	$5,378.22	$5,061.28	$3,580.73	$6,921.58
133	CERTIFIED NURSE ASSISTANT TRAINING PROGRAM	70	$35.43	$6,591.18	$2,733.37	$2,665.30	$1,626.52	$3,563.47
087	GENERAL EDUCATION	69	$22.50	$9,648.54	$2,417.77	$6,914.41	$2,199.40	$11,792.05
101	PRE-LICENSING	69	$18.03	$57,692.28	$8,574.69	$6,738.52	$2,118.22	$12,015.45
110	PRACTICAL NURSING	69	$125.94	$47,854.21	$4,134.08	$3,300.32	$2,277.07	$4,969.90
121	PRACTICAL NURSING	63	$241.00	$9,673.62	$3,953.90	$3,991.01	$2,820.00	$5,050.31
105	BUSINESS SYSTEMS TECHNOLOGY	62	$64.00	$47,050.00	$6,104.51	$4,379.35	$2,662.81	$8,706.99
109	INDUSTRIAL MAINTENANCE	62	$399.47	$17,528.52	$6,642.54	$6,781.07	$5,381.71	$7,922.32
052	NURSING	60	$1,785.58	$13,807.48	$8,123.49	$8,523.49	$6,976.52	$9,502.25
116	WELDING, BRAZING, AND SOLDERING	60	$543.00	$11,775.00	$5,650.62	$5,067.04	$3,805.57	$7,747.98
079	COMMERCIAL DRIVER LICENSE	59	$86.67	$16,222.65	$4,171.10	$3,205.21	$1,752.86	$5,716.51
120	PRACTICAL NURSING	59	$315.94	$18,259.04	$4,723.66	$3,367.34	$1,436.11	$7,315.46
130	BUSINESS SYSTEMS TECHNOLOGY	59	$184.50	$16,070.02	$6,687.26	$6,596.62	$3,200.25	$9,163.64
023	PATIENT CARE ASSISTANT	57	$148.52	$6,649.44	$3,139.80	$3,326.21	$1,482.15	$3,999.51
091	ELECTRICAL LINEWORKER TRAINING PROGRAM	56	$1,054.45	$36,117.90	$6,441.69	$6,042.25	$5,007.18	$7,315.66

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Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
111	PRACTICAL NURSING	56	$402.88	$8,589.74	$3,031.41	$2,712.94	$1,800.03	$4,244.84
040	MEDICAL ASSISTANT	55	$189.75	$6,059.12	$3,179.81	$3,592.15	$1,752.68	$4,565.15
071	PROFESSIONAL MASSAGE AND BODYWORK	55	$464.64	$18,930.50	$6,118.96	$4,882.96	$3,180.00	$8,362.59
115	PRACTICAL NURSING	55	$842.59	$14,766.13	$4,967.84	$4,942.46	$4,141.51	$6,001.23
124	INDUSTRIAL MAINTENANCE	55	$266.64	$17,627.00	$7,044.14	$5,926.73	$2,827.14	$12,254.56
096	A + CERTIFICATION	54	$142.90	$15,677.55	$6,745.92	$6,815.21	$3,586.05	$9,359.62
123	PHLEBOTOMY	53	$52.00	$7,543.90	$3,516.39	$4,009.56	$1,126.27	$5,684.73
134	BASIC TRUCK DRIVER PROGRAM	53	$160.20	$20,230.02	$4,402.20	$3,709.95	$1,800.64	$6,520.99
023	DENTAL ASSISTING	52	$139.50	$11,608.02	$3,139.58	$3,048.43	$1,543.45	$4,323.75
040	MASSAGE THERAPY	52	$43.20	$19,157.03	$3,983.66	$4,066.50	$1,832.87	$5,688.48
016	CERTIFIED NURSE ASSISTANT	51	$34.78	$7,009.51	$2,600.39	$2,634.84	$1,077.73	$3,777.81
023	MEDICAL ASSISTANT AND X-RAY	51	$144.00	$7,002.47	$3,179.81	$2,877.42	$1,670.00	$4,645.58
109	PRACTICAL NURSING	51	$59.50	$10,506.00	$3,744.23	$3,184.05	$1,969.88	$5,139.70
040	INFORMATION TECHNOLOGY	50	$96.00	$14,644.15	$4,228.65	$4,010.92	$1,887.78	$6,358.80
117	BUILDING CONSTRUCTION TECHNOLOGY	50	$403.08	$39,191.81	$6,476.55	$6,390.39	$4,416.13	$7,953.19
063	UNIVERSITY STUDIES	49	$34.00	$17,210.27	$4,951.55	$3,369.91	$1,609.42	$8,250.64
109	BUSINESS SYSTEMS TECHNOLOGY	49	$53.84	$16,657.50	$3,045.01	$2,574.40	$1,503.77	$3,978.00
127	INDUSTRIAL ELECTRONICS	49	$103.50	$23,811.94	$11,100.58	$12,241.83	$6,946.82	$14,944.04
103	NURSING	48	$173.55	$9,589.96	$3,724.39	$3,874.13	$1,821.69	$4,799.94
115	WELDING, BRAZING, AND SOLDERING	48	$154.00	$37,692.34	$8,389.32	$6,983.09	$3,515.94	$13,165.53
116	DENTAL ASSISTANT	48	$85.75	$7,375.86	$4,393.08	$4,540.26	$3,552.24	$5,941.86
143	OFFICE TECHNOLOGY	47	$38.00	$6,393.77	$2,058.43	$1,712.92	$516.25	$3,350.33
138	THE LAUNCH PROGRAM	46	$291.60	$15,954.96	$8,608.48	$8,929.84	$5,820.00	$11,246.00
063	INTERDISCIPLINARY STUDIES	45	$25.00	$15,900.68	$3,164.36	$2,082.77	$887.52	$4,072.61
092	INFORMATION TECHNOLOGY	44	$489.25	$13,009.20	$5,242.52	$4,015.21	$2,683.84	$7,508.70
109	HEATING, VENTILATION, AC, AND REFRIGERATION	44	$1,230.00	$27,995.99	$12,896.80	$12,169.14	$5,487.88	$20,474.81
100	MASSAGE AND NEUROMUSCULAR THERAPY	43	$1.75	$11,250.07	$3,501.80	$3,023.63	$955.50	$5,345.36
105	PRACTICAL NURSING	43	$492.21	$9,106.08	$4,365.94	$4,209.13	$3,013.24	$5,236.31
115	BUSINESS SYSTEMS TECHNOLOGY	43	$377.12	$14,315.14	$4,806.63	$4,909.11	$2,964.08	$6,531.66
115	MACHINE TOOL TECHNOLOGY	42	$1,160.00	$19,673.05	$6,959.93	$6,889.08	$3,592.60	$9,383.68

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Table 12 - Statewide Detailed ALL of Student Quarterly Wage Summary (Continued)

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
092	BASIC EMERGENCY MEDICAL TECHNOLOGY	41	$26.25	$37,500.00	$5,119.58	$3,875.01	$1,249.70	$6,911.31
126	PRACTICAL NURSING	41	$94.32	$8,292.63	$3,690.42	$3,701.10	$2,221.35	$4,956.56
019	NURSING	40	$500.01	$10,318.09	$4,129.62	$4,172.39	$1,647.32	$5,704.99
103	ARTS AND SCIENCES	40	$40.00	$11,627.87	$2,774.35	$1,886.62	$804.61	$4,539.48
136	CLASS A COMMERCIAL DRIVER TRAINING	40	$385.97	$7,167.22	$3,225.17	$3,300.30	$1,699.30	$4,471.95
141	COMMUNICATION	40	$340.00	$10,191.00	$2,996.72	$2,358.88	$1,331.10	$3,768.48
063	NURSING	39	$84.00	$8,506.47	$2,032.57	$1,364.73	$795.00	$3,296.32
094	SUPPLEMENTAL CHILD DEVELOPMENT ASSOCIATE	39	$662.71	$7,843.96	$3,490.34	$3,258.02	$2,648.68	$4,680.00
120	COMPUTER OPERATOR	39	$6.03	$9,532.65	$2,910.77	$2,822.78	$677.40	$4,241.78
126	COMPUTER OPERATIONS TECHNOLOGY	39	$637.50	$11,802.53	$3,452.97	$3,200.00	$1,770.92	$4,047.35

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Table 13 - Statewide Detailed WIA Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
027	TRACTOR TRAILER TRAINING	97	$2.00	$11,237.22	$4,153.31	$3,925.19	$1,976.92	$6,295.32
076	APPLICATION	89	$2.50	$18,044.01	$5,703.05	$5,387.36	$3,703.37	$7,311.85
094	SUPPLEMENTAL NURSING ASSISTANT PROGRAM	84	$17.48	$6,457.46	$2,388.59	$2,000.26	$1,054.19	$3,670.60
038	COMMERCIAL DRIVING COURSE	79	$27.00	$38,694.55	$4,232.52	$3,539.29	$2,069.75	$5,436.20
021	SEMI-TRACTOR - TRAILER DRIVER TRAINING	57	$82.31	$11,530.02	$4,386.84	$4,667.22	$2,505.37	$6,032.23
079	COMMERCIAL DRIVER LICENSE	53	$86.67	$16,222.65	$4,449.70	$3,937.29	$1,855.34	$5,885.48
140	COMMERCIAL DRIVERS LICENSE: CLASS A	53	$49.00	$14,804.17	$4,123.48	$3,795.19	$2,110.67	$5,854.37
016	CERTIFIED NURSE ASSISTANT	51	$34.78	$7,009.51	$2,600.39	$2,634.84	$1,077.73	$3,777.81
111	BUSINESS SYSTEMS TECHNOLOGY	51	$49.00	$7,925.76	$3,169.39	$2,695.50	$1,423.06	$4,648.02
110	PRACTICAL NURSING	48	$125.94	$47,854.21	$4,379.91	$3,253.85	$2,267.14	$4,659.37
149	COMMERCIAL DRIVERS LICENSE TRUCK DRIVING	41	$75.00	$32,000.00	$6,819.34	$6,494.52	$2,046.48	$9,693.19
041	CERTIFIED NURSING ASSISTANT	39	$21.56	$6,112.27	$2,571.72	$2,491.82	$1,439.66	$3,328.09
094	SUPPLEMENTAL CHILD DEVELOPMENT ASSOCIATE	39	$662.71	$7,843.96	$3,490.34	$3,258.02	$2,648.68	$4,680.00
121	PRACTICAL NURSING	39	$241.00	$9,673.62	$3,808.27	$3,712.40	$2,820.00	$5,050.31
133	CERTIFIED NURSE ASSISTANT TRAINING PROGRAM	38	$35.43	$6,591.18	$2,949.66	$2,949.40	$1,554.03	$3,950.82
111	PRACTICAL NURSING	37	$402.88	$5,374.38	$2,698.13	$2,538.14	$1,777.18	$3,674.73
126	PRACTICAL NURSING	36	$94.32	$8,292.63	$3,851.61	$3,852.00	$2,275.33	$5,089.04
097	A + CERTIFICATION	33	$149.60	$18,860.83	$6,179.08	$5,218.20	$2,618.75	$8,585.43
147	PROFESSIONAL ADMINISTRATIVE ASSISTANT	31	$18.00	$5,586.23	$2,582.65	$2,391.15	$1,256.69	$4,127.93
134	BASIC TRUCK DRIVER PROGRAM	30	$179.50	$12,275.44	$3,864.86	$3,323.57	$1,830.67	$4,934.09
095	TRUCK DRIVING	28	$105.00	$9,450.50	$4,454.71	$3,829.99	$2,568.75	$6,722.47
127	PRACTICAL NURSING	28	$1,620.00	$10,545.52	$5,222.29	$4,990.42	$3,653.11	$6,769.09
135	TRUCK DRIVER TRAINING 200 HOUR PROGRAM	25	$350.00	$16,779.42	$4,638.81	$3,545.47	$2,072.85	$6,324.24
016	COMMERCIAL TRUCK DRIVING	24	$64.00	$7,830.00	$3,798.20	$3,909.73	$2,002.97	$5,236.74
002	CERTIFIED NURSING ASSISTANT	22	$196.68	$5,293.60	$2,280.79	$2,087.96	$758.50	$3,440.38
109	PRACTICAL NURSING	22	$618.63	$10,506.00	$3,916.17	$3,274.32	$1,918.44	$5,224.88
121	BUSINESS SYSTEMS TECHNOLOGY	21	$670.94	$5,889.43	$3,045.66	$3,173.00	$2,220.85	$4,033.43
114	PRACTICAL NURSING	20	$755.17	$10,624.39	$3,405.61	$2,856.49	$2,196.13	$4,363.22
125	COMPUTER OPERATIONS TECHNOLOGY	20	$63.00	$7,712.20	$4,500.99	$4,196.77	$3,442.83	$5,846.64
121	COMPUTER ELECTRONICS	18	$480.64	$6,614.70	$4,152.33	$4,818.10	$2,429.50	$5,535.79

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Table 13 - Statewide Detailed WIA Quarterly Wage Summary (Continued)

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
037	MEDICAL BILLING	17	$1,489.51	$9,038.75	$4,048.38	$3,660.01	$2,751.42	$4,741.27
139	NURSING ASSISTANT	17	$84.60	$5,901.06	$3,143.79	$3,297.35	$1,959.74	$4,542.91
096	MICROSOFT CERTIFIED SYSTEMS ENGINEER	16	$240.00	$12,382.63	$6,429.90	$6,527.06	$3,013.87	$9,931.92
097	APPLICATION COURSES	15	$510.00	$10,924.57	$5,132.61	$5,021.53	$3,863.85	$5,775.25
123	PRACTICAL NURSING	15	$1,076.77	$7,981.47	$4,483.76	$4,745.38	$2,988.80	$5,294.49
073	PERSONAL COMPUTER HORIZONS CLUB - 1 YEAR	14	$562.50	$7,189.96	$4,489.61	$4,183.57	$3,064.48	$6,277.44
105	BUSINESS SYSTEMS TECHNOLOGY	14	$360.00	$6,155.14	$3,160.57	$3,541.61	$850.82	$4,688.94
107	BUSINESS SYSTEMS TECHNOLOGY	14	$770.20	$5,585.89	$3,427.42	$3,369.99	$2,731.59	$4,347.92
115	PRACTICAL NURSING	14	$2,343.46	$9,474.04	$4,870.97	$4,624.24	$3,532.94	$6,178.69
121	HEATING, VENTILATION, AC, AND REFRIGERATION	14	$407.88	$10,711.07	$4,166.57	$3,611.56	$2,057.63	$6,292.79
128	PRACTICAL NURSING	14	$81.98	$9,330.65	$3,707.86	$4,230.64	$1,116.63	$5,269.14
043	NURSING	13	$633.00	$13,460.37	$10,025.84	$10,095.69	$9,331.85	$11,846.38
109	BUSINESS SYSTEMS TECHNOLOGY	13	$281.93	$16,657.50	$4,219.39	$3,257.14	$1,028.50	$5,607.74
110	COMPUTER OPERATIONS TECHNOLOGY	13	$1,394.06	$8,180.00	$3,311.57	$2,794.73	$1,673.93	$4,684.57
124	BUSINESS SYSTEMS TECHNOLOGY	13	$398.09	$6,010.26	$3,717.19	$3,568.00	$2,847.25	$5,335.29
024	CLASS A COMMERCIAL DRIVERS LICENSE	12	$379.26	$6,916.92	$2,980.38	$2,745.53	$1,567.43	$4,196.33
037	COMPUTER OPERATIONS TRAINING	12	$178.71	$9,300.00	$3,428.78	$3,199.94	$1,717.23	$4,977.61
076	MICROSOFT	12	$2,407.29	$28,054.26	$9,808.44	$8,776.90	$5,504.68	$12,213.97
109	INDUSTRIAL MAINTENANCE	12	$399.47	$9,661.14	$5,899.31	$6,513.37	$3,592.50	$7,815.12
110	BUSINESS SYSTEMS TECHNOLOGY	12	$76.13	$5,256.00	$2,199.02	$1,923.11	$545.59	$4,132.50
121	MACHINE TOOL TECHNOLOGY	12	$362.79	$6,873.06	$3,936.75	$4,058.86	$3,083.68	$5,149.26
124	INDUSTRIAL MAINTENANCE	12	$266.64	$12,464.00	$4,861.03	$4,069.05	$1,884.94	$7,541.39
011	PRACTICAL NURSING	11	$741.00	$5,251.47	$3,258.66	$3,492.31	$2,801.21	$4,146.36
037	MEDICAL PROCEDURAL CODING	11	$1,000.00	$9,295.79	$4,717.76	$4,439.15	$3,848.23	$5,292.50
105	PRACTICAL NURSING	11	$643.50	$5,278.40	$3,735.13	$3,911.51	$2,926.13	$4,794.73
108	COMMERCIAL TRUCK DRIVING	11	$581.74	$11,880.58	$4,041.82	$3,842.14	$1,962.60	$5,023.67
128	COMMERCIAL TRUCK DRIVING	11	$700.00	$10,029.04	$4,760.40	$2,684.50	$2,160.96	$7,934.18
139	COMPUTER OFFICE ESSENTIALS	11	$40.00	$3,520.00	$1,344.16	$1,234.49	$269.28	$2,688.50
139	CRAFT SKILLS	11	$274.75	$8,604.77	$3,263.45	$2,850.40	$1,110.80	$4,703.23
001	CLINICAL MEDICAL ASSISTANT	10	$304.00	$10,000.02	$2,943.95	$1,779.67	$740.84	$4,445.36

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Table 13 - Statewide Detailed WIA Quarterly Wage Summary (Continued)

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
043	OFFICE ADMINISTRATION	10	$550.22	$7,215.00	$3,277.91	$2,875.32	$1,428.22	$5,059.03
060	MEDICAL OFFICE TECHNOLOGY	10	$978.78	$5,237.88	$2,832.02	$2,584.30	$1,619.31	$4,257.90
109	COMMERCIAL TRUCK DRIVING	10	$357.50	$3,647.99	$1,882.02	$2,083.75	$1,055.25	$2,448.83
118	BUSINESS SYSTEMS TECHNOLOGY	10	$800.00	$7,776.04	$2,796.44	$2,452.83	$1,447.50	$3,733.02
118	WELDING, BRAZING, AND SOLDERING	10	$777.00	$10,425.13	$4,868.30	$5,275.86	$2,001.00	$6,405.29
120	PRACTICAL NURSING	10	$450.00	$8,616.99	$3,091.59	$1,734.89	$614.81	$6,508.02
120	COSMETOLOGY	10	$838.01	$4,946.31	$3,383.66	$3,601.25	$2,048.44	$4,928.24
127	SURGICAL TECHNOLOGY	10	$220.10	$5,848.00	$2,049.11	$1,266.58	$877.18	$3,440.04
128	PATIENT CARE TECHNICIAN	10	$78.20	$4,453.94	$2,386.72	$2,080.20	$1,026.44	$4,140.13

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Unemployment-to-Work Assessment

One of the many improvements made to the 2003 performance report is the addition of more advanced statistical analysis using the obtained wage information. This section of the report provides a summary of the number of participants in the WIA and ALL of student population who were unemployed before completing a WIA certified training program, and were subsequently placed in employment the quarter immediately following completion. With this analysis, THEC was able to provide information concerning the extent to which WIA funds assisted those who were unemployed to obtain gainful employment.

In this analysis, unemployment was defined as follows: 1) Any individual who did not have a reported wage amount the quarter before completion, or 2) Any individual who did not have a reported wage amount during the quarter of training.

Statewide, 16,810 individuals in the ALL of student population were gainfully employed the quarter following completion. Of this number, 4,924 individuals were classified as unemployed based on the definition above. Figure 8 illustrates that 29.29% of those in the ALL of student population who were successfully placed following completion were unemployed prior to training.

Figure 8	Figure 9

Statewide Pre-Program Employment Status for ALL of Student Placements

29.29%

70.71%

■ % Working ■ % Unemployed

Statewide Pre-Program Employment Status for WIA Student Placements

50.02% 49.98%

■ % Working ■ % Unemployed
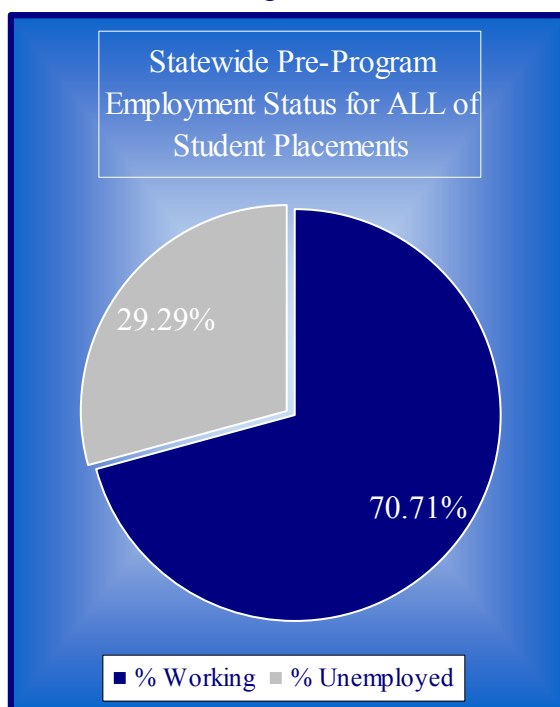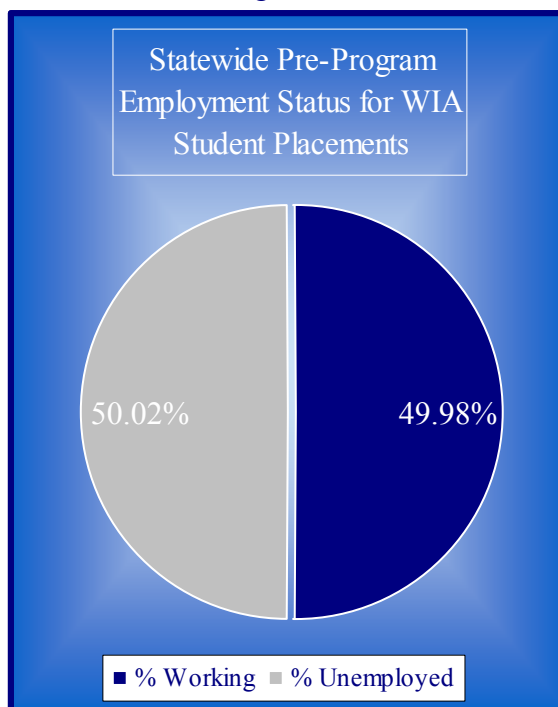
In contrast, as seen in Figure 9, a far greater percentage of the WIA student population was classified as unemployed prior to completion. In fiscal year 2003, there were 2,883 WIA students who were successfully placed using the THEC placement model. Of this total, 1,442 individuals did not have a reported wage amount in either the quarter before or the quarter during training. The fact that roughly 50% (see Figure 9) of the WIA student placements were unemployed reaffirms one of the primary objectives of the WIA program, which is to assist those who are out of the job market at becoming gainfully employed.

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As indicated by Figures 8 and 9, WIA students who were successfully placed were disproportionately unemployed prior to completion. The difference between the WIA and ALL of student populations on this matter is over 20 percentage points.

Unemployment and Long Term Placement Assessment

This section of analysis provides an evaluation of the percentage of unemployed program completers who subsequently had a reported wage in the first and second quarters after completion. With this information, we are able to determine the extent to which WIA students are able to retain gainful employment beyond simply the first quarter after completion. To compile these statistics, THEC took the total population of completers that had wages the first quarter after completion, and computed the percentage of this population with a reported wage during the second quarter after completion. Figure 10 summarizes the findings for the ALL of student population, while Figure 11 details the WIA student population. Figures 10 and 11 do not include students who completed during the 4th quarter of 2003, since at the time of this report it was not possible to obtain two quarters of post-program wage information for these individuals.

Figure 10

Figure 11

Statewide - Long Term Placement Percentages for the ALL of Student Population

11.30%

88.70%

■ % Still Working ■ % Not Working

Statewide - Long Term Placement Percentages for the WIA Student Population

7.01%

92.99%

■ % Still Working ■ % Not Working
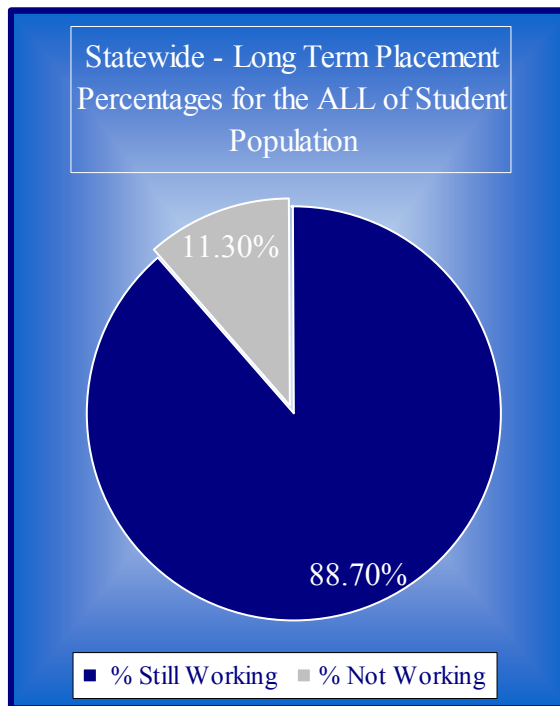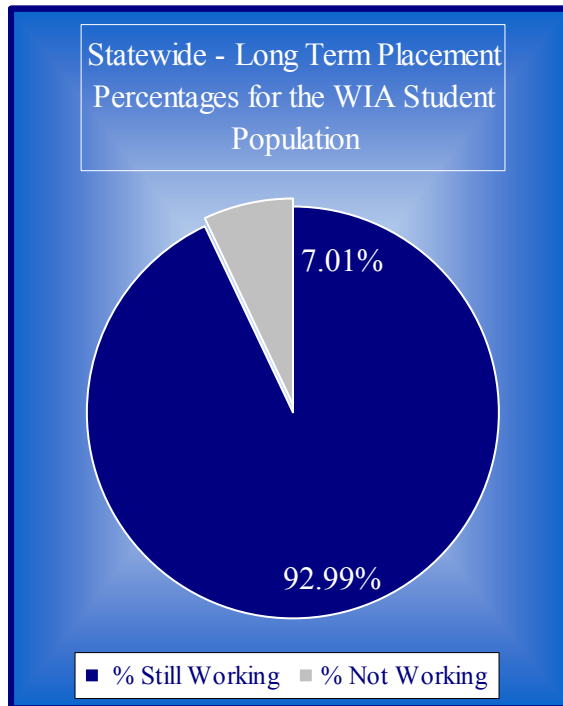
Between both populations, the overwhelming majority of students with placement wages in the first quarter after completion also had wages in the second quarter. However, a slightly higher percentage of WIA students were still working after two quarters, $\approx 93\%$ versus $\approx 89\%$. Thus, not only is WIA successful in helping unemployed individuals to obtain gainful employment, but these individuals are also more likely to hold jobs for extended periods of time.

Quality of Life Assessment

A large percentage of the students classified as placements using the THEC placement model had reported wages in both the quarter before and the quarter during training. For instance, of the 16,810 individuals in the ALL of student population classified as a placement, 11,886 (or 70.71%) had wages reported for the quarters before and during training. Likewise, among the 2,883 WIA student placements, 1,441 (or 49.98%) had wages reported for the quarters before and after training. Thus, given that WIA assists a great deal of individuals who are already gainfully employed, the Quality of Life Assessment examines the extent to which the reported wage for the quarter after completion differed from the reported wage for the quarter before training. The assumption guiding this type of analysis was the notion that completing a WIA training program and possibly obtaining a credential should enhance the quality of life for the program participant, as indicated by a higher wage the quarter following completion. Figures 12 and 13 examine the average change in quarterly salary for WIA and ALL of students who were working before and during training.

Figure 12
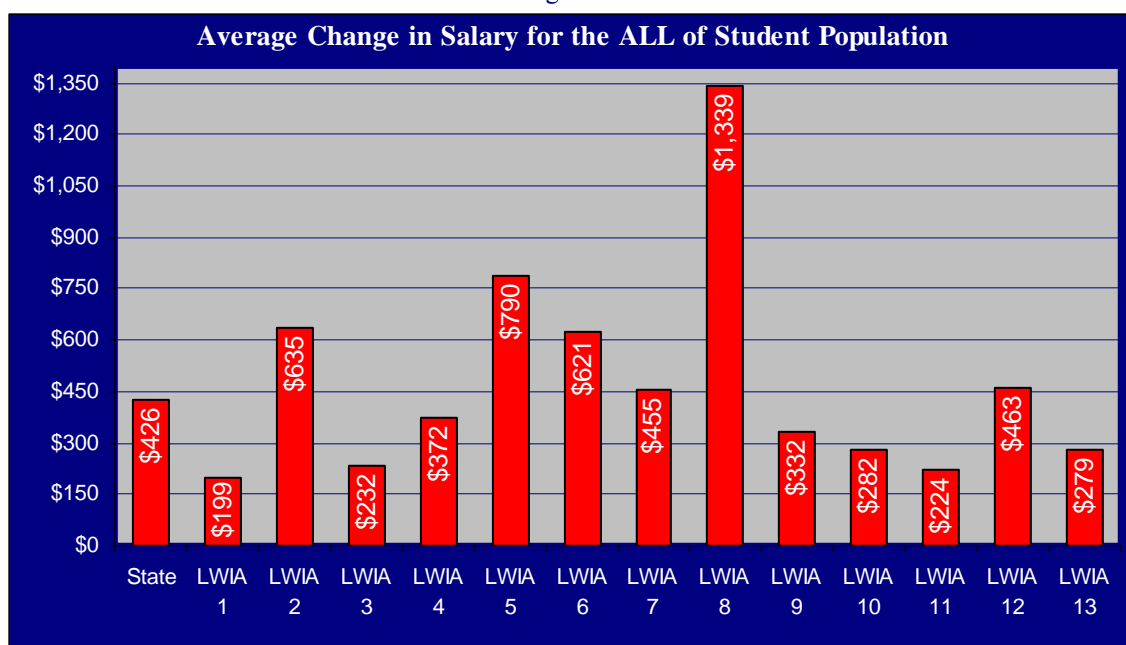
When examining the state as a whole and by individual Local Workforce Investment Areas (LWIA), we see that for those individuals in the ALL of student population who were working before and during training, completing a WIA certified training program increased their quarterly wage. Statewide, on average students saw an increase of $426 in their quarterly wage amount. The largest program benefit was observed in LWIA 8, where the average increase was $1,339.

Among the population of WIA students who were working the quarters before and during training, their average quarterly wage increased by $650, a difference of $224 in comparison to the ALL of student population. The largest program benefit was observed in LWIA 10, where the average increase was $1,914. In 9 of the 13 Local Workforce Investment Areas, the average gain in salary for the WIA student population surpassed the gains witnessed in the ALL of student population. In several LWIA's, this difference was quite pronounced; for instance, consider LWIA 10 where the difference was $1,632 ($1,914 - $282).
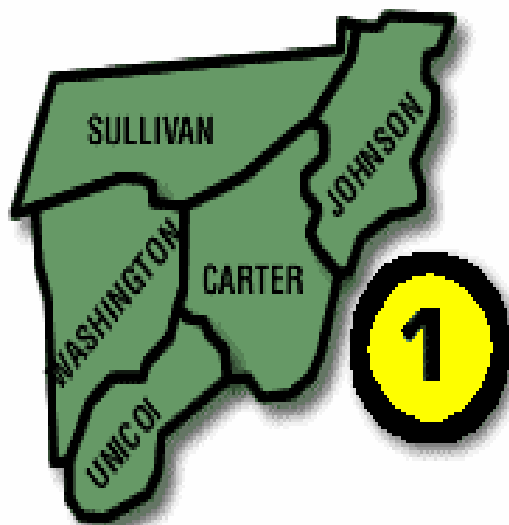
54

Figure 13

Average Change in Salary for the WIA Student Population

State	$650	
LWIA 1	$1,598	
LWIA 2	$631	
LWIA 3	-$518	
LWIA 4	$1,592	
LWIA 5	$694	
LWIA 6	$1,046	
LWIA 7	$1,413	
LWIA 8	$1,393	
LWIA 9	$361	
LWIA 10	$1,914	
LWIA 11	$358	
LWIA 12	$320	
LWIA 13	$734	

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Local Workforce Investment Area 1

- 🏴 **Area 1 Performance Rates versus State Performance Rates**
- 🏴 **Trend Analysis of WIA Student Completion and Placement**
- 🏴 **Trend Analysis of WIA Student Placement Rate**
- 🏴 **Detailed ALL of Student Quarterly Wage Summary**
- 🏴 **Detailed WIA Student Quarterly Wage Summary**
- 🏴 **Unemployment-to-Work Assessment**
- 🏴 **Unemployment and Long Term Placement Assessment**
- 🏴 **Individual Training Provider Summaries**

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LWIA 1 Performance Measures

Figure 14 presents the performance measures for the WIA and ALL of student populations for Area 1 during the 2003 fiscal year.

Figure 14

LWIA 1 - Performance Measures
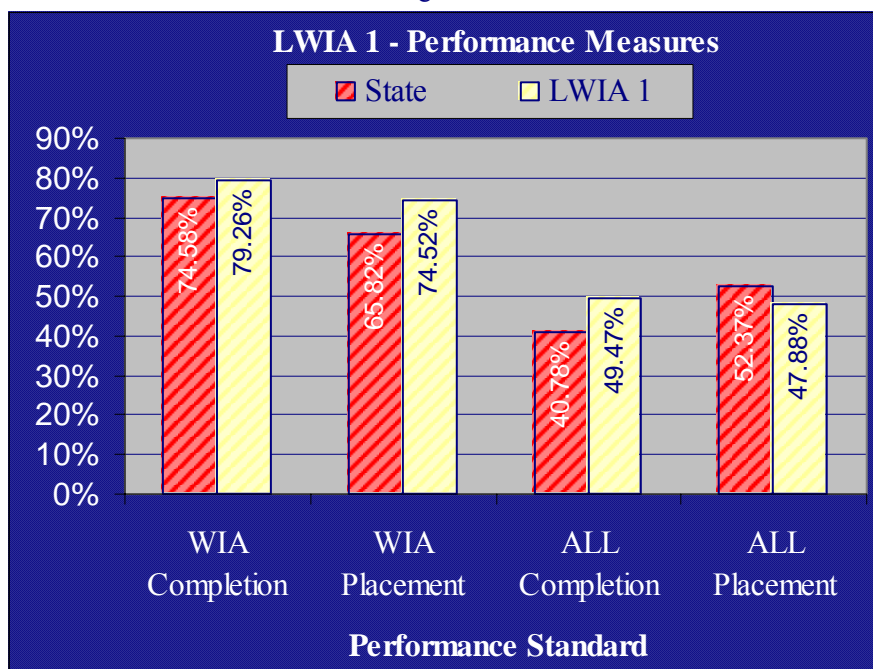
The WIA student completion rate for Area 1 was 79.26%. This value was approximately 4.5 percentage points above the statewide completion rate for the WIA student population. Both the WIA and ALL of student completion rates for Area 1 surpassed the minimum state standard of 35%. In Area 1, roughly 79% of all WIA completers were gainfully employed the quarter following completion, in comparison to approximately 66% of the statewide WIA student population. The WIA student placement rate far exceeded the ALL of student placement rate for Area 1; the difference was 26.64 percentage points. The ALL of student placement rate was considerably below the state minimum standard; however, the WIA student placement rate was far above the 65% minimum.

Trend Analysis in WIA Completers, Placements, and Placement Rates

Since WIA inception in the State of Tennessee, approximately 487 individuals have completed certified programs in Area 1 using WIA funds. Figure 15 presents a graphic breakdown of the distribution of WIA completers and placements from WIA inception through the conclusion of the 2003 fiscal year.

As seen in Figure 15, the number of WIA completers and placements reached an all-time high during the 4th quarter of 2002 (123 and 80 respectively). Overall, the average number of program completers in Area 1 across the 12 quarters of data analyzed in the report was 41 per quarter, while the average number of placements per quarter was 26.

Figure 16 illustrates that the Area 1 quarterly WIA student placement rate surpassed the state quarterly rate in 5 of the 12 analyzed quarters of data.

Figure 15
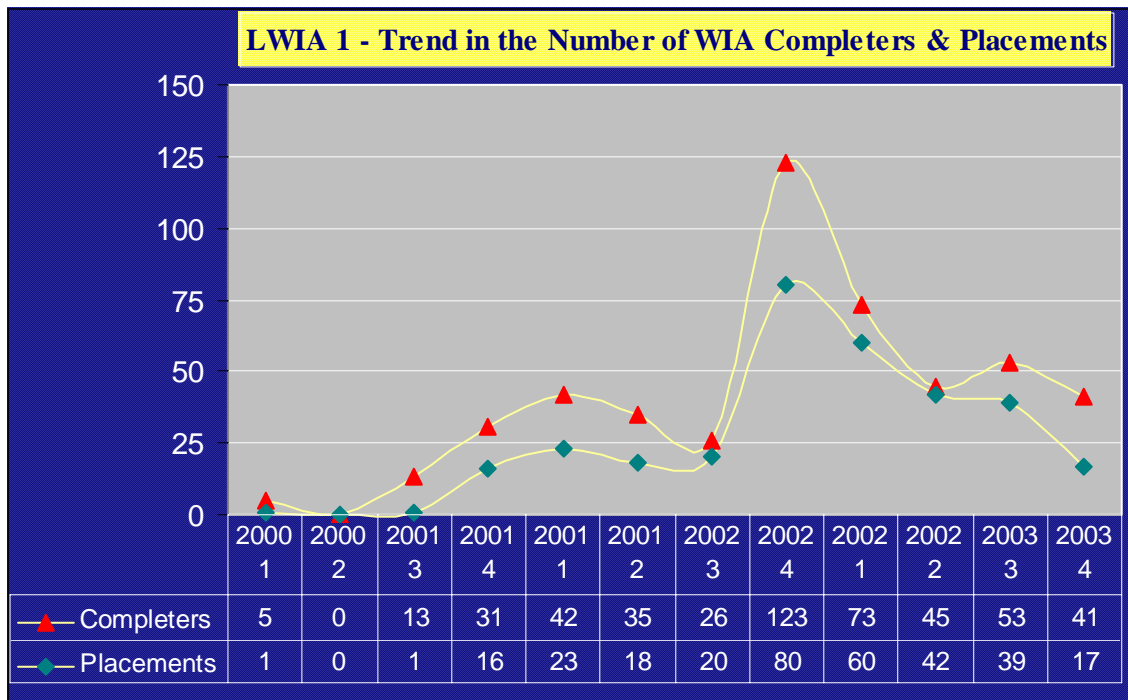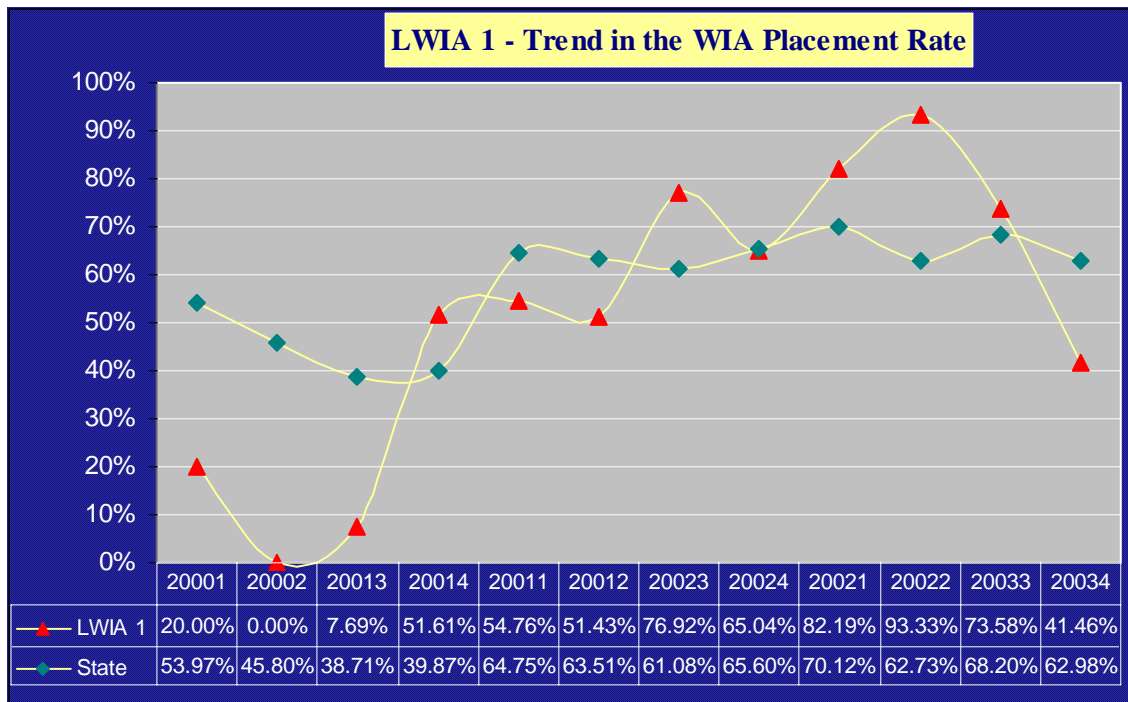
LWIA 1 - Trend in the Number of WIA Completers & Placements

	2000 1	2000 2	2001 3	2001 4	2001 1	2001 2	2002 3	2002 4	2002 1	2002 2	2003 3	2003 4
Completers	5	0	13	31	42	35	26	123	73	45	53	41
Placements	1	0	1	16	23	18	20	80	60	42	39	17

Figure 16

LWIA 1 - Trend in the WIA Placement Rate

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
LWIA 1	20.00%	0.00%	7.69%	51.61%	54.76%	51.43%	76.92%	65.04%	82.19%	93.33%	73.58%	41.46%
State	53.97%	45.80%	38.71%	39.87%	64.75%	63.51%	61.08%	65.60%	70.12%	62.73%	68.20%	62.98%

Detailed Quarterly Wage Summaries

Salary information obtained through Unemployment Insurance Wage Records from the *Tennessee Department of Labor and Workforce Development* and from the *Wage Record Interchange System* allowed for comparisons of the average placement wage by program. Table

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14 presents a detailed wage summary for all of the programs in Area 1 that had 10 or more placements received among the ALL of student population. Table 15 presents a detailed wage summary for all of the programs in Area 1 that had 10 or more placements among the WIA student population. For reasons of student confidentiality, programs with fewer than 10 placements were not included in the wage summaries. When examining the wage summaries, please refer to the definitions presented on page 39 and the wage cautions expressed on page 40. Also, see Table 11 (pages 40-44) for a list of provider codes to assist in identifying the institution affiliated with the program included in the summary. The identifying code numbers also appear in the title of each individual provider summary.

Table 14: LWIA 1 - Detailed ALL of Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
110	CERTIFIED NURSE ASSISTANT	71	$42.00	$5,792.36	$2,398.85	$2,493.96	$1,160.25	$3,468.30
110	PRACTICAL NURSING	69	$125.94	$47,854.21	$4,134.08	$3,300.32	$2,277.07	$4,969.90
136	CLASS A COMMERCIAL DRIVER TRAINING	40	$385.97	$7,167.22	$3,225.17	$3,300.29	$1,699.30	$4,471.95
136	HEAVY EQUIPMENT / DRILLING TRAINING	28	$160.00	$14,112.23	$3,956.00	$3,324.75	$1,299.78	$4,859.97
089	PHLEBOTOMY	22	$24.00	$7,851.94	$3,452.36	$3,994.72	$1,505.43	$4,813.45
110	BUSINESS SYSTEMS TECHNOLOGY	20	$12.00	$5,256.00	$2,268.77	$2,192.55	$675.38	$3,485.80
110	COMPUTER OPERATIONS TECHNOLOGY	20	$1,024.38	$8,180.00	$2,848.20	$2,252.42	$1,398.23	$4,254.17
110	WELDING, BRAZING, AND SOLDERING	20	$284.16	$7,276.13	$4,084.69	$4,534.59	$1,758.56	$6,275.71
089	EXCEL LEVEL I	19	$2,932.50	$21,121.10	$7,815.57	$6,691.20	$4,736.66	$9,383.24
089	NATIONAL ELECTRICAL CODE	19	$1,840.00	$14,375.00	$7,040.39	$6,652.00	$5,175.00	$8,750.30
089	ICD-9 / CDT-4 MEDICAL INSURANCE CODING	18	$134.25	$15,700.97	$4,443.34	$4,280.58	$1,998.00	$5,785.90
089	REGISTERED DENTAL ASSISTING	18	$47.18	$8,203.84	$4,036.58	$3,620.96	$2,255.05	$5,540.04
011	PRACTICAL NURSING	16	$741.00	$5,251.47	$3,130.54	$3,426.40	$2,202.75	$4,031.86
078	BUSINESS MANAGEMENT TECHNOLOGY	16	$150.00	$9,516.50	$4,269.00	$5,094.94	$1,245.82	$5,859.63
089	HEATING, VENTILATION, AC, AND REFRIGERATION	15	$589.69	$14,326.19	$6,788.09	$6,122.59	$3,198.20	$10,641.94
031	ALLIED HEALTH	14	$306.97	$10,350.82	$4,134.60	$4,774.27	$1,177.38	$5,897.20
073	PERSONAL COMPUTER HORIZONS CLUB - 1 YEAR	14	$562.50	$7,189.96	$4,489.61	$4,183.57	$3,064.47	$6,277.44
078	COMPUTER AND INFORMATION SCIENCES	14	$136.50	$12,148.24	$6,272.24	$6,172.25	$2,667.85	$10,682.51
031	ENGINEERING TECHNOLOGY	13	$644.00	$16,010.35	$5,247.60	$3,692.00	$2,439.26	$6,873.22
110	HEATING, VENTILATION, AC, AND REFRIGERATION	13	$311.03	$6,505.38	$3,175.38	$3,054.37	$1,964.49	$4,510.62
110	ELECTRICAL AND ELECTRONIC EQUIPMENT REPAIR	12	$340.00	$10,197.26	$3,787.38	$3,720.02	$892.21	$6,095.21
110	MILLWRIGHT SKILLS	12	$410.00	$11,942.60	$3,862.26	$3,762.00	$965.79	$5,935.97
078	ELECTRICAL TECHNOLOGY	11	$597.18	$18,439.27	$6,403.34	$7,190.40	$1,208.76	$9,951.92
089	WELDING I	11	$1,703.63	$25,885.75	$8,056.62	$5,546.99	$4,247.06	$11,210.99
089	WORD LEVEL I	11	$1,981.65	$10,505.28	$5,776.97	$4,894.00	$2,854.89	$8,520.43

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Table 15: LWIA 1 - Detailed WIA Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
110	PRACTICAL NURSING	48	$125.94	$47,854.21	$4,379.91	$3,253.85	$2,267.14	$4,659.37
073	PERSONAL COMPUTER HORIZONS CLUB - 1 YEAR	14	$562.50	$7,189.96	$4,489.61	$4,183.57	$3,064.48	$6,277.44
110	COMPUTER OPERATIONS TECHNOLOGY	13	$1,394.06	$8,180.00	$3,311.57	$3,794.73	$1,673.93	$4,684.57
110	BUSINESS SYSTEMS TECHNOLOGY	12	$76.13	$5,256.00	$2,199.02	$1,923.11	$545.59	$4,132.50
011	PRACTICAL NURSING	11	$741.00	$5,251.47	$3,258.66	$3,492.31	$2,801.21	$4,146.36

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Unemployment-to-Work Assessment

This section of the report provides a summary of the number of participants in the WIA and ALL of student populations in Area 1 who were unemployed before completing a WIA certified training program, and were subsequently placed in employment the quarter immediately following completion.

In Area 1 during fiscal year 2003, 681 individuals in the ALL of student population were gainfully employed the quarter following completion. Of this number, 241 were classified as unemployed based on the definition presented on page 52. Figure 17 illustrates that 35.39% of those in the ALL of student population who were successfully placed following completion were unemployed prior to training.

Figure 17
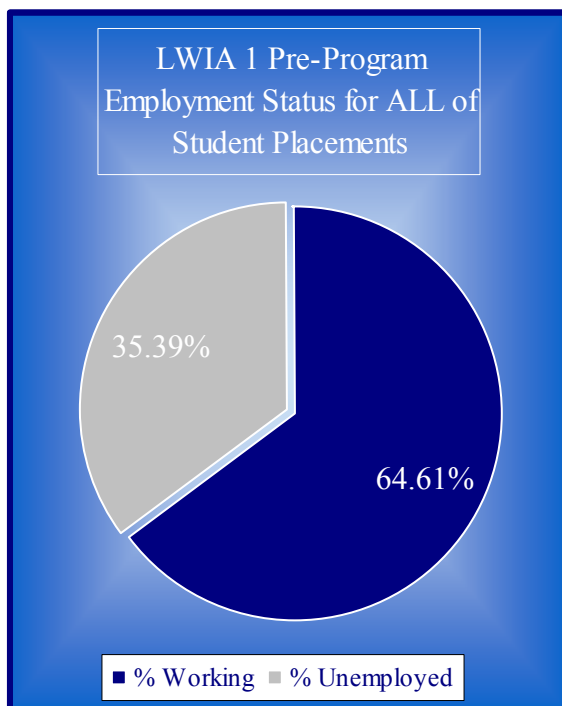
Figure 18
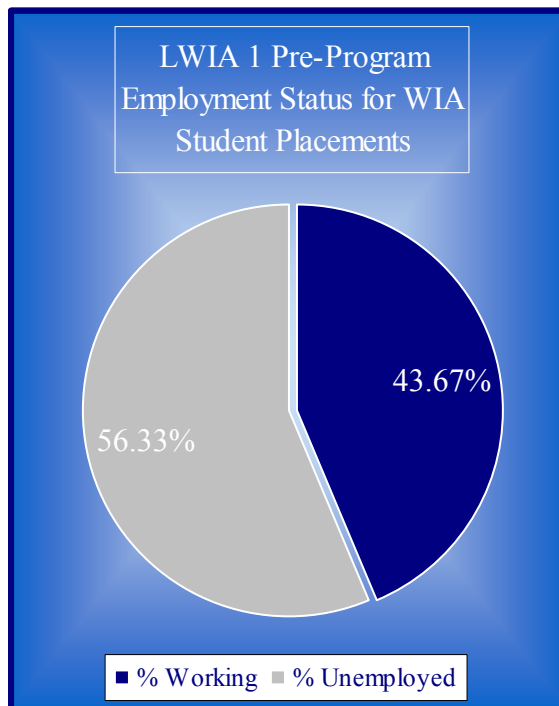
In contrast, in Figure 18 a far greater percentage of the WIA student population was classified as unemployed prior to completion. In fiscal year 2003, there were 158 WIA students who were successfully placed in employment from Area 1. Of this total, 89 individuals did not have a reported wage amount in either the quarter before or the quarter during training.

As indicated by Figures 17 and 18, Area 1 WIA students who were successfully placed were disproportionately unemployed prior to completion. The difference between the WIA and the ALL of student populations on this matter was nearly 21 percentage points.

Unemployment and Long Term Placement Assessment

This section of analysis provides an evaluation of the percentage of unemployed program completers who subsequently had a reported wage in the first and second quarters after completion. With this information, we are able to determine the extent to which WIA students were able to retain gainful employment beyond simply the first quarter after completion. Figure

19 summarizes the findings for the ALL of student population, while Figure 20 details the WIA student population. Figures 19 and 20 do not include students who completed during the 4th quarter of 2003, since at the time of this report it was not possible to obtain two quarters of post-program wage information for these individuals.

Figure 19
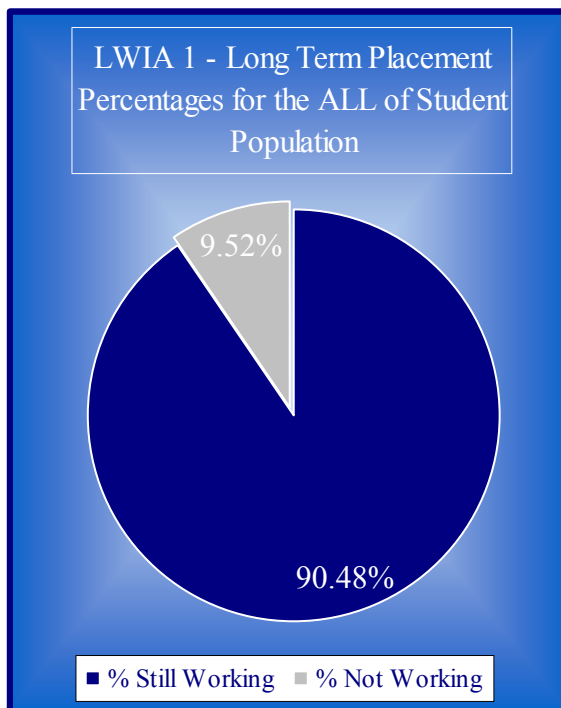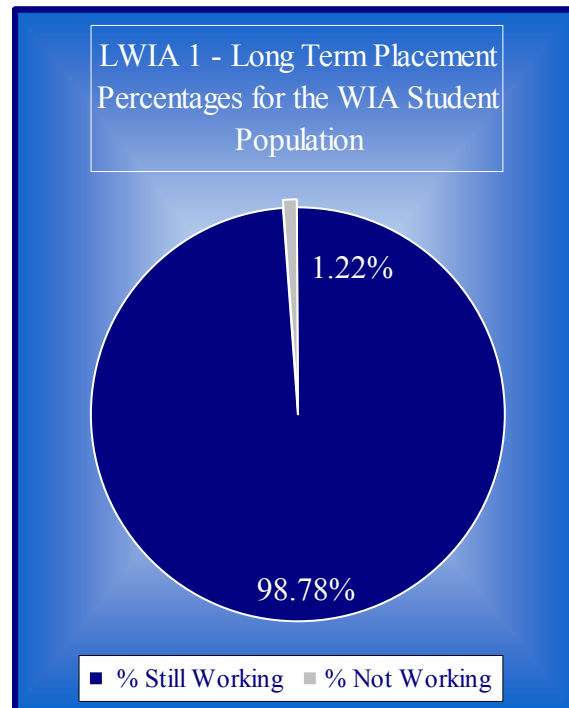
LWIA 1 - Long Term Placement Percentages for the ALL of Student Population

9.52%

90.48%

■ % Still Working ■ % Not Working

Figure 20

LWIA 1 - Long Term Placement Percentages for the WIA Student Population

1.22%

98.78%

■ % Still Working ■ % Not Working

Within both populations, the overwhelming majority of students with placement wages in the first quarter after completion also had wages in the second quarter. However, a slightly higher percentage of WIA students were still working after two quarters, $\approx 99\%$ versus $\approx 90\%$. Thus, in Area 1, it appears that WIA students who were placed in employment the first quarter after completion were significantly more likely to retain this employment in the second quarter after completion.

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BAILEY COMPUTING TECHNOLOGIES, INC. (006)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
A +	2	2	0	100.00	1	50.00	17	17	0	100.00	6	35.29
MICROSOFT CERTIFIED SYSTEMS ADMINISTRATOR	1	1	0	100.00	0	0.00	1	1	0	100.00	0	0.00
MICROSOFT CERTIFIED SYSTEMS ENGINEER	4	4	0	100.00	1	25.00	8	7	1	100.00	2	28.57
MICROSOFT OFFICE SPECIALIST	2	1	1	100.00	0	0.00	3	2	1	100.00	0	0.00
NETWORK +	2	2	0	100.00	0	0.00	8	8	0	100.00	1	12.50
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

BRISTOL TENNESSEE L.P.N. PROGRAM / ADULT EDUCATION (011)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMEN	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
PRACTICAL NURSING	17	13	0	76.47	11	84.62	24	20	0	83.33	16	80.00
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

COMMERCIAL CARRIER SERVICES, INC. (020)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
PROFESSIONAL DRIVER TRAINING	8	6	1	85.71	0	0.00	82	69	11	97.18	0	0.00
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

EAST TENNESSEE STATE UNIVERSITY (031)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ALLIED HEALTH	8	7	1	100.00	3	42.86	102	42	NA	41.18	14	33.33
ENGINEERING TECHNOLOGY	1	1	0	100.00	0	0.00	318	54	NA	16.98	13	24.07
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

KINGSPORT ADULT EDUCATION (046)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
INSURANCE CODING	1	0	0	0.00	NC	NA	1	0	0	0.00	NC	NA
MEDICAL TERMS 1	1	0	0	0.00	NC	NA	1	0	0	0.00	NC	NA
PHLEBOTOMY	1	1	0	100.00	1	100.00	16	15	0	93.75	1	6.67
QUICKBOOKS	1	1	0	100.00	1	100.00	1	0	0	0.00	NC	NA
PROVIDER SUMMARY – REMOVALS											
Program(s) in Danger of Removal	☹										

NEW HORIZONS COMPUTER LEARNING CENTER – KINGSPORT (073)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
A+ CERTIFIED HARDWARE TECHNICIAN	3	2	1	100.00	1	50.00	10	8	2	100.00	4	50.00
MICROSOFT CERTIFIED SYSTEMS ADMINISTRATOR	2	0	2	NA	NC	NA	7	2	4	66.67	2	100.00
NETWORK + CERTIFIED TECHNICIAN	2	1	0	50.00	0	0.00	5	4	0	80.00	0	0.00
PERSONAL COMPUTER HORIZONS CLUB - 1 YEAR	22	20	0	90.91	14	70.00	23	20	1	90.91	14	70.00
WEBMASTER CERTIFICATION CLUB	5	5	0	100.00	3	60.00	5	5	0	100.00	3	60.00
PROVIDER SUMMARY – REMOVALS											
Program(s) in Danger of Removal	☹										

TENNESSEE
HIGHER EDUCATION COMMISSION

	WIA STUDENT POPULATION					ALL OF STUDENT POPULATION					
NORTHEAST STATE TECHNICAL COMMUNITY COLLEGE (078)												
WIA CERTIFIED PROGRAM NAME (S)	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ACCOUNTING TECHNOLOGY	1	1	0	100.00	1	100.00	8	1	NA	12.50	1	100.00
AUTOMOTIVE SERVICE TECHNICIAN	1	1	0	100.00	0	0.00	22	7	NA	31.82	4	57.14
BUSINESS MANAGEMENT TECHNOLOGY	39	14	20	73.68	1	7.14	198	54	NA	27.27	16	29.63
COMBINATION WELDER	1	1	0	100.00	0	0.00	17	4	NA	23.53	1	25.00
COMPUTER AND INFORMATION SCIENCES TECHNOLOGY	23	7	10	53.85	3	42.86	187	37	NA	19.79	14	37.84
DENTAL ASSISTANT	1	0	1	NA	NC	NA	5	0	NA	0.00	NC	NA
DRAFTING DESIGN TECHNOLOGY	2	0	0	0.00	NC	NA	44	20	NA	45.45	8	40.00
ELECTRICAL TECHNOLOGY	6	2	4	100.00	0	0.00	73	17	NA	23.29	11	64.71
ELECTRONIC TECHNOLOGY	5	2	1	50.00	0	0.00	26	3	NA	11.54	0	0.00
EMERGENCY MEDICAL TECHNICIAN - PARAMEDIC	1	1	0	100.00	1	100.00	UD	UD	NA	UD	UD	UD
GENERAL TECHNOLOGY	2	2	0	100.00	2	100.00	10	1	NA	10.00	1	100.00
INDUSTRIAL TECHNOLOGY	6	2	3	66.67	1	50.00	60	7	NA	11.67	5	71.43
OFFICE ADMINISTRATION TECHNOLOGY	32	12	17	80.00	1	8.33	130	43	NA	33.08	7	16.28
SURGICAL TECHNOLOGY	2	2	0	100.00	1	50.00	87	10	NA	11.49	1	10.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ACCOUNTING / BOOKKEEPING I	ID	ID	ID	ID	ID	ID	16	10	0	62.50	3	30.00
ACCOUNTING / BOOKKEEPING II	2	1	0	50.00	0	0.00	6	4	0	66.67	0	0.00
ADMINISTRATIVE MEDICAL ASSISTANT	2	2	0	100.00	1	50.00	11	9	0	81.82	3	33.33
CLINICAL MEDICAL ASSISTANT	11	3	0	27.27	2	66.67	49	10	8	24.39	9	90.00
EXCEL LEVEL I	3	1	1	50.00	0	0.00	ID	ID	ID	ID	ID	ID
EXCEL LEVEL II	1	0	0	0.00	NC	NA	ID	ID	ID	ID	ID	ID
ICD-9 / CDT-4 MEDICAL INSURANCE CODING	10	1	2	12.50	1	100.00	44	36	0	81.82	18	50.00
INTRODUCTION TO PERSONAL COMPUTERS	2	0	0	0.00	NC	NA	33	31	0	93.94	6	19.35
KEYBOARDING I	ID	ID	ID	ID	ID	ID	ID	ID	ID	ID	ID	ID
MEDICAL TERMINOLOGY I	6	4	0	66.67	0	0.00	82	21	0	25.61	6	28.57
MEDICAL TRANSCRIPTION	5	2	0	40.00	2	100.00	21	8	0	38.10	7	87.50
OFFICE PROCEDURES	3	0	0	0.00	NC	NA	21	15	0	71.43	4	26.67
PHLEBOTOMY	ID	ID	ID	ID	ID	ID	58	30	0	51.72	22	73.33
POWERPOINT	ID	ID	ID	ID	ID	ID	13	12	0	92.31	5	41.67
REGISTERED DENTAL ASSISTANT	1	0	0	0.00	NC	NA	23	21	0	91.30	0	0.00
WINDOWS	2	1	0	50.00	0	0.00	25	21	0	84.00	6	28.57
WORD LEVEL I	ID	ID	ID	ID	ID	ID	ID	ID	ID	ID	ID	ID
WORD LEVEL II	2	1	0	50.00	0	0.00	ID	ID	ID	ID	ID	ID

SCIENCE HILL TECHNOLOGY CENTER – ADULT EDUCATION (089)

PROVIDER SUMMARY - REMOVALS

Program(s) in Danger of Removal	☹ ACCOUNTING / BOOKKEEPING I
	☹ EXCEL LEVEL I
	☹ EXCEL LEVEL II
	☹ KEYBOARDING I
	☹ PHLEBOTOMY
	☹ POWERPOINT
	☹ WORD LEVEL I
	☹ WORD LEVEL II

TENNESSEE
HIGHER EDUCATION COMMISSION

TENNESSEE TECHNOLOGY CENTER AT ELIZABETHTON (110)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE TECHNOLOGY	4	3	1	100.00	1	33.33	24	12	12	100.00	7	58.33
BUSINESS SYSTEMS TECHNOLOGY	42	22	18	91.67	12	54.55	95	27	54	65.85	20	74.07
CERTIFIED NURSE ASSISTANT	2	2	0	100.00	2	100.00	99	87	0	87.88	71	81.61
COMPUTER OPERATIONS TECHNOLOGY	20	13	7	100.00	13	100.00	51	28	22	96.55	20	71.43
DIESEL POWERED EQUIPMENT TECHNOLOGY	2	0	2	NA	NC	NA	20	10	6	71.43	6	60.00
ELECTRICAL AND ELECTRONIC EQUIPMENT REPAIR	14	9	5	100.00	8	88.89	33	17	12	80.95	12	70.59
HEATING, VENTILATION, AC, AND REFRIGERATION	11	8	2	88.89	8	100.00	24	12	4	60.00	12	100.00
MILLWRIGHT SKILLS	6	6	0	100.00	2	33.33	30	23	3	85.19	12	52.17
PRACTICAL NURSING	108	39	57	76.47	39	100.00	277	69	162	60.00	69	100.00
WELDING, BRAZING, AND SOLDERING	7	5	2	100.00	5	100.00	32	24	8	100.00	20	83.33
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TRI-COUNTY DRIVING ACADEMY, INC. (136)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
CLASS A COMMERCIAL DRIVER TRAINING	3	3	0	100.00	3	100.00	61	60	0	98.36	40	66.67
HEAVY EQUIPMENT / DRILLING TRAINING	1	1	0	100.00	1	100.00	47	47	0	100.00	28	59.57
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

Local Workforce Investment Area 2

- **Area 2 Performance Rates versus State Performance Rates**
- **Trend Analysis of WIA Student Completion and Placement**
- **Trend Analysis of WIA Student Placement Rate**
- **Detailed ALL of Student Quarterly Wage Summary**
- **Detailed WIA Student Quarterly Wage Summary**
- **Unemployment-to-Work Assessment**
- **Unemployment and Long Term Placement Assessment**
- **Individual Training Provider Summaries**

TENNESSEE
HIGHER EDUCATION COMMISSION

LWIA 2 Performance Measures

Figure 21 presents the performance measures for the WIA and ALL of student populations for Area 2 during the 2003 fiscal year.

Figure 21
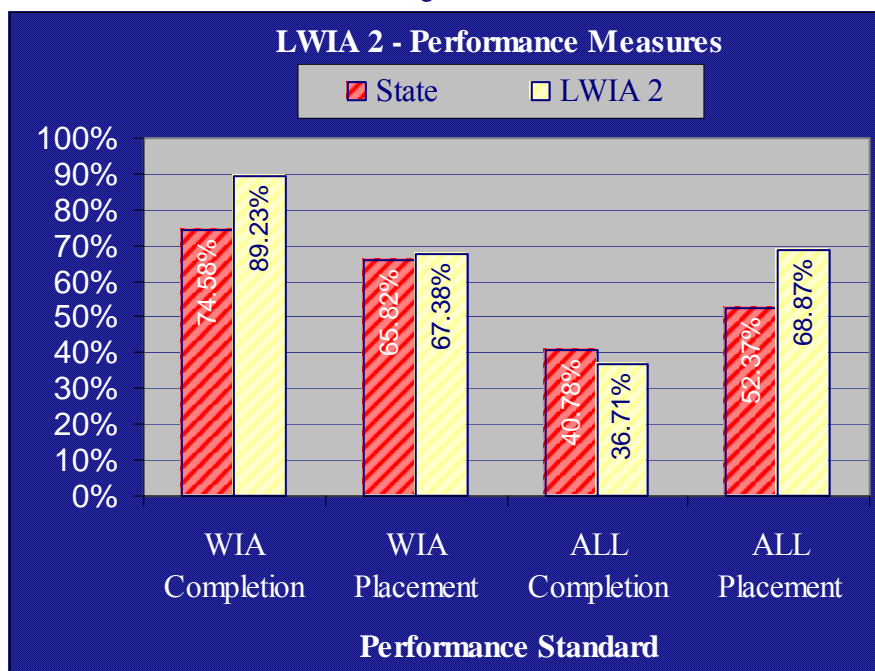
The WIA student completion rate for Area 2 was 89.23%. This value was approximately 14.65 percentage points above the statewide completion rate for the WIA student population. The WIA student completion rate for Area 2 far surpassed the minimum state standard of 355, while the ALL of student completion rate barely meets this mark. In Area 2, roughly 67% of all WIA completers were gainfully employed the quarter following completion, in comparison to approximately 66% of the statewide WIA student population. The WIA student placement rate was slightly below the ALL of student placement rate for Area 2; the difference was 1.49 percentage points. Both the WIA and ALL of student placement rates were above the 65% minimum state standard.

Trend Analysis in WIA Completers, Placements, and Placement Rates

Since WIA inception in the State of Tennessee, approximately 867 individuals have completed certified programs in Area 2 using WIA funds. Figure 22 presents a graphic breakdown of the distribution of WIA completers and placements from WIA inception through the conclusion of the 2003 fiscal year.

As seen in Figure 22, the number of WIA completers and placements reached an all-time high during the 3rd quarter of 2003 (164 and 108 respectively). Overall, the average number of program completers in Area 2 across the 12 quarters of data analyzed in the report was 72 per quarter, while the average number of placements per quarter was 44.

Figure 23 illustrates that the Area 2 quarterly WIA student placement rate surpassed the state quarterly rate in 8 of the 12 analyzed quarters of data.

Figure 22
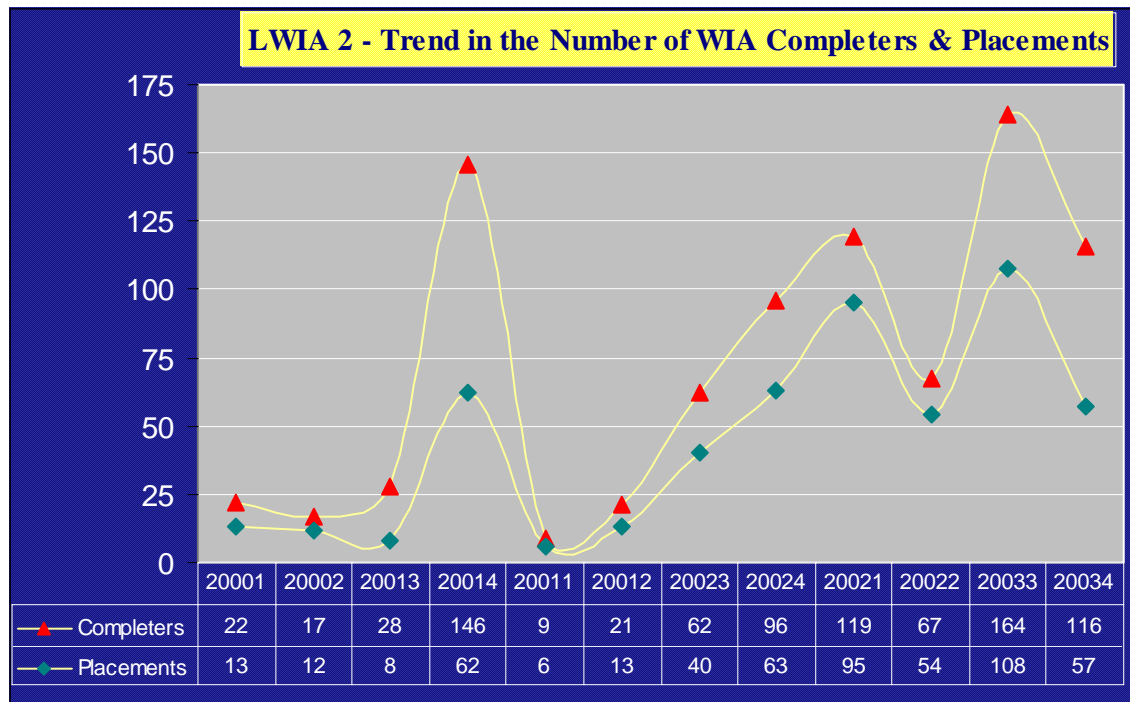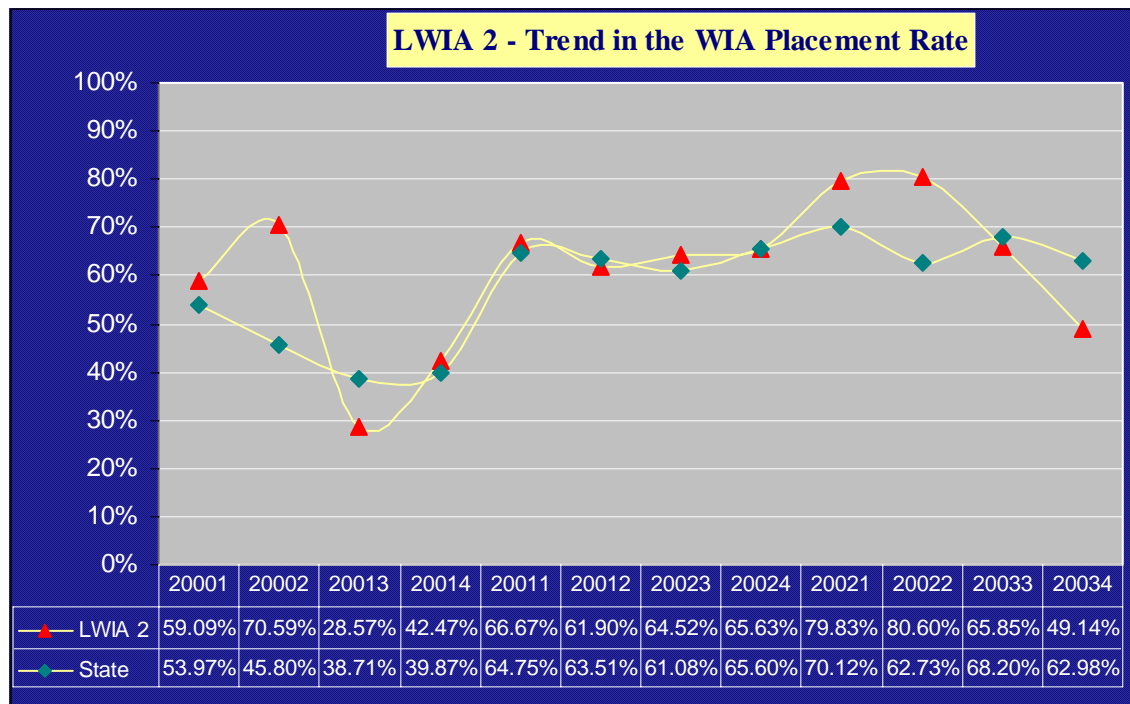
LWIA 2 - Trend in the Number of WIA Completers & Placements

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
Completers	22	17	28	146	9	21	62	96	119	67	164	116
Placements	13	12	8	62	6	13	40	63	95	54	108	57

Figure 23

LWIA 2 - Trend in the WIA Placement Rate

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
LWIA 2	59.09%	70.59%	28.57%	42.47%	66.67%	61.90%	64.52%	65.63%	79.83%	80.60%	65.85%	49.14%
State	53.97%	45.80%	38.71%	39.87%	64.75%	63.51%	61.08%	65.60%	70.12%	62.73%	68.20%	62.98%

Detailed Quarterly Wage Summaries

Salary information obtained through Unemployment Insurance Wage Records from the *Tennessee Department of Labor and Workforce Development* and from the *Wage Record Interchange System* allowed for comparisons of the average placement wage by program. Table

16 presents a detailed wage summary for all of the programs in Area 2 that had 10 or more placements received among the ALL of student population. Table 17 presents a detailed wage summary for all of the programs in Area 2 that had 10 or more placements among the WIA student population. For reasons of student confidentiality, programs with fewer than 10 placements were not included in the wage summaries. When examining the wage summaries, please refer to the definitions presented on page 39 and the wage cautions expressed on page 40. Also, see Table 11 (pages 40-44) for a list of provider codes to assist in identifying the institution affiliated with the program included in the summary. The identifying code numbers also appear in the title of each individual provider summary.

Table 16: LWIA 2 - Detailed ALL of Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
121	INDUSTRIAL MAINTENANCE	226	$115.00	$26,237.67	$10,357.23	$10,296.87	$8,439.30	$12,535.32
147	BASIC LAW ENFORCEMENT OF EDUCATION	96	$635.64	$12,296.57	$6,317.19	$6,297.33	$5,030.79	$7,465.72
147	UNIVERSITY PARALLEL	93	$30.39	$11,250.83	$3,075.39	$2,524.72	$1,596.00	$3,997.73
140	COMMERCIAL DRIVERS LICENSE: CLASS A	90	$49.00	$14,804.17	$4,253.85	$3,838.39	$2,188.04	$6,031.97
147	NURSING	85	$70.00	$10,055.50	$3,005.83	$2,532.79	$1,417.20	$4,398.18
036	OFFICE TECHNOLOGY - GENERAL	82	$82.40	$18,903.25	$5,974.45	$5,689.06	$2,959.05	$7,884.03
121	PRACTICAL NURSING	63	$241.00	$9,673.62	$3,953.90	$3,991.01	$2,820.00	$5,050.31
052	NURSING	60	$1,785.58	$13,807.48	$8,123.49	$8,523.48	$6,976.52	$9,502.25
134	BASIC TRUCK DRIVER PROGRAM	53	$160.20	$20,230.02	$4,402.20	$3,709.95	$1,800.63	$6,520.99
147	BASIC EMERGENCY MEDICAL TECHNOLOGY	37	$56.00	$13,394.41	$4,227.08	$3,599.10	$2,120.12	$5,329.56
121	BUSINESS SYSTEMS TECHNOLOGY	35	$26.50	$10,640.44	$3,187.11	$3,063.78	$2,230.20	$3,942.36
121	COMPUTER ELECTRONICS	34	$480.64	$15,347.17	$4,731.60	$4,895.32	$2,604.56	$6,124.67
121	MACHINE TOOL TECHNOLOGY	31	$336.00	$15,008.57	$5,865.26	$4,927.50	$3,745.47	$8,128.70
147	PROFESSIONAL ADMINISTRATIVE ASSISTANT	31	$18.00	$5,586.23	$2,582.65	$2,391.15	$1,256.69	$4,127.93
036	OFFICE TECHNOLOGY - TRANSCRIPTION	30	$503.75	$10,289.57	$4,354.29	$4,078.50	$3,102.96	$5,601.18
036	WELDING	28	$170.35	$18,146.45	$6,032.91	$6,437.89	$4,114.12	$7,403.49
121	INDUSTRIAL ELECTRONICS	28	$68.00	$23,574.79	$6,784.06	$6,034.29	$4,475.67	$8,147.42
121	COMMERCIAL TRUCK DRIVING	25	$250.80	$13,630.00	$4,844.63	$4,222.56	$2,603.25	$6,439.17
121	HEATING, VENTILATION, AC, AND REFRIGERATION	16	$407.88	$10,711.07	$3,709.24	$2,678.87	$1,456.35	$6,033.57
147	MANAGEMENT TECHNOLOGY	15	$1,472.55	$7,099.52	$4,039.05	$3,900.00	$2,313.05	$6,022.55
036	MACHINE TOOL / COMPUTER NUMERICAL CONTROL	14	$3,746.25	$25,961.04	$9,515.67	$8,836.09	$5,830.72	$12,376.46
036	REGISTERED DENTAL ASSISTANT	13	$921.00	$6,500.00	$3,198.38	$3,423.15	$1,804.50	$4,113.94
121	WELDING, BRAZING, AND SOLDERING	13	$712.25	$11,115.59	$4,563.51	$4,021.87	$2,995.28	$6,105.84
147	MEDICAL CODING	13	$40.00	$16,180.10	$3,615.19	$2,051.08	$872.53	$4,617.27
036	COMPUTER REPAIR TECHNOLOGY	11	$237.26	$15,249.96	$7,041.37	$7,229.35	$2,914.58	$10,787.04
121	AUTOMOTIVE TECHNOLOGY	11	$71.75	$4,985.00	$2,633.34	$2,690.65	$1,320.00	$4,109.46
147	EARLY CHILDHOOD EDUCATION	10	$2,178.83	$9,402.00	$5,942.93	$6,087.50	$4,980.75	$7,433.25

TENNESSEE
HIGHER EDUCATION COMMISSION

Table 17: LWIA 2 - Detailed WIA Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
140	COMMERCIAL DRIVERS LICENSE: CLASS A	53	$49.00	$14,804.17	$4,123.48	$3,795.19	$2,110.67	$5,854.37
121	PRACTICAL NURSING	39	$241.00	$9,673.62	$3,808.27	$3,712.40	$2,820.00	$5,050.31
147	PROFESSIONAL ADMINISTRATIVE ASSISTANT	31	$18.00	$5,586.23	$2,582.65	$2,391.15	$1,256.69	$4,127.93
134	BASIC TRUCK DRIVER PROGRAM	30	$179.50	$12,275.44	$3,864.86	$3,323.57	$1,830.67	$4,934.09
121	BUSINESS SYSTEMS TECHNOLOGY	21	$670.94	$5,889.43	$3,045.66	$3,173.00	$2,220.85	$4,033.43
121	COMPUTER ELECTRONICS	18	$480.64	$6,614.70	$4,152.33	$4,818.10	$2,429.50	$5,535.79
121	HEATING, VENTILATION, AC, AND REFRIGERATION	14	$407.88	$10,711.07	$4,166.57	$3,611.56	$2,057.63	$6,292.79
121	MACHINE TOOL TECHNOLOGY	12	$362.79	$6,873.06	$3,936.75	$4,058.86	$3,083.68	$5,149.26

TENNESSEE
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Unemployment-to-Work Assessment

This section of the report provides a summary of the number of participants in the WIA and ALL of student populations in Area 2 who were unemployed before completing a WIA certified training program, and were subsequently placed in employment the quarter immediately following completion.

In Area 2 during fiscal year 2003, 1,353 individuals in the ALL of student population were gainfully employed the quarter following completion. Of this number, 328 were classified as unemployed based on the definition presented on page 52. Figure 24 illustrates that 24.24% of those in the ALL of student population who were successfully placed following completion were unemployed prior to training.

Figure 24	Figure 25
LWIA 2 Pre-Program Employment Status for ALL of Student Placements	LWIA 2 Pre-Program Employment Status for WIA Student Placements
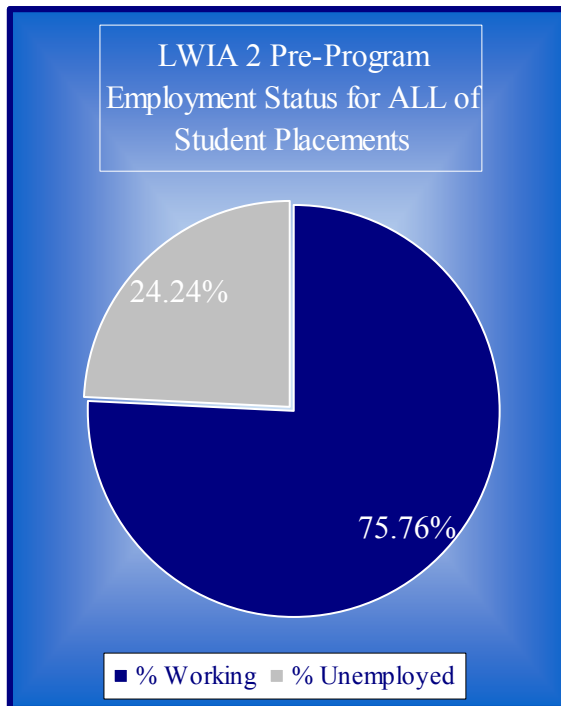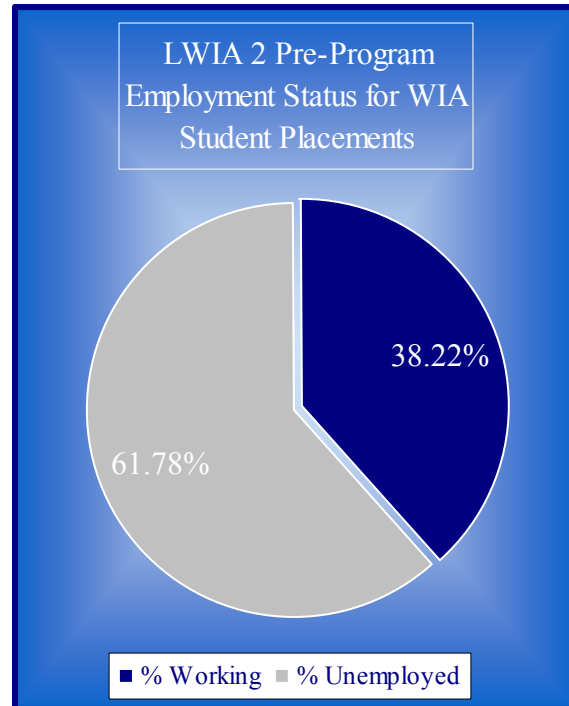
In contrast, in Figure 25 a far greater percentage of the WIA student population was classified as unemployed prior to completion. In fiscal year 2003, there were 314 WIA students who were successfully placed in employment from Area 2. Of this total, 194 individuals did not have a reported wage amount in either the quarter before or the quarter during training.

As indicated by Figures 24 and 25, Area 2 WIA students who were successfully placed were disproportionately unemployed prior to completion. The difference between the WIA and the ALL of student populations on this matter was nearly 38 percentage points.

Unemployment and Long Term Placement Assessment

This section of analysis provides an evaluation of the percentage of unemployed program completers who subsequently had a reported wage in the first and second quarters after completion. With this information, we are able to determine the extent to which WIA students

were able to retain gainful employment beyond simply the first quarter after completion. Figure 26 summarizes the findings for the ALL of student population, while Figure 27 details the WIA student population. Figures 26 and 27 do not include students who completed during the 4th quarter of 2003, since at the time of this report it was not possible to obtain two quarters of post-program wage information for these individuals.

Figure 26
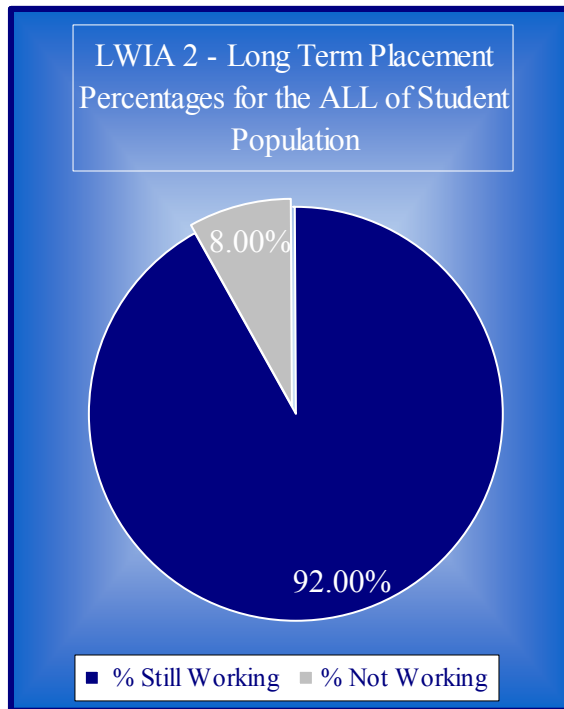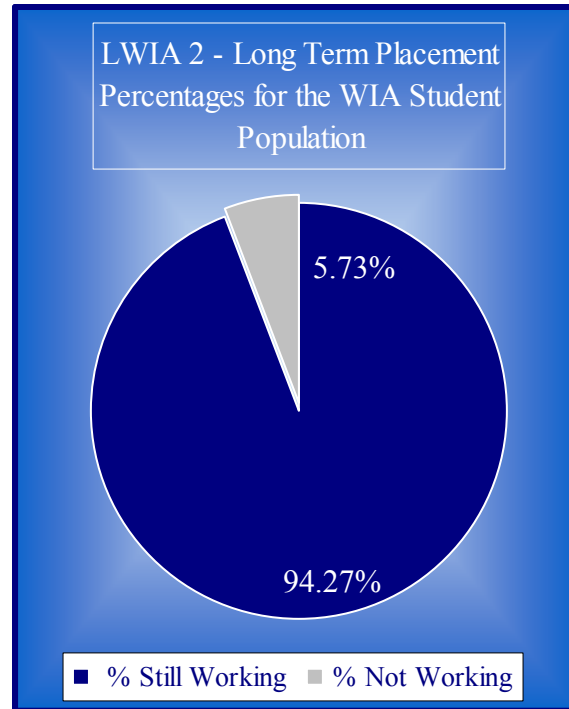
LWIA 2 - Long Term Placement Percentages for the ALL of Student Population

8.00%

92.00%

■ % Still Working ■ % Not Working

Figure 27

LWIA 2 - Long Term Placement Percentages for the WIA Student Population

5.73%

94.27%

■ % Still Working ■ % Not Working

Within both populations, the overwhelming majority of students with placement wages in the first quarter after completion also had wages in the second quarter. However, a slightly higher percentage of WIA students were still working after two quarters, ≈ 94% versus ≈ 92%. Thus, in Area 2, it appears that WIA students who were placed in employment the first quarter after completion were slightly more likely to retain this employment in the second quarter after completion.

GREENEVILLE – GREEN COUNTY CENTER FOR TECHNOLOGY (036)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BOOKKEEPING TECHNOLOGY	ID	ID	ID	ID	ID	ID	10	8	2	100.00	7	87.50
COMPUTER REPAIR TECHNOLOGY	ID	ID	ID	ID	ID	ID	17	16	1	100.00	11	68.75
INDUSTRIAL ELECTRICITY TECHNICIAN	ID	ID	ID	ID	ID	ID	15	8	7	100.00	7	87.50
MACHINE TOOL / COMPUTER NUMERICAL CONTROL	ID	ID	ID	ID	ID	ID	18	17	0	94.44	14	82.35
MICROCOMPUTER INFORMATION SYSTEMS	ID	ID	ID	ID	ID	ID	ID	ID	ID	ID	ID	ID
MILLWRIGHT MAINTENANCE TECHNICIAN	2	0	2	NA	NC	NA	5	2	3	100.00	1	50.00
OFFICE TECHNOLOGY - GENERAL	ID	ID	ID	ID	ID	ID	ID	ID	ID	ID	ID	ID
OFFICE TECHNOLOGY - TRANSCRIPTION	6	2	2	50.00	2	100.00	40	33	5	94.29	30	90.91
RESIDENTIAL ELECTRICITY TECHNICIAN	2	1	0	50.00	0	0.00	6	5	0	83.33	2	40.00

PROVIDER SUMMARY - REMOVALS

Program(s) in Danger of Removal	☹ BOOKKEEPING TECHNOLOGY
	☹ COMPUTER REPAIR TECHNOLOGY
	☹ INDUSTRIAL ELECTRICITY TECHNICIAN
	☹ MACHINE TOOL / COMPUTER NUMERICAL CONTROL
	☹ MICROCOMPUTER INFORMATION SYSTEMS
	☹ OFFICE TECHNOLOGY - GENERAL

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LINCOLN MEMORIAL UNIVERSITY (052)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
NURSING	10	5	5	100.00	4	80.00	189	65	103	75.58	60	92.31
PROVIDER SUMMARY - REMOVALS											
Program(s) in Danger of Removal	☺										

TENNESSEE TECHNOLOGY CENTER AT MORRISTOWN (121)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE BODY TECHNOLOGY	5	2	2	66.67	0	0.00	40	9	19	42.86	0	0.00
AUTOMOTIVE TECHNOLOGY	10	7	2	87.50	4	57.14	36	13	11	52.00	4	30.77
BRICK, BLOCK, AND STONEMASONRY	8	7	1	100.00	5	71.43	24	8	7	47.06	5	62.50
BUSINESS SYSTEMS TECHNOLOGY	57	35	21	97.22	21	60.00	166	39	96	55.71	21	53.85
COMMERCIAL TRUCK DRIVING	14	13	1	100.00	9	69.23	39	29	9	96.67	9	31.03
COMPUTER ELECTRONICS	29	21	7	95.45	18	85.71	112	30	54	51.72	16	53.33
COMPUTER OPERATIONS TECHNOLOGY	1	1	0	100.00	0	0.00	38	12	19	63.16	0	0.00
DRAFTING AND CAD TECHNOLOGY	5	2	2	66.67	2	100.00	42	7	20	31.82	2	28.57
GRAPHIC AND PRINTING COMMUNICATIONS	7	7	0	100.00	5	71.43	28	12	11	70.59	5	41.67
HEATING, VENTILATION, AC, AND REFRIGERATION	29	23	5	95.83	14	60.87	63	27	30	81.82	13	48.15
INDUSTRIAL ELECTRONICS	20	14	5	93.33	9	64.29	92	31	49	72.09	9	29.03
INDUSTRIAL MAINTENANCE	27	13	12	86.67	9	69.23	330	234	83	94.74	9	3.85
MACHINE TOOL TECHNOLOGY	18	13	4	92.86	12	92.31	77	39	29	81.25	11	28.21
PRACTICAL NURSING	130	40	59	56.34	39	97.50	169	38	90	48.10	34	89.47
WELDING, BRAZING, AND SOLDERING	9	7	1	87.50	6	85.71	72	16	31	39.02	6	37.50
PROVIDER SUMMARY – REMOVALS											
Program(s) in Danger of Removal	☹										

TENNESSEE
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TUSCULUM COLLEGE (137)

| WIA CERTIFIED PROGRAM NAME (S) | WIA STUDENT POPULATION | | | | | | ALL OF STUDENT POPULATION | | | | | |
| | COMPLETION | | | | PLACEMENT | | COMPLETION | | | | PLACEMENT | |
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BACHELOR OF SCIENCE IN ORGANIZATIONAL MNGMNT	8	0	8	NA	NC	NA	807	190	613	97.94	165	86.84
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TRANSPORT TRAINING GROUP (134)

| WIA CERTIFIED PROGRAM NAME (S) | WIA STUDENT POPULATION | | | | | | ALL OF STUDENT POPULATION | | | | | |
| | COMPLETION | | | | PLACEMENT | | COMPLETION | | | | PLACEMENT | |
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BASIC TRUCK DRIVER PROGRAM	57	45	4	84.91	30	66.67	ID	ID	ID	ID	ID	ID
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹ BASIC TRUCK DRIVER PROGRAM											

UNITED TRUCK DRIVING SCHOOL, INC. (140)

| WIA CERTIFIED PROGRAM NAME (S) | WIA STUDENT POPULATION | | | | | | ALL OF STUDENT POPULATION | | | | | |
| | COMPLETION | | | | PLACEMENT | | COMPLETION | | | | PLACEMENT | |
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
COMMERCIAL DRIVERS LICENSE: CLASS A	76	71	1	94.67	53	74.65	133	118	9	95.16	90	76.27
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

WALTERS STATE COMMUNITY COLLEGE (147)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ACCOUNTING CLERK	1	0	1	NA	NC	NA	UD	UD	NA	UD	UD	UD
BASIC EMERGENCY MEDICAL TECHNOLOGY	3	2	1	100.00	1	50.00	107	50	NA	46.73	2	4.00
BASIC LAW ENFORCEMENT OF EDUCATION	6	1	3	33.33	0	0.00	193	135	NA	69.95	1	0.74
BASIC NURSING	1	1	0	100.00	0	0.00	479	0	NA	0.00	NC	NA
CISCO CERTIFIED NETWORK ASSOCIATE	1	1	0	100.00	0	0.00	UD	UD	NA	UD	UD	UD
COMPUTER AND INFORMATION SCIENCE	16	7	9	100.00	3	42.86	49	6	NA	12.24	4	66.67
COMPUTER TECHNICIAN	1	1	0	100.00	1	100.00	UD	UD	NA	UD	UD	UD
CONSTRUCTION TECHNOLOGY	1	0	1	NA	NC	NA	UD	UD	NA	UD	UD	UD
CULINARY ARTS	8	1	7	100.00	0	0.00	64	1	NA	1.56	1	100.0
EARLY CHILDHOOD EDUCATION	4	1	3	100.00	0	0.00	205	22	NA	10.73	1	4.55
EMERGENCY MEDICAL TECHNICIAN - PARAMEDIC	1	0	1	NA	NC	NA	31	10	NA	32.26	0	0.00
INDUSTRIAL MAINTENANCE	2	1	1	100.00	1	100.00	6	3	NA	50.00	1	33.33
INDUSTRIAL TECHNOLOGY	1	1	0	100.00	0	0.00	85	18	NA	21.18	1	5.56
INFORMATION TECHNOLOGY	3	3	0	100.00	1	33.33	22	2	NA	9.09	2	100.0
MANAGEMENT TECHNOLOGY	30	2	26	50.00	0	0.00	258	43	NA	16.67	2	4.65
MEDICAL CODING	9	7	2	100.00	3	42.86	71	26	NA	36.62	5	19.23
MEDICAL INSURANCE SPECIALIST	3	2	1	100.00	2	100.00	19	10	NA	52.63	1	10.00
MEDICAL TRANSCRIPTION	6	4	2	100.00	0	0.00	32	9	NA	28.13	3	33.33
MICROSOFT APPLICATIONS SPECIALIST	9	1	8	100.00	0	0.00	UD	UD	NA	UD	UD	UD
NETWORKING TECHNICIAN	11	9	2	100.00	3	33.33	UD	UD	NA	UD	UD	UD
NURSING	13	6	7	100.00	6	100.00	263	118	NA	44.87	6	5.08
OFFICE ADMINISTRATION	7	4	3	100.00	2	50.00	40	7	NA	17.50	2	28.57
PHARMACY TECHNICIAN	9	2	2	28.57	0	0.00	80	11	NA	13.75	0	0.00
PHYSICAL THERAPIST ASSISTANT	3	0	2	0.00	NC	NA	12	10	NA	83.33	0	0.00
PRODUCTION HORTICULTURE	3	0	3	NA	NC	NA	37	9	NA	24.32	0	0.00
PROFESSIONAL ADMINISTRATIVE ASSISTANT	71	65	4	97.01	31	47.69	UD	UD	NA	UD	UD	UD
RESPIRATORY CARE	5	1	4	100.00	0	0.00	22	18	NA	81.82	1	5.56

TENNESSEE
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	WALTERS STATE COMMUNITY COLLEGE (147)										
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
SECURITY GUARD - ARMED / UNARMED	1	1	0	100.00	0	0.00	UD	UD	NA	UD	UD	UD
UNIVERSITY PARALLEL	10	0	8	0.00	NC	NA	1461	259	NA	17.73	0	0.00
WEB DEVELOPER SPECIALIST	2	0	2	NA	NC	NA	6	0	NA	0.00	NC	NA
PROVIDER SUMMARY – REMOVALS											
Program(s) in Danger of Removal	☹ UNIVERSITY PARALLEL										

TENNESSEE
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Local Workforce Investment Area 3

3

KNOX

- 🏴 **Area 3 Performance Rates versus State Performance Rates**
- 🏴 **Trend Analysis of WIA Student Completion and Placement**
- 🏴 **Trend Analysis of WIA Student Placement Rate**
- 🏴 **Detailed ALL of Student Quarterly Wage Summary**
- 🏴 **Detailed WIA Student Quarterly Wage Summary**
- 🏴 **Unemployment-to-Work Assessment**
- 🏴 **Unemployment and Long Term Placement Assessment**
- 🏴 **Individual Training Provider Summaries**

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LWIA 3 Performance Measures

Figure 28 presents the performance measures for the WIA and ALL of student populations for Area 3 during the 2003 fiscal year.

Figure 28
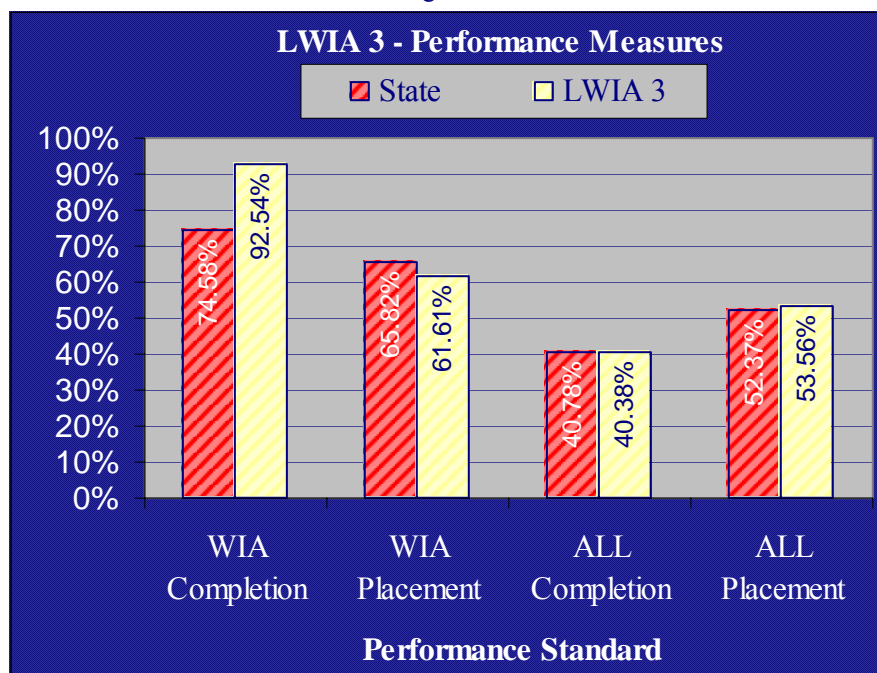
The WIA student completion rate for Area 3 was 92.54%. This value was approximately 17.96 percentage points above the statewide completion rate for the WIA student population. The WIA student completion rate for Area 3 far surpassed the minimum state standard of 35%, while the ALL of student completion rate barely meets this mark. In Area 3, roughly 62% of all WIA completers were gainfully employed the quarter following completion, in comparison to approximately 66% of the statewide WIA student population. The WIA student placement rate exceeded the ALL of student placement rate for Area 3; the difference was 8.05 percentage points. Both the WIA and ALL of student placement rates were below the 65% minimum state standard. However, the WIA placement rate was only under by roughly 3.5 percentage points.

Trend Analysis in WIA Completers, Placements, and Placement Rates

Since WIA inception in the State of Tennessee, approximately 529 individuals have completed certified programs in Area 3 using WIA funds. Figure 29 presents a graphic breakdown of the distribution of WIA completers and placements from WIA inception through the conclusion of the 2003 fiscal year.

As seen in Figure 29, the number of WIA completers and placements reached an all-time high during the 1st quarter of 2001 (80 and 64 respectively). Overall, the average number of program completers in Area 3 across the 12 quarters of data analyzed in the report was 44 per quarter, while the average number of placements per quarter was 28.

Figure 30 illustrates that the Area 3 quarterly WIA student placement rate surpassed the state quarterly rate in 7 of the 12 analyzed quarters of data.

Figure 29
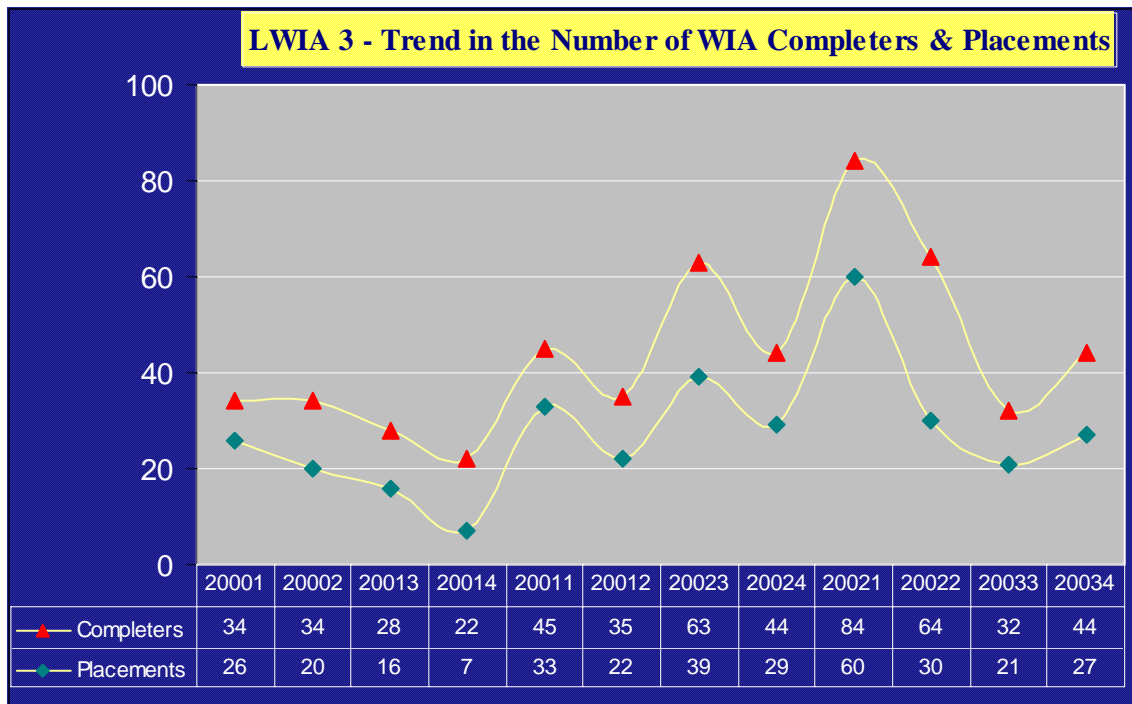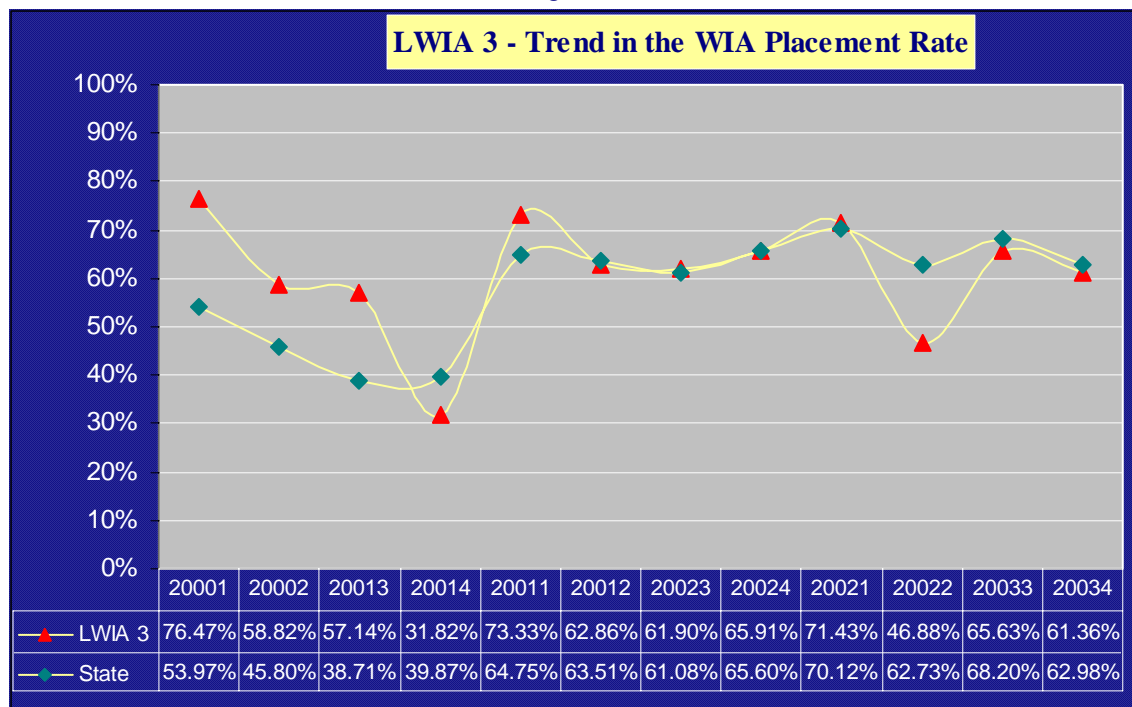
LWIA 3 - Trend in the Number of WIA Completers & Placements

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
Completers	34	34	28	22	45	35	63	44	84	64	32	44
Placements	26	20	16	7	33	22	39	29	60	30	21	27

Figure 30

LWIA 3 - Trend in the WIA Placement Rate

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
LWIA 3	76.47%	58.82%	57.14%	31.82%	73.33%	62.86%	61.90%	65.91%	71.43%	46.88%	65.63%	61.36%
State	53.97%	45.80%	38.71%	39.87%	64.75%	63.51%	61.08%	65.60%	70.12%	62.73%	68.20%	62.98%

Detailed Quarterly Wage Summaries

Salary information obtained through Unemployment Insurance Wage Records from the *Tennessee Department of Labor and Workforce Development* and from the *Wage Record Interchange System* allowed for comparisons of the average placement wage by program. Table

85

18 presents a detailed wage summary for all of the programs in Area 3 that had 10 or more placements received among the ALL of student population. Table 19 presents a detailed wage summary for all of the programs in Area 3 that had 10 or more placements among the WIA student population. For reasons of student confidentiality, programs with fewer than 10 placements were not included in the wage summaries. When examining the wage summaries, please refer to the definitions presented on page 39 and the wage cautions expressed on page 40. Also, see Table 11 (pages 40-44) for a list of provider codes to assist in identifying the institution affiliated with the program included in the summary. The identifying code numbers also appear in the title of each individual provider summary.

Table 18: LWIA 3 - Detailed ALL of Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
116	BUSINESS SYSTEMS TECHNOLOGY	174	$133.75	$28,937.20	$5,308.99	$4,870.02	$2,816.26	$7,267.74
137	BS IN ORGANIZATIONAL MANAGEMENT	165	$194.90	$43,638.19	$9,452.89	$9,004.14	$5,855.36	$11,645.43
081	UNIVERSITY PARALLEL	132	$261.00	$9,819.00	$3,454.80	$3,108.37	$2,098.35	$4,686.58
116	PRACTICAL NURSING	102	$25.13	$12,321.02	$3,660.11	$3,355.12	$1,829.79	$5,040.67
116	MEDICAL OFFICE ASSISTANT	99	$149.25	$14,322.51	$4,264.54	$4,166.12	$2,577.39	$5,307.96
002	CERTIFIED NURSING ASSISTANT	86	$21.00	$15,067.91	$2,759.21	$2,320.66	$884.88	$3,766.38
116	WELDING, BRAZING, AND SOLDERING	60	$543.00	$11,775.00	$5,650.62	$5,067.03	$3,805.57	$7,747.98
079	COMMERCIAL DRIVER LICENSE	59	$86.67	$16,222.65	$4,171.10	$3,205.21	$1,752.86	$5,716.51
116	DENTAL ASSISTANT	48	$85.75	$7,375.86	$4,393.08	$4,540.25	$3,552.24	$5,941.86
034	CERTIFIED NURSING ASSISTANT TRAINING	35	$10.30	$5,695.49	$1,949.98	$1,615.28	$615.00	$2,952.29
116	CERTIFIED NURSE ASSISTANT	31	$315.18	$7,132.18	$2,599.83	$2,005.13	$1,483.14	$4,112.41
116	INDUSTRIAL ELECTRONICS	31	$543.00	$23,006.40	$7,172.28	$5,043.81	$3,322.74	$8,377.61
116	INDUSTRIAL MAINTENANCE	28	$288.00	$15,602.79	$7,681.05	$7,200.00	$5,297.50	$10,117.37
116	AUTOMOTIVE TECHNOLOGY	25	$514.94	$12,946.47	$5,995.74	$5,580.20	$3,583.28	$8,105.82
034	SPACE - SECRETARIAL / OFFICE MANAGEMENT	24	$733.42	$5,492.37	$2,628.35	$2,261.78	$1,836.81	$3,642.44
116	DRAFTING AND CAD TECHNOLOGY	23	$137.50	$18,075.68	$5,105.46	$3,200.00	$1,518.00	$7,612.47
116	DIESEL POWERED EQUIPMENT TECHNOLOGY	21	$1,554.00	$8,603.25	$4,549.87	$4,679.68	$2,771.14	$6,057.97
034	WORK ADJUSTMENT - INDUSTRIAL JANITORIAL	17	$44.44	$4,557.45	$1,592.27	$1,619.68	$812.56	$2,261.14
116	ELECTRICIAN	16	$904.00	$9,105.69	$3,832.23	$3,807.04	$2,348.55	$4,975.92
137	MASTER IN ORGANIZATIONAL MANAGEMENT	16	$1,916.72	$17,710.31	$8,531.99	$7,913.62	$4,654.69	$12,524.28
081	COMMUNICATIONS GRAPHICS TECHNOLOGY	14	$1,077.80	$5,743.04	$3,727.00	$3,529.09	$2,920.16	$5,209.01
116	MACHINE TOOL TECHNOLOGY	13	$762.00	$14,822.42	$5,776.87	$4,736.00	$2,789.32	$8,491.86
116	COSMETOLOGY	12	$82.00	$2,992.95	$1,403.24	$1,317.44	$732.52	$1,745.64
137	GATEWAY	12	$81.74	$27,510.00	$9,444.31	$6,124.48	$2,658.23	$16,782.34
034	SPACE - SECRETARIAL / OFFICE MGT. - BASIC	11	$472.63	$4,264.86	$2,037.98	$2,127.62	$567.00	$2,741.98
081	COMPUTER SCIENCE AND INFORMATI ON TECH.	11	$945.00	$11,906.16	$5,215.37	$4,162.42	$2,493.43	$7,634.16
081	MECHANICAL ENGINEERING TECHNOLOGY	11	$764.26	$16,136.84	$6,904.18	$6,932.26	$2,148.73	$7,777.19
034	CLERICAL SKILLS TRAINING	10	$40.60	$3,144.12	$1,497.88	$1,469.76	$573.17	$2,385.62
137	MASTER IN EDUCATION K-12	10	$2,537.67	$13,956.65	$10,277.79	$11,891.69	$8,375.83	$12,729.78

TENNESSEE
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Table 19: LWIA 3 - Detailed WIA Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
079	COMMERCIAL DRIVER LICENSE	53	$86.67	$16,222.65	$4,449.70	$3,937.29	$1,855.34	$5,885.48
002	CERTIFIED NURSING ASSISTANT	22	$196.68	$5,293.60	$2,280.79	$2,087.96	$758.50	$2,440.38

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Unemployment-to-Work Assessment

This section of the report provides a summary of the number of participants in the WIA and ALL of student populations in Area 3 who were unemployed before completing a WIA certified training program, and were subsequently placed in employment the quarter immediately following completion.

In Area 3 during fiscal year 2003, 1,392 individuals in the ALL of student population were gainfully employed the quarter following completion. Of this number, 360 were classified as unemployed based on the definition presented on page 52. Figure 31 illustrates that 25.86% of those in the ALL of student population who were successfully placed following completion were unemployed prior to training.

Figure 31

Figure 32

LWIA 3 Pre-Program Employment Status for ALL of Student Placements

25.86%

74.14%

■ % Working ■ % Unemployed

LWIA 3 Pre-Program Employment Status for WIA Student Placements

44.20%

55.80%

■ % Working ■ % Unemployed
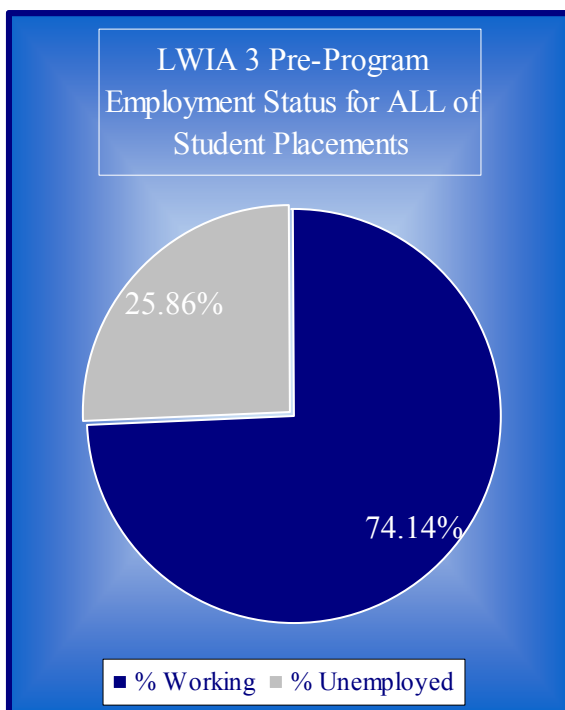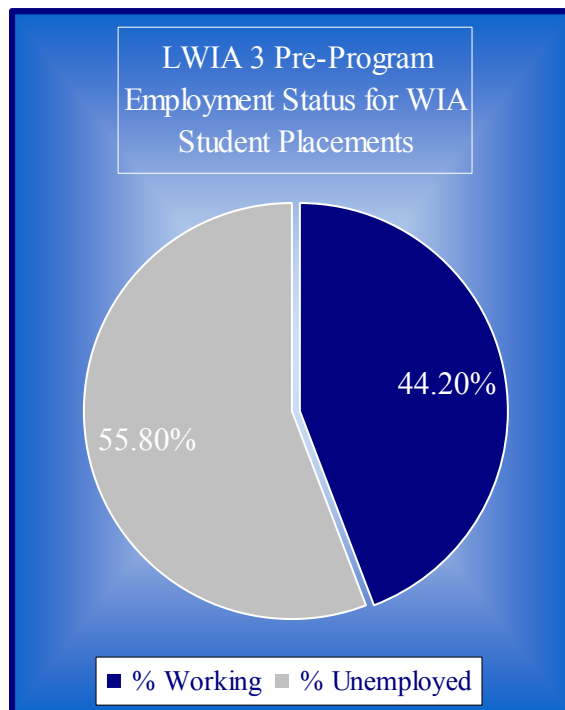
In contrast, in Figure 32 a far greater percentage of the WIA student population was classified as unemployed prior to completion. In fiscal year 2003, there were 138 WIA students who were successfully placed in employment from Area 3. Of this total, 77 individuals did not have a reported wage amount in either the quarter before or the quarter during training.

As indicated by Figures 31 and 32, Area 3 WIA students who were successfully placed were disproportionately unemployed prior to completion. The difference between the WIA and the ALL of student populations on this matter was nearly 30 percentage points.

Unemployment & Long Term Placement Assessment

This section of analysis provides an evaluation of the percentage of unemployed program completers who subsequently had a reported wage in the first and second quarters after completion. With this information, we are able to determine the extent to which WIA students

were able to retain gainful employment beyond simply the first quarter after completion. Figure 33 summarizes the findings for the ALL of student population, while Figure 34 details the WIA student population. Figures 33 and 34 do not include students who completed during the 4th quarter of 2003, since at the time of this report it was not possible to obtain two quarters of post-program wage information for these individuals.

Figure 33
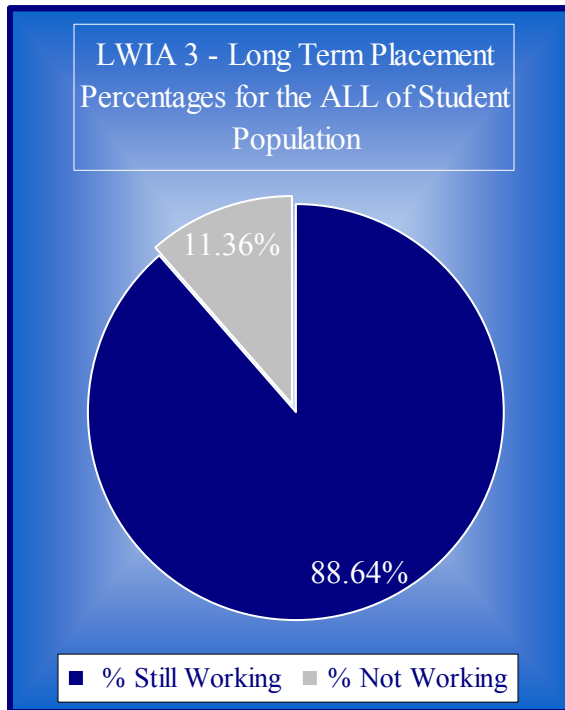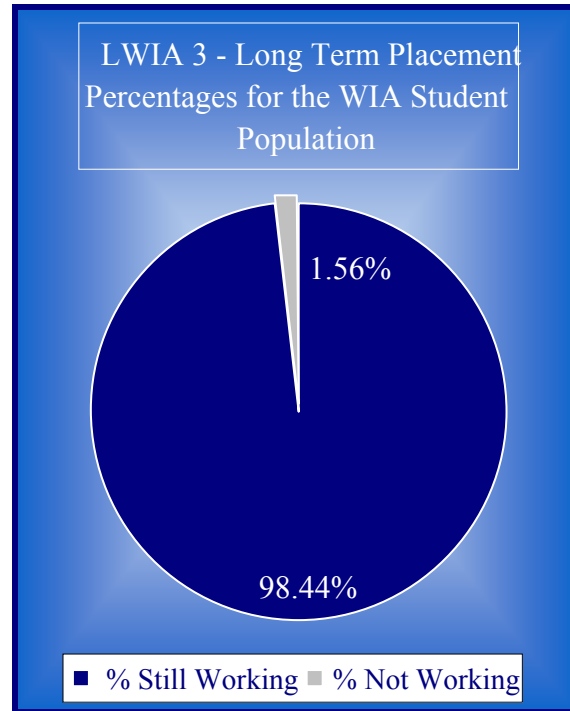
LWIA 3 - Long Term Placement Percentages for the ALL of Student Population

11.36%

88.64%

■ % Still Working ■ % Not Working

Figure 34

LWIA 3 - Long Term Placement Percentages for the WIA Student Population

1.56%

98.44%

■ % Still Working ■ % Not Working

Within both populations, the overwhelming majority of students with placement wages in the first quarter after completion also had wages in the second quarter. However, a significantly higher percentage of WIA students were still working after two quarters, ≈ 98% versus ≈ 89%. Thus, in Area 3, it appears that WIA students who were placed in employment the first quarter after completion were slightly more likely to retain this employment in the second quarter after completion.

AMERICAN RED CROSS – KNOXVILLE (002)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
CERTIFIED NURSING ASSISTANT	31	30	0	96.77	22	73.33	141	126	0	89.36	86	68.25
PROVIDER SUMMARY - REMOVALS											
Program(s) in Danger of Removal	☹										

CAC OFFICE ON AGING (012)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
CUSTOMER SERVICE	26	26	0	100.00	2	7.69	26	26	0	100.00	2	7.69
INTERMEDIATE COMPUTER	26	26	0	100.00	0	0.00	26	26	0	100.00	0	0.00
INTRODUCTION TO COMPUTER	26	26	0	100.00	0	0.00	26	26	0	100.00	0	0.00
KEYBOARDING	26	26	0	100.00	0	0.00	26	26	0	100.00	0	0.00
OFFICE SKILLS	26	26	0	100.00	0	0.00	26	26	0	100.00	0	0.00
PROVIDER SUMMARY – REMOVALS											
Program(s) in Danger of Removal	☹										

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GOODWILL INDUSTRIES – KNOXVILLE (034)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
SPACE - SECRETARIAL / OFFICE MANAGEMENT - ADV	ID	ID	ID	ID	ID	ID	64	37	15	75.51	6	16.22
SPACE - SECRETARIAL / OFFICE MANAGEMENT - BASIC	1	1	0	100.00	0	0.00	216	112	50	67.47	11	9.82
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹ SPACE - SECRETARIAL / OFFICE MANAGEMENT - ADV											

KNOXVILLE AREA URBAN LEAGUE (048)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
COMPUTER OFFICE SKILLS - MOUS ADMIN. ASSISTANT	5	0	5	NA	NC	NA	16	1	15	100.00	1	100.00
INTERMEDIATE COMPUTER	16	16	0	100.00	0	0.00	16	16	0	100.00	0	0.00
INTRODUCTION TO BASIC COMPUTERS	16	16	0	100.00	0	0.00	16	16	0	100.00	0	0.00
KEYBOARDING	16	16	0	100.00	0	0.00	16	16	0	100.00	0	0.00
OFFICE SKILLS	16	16	0	100.00	0	0.00	16	16	0	100.00	0	0.00
PRE-SKILLS - ADMINISTRATIVE ASSISTANT	6	5	1	100.00	3	60.00	36	18	13	78.26	9	50.00
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

NEW HORIZONS COMPUTER LEARNING CENTER – KNOXVILLE (074)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
CERTIFIED TECHNICIAN PROGRAM	2	0	2	NA	NC	NA	5	1	3	50.00	0	0.00
MICROSOFT CERTIFIED SYSTEMS ENGINEER PROGRAM	4	2	2	100.00	0	0.00	9	6	3	100.00	0	0.00
PERSONAL COMPUTER HORIZONS CLUB - 12 MONTHS	6	0	6	NA	NC	NA	19	5	14	100.00	0	0.00
PERSONAL COMPUTER HORIZONS CLUB - 6 MONTHS	2	1	1	100.00	0	0.00	4	1	3	100.00	0	0.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

PELLISSIPPI STATE TECHNICAL COMMUNITY COLLEGE (081)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMEN		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
CHEMICAL / ENVIRONMENTAL ENGINEERING	2	1	1	100.00	0	0.00	17	7	NA	41.18	0	0.00
CIVIL ENGINEERING TECHNOLOGY	2	2	0	100.00	0	0.00	47	9	NA	19.15	2	22.22
COMMUNICATIONS GRAPHICS TECHNOLOGY	6	2	3	66.67	1	50.00	109	24	NA	22.02	14	58.33
COMPUTER ACCOUNTING	3	0	3	NA	NC	NA	77	15	NA	19.48	4	26.67
COMPUTER AIDED MANUFACTURING	1	0	0	0.00	NC	NA	UD	UD	NA	UD	UD	UD
COMPUTER BUSINESS APPLICATION	1	0	1	NA	NC	NA	UD	UD	NA	UD	UD	UD
COMPUTER INTEGRATED DRAFTING AND DESIGN	3	1	2	100.00	0	0.00	52	17	NA	32.69	8	47.06
COMPUTER SCIENCE AND INFORMATION TECHNOLOGY	16	3	9	42.86	0	0.00	168	26	NA	15.48	11	42.31
CUSTOMER RELATIONSHIP MANAGEMENT	1	0	1	NA	NC	NA	UD	UD	NA	UD	UD	UD
EARLY CHILDHOOD EDUCATION	1	0	1	NA	NC	NA	30	4	NA	13.33	1	25.00
ELECTRICAL ENGINEERING TECHNOLOGY	1	0	1	NA	NC	NA	32	6	NA	18.75	3	50.00
GENERAL TECHNOLOGY	2	0	2	NA	NC	NA	101	16	NA	15.84	8	50.00
INTERIOR DESIGN TECHNOLOGY	4	0	3	0.00	NC	NA	68	13	NA	19.12	4	30.77

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PELLISSIPPI STATE TECHNICAL COMMUNITY COLLEGE (081)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMEN		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
LEGAL SECRETARY	3	0	3	NA	NC	NA	UD	UD	NA	UD	UD	UD
LOCAL AREA NETWORKING OPERATIONS / MNGMNT	1	0	1	NA	NC	NA	UD	UD	NA	UD	UD	UD
MANAGEMENT	3	0	3	NA	NC	NA	52	8	NA	15.38	5	62.50
MECHANICAL ENGINEERING TECHNOLOGY	1	0	1	NA	NC	NA	58	15	NA	25.86	11	73.33
MEDICAL TRANSCRIPTION	4	0	3	0.00	NC	NA	UD	UD	NA	UD	UD	UD
OFFICE SYSTEMS TECHNOLOGY	13	0	12	0.00	NC	NA	109	13	NA	11.93	8	61.54
PARALEGAL STUDIES	2	0	1	0.00	NC	NA	75	15	NA	20.00	5	33.33
SPECIAL	2	0	1	0.00	NC	NA	UD	UD	NA	UD	UD	UD
UNIVERSITY PARALLEL	29	1	22	14.29	0	0.00	2652	316	NA	11.92	132	41.77

PROVIDER SUMMARY - REMOVALS

Program(s) in Danger of Removal	☹ OFFICE SYSTEMS TECHNOLOGY
	☹ UNIVERSITY PARALLEL

TENNESSEE TECHNOLOGY CENTER AT KNOXVILLE (116)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE BODY REPAIR	5	1	3	50.00	0	0	40	8	15	32.00	4	50.00
AUTOMOTIVE TECHNOLOGY	5	3	2	100.00	1	33.33	72	35	20	67.31	25	71.43
BUSINESS SYSTEMS TECHNOLOGY	ID	ID	ID	ID	ID	ID	313	231	63	92.40	174	75.32
CERTIFIED NURSE ASSISTANT	4	4	0	100.00	4	100.00	48	43	1	91.49	31	72.09
COSMETOLOGY	6	1	3	33.33	0	0.00	67	22	31	61.11	12	54.55
DENTAL ASSISTANT	10	7	2	87.50	5	71.43	90	57	27	90.48	48	84.21
DIESEL POWERED EQUIPMENT TECHNOLOGY	ID	ID	ID	ID	ID	ID	39	22	13	84.62	21	95.45

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TENNESSEE TECHNOLOGY CENTER AT KNOXVILLE (116)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
DRAFTING AND CAD TECHNOLOGY	3	1	0	33.33	0	0.00	47	32	11	88.89	23	71.88
ELECTRICIAN	2	1	1	100.00	0	0.00	44	22	10	64.71	16	72.73
HEATING, VENTILATION, AC, AND REFRIGERATION	ID	ID	ID	ID	ID	ID	31	11	17	78.57	7	63.64
INDUSTRIAL ELECTRONICS	5	4	1	100.00	1	25.00	63	44	13	88.00	31	70.45
INDUSTRIAL MAINTENANCE	ID	ID	ID	ID	ID	ID	129	110	10	92.44	28	25.45
MACHINE TOOL TECHNOLOGY	ID	ID	ID	ID	ID	ID	28	14	12	87.50	13	92.86
MEDICAL OFFICE ASSISTANT	9	9	0	100.00	1	11.11	180	156	12	92.86	99	63.46
PRACTICAL NURSING	ID	ID	ID	ID	ID	ID	270	161	57	75.59	102	63.35
WELDING, BRAZING, AND SOLDERING	ID	ID	ID	ID	ID	ID	89	72	11	92.31	60	83.33
PROVIDER SUMMARY - REMOVALS											
Program(s) in Danger of Removal	☹ BUSINESS SYSTEMS TECHNOLOGY										
	☹ DIESEL POWERED EQUIPMENT TECHNOLOGY										
	☹ HEATING, VENTILATION, AC, AND REFRIGERATION										
	☹ INDUSTRIAL MAINTENANCE										
	☹ MACHINE TOOL TECHNOLOGY										
	☹ PRACTICAL NURSING										
	☹ WELDING, BRAZING, AND SOLDERING										
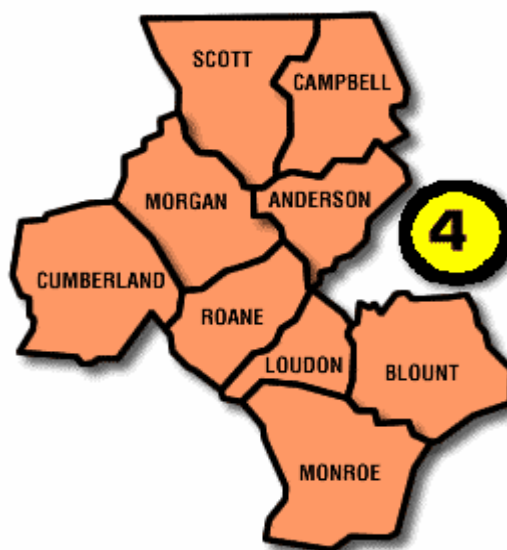
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Local Workforce Investment Area 4

- Area 4 Performance Rates versus State Performance Rates
- Trend Analysis of WIA Student Completion and Placement
- Trend Analysis of WIA Student Placement Rate
- Detailed ALL of Student Quarterly Wage Summary
- Detailed WIA Student Quarterly Wage Summary
- Unemployment-to-Work Assessment
- Unemployment and Long Term Placement Assessment
- Individual Training Provider Summaries

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LWIA 4 Performance Measures

Figure 35 presents the performance measures for the WIA and ALL of student populations for Area 4 during the 2003 fiscal year.

Figure 35
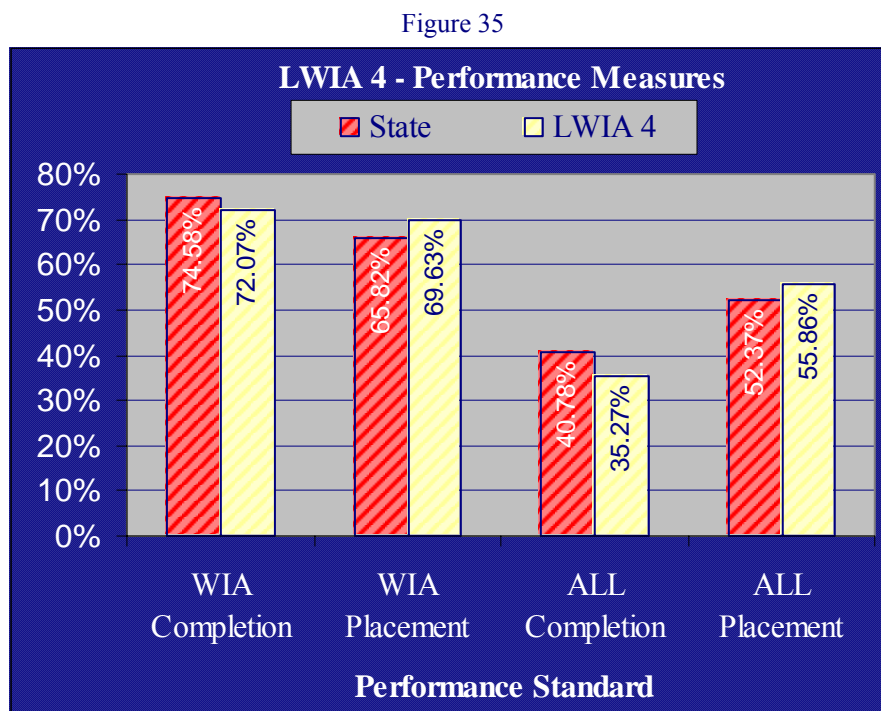
The WIA student completion rate for Area 4 was 72.07%. This value was approximately 2.51 percentage points below the statewide completion rate for the WIA student population. The WIA student completion rate for Area 4 far surpassed the minimum state standard of 35%, while the ALL of student completion rate barely meets this mark. In Area 4, roughly 70% of all WIA completers were gainfully employed the quarter following completion, in comparison to approximately 66% of the statewide WIA student population. The WIA student placement rate far exceeded the ALL of student placement rate for Area 4; the difference was 13.77 percentage points. The ALL of student placement rates fell below the 65% minimum state standard while the WIA placement rate exceeded the minimum by roughly 5 percentage points.

Trend Analysis in WIA Completers, Placements, and Placement Rates

Since WIA inception in the State of Tennessee, approximately 798 individuals have completed certified programs in Area 4 using WIA funds. Figure 36 presents a graphic breakdown of the distribution of WIA completers and placements from WIA inception through the conclusion of the 2003 fiscal year.

As seen in Figure 36, the number of WIA completers and placements reached an all-time high during the 4th quarter of 2003 (143 and 107 respectively). Overall, the average number of program completers in Area 4 across the 12 quarters of data analyzed in the report was 67 per quarter, while the average number of placements per quarter was 44.

Figure 37 illustrates that the Area 4 quarterly WIA student placement rate surpassed the state quarterly rate in 8 of the 12 analyzed quarters of data.

Figure 36

LWIA 4 - Trend in the Number of WIA Completers & Placements

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
Completers	23	12	15	85	24	48	52	78	68	112	138	143
Placements	12	5	7	48	17	36	36	51	48	68	98	107

Figure 37

LWIA 4 - Trend in the WIA Placement Rate

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
LWIA 4	52.17%	41.67%	46.67%	56.47%	70.83%	75.00%	69.23%	65.38%	70.59%	60.71%	71.01%	74.83%
State	53.97%	45.80%	38.71%	39.87%	64.75%	63.51%	61.08%	65.60%	70.12%	62.73%	68.20%	62.98%

Detailed Quarterly Wage Summaries

Salary information obtained through Unemployment Insurance Wage Records from the *Tennessee Department of Labor and Workforce Development* and from the *Wage Record Interchange System* allowed for comparisons of the average placement wage by program. Table

98

20 presents a detailed wage summary for all of the programs in Area 4 that had 10 or more placements received among the ALL of student population. Table 21 presents a detailed wage summary for all of the programs in Area 4 that had 10 or more placements among the WIA student population. For reasons of student confidentiality, programs with fewer than 10 placements were not included in the wage summaries. When examining the wage summaries, please refer to the definitions presented on page 39 and the wage cautions expressed on page 40. Also, see Table 11 (pages 40-44) for a list of provider codes to assist in identifying the institution affiliated with the program included in the summary. The identifying code numbers also appear in the title of each individual provider summary.

Table 20: LWIA 4 - Detailed ALL of Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
111	BUSINESS SYSTEMS TECHNOLOGY	74	$49.00	$7,925.76	$3,356.97	$3,432.78	$1,736.70	$4,744.52
087	GENERAL EDUCATION	69	$22.50	$9,648.54	$2,417.77	$2,099.14	$1,158.60	$2,985.89
101	PRE-LICENSING	69	$18.03	$57,692.28	$8,574.69	$6,738.52	$2,118.22	$12,015.44
111	PRACTICAL NURSING	56	$402.88	$8,589.74	$3,031.41	$2,712.94	$1,800.02	$4,244.83
009	CERTIFIED NURSING ASSISTANT	37	$14.60	$11,006.80	$3,117.98	$2,640.05	$1,192.73	$4,475.78
087	NURSING	32	$18.63	$8,230.51	$1,978.93	$1,433.36	$745.76	$2,468.44
114	PRACTICAL NURSING	32	$728.82	$10,624.39	$3,330.93	$2,898.91	$2,196.13	$4,605.57
114	CERTIFIED NURSE ASSISTANT	31	$255.00	$7,376.83	$2,342.64	$2,305.09	$730.58	$3,407.21
087	CONTEMPORARY MANAGEMENT	25	$2,302.24	$15,854.93	$7,463.63	$6,204.04	$4,784.35	$10,258.86
114	BUSINESS SYSTEMS TECHNOLOGY	25	$645.00	$15,676.21	$4,560.28	$4,114.57	$3,046.75	$5,323.81
114	DRAFTING AND CADTECHNOLOGY	25	$703.50	$14,781.36	$4,047.34	$2,916.61	$1,667.33	$5,388.26
107	BUSINESS SYSTEMS TECHNOLOGY	22	$155.91	$5,585.89	$2,888.90	$2,979.87	$1,917.50	$4,170.38
125	COMPUTER OPERATIONS TECHNOLOGY	21	$63.00	$7,712.20	$4,535.56	$4,292.85	$3,448.60	$5,698.47
009	LICENSED PRACTICAL NURSING	20	$912.89	$7,355.75	$4,037.54	$4,449.81	$2,600.68	$4,970.00
107	WELDING, BRAZING, AND SOLDERING	20	$70.00	$10,997.06	$3,546.76	$2,422.85	$988.32	$5,055.26
107	HEATING, VENTILATION, AC, AND REFRIGERATION	19	$1,757.00	$9,919.43	$5,263.69	$5,381.60	$2,921.00	$6,328.09
125	AUTOMOTIVE TECHNOLOGY	19	$660.50	$6,314.01	$3,110.01	$3,002.78	$1,549.44	$4,566.39
114	WELDING, BRAZING, AND SOLDERING	18	$289.26	$10,165.09	$4,151.11	$3,661.68	$1,727.09	$6,246.01
003	ICD-9 CODING	17	$313.89	$12,100.00	$4,501.89	$4,524.49	$1,873.00	$5,919.90
107	COMPUTER OPERATIONS TECHNOLOGY	17	$1,407.75	$10,368.00	$3,520.55	$2,777.10	$2,260.28	$4,174.86
107	INDUSTRIAL MAINTENANCE	17	$256.50	$10,470.39	$4,837.01	$5,265.48	$2,540.68	$6,514.44
107	SURGICAL TECHNOLOGY	17	$615.43	$5,689.01	$2,963.67	$2,706.47	$1,967.25	$3,996.08
114	MACHINE TOOL TECHNOLOGY	17	$579.21	$6,445.20	$3,857.53	$4,006.64	$2,393.45	$5,489.42
107	DRAFTING AND CAD TECHNOLOGY	16	$635.25	$16,269.28	$7,000.34	$7,446.85	$1,140.62	$10,855.36
087	BUSINESS MANAGEMENT TECHNOLOGY	14	$40.00	$10,845.73	$4,095.52	$3,609.33	$1,487.81	$5,743.67
107	MACHINE TOOL TECHNOLOGY	13	$284.79	$5,100.00	$2,439.19	$2,240.88	$1,421.93	$3,550.31
107	PATIENT CARE TECHNICIAN	13	$107.50	$3,774.64	$1,897.08	$1,799.00	$152.01	$3,351.05
125	BUSINESS SYSTEMS TECHNOLOGY	13	$123.86	$5,390.02	$2,327.15	$1,816.96	$1,236.78	$3,433.36
125	MACHINE TOOL TECHNOLOGY	13	$310.44	$9,560.73	$4,301.43	$4,463.89	$2,397.27	$5,653.23
087	CRIMINAL JUSTICE	12	$594.62	$20,504.80	$5,988.06	$5,994.34	$1,249.26	$8,544.16

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Table 20: LWIA 4 - Detailed ALL Student Quarterly Wage Summary (Continued)

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
107	BRICK, BLOCK, AND STONEMASONRY	12	$25.00	$5,103.02	$1,696.36	$1,187.11	$222.59	$2,927.39
111	CERTIFIED NURSE ASSISTANT	12	$1,101.05	$5,516.65	$3,124.84	$2,818.63	$2,256.94	$4,052.67
111	DIESEL POWERED EQUIPMENT TECHNOLOGY	12	$1,480.64	$13,122.05	$5,245.53	$4,522.80	$2,378.35	$6,830.84
087	GENERAL TECHNOLOGY	11	$432.00	$14,435.74	$6,705.91	$6,914.41	$2,199.40	$11,792.05
107	PRACTICAL NURSING	11	$726.29	$7,116.87	$2,950.37	$1,985.76	$1,199.89	$4,615.59
125	WELDING, BRAZING, AND SOLDERING	11	$41.40	$5,264.00	$2,443.58	$2,453.70	$174.00	$4,814.58
003	CERTIFIED NURSING ASSISTANT	10	$2,887.77	$5,263.63	$4,082.72	$4,104.13	$3,344.95	$4,610.00
107	AUTOMOTIVE TECHNOLOGY	10	$576.90	$4,940.00	$2,314.38	$1,559.96	$1,167.18	$3,759.08
107	INDUSTRIAL ELECTRONICS	10	$71.50	$7,348.61	$2,723.59	$1,516.06	$200.87	$6,526.81
114	HEATING, VENTILATION, AC, AND REFRIGERATION	10	$2,222.10	$6,552.32	$5,263.37	$5,644.80	$4,441.40	$6,488.22
125	PRACTICAL NURSING	10	$169.05	$7,019.91	$3,569.95	$3,032.41	$1,884.08	$5,897.33

Table 21: LWIA 4 - Detailed WIA Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
111	BUSINESS SYSTEMS TECHNOLOGY	51	$49.00	$7,925.76	$3,169.39	$3,695.50	$1,423.06	$4,648.02
111	PRACTICAL NURSING	37	$402.88	$5,374.38	$2,698.13	$2,538.14	$1,777.18	$3,674.73
114	PRACTICAL NURSING	20	$755.17	$10,624.39	$3,405.61	$2,856.49	$2,196.13	$4,363.22
125	COMPUTER OPERATIONS TECHNOLOGY	20	$63.00	$7,712.20	$4,500.99	$4,196.77	$3,442.83	$5,846.64
107	BUSINESS SYSTEMS TECHNOLOGY	14	$770.20	$5,585.89	$3,427.42	$3,369.99	$2,731.59	$4,347.92

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Unemployment-to-Work Assessment

This section of the report provides a summary of the number of participants in the WIA and ALL of student populations in Area 4 who were unemployed before completing a WIA certified training program, and were subsequently placed in employment the quarter immediately following completion.

In Area 4 during fiscal year 2003, 1,010 individuals in the ALL of student population were gainfully employed the quarter following completion. Of this number, 420 were classified as unemployed based on the definition presented on page 52. Figure 38 illustrates that 41.58% of those in the ALL of student population who were successfully placed following completion were unemployed prior to training.

Figure 38   Figure 39

LWIA 4 Pre-Program Employment Status for ALL of Student Placements

41.58%
58.42%

■ % Working ■ % Unemployed

LWIA 4 Pre-Program Employment Status for WIA Student Placements

27.73%
72.27%

■ % Working ■ % Unemployed
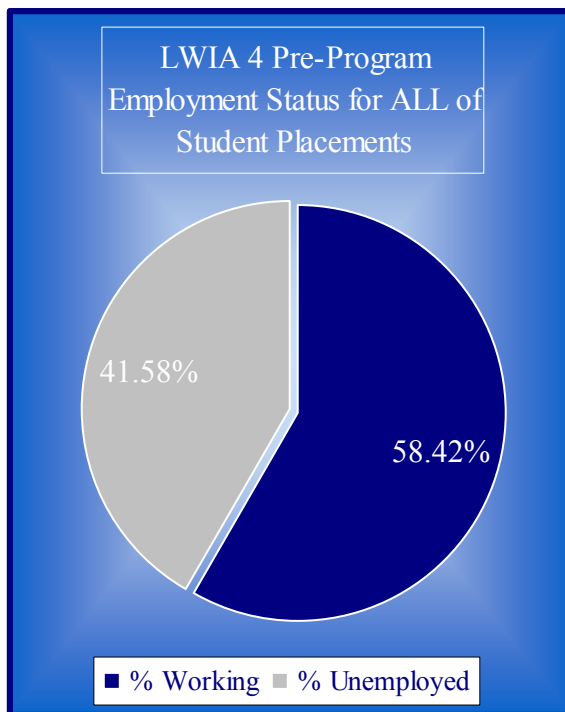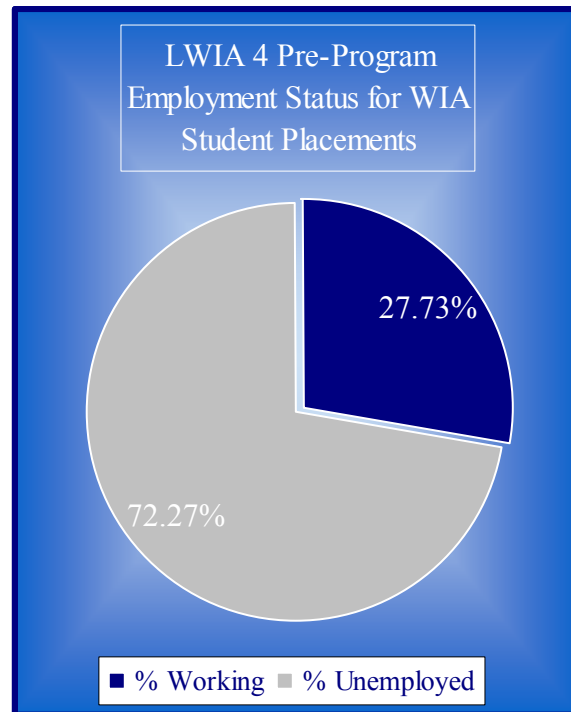
In contrast, in Figure 39 a far greater percentage of the WIA student population was classified as unemployed prior to completion. In fiscal year 2003, there were 321 WIA students who were successfully placed in employment from Area 4. Of this total, 232 individuals did not have a reported wage amount in either the quarter before or the quarter during training.

As indicated by Figures 38 and 39, Area 4 WIA students who were successfully placed were disproportionately unemployed prior to completion. The difference between the WIA and the ALL of student populations on this matter was over 30 percentage points.

Unemployment and Long Term Placement Assessment

This section of analysis provides an evaluation of the percentage of unemployed program completers who subsequently had a reported wage in the first and second quarters after completion. With this information, we are able to determine the extent to which WIA students

were able to retain gainful employment beyond simply the first quarter after completion. Figure 40 summarizes the findings for the ALL of student population, while Figure 41 details the WIA student population. Figures 40 and 41 do not include students who completed during the 4th quarter of 2003, since at the time of this report it was not possible to obtain two quarters of post-program wage information for these individuals.

Figure 40
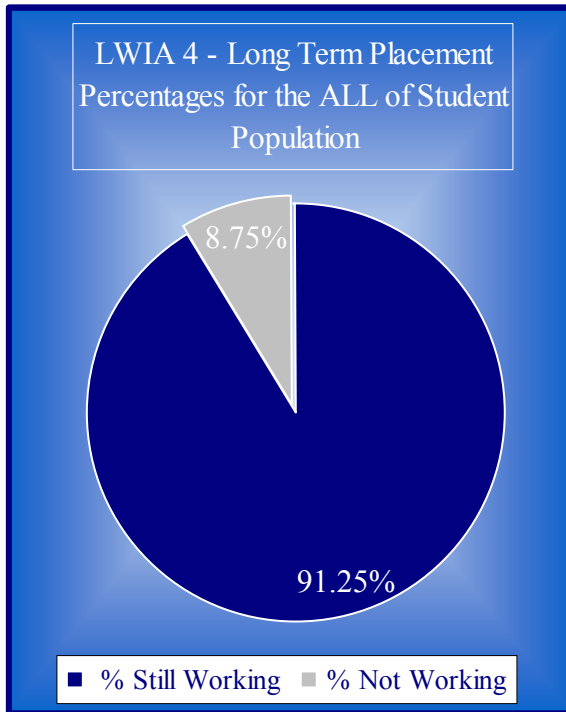
Figure 41
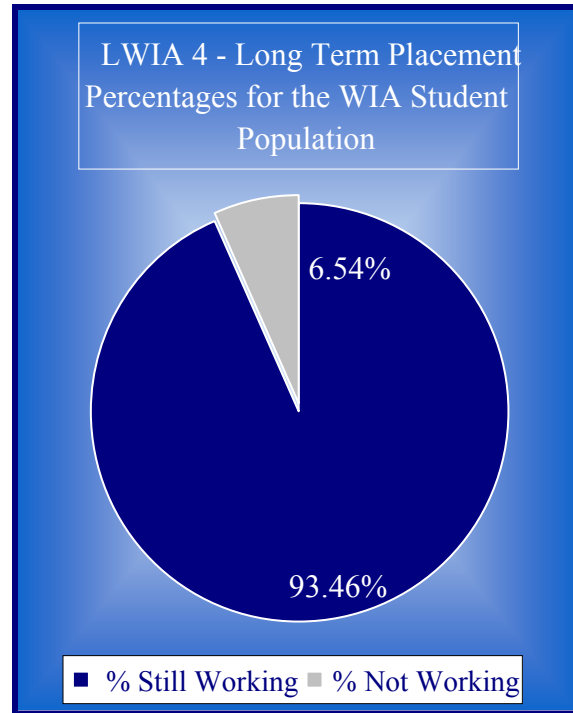
LWIA 4 - Long Term Placement Percentages for the ALL of Student Population

8.75%

91.25%

■ % Still Working ■ % Not Working

LWIA 4 - Long Term Placement Percentages for the WIA Student Population

6.54%

93.46%

■ % Still Working ■ % Not Working

Within both populations, the overwhelming majority of students with placement wages in the first quarter after completion also had wages in the second quarter. However, a slightly higher percentage of WIA students were still working after two quarters, ≈ 93% versus ≈ 91%. Thus, in Area 4, it appears that WIA students who were placed in employment the first quarter after completion were slightly more likely to retain this employment in the second quarter after completion.

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ANDERSON COUNTY CAREER AND TECHNICAL CENTER (003)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
CERTIFIED NURSING ASSISTANT	4	3	1	100.00	0	0.00	61	37	24	100.00	10	27.03
ICD-9 CODING	8	8	0	100.00	1	12.50	40	40	0	100.00	17	42.50
INTRODUCTION TO COMPUTERS	1	1	0	100.00	0	0.00	10	10	0	100.00	0	0.00
MEDICAL UNIT SECRETARY	5	5	0	100.00	0	0.00	32	32	0	100.00	9	28.13
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

BLOUNT MEMORIAL HOSPITAL, INC. (009)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
CERTIFIED NURSING ASSISTANT	10	10	0	100.00	8	80.00	75	43	0	57.33	37	86.05
LICENSED PRACTICAL NURSING	ID	ID	ID	ID	ID	ID	51	24	27	100.00	20	83.33
WARD SECRETARY TRAINING	2	0	2	NA	NC	NA	9	0	9	NA	NC	NA
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹ LICENSED PRACTICAL NURSING											

TENNESSEE HIGHER EDUCATION COMMISSION

EAST TENNESSEE SCHOOL OF COSMETOLOGY (029)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
COSMETOLOGY	41	16	14	59.26	0	0.00	70	21	28	50.00	2	9.52
ESTHETICIAN	14	12	0	85.71	2	16.67	26	19	1	76.00	5	26.32
MANICURING	3	2	0	66.67	0	0.00	9	7	1	87.50	1	14.29
PROVIDER SUMMARY – REMOVALS											
Program(s) in Danger of Removal	☹										

HOLSTON INSTITUTE OF HEALING ARTS, LLC (042)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
THERAPEUTIC MASSAGE COMPETENCIES PROGRAM	1	1	0	100.00	0	0.00	40	20	17	86.96	6	30.00
PROVIDER SUMMARY – REMOVALS											
Program(s) in Danger of Removal	☹										

TENNESSEE
HIGHER EDUCATION COMMISSION

OAK RIDGE HOUSING TRAINING CORPORATION (079)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
COMMERCIAL DRIVER LICENSE	103	70	10	75.27	53	75.71	119	82	11	75.93	59	71.95
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

ROANE STATE COMMUNITY COLLEGE (087)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BASIC NURSING	1	0	1	NA	NC	NA	586	0	NA	0.00	NC	NA
BUSINESS MANAGEMENT TECHNOLOGY	8	2	4	50.00	1	50.00	178	25	NA	14.04	14	56.00
COMPUTER ART AND DESIGN	1	0	1	NA	NC	NA	18	0	NA	0.00	NC	NA
CONTEMPORARY MANAGEMENT	16	6	7	66.67	0	0.00	180	62	NA	34.44	25	40.32
CRIMINAL JUSTICE	3	1	2	100.00	1	100.00	81	20	NA	24.69	12	60.00
EMERGENCY MEDICAL TECHNICIAN - PARAMEDIC	7	0	5	0.00	NC	NA	291	22	NA	7.56	0	NA
GENERAL EDUCATION	19	4	7	33.33	0	NA	1211	184	NA	15.19	69	37.50
GENERAL TECHNOLOGY	1	0	0	0.00	NC	NA	68	20	NA	29.41	11	55.00
GEOGRAPHIC INFORMATION SYSTEMS	2	0	2	NA	NC	NA	27	6	NA	22.22	0	NA
LEGAL ASSISTING	8	1	5	33.33	1	100.00	75	16	NA	21.33	2	12.50
MEDICAL RECORDS TECHNOLOGY	1	1	0	100.00	1	100.00	29	9	NA	31.03	7	77.78
MEDICAL TRANSCRIPTION	1	0	0	0.00	NC	NA	43	13	NA	30.23	6	46.15
NURSING	17	6	8	66.67	2	33.33	270	67	NA	24.81	32	47.76
OFFICE INFORMATION TECHNOLOGY	8	0	6	0.00	NC	NA	63	9	NA	14.29	2	22.22
OPTICIANRY	8	4	4	100.00	0	0.00	41	20	NA	48.78	0	NA
PERSONAL COMPUTER ENTREE TICKET	24	19	4	95.00	9	47.37	UD	UD	NA	UD	UD	UD

TENNESSEE
HIGHER EDUCATION COMMISSION

ROANE STATE COMMUNITY COLLEGE (087)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
PHLEBOTOMY TECHNOLOGY	1	0	0	0.00	NC	NA	UD	UD	NA	UD	UD	UD
PHYSICAL THERAPY ASSISTANT	3	2	1	100.00	0	0.00	26	12	NA	46.15	0	NA
POLYSOMNOGRAPHY TECHNOLOGY	5	2	2	66.67	0	0.00	40	12	NA	30.00	0	NA
RADIOLOGIC TECHNOLOGY	10	5	4	83.33	0	0.00	122	27	NA	22.13	0	NA
RESPIRATORY THERAPY	6	1	5	100.00	0	0.00	28	6	NA	21.43	0	NA
PROVIDER SUMMARY - REMOVALS											
Program(s) in Danger of Removal	☹ GENERAL EDUCATION										

TENNESSEE REAL ESTATE AND COMPUTER SCHOOL (101)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
PRE-LICENSING	2	2	0	100.00	1	50.00	134	133	0	99.25	69	51.88
PROVIDER SUMMARY - REMOVALS											
Program(s) in Danger of Removal	☹										

TENNESSEE TECHNOLOGY CENTER AT CROSSVILLE (107)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE TECHNOLOGY	8	1	7	100.00	1	100.00	31	11	16	73.33	10	90.91
BRICK, BLOCK, AND STONEMASONRY	5	4	0	80.00	3	75.00	29	22	4	88.00	12	54.55
BUSINESS SYSTEMS TECHNOLOGY	37	18	17	90.00	14	77.78	57	19	26	61.29	19	100.00
COMPUTER OPERATIONS TECHNOLOGY	21	11	9	91.67	7	63.64	51	20	20	64.52	17	85.00
DRAFTING AND CAD TECHNOLOGY	3	1	1	50.00	0	0.00	41	31	5	86.11	16	51.61
HEATING, VENTILATION, AC, AND REFRIGERATION	9	3	6	100.00	2	66.67	44	25	15	86.21	19	76.00
INDUSTRIAL ELECTRONICS	11	5	3	62.50	3	60.00	36	17	14	77.27	10	58.82
INDUSTRIAL MAINTENANCE	19	8	11	100.00	5	62.50	39	15	18	71.43	15	100.00
MACHINE TOOL TECHNOLOGY	4	1	2	50.00	1	100.00	22	16	5	94.12	13	81.25
PATIENT CARE TECHNICIAN	25	20	2	86.96	5	25.00	34	28	2	87.50	13	46.43
PRACTICAL NURSING	36	18	9	66.67	6	33.33	87	36	36	70.59	11	30.56
SURGICAL TECHNOLOGY	19	9	4	60.00	8	88.89	44	20	19	80.00	17	85.00
WELDING, BRAZING, AND SOLDERING	6	4	0	66.67	3	75.00	43	31	7	86.11	20	64.52

PROVIDER SUMMARY - REMOVALS	
Program(s) in Danger of Removal	☹

TENNESSEE TECHNOLOGY CENTER AT HARRIMAN (111)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE TECHNOLOGY	10	5	5	100.00	4	80.00	19	7	8	63.64	5	71.43
BUSINESS SYSTEMS TECHNOLOGY	76	69	5	97.18	51	73.91	115	99	10	94.29	74	74.75
CERTIFIED NURSE ASSISTANT	8	8	0	100.00	7	87.50	15	15	0	100.00	12	80.00
COMPUTER OPERATIONS TECHNOLOGY	21	10	10	90.91	6	60.00	30	12	12	66.67	8	66.67

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TENNESSEE TECHNOLOGY CENTER AT HARRIMAN (111)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
DIESEL POWERED EQUIPMENT TECHNOLOGY	11	6	4	85.71	5	83.33	23	14	8	93.33	12	85.71
ELECTRICAL AND ELECTRONIC EQUIPMENT REPAIR	14	7	5	77.78	5	71.43	21	10	7	71.43	7	70.00
MACHINE TOOL TECHNOLOGY	11	7	4	100.00	4	57.14	34	22	11	95.65	6	27.27
PRACTICAL NURSING	66	44	14	84.62	37	84.09	112	66	25	75.86	56	84.85
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE TECHNOLOGY CENTER AT JACKSBORO (114)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE TECHNOLOGY	15	2	0	13.33	2	100.00	12	8	0	66.67	5	62.50
BUSINESS SYSTEMS TECHNOLOGY	47	9	14	27.27	5	55.56	57	36	14	83.72	25	69.44
CERTIFIED NURSE ASSISTANT	9	7	0	77.78	4	57.14	47	39	0	82.98	31	79.49
COMPUTER OPERATIONS TECHNOLOGY	31	5	9	22.73	1	20.00	27	6	16	54.55	4	66.67
DRAFTING AND CAD TECHNOLOGY	28	7	4	29.17	5	71.43	53	27	13	67.50	25	92.59
HEATING, VENTILATION, AC, AND REFRIGERATION	34	9	0	26.47	6	66.67	22	16	0	72.73	10	62.50
INDUSTRIAL ELECTRONICS	34	7	6	25.00	5	71.43	30	12	15	80.00	9	75.00
MACHINE TOOL TECHNOLOGY	12	6	1	54.55	2	33.33	33	28	5	100.00	17	60.71
PRACTICAL NURSING	20	20	0	100.00	20	100.00	53	36	0	67.92	32	88.89
WELDING, BRAZING, AND SOLDERING	1	0	1	NA	NC	NA	43	26	10	78.79	18	69.23
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

	WIA STUDENT POPULATION					ALL OF STUDENT POPULATION					
TENNESSEE TECHNOLOGY CENTER AT ONEIDA/HUNTSVILLE (125)												
							COMPLETION				PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE TECHNOLOGY	18	12	6	100.00	7	58.33	83	32	9	43.24	19	59.38
BUSINESS SYSTEMS TECHNOLOGY	52	13	37	86.67	7	53.85	83	27	36	57.45	13	48.15
COMPUTER OPERATIONS TECHNOLOGY	37	27	2	77.14	20	74.07	49	29	5	65.91	21	72.41
DRAFTING AND CAD TECHNOLOGY	9	6	0	66.67	4	66.67	30	12	0	40.00	7	58.33
ELECTRICAL AND ELECTRONIC EQUIPMENT REPAIR	13	10	3	100.00	8	80.00	31	12	5	46.15	8	66.67
MACHINE TOOL TECHNOLOGY	10	7	3	100.00	5	71.43	50	17	3	36.17	13	76.47
PRACTICAL NURSING	22	8	11	72.73	7	87.50	35	11	12	47.83	10	90.91
WELDING, BRAZING, AND SOLDERING	5	5	0	100.00	4	80.00	41	13	1	32.50	11	84.62
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
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Local Workforce Investment Area 5

- **Area 5 Performance Rates versus State Performance Rates**
- **Trend Analysis of WIA Student Completion and Placement**
- **Trend Analysis of WIA Student Placement Rate**
- **Detailed ALL of Student Quarterly Wage Summary**
- **Detailed WIA Student Quarterly Wage Summary**
- **Unemployment-to-Work Assessment**
- **Unemployment and Long Term Placement Assessment**
- **Individual Training Provider Summaries**

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LWIA 5 Performance Measures

Figure 42 presents the performance measures for the WIA and ALL of student populations for Area 5 during the 2003 fiscal year.

Figure 42
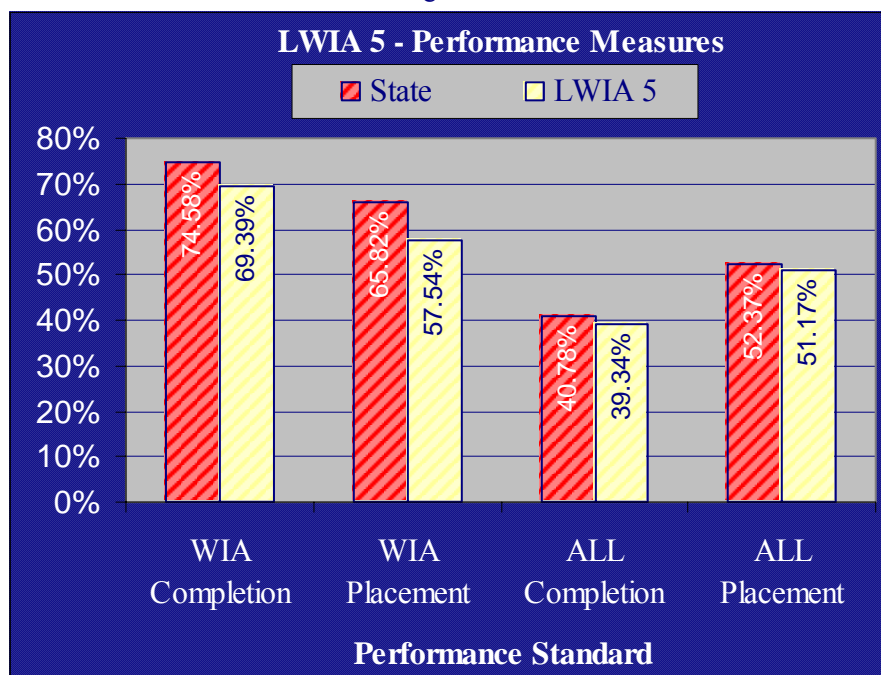
The WIA student completion rate for Area 5 was 69.39%. This value was approximately 5.19 percentage points below the statewide completion rate for the WIA student population. The WIA student completion rate for Area 5 far surpassed the minimum state standard of 35%, while the ALL of student completion rate barely meets this mark. In Area 5, roughly 58% of all WIA completers were gainfully employed the quarter following completion, in comparison to approximately 66% of the statewide WIA student population. The WIA student placement rate exceeded the ALL of student placement rate for Area 5; the difference was 6.37 percentage points. Both the WIA and the ALL of student placement rates fell below the 65% minimum state standard.

Trend Analysis in WIA Completers, Placements, and Placement Rates

Since WIA inception in the State of Tennessee, approximately 594 individuals have completed certified programs in Area 5 using WIA funds. Figure 43 presents a graphic breakdown of the distribution of WIA completers and placements from WIA inception through the conclusion of the 2003 fiscal year.

As seen in Figure 43, the number of WIA completers and placements reached an all-time high during the 4th quarter of 2003 (141 and 86 respectively). Overall, the average number of program completers in Area 5 across the 12 quarters of data analyzed in the report was 50 per quarter, while the average number of placements per quarter was 28.

Figure 44 illustrates that the Area 5 quarterly WIA student placement rate surpassed the state quarterly rate in 5 of the 12 analyzed quarters of data.
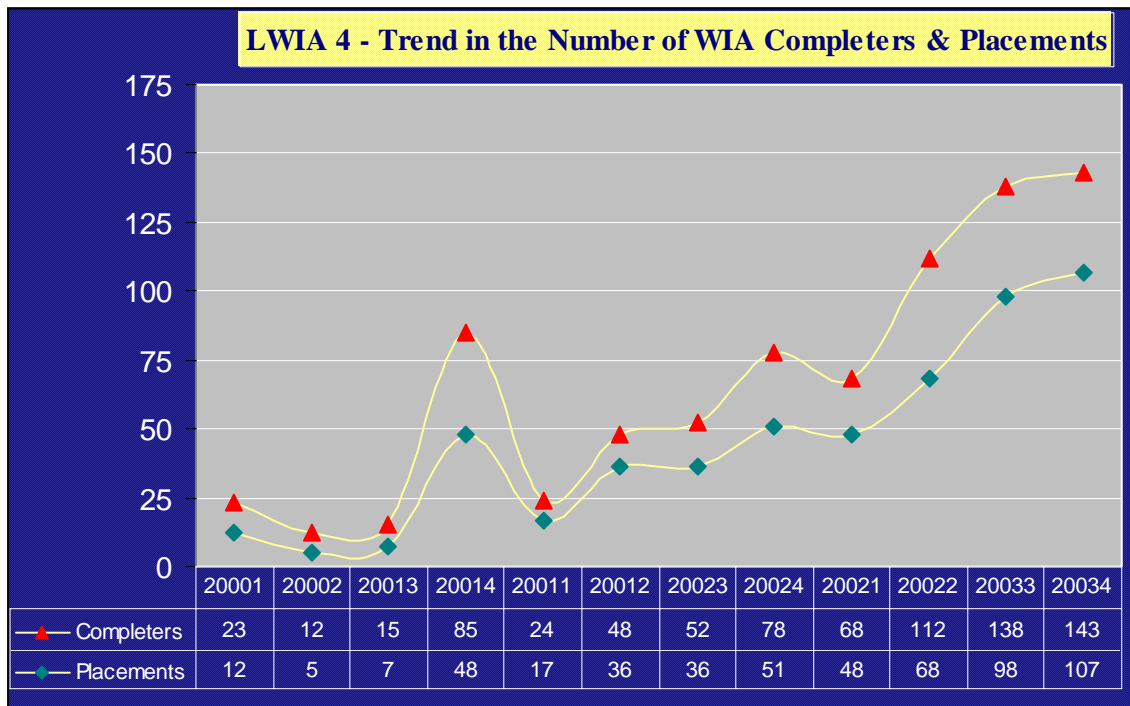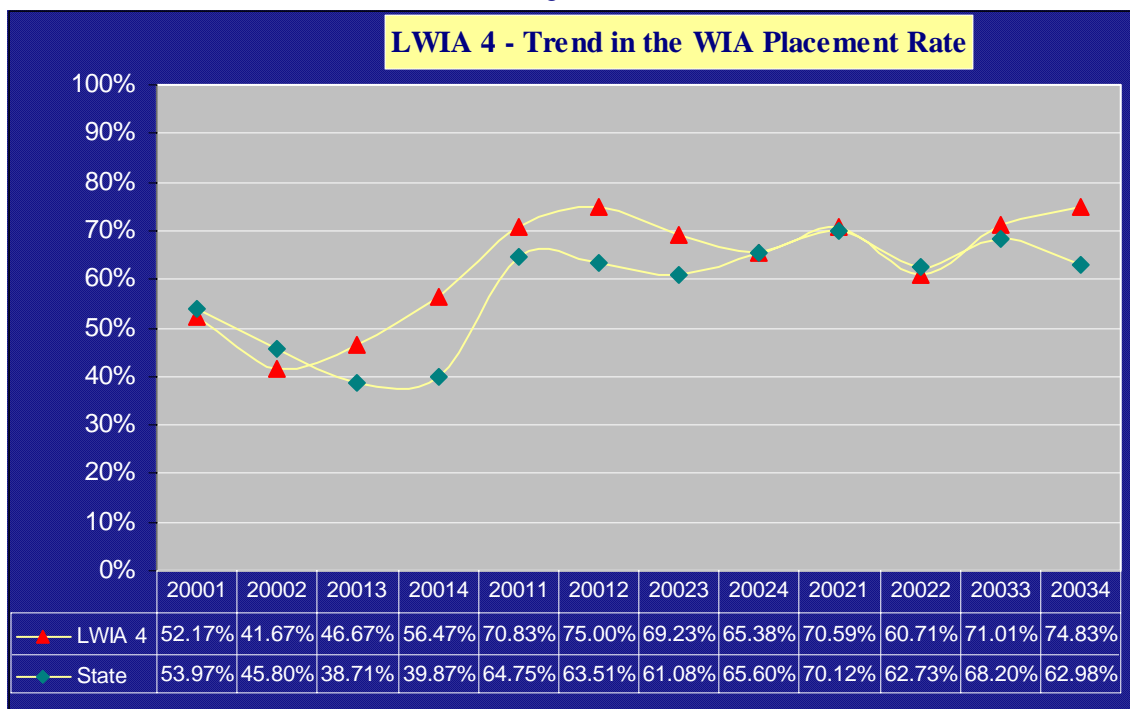
Figure 43

LWIA 5 - Trend in the Number of WIA Completers & Placements

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
Completers	23	22	6	69	29	19	16	12	70	92	95	141
Placements	12	9	4	27	20	15	8	8	42	35	66	86

Figure 44

LWIA 5 - Trend in the WIA Placement Rate

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
LWIA 5	52.17%	40.91%	66.67%	39.13%	68.97%	78.95%	50.00%	66.67%	60.00%	38.04%	69.47%	60.99%
State	53.97%	45.80%	38.71%	39.87%	64.75%	63.51%	61.08%	65.60%	70.12%	62.73%	68.20%	62.98%

Detailed Quarterly Wage Summaries

Salary information obtained through Unemployment Insurance Wage Records from the *Tennessee Department of Labor and Workforce Development* and from the *Wage Record Interchange System* allowed for comparisons of the average placement wage by program. Table

22 presents a detailed wage summary for all of the programs in Area 5 that had 10 or more placements received among the ALL of student population. Table 23 presents a detailed wage summary for all of the programs in Area 5 that had 10 or more placements among the WIA student population. For reasons of student confidentiality, programs with fewer than 10 placements were not included in the wage summaries. When examining the wage summaries, please refer to the definitions presented on page 39 and the wage cautions expressed on page 40. Also, see Table 11 (pages 40-44) for a list of provider codes to assist in identifying the institution affiliated with the program included in the summary. The identifying code numbers also appear in the title of each individual provider summary.

Table 22: LWIA 5 - Detailed ALL of Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
024	CLASS A COMMERCIAL DRIVERS LICENSE	168	$206.87	$14,149.55	$4,405.71	$4,250.19	$2,723.26	$5,835.90
041	CERTIFIED NURSING ASSISTANT	70	$21.56	$10,685.00	$2,938.08	$2,859.67	$1,544.14	$4,178.84
105	BUSINESS SYSTEMS TECHNOLOGY	62	$64.00	$47,050.00	$6,104.51	$4,379.35	$2,662.80	$8,706.99
091	ELECTRICAL LINEWORKER TRAINING PROGRAM	56	$1,054.45	$36,117.90	$6,441.69	$6,042.25	$5,007.17	$7,315.66
016	CERTIFIED NURSE ASSISTANT	51	$34.78	$7,009.51	$2,600.39	$2,634.84	$1,077.73	$3,777.81
143	OFFICE TECHNOLOGY	47	$38.00	$6,393.77	$2,058.43	$1,712.92	$516.25	$3,350.33
100	MASSAGE AND NEUROMUSCULAR THERAPY	43	$1.75	$11,250.07	$3,501.80	$3,023.63	$955.50	$5,345.36
105	PRACTICAL NURSING	43	$492.21	$9,106.08	$4,365.94	$4,209.13	$3,013.24	$5,236.31
105	ELECTRONICS TECHNOLOGY	38	$821.29	$19,941.82	$7,260.32	$6,640.97	$4,832.58	$8,331.12
105	WELDING, BRAZING, AND SOLDERING	32	$82.55	$12,013.63	$6,035.13	$7,632.24	$2,457.76	$8,766.91
131	NURSING	31	$979.40	$15,544.30	$8,386.52	$8,607.23	$6,811.08	$9,842.74
105	INDUSTRIAL MAINTENANCE	28	$28.00	$15,119.74	$8,637.86	$8,513.37	$6,859.85	$11,312.92
018	GENERAL TECHNOLOGY	25	$2,015.52	$21,436.40	$8,744.05	$7,923.21	$5,567.15	$10,253.16
016	COMMERCIAL TRUCK DRIVING	24	$64.00	$7,830.00	$3,798.20	$3,909.72	$2,002.97	$5,236.74
105	AUTOMOTIVE BODY REPAIR	24	$479.65	$17,670.30	$6,155.88	$5,087.53	$2,552.70	$7,653.29
001	CLINICAL MEDICAL ASSISTANT	20	$304.00	$10,000.02	$2,810.11	$2,487.60	$924.21	$4,195.89
105	AUTOMOTIVE TECHNOLOGY	18	$115.35	$12,298.51	$3,606.83	$2,851.08	$1,489.28	$5,531.03
105	MACHINE TOOL TECHNOLOGY	18	$351.29	$13,615.34	$6,138.07	$4,971.77	$2,643.99	$9,984.18
018	OFFICE SYSTEMS ADMINISTRATION	16	$421.54	$7,484.10	$2,751.03	$1,990.88	$1,253.25	$3,892.76
018	INDUSTRIAL TECHNOLOGY	13	$1,121.87	$13,527.56	$5,606.23	$5,392.50	$1,856.83	$8,725.22
018	NURSING	13	$315.03	$9,838.43	$4,151.01	$2,980.70	$2,566.58	$6,340.95
001	PHLEBOTOMY TECHNICIAN	11	$162.00	$11,661.59	$3,504.02	$2,251.22	$1,106.64	$4,333.00

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Table 23: LWIA 5 - Detailed WIA Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
016	CERTIFIED NURSE ASSISTANT	51	$34.78	$7,009.51	$2,600.39	$2,634.84	$1,077.73	$3,777.81
041	CERTIFIED NURSING ASSISTANT	39	$21.56	$6,112.27	$2,571.72	$2,491.82	$1,439.66	$3,328.09
016	COMMERCIAL TRUCK DRIVING	24	$64.00	$7,830.00	$3,798.20	$3,909.73	$2,002.97	$5,236.74
105	BUSINESS SYSTEMS TECHNOLOGY	14	$360.00	$6,155.14	$3,160.57	$3,541.61	$850.82	$4,688.94
024	CLASS A COMMERCIAL DRIVERS LICENSE	12	$379.26	$6,916.92	$2,980.38	$2,745.53	$1,567.43	$4,196.33
105	PRACTICAL NURSING	11	$643.50	$5,278.40	$3,735.13	$3,911.51	$2,926.13	$4,794.73
001	CLINICAL MEDICAL ASSISTANT	10	$304.00	$10,000.02	$2,943.95	$1,779.67	$740.84	$4,445.36

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Unemployment-to-Work Assessment

This section of the report provides a summary of the number of participants in the WIA and ALL of student populations in Area 5 who were unemployed before completing a WIA certified training program, and were subsequently placed in employment the quarter immediately following completion.

In Area 5 during fiscal year 2003, 924 individuals in the ALL of student population were gainfully employed the quarter following completion. Of this number, 333 were classified as unemployed based on the definition presented on page 52. Figure 45 illustrates that 36.04% of those in the ALL of student population who were successfully placed following completion were unemployed prior to training.

Figure 45   Figure 46

LWIA 5 Pre-Program Employment Status for ALL of Student Placements

LWIA 5 Pre-Program Employment Status for WIA Student Placements

36.04%

63.96%

51.09%

48.91%

■ % Working ■ % Unemployed   ■ % Working ■ % Unemployed

In contrast, in Figure 46 a far greater percentage of the WIA student population was classified as unemployed prior to completion. In fiscal year 2003, there were 229 WIA students who were successfully placed in employment from Area 5. Of this total, 117 individuals did not have a reported wage amount in either the quarter before or the quarter during training.

As indicated by Figures 45 and 46, Area 5 WIA students who were successfully placed were disproportionately unemployed prior to completion. The difference between the WIA and the ALL of student populations on this matter was over 15 percentage points.

Unemployment and Long Term Placement Assessment

This section of analysis provides an evaluation of the percentage of unemployed program completers who subsequently had a reported wage in the first and second quarters after completion. With this information, we are able to determine the extent to which WIA students

were able to retain gainful employment beyond simply the first quarter after completion. Figure 47 summarizes the findings for the ALL of student population, while Figure 48 details the WIA student population. Figures 47 and 48 do not include students who completed during the 4th quarter of 2003, since at the time of this report it was not possible to obtain two quarters of post-program wage information for these individuals.

Figure 47

LWIA 5 - Long Term Placement Percentages for the ALL of Student Population

13.22%

86.78%

■ % Still Working ■ % Not Working

Figure 48

LWIA 5 - Long Term Placement Percentages for the WIA Student Population

10.96%

89.04%

■ % Still Working ■ % Not Working

Within both populations, the overwhelming majority of students with placement wages in the first quarter after completion also had wages in the second quarter. However, a slightly higher percentage of WIA students were still working after two quarters, ≈ 89% versus ≈ 87%. Thus, in Area 5, it appears that WIA students who were placed in employment the first quarter after completion were slightly more likely to retain this employment in the second quarter after completion.

ACADEMY OF ALLIED HEALTH (001)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
CARDIAC MONITOR TECHNICIAN	3	2	0	66.67	0	0.00	34	30	0	88.24	9	30.00
CLINICAL MEDICAL ASSISTANT	42	39	0	92.86	10	25.64	84	73	0	86.90	20	27.40
PHLEBOTOMY TECHNICIAN	2	2	0	100.00	1	50.00	27	26	0	96.30	11	42.31
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

CHATTANOOGA BARBER COLLEGE AND TRAINING CENTER (015)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
MASTER BARBER	15	7	3	58.33	3	42.86	26	9	12	64.29	5	55.56
MASTER BARBER INSTRUCTOR	2	1	0	50.00	0	0.00	2	1	0	50.00	0	0.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

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WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ACCOUNTING TECHNOLOGY	4	1	1	33.33	0	0.00	50	10	NA	20.00	0	0.00
APPLIED TECHNOLOGY	38	8	10	28.57	6	75.00	8	2	NA	25.00	2	100.00
CAD / CAM ENGINEERING TECHNOLOGY	1	0	0	0.00	NC	NA	UD	UD	NA	UD	UD	UD
COMMERCIAL TRUCK DRIVING	47	36	8	92.31	24	66.67	UD	UD	NA	UD	UD	UD
COMPUTER LITERACY	5	1	0	20.00	0	0.00	UD	UD	NA	UD	UD	UD
DIETARY MANAGER PROGRAM	3	1	1	50.00	1	100.00	UD	UD	NA	UD	UD	UD
EARLY CHILDHOOD EDUCATION	6	4	0	66.67	3	75.00	78	20	NA	25.64	3	15.00
ELECTRICAL / ELECTRONIC ENGINEERING TECHNOLOGY	4	0	1	0.00	NC	NA	70	12	NA	17.14	0	0.00
EMERGENCY SERVICES TECHNICIAN	7	4	0	57.14	1	25.00	49	7	NA	14.29	1	14.29
HEALTH INFORMATION MANAGEMENT	3	0	2	0.00	NC	NA	14	7	NA	50.00	0	0.00
HEATING, VENTILATION, AC, AND REFRIGERATION	3	1	2	100.00	1	100.00	UD	UD	NA	UD	UD	UD
HUMAN SERVICES SPECIALIST	5	1	2	33.33	0	0.00	72	15	NA	20.83	0	0.00
INDUSTRIAL MAINTENANCE TECHNOLOGY	2	0	1	0.00	NC	NA	19	1	NA	5.26	0	0.00
INFORMATION SYSTEMS TECHNOLOGY	3	2	0	66.67	2	100.00	180	26	NA	14.44	2	7.69
MANAGEMENT	4	1	1	33.33	1	100.00	176	31	NA	17.61	1	3.23
MEDICAL TRANSCRIPTION	1	0	0	0.00	NC	NA	UD	UD	NA	UD	UD	UD
NURSING	88	62	2	72.09	4	6.45	248	79	NA	31.85	4	5.06
OFFICE ADMINISTRATION	1	0	1	NA	NC	NA	89	7	NA	7.87	0	0.00
OFFICE SYSTEMS TECHNOLOGY	3	0	0	0.00	NC	NA	UD	UD	NA	UD	UD	UD
PRACTICAL NURSING	7	0	6	0.00	NC	NA	UD	UD	NA	UD	UD	UD
PRE-ALLIED HEALTH	3	1	2	100.00	0	0.00	498	0	NA	0.00	NC	NA
RESPIRATORY CARE	2	0	1	0.00	NC	NA	32	5	NA	15.63	0	0.00
WORD PROCESSING	3	0	1	0.00	NC	NA	147	1	NA	0.68	0	0.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal												

CHATTANOOGA STATE TECHNICAL COMMUNITY COLLEGE (016)

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CLEVELAND STATE COMMUNITY COLLEGE (018)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
							COMPLETION				PLACEMENT
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ACCOUNTING	7	2	0	28.57	1	50.00	1	0	NA	0.00	0	NA
BUSINESS AND MANAGEMENT	23	8	9	57.14	0	0.00	112	11	NA	9.82	6	54.55
COMPUTER INFORMATION SYSTEMS	ID	ID	ID	ID	ID	ID	UD	UD	NA	UD	UD	UD
CRIMINAL JUSTICE	1	0	0	0.00	NC	NA	UD	UD	NA	UD	UD	UD
DRAFTING	ID	ID	ID	ID	ID	ID	UD	UD	NA	UD	UD	UD
ELECTRO-MECHANICAL MAINTENANCE	5	4	1	100.00	0	0.00	44	13	NA	29.55	6	46.15
ELECTRONICS	ID	ID	ID	ID	ID	ID	UD	UD	NA	UD	UD	UD
EMERGENCY MEDICAL SERVICES	2	1	0	50.00	1	100.00	UD	UD	NA	UD	UD	UD
GENERAL TECHNOLOGY	1	1	0	100.00	1	100.00	127	46	NA	36.22	25	54.35
HUMAN SERVICES SPECIALIST	1	0	1	NA	NC	NA	24	5	NA	20.83	1	20.00
INDUSTRIAL TECHNOLOGY	17	4	4	30.77	1	25.00	101	22	NA	21.78	13	59.09
MEDICAL OFFICE ASSISTANT	ID	ID	ID	ID	ID	ID	UD	UD	NA	UD	UD	UD
NURSING	1	0	2	0.00	NC	NA	121	44	NA	36.36	13	29.55
OFFICE SYSTEMS ADMINISTRATION	19	12	2	70.59	2	16.67	130	44	NA	33.85	16	36.36
PARALEGAL / LEGAL ASSISTANT	3	1	1	50.00	1	100.00	22	3	NA	13.64	1	33.33
WORKFORCE PREPAREDNESS - BUSINESS	25	12	3	54.55	2	16.67	90	23	NA	25.56	5	21.74
WORKFORCE PREPAREDNESS - TECHNOLOGY	ID	ID	ID	ID	ID	ID	49	3	NA	6.12	0	0.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹ COMPUTER INFORMATION SYSTEMS
	☹ DRAFTING
	☹ ELECTRONICS
	☹ INDUSTRIAL TECHNOLOGY
	☹ MEDICAL OFFICE ASSISTANT
	☹ WORKFORCE PREPAREDNESS - TECHNOLOGY

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COVENANT TRANSPORT TRAINING CENTER (024)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
CLASS A COMMERCIAL DRIVERS LICENSE	28	26	0	92.86	12	46.15	394	297	21	79.62	168	56.57

PROVIDER SUMMARY - REMOVALS

Program(s) in Danger of Removal ☹

EAST TENNESSEE SCHOOL OF MASSAGE (030)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
MASSAGE THERAPY	8	1	2	16.67	0	0.00	50	13	12	34.21	0	0.00

PROVIDER SUMMARY - REMOVALS

Program(s) in Danger of Removal ☹

HIWASSEE CHAPTER OF THE AMERICAN RED CROSS (041)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
CERTIFIED NURSING ASSISTANT	48	48	0	100.00	39	81.25	89	89	0	100.00	70	78.65

PROVIDER SUMMARY - REMOVALS

Program(s) in Danger of Removal ☹

TENNESSEE
HIGHER EDUCATION COMMISSION

KNOX INTERNATIONAL 2000 BEAUTY COLLEGE (047)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
COSMETOLOGY	2	1	1	100.00	1	100.00	7	3	4	100.00	2	66.67
MANICURING	1	1	0	100.00	0	0.00	2	2	0	100.00	0	0.00
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

LEARN 2 DRIVE ACADEMY (050)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
COMMERCIAL TRUCK DRIVING	2	0	0	0.00	NC	NA	6	0	0	0.00	NC	NA
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

MILLER-MOTTE TECHNICAL COLLEGE – CLARKSVILLE (064)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
MASSAGE THERAPY	1	0	1	NA	NC	NA	97	33	47	66.00	14	42.42
MICROCOMPUTER APPLICATIONS	1	0	1	NA	NC	NA	63	16	35	57.14	11	68.75
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
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NEW HORIZONS COMPUTER LEARNING CENTER – CHATTANOOGA (072)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
A + CERTIFICATION	8	4	3	80.00	2	50.00	11	5	5	83.33	2	40.00
MICROSOFT CERTIFIED PROFESSIONAL	2	2	0	100.00	1	50.00	2	2	0	100.00	1	50.00
MICROSOFT CERTIFIED SYSTEMS ADMINISTRATOR	14	1	13	100.00	0	0.00	25	3	22	100.00	1	33.33
MICROSOFT CERTIFIED SYSTEMS ENGINEER	1	0	1	NA	NC	NA	1	0	1	NA	NC	NA
MICROSOFT OFFICE SPECIALIST	25	12	13	100.00	5	41.67	25	12	13	100.00	5	41.67
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

SOUTHEAST LINEMAN TRAINING CENTER (091)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ELECTRICAL LINEWORKER TRAINING PROGRAM	11	7	1	70.00	6	85.71	95	69	18	89.61	56	81.16
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
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TENNESSEE INSTITUTE OF HEALING ARTS (100)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
MASSAGE AND NEUROMUSCULAR THERAPY	2	0	1	0.00	NC	NA	170	58	85	68.24	43	74.14
PROVIDER SUMMARY - AVERAGES												
Total Average Provider Rates												
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE TECHNOLOGY CENTER AT ATHENS (105)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE BODY REPAIR	15	0	1	0.00	NC	NA	63	44	14	89.80	24	54.55
AUTOMOTIVE TECHNOLOGY	1	0	1	NA	NC	NA	36	27	8	96.43	18	66.67
BUSINESS SYSTEMS TECHNOLOGY	44	23	18	88.46	14	60.87	125	102	22	99.03	62	60.78
ELECTRONICS TECHNOLOGY	32	9	4	32.14	8	88.89	74	51	20	94.44	38	74.51
INDUSTRIAL MAINTENANCE	7	2	0	28.57	1	50.00	37	31	5	96.88	28	90.32
MACHINE TOOL TECHNOLOGY	3	1	2	100.00	1	100.00	36	21	14	95.45	18	85.71
PRACTICAL NURSING	ID	ID	ID	ID	ID	ID	86	46	37	93.88	43	93.48
WELDING, BRAZING, AND SOLDERING	ID	ID	ID	ID	ID	ID	62	47	14	97.92	32	68.09
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹ PRACTICAL NURSING											
	☹ WELDING, BRAZING, AND SOLDERING											

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TENNESSEE WESLEYAN COLLEGE (131)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
							COMPLETION			PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
NURSING	6	1	0	16.67	1	100.00	225	39	20	19.02	31	79.49
PROVIDER SUMMARY - REMOVALS											
Program(s) in Danger of Removal	☹										

URBAN LEAGUE – EMPLOYMENT, TRAINING AND TECHNOLOGY CENTER (143)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
							COMPLETION			PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
OFFICE TECHNOLOGY	9	9	0	100.00	6	66.67	151	91	11	65.00	47	51.65
PROVIDER SUMMARY - REMOVALS											
Program(s) in Danger of Removal	☹										

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Local Workforce Investment Area 6

- 🏴 **Area 6 Performance Rates versus State Performance Rates**
- 🏴 **Trend Analysis of WIA Student Completion and Placement**
- 🏴 **Trend Analysis of WIA Student Placement Rate**
- 🏴 **Detailed ALL of Student Quarterly Wage Summary**
- 🏴 **Detailed WIA Student Quarterly Wage Summary**
- 🏴 **Unemployment-to-Work Assessment**
- 🏴 **Unemployment and Long Term Placement Assessment**
- 🏴 **Individual Training Provider Summaries**

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LWIA 6 Performance Measures

Figure 49 presents the performance measures for the WIA and ALL of student populations for Area 6 during the 2003 fiscal year.

Figure 49

LWIA 6 - Performance Measures
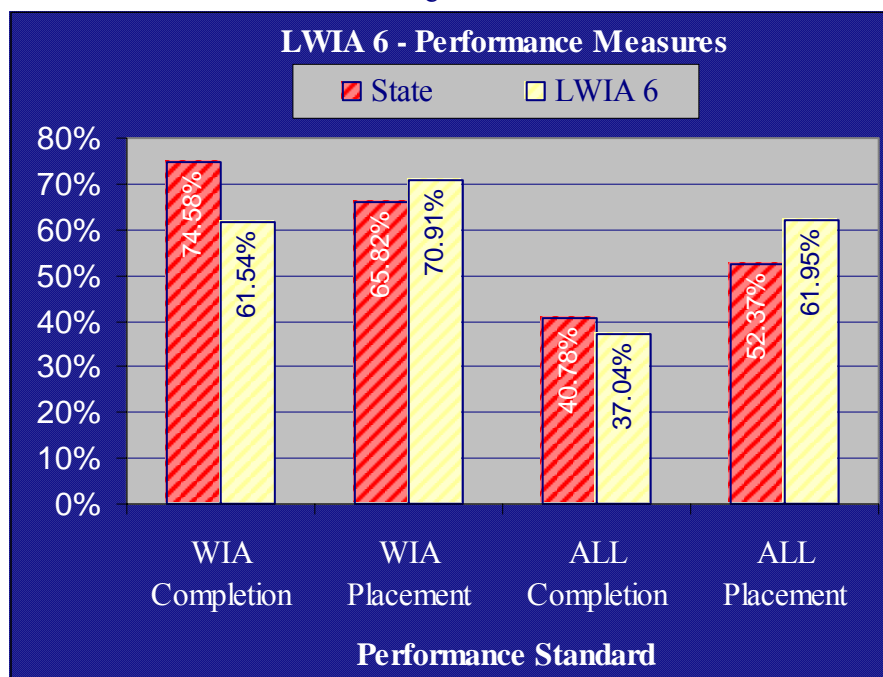
The WIA student completion rate for Area 6 was 61.54%. This value was approximately 13.04 percentage points below the statewide completion rate for the WIA student population. The WIA student completion rate for Area 6 far surpassed the minimum state standard of 35%, while the ALL of student completion rate barely meets this mark. In Area 6, roughly 71% of all WIA completers were gainfully employed the quarter following completion, in comparison to approximately 66% of the statewide WIA student population. The WIA student placement rate exceeded the ALL of student placement rate for Area 6; the difference was 8.96 percentage points. The WIA student placement rate exceeded the 65% minimum state standard, while the ALL of student placement rate mix the standard by roughly 3 percentage points.

Trend Analysis in WIA Completers, Placements, and Placement Rates

Since WIA inception in the State of Tennessee, approximately 112 individuals have completed certified programs in Area 6 using WIA funds. Figure 50 presents a graphic breakdown of the distribution of WIA completers and placements from WIA inception through the conclusion of the 2003 fiscal year.

As seen in Figure 50, the number of WIA completers and placements reached an all-time high during the 3rd quarter of 2003 (23 and 17 respectively). Overall, the average number of program completers in Area 6 across the 12 quarters of data analyzed in the report was 9 per quarter, while the average number of placements per quarter was 6.

Figure 51 illustrates that the Area 6 quarterly WIA student placement rate surpassed the state quarterly rate in 7 of the 12 analyzed quarters of data.
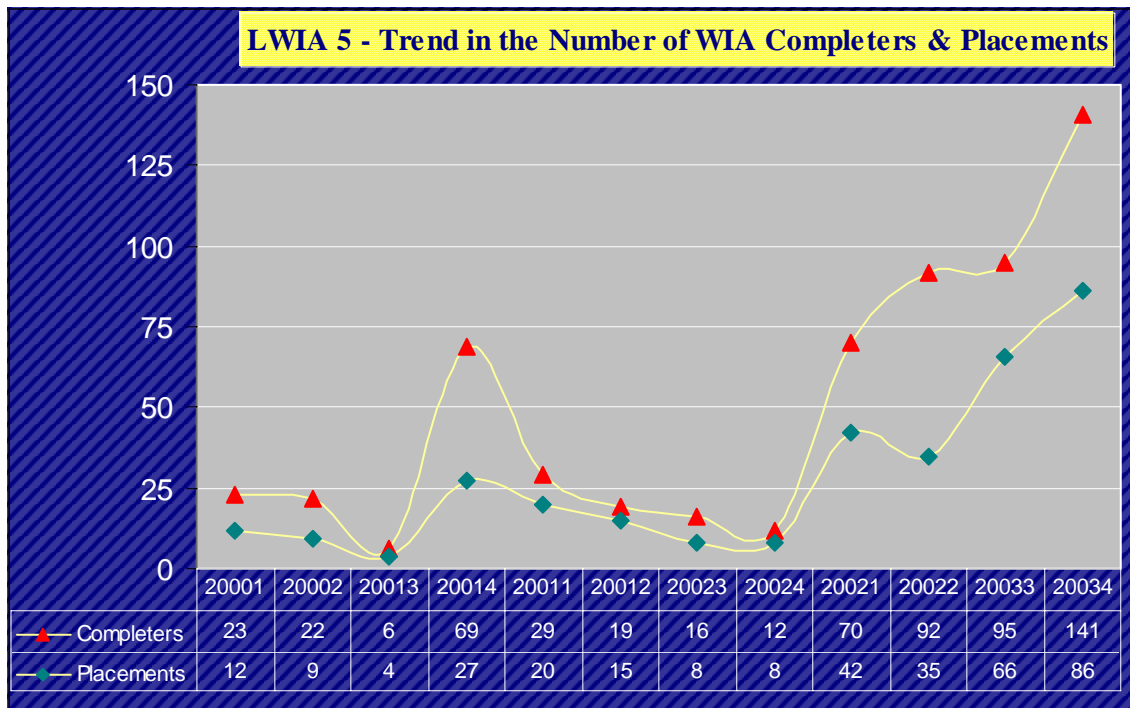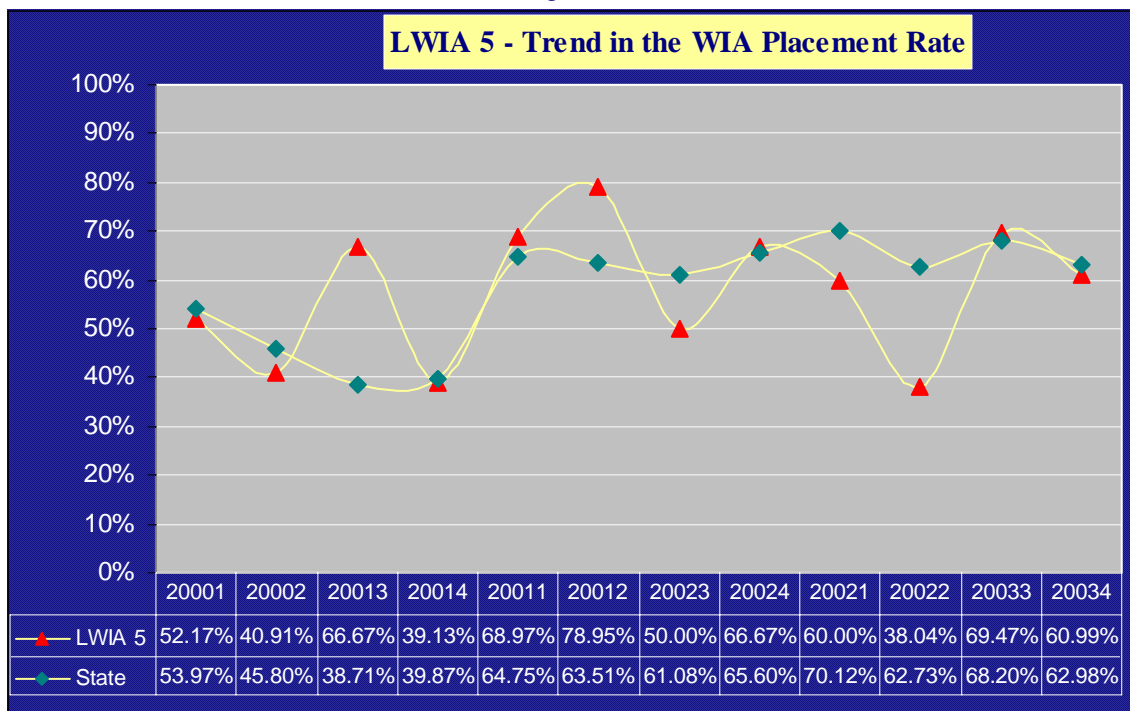
Figure 50
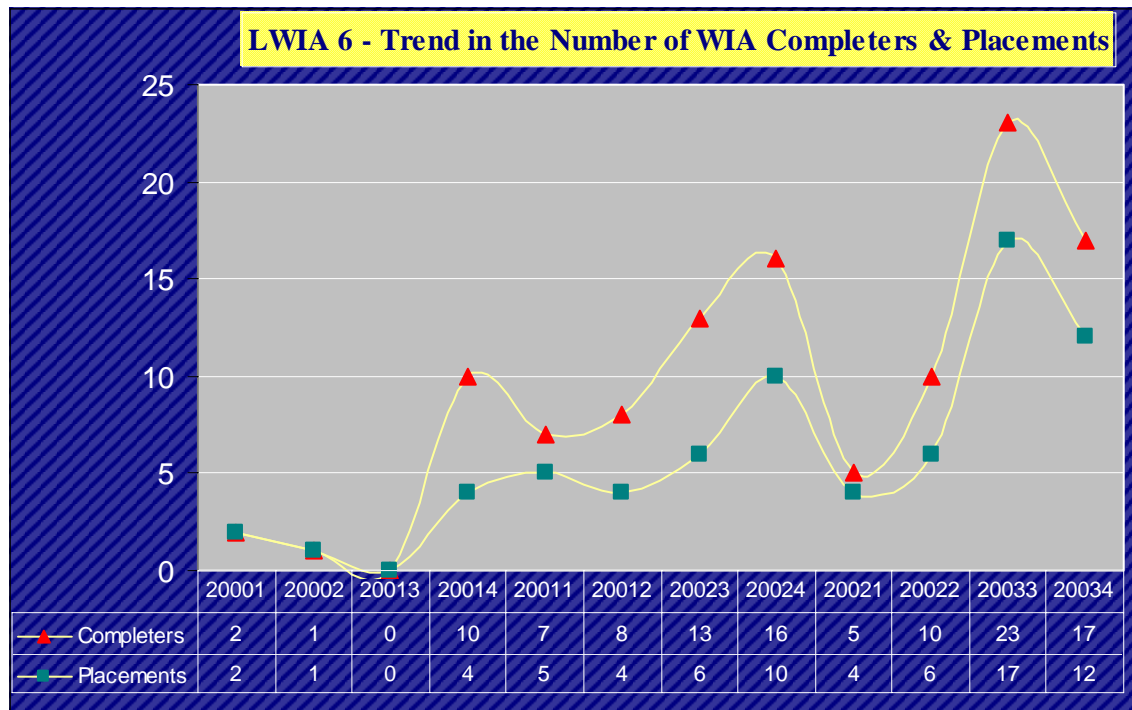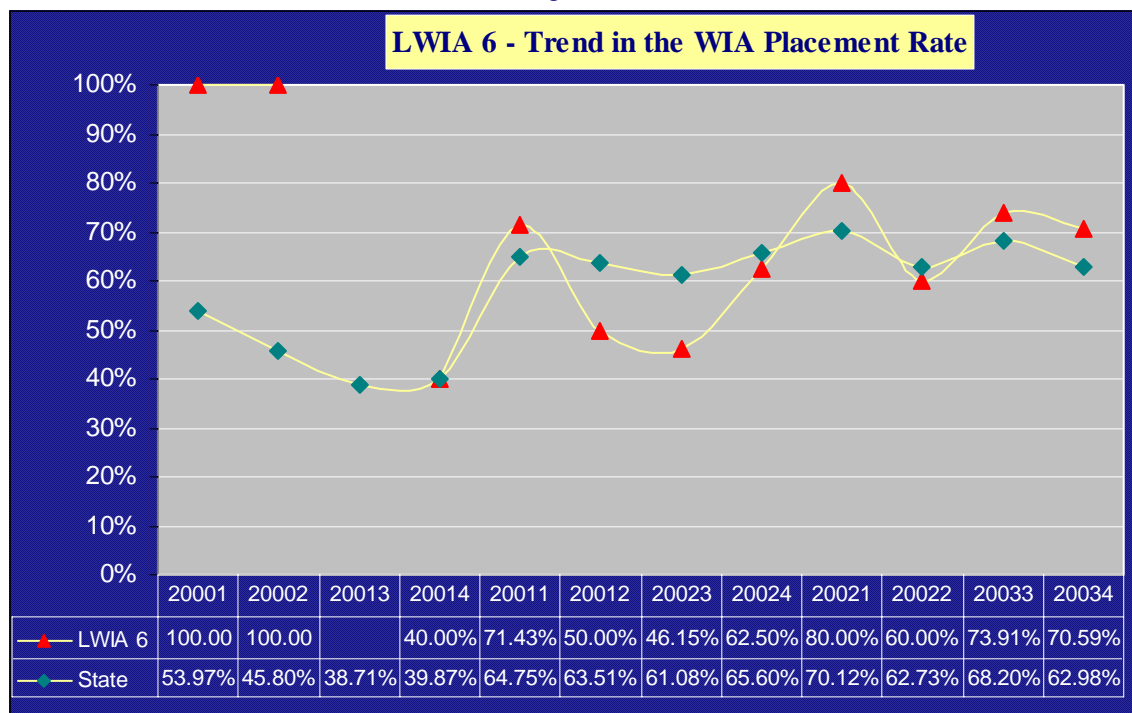
LWIA 6 - Trend in the Number of WIA Completers & Placements

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
Completers	2	1	0	10	7	8	13	16	5	10	23	17
Placements	2	1	0	4	5	4	6	10	4	6	17	12

Figure 51

LWIA 6 - Trend in the WIA Placement Rate

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
LWIA 6	100.00	100.00		40.00%	71.43%	50.00%	46.15%	62.50%	80.00%	60.00%	73.91%	70.59%
State	53.97%	45.80%	38.71%	39.87%	64.75%	63.51%	61.08%	65.60%	70.12%	62.73%	68.20%	62.98%

Detailed Quarterly Wage Summaries

Salary information obtained through Unemployment Insurance Wage Records from the *Tennessee Department of Labor and Workforce Development* and from the *Wage Record Interchange System* allowed for comparisons of the average placement wage by program. Table

24 presents a detailed wage summary for all of the programs in Area 6 that had 10 or more placements received among the ALL of student population. Area 6 did not have a WIA program with 10 and more placements, and for that reason, Table 25 remained blank. For reasons of student confidentiality, programs with fewer than 10 placements were not included in the wage summaries. When examining the wage summaries, please refer to the definitions presented on page 39 and the wage cautions expressed on page 40. Also, see Table 11 (pages 40-44) for a list of provider codes to assist in identifying the institution affiliated with the program included in the summary. The identifying code numbers also appear in the title of each individual provider summary.

Table 24: LWIA 6 - Detailed ALL of Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
065	UNIVERSITY PARALLEL	135	$94.21	$25,850.00	$3,337.42	$2,925.00	$1,591.88	$4,046.81
119	BUSINESS SYSTEMS TECHNOLOGY	86	$175.00	$17,968.09	$6,591.99	$5,841.69	$2,772.19	$9,017.25
119	PRACTICAL NURSING	38	$345.09	$7,290.98	$2,849.46	$2,518.60	$1,196.53	$4,018.80
129	INDUSTRIAL MAINTENANCE	30	$166.20	$19,254.79	$10,478.40	$10,066.15	$7,401.40	$15,353.88
119	INDUSTRIAL MAINTENANCE	28	$572.00	$16,927.66	$11,079.64	$11,475.52	$9,656.30	$13,843.64
129	BUSINESS SYSTEMS TECHNOLOGY	24	$441.87	$8,008.00	$3,104.31	$2,962.62	$1,067.03	$4,710.20
129	MACHINE TOOL TECHNOLOGY	20	$1,697.51	$11,122.62	$6,281.94	$6,131.25	$4,028.41	$9,005.67
129	PRACTICAL NURSING	19	$607.78	$8,405.06	$4,433.91	$4,354.17	$3,102.50	$5,632.57
129	COMPUTER OPERATIONS TECHNOLOGY	17	$1,190.20	$10,261.56	$4,870.45	$5,183.60	$2,264.93	$6,775.31
013	MICROSOFT OFFICE I	16	$193.15	$5,394.00	$1,794.40	$1,366.78	$525.87	$2,739.24
119	INDUSTRIAL ELECTRONICS	16	$131.02	$14,999.69	$5,550.81	$4,409.19	$2,126.87	$8,445.28
129	HEATING, VENTILATION, AC, AND REFRIGERATION	16	$22.60	$7,439.66	$3,418.78	$4,468.87	$390.92	$5,193.60
129	WELDING, BRAZING, AND SOLDERING	15	$152.00	$9,425.74	$3,331.15	$3,330.36	$1,291.50	$5,200.00
119	MEDICAL OFFICE ASSISTANT	14	$325.57	$7,488.00	$2,726.42	$2,774.72	$794.80	$3,632.00
065	BUSINESS TECHNOLOGY	13	$1,291.08	$11,784.92	$5,931.31	$5,452.68	$2,588.97	$9,335.79
065	NURSING	10	$675.01	$6,218.77	$3,544.42	$3,373.68	$2,050.58	$5,578.64

Table 25: LWIA 6 - Detailed WIA Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
LWIA 6 DID NOT HAVE A CERTIFIED WIA PROGRAM WITH 10 OR MORE PLACEMENTS								

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Unemployment-to-Work Assessment

This section of the report provides a summary of the number of participants in the WIA and ALL of student populations in Area 6 who were unemployed before completing a WIA certified training program, and were subsequently placed in employment the quarter immediately following completion.

In Area 6 during fiscal year 2003, 549 individuals in the ALL of student population were gainfully employed the quarter following completion. Of this number, 147 were classified as unemployed based on the definition presented on page 52. Figure 52 illustrates that 36.04% of those in the ALL of student population who were successfully placed following completion were unemployed prior to training.
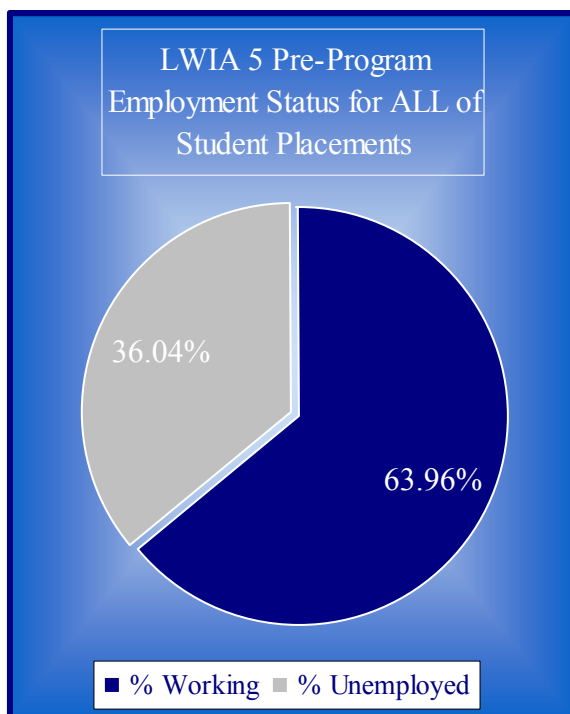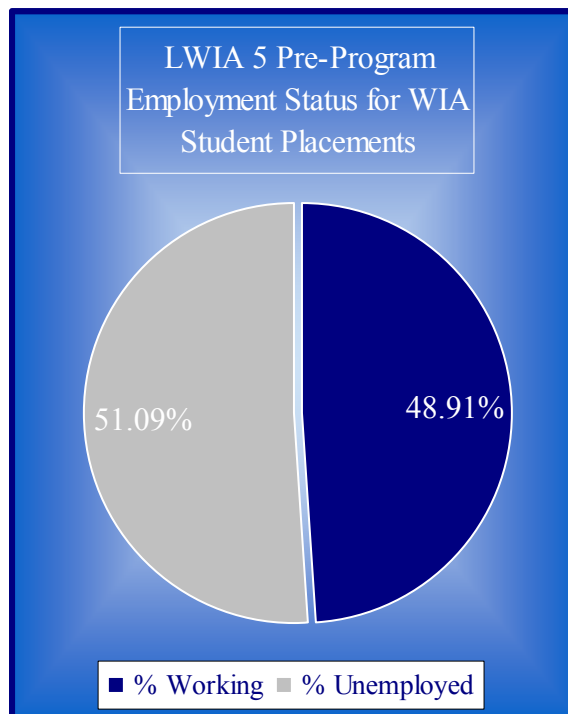
Figure 52

Figure 53

LWIA 6 Pre-Program Employment Status for ALL of Student Placements

26.78%

73.22%

■ % Working ■ % Unemployed

LWIA 6 Pre-Program Employment Status for WIA Student Placements

30.77%

69.23%

■ % Working ■ % Unemployed
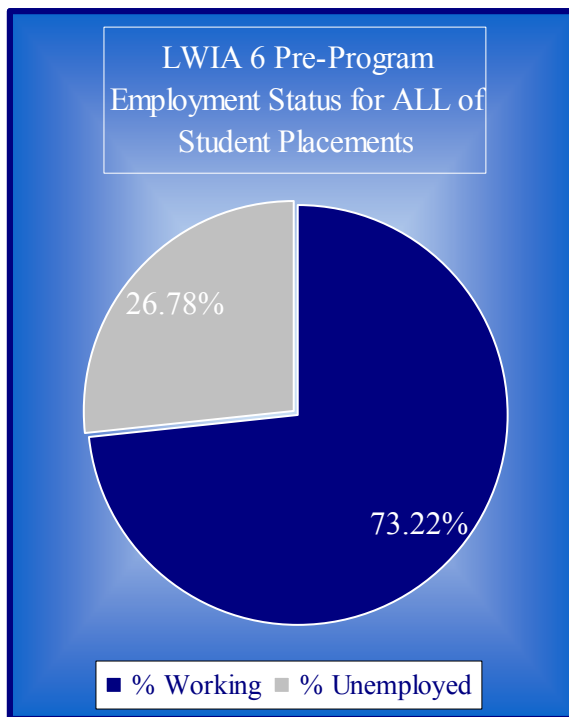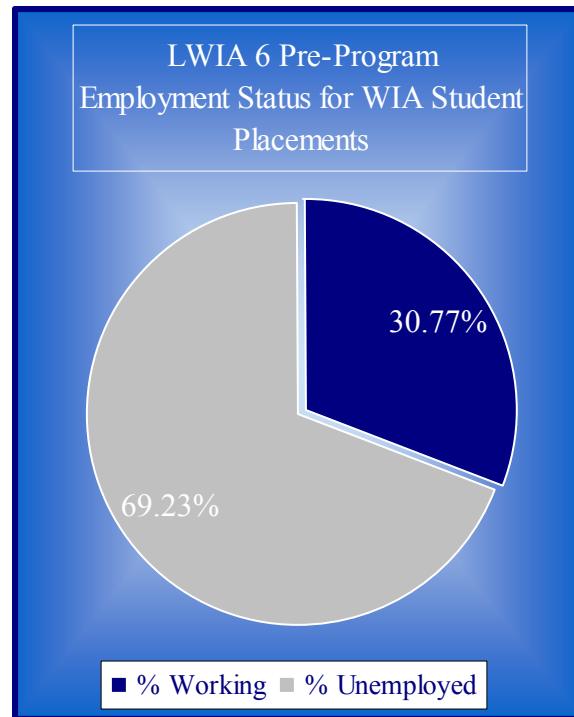
In contrast, in Figure 53 a far greater percentage of the WIA student population was classified as unemployed prior to completion. In fiscal year 2003, there were 39 WIA students who were successfully placed in employment from Area 6. Of this total, 27 individuals did not have a reported wage amount in either the quarter before or the quarter during training.

As indicated by Figures 52 and 53, Area 6 WIA students who were successfully placed were disproportionately unemployed prior to completion. The difference between the WIA and the ALL of student populations on this matter was over 42 percentage points.

Unemployment and Long Term Placement Assessment

This section of analysis provides an evaluation of the percentage of unemployed program completers who subsequently had a reported wage in the first and second quarters after completion. With this information, we are able to determine the extent to which WIA students

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were able to retain gainful employment beyond simply the first quarter after completion. Figure 54 summarizes the findings for the ALL of student population, while Figure 55 details the WIA student population. Figures 54 and 55 do not include students who completed during the 4th quarter of 2003, since at the time of this report it was not possible to obtain two quarters of post-program wage information for these individuals.
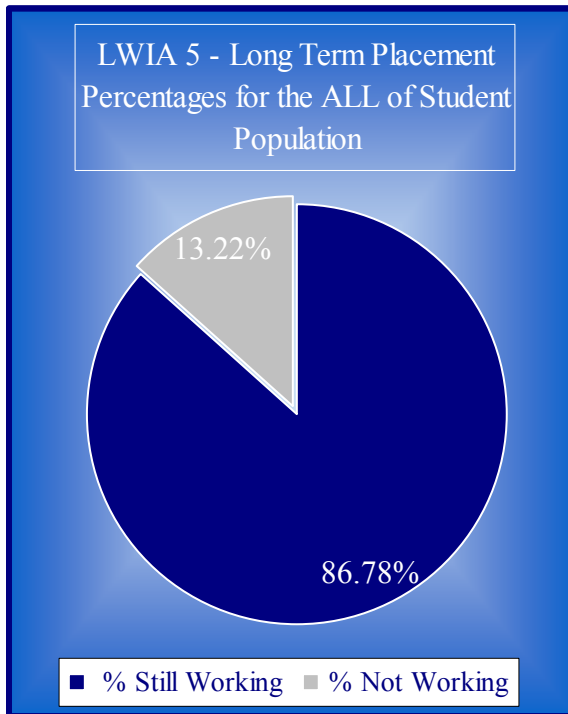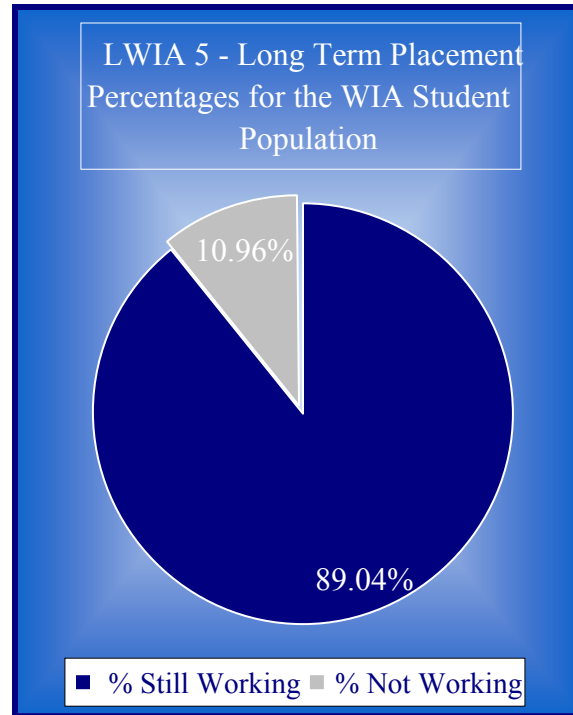
Figure 54
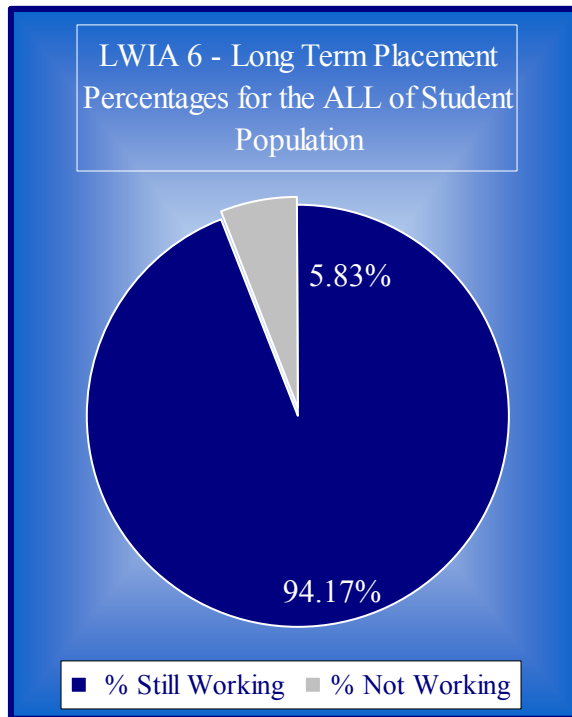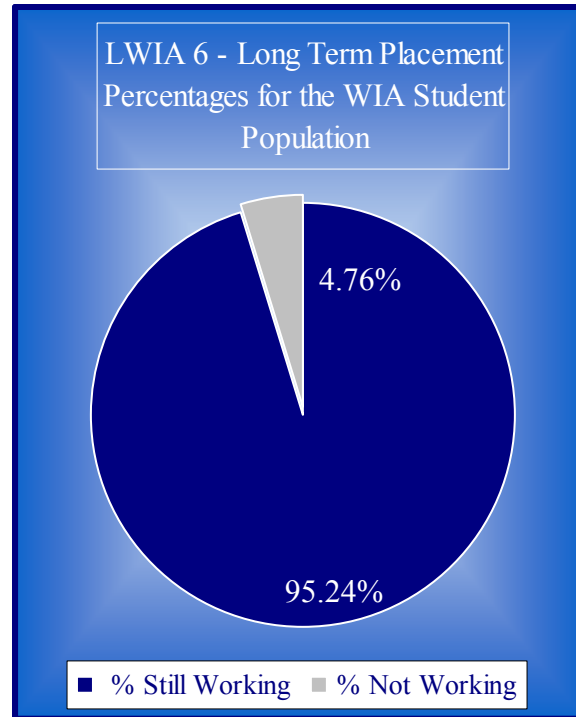
LWIA 6 - Long Term Placement Percentages for the ALL of Student Population

5.83%

94.17%

■ % Still Working   ■ % Not Working

Figure 55

LWIA 6 - Long Term Placement Percentages for the WIA Student Population

4.76%

95.24%

■ % Still Working   ■ % Not Working

Within both populations, the overwhelming majority of students with placement wages in the first quarter after completion also had wages in the second quarter. However, a slightly higher percentage of WIA students were still working after two quarters, ≈ 95% versus ≈ 94%. Thus, in Area 6, it appears that WIA students who were placed in employment the first quarter after completion were slightly more likely to retain this employment in the second quarter after completion.

CAREER CREATIONS INSTITUTE (013)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ACCOUNTING CLERK	1	1	0	100.00	0	0.00	11	2	0	18.18	0	0.00
ADMINISTRATIVE CLERK	2	1	0	50.00	0	0.00	18	1	0	5.56	1	100.00
CABLE INSTALLATION TECHNICIAN	1	0	1	NA	NC	NA	4	1	3	100.00	1	100.00
MICROSOFT OFFICE I	10	5	3	71.43	4	80.00	76	30	29	63.83	16	53.33
QUICKBOOKS	1	1	0	100.00	1	100.00	ID	ID	ID	ID	ID	ID
RECEPTIONIST / GENERAL CLERK	4	0	0	0.00	NC	NA	16	1	0	6.25	0	0.00
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹ QUICKBOOKS											

GEORGIA CAREER INSTITUTE MCMINNVILLE CAMPUS (033)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
COSMETOLOGY	3	1	2	100.00	0	0.00	57	13	34	56.52	4	30.77
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
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MOTLOW STATE COMMUNITY COLLEGE (065)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BUSINESS TECHNOLOGY	11	3	8	100.00	1	33.33	138	24	NA	17.39	13	54.17
ENGINEERING TECHNOLOGY	1	0	1	NA	NC	NA	32	10	NA	31.25	7	70.00
NURSING	2	0	2	NA	NC	NA	172	29	NA	16.86	10	34.48
UNIVERSITY PARALLEL	9	0	9	NA	NC	NA	1292	318	NA	24.61	135	42.45
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE TECHNOLOGY CENTER AT MCMINNVILLE (119)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE TECHNOLOGY	3	1	0	33.33	1	100.00	42	7	13	24.14	7	100.00
BUSINESS SYSTEMS TECHNOLOGY	4	3	1	100.00	3	100.00	129	103	10	86.55	86	83.50
COMPUTER ELECTRONICS	5	1	1	25.00	1	100.00	43	11	8	31.43	5	45.45
COMPUTER OPERATIONS TECHNOLOGY	1	0	1	NA	NC	NA	18	2	12	33.33	1	50.00
INDUSTRIAL ELECTRONICS	1	1	0	100.00	1	100.00	28	19	5	82.61	16	84.21
INDUSTRIAL MAINTENANCE	2	2	0	100.00	1	50.00	67	30	19	62.50	28	93.33
MACHINE TOOL TECHNOLOGY	3	1	1	50.00	0	0.00	32	14	5	51.85	3	21.43
MEDICAL OFFICE ASSISTANT	6	5	0	83.33	4	80.00	37	16	5	50.00	14	87.50
PRACTICAL NURSING	7	5	1	83.33	4	80.00	97	54	18	68.35	38	70.37
SURGICAL TECHNOLOGY	5	5	0	100.00	3	60.00	21	13	0	61.90	8	61.54
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

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TENNESSEE TECHNOLOGY CENTER AT SHELBYVILLE (129)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE BODY REPAIR	1	0	1	NA	NC	NA	19	2	13	33.33	2	100.00
BUSINESS SYSTEMS TECHNOLOGY	4	2	0	50.00	1	50.00	98	31	66	96.88	24	77.42
COMPUTER OPERATIONS TECHNOLOGY	18	2	15	66.67	2	100.00	151	21	110	51.22	17	80.95
DRAFTING AND CAD TECHNOLOGY	3	1	0	33.33	1	100.00	23	9	14	100.00	5	55.56
ELECTRICAL AND ELECTRONIC EQUIPMENT REPAIR	1	0	0	0.00	NC	NA	45	5	39	83.33	4	80.00
HEATING, VENTILATION, AC, AND REFRIGERATION	8	1	2	16.67	0	0.00	34	23	11	100.00	16	69.57
INDUSTRIAL MAINTENANCE	4	2	0	50.00	2	100.00	85	29	54	93.55	29	100.00
MACHINE TOOL TECHNOLOGY	2	1	1	100.00	1	100.00	49	22	25	91.67	20	90.91
PRACTICAL NURSING	5	2	1	50.00	2	100.00	75	22	51	91.67	19	86.36
WELDING, BRAZING, AND SOLDERING	1	1	0	100.00	1	100.00	26	18	8	100.00	15	83.33
PROVIDER SUMMARY – REMOVALS											
Program(s) in Danger of Removal	☹										

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Local Workforce Investment Area 7

- Area 7 Performance Rates versus State Performance Rates
- Trend Analysis of WIA Student Completion and Placement
- Trend Analysis of WIA Student Placement Rate
- Detailed ALL of Student Quarterly Wage Summary
- Detailed WIA Student Quarterly Wage Summary
- Unemployment-to-Work Assessment
- Unemployment and Long Term Placement Assessment
- Individual Training Provider Summaries

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LWIA 7 Performance Measures

Figure 56 presents the performance measures for the WIA and ALL of student populations for Area 7 during the 2003 fiscal year.

Figure 56
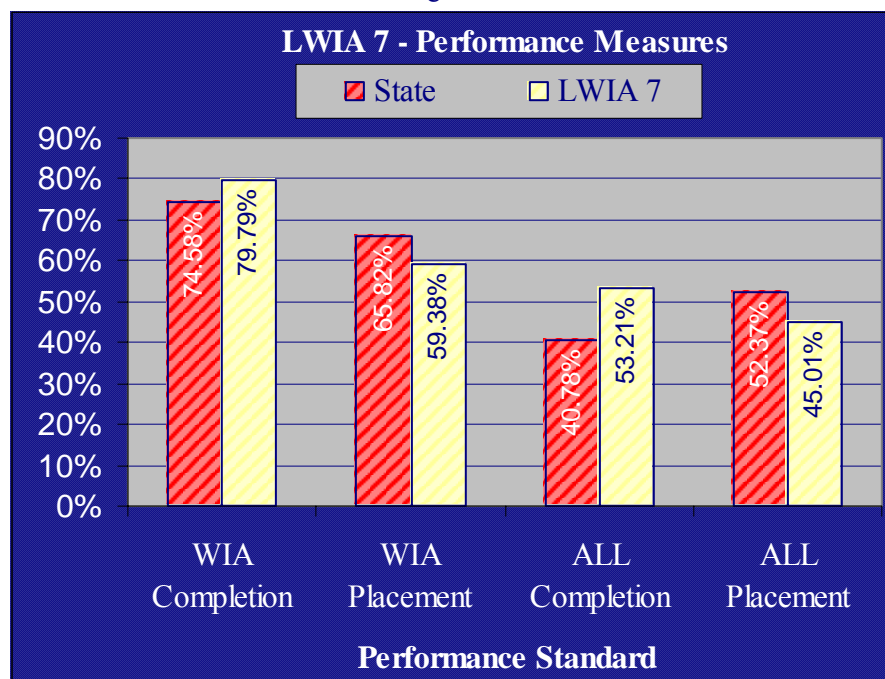
The WIA student completion rate for Area 7 was 79.79%. This value was approximately 5.21 percentage points above the statewide completion rate for the WIA student population. Both the WIA student and ALL of student completion rates for Area 7 far surpassed the minimum state standard of 35%. In Area 7, roughly 59% of all WIA completers were gainfully employed the quarter following completion, in comparison to approximately 66% of the statewide WIA student population. The WIA student placement rate exceeded the ALL of student placement rate for Area 7; the difference was 14.37 percentage points. Both the WIA and the ALL of student placement rates fell below the 65% minimum state standard.

Trend Analysis in WIA Completers, Placements, and Placement Rates

Since WIA inception in the State of Tennessee, approximately 174 individuals have completed certified programs in Area 7 using WIA funds. Figure 57 presents a graphic breakdown of the distribution of WIA completers and placements from WIA inception through the conclusion of the 2003 fiscal year.

As seen in Figure 57, the number of WIA completers reached an all-time high during the 3rd quarter of 2003 at 29, while the number of placements reached an all-time high during the 4th quarter of 2003 at 18. Overall, the average number of program completers in Area 7 across the 12 quarters of data analyzed in the report was 15 per quarter, while the average number of placements per quarter was 9.

Figure 58 illustrates that the Area 7 quarterly WIA student placement rate surpassed the state quarterly rate in 10 of the 12 analyzed quarters of data.

Figure 57
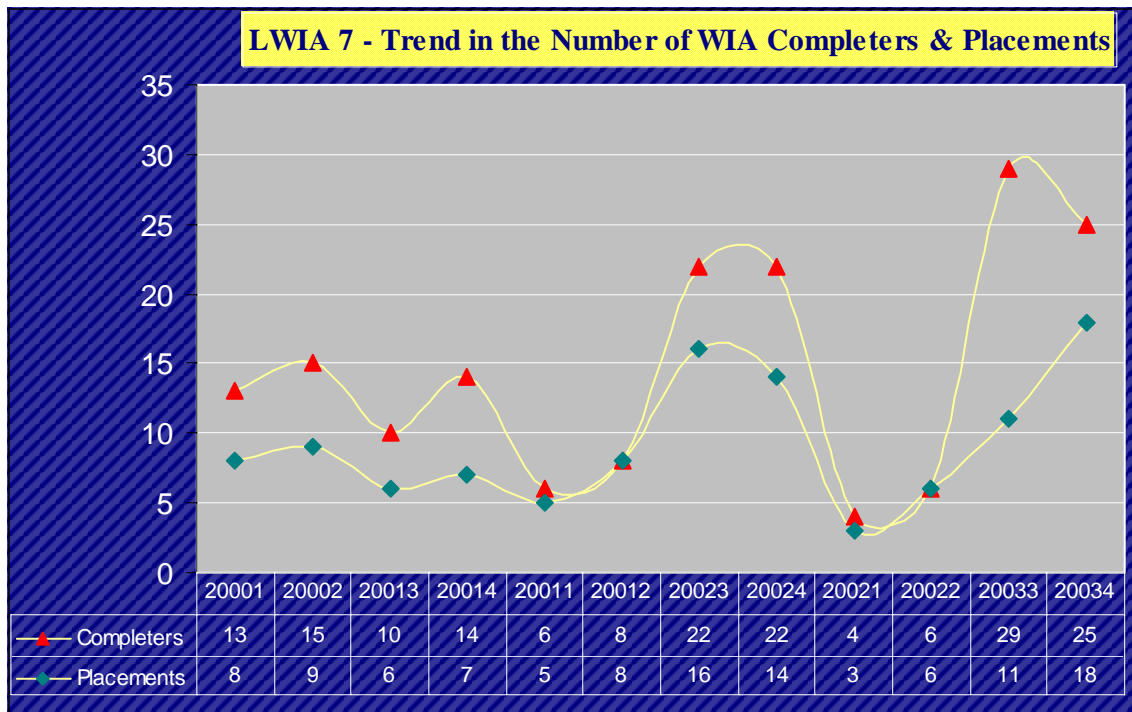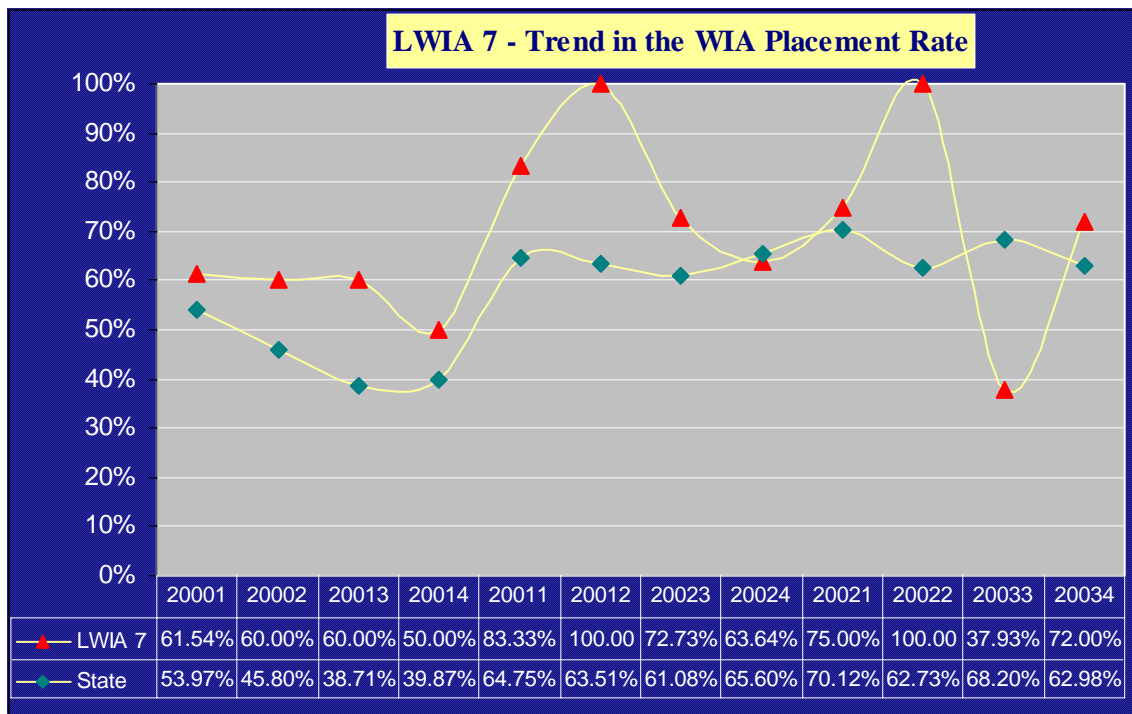
LWIA 7 - Trend in the Number of WIA Completers & Placements

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
Completers	13	15	10	14	6	8	22	22	4	6	29	25
Placements	8	9	6	7	5	8	16	14	3	6	11	18

Figure 58

LWIA 7 - Trend in the WIA Placement Rate

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
LWIA 7	61.54%	60.00%	60.00%	50.00%	83.33%	100.00	72.73%	63.64%	75.00%	100.00	37.93%	72.00%
State	53.97%	45.80%	38.71%	39.87%	64.75%	63.51%	61.08%	65.60%	70.12%	62.73%	68.20%	62.98%

Detailed Quarterly Wage Summaries

Salary information obtained through Unemployment Insurance Wage Records from the *Tennessee Department of Labor and Workforce Development* and from the *Wage Record Interchange System* allowed for comparisons of the average placement wage by program. Table

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26 presents a detailed wage summary for all of the programs in Area 7 that had 10 or more placements received among the ALL of student population. Area 7 did not have a WIA program with 10 and more placements, and for that reason, Table 27 remained blank. For reasons of student confidentiality, programs with fewer than 10 placements were not included in the wage summaries. When examining the wage summaries, please refer to the definitions presented on page 39 and the wage cautions expressed on page 40. Also, see Table 11 (pages 40-44) for a list of provider codes to assist in identifying the institution affiliated with the program included in the summary. The identifying code numbers also appear in the title of each individual provider summary.

Table 26: LWIA 7 - Detailed ALL of Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
117	PRACTICAL NURSING	207	$87.50	$19,909.92	$8,597.98	$8,346.32	$6,410.40	$10,675.00
117	INDUSTRIAL MAINTENANCE	172	$61.75	$26,560.60	$6,050.28	$5,378.77	$4,026.53	$7,747.34
117	BUSINESS SYSTEMS TECHNOLOGY	84	$200.00	$28,325.05	$7,374.97	$6,352.13	$4,032.91	$9,433.31
117	BUILDING CONSTRUCTION TECHNOLOGY	50	$403.08	$39,191.81	$6,476.55	$6,390.39	$4,416.13	$7,953.19
104	BUSINESS MANAGEMENT	31	$87.45	$9,543.36	$2,151.19	$1,348.13	$552.42	$2,420.00
104	MULTIDISCIPLINARY STUDIES	20	$31.63	$6,712.69	$1,818.73	$1,284.01	$470.28	$2,437.24
117	COMPUTER OPERATIONS TECHNOLOGY	16	$26.00	$12,841.28	$2,343.65	$1,356.60	$601.05	$2,900.31
117	ELECTRONICS TECHNOLOGY	13	$3,806.59	$14,353.55	$9,337.80	$9,661.82	$5,513.51	$11,959.04
104	CIVIL ENGINEERING	10	$120.00	$10,073.28	$2,330.67	$963.50	$334.52	$3,636.83
117	DRAFTING AND CAD TECHNOLOGY	10	$100.00	$4,704.50	$2,287.20	$2,267.79	$905.50	$3,906.59

Table 27: LWIA 7 - Detailed WIA Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
LWIA 7 DID NOT HAVE A CERTIFIED WIA PROGRAM WITH 10 OR MORE PLACEMENTS								

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Unemployment-to-Work Assessment

This section of the report provides a summary of the number of participants in the WIA and ALL of student populations in Area 7 who were unemployed before completing a WIA certified training program, and were subsequently placed in employment the quarter immediately following completion.

In Area 7 during fiscal year 2003, 704 individuals in the ALL of student population were gainfully employed the quarter following completion. Of this number, 130 were classified as unemployed based on the definition presented on page 52. Figure 59 illustrates that 18.47% of those in the ALL of student population who were successfully placed following completion were unemployed prior to training.

Figure 59

Figure 60

LWIA 7 Pre-Program Employment Status for ALL of Student Placements

18.47%

81.53%

■ % Working ■ % Unemployed

LWIA 7 Pre-Program Employment Status for WIA Student Placements

34.21%

65.79%

■ % Working ■ % Unemployed
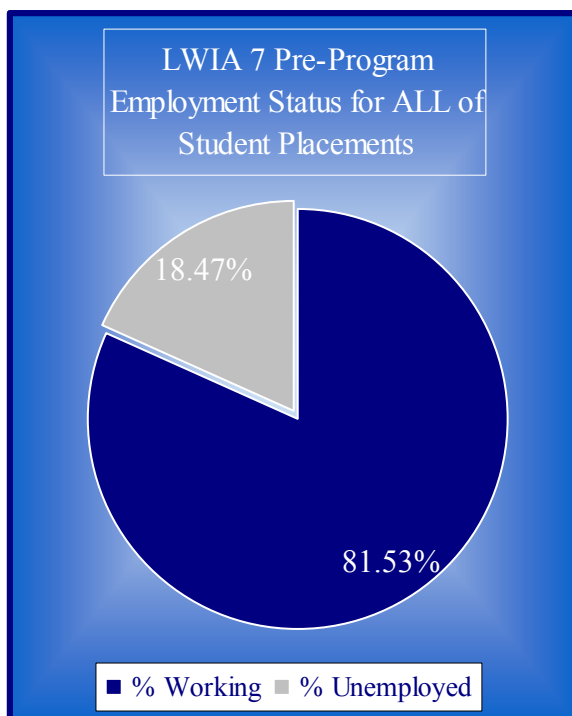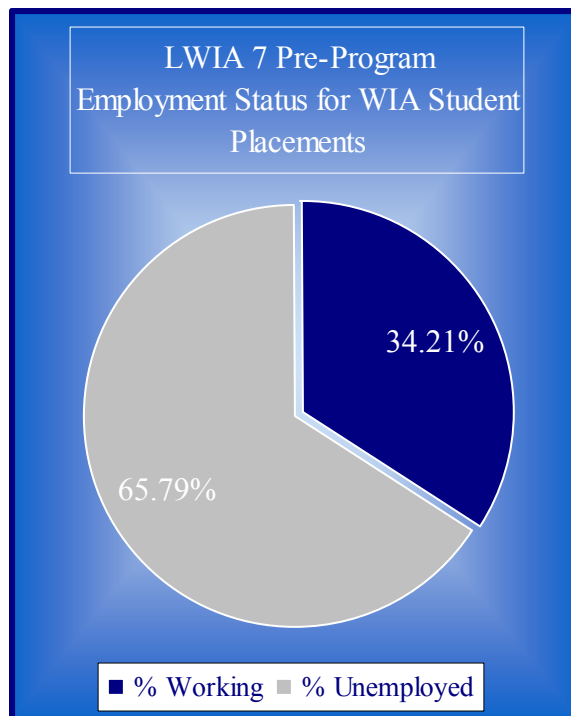
In contrast, in Figure 60 a far greater percentage of the WIA student population was classified as unemployed prior to completion. In fiscal year 2003, there were 38 WIA students who were successfully placed in employment from Area 7. Of this total, 25 individuals did not have a reported wage amount in either the quarter before or the quarter during training.

As indicated by Figures 59 and 60, Area 7 WIA students who were successfully placed were disproportionately unemployed prior to completion. The difference between the WIA and the ALL of student populations on this matter was over 47 percentage points.

Unemployment and Long Term Placement Assessment

This section of analysis provides an evaluation of the percentage of unemployed program completers who subsequently had a reported wage in the first and second quarters after completion. With this information, we are able to determine the extent to which WIA students

were able to retain gainful employment beyond simply the first quarter after completion. Figure 61 summarizes the findings for the ALL of student population, while Figure 62 details the WIA student population. Figures 61 and 62 do not include students who completed during the 4th quarter of 2003, since at the time of this report it was not possible to obtain two quarters of post-program wage information for these individuals.

Figure 61
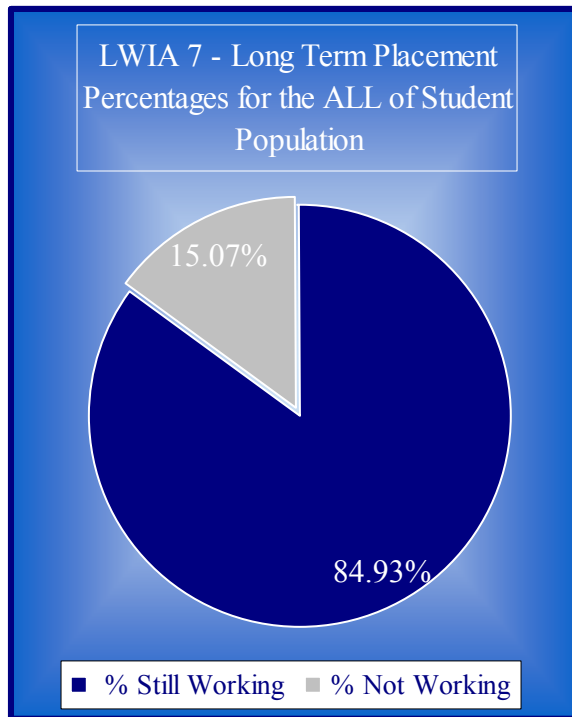
Figure 62
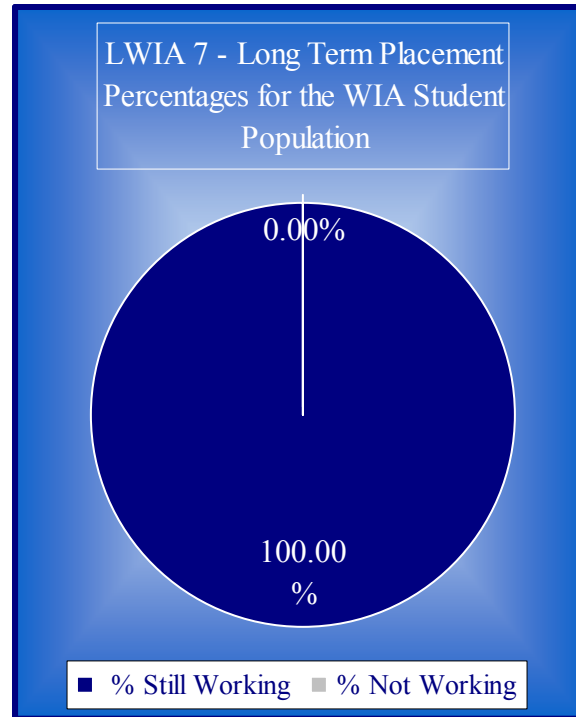
LWIA 7 - Long Term Placement Percentages for the ALL of Student Population

15.07%

84.93%

■ % Still Working   ■ % Not Working

LWIA 7 - Long Term Placement Percentages for the WIA Student Population

0.00%

100.00%

■ % Still Working   ■ % Not Working

Within the ALL of student populations, the overwhelming majority of students with placement wages in the first quarter after completion also had wages in the second quarter. However, among the WIA student population all of those with wages in the first quarter also had wages in the second quarter. Thus, in Area 7, it appears that WIA students who were placed in employment the first quarter after completion were slightly more likely to retain this employment in the second quarter after completion.

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MEDVANCE INSTITUTE (056)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
MEDICAL ASSISTANT	1	0	1	NA	NC	NA	78	18	33	40.00	16	88.89
MEDICAL CODING SPECIALIST	2	1	1	100.00	0	0.00	31	4	18	30.77	1	25.00
PROVIDER SUMMARY - REMOVALS											
Program(s) in Danger of Removal	☹										

NASHVILLE STATE TECHNICAL INSTITUTE – COOKEVILLE CENTER (067)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ARCHITECTURAL ENGINEERING TECHNOLOGY	1	0	0	0.00	NC	NA	64	9	NA	14.06	0	0.00
COMPUTER TECHNOLOGY	9	4	2	57.14	2	50.00	104	17	NA	16.35	2	11.76
ELECTRICAL MAINTENANCE	5	0	3	0.00	NC	NA	69	15	NA	21.74	0	0.00
ELECTRONIC ENGINEERING TECHNOLOGY	ID	ID	ID	ID	ID	ID	43	2	NA	4.65	2	100.00
ELECTRONIC OFFICE TECHNOLOGY	14	0	14	NA	NC	NA	UD	UD	NA	UD	UD	UD
INDUSTRIAL ENGINEERING TECHNOLOGY	4	1	3	100.00	1	100.00	35	7	NA	20.00	1	14.29
MANUFACTURING ENGINEERING TECHNOLOGY	4	0	0	0.00	NC	NA	UD	UD	NA	UD	UD	UD
MEDICAL CODING	6	0	6	NA	NC	NA	UD	UD	NA	UD	UD	UD
OFFICE ADMINISTRATION	4	0	3	0.00	NC	NA	149	19	NA	12.75	0	0.00
OFFICE APPLICATIONS	1	0	1	NA	NC	NA	UD	UD	NA	UD	UD	UD
POLICE SCIENCE TECHNOLOGY	5	3	2	100.00	1	33.33	84	12	NA	14.29	1	8.33
PROVIDER SUMMARY – REMOVALS											
Program(s) in Danger of Removal	☹ ELECTRONIC ENGINEERING TECHNOLOGY										

TENNESSEE HIGHER EDUCATION COMMISSION

TENNESSEE STATE BLACKSMITH (102)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
TWELVE WEEK SENIOR FARRIER	1	0	1	NA	NC	NA	1	0	1	NA	NC	NA
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE TECHNOLOGICAL UNIVERSITY (104)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BUSINESS MANAGEMENT	5	2	2	66.67	0	0.00	305	161	NA	52.79	31	19.25
CIVIL ENGINEERING	2	1	1	100.00	0	0.00	126	51	NA	40.48	10	19.61
FINE ARTS	1	0	1	NA	NC	NA	64	17	NA	26.56	3	17.65
HUMAN ECOLOGY	2	0	2	NA	NC	NA	81	30	NA	37.04	8	26.67
MECHANICAL ENGINEERING	1	0	0	0.00	NC	NA	218	93	NA	42.66	7	7.53
MULTIDISCIPLINARY STUDIES	1	0	1	NA	NC	NA	296	127	NA	42.91	20	15.75
NURSING	1	0	1	NA	NC	NA	67	37	NA	55.22	8	21.62
PSYCHOLOGY	1	1	0	100.00	0	0.00	69	28	NA	40.58	6	21.43
SOCIOLOGY	3	2	1	100.00	0	0.00	113	43	NA	38.05	6	13.95
WILDLIFE AND FISHERIES SCIENCE	1	1	0	100.00	0	0.00	54	26	NA	48.15	8	30.77
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE BODY TECHNOLOGY	5	0	4	0.00	NC	NA	46	15	20	57.69	7	46.67
AUTOMOTIVE TECHNOLOGY	10	1	6	25.00	1	100.00	46	13	22	54.17	9	69.23
BUILDING CONSTRUCTION TECHNOLOGY	6	1	5	100.00	1	100.00	84	71	10	95.95	50	70.42
BUSINESS SYSTEMS TECHNOLOGY	34	8	22	66.67	6	75.00	184	109	66	92.37	84	77.06
COMPUTER OPERATIONS TECHNOLOGY	4	3	1	100.00	3	100.00	63	33	13	66.00	16	48.48
COSMETOLOGY	1	0	1	NA	NC	NA	35	14	13	63.64	9	64.29
DRAFTING AND CAD TECHNOLOGY	5	3	2	100.00	2	66.67	35	16	11	66.67	10	62.50
ELECTRONICS TECHNOLOGY	2	2	0	100.00	2	100.00	24	14	3	66.67	13	92.86
INDUSTRIAL MAINTENANCE	3	1	2	100.00	1	100.00	233	204	22	96.68	172	84.31
MACHINE TOOL TECHNOLOGY	3	1	2	100.00	1	100.00	19	10	9	100.00	6	60.00
PRACTICAL NURSING	68	16	52	100.00	4	25.00	489	369	91	92.71	207	56.10

TENNESSEE TECHNOLOGY CENTER AT LIVINGSTON (117)

PROVIDER SUMMARY – REMOVALS

Program(s) in Danger of Removal ☹

TENNESSEE
HIGHER EDUCATION COMMISSION

Local Workforce Investment Area 8

- ▣ **Area 8 Performance Rates versus State Performance Rates**
- ▣ **Trend Analysis of WIA Student Completion and Placement**
- ▣ **Trend Analysis of WIA Student Placement Rate**
- ▣ **Detailed ALL of Student Quarterly Wage Summary**
- ▣ **Detailed WIA Student Quarterly Wage Summary**
- ▣ **Unemployment-to-Work Assessment**
- ▣ **Unemployment and Long Term Placement Assessment**
- ▣ **Individual Training Provider Summaries**

TENNESSEE
HIGHER EDUCATION COMMISSION

LWIA 8 Performance Measures

Figure 63 presents the performance measures for the WIA and ALL of student populations for Area 8 during the 2003 fiscal year.

Figure 63

LWIA 8 - Performance Measures
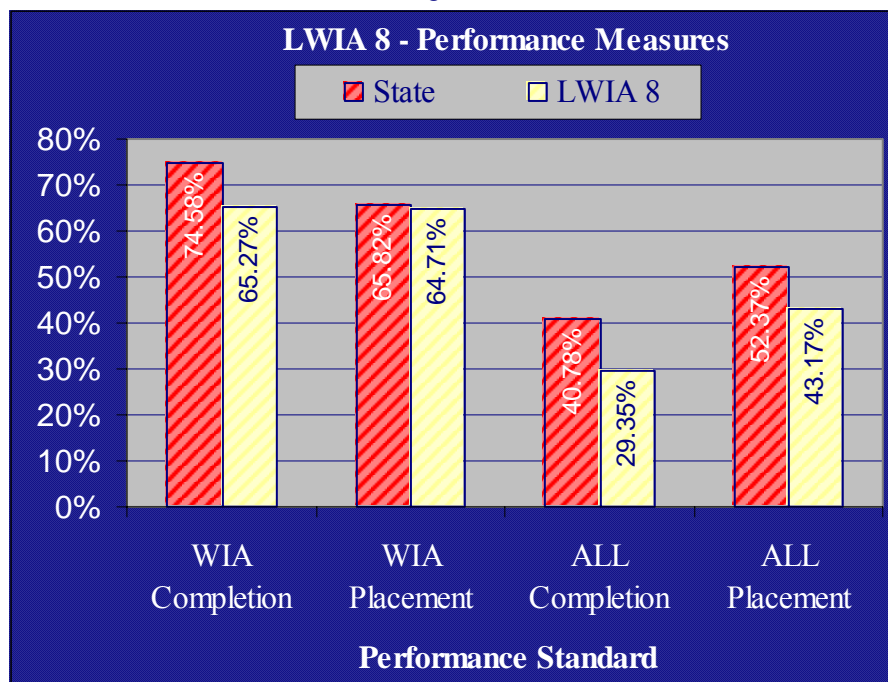
The WIA student completion rate for Area 8 was 65.27%. This value was approximately 9.31 percentage points above the statewide completion rate for the WIA student population. The WIA student completion rate for Area 8 far surpassed the minimum state standard of 35%, while the ALL of student completion rate did not meet this mark. In Area 8, roughly 65% of all WIA completers were gainfully employed the quarter following completion, in comparison to approximately 66% of the statewide WIA student population. The WIA student placement rate exceeded the ALL of student placement rate for Area 8; the difference was 21.54 percentage points. The WIA student placement rate was right at the 65% minimum standard, while the ALL of student placement rate fell below the standard.

Trend Analysis in WIA Completers, Placements, and Placement Rates

Since WIA inception in the State of Tennessee, approximately 439 individuals have completed certified programs in Area 8 using WIA funds. Figure 64 presents a graphic breakdown of the distribution of WIA completers and placements from WIA inception through the conclusion of the 2003 fiscal year.

As seen in Figure 64, the number of WIA completers reached an all-time high during the 4th quarter of 2001 at 91 while the number of placements reached an all-time high during the 4th quarter of 2002 at 46. Overall, the average number of program completers in Area 8 across the 12 quarters of data analyzed in the report was 37 per quarter, while the average number of placements per quarter was 23.

Figure 65 illustrates that the Area 8 quarterly WIA student placement rate surpassed the state quarterly rate in 8 of the 12 analyzed quarters of data.

Figure 64

LWIA 8 - Trend in the Number of WIA Completers & Placements

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
Completers	3	22	7	91	24	37	49	70	35	35	36	30
Placements	2	16	3	42	22	26	32	46	21	26	24	17

Figure 65

LWIA 8 - Trend in the WIA Placement Rate

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
LWIA 8	66.67%	72.73%	42.86%	46.15%	91.67%	70.27%	65.31%	65.71%	60.00%	74.29%	66.67%	56.67%
State	53.97%	45.80%	38.71%	39.87%	64.75%	63.51%	61.08%	65.60%	70.12%	62.73%	68.20%	62.98%

Detailed Quarterly Wage Summaries

Salary information obtained through Unemployment Insurance Wage Records from the *Tennessee Department of Labor and Workforce Development* and from the *Wage Record Interchange System* allowed for comparisons of the average placement wage by program. Table

28 presents a detailed wage summary for all of the programs in Area 8 that had 10 or more placements received among the ALL of student population. Table 29 presents a detailed wage summary for all of the programs in Area 8 that had 10 or more placements among the WIA student population. For reasons of student confidentiality, programs with fewer than 10 placements were not included in the wage summaries. When examining the wage summaries, please refer to the definitions presented on page 39 and the wage cautions expressed on page 40. Also, see Table 11 (pages 40-44) for a list of provider codes to assist in identifying the institution affiliated with the program included in the summary. The identifying code numbers also appear in the title of each individual provider summary.

Table 28: LWIA 8 - Detailed ALL of Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
109	COMPUTER OPERATIONS TECHNOLOGY	184	$264.00	$33,782.70	$8,930.42	$8,876.88	$5,649.50	$11,049.06
145	UNIVERSITY PARALLEL	94	$60.00	$18,521.88	$3,497.47	$2,593.30	$1,493.55	$4,395.72
109	INDUSTRIAL MAINTENANCE	62	$399.47	$17,528.52	$6,642.54	$6,781.06	$5,381.71	$7,922.31
109	PRACTICAL NURSING	51	$59.50	$10,506.00	$3,744.23	$3,184.05	$1,969.88	$5,139.70
109	BUSINESS SYSTEMS TECHNOLOGY	49	$53.84	$16,657.50	$3,045.01	$2,574.40	$1,503.77	$3,978.00
109	HEATING, VENTILATION, AC, AND REFRIGERATION	44	$1,230.00	$27,995.99	$12,896.80	$12,163.14	$5,487.87	$20,474.80
005	GENERAL BUSINESS	31	$160.16	$7,527.76	$2,562.77	$1,777.58	$1,429.21	$3,000.00
109	COMMERCIAL TRUCK DRIVING	29	$240.00	$9,673.92	$3,626.21	$3,258.89	$1,398.43	$4,999.27
005	INTERDISCIPLINARY STUDIES	23	$63.00	$18,180.93	$1,683.05	$417.55	$116.18	$1,263.00
145	GENERAL BUSINESS ADMINISTRATION	23	$399.57	$14,651.98	$6,199.75	$5,628.43	$4,160.00	$8,250.00
005	NURSING	21	$48.60	$7,286.26	$2,728.36	$1,762.75	$1,036.05	$4,381.36
077	AVIATION TECHNOLOGY	19	$763.60	$17,443.66	$7,008.47	$6,240.00	$4,955.14	$8,772.02
109	HEAVY EQUIPMENT MAINTENANCE AND REPAIR	19	$2,606.79	$22,884.68	$7,577.39	$5,930.46	$4,575.76	$9,884.62
064	MASSAGE THERAPY	14	$418.95	$12,498.36	$4,146.65	$3,303.55	$1,643.87	$5,990.48
145	FIRE SCIENCE TECHNOLOGY	14	$2,163.00	$15,002.62	$10,079.27	$11,007.89	$6,480.16	$13,674.70
109	MACHINE TOOL TECHNOLOGY	13	$176.85	$19,683.30	$6,134.32	$5,420.03	$3,929.84	$6,640.50
005	COMMUNICATION ARTS	12	$99.94	$6,142.22	$2,247.01	$1,914.00	$1,471.37	$2,859.88
064	MEDICAL ASSISTING	11	$208.68	$5,785.74	$3,303.35	$3,129.39	$2,560.12	$4,284.00
064	MICROCOMPUTER APPLICATIONS	11	$689.45	$10,319.36	$4,104.98	$3,396.59	$1,290.40	$6,852.01
109	SURGICAL TECHNOLOGY	11	$254.04	$6,771.57	$4,752.27	$5,495.62	$3,766.00	$6,467.24
005	BIOLOGY	10	$112.50	$10,028.79	$2,831.47	$1,958.15	$1,094.00	$3,841.92
077	AVIATION MAINTENANCE TECHNOLOGY PART 65	10	$327.36	$28,486.08	$8,059.93	$6,796.64	$3,108.98	$9,851.20

Table 29: LWIA 8 - Detailed WIA Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
109	PRACTICAL NURSING	22	$618.63	$10,506.00	$3,916.17	$3,274.32	$1,918.44	$5,224.88
109	BUSINESS SYSTEMS TECHNOLOGY	13	$281.93	$16,657.50	$4,219.39	$3,257.14	$1,028.50	$5,607.74
109	INDUSTRIAL MAINTENANCE	12	$399.47	$9,661.14	$5,899.31	$6,513.37	$3,592.50	$7,815.12
109	COMMERCIAL TRUCK DRIVING	10	$357.50	$3,647.99	$1,882.02	$2,083.75	$1,055.25	$2,448.83

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Unemployment-to-Work Assessment

This section of the report provides a summary of the number of participants in the WIA and ALL of student populations in Area 8 who were unemployed before completing a WIA certified training program, and were subsequently placed in employment the quarter immediately following completion.

In Area 8 during fiscal year 2003, 880 individuals in the ALL of student population were gainfully employed the quarter following completion. Of this number, 188 were classified as unemployed based on the definition presented on page 52. Figure 66 illustrates that 21.36% of those in the ALL of student population who were successfully placed following completion were unemployed prior to training.

Figure 66

LWIA 8 Pre-Program Employment Status for ALL of Student Placements

Figure 67

LWIA 8 Pre-Program Employment Status for WIA Student Placements
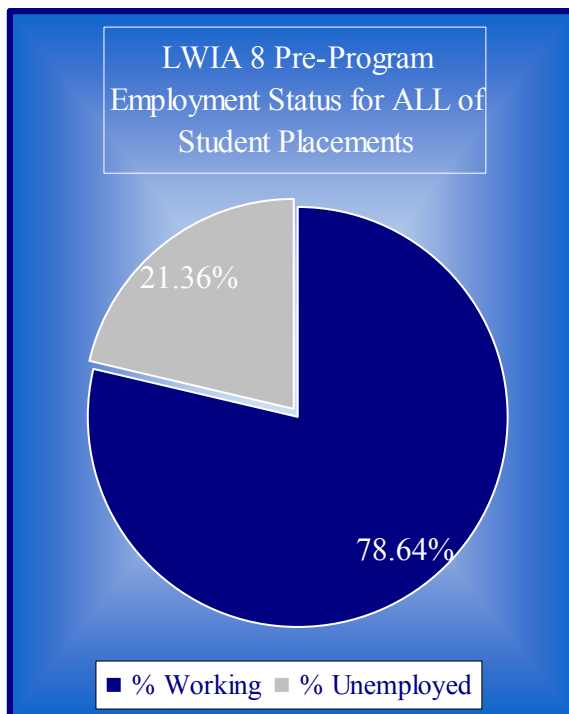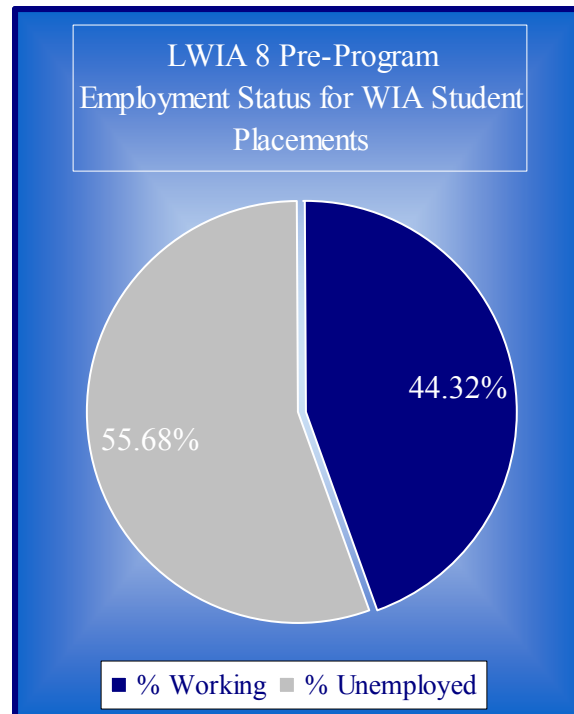
In contrast, in Figure 67 a far greater percentage of the WIA student population was classified as unemployed prior to completion. In fiscal year 2003, there were 88 WIA students who were successfully placed in employment from Area 8. Of this total, 49 individuals did not have a reported wage amount in either the quarter before or the quarter during training.

As indicated by Figures 66 and 67, Area 8 WIA students who were successfully placed were disproportionately unemployed prior to completion. The difference between the WIA and the ALL of student populations on this matter was over 34 percentage points.

Unemployment and Long Term Placement Assessment

This section of analysis provides an evaluation of the percentage of unemployed program completers who subsequently had a reported wage in the first and second quarters after completion. With this information, we are able to determine the extent to which WIA students

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were able to retain gainful employment beyond simply the first quarter after completion. Figure 68 summarizes the findings for the ALL of student population, while Figure 69 details the WIA student population. Figures 68 and 69 do not include students who completed during the 4th quarter of 2003, since at the time of this report it was not possible to obtain two quarters of post-program wage information for these individuals.

Figure 68
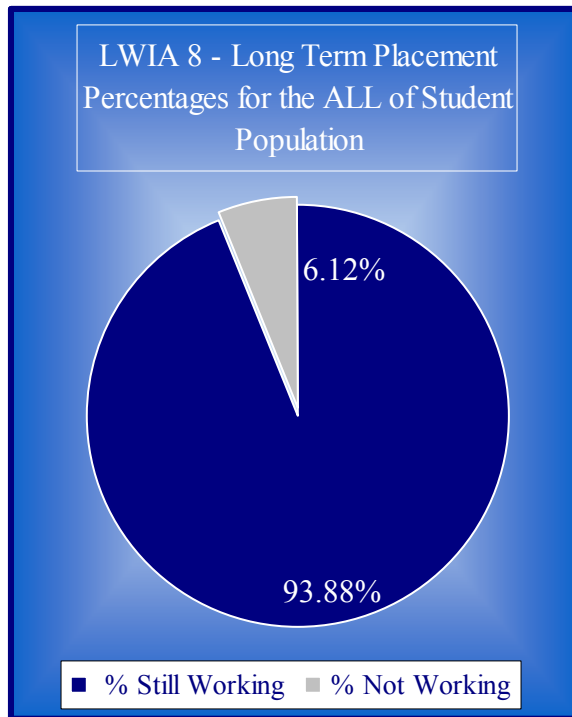
Figure 69
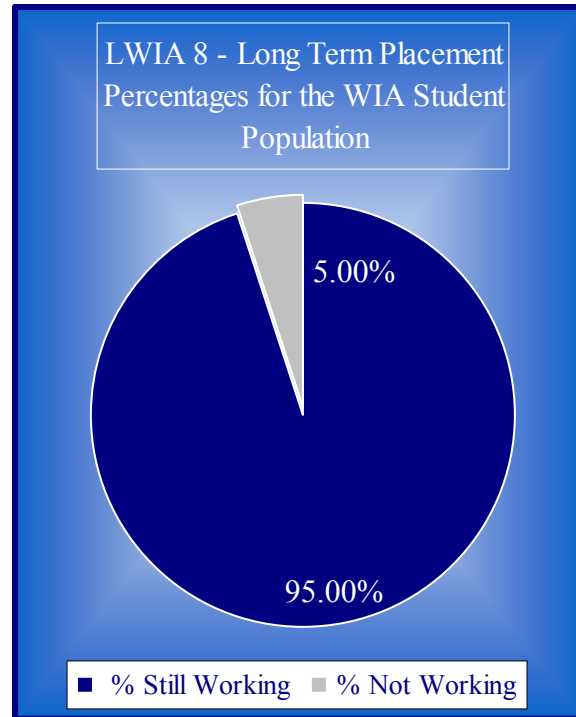
LWIA 8 - Long Term Placement Percentages for the ALL of Student Population

6.12%

93.88%

■ % Still Working   ■ % Not Working

LWIA 8 - Long Term Placement Percentages for the WIA Student Population

5.00%

95.00%

■ % Still Working   ■ % Not Working

Within both populations, the overwhelming majority of students with placement wages in the first quarter after completion also had wages in the second quarter. However, a slightly higher percentage of WIA students were still working after two quarters, ≈ 95% versus ≈ 94%.   Thus, in Area 8, it appears that WIA students who were placed in employment the first quarter after completion were slightly more likely to retain this employment in the second quarter after completion.

AUSTIN PEAY STATE UNIVERSITY (005)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
							COMPLETION			PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
A + CERTIFICATION PREPARATORY	1	0	0	0.00	NC	NA	UD	UD	NA	UD	UD	UD
BASIC SOFTWARE APPLICATION USER SKILLS	2	0	2	NA	NC	NA	UD	UD	NA	UD	UD	UD
BIOLOGY	1	0	1	NA	NC	NA	107	36	NA	33.64	10	27.78
COMMUNICATION ARTS	1	0	1	NA	NC	NA	109	45	NA	41.28	12	26.67
CURRICULUM AND INSTRUCTION	1	0	1	NA	NC	NA	UD	UD	NA	UD	UD	UD
DATA PROCESSING	1	0	1	NA	NC	NA	10	0	NA	0.00	NC	NA
ENGLISH	1	0	1	NA	NC	NA	61	19	NA	31.15	4	21.05
GENERAL AGRICULTURE	1	0	1	NA	NC	NA	36	12	NA	33.33	8	66.67
GENERAL BUSINESS	5	0	5	NA	NC	NA	290	118	NA	40.69	31	26.27
HEALTH	1	0	1	NA	NC	NA	37	8	NA	21.62	0	0.00
HEALTH AND PHYSICAL EDUCATION	4	1	3	100.00	0	0.00	81	26	NA	32.10	5	19.23
INTERDISCIPLINARY STUDIES	4	3	1	100.00	0	0.00	321	118	NA	36.76	23	19.49
MANAGEMENT TECHNOLOGY	4	0	4	NA	NC	NA	31	5	NA	16.13	2	40.00
MEDICAL TECHNOLOGY	7	6	1	100.00	0	0.00	37	12	NA	32.43	0	0.00
NURSING	33	23	10	100.00	9	39.13	194	47	NA	24.23	21	44.68
OCCUPATIONAL STUDIES	2	0	2	NA	NC	NA	38	9	NA	23.68	1	11.11
PARALEGAL CERTIFICATION PREPARATORY- PARTS 1, 2, 3	1	0	0	0.00	NC	NA	UD	UD	NA	UD	UD	UD
PSYCHOLOGY	1	0	1	NA	NC	NA	91	33	NA	36.26	6	18.18
PUBLIC MANAGEMENT	2	1	1	100.00	0	0.00	310	74	NA	23.87	7	9.46
SOCIAL WORK	1	0	1	NA	NC	NA	48	13	NA	27.08	2	15.38
SOCIOLOGY	1	0	1	NA	NC	NA	55	16	NA	29.09	2	12.50
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
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CLARKSVILLE AREA CHAMBER OF COMMERCE (017)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
INTERMEDIATE COMPUTER	16	16	0	100.00	0	0.00	16	16	0	100.00	0	0.00
INTRODUCTION TO BASIC COMPUTERS	16	16	0	100.00	0	0.00	16	16	0	100.00	0	0.00
KEYBOARDING	16	16	0	100.00	0	0.00	16	16	0	100.00	0	0.00
OFFICE SKILLS	16	16	0	100.00	0	0.00	16	16	0	100.00	0	0.00
PRE-HIRE BANK TRAINING	1	1	0	100.00	1	100.00	31	31	0	100.00	1	3.23
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

DRAUGHONS JUNIOR COLLEGE – CLARKSVILLE (025)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BOOKKEEPING	7	0	4	0.00	NC	NA	9	0	6	0.00	NC	NA
COMPUTER INFORMATION TECHNOLOGY	1	0	1	NA	NC	NA	22	3	9	23.08	3	100.00
HEALTH INFORMATION TECHNOLOGY	6	0	6	NA	NC	NA	68	3	46	13.64	1	33.33
MEDICAL ASSISTING	19	1	17	50.00	0	0.00	204	12	140	18.75	4	33.33
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

MILLER-MOTTE TECHNICAL COLLEGE - CLARKSVILLE (064)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
MASSAGE THERAPY	1	0	1	NA	NC	NA	97	33	47	66.00	14	42.42
MICROCOMPUTER APPLICATIONS	1	0	1	NA	NC	NA	63	16	35	57.14	11	68.75
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

NORTH CENTRAL INSTITUTE (077)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AVIATION MAINTENANCE TECHNOLOGY PART 65	3	3	0	100.00	1	33.33	42	42	0	100.00	10	23.81
AVIATION TECHNOLOGY	3	3	0	100.00	1	33.33	81	53	22	89.83	19	35.85
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

QUEEN CITY COLLEGE (085)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ESTHETICS	3	0	0	0.00	NC	NA	31	8	17	57.14	6	75.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

SUMNER COUNTY PRACTICAL NURSING PROGRAM (093)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
SUMNER COUNTY PRACTICAL NURSING PROGRAM	19	0	16	0.00	NC	NA	36	0	26	0.00	NC	NA
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹ SUMNER COUNTY PRACTICAL NURSING PROGRAM											

TENNESSEE TECHNOLOGY CENTER AT DICKSON (109)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE TECHNOLOGY	6	2	3	66.67	1	50.00	42	10	17	40.00	8	80.00
BUSINESS SYSTEMS TECHNOLOGY	71	26	19	50.00	13	50.00	139	79	43	82.29	49	62.03
COMMERCIAL TRUCK DRIVING	18	15	0	83.33	10	66.67	34	33	0	97.06	29	87.88
COMPUTER OPERATIONS TECHNOLOGY	5	3	1	75.00	1	33.33	283	225	36	91.09	184	81.78
COSMETOLOGY	4	3	0	75.00	1	33.33	67	15	31	41.67	6	40.00
DENTAL ASSISTANT	2	1	0	50.00	1	100.00	12	8	0	66.67	8	100.00
HEATING, VENTILATION, AC, AND REFRIGERATION	25	6	10	40.00	1	16.67	89	57	21	83.82	44	77.19
HEAVY EQUIPMENT MAINTENANCE AND REPAIR	8	4	0	50.00	2	50.00	37	24	7	80.00	19	79.17
INDUSTRIAL MAINTENANCE	36	17	8	60.71	12	70.59	134	69	48	80.23	62	89.86
MACHINE TOOL TECHNOLOGY	10	0	3	0.00	NC	NA	36	21	9	77.78	13	61.90
PRACTICAL NURSING	116	39	41	52.00	22	56.41	142	56	67	74.67	51	91.07
SURGICAL TECHNOLOGY	18	6	3	40.00	5	83.33	35	11	14	52.38	11	100.00
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

THE RENAISSANCE CENTER (132)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTO CAD	2	1	1	100.00	0	0.00	9	6	3	100.00	0	0.00
COMPUTER SKILLS TRAINING	2	2	0	100.00	2	100.00	2	2	0	100.00	2	100.00
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

VOLUNTEER STATE COMMUNITY COLLEGE (145)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
							COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
DENTAL ASSISTANT	2	1	1	100.00	0	0.00	45	14	NA	31.11	0	0.00
EARLY CHILDHOOD EDUCATION	1	0	1	NA	NC	NA	45	1	NA	2.22	0	0.00
EMERGENCY MEDICAL TECHNICIAN - BASIC	5	1	4	100.00	1	100.00	110	5	NA	4.55	3	60.00
EMERGENCY MEDICAL TECHNICIAN - PARAMEDIC	5	0	5	NA	NC	NA	64	13	NA	20.31	0	0.00
FIRE SCIENCE TECHNOLOGY	2	1	1	100.00	1	100.00	138	19	NA	13.77	14	73.68
GENERAL BUSINESS ADMINISTRATION	29	6	21	75.00	0	0.00	418	67	NA	16.03	23	34.33
GENERAL TECHNOLOGY	2	1	1	100.00	0	0.00	22	2	NA	9.09	1	50.00
HEALTH INFORMATION TECHNOLOGY	3	0	2	0.00	NC	NA	70	15	NA	21.43	6	40.00
OFFICE MANAGEMENT TECHNOLOGY	4	0	3	0.00	NC	NA	27	8	NA	29.63	4	50.00
PARALEGAL PROGRAM	9	1	6	33.33	0	0.00	56	9	NA	16.07	3	33.33
PRE-ALLIED HEALTH	26	0	24	0.00	NC	NA	616	0	NA	0.00	NC	NA
PROFESSIONAL STUDIES	1	0	1	NA	NC	NA	10	2	NA	20.00	0	0.00
RADIOGRAPHY	7	0	7	NA	NC	NA	79	16	NA	20.25	0	0.00
RESPIRATORY CARE TECHNOLOGY	11	1	9	50.00	0	0.00	34	0	NA	0.00	NC	NA
UNIVERSITY PARALLEL	46	7	37	77.78	1	14.29	1843	296	NA	16.06	94	31.76
WAREHOUSE MANAGEMENT AND LOGISTICS	3	0	2	0.00	NC	NA	8	0	NA	0.00	NC	NA
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹ PRE-ALLIED HEALTH											

TENNESSEE
HIGHER EDUCATION COMMISSION

Local Workforce Investment Area 9

TROUSDALE

DAVIDSON   WILSON

RUTHERFORD

9

- **Area 9 Performance Rates versus State Performance Rates**
- **Trend Analysis of WIA Student Completion and Placement**
- **Trend Analysis of WIA Student Placement Rate**
- **Detailed ALL of Student Quarterly Wage Summary**
- **Detailed WIA Student Quarterly Wage Summary**
- **Unemployment-to-Work Assessment**
- **Unemployment and Long Term Placement Assessment**
- **Individual Training Provider Summaries**

TENNESSEE
HIGHER EDUCATION COMMISSION

LWIA 9 Performance Measures

Figure 70 presents the performance measures for the WIA and ALL of student populations for Area 9 during the 2003 fiscal year.

Figure 70

LWIA 9 - Performance Measures
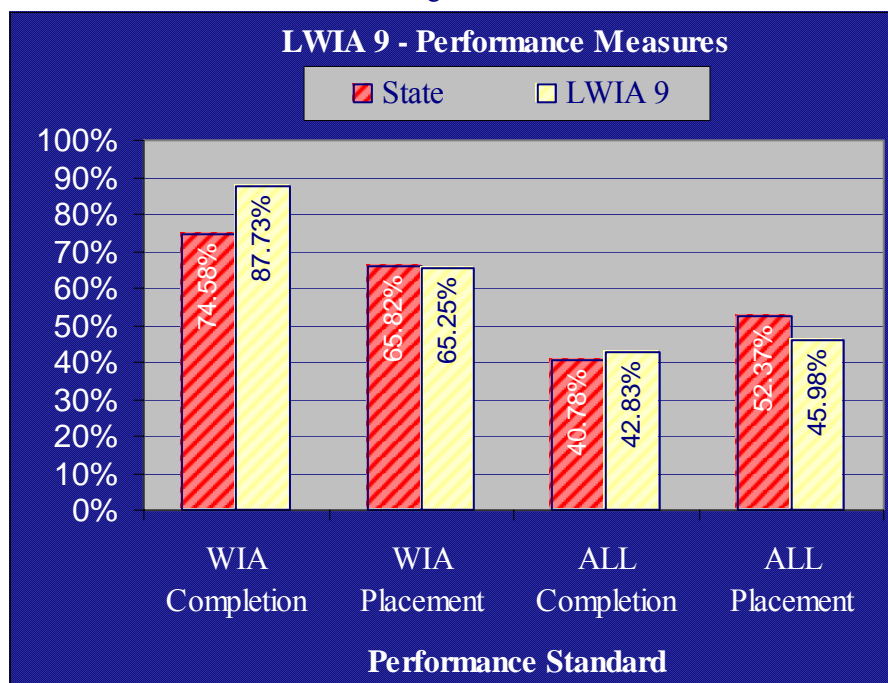
The WIA student completion rate for Area 9 was 87.73%. This value was approximately 13.15 percentage points above the statewide completion rate for the WIA student population. The WIA student completion rate for Area 9 far surpassed the minimum state standard of 35%, while the ALL of student completion rate met this mark roughly 8 percentage points. In Area 9, roughly 65% of all WIA completers were gainfully employed the quarter following completion, in comparison to approximately 66% of the statewide WIA student population. The WIA student placement rate exceeded the ALL of student placement rate for Area 9; the difference was 19.27 percentage points. The WIA student placement rate was right at the 65% minimum standard, while the ALL of student placement rate fell below the standard.

Trend Analysis in WIA Completers, Placements, and Placement Rates

Since WIA inception in the State of Tennessee, approximately 1,172 individuals have completed certified programs in Area 9 using WIA funds. Figure 71 presents a graphic breakdown of the distribution of WIA completers and placements from WIA inception through the conclusion of the 2003 fiscal year.

As seen in Figure 71, the number of WIA completers and placements reached an all-time high during the 4th quarter of 2003 (207 and 139 respectively). Overall, the average number of program completers in Area 9 across the 12 quarters of data analyzed in the report was 98 per quarter, while the average number of placements per quarter was 52.

Figure 72 illustrates that the Area 9 quarterly WIA student placement rate surpassed the state quarterly rate in 3 of the 12 analyzed quarters of data.
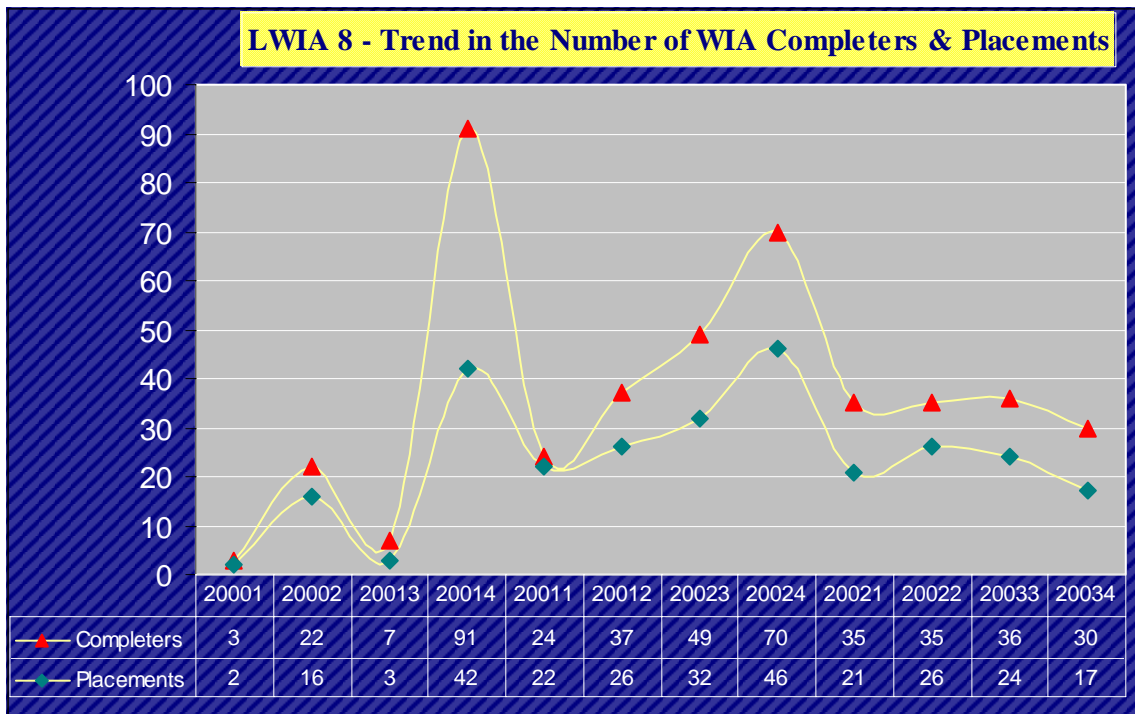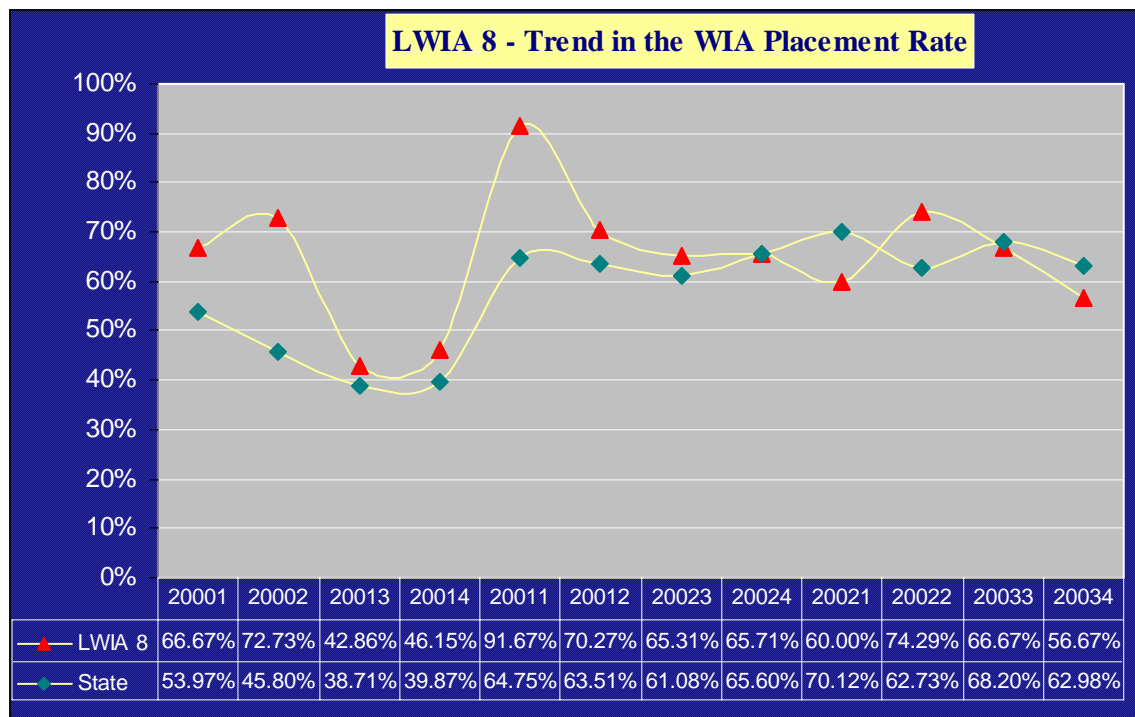
Figure 71
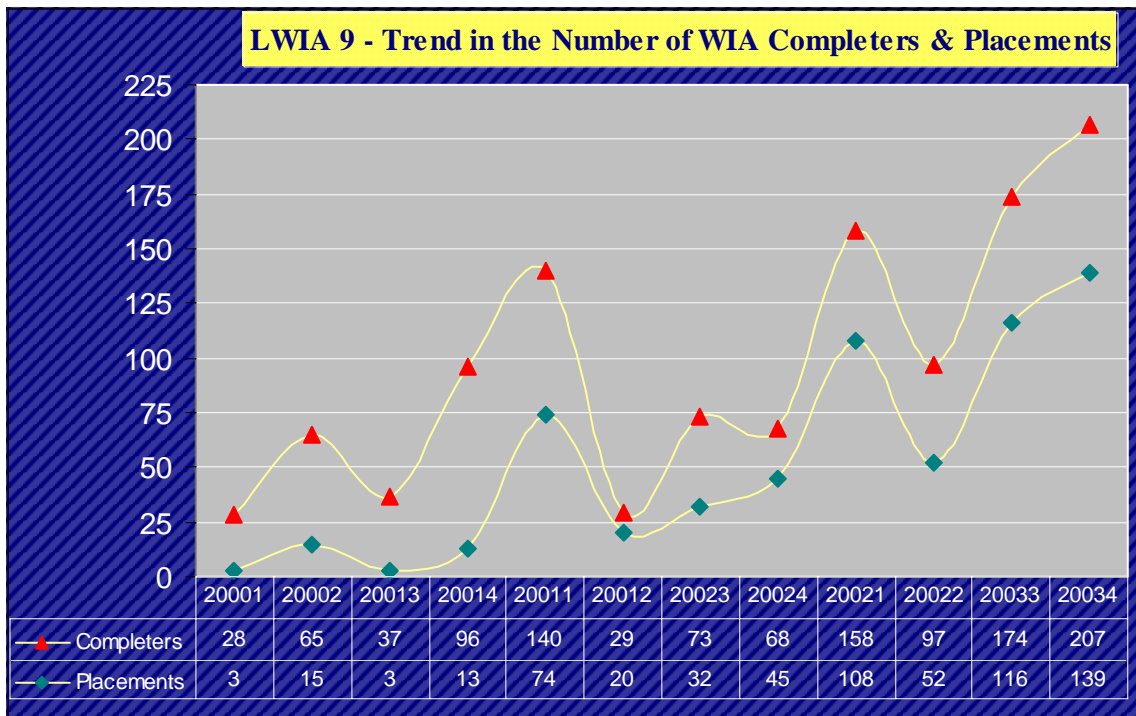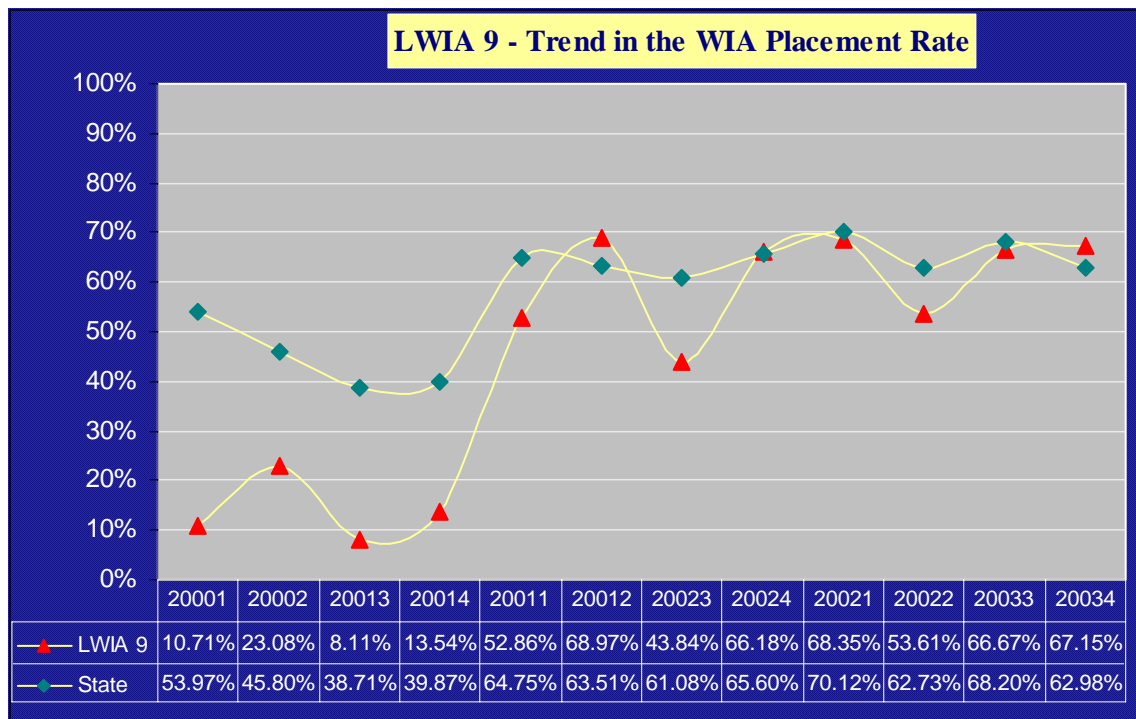
LWIA 9 - Trend in the Number of WIA Completers & Placements

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
Completers	28	65	37	96	140	29	73	68	158	97	174	207
Placements	3	15	3	13	74	20	32	45	108	52	116	139

Figure 72

LWIA 9 - Trend in the WIA Placement Rate

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
LWIA 9	10.71%	23.08%	8.11%	13.54%	52.86%	68.97%	43.84%	66.18%	68.35%	53.61%	66.67%	67.15%
State	53.97%	45.80%	38.71%	39.87%	64.75%	63.51%	61.08%	65.60%	70.12%	62.73%	68.20%	62.98%

Detailed Quarterly Wage Summaries

Salary information obtained through Unemployment Insurance Wage Records from the *Tennessee Department of Labor and Workforce Development* and from the *Wage Record Interchange System* allowed for comparisons of the average placement wage by program. Table

161

30 presents a detailed wage summary for all of the programs in Area 9 that had 10 or more placements received among the ALL of student population. Table 31 presents a detailed wage summary for all of the programs in Area 9 that had 10 or more placements among the WIA student population. For reasons of student confidentiality, programs with fewer than 10 placements were not included in the wage summaries. When examining the wage summaries, please refer to the definitions presented on page 39 and the wage cautions expressed on page 40. Also, see Table 11 (pages 40-44) for a list of provider codes to assist in identifying the institution affiliated with the program included in the summary. The identifying code numbers also appear in the title of each individual provider summary.

Table 30: LWIA 9 - Detailed ALL of Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
122	INDUSTRIAL MAINTENANCE	154	$40.00	$23,957.90	$9,999.05	$9,594.75	$7,268.55	$13,193.39
097	A + CERTIFICATION	143	$30.00	$34,341.37	$6,884.87	$6,585.19	$3,586.81	$9,012.36
122	BUSINESS SYSTEMS TECHNOLOGY	121	$47.00	$18,756.21	$5,595.33	$4,943.73	$2,401.52	$8,247.19
112	INDUSTRIAL MAINTENANCE	119	$126.00	$24,394.21	$8,389.91	$7,684.71	$4,746.00	$10,640.70
076	APPLICATION	108	$2.50	$18,044.01	$5,987.97	$5,594.03	$3,842.78	$8,199.08
135	TRUCK DRIVER TRAINING 200 HOUR PROGRAM	101	$60.00	$16,779.42	$4,662.26	$4,272.80	$2,251.89	$7,043.03
123	PRACTICAL NURSING	95	$123.25	$16,992.23	$4,536.05	$4,292.01	$2,351.76	$5,975.25
040	X - RAY TECHNOLOGIST	79	$738.96	$12,977.41	$4,907.00	$4,493.13	$3,149.15	$5,993.93
021	SEMI-TRACTOR - TRAILER DRIVER TRAINING	76	$82.31	$11,530.02	$4,464.95	$4,560.35	$2,559.75	$6,040.18
040	MEDICAL ASSISTANT	55	$189.75	$6,059.12	$3,179.81	$3,592.15	$1,752.68	$4,565.15
071	PROFESSIONAL MASSAGE AND BODYWORK	55	$464.64	$18,930.50	$6,118.96	$4,882.96	$3,180.00	$8,362.59
123	PHLEBOTOMY	53	$52.00	$7,543.90	$3,516.39	$4,009.56	$1,126.27	$5,684.72
040	MASSAGE THERAPY	52	$43.20	$19,157.03	$3,983.66	$4,066.50	$1,832.87	$5,688.48
040	INFORMATION TECHNOLOGY	50	$96.00	$14,644.15	$4,228.65	$4,010.91	$1,887.78	$6,358.80
063	UNIVERSITY STUDIES	49	$34.00	$17,210.27	$4,951.55	$3,369.91	$1,609.41	$8,250.63
103	NURSING	48	$173.55	$9,589.96	$3,724.39	$3,874.13	$1,821.68	$4,977.94
063	INTERDISCIPLINARY STUDIES	45	$25.00	$15,900.68	$3,164.36	$2,082.77	$887.51	$4,072.61
103	ARTS AND SCIENCES	40	$40.00	$11,627.87	$2,774.35	$1,886.62	$804.60	$4,539.48
063	NURSING	39	$84.00	$8,506.47	$2,032.57	$1,364.73	$795.00	$3,296.32
063	MASS COMMUNICATION	38	$20.62	$8,920.81	$2,458.25	$2,005.95	$909.77	$3,216.75
066	MEDICAL ASSISTANT - DAYS	38	$440.00	$7,566.26	$4,074.90	$4,214.35	$3,036.16	$5,347.87
112	COMPUTER OPERATIONS TECHNOLOGY	38	$2,096.11	$14,489.69	$8,179.22	$8,770.16	$4,239.70	$11,273.00
112	MACHINE TOOL TECHNOLOGY	37	$1,088.16	$12,728.16	$4,929.41	$4,631.33	$3,069.12	$5,766.03
122	COMPUTER OPERATIONS TECHNOLOGY	37	$53.64	$12,395.58	$4,908.02	$4,068.56	$1,756.88	$8,692.67
040	SURGICAL TECHNOLOGIST	35	$338.00	$10,770.35	$4,813.09	$4,944.82	$2,461.69	$7,015.39
112	PATIENT CARE TECHNICIAN	35	$130.19	$12,881.14	$5,243.35	$3,313.30	$1,602.35	$9,070.23
123	COMMERCIAL TRUCK DRIVING	35	$0.02	$10,631.46	$3,735.82	$3,817.51	$1,327.92	$5,455.93
063	RECORDING INDUSTRY	30	$131.23	$7,316.40	$2,317.79	$1,443.48	$707.83	$2,194.23
123	COSMETOLOGY	29	$58.92	$18,929.74	$3,569.59	$2,754.00	$1,612.51	$4,748.32
045	A.A. DEGREE MORTUARY SCIENCE	25	$300.00	$28,000.00	$6,783.50	$6,067.55	$4,517.27	$7,351.17

TENNESSEE
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Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
097	APPLICATION COURSES	25	$510.00	$22,893.66	$6,468.46	$5,359.22	$3,534.87	$8,650.66
103	BUSINESS ADMINISTRATION	24	$80.00	$11,419.56	$2,505.39	$1,730.28	$1,297.10	$2,562.71
063	PSYCHOLOGY	21	$63.00	$12,165.96	$2,667.78	$1,663.12	$782.60	$3,462.84
097	MICROSOFT CERTIFIED SYSTEMS ENGINEER	21	$1,047.48	$14,454.96	$8,361.89	$7,935.71	$5,795.43	$11,451.93
112	ELECTRONICS TECHNOLOGY	21	$2,836.92	$18,651.92	$8,474.35	$7,503.18	$5,955.07	$11,504.57
122	PRACTICAL NURSING	21	$605.63	$8,909.60	$4,030.44	$3,697.68	$1,592.58	$6,433.27
103	BIOLOGY	20	$127.98	$4,417.87	$1,556.99	$1,418.27	$733.94	$2,052.56
037	MEDICAL BILLING	18	$1,489.51	$9,061.49	$4,326.88	$3,901.88	$2,757.71	$4,887.67
112	PRACTICAL NURSING	18	$106.61	$7,451.58	$4,316.48	$4,207.31	$2,729.05	$6,690.85
063	MARKETING	16	$210.47	$41,112.40	$5,801.72	$3,287.08	$1,652.86	$5,398.75
076	MICROSOFT	16	$1,418.00	$28,054.26	$8,763.08	$7,682.64	$5,504.68	$10,414.03
123	HEATING, VENTILATION, AC, AND REFRIGERATION	16	$752.37	$23,107.52	$7,942.06	$7,345.77	$5,908.48	$8,795.10
066	MEDICAL ASSISTANT - NIGHTS	14	$137.20	$6,931.02	$4,702.83	$5,065.43	$3,903.13	$6,376.37
068	COMPUTER INFORMATION SYSTEMS	14	$485.00	$17,989.02	$6,471.15	$4,293.37	$1,783.70	$10,996.08
097	NETWORK + CERTIFICATION	14	$192.00	$16,665.36	$5,951.33	$6,094.09	$1,227.57	$8,370.84
068	BUSINESS MANAGEMENT	13	$342.90	$10,485.02	$4,695.57	$4,675.55	$1,753.97	$6,756.51
123	AVIATION MAINTENANCE TECHNOLOGY	13	$63.00	$12,383.53	$5,545.52	$5,250.00	$3,064.26	$7,363.00
022	A+ CERTIFICATION	12	$34.00	$19,800.33	$5,270.98	$4,455.58	$371.37	$7,969.08
037	COMPUTER OPERATIONS TRAINING	12	$178.71	$9,300.00	$3,428.78	$3,199.94	$1,717.23	$4,977.60
103	BUSINESS INFORMATION SYSTEMS	12	$300.00	$8,350.07	$2,957.30	$3,023.85	$1,611.63	$3,447.06
123	PHARMACY ASSISTING	12	$1,108.33	$7,976.16	$4,666.80	$5,010.46	$2,898.07	$6,458.96
037	MEDICAL PROCEDURAL CODING	11	$1,000.00	$9,295.79	$4,717.76	$4,439.15	$3,848.23	$5,292.50
068	VISUAL COMMUNICATIONS	11	$649.00	$10,777.88	$4,026.43	$3,320.09	$2,486.39	$5,316.92
122	HEATING, VENTILATION, AC, AND REFRIGERATION	11	$69.75	$15,324.62	$5,967.80	$6,310.04	$2,085.60	$7,935.22
123	DRAFTING AND CAD TECHNOLOGY	11	$761.60	$11,846.22	$5,961.37	$6,106.83	$2,079.00	$10,107.31
123	MACHINE TOOL TECHNOLOGY	11	$357.95	$11,152.08	$6,815.72	$7,294.19	$4,136.52	$9,929.05
063	BUSINESS ADMINISTRATION	10	$426.00	$5,191.69	$2,819.59	$3,034.94	$1,048.93	$4,645.56
068	ELECTRICAL MAINTENANCE	10	$12,384.21	$18,850.07	$16,592.62	$17,155.05	$14,229.21	$18,766.22
103	CRIMINAL JUSTICE	10	$123.58	$3,673.77	$1,581.98	$1,773.19	$190.49	$2,562.69
122	PHARMACY TECHNICIAN	10	$763.50	$8,098.99	$3,822.66	$3,705.72	$2,158.50	$5,230.91

TENNESSEE HIGHER EDUCATION COMMISSION

Table 31: LWIA 9 - Detailed WIA Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
076	APPLICATION	89	$2.50	$18,044.01	$5,703.05	$5,387.36	$3,703.37	$7,311.85
021	SEMI-TRACTOR - TRAILER DRIVER TRAINING	57	$82.31	$11,530.02	$4,386.84	$4,667.22	$2,505.37	$6,032.23
097	A + CERTIFICATION	33	$149.60	$18,860.83	$6,179.08	$5,218.20	$2,618.75	$8,585.43
135	TRUCK DRIVER TRAINING 200 HOUR PROGRAM	25	$350.00	$16,779.42	$4,638.81	$3,545.47	$2,072.85	$6,324.24
037	MEDICAL BILLING	17	$1,489.51	$9,038.75	$4,048.38	$3,660.01	$2,751.42	$4,741.27
097	APPLICATION COURSES	15	$510.00	$10,924.57	$5,132.61	$5,021.53	$3,863.85	$5,775.25
123	PRACTICAL NURSING	15	$1,076.77	$7,981.47	$4,483.76	$4,745.38	$2,988.80	$5,294.49
037	COMPUTER OPERATIONS TRAINING	12	$178.71	$9,300.00	$3,428.78	$3,199.94	$1,717.23	$4,977.61
076	MICROSOFT	12	$2,407.29	$28,054.26	$9,808.44	$8,776.90	$5,504.68	$11,213.97
037	MEDICAL PROCEDURAL CODING	11	$1,000.00	$9,295.79	$4,717.76	$4,439.15	$3,848.23	$5,292.50

TENNESSEE
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Unemployment-to-Work Assessment

This section of the report provides a summary of the number of participants in the WIA and ALL of student populations in Area 9 who were unemployed before completing a WIA certified training program, and were subsequently placed in employment the quarter immediately following completion.

In Area 9 during fiscal year 2003, 2,701 individuals in the ALL of student population were gainfully employed the quarter following completion. Of this number, 553 were classified as unemployed based on the definition presented on page 52. Figure 73 illustrates that 20.47% of those in the ALL of student population who were successfully placed following completion were unemployed prior to training.
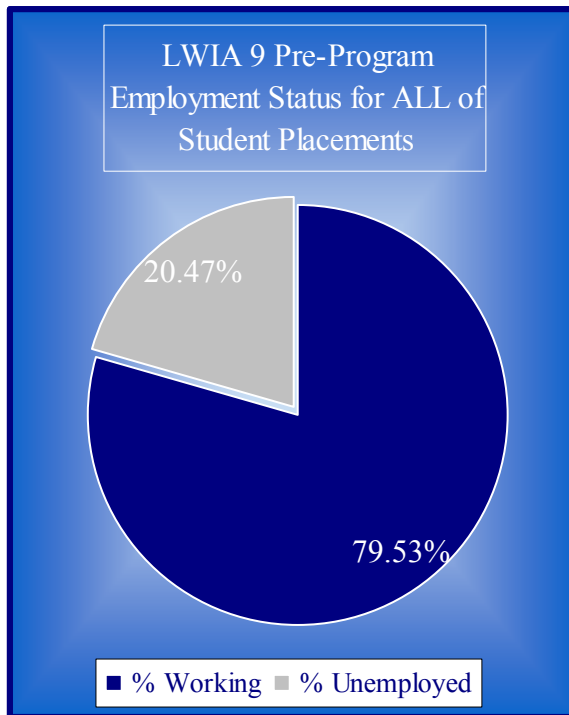
Figure 73	Figure 74
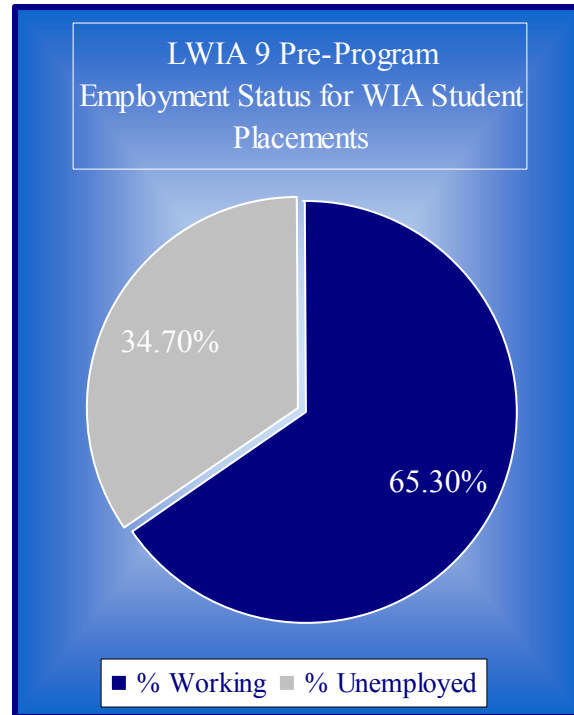
In contrast, in Figure 74 a far greater percentage of the WIA student population was classified as unemployed prior to completion. In fiscal year 2003, there were 415 WIA students who were successfully placed in employment from Area 9. Of this total, 144 individuals did not have a reported wage amount in either the quarter before or the quarter during training.

As indicated by Figures 73 and 74, Area 9 WIA students who were successfully placed were disproportionately unemployed prior to completion. The difference between the WIA and the ALL of student populations on this matter was over 14 percentage points.

Unemployment and Long Term Placement Assessment

This section of analysis provides an evaluation of the percentage of unemployed program completers who subsequently had a reported wage in the first and second quarters after completion. With this information, we are able to determine the extent to which WIA students

were able to retain gainful employment beyond simply the first quarter after completion. Figure 75 summarizes the findings for the ALL of student population, while Figure 76 details the WIA student population. Figures 75 and 76 do not include students who completed during the 4th quarter of 2003, since at the time of this report it was not possible to obtain two quarters of post-program wage information for these individuals.

Figure 75
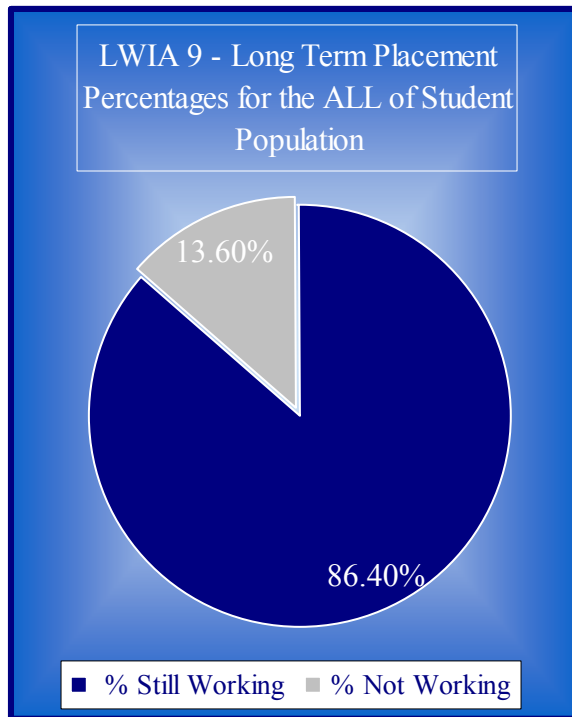
Figure 76
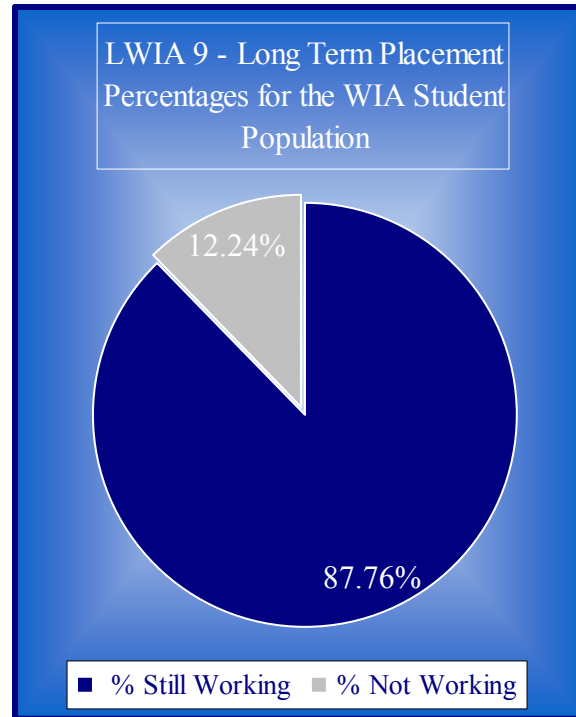
LWIA 9 - Long Term Placement Percentages for the ALL of Student Population

13.60%

86.40%

■ % Still Working   ■ % Not Working

LWIA 9 - Long Term Placement Percentages for the WIA Student Population

12.24%

87.76%

■ % Still Working   ■ % Not Working

Within both populations, the overwhelming majority of students with placement wages in the first quarter after completion also had wages in the second quarter. However, a slightly higher percentage of WIA students were still working after two quarters, $\approx$ 87% versus $\approx$ 86%.   Thus, in Area 9, it appears that WIA students who were placed in employment the first quarter after completion were slightly more likely to retain this employment in the second quarter after completion.

TENNESSEE
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ATHENA COMPUTER LEARNING CENTER, INC – NASHVILLE (004)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
A + CERTIFICATION	4	1	3	100.00	0	0.00	5	2	3	100.00	0	0.00
MICROSOFT CERTIFIED PROFESSIONAL	2	2	0	100.00	0	0.00	6	6	0	100.00	2	33.33
MICROSOFT OFFICE 2000	5	5	0	100.00	3	60.00	5	5	0	100.00	3	60.00
NETWORK + CERTIFICATION	5	2	3	100.00	0	0.00	8	5	3	100.00	2	40.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

COMMERCIAL DRIVER INSTITUTE, INC. (021)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
SEMI-TRACTOR - TRAILER DRIVER TRAINING	82	68	2	85.00	57	83.82	106	89	4	87.25	76	85.39
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

COMPUSA - NASHVILLE (022)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
A +	5	5	0	100.00	3	60.00	32	25	2	83.33	12	48.00
NET +	2	1	1	100.00	1	100.00	3	2	1	100.00	2	100.00
NETWORK ADMINISTRATION	3	1	0	33.33	1	100.00	17	13	0	76.47	3	23.08
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

DRAUGHONS JUNIOR COLLEGE – NASHVILLE (026)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
CRIMINAL JUSTICE	1	0	1	NA	NC	NA	43	0	43	NA	NC	NA
MEDICAL ASSISTING	2	0	1	0.00	NC	NA	32	0	25	0.00	NC	NA
MICROSOFT CERTIFIED SYSTEMS ENGINEER - DEGREE	2	0	2	NA	NC	NA	32	0	31	0.00	NC	NA
PHARMACY TECHNOLOGY	1	0	0	0.00	NC	NA	61	1	49	8.33	1	100.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

GOODWILL INDUSTRIES - MIDDLE TENNESSEE (035)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ASSESSMENT AND PREREGISTRATION	8	3	4	75.00	0	0.00	11	5	5	83.33	2	40.00
COMPUTER HARDWARE TRAINING	8	3	3	60.00	0	0.00	11	5	4	71.43	0	0.00
COMPUTER LABORATORY ACCESS - SELF-DIRECTED	8	3	3	60.00	0	0.00	11	5	4	71.43	0	0.00
SOFTWARE TRAINING	8	3	3	60.00	0	0.00	11	5	4	71.43	0	0.00

PROVIDER SUMMARY - REMOVALS

Program(s) in Danger of Removal   ☹

HIGH-TECH INSTITUTE (037)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
X - RAY TECHNOLOGIST	3	2	1	100.00	2	100.00	152	93	17	68.89	79	84.95

PROVIDER SUMMARY – REMOVALS

Program(s) in Danger of Removal   ☹

TENNESSEE
HIGHER EDUCATION COMMISSION

JOHN A. GUPTON COLLEGE (045)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
A.A. DEGREE MORTUARY SCIENCE	2	0	2	NA	NC	NA	125	31	76	63.27	25	80.65
PROVIDER SUMMARY – REMOVALS												
Program(s) in Danger of Removal	☹											

MANPOWER, INC. (055)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
SKILLWARE COMPUTER COURSE	1	1	0	100.00	0	0.00	1	1	0	100.00	0	0.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

METRO NASHVILLE PUBLIC SCHOOLS – COMMUNITY CAREER (062)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
INTRODUCTION TO COMPUTERS	4	4	0	100.00	2	50.00	11	11	0	100.00	5	45.45
INTRODUCTION TO INTERNET	6	6	0	100.00	1	16.67	11	11	0	100.00	1	9.09
MICROSOFT ACCESS	3	3	0	100.00	1	33.33	3	3	0	100.00	1	33.33
MICROSOFT BEGINNING EXCEL	4	4	0	100.00	3	75.00	12	11	0	91.67	7	63.64
MICROSOFT BEGINNING OUTLOOK	1	1	0	100.00	0	0.00	1	1	0	100.00	0	0.00
MICROSOFT BEGINNING POWERPOINT	6	6	0	100.00	2	33.33	11	11	0	100.00	3	27.27
MICROSOFT BEGINNING WORD	4	4	0	100.00	0	0.00	13	12	0	92.31	4	33.33
MICROSOFT INTERMEDIATE EXCEL	7	7	0	100.00	0	0.00	13	12	0	92.31	0	0.00
MICROSOFT INTERMEDIATE POWERPOINT	5	5	0	100.00	2	40.00	8	8	0	100.00	2	25.00
MICROSOFT INTERMEDIATE WORD	9	6	0	66.67	0	0.00	18	15	0	83.33	0	0.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

MIDDLE TENNESSEE STATE UNIVERSITY (063)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ACCOUNTING	1	0	0	0.00	NC	NA	298	77	NA	25.84	7	9.09
ACCOUNTING AND INFORMATION SYSTEMS	1	1	0	100.00	1	100.00	UD	UD	NA	UD	UD	UD
ANTHROPOLOGY	1	0	1	NA	NC	NA	48	12	NA	25.00	2	16.67
BUSINESS ADMINISTRATION	1	0	0	0.00	NC	NA	266	67	NA	25.19	10	14.93
COMPUTER SCIENCE	1	1	0	100.00	0	0.00	134	34	NA	25.37	4	11.76
HEALTH, PHYSICAL EDUCATION, AND RECREATION	1	1	0	100.00	0	0.00	UD	UD	NA	UD	UD	UD
HISTORY	1	1	0	100.00	0	0.00	101	22	NA	21.78	6	27.27

TENNESSEE
HIGHER EDUCATION COMMISSION

MIDDLE TENNESSEE STATE UNIVERSITY (063)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
INTERDISCIPLINARY STUDIES	2	1	1	100.00	1	100.00	799	249	NA	31.16	45	18.07
MARKETING	1	1	0	100.00	0	0.00	317	105	NA	33.12	16	15.24
MASS COMMUNICATION	1	1	0	100.00	0	0.00	645	254	NA	39.38	38	14.96
NURSING	5	5	0	100.00	3	60.00	376	87	NA	23.14	39	44.83
POLITICAL SCIENCE	1	1	0	100.00	0	0.00	197	63	NA	31.98	6	9.52
PSYCHOLOGY	1	1	0	100.00	0	0.00	317	110	NA	34.70	21	19.09
RECORDING INDUSTRY	1	0	0	0.00	NC	NA	739	257	NA	34.78	30	11.67
SOCIAL WORK	1	1	0	100.00	0	0.00	124	54	NA	43.55	6	11.11
UNIVERSITY STUDIES	3	1	2	100.00	0	0.00	204	67	NA	32.84	49	73.13
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

NASHVILLE COLLEGE OF MEDICAL CAREERS (066)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
MEDICAL ASSISTANT - DAYS	17	3	14	100.00	2	66.67	239	42	186	79.25	38	90.48
MEDICAL ASSISTANT – NIGHTS	2	1	1	100.00	1	100.00	107	15	88	78.95	14	93.33
MEDICAL OFFICE SPECIALIST - DAYS	8	1	7	100.00	1	100.00	50	11	37	84.62	8	72.73
MEDICAL OFFICE SPECIALIST - NIGHTS	3	1	2	100.00	0	0.00	34	2	30	50.00	0	0.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal0	☹											

TENNESSEE HIGHER EDUCATION COMMISSION

NASHVILLE STATE TECHNICAL INSTITUTE – NASHVILLE CENTER (068)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ARCHITECTURAL ENGINEERING TECHNOLOGY	2	0	1	0.00	NC	NA	64	9	NA	14.06	4	44.44
ARTS AND SCIENCES	1	0	1	NA	NC	NA	20	1	NA	5.00	0	0.00
BUSINESS MANAGEMENT	6	0	6	NA	NC	NA	299	36	NA	12.04	13	36.11
CIVIL AND CONSTRUCTION ENGINEERING TECHNOLOGY	2	0	2	NA	NC	NA	32	5	NA	15.63	2	40.00
COMMUNICATIONS TECHNOLOGY	1	0	1	NA	NC	NA	200	40	NA	20.00	8	20.00
COMPUTER ACCOUNTING	2	0	2	NA	NC	NA	118	12	NA	10.17	9	75.00
COMPUTER INFORMATION SYSTEMS	3	1	2	100.00	1	100.00	350	47	NA	13.43	14	29.79
COMPUTER TECHNOLOGY	8	7	1	100.00	0	0.00	104	17	NA	16.35	7	41.18
EARLY CHILDHOOD EDUCATION	2	0	1	0.00	NC	NA	71	6	NA	8.45	2	33.33
ELECTRICAL ENGINEERING TECHNOLOGY	2	1	1	100.00	0	0.00	50	10	NA	20.00	3	30.00
ELECTRICAL MAINTENANCE	3	0	3	NA	NC	NA	69	15	NA	21.74	10	66.67
ELECTRONIC OFFICE TECHNOLOGY	2	0	2	NA	NC	NA	UD	UD	NA	UD	UD	UD
ENTREPRENEUR	1	1	0	100.00	0	0.00	UD	UD	NA	UD	UD	UD
GENERAL TECHNOLOGY	5	2	3	100.00	0	0.00	154	5	NA	3.25	1	20.00
HORTICULTURE AND LAND GARDENING	1	0	1	NA	NC	NA	35	0	NA	0.00	NC	NA
INDUSTRIAL ENGINEERING TECHNOLOGY	2	0	2	NA	NC	NA	35	7	NA	20.00	1	14.29
INTEGRATED PROGRAMMING SPECIALIST	1	0	1	NA	NC	NA	UD	UD	NA	UD	UD	UD
MEDICAL CODING	3	1	2	100.00	0	0.00	UD	UD	NA	UD	UD	UD
MEDICAL TRANSCRIPTION	2	0	2	NA	NC	NA	UD	UD	NA	UD	UD	UD
MICROSOFT OFFICE USER SPECIALIST - CORE LEVEL	1	0	1	NA	NC	NA	UD	UD	NA	UD	UD	UD
NON DEGREE / NO MAJOR	1	0	0	0.00	NC	NA	UD	UD	NA	UD	UD	UD
OCCUPATIONAL THERAPY ASSISTANT	1	0	1	NA	NC	NA	34	9	NA	26.47	1	11.11
OFFICE ADMINISTRATION	5	1	4	100.00	0	0.00	149	19	NA	12.75	8	42.11
POLICE SCIENCE TECHNOLOGY	1	0	0	0.00	NC	NA	84	12	NA	14.29	3	25.00
SPECIAL STUDENT	8	3	4	75.00	3	100.00	UD	UD	NA	UD	UD	UD
UNDECIDED BUSINESS MAJOR	1	0	1	NA	NC	NA	UD	UD	NA	UD	UD	UD
VISUAL COMMUNICATIONS	1	0	1	NA	NC	NA	186	30	NA	16.13	11	36.67
PROVIDER SUMMARY - REMOVALS											
Program(s) in Danger of Removal	☹										

TENNESSEE
HIGHER EDUCATION COMMISSION

NATIONAL COLLEGE OF BUSINESS AND TECHNOLOGY (070)

WIA CERTIFIED PROGRAM NAME (S)	STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
MEDICAL CODING AND BILLING	4	0	3	0.00	NC	NA	91	4	64	14.81	4	100.00
MEDICAL TRANSCRIPTION	1	1	0	100.00	0	0.00	32	5	22	50.00	5	100.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

NATURAL HEALTH INSTITUTE (071)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
PROFESSIONAL MASSAGE AND BODYWORK THERAPY	1	1	0	100.00	0	0.00	200	76	81	63.87	55	72.37
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

NEW HORIZONS COMPUTER LEARNING CENTER – NASHVILLE (076)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
APPLICATION	207	116	91	100.00	89	76.72	267	138	126	97.87	108	78.26
CERTIFIED INTERNET WEBMASTER	12	6	5	85.71	0	0.00	49	25	22	92.59	9	36.00
CISCO	7	3	4	100.00	3	100.00	39	20	17	90.91	3	15.00
COMPTIA	47	19	27	95.00	4	21.05	95	43	49	93.48	6	13.95
E - LEARNING APPLICATIONS	19	11	8	100.00	4	36.36	29	17	11	94.44	6	35.29
E - LEARNING PROGRAMMING	17	1	1	6.25	0	0.00	26	5	1	20.00	2	40.00
MICROSOFT	35	23	12	100.00	12	52.17	81	42	36	93.33	16	38.10
MICROSOFT CERTIFIED SYSTEMS ADMINISTRATOR	2	0	0	0.00	NC	NA	6	0	4	0.00	NC	NA
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹ E - LEARNING PROGRAMMING											

ROOTS BARBER ACADEMY (088)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
MASTER BARBER	12	0	12	NA	NC	NA	24	0	22	0.00	NC	NA
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

SHEAR MAJIK SCHOOL OF COSMETOLOGY (090)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
FULL COSMETOLOGY COURSE	3	0	0	0.00	NC	NA	13	2	5	25.00	2	100.00
MANICURE AND PEDICURING	2	1	1	100.00	1	100.00	5	2	2	66.67	2	100.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TECHSKILLS – NASHVILLE (097)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
A + CERTIFICATION	73	58	14	98.31	33	56.90	372	208	158	97.20	143	68.75
APPLICATION COURSES	45	38	6	97.44	15	39.47	66	53	10	94.64	25	47.17
CISCO CERTIFIED NETWORK ASSOCIATE	4	3	1	100.00	2	66.67	21	12	8	92.31	9	75.00
I-NET + CERTIFICATION	2	2	0	100.00	0	0.00	12	7	5	100.00	4	57.14
MASTER CERTIFIED INTERNET WEBMASTER DESIGNER	4	4	0	100.00	2	50.00	23	11	12	100.00	8	72.73
MICROSOFT CERTIFIED PROFESSIONAL	5	4	1	100.00	2	50.00	11	8	2	88.89	5	62.50
MICROSOFT CERTIFIED SOLUTION DEVELOPER	5	3	2	100.00	3	100.00	32	12	20	100.00	7	58.33
MICROSOFT CERTIFIED SYSTEMS ADMINISTRATOR	3	0	3	NA	NC	NA	23	4	19	100.00	3	75.00
MICROSOFT CERTIFIED SYSTEMS ENGINEER	11	8	3	100.00	4	50.00	74	34	40	100.00	21	61.76
MICROSOFT OFFICE USER SPECIALIST	43	7	35	87.50	1	14.29	78	20	54	83.33	9	45.00
NETWORK + CERTIFICATION	18	10	8	100.00	2	20.00	93	42	51	100.00	14	33.33
ORACLE8i PROFESSIONAL DATABASE ADMIN.	2	1	1	100.00	0	0.00	15	7	8	100.00	6	85.71
SUN CERTIFIED JAVA PROGRAMMER	6	2	4	100.00	1	50.00	13	4	7	66.67	2	50.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE HIGHER EDUCATION COMMISSION

TENNESSEE CAREER COLLEGE (098)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
COURT REPORTING	1	0	0	0.00	NC	NA	15	0	14	0.00	NC	NA
MEDICAL TRANSCRIPTION	6	0	5	0.00	NC	NA	50	1	29	4.76	1	100.00
PARALEGAL	13	0	7	0.00	NC	NA	82	0	43	0.00	NC	NA
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹ PARALEGAL											

TENNESSEE FOREIGN LANGUAGE INSTITUTE (099)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
TEACHING ENGLISH AS A SECOND LANGUAGE	2	2	0	100.00	0	0.00	19	8	11	100.00	4	50.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ACCOUNTING	2	1	1	100.00	0	0.00	113	44	NA	38.94	9	20.45
ARCHITECTURAL ENGINEERING	4	0	4	NA	NC	NA	39	8	NA	20.51	3	37.50
ART	1	0	1	NA	NC	NA	18	9	NA	50.00	3	33.33
ARTS AND SCIENCES	7	4	3	100.00	1	25.00	362	138	NA	38.12	40	28.99
BIOLOGY	4	0	4	NA	NC	NA	145	62	NA	42.76	20	32.26
BUSINESS ADMINISTRATION	9	3	6	100.00	0	0.00	287	114	NA	39.72	24	21.05
BUSINESS INFORMATION SYSTEMS	2	1	1	100.00	0	0.00	135	50	NA	37.04	12	24.00
CARDIORESPIRATORY CARE SCIENCE	3	1	2	100.00	0	0.00	36	17	NA	47.22	2	11.76
COMPUTER SCIENCE	4	0	4	NA	NC	NA	141	43	NA	30.50	8	18.60
CRIMINAL JUSTICE	2	2	0	100.00	0	0.00	96	40	NA	41.67	10	25.00
CURRICULUM AND INSTRUCTION	1	0	1	NA	NC	NA	UD	UD	NA	UD	UD	UD
DENTAL HYGIENE	1	0	1	NA	NC	NA	44	21	NA	47.73	6	28.57
EARLY CHILDHOOD EDUCATION	2	0	2	NA	NC	NA	30	6	NA	20.00	1	16.67
ECONOMICS AND FINANCE	1	0	1	NA	NC	NA	30	12	NA	40.00	2	16.67
ELECTRICAL ENGINEERING	3	1	2	100.00	0	0.00	136	29	NA	21.32	5	17.24
ENGLISH	4	2	2	100.00	0	0.00	54	19	NA	35.19	2	10.53
HEALTH CARE ADMINISTRATION AND PLANNING	4	2	2	100.00	0	0.00	52	26	NA	50.00	0	0.00
HEALTH INFORMATION MANAGEMENT	1	1	0	100.00	0	0.00	39	10	NA	25.64	0	0.00
HISTORY	1	1	0	100.00	1	100.00	29	8	NA	27.59	4	50.00
MAJOR NOT APPLICABLE - GRADUATE	3	0	3	NA	NC	NA	UD	UD	NA	UD	UD	UD
MATHEMATICAL SCIENCES	3	2	1	100.00	0	0.00	25	10	NA	40.00	2	20.00
MEDICAL TECHNOLOGY	1	0	1	NA	NC	NA	24	7	NA	29.17	0	0.00
NURSING	2	0	2	NA	NC	NA	287	74	NA	25.78	48	64.86
OCCUPATIONAL THERAPY	1	0	1	NA	NC	NA	34	1	NA	2.94	1	100.00
SOCIOLOGY	1	1	0	100.00	1	100.00	30	12	NA	40.00	4	33.33
SPECIAL EDUCATION	1	1	0	100.00	0	0.00	22	4	NA	18.18	1	25.00
SPEECH PATHOLOGY AND AUDIOLOGY	1	0	1	NA	NC	NA	21	13	NA	61.90	2	15.38

TENNESSEE STATE UNIVERSITY (103)

PROVIDER SUMMARY - REMOVALS

Program(s) in Danger of Removal ☹

TENNESSEE
HIGHER EDUCATION COMMISSION

TENNESSEE TECHNOLOGY CENTER AT HARTSVILLE (112)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE TECHNOLOGY	3	2	1	100.00	2	100.00	36	8	17	42.11	7	87.50
BUSINESS SYSTEMS TECHNOLOGY	16	5	8	62.50	2	40.00	44	13	18	50.00	7	53.85
COMPUTER OPERATIONS TECHNOLOGY	6	4	2	100.00	2	50.00	68	44	21	93.62	38	86.36
DRAFTING AND CAD TECHNOLOGY	2	1	1	100.00	0	0.00	36	12	8	42.86	9	75.00
ELECTRONICS TECHNOLOGY	3	1	2	100.00	0	0.00	34	26	3	83.87	21	80.77
INDUSTRIAL MAINTENANCE	16	14	2	100.00	4	28.57	149	134	6	93.71	119	88.81
MACHINE TOOL TECHNOLOGY	3	0	2	0.00	NC	NA	86	66	15	92.96	37	56.06
PATIENT CARE TECHNICIAN	9	9	0	100.00	9	100.00	44	42	0	95.45	35	83.33
PRACTICAL NURSING	5	5	0	100.00	5	100.00	25	21	0	84.00	18	85.71
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE TECHNOLOGY CENTER AT MURFREESBORO (122)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BUSINESS SYSTEMS TECHNOLOGY	2	2	0	100.00	1	50.00	198	169	19	94.41	121	71.60
COMPUTER OPERATIONS TECHNOLOGY	1	0	1	NA	NC	NA	98	64	21	83.12	37	57.81
DENTAL ASSISTANT	1	1	0	100.00	0	0.00	19	10	0	52.63	8	80.00
HEATING, VENTILATION, AC, AND REFRIGERATION	2	1	1	100.00	1	100.00	29	15	10	78.95	11	73.33
INDUSTRIAL MAINTENANCE	2	1	1	100.00	1	100.00	201	178	16	96.22	154	86.52
MACHINE TOOL TECHNOLOGY	1	0	1	NA	NC	NA	26	11	9	64.71	9	81.82
PHARMACY TECHNICIAN	1	0	1	NA	NC	NA	36	12	19	70.59	10	83.33
PRACTICAL NURSING	27	5	21	83.33	4	80.00	62	25	31	80.65	21	84.00
SURGICAL TECHNOLOGY	1	0	1	NA	NC	NA	25	0	24	0.00	NC	NA
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

TENNESSEE TECHNOLOGY CENTER AT NASHVILLE (123)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE BODY REPAIR	1	1	0	100.00	0	0.00	33	15	16	88.24	8	53.33
AVIATION MAINTENANCE TECHNOLOGY	7	2	4	66.67	1	50.00	44	17	19	68.00	13	76.47
COMMERCIAL TRUCK DRIVING	8	6	0	75.00	5	83.33	50	45	0	90.00	35	77.78
COMPUTER ELECTRONICS	1	1	0	100.00	1	100.00	13	4	5	50.00	3	75.00
COMPUTER OPERATIONS TECHNOLOGY	1	0	0	0.00	NC	NA	55	6	34	28.57	3	50.00
COSMETOLOGY	2	1	0	50.00	0	0.00	144	55	56	62.50	29	52.73
DENTAL LABORATORY TECHNICIAN	3	0	2	0.00	NC	NA	15	5	10	100.00	4	80.00
DRAFTING AND CAD TECHNOLOGY	5	2	2	66.67	2	100.00	43	13	13	43.33	11	84.62
ELECTRICAL AND POWER TRANSMISSION INSTALLATION	1	0	0	0.00	NC	NA	30	16	9	76.19	7	43.75
HEATING, VENTILATION, AC, AND REFRIGERATION	12	5	7	100.00	3	60.00	121	28	76	62.22	16	57.14
MACHINE TOOL TECHNOLOGY	2	0	2	NA	NC	NA	48	16	21	59.26	11	68.75
MAINTENANCE AND LIGHT REPAIR	2	2	0	100.00	1	50.00	UD	UD	UD	UD	UD	UD
PHARMACY ASSISTING	1	0	0	0.00	NC	NA	27	16	5	72.73	12	75.00
PHLEBOTOMY	8	6	1	85.71	4	66.67	94	68	14	85.00	53	77.94
PRACTICAL NURSING	15	15	0	100.00	15	100.00	240	103	67	59.54	95	92.23
PROVIDER SUMMARY - REMOVALS											
Program(s) in Danger of Removal	☹										

TRANSPORTATION TRAINING CENTER (135)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
TRUCK DRIVER TRAINING 200 HOUR PROGRAM	35	32	0	91.43	25	78.13	126	118	0	93.65	101	85.59
PROVIDER SUMMARY - REMOVALS											
Program(s) in Danger of Removal	☹										

TENNESSEE
HIGHER EDUCATION COMMISSION

VOLUNTEER TRAINING CENTER (146)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
COMMERCIAL DRIVERS LICENSE CLASS A TRAINING	18	16	2	100.00	0	0.00	137	103	16	85.12	2	1.94
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

WORLD CLASS UNIVERSITY (152)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BARBER STYLING	24	7	8	43.75	3	42.86	28	7	8	35.00	3	42.86
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

Local Workforce Investment Area 10
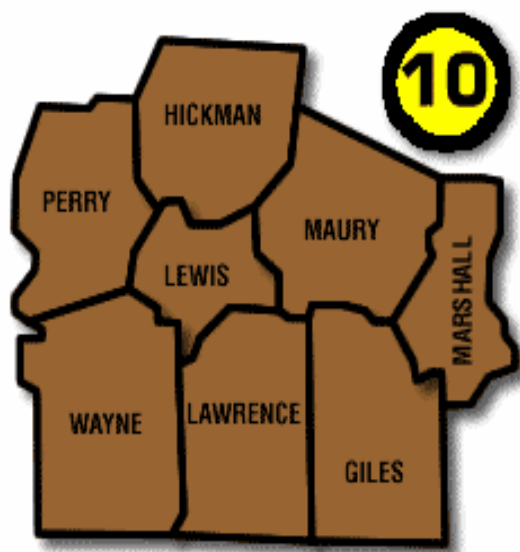
- **Area 10 Performance Rates versus State Performance Rates**
- **Trend Analysis of WIA Student Completion and Placement**
- **Trend Analysis of WIA Student Placement Rate**
- **Detailed ALL of Student Quarterly Wage Summary**
- **Detailed WIA Student Quarterly Wage Summary**
- **Unemployment-to-Work Assessment**
- **Unemployment and Long Term Placement Assessment**
- **Individual Training Provider Summaries**

TENNESSEE
HIGHER EDUCATION COMMISSION

LWIA 10 Performance Measures

Figure 77 presents the performance measures for the WIA and ALL of student populations for Area 10 during the 2003 fiscal year.

Figure 77
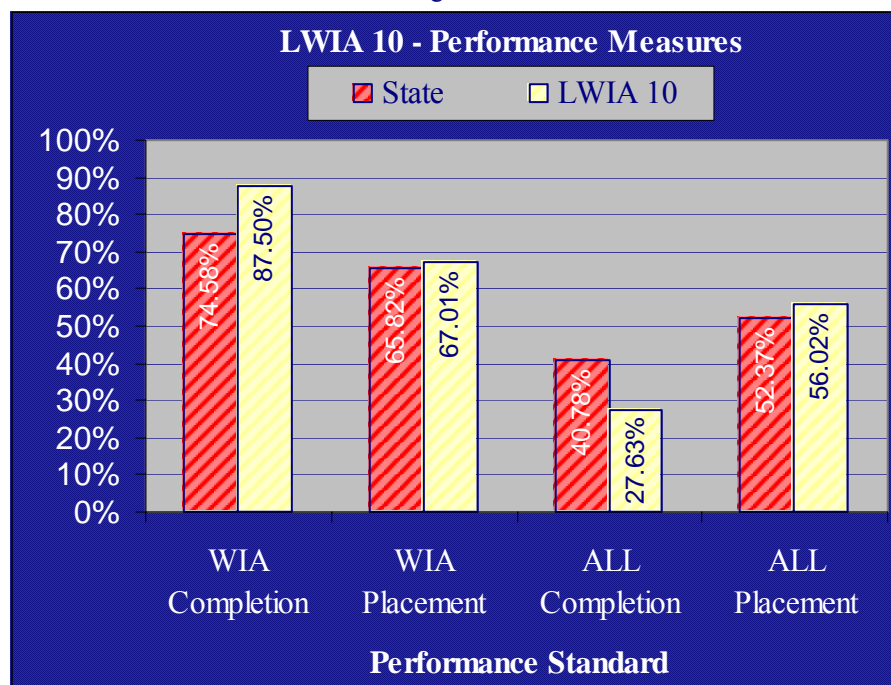
The WIA student completion rate for Area 10 was 87.50%. This value was approximately 12.92 percentage points above the statewide completion rate for the WIA student population. The WIA student completion rate for Area 10 far surpassed the minimum state standard of 35%, while the ALL of student completion rate did not meet this mark. In Area 10, roughly 67% of all WIA completers were gainfully employed the quarter following completion, in comparison to approximately 66% of the statewide WIA student population. The WIA student placement rate exceeded the ALL of student placement rate for Area 10; the difference was 10.99 percentage points. The WIA student placement rate exceeded the 65% minimum standard, while the ALL of student placement rate fell below the standard.

Trend Analysis in WIA Completers, Placements, and Placement Rates

Since WIA inception in the State of Tennessee, approximately 264 individuals have completed certified programs in Area 10 using WIA funds. Figure 78 presents a graphic breakdown of the distribution of WIA completers and placements from WIA inception through the conclusion of the 2003 fiscal year.

As seen in Figure 78, the number of WIA completers and placements reached an all-time high during the 4th quarter of 2003 (55 and 36 respectively). Overall, the average number of program completers in Area 10 across the 12 quarters of data analyzed in the report was 22 per quarter, while the average number of placements per quarter was 11.

Figure 79 illustrates that the Area 10 quarterly WIA student placement rate surpassed the state quarterly rate in 5 of the 12 analyzed quarters of data.

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Figure 78

LWIA 10 - Trend in the Number of WIA Completers & Placements

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
Completers	15	19	14	55	9	18	22	15	27	5	10	55
Placements	6	4	2	13	6	13	14	10	16	3	10	36

Figure 79

LWIA 10 - Trend in the WIA Placement Rate

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
LWIA 10	40.00%	21.05%	14.29%	23.64%	66.67%	72.22%	63.64%	66.67%	59.26%	60.00%	100.00	65.45%
State	53.97%	45.80%	38.71%	39.87%	64.75%	63.51%	61.08%	65.60%	70.12%	62.73%	68.20%	62.98%

Detailed Quarterly Wage Summaries

Salary information obtained through Unemployment Insurance Wage Records from the *Tennessee Department of Labor and Workforce Development* and from the *Wage Record*

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Interchange System allowed for comparisons of the average placement wage by program. Table 32 presents a detailed wage summary for all of the programs in Area 10 that had 10 or more placements received among the ALL of student population. Table 33 presents a detailed wage summary for all of the programs in Area 10 that had 10 or more placements among the WIA student population. For reasons of student confidentiality, programs with fewer than 10 placements were not included in the wage summaries. When examining the wage summaries, please refer to the definitions presented on page 39 and the wage cautions expressed on page 40. Also, see Table 11 (pages 40-44) for a list of provider codes to assist in identifying the institution affiliated with the program included in the summary. The identifying code numbers also appear in the title of each individual provider summary.

Table 32: LWIA 10 - Detailed ALL of Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
019	GENERAL TRANSFER	102	$76.12	$11,207.24	$2,877.16	$2,290.18	$1,564.75	$3,504.18
127	PRACTICAL NURSING	70	$1,402.75	$11,192.34	$5,378.22	$5,061.28	$3,580.72	$6,921.58
127	INDUSTRIAL ELECTRONICS	49	$103.50	$23,811.94	$11,100.58	$12,241.83	$6,946.82	$14,944.03
019	NURSING	40	$500.01	$10,318.09	$4,129.62	$4,172.38	$1,647.31	$5,704.99
127	INDUSTRIAL MAINTENANCE	32	$582.00	$12,600.00	$6,109.29	$5,973.21	$2,686.92	$9,641.15
127	BUSINESS SYSTEMS TECHNOLOGY	25	$224.00	$9,255.63	$2,696.09	$2,390.00	$1,578.14	$3,240.48
127	MACHINE TOOL TECHNOLOGY	12	$450.00	$8,192.79	$3,984.83	$4,390.82	$2,178.44	$5,538.50
127	HEATING, VENTILATION, AC, AND REFRIGERATION	10	$90.39	$16,080.54	$7,457.56	$7,523.03	$4,049.79	$10,844.04
127	SURGICAL TECHNOLOGY	10	$220.10	$5,848.00	$2,049.11	$1,266.57	$877.18	$3,440.03

Table 33: LWIA 10 - Detailed WIA Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
127	PRACTICAL NURSING	28	$1,620.00	$10,545.52	$5,222.29	$4,990.42	$3,653.11	$6,769.09
127	SURGICAL TECHNOLOGY	10	$220.10	$5,848.00	$2,049.11	$1,266.58	$877.18	$3,440.04

Unemployment-to-Work Assessment

This section of the report provides a summary of the number of participants in the WIA and ALL of student populations in Area 10 who were unemployed before completing a WIA certified training program, and were subsequently placed in employment the quarter immediately following completion.

In Area 10 during fiscal year 2003, 414 individuals in the ALL of student population were gainfully employed the quarter following completion. Of this number, 93 were classified as unemployed based on the definition presented on page 52. Figure 80 illustrates that 22.46% of those in the ALL of student population who were successfully placed following completion were unemployed prior to training.

Figure 80

Figure 81

LWIA 10 Pre-Program Employment Status for ALL of Student Placements

22.46%

77.54%

■ % Working ■ % Unemployed

LWIA 10 Pre-Program Employment Status for WIA Student Placements

46.15%

53.85%

■ % Working ■ % Unemployed
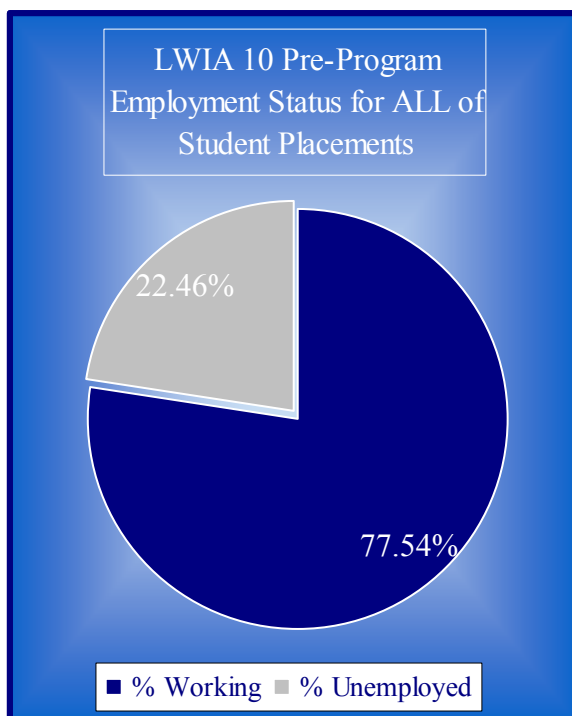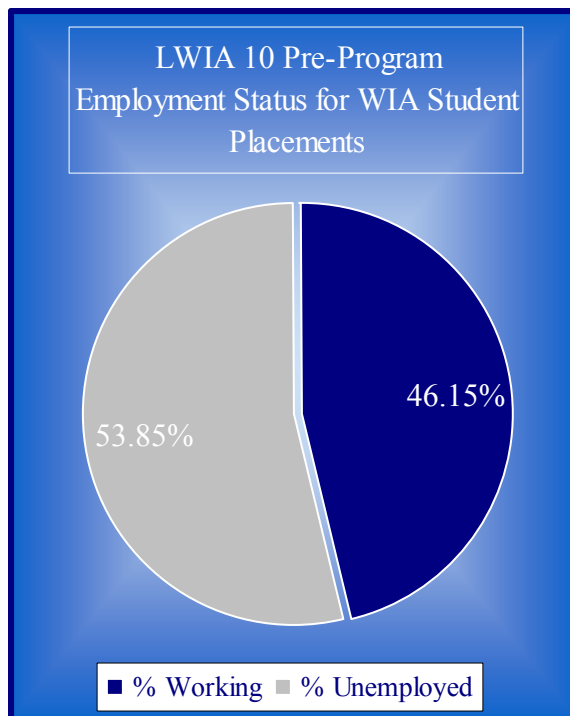
In contrast, in Figure 81 a far greater percentage of the WIA student population was classified as unemployed prior to completion. In fiscal year 2003, there were 65 WIA students who were successfully placed in employment from Area 10. Of this total, 35 individuals did not have a reported wage amount in either the quarter before or the quarter during training.

As indicated by Figures 80 and 81, Area 10 WIA students who were successfully placed were disproportionately unemployed prior to completion. The difference between the WIA and the ALL of student populations on this matter was over 31 percentage points.

Unemployment and Long Term Placement Assessment

This section of analysis provides an evaluation of the percentage of unemployed program completers who subsequently had a reported wage in the first and second quarters after completion. With this information, we are able to determine the extent to which WIA students

were able to retain gainful employment beyond simply the first quarter after completion. Figure 82 summarizes the findings for the ALL of student population, while Figure 83 details the WIA student population. Figures 82 and 83 do not include students who completed during the 4th quarter of 2003, since at the time of this report it was not possible to obtain two quarters of post-program wage information for these individuals.

Figure 82
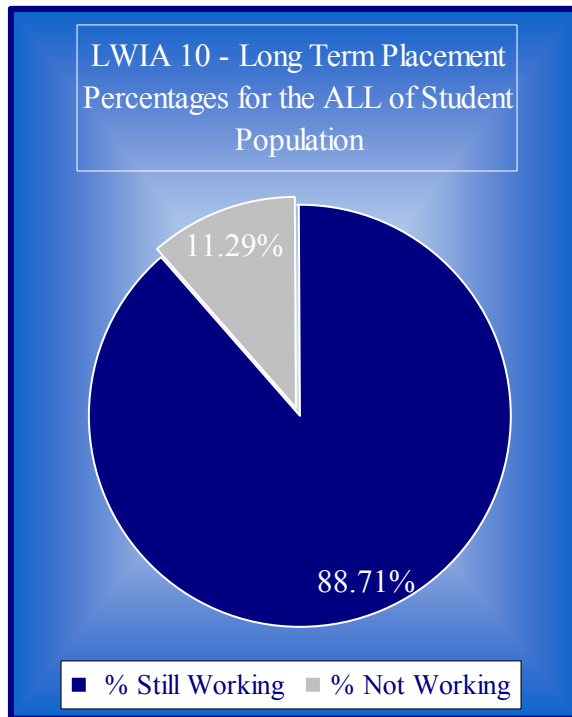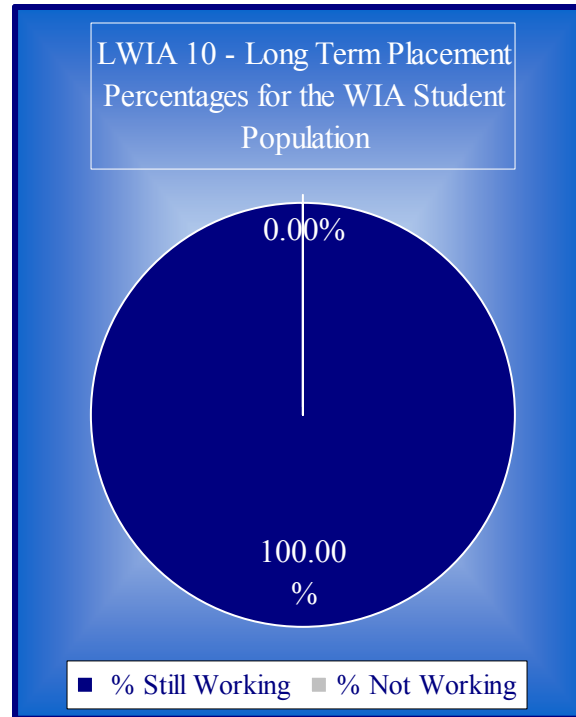
LWIA 10 - Long Term Placement Percentages for the ALL of Student Population

11.29%

88.71%

■ % Still Working   ■ % Not Working

Figure 83

LWIA 10 - Long Term Placement Percentages for the WIA Student Population

0.00%

100.00 %

■ % Still Working   ■ % Not Working

Within the ALL of student populations, the overwhelming majority of students with placement wages in the first quarter after completion also had wages in the second quarter. However, among the WIA student population all of those with wages in the first quarter also had wages in the second quarter. Thus, in Area 10, it appears that WIA students who were placed in employment the first quarter after completion were slightly more likely to retain this employment in the second quarter after completion.

COLUMBIA STATE COMMUNITY COLLEGE (019)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BUSINESS MANAGEMENT	3	0	3	NA	NC	NA	75	7	NA	9.33	5	71.43
BUSINESS TECHNOLOGY	27	0	27	NA	NC	NA	90	16	NA	17.78	6	37.50
COMPUTER INFORMATION SYSTEMS TECHNOLOGY	18	3	13	60.00	0	0.00	50	12	NA	24.00	6	50.00
CUSTOMER SERVICE	2	0	2	NA	NC	NA	2	0	NA	0.00	NC	NA
EARLY CHILDHOOD EDUCATION	1	0	1	NA	NC	NA	21	13	NA	61.90	1	7.69
EMERGENCY MEDICAL TECHNICIAN - PARAMEDIC	5	0	5	NA	NC	NA	212	6	NA	2.83	0	0.00
GENERAL TECHNOLOGY	18	1	17	100.00	1	100.00	59	10	NA	16.95	5	50.00
GENERAL TRANSFER	10	0	8	0.00	NC	NA	1149	226	NA	19.67	102	45.13
NO MAJOR SPECIAL STUDENT	1	0	1	NA	NC	NA	UD	UD	NA	UD	UD	UD
NURSING	26	4	22	100.00	0	0.00	239	99	NA	41.42	40	40.40
PRE-ADMISSION ALLIED HEALTH	5	0	5	NA	NC	NA	258	0	NA	0.00	NC	NA
RADIOLOGIC TECHNOLOGY	9	3	6	100.00	1	33.33	34	21	NA	61.76	4	19.05
RESPIRATORY CARE	7	0	6	0.00	NC	NA	17	2	NA	11.76	0	0.00
VETERINARY TECHNOLOGY	1	1	0	100.00	0	0.00	27	14	NA	51.85	6	42.86
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹ GENERAL TRANSFER											

TENNESSEE TECHNOLOGY CENTER AT PULASKI (127)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BUSINESS SYSTEMS TECHNOLOGY	42	13	8	38.24	6	46.15	88	40	31	70.18	25	62.50
COMMERCIAL TRUCK DRIVING	12	12	0	100.00	5	41.67	15	12	0	80.00	5	41.67
COMMUNICATION ELECTRONICS	10	3	5	60.00	2	66.67	40	14	15	56.00	9	64.29

TENNESSEE
HIGHER EDUCATION COMMISSION

TENNESSEE TECHNOLOGY CENTER AT PULASKI (127)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
COMPUTER OPERATIONS TECHNOLOGY	3	1	1	50.00	1	100.00	38	14	8	46.67	9	64.29
DENTAL ASSISTANT	1	0	0	0.00	NC	NA	11	8	0	72.73	8	100.00
HEATING, VENTILATION, AC, AND REFRIGERATION	32	6	15	35.29	5	83.33	41	12	22	63.16	10	83.33
INDUSTRIAL ELECTRONICS	9	3	3	50.00	3	100.00	85	54	18	80.60	49	90.74
INDUSTRIAL MAINTENANCE	11	3	8	100.00	2	66.67	114	49	27	56.32	32	65.31
MACHINE TOOL TECHNOLOGY	4	4	0	100.00	1	25.00	24	22	0	91.67	12	54.55
PRACTICAL NURSING	79	34	12	50.75	28	82.35	129	76	35	80.85	70	92.11
SURGICAL TECHNOLOGY	13	12	0	92.31	10	83.33	13	12	0	92.31	10	83.33
PROVIDER SUMMARY - REMOVALS											
Program(s) in Danger of Removal	☹										

Local Workforce Investment Area 11
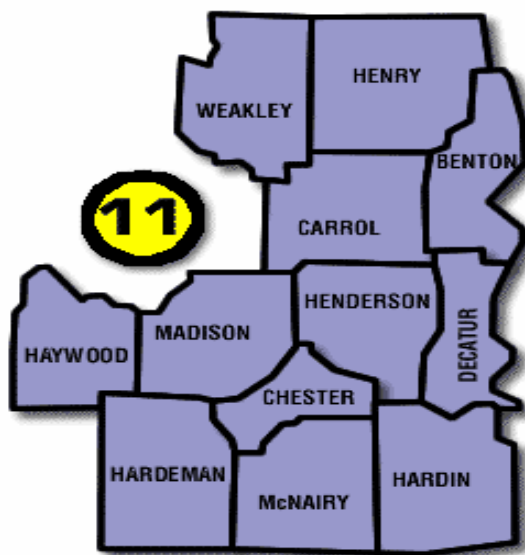

- **Area 11 Performance Rates versus State Performance Rates**
- **Trend Analysis of WIA Student Completion and Placement**
- **Trend Analysis of WIA Student Placement Rate**
- **Detailed ALL of Student Quarterly Wage Summary**
- **Detailed WIA Student Quarterly Wage Summary**
- **Unemployment-to-Work Assessment**
- **Unemployment and Long Term Placement Assessment**
- **Individual Training Provider Summaries**

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LWIA 11 Performance Measures

Figure 84 presents the performance measures for the WIA and ALL of student populations for Area 11 during the 2003 fiscal year.

Figure 84
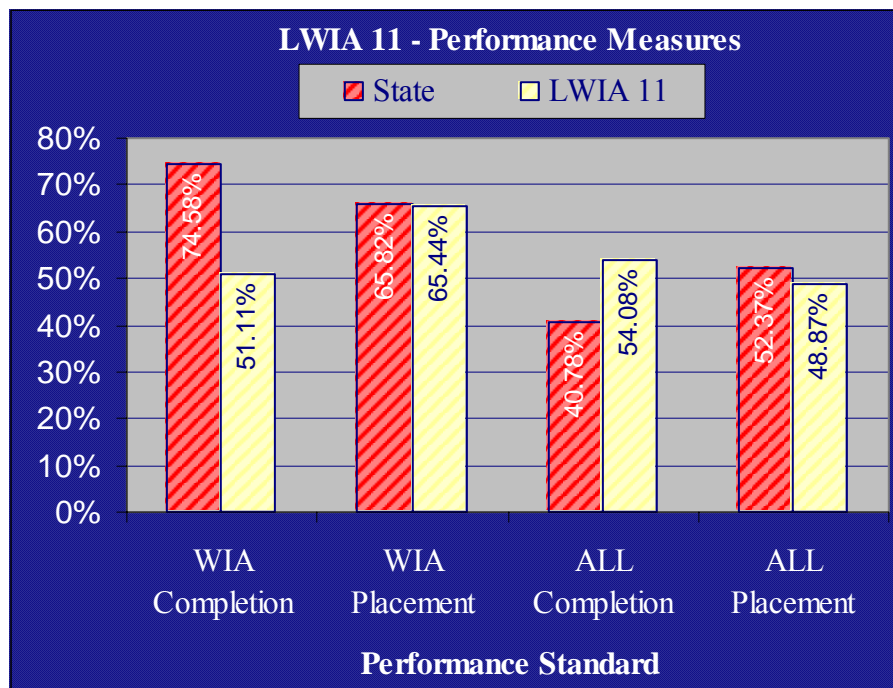
The WIA student completion rate for Area 11 was 51.11%. This value was approximately 23.47 percentage points below the statewide completion rate for the WIA student population. Both the WIA and ALL of student completion rates for Area 11 surpassed the minimum state standard of 35%. In Area 11, roughly 65% of all WIA completers were gainfully employed the quarter following completion, in comparison to approximately 66% of the statewide WIA student population. The WIA student placement rate exceeded the ALL of student placement rate for Area 11; the difference was 16.57 percentage points. The WIA student placement rate exceeded the 65% minimum standard, while the ALL of student placement rate fell below the standard.

Trend Analysis in WIA Completers, Placements, and Placement Rates

Since WIA inception in the State of Tennessee, approximately 996 individuals have completed certified programs in Area 11 using WIA funds. Figure 85 presents a graphic breakdown of the distribution of WIA completers and placements from WIA inception through the conclusion of the 2003 fiscal year.

As seen in Figure 85, the number of WIA completers and placements reached an all-time high during the 2nd quarter of 2002 (142 and 96 respectively). Overall, the average number of program completers in Area 11 across the 12 quarters of data analyzed in the report was 83 per quarter, while the average number of placements per quarter was 56.

Figure 86 illustrates that the Area 11 quarterly WIA student placement rate surpassed the state quarterly rate in 10 of the 12 analyzed quarters of data.
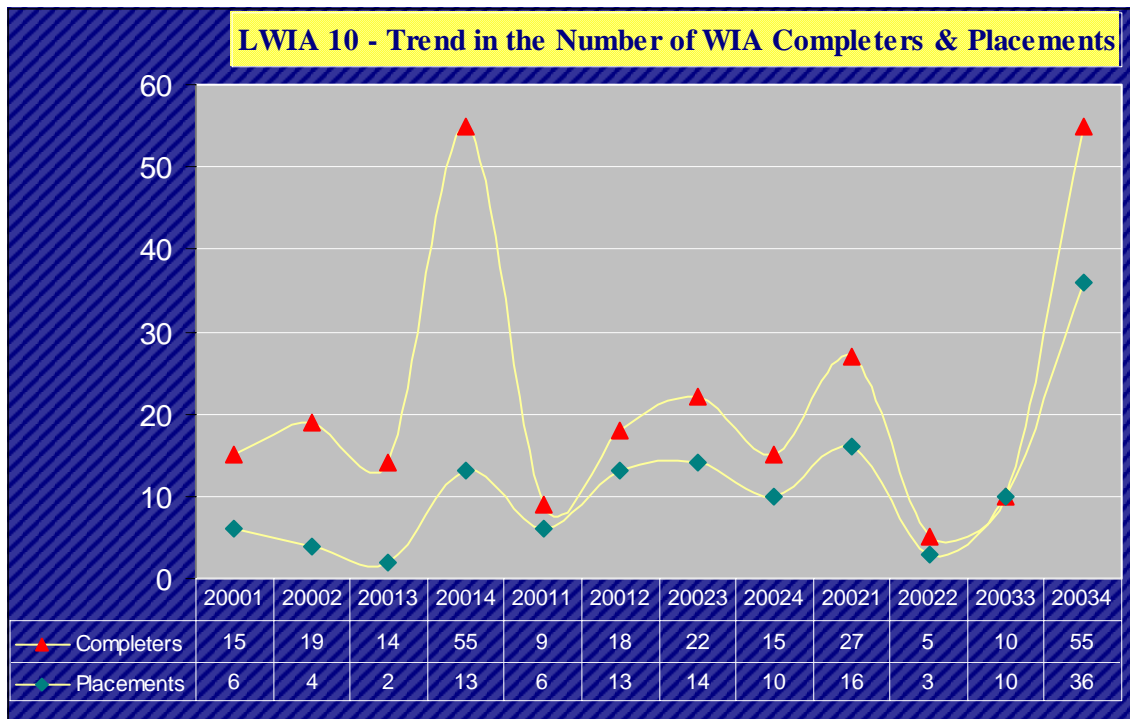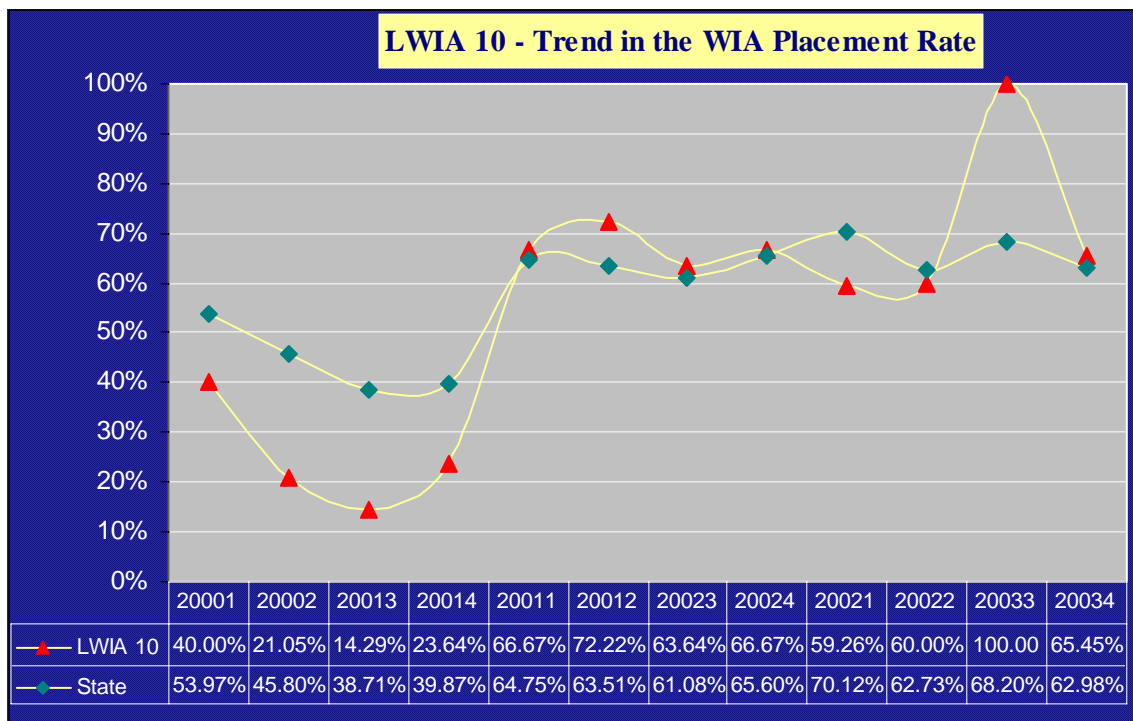
Figure 85
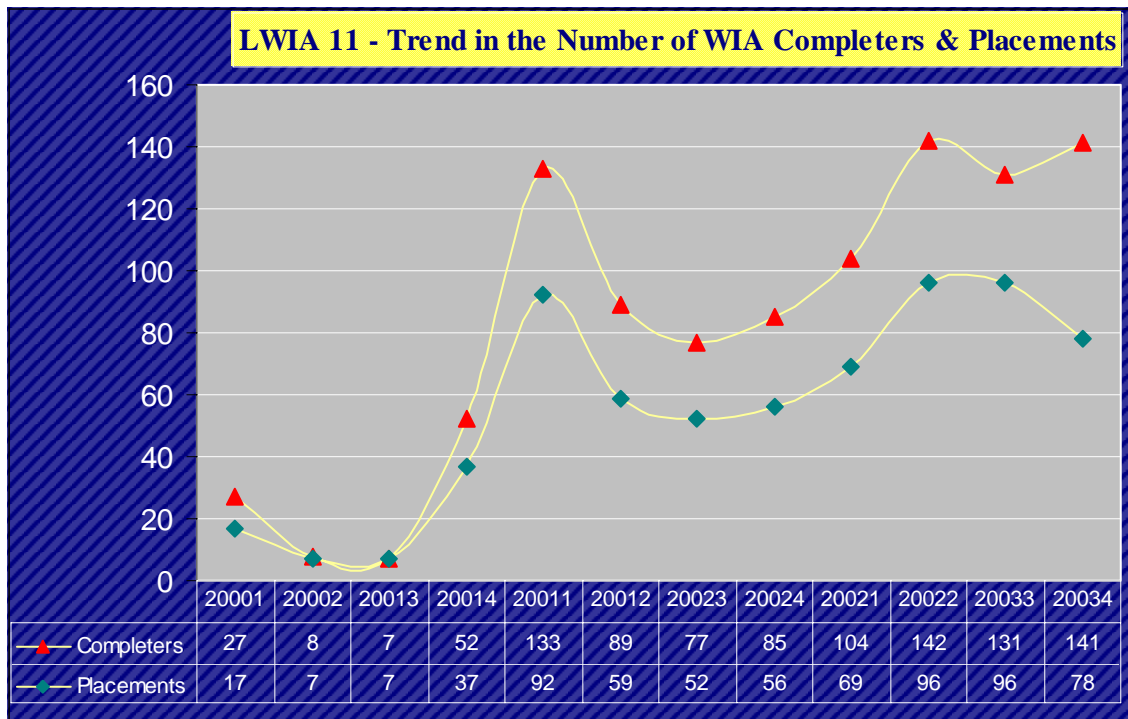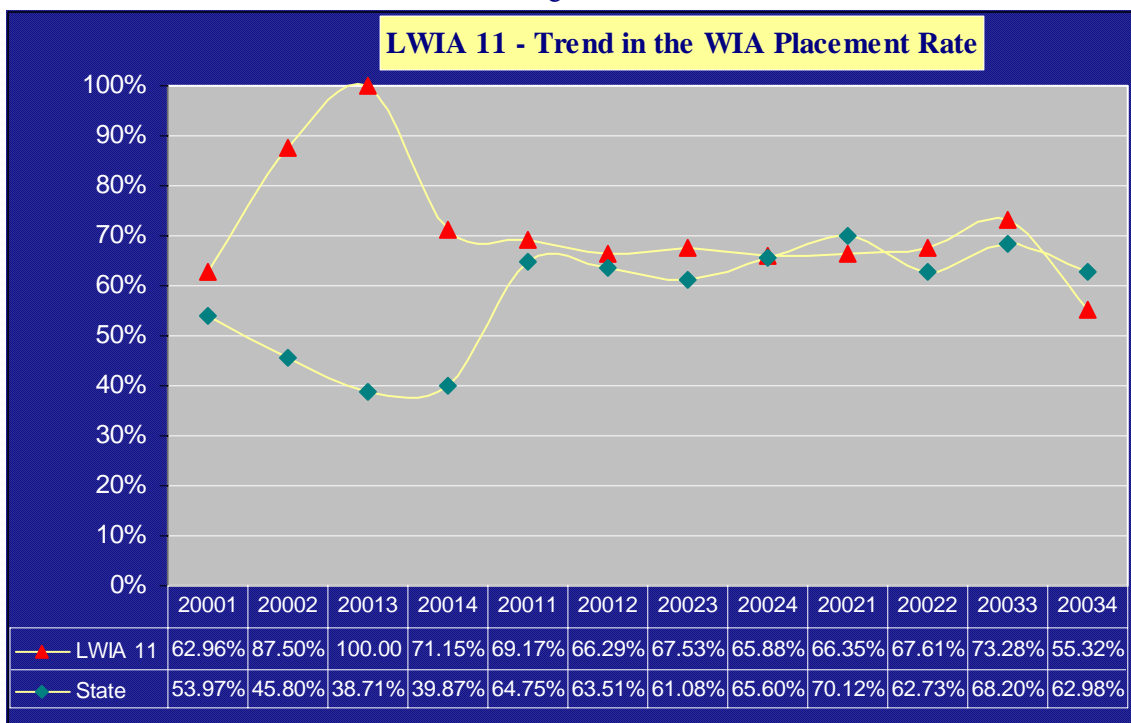
LWIA 11 - Trend in the Number of WIA Completers & Placements

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
Completers	27	8	7	52	133	89	77	85	104	142	131	141
Placements	17	7	7	37	92	59	52	56	69	96	96	78

Figure 86

LWIA 11 - Trend in the WIA Placement Rate

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
LWIA 11	62.96%	87.50%	100.00	71.15%	69.17%	66.29%	67.53%	65.88%	66.35%	67.61%	73.28%	55.32%
State	53.97%	45.80%	38.71%	39.87%	64.75%	63.51%	61.08%	65.60%	70.12%	62.73%	68.20%	62.98%

Detailed Quarterly Wage Summaries

Salary information obtained through Unemployment Insurance Wage Records from the *Tennessee Department of Labor and Workforce Development* and from the *Wage Record*

Interchange System allowed for comparisons of the average placement wage by program. Table 34 presents a detailed wage summary for all of the programs in Area 11 that had 10 or more placements received among the ALL of student population. Table 35 presents a detailed wage summary for all of the programs in Area 11 that had 10 or more placements among the WIA student population. For reasons of student confidentiality, programs with fewer than 10 placements were not included in the wage summaries. When examining the wage summaries, please refer to the definitions presented on page 39 and the wage cautions expressed on page 40. Also, see Table 11 (pages 40-44) for a list of provider codes to assist in identifying the institution affiliated with the program included in the summary. The identifying code numbers also appear in the title of each individual provider summary.

Table 34: LWIA 11 - Detailed ALL of Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
032	BEHAVIORAL SCIENCES AND FAMILY STUDIES	164	$33.66	$21,124.98	$3,468.56	$2,166.25	$1,226.08	$5,661.14
027	TRACTOR TRAILER TRAINING	123	$2.00	$13,200.00	$4,341.57	$4,113.52	$1,970.50	$6,493.94
130	BUSINESS SYSTEMS TECHNOLOGY	59	$184.50	$16,070.02	$6,687.26	$6,596.62	$3,200.25	$9,163.64
043	UNIVERSITY PARALLEL	55	$42.42	$11,360.39	$2,578.57	$1,527.09	$707.70	$3,544.12
115	PRACTICAL NURSING	55	$842.59	$14,766.13	$4,967.84	$4,942.46	$4,141.51	$6,001.23
115	WELDING, BRAZING, AND SOLDERING	48	$154.00	$37,692.34	$8,389.32	$6,983.09	$3,515.94	$13,165.53
138	THE LAUNCH PROGRAM	46	$291.60	$15,954.96	$8,608.48	$8,929.84	$5,820.00	$11,246.00
115	BUSINESS SYSTEMS TECHNOLOGY	43	$377.12	$14,315.14	$4,806.63	$4,909.11	$2,964.08	$6,531.66
115	MACHINE TOOL TECHNOLOGY	42	$1,160.00	$19,673.05	$6,959.93	$6,889.07	$3,592.60	$9,383.67
118	WELDING, BRAZING, AND SOLDERING	38	$777.00	$21,543.20	$6,733.16	$5,654.64	$4,176.46	$8,649.48
118	BUSINESS SYSTEMS TECHNOLOGY	36	$800.00	$17,676.17	$3,864.38	$2,905.02	$2,019.76	$3,975.73
113	PRACTICAL NURSING	31	$76.88	$7,416.91	$3,519.49	$3,507.56	$2,695.00	$4,225.00
043	NURSING	29	$97.20	$13,460.37	$5,997.05	$4,768.25	$1,711.99	$9,961.49
130	PRECISION METALS	28	$1,065.60	$12,723.36	$4,888.94	$4,675.31	$3,082.85	$5,838.17
115	COMPUTER OPERATIONS TECHNOLOGY	27	$64.20	$6,161.17	$2,948.63	$2,394.00	$1,574.08	$4,500.00
115	DRAFTING AND CAD TECHNOLOGY	27	$45.00	$13,406.75	$7,005.85	$8,045.28	$5,285.98	$9,545.00
032	BIBLICAL STUDIES	22	$38.00	$10,299.99	$2,798.31	$2,599.46	$1,146.30	$4,046.43
130	HEATING, VENTILATION, AC, AND REFRIGERATION	22	$396.90	$25,260.02	$8,983.29	$9,117.14	$5,340.77	$11,877.30
039	COMMERCIAL DRIVING COURSE	21	$159.50	$10,513.57	$4,073.70	$3,465.58	$1,814.90	$6,138.22
118	COMPUTER OPERATIONS TECHNOLOGY	21	$144.00	$11,879.23	$4,436.10	$3,585.27	$2,089.46	$5,734.38
113	INDUSTRIAL MAINTENANCE	20	$82.50	$12,749.96	$4,054.98	$3,206.14	$1,228.28	$5,771.73
108	COMMERCIAL TRUCK DRIVING	19	$581.74	$11,880.58	$4,514.54	$4,647.79	$2,139.95	$5,214.00
108	DRAFTING AND CAD TECHNOLOGY	19	$178.82	$16,833.60	$6,652.35	$6,270.57	$2,259.89	$8,965.60
118	INDUSTRIAL MAINTENANCE	19	$28.00	$14,829.95	$6,497.45	$7,457.08	$2,976.56	$8,224.54
142	NURSING	19	$65.19	$12,732.42	$1,651.41	$1,025.50	$532.80	$1,445.75
010	THERAPEUTIC MASSAGE COMPETENCIES	18	$332.50	$11,342.18	$3,555.24	$2,465.01	$1,259.95	$5,842.20
113	COSMETOLOGY	18	$110.00	$3,675.28	$1,567.30	$1,104.55	$861.53	$2,314.45
142	HUMAN LEARNING	18	$45.00	$4,002.76	$1,519.89	$1,287.39	$687.63	$2,397.87
043	BUSINESS MANAGEMENT TECHNOLOGY	17	$450.00	$12,124.34	$3,462.76	$3,101.21	$1,136.80	$4,763.13
113	DRAFTING AND CAD TECHNOLOGY	17	$854.75	$9,841.13	$3,122.31	$2,628.00	$1,380.54	$4,173.49

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Table 34: LWIA 11 - Detailed ALL of Student Quarterly Wage Summary (Continued)

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
113	BUSINESS SYSTEMS TECHNOLOGY	16	$660.63	$6,310.23	$3,657.02	$4,082.38	$1,591.40	$5,124.37
130	PRACTICAL NURSING	16	$175.00	$6,717.79	$3,889.52	$4,097.77	$2,738.23	$4,931.26
115	AUTOMOTIVE TECHNOLOGY	15	$157.08	$10,192.97	$4,602.29	$4,445.24	$1,692.84	$8,055.30
108	HEATING, VENTILATION, AC, AND REFRIGERATION	14	$84.80	$30,767.95	$5,596.34	$2,985.00	$2,056.19	$6,012.03
118	ELECTRICAL AND ELECTRONIC EQUIPMENT REPAIR	14	$429.00	$14,008.00	$5,389.36	$5,391.60	$2,314.30	$7,218.53
130	ELECTRONICS TECHNOLOGY	14	$1,645.00	$29,732.02	$9,259.35	$8,376.48	$5,292.86	$10,414.54
043	COMPUTER INFORMATION SYSTEMS	13	$544.50	$8,526.87	$5,003.71	$4,462.88	$3,202.79	$7,502.71
108	INDUSTRIAL MAINTENANCE	13	$188.00	$12,948.22	$7,085.74	$6,572.02	$4,271.26	$11,360.86
113	MACHINE TOOL TECHNOLOGY	12	$1,474.50	$8,497.50	$4,742.34	$4,074.82	$2,871.22	$71.92
115	ELECTRICAL AND ELECTRONIC EQUIPMENT REPAIR	12	$634.90	$9,088.08	$3,399.21	$2,933.04	$1,275.81	$4,128.64
115	ELECTRONICS TECHNOLOGY	12	$1,504.75	$8,612.64	$5,926.52	$6,509.19	$5,098.80	$6,754.96
115	INDUSTRIAL MAINTENANCE	12	$774.73	$10,230.63	$4,925.38	$3,676.51	$3,366.26	$6,618.86
118	DRAFTING AND CAD TECHNOLOGY	12	$226.61	$12,277.50	$5,392.11	$4,794.93	$1,085.84	$10,943.15
043	OFFICE ADMINISTRATION	11	$550.22	$7,215.00	$3,297.08	$3,326.40	$1,582.12	$4,593.80
113	ELECTRONICS TECHNOLOGY	11	$34.51	$10,807.43	$3,854.84	$2,721.51	$713.27	$6,185.83
113	SURGICAL TECHNOLOGY	11	$332.44	$5,067.82	$2,225.30	$2,078.24	$566.60	$3,226.50
108	AUTOMOTIVE BODY REPAIR	10	$1,451.52	$6,535.16	$2,934.46	$2,582.18	$1,748.92	$3,685.75
113	AUTOMOTIVE TECHNOLOGY	10	$225.94	$6,568.41	$2,766.37	$2,206.66	$1,262.82	$4,325.56
115	HEATING, VENTILATION, AC, AND REFRIGERATION	10	$561.92	$7,974.91	$3,153.84	$2,826.20	$971.66	$4,606.91
115	SURGICAL TECHNOLOGY	10	$1,197.89	$6,073.19	$3,313.53	$3,478.68	$1,473.98	$4,298.82

Table 35: LWIA 11 - Detailed WIA Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
027	TRACTOR TRAILER TRAINING	97	$2.00	$11,237.22	$4,153.31	$3,925.19	$1,976.92	$6,295.32
115	PRACTICAL NURSING	14	$2,343.46	$9,474.04	$4,870.97	$4,624.24	$3,532.94	$6,178.68
043	NURSING	13	$633.00	$13,460.37	$10,025.84	$10,095.69	$9,331.85	$11,846.38
108	COMMERCIAL TRUCK DRIVING	11	$581.74	$11,880.58	$4,041.82	$3,842.14	$1,962.60	$5,023.67
043	OFFICE ADMINISTRATION	10	$550.22	$7,215.00	$3,277.91	$2,875.32	$1,428.22	$5,059.03
118	BUSINESS SYSTEMS TECHNOLOGY	10	$800.00	$7,776.04	$2,796.44	$2,452.83	$1,447.50	$3,773.02
118	WELDING, BRAZING, AND SOLDERING	10	$777.00	$10,425.13	$4,868.30	$5,275.88	$2,001.00	$6,405.29

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Unemployment-to-Work Assessment

This section of the report provides a summary of the number of participants in the WIA and ALL of student populations in Area 11 who were unemployed before completing a WIA certified training program, and were subsequently placed in employment the quarter immediately following completion.

In Area 11 during fiscal year 2003, 1,548 individuals in the ALL of student population were gainfully employed the quarter following completion. Of this number, 470 were classified as unemployed based on the definition presented on page 52. Figure 87 illustrates that 30.36% of those in the ALL of student population who were successfully placed following completion were unemployed prior to training.
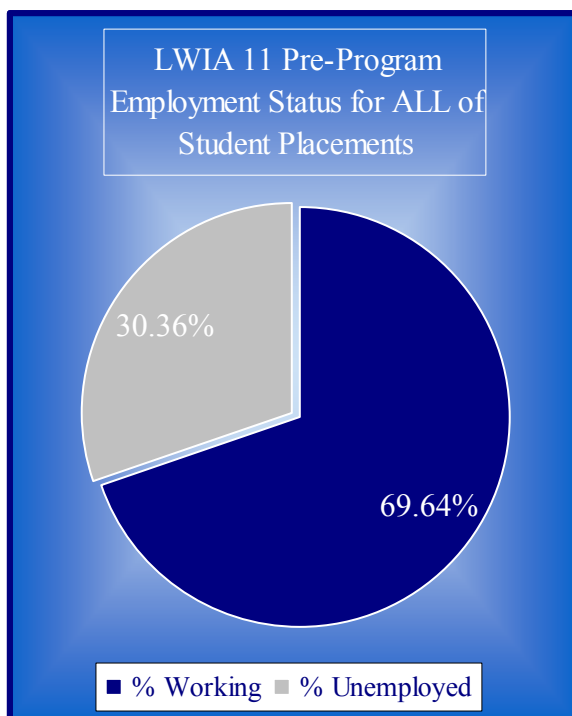
<table>
<tr>
<td align="center">Figure 87</td>
<td align="center">Figure 88</td>
</tr>
</table>
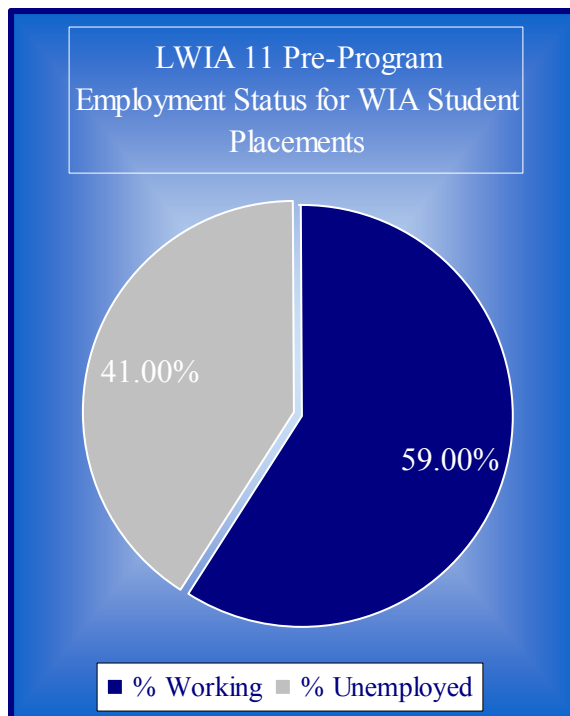
In contrast, in Figure 88 a far greater percentage of the WIA student population was classified as unemployed prior to completion. In fiscal year 2003, there were 339 WIA students who were successfully placed in employment from Area 11. Of this total, 139 individuals did not have a reported wage amount in either the quarter before or the quarter during training.

As indicated by Figures 87 and 88, Area 11 WIA students who were successfully placed were disproportionately unemployed prior to completion. The difference between the WIA and the ALL of student populations on this matter was over 10 percentage points.

Unemployment and Long Term Placement Assessment

This section of analysis provides an evaluation of the percentage of unemployed program completers who subsequently had a reported wage in the first and second quarters after

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completion. With this information, we are able to determine the extent to which WIA students were able to retain gainful employment beyond simply the first quarter after completion. Figure 89 summarizes the findings for the ALL of student population, while Figure 90 details the WIA student population. Figures 89 and 90 do not include students who completed during the 4th quarter of 2003, since at the time of this report it was not possible to obtain two quarters of post-program wage information for these individuals.

Figure 89
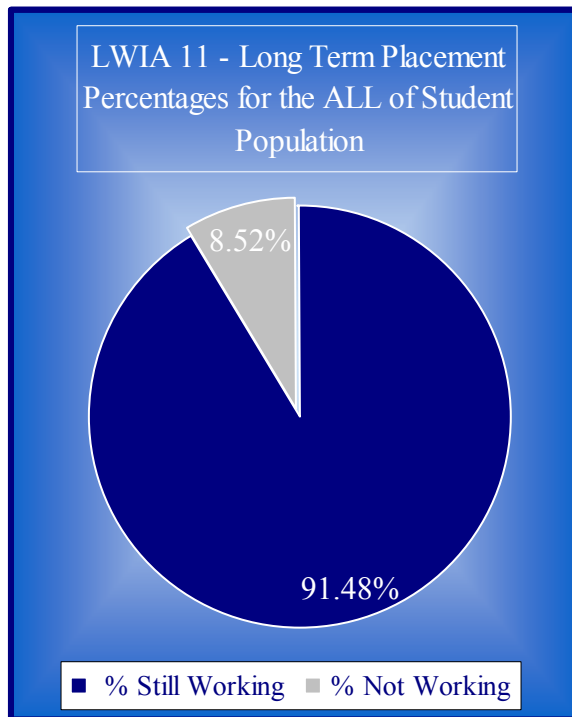
Figure 90
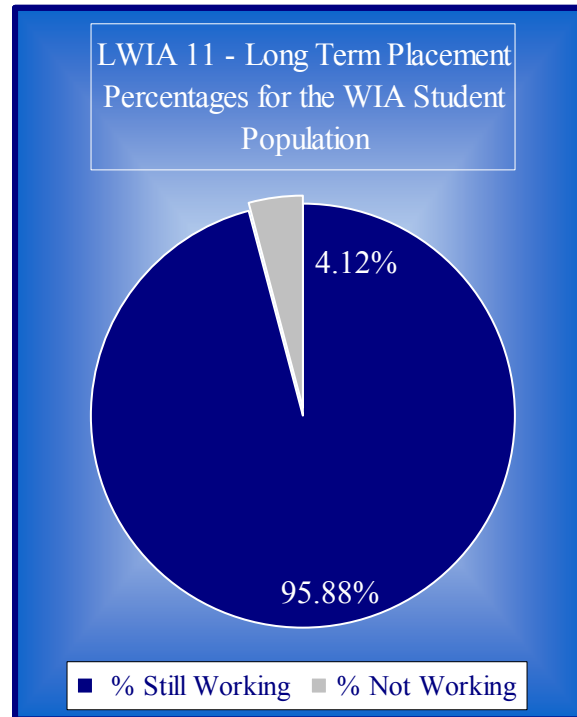
LWIA 11 - Long Term Placement Percentages for the ALL of Student Population

8.52%

91.48%

■ % Still Working   ■ % Not Working

LWIA 11 - Long Term Placement Percentages for the WIA Student Population

4.12%

95.88%

■ % Still Working   ■ % Not Working

Within both populations, the overwhelming majority of students with placement wages in the first quarter after completion also had wages in the second quarter. However, a slightly higher percentage of WIA students were still working after two quarters, ≈ 96% versus ≈ 91%. Thus, in Area 11, it appears that WIA students who were placed in employment the first quarter after completion were significantly more likely to retain this employment in the second quarter after completion.

BETHEL COLLEGE (008)

| WIA CERTIFIED PROGRAM NAME (S) | WIA STUDENT POPULATION | | | | | | ALL OF STUDENT POPULATION | | | | | |
| | | | | | | | COMPLETION | | | | PLACEMENT | |
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
SUCCESS PROGRAM	22	11	10	91.67	0	0.00	649	263	358	90.38	6	2.28
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

BODYWORKS SCHOOL OF MASSAGE INC. (010)

| WIA CERTIFIED PROGRAM NAME (S) | WIA STUDENT POPULATION | | | | | | ALL OF STUDENT POPULATION | | | | | |
| | | | | | | | COMPLETION | | | | PLACEMENT | |
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
THERAPEUTIC MASSAGE COMPETENCIES	15	6	0	40.00	4	66.67	74	23	8	34.85	18	78.26
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

DRIVER TRAINING CENTER, LLC DBA DRIVE TRAIN (027)

| WIA CERTIFIED PROGRAM NAME (S) | WIA STUDENT POPULATION | | | | | | ALL OF STUDENT POPULATION | | | | | |
| | | | | | | | COMPLETION | | | | PLACEMENT | |
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
TRACTOR TRAILER TRAINING	123	113	1	92.62	97	85.84	169	149	6	91.41	123	82.55
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

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FREED-HARDEMAN UNIVERSITY (032)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
							COMPLETION				PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BEHAVIORAL SCIENCES AND FAMILY STUDIES	1	1	0	100.00	1	100.00	ID	ID	ID	ID	ID	ID
BUSINESS DEPARTMENT	1	0	1	NA	NC	NA	ID	ID	ID	ID	ID	ID
COMMUNICATION AND LITERATURE	1	0	1	NA	NC	NA	ID	ID	ID	ID	ID	ID
EDUCATION	1	0	1	NA	NC	NA	20	0	390	0.00	NC	NA
INTERDISCIPLINARY STUDIES	1	0	1	NA	NC	NA	ID	ID	ID	ID	ID	ID
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹ BEHAVIORAL SCIENCES AND FAMILY STUDIES											
	☹ BUSINESS DEPARTMENT											
	☹ COMMUNICATION AND LITERATURE											
	☹ INTERDISCIPLINARY STUDIES											

HEARTLAND TRUCK DRIVING INSTITUTE – HENDERSON (039)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
							COMPLETION				PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
COMMERCIAL DRIVING COURSE	12	10	2	100.00	8	80.00	28	23	4	95.83	21	91.30
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

JACKSON STATE COMMUNITY COLLEGE (043)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BUSINESS MANAGEMENT TECHNOLOGY	51	12	15	33.33	9	75.00	80	17	NA	21.25	17	100.00
COMPUTER INFORMATION SYSTEMS	55	8	25	26.67	6	75.00	133	30	NA	22.56	13	43.33
EARLY CHILDHOOD EDUCATION	6	0	5	0.00	NC	NA	75	20	NA	26.67	1	5.00
ELECTROMECHANICAL ENGINEERING TECHNOLOGY	23	6	3	30.00	1	16.67	49	11	NA	22.45	7	63.64
EMERGENCY MEDICAL TECHNICIAN - BASIC	23	1	11	8.33	1	100.00	UD	UD	NA	UD	UD	UD
EMERGENCY MEDICAL TECHNICIAN - PARAMEDIC	13	1	5	12.50	0	0.00	24	0	NA	0.00	NC	NA
GENERAL TECHNOLOGY	1	0	0	0.00	NC	NA	UD	UD	NA	UD	UD	UD
GRAPHICS DESIGN TECHNOLOGY	10	1	3	14.29	0	0.00	44	8	NA	18.18	5	62.50
INDUSTRIAL TECHNOLOGY	6	0	3	0.00	NC	NA	2	0	NA	0.00	NC	NA
MANUFACTURING ENGINEERING TECHNOLOGY	4	0	2	0.00	NC	NA	37	3	NA	8.11	2	66.67
MEDICAL LABORATORY TECHNICIAN	17	4	3	28.57	2	50.00	22	7	NA	31.82	2	28.57
NON DEGREE SEEKING	7	0	5	0.00	NC	NA	UD	UD	NA	UD	UD	UD
NURSING	112	17	45	25.37	13	76.47	206	53	NA	25.73	29	54.72
OFFICE ADMINISTRATION	28	14	0	50.00	10	71.43	19	6	NA	31.58	6	100.00
PHYSICAL THERAPY ASSISTANT	23	8	6	47.06	6	75.00	21	6	NA	28.57	6	100.00
RADIOGRAPHY	62	5	24	13.16	5	100.00	86	29	NA	33.72	5	17.24
RESPIRATORY CARE TECHNOLOGY	17	6	6	54.55	4	66.67	25	6	NA	24.00	4	66.67
UNIVERSITY PARALLEL	77	11	60	64.71	6	54.55	1030	158	NA	15.34	55	34.81
WORKFORCE PREPAREDNESS	2	0	0	0.00	NC	NA	1	0	NA	0.00	NC	NA
PROVIDER SUMMARY - REMOVALS											
Program(s) in Danger of Removal	☺ ELECTROMECHANICAL ENGINEERING TECHNOLOGY										
	☺ EMERGENCY MEDICAL TECHNICIAN - PARAMEDIC										
	☺ GRAPHICS DESIGN TECHNOLOGY										
	☺ MEDICAL LABORATORY TECHNICIAN										

TENNESSEE
HIGHER EDUCATION COMMISSION

NATIONAL BARBER COLLEGE (069)

| WIA CERTIFIED PROGRAM NAME (S) | WIA STUDENT POPULATION | | | | | | ALL OF STUDENT POPULATION | | | | | |
| | COMPLETION | | | | PLACEMENT | | COMPLETION | | | | PLACEMENT | |
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BARBERING AND HAIRSTYLING	10	8	2	100.00	1	12.50	31	14	2	48.28	7	50.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

PROFESSIONAL CAREER BARBER COLLEGE (083)

| WIA CERTIFIED PROGRAM NAME (S) | WIA STUDENT POPULATION | | | | | | ALL OF STUDENT POPULATION | | | | | |
| | COMPLETION | | | | PLACEMENT | | COMPLETION | | | | PLACEMENT | |
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
MASTER BARBER / STYLIST	4	0	2	0.00	NC	NA	4	0	2	0.00	NC	NA
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE TECHNOLOGY CENTER AT CRUMP (108)

| WIA CERTIFIED PROGRAM NAME (S) | WIA STUDENT POPULATION | | | | | | ALL OF STUDENT POPULATION | | | | | |
| | COMPLETION | | | | PLACEMENT | | COMPLETION | | | | PLACEMENT | |
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE BODY REPAIR	1	0	1	NA	NC	NA	25	12	8	70.59	10	83.33
BUSINESS SYSTEMS TECHNOLOGY	14	4	7	57.14	2	50.00	36	13	13	56.52	7	53.85
COMMERCIAL TRUCK DRIVING	22	17	1	80.95	11	64.71	45	29	7	76.32	19	65.52
COMPUTER OPERATIONS TECHNOLOGY	11	3	4	42.86	1	33.33	38	11	9	37.93	5	45.45
DRAFTING AND CAD TECHNOLOGY	9	7	2	100.00	6	85.71	36	23	7	79.31	19	82.61

TENNESSEE
HIGHER EDUCATION COMMISSION

TENNESSEE TECHNOLOGY CENTER AT CRUMP (108)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ELECTRICAL AND ELECTRONIC EQUIPMENT REPAIR	6	3	3	100.00	2	66.67	31	15	13	83.33	5	33.33
ELECTRONICS TECHNOLOGY	12	7	5	100.00	4	57.14	27	15	11	93.75	7	46.67
HEATING, VENTILATION, AC, AND REFRIGERATION	9	3	5	75.00	2	66.67	32	16	9	69.57	14	87.50
INDUSTRIAL MAINTENANCE	9	6	2	85.71	5	83.33	42	18	17	72.00	13	72.22
MACHINE TOOL TECHNOLOGY	6	1	3	33.33	1	100.00	21	4	14	57.14	3	75.00
PRACTICAL NURSING	25	10	8	58.82	7	70.00	32	9	12	45.00	9	100.00

PROVIDER SUMMARY - REMOVALS

Program(s) in Danger of Removal   ☹

TENNESSEE TECHNOLOGY CENTER AT HOHENWALD (113)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE TECHNOLOGY	17	5	7	50.00	3	60.00	56	11	35	52.38	10	90.91
BUSINESS SYSTEMS TECHNOLOGY	10	3	4	50.00	3	100.00	91	23	51	57.50	16	69.57
COMPUTER OPERATIONS TECHNOLOGY	1	1	0	100.00	0	0.00	45	10	25	50.00	5	50.00
COSMETOLOGY	7	5	2	100.00	3	60.00	56	33	15	80.49	18	54.55
DRAFTING AND CAD TECHNOLOGY	1	0	1	NA	NC	NA	68	32	34	94.12	17	53.13
ELECTRONICS TECHNOLOGY	2	0	0	0.00	NC	NA	40	18	20	90.00	11	61.11
INDUSTRIAL MAINTENANCE	1	0	1	NA	NC	NA	60	25	21	64.10	20	80.00
MACHINE TOOL TECHNOLOGY	5	2	1	50.00	2	100.00	53	20	27	76.92	12	60.00
PRACTICAL NURSING	64	6	42	27.27	6	100.00	112	33	64	68.75	31	93.94
SURGICAL TECHNOLOGY	3	0	3	NA	NC	NA	31	14	15	87.50	11	78.57

PROVIDER SUMMARY - REMOVALS

Program(s) in Danger of Removal   ☹

TENNESSEE
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TENNESSEE TECHNOLOGY CENTER AT JACKSON (115)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE BODY TECHNOLOGY	10	4	0	40.00	0	0.00	39	6	20	31.58	5	83.33
AUTOMOTIVE TECHNOLOGY	15	7	0	46.67	1	14.29	52	17	17	48.57	15	88.24
BUSINESS SYSTEMS TECHNOLOGY	51	14	13	36.84	3	21.43	104	62	16	70.45	43	69.35
COMPUTER OPERATIONS TECHNOLOGY	37	4	11	15.38	3	75.00	104	43	46	74.14	27	62.79
DRAFTING AND CAD TECHNOLOGY	8	4	0	50.00	2	50.00	48	29	11	78.38	27	93.10
ELECTRICAL AND ELECTRONIC EQUIPMENT REPAIR	10	1	2	12.50	0	0.00	39	21	11	75.00	12	57.14
ELECTRONICS TECHNOLOGY	8	5	1	71.43	2	40.00	32	13	19	100.00	12	92.31
HEATING, VENTILATION, AC, AND REFRIGERATION	18	8	0	44.44	6	75.00	28	9	9	47.37	9	100.00
INDUSTRIAL MAINTENANCE	9	4	0	44.44	2	50.00	40	15	10	50.00	12	80.00
MACHINE TOOL TECHNOLOGY	19	12	0	63.16	6	50.00	92	47	28	73.44	42	89.36
PHARMACY TECHNICIAN	12	5	0	41.67	3	60.00	25	4	15	40.00	4	100.00
PRACTICAL NURSING	57	14	32	56.00	14	100.00	151	58	54	59.79	55	94.83
SURGICAL TECHNOLOGY	62	5	20	11.90	4	80.00	48	11	16	34.38	10	90.91
TOOL AND DIE MAKING	3	1	0	33.33	1	100.00	10	7	3	100.00	7	100.00
WELDING, BRAZING, AND SOLDERING	17	4	0	23.53	3	75.00	98	60	20	76.92	48	80.00
PROVIDER SUMMARY - REMOVALS											
Program(s) in Danger of Removal	☹										

TENNESSEE
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TENNESSEE TECHNOLOGY CENTER AT MCKENZIE (118)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE TECHNOLOGY	8	3	3	60.00	3	100.00	31	7	8	30.43	6	85.71
BUSINESS SYSTEMS TECHNOLOGY	16	14	2	100.00	10	71.43	117	48	34	57.83	36	75.00
COMPUTER OPERATIONS TECHNOLOGY	5	5	0	100.00	4	80.00	62	35	8	64.81	21	60.00
DRAFTING AND CAD TECHNOLOGY	15	8	3	66.67	5	62.50	32	18	4	64.29	12	66.67
ELECTRICAL AND ELECTRONIC EQUIPMENT REPAIR	8	4	2	66.67	2	50.00	28	19	5	82.61	14	73.68
HEATING, VENTILATION, AC, AND REFRIGERATION	22	3	16	50.00	0	0.00	47	4	17	13.33	0	0.00
INDUSTRIAL MAINTENANCE	14	5	8	83.33	5	100.00	54	24	20	70.59	19	79.17
MACHINE TOOL TECHNOLOGY	6	0	4	0.00	NC	NA	25	8	12	61.54	6	75.00
PRACTICAL NURSING	19	0	16	0.00	NC	NA	20	0	17	0.00	NC	NA
WELDING, BRAZING, AND SOLDERING	18	12	6	100.00	10	83.33	64	47	13	92.16	38	80.85

PROVIDER SUMMARY - REMOVALS	
Program(s) in Danger of Removal	☹ PRACTICAL NURSING

TENNESSEE TECHNOLOGY CENTER AT WHITEVILLE (130)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE TECHNOLOGY	3	2	1	100.00	2	100.00	28	10	10	55.56	9	90.00
BUSINESS SYSTEMS TECHNOLOGY	3	2	1	100.00	1	50.00	92	74	5	85.06	59	79.73
COMPUTER OPERATIONS TECHNOLOGY	1	1	0	100.00	1	100.00	7	6	1	100.00	4	66.67
DRAFTING AND CAD TECHNOLOGY	1	0	0	0.00	NC	NA	23	7	6	41.18	2	28.57
ELECTRONICS TECHNOLOGY	2	1	0	50.00	1	100.00	36	20	6	66.67	14	70.00
HEATING, VENTILATION, AC, AND REFRIGERATION	6	2	1	40.00	0	0.00	41	26	7	76.47	22	84.62
PRACTICAL NURSING	44	7	30	50.00	7	100.00	66	18	38	64.29	16	88.89

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TENNESSEE TECHNOLOGY CENTER AT WHITEVILLE (130)											
PRECISION METALS	2	1	1	100.00	1	100.00	42	31	6	86.11	28	90.32

PROVIDER SUMMARY - REMOVALS
Program(s) in Danger of Removal ☹

UNION UNIVERSITY (138)												
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
THE LAUNCH PROGRAM	ID	ID	ID	ID	ID	ID	ID	ID	ID	ID	ID	ID

PROVIDER SUMMARY - REMOVALS
Program(s) in Danger of Removal ☹ THE LAUNCH PROGRAM

UNIVERSITY OF TENNESSEE AT MARTIN (142)												
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ACCOUNTING	1	0	1	NA	NC	NA	90	45	NA	50.00	9	20.00
BIOLOGY	1	0	1	NA	NC	NA	70	24	NA	34.29	7	29.17
CRIMINAL JUSTICE	1	0	1	NA	NC	NA	56	24	NA	42.86	6	25.00
ECONOMICS	2	0	2	NA	NC	NA	52	22	NA	42.31	5	22.73
ENGINEERING	2	1	0	50.00	0	0.00	78	22	NA	28.21	2	9.09
FAMILY AND CONSUMER SCIENCES	1	0	1	NA	NC	NA	62	27	NA	43.55	6	22.22
HUMAN LEARNING	7	0	6	0.00	NC	NA	403	81	NA	20.10	18	22.22
INFORMATION SYSTEMS	2	0	1	0.00	NC	NA	58	28	NA	48.28	2	7.14
MARKETING	1	0	1	NA	NC	NA	93	44	NA	47.31	9	20.45

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UNIVERSITY OF TENNESSEE AT MARTIN (142)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
NURSING	2	1	1	100.00	0	0.00	146	40	NA	27.40	19	47.50
PSYCHOLOGY	1	0	1	NA	NC	NA	60	24	NA	40.00	4	16.67
SOCIAL WORK	1	0	1	NA	NC	NA	50	22	NA	44.00	2	9.09
SOCIOLOGY	1	0	1	NA	NC	NA	17	5	NA	29.41	0	0.00

PROVIDER SUMMARY - REMOVALS	
Program(s) in Danger of Removal	☹

WEAKLY COUNTY CENTER FOR ADULT AND CONTINUING EDUCATION (148)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BUSINESS SYSTEMS TECHNOLOGY	4	0	3	0.00	NC	NA	10	3	7	100.00	0	0.00

PROVIDER SUMMARY - REMOVALS	
Program(s) in Danger of Removal	☹

WEST TENNESSEE BUSINESS COLLEGE (150)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ACCOUNTING CLERK	11	8	3	100.00	0	0.00	41	20	19	90.91	0	0.00
ADMINISTRATIVE ASSISTANT	36	10	21	66.67	0	0.00	157	33	94	52.38	0	0.00

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WEST TENNESSEE BUSINESS COLLEGE (150)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
GENERAL OFFICE CLERK	11	5	5	83.33	0	0.00	53	13	29	54.17	0	0.00
MEDICAL ASSISTING	77	32	36	78.05	0	0.00	302	72	178	58.06	0	0.00
MEDICAL OFFICE SPECIALIST	11	6	4	85.71	0	0.00	52	14	28	58.33	0	0.00

PROVIDER SUMMARY - REMOVALS
Program(s) in Danger of Removal ☹

WEST TENNESSEE SPECIAL TECHNOLOGY CENTER (STAR) (151)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
HIGH TECHNOLOGY TRAINING	2	2	0	100.00	1	50.00	2	2	0	100.00	1	50.00

PROVIDER SUMMARY - REMOVALS
Program(s) in Danger of Removal ☹

TENNESSEE
HIGHER EDUCATION COMMISSION

Local Workforce Investment Area 12

- Area 12 Performance Rates versus State Performance Rates
- Trend Analysis of WIA Student Completion and Placement
- Trend Analysis of WIA Student Placement Rate
- Detailed ALL of Student Quarterly Wage Summary
- Detailed WIA Student Quarterly Wage Summary
- Unemployment-to-Work Assessment
- Unemployment and Long Term Placement Assessment
- Individual Training Provider Summaries

TENNESSEE
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LWIA 12 Performance Measures

Figure 91 presents the performance measures for the WIA and ALL of student populations for Area 12 during the 2003 fiscal year.

Figure 91

LWIA 12 - Performance Measures

State   LWIA 12

WIA Completion: State 74.58%, LWIA 12 79.00%
WIA Placement: State 65.82%, LWIA 12 71.43%
ALL Completion: State 40.78%, LWIA 12 46.24%
ALL Placement: State 52.37%, LWIA 12 62.94%

Performance Standard
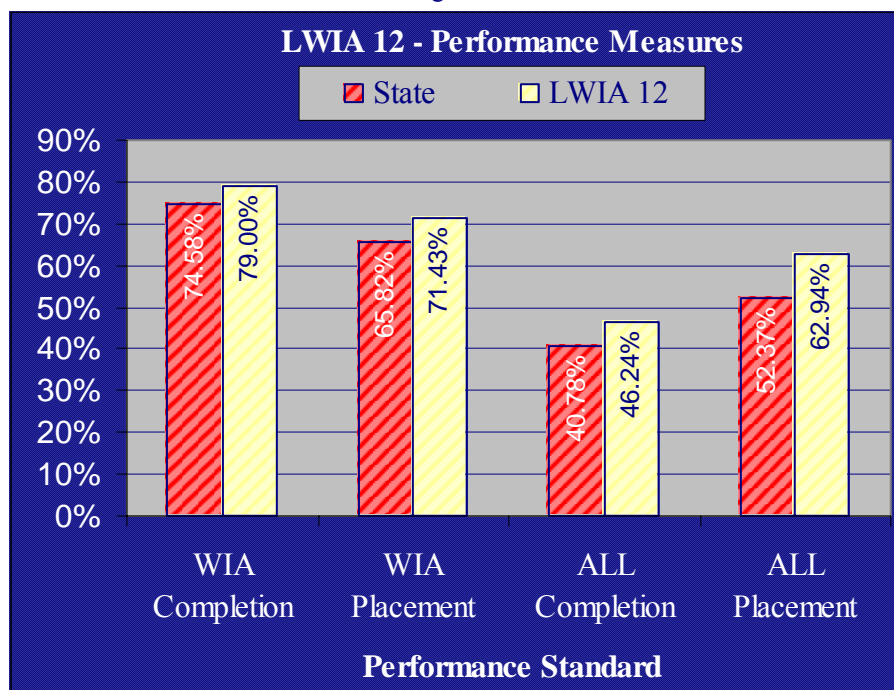
The WIA student completion rate for Area 12 was 79.00%. This value was approximately 4.42 percentage points below the statewide completion rate for the WIA student population. Both the WIA and ALL of student completion rates for Area 12 surpassed the minimum state standard of 35%. In Area 12, roughly 71% of all WIA completers were gainfully employed the quarter following completion, in comparison to approximately 66% of the statewide WIA student population. The WIA student placement rate exceeded the ALL of student placement rate for Area 12; the difference was 8.49 percentage points. The WIA student placement rate exceeded the 65% minimum standard, while the ALL of student placement was slightly below the standard.

Trend Analysis in WIA Completers, Placements, and Placement Rates

Since WIA inception in the State of Tennessee, approximately 819 individuals have completed certified programs in Area 12 using WIA funds. Figure 92 presents a graphic breakdown of the distribution of WIA completers and placements from WIA inception through the conclusion of the 2003 fiscal year.

As seen in Figure 92, the number of WIA completers and placements reached an all-time high during the 4th quarter of 2002 (161 and 113 respectively). Overall, the average number of program completers in Area 12 across the 12 quarters of data analyzed in the report was 68 per quarter, while the average number of placements per quarter was 45.

Figure 93 illustrates that the Area 12 quarterly WIA student placement rate surpassed the state quarterly rate in 10 of the 12 analyzed quarters of data.

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Figure 92

LWIA 12 - Trend in the Number of WIA Completers & Placements

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
Completers	51	13	36	47	23	45	76	129	65	59	114	161
Placements	33	6	22	23	17	29	42	85	49	43	80	113

Figure 93

LWIA 12 - Trend in the WIA Placement Rate

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
LWIA 12	64.71%	46.15%	61.11%	48.94%	73.91%	64.44%	55.26%	65.89%	75.38%	72.88%	70.18%	70.19%
State	53.97%	45.80%	38.71%	39.87%	64.75%	63.51%	61.08%	65.60%	70.12%	62.73%	68.20%	62.98%
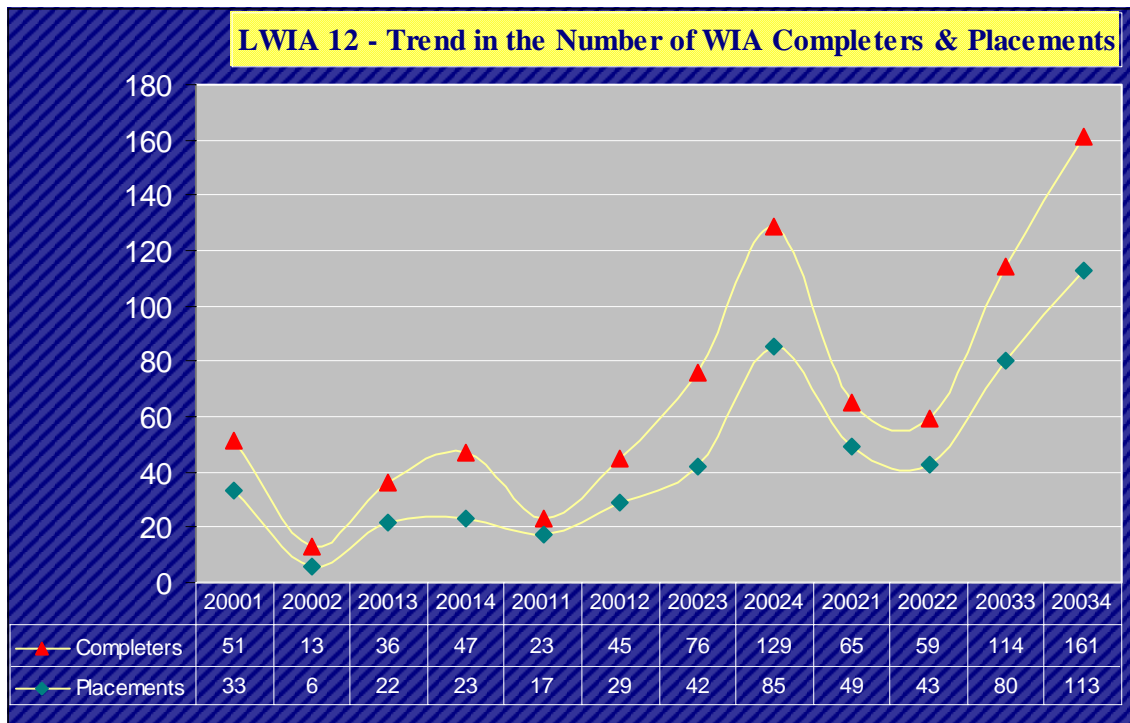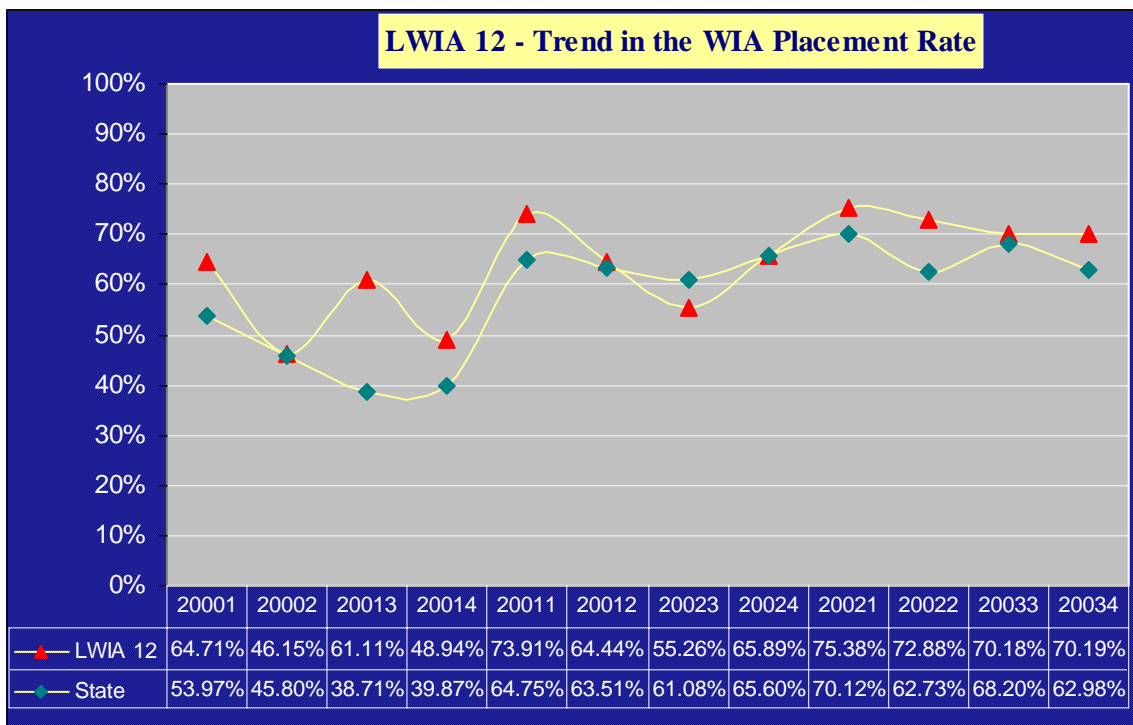
Detailed Quarterly Wage Summaries

Salary information obtained through Unemployment Insurance Wage Records from the *Tennessee Department of Labor and Workforce Development* and from the *Wage Record*

Interchange System allowed for comparisons of the average placement wage by program. Table 36 presents a detailed wage summary for all of the programs in Area 12 that had 10 or more placements received among the ALL of student population. Table 37 presents a detailed wage summary for all of the programs in Area 12 that had 10 or more placements among the WIA student population. For reasons of student confidentiality, programs with fewer than 10 placements were not included in the wage summaries. When examining the wage summaries, please refer to the definitions presented on page 39 and the wage cautions expressed on page 40. Also, see Table 11 (pages 40-44) for a list of provider codes to assist in identifying the institution affiliated with the program included in the summary. The identifying code numbers also appear in the title of each individual provider summary.

Table 36: LWIA 12 - Detailed ALL of Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
149	COMMERCIAL DRIVERS LICENSE TRUCK DRIVING	87	$16.95	$32,000.00	$6,215.16	$5,670.80	$2,933.24	$9,239.32
038	COMMERCIAL DRIVING COURSE	79	$27.00	$38,694.55	$4,232.52	$3,539.29	$2,069.75	$5,436.20
124	INDUSTRIAL MAINTENANCE	55	$266.64	$17,627.00	$7,044.14	$5,926.73	$2,827.14	$12,254.56
126	PRACTICAL NURSING	41	$94.32	$8,292.63	$3,690.42	$3,701.10	$2,221.34	$4,956.55
126	COMPUTER OPERATIONS TECHNOLOGY	39	$637.50	$11,802.53	$3,452.97	$3,200.00	$1,770.92	$4,047.35
128	PATIENT CARE TECHNICIAN	27	$78.20	$10,651.67	$2,797.82	$2,267.69	$1,601.92	$3,771.26
028	UNIVERSITY PARALLEL	25	$68.43	$10,411.50	$3,202.78	$2,106.24	$1,011.89	$5,223.08
126	BUSINESS SYSTEMS TECHNOLOGY	25	$76.50	$4,516.73	$2,119.19	$2,212.03	$873.83	$2,993.75
126	INDUSTRIAL MAINTENANCE	24	$246.32	$14,965.55	$9,248.42	$10,561.07	$4,749.30	$13,409.79
126	CHILD CARE / GUIDANCE MANAGEMENT / SERVICES	23	$90.63	$6,724.49	$2,446.35	$2,811.60	$792.00	$3,371.05
128	PRACTICAL NURSING	23	$81.98	$9,330.65	$3,061.46	$2,606.28	$1,177.45	$4,347.14
124	BUSINESS SYSTEMS TECHNOLOGY	20	$398.09	$6,010.26	$3,387.97	$3,374.50	$1,941.75	$5,175.80
128	COMMERCIAL TRUCK DRIVING	19	$700.00	$10,029.04	$4,466.10	$3,329.44	$2,427.46	$6,613.99
106	PRACTICAL NURSING	18	$703.63	$8,665.59	$4,494.64	$4,743.99	$2,244.74	$6,603.98
128	BUSINESS SYSTEMS TECHNOLOGY	18	$58.59	$5,737.39	$1,842.03	$1,542.93	$935.44	$2,191.35
028	NURSING	17	$49.38	$7,164.76	$2,978.31	$2,343.10	$1,357.51	$4,757.67
124	PRACTICAL NURSING	17	$404.95	$6,286.28	$3,184.65	$2,861.92	$2,161.25	$4,214.11
126	HEAVY EQUIPMENT MAINTENANCE AND REPAIR	17	$265.40	$10,735.49	$3,118.26	$2,473.50	$1,547.29	$3,793.93
124	COMPUTER OPERATIONS TECHNOLOGY	14	$506.04	$19,806.13	$6,003.14	$4,621.32	$2,411.26	$7,822.13
128	COMPUTER OPERATIONS TECHNOLOGY	13	$172.00	$12,721.80	$3,656.85	$2,235.95	$1,194.57	$5,525.06
028	BUSINESS RELATED TECHNOLOGY	11	$360.00	$8,127.16	$4,177.72	$3,026.84	$2,413.19	$7,027.54
126	AUTOMOTIVE BODY TECHNOLOGY	11	$268.00	$3,900.00	$1,718.82	$1,142.55	$669.16	$2,892.31
124	HEATING, VENTILATION, AC, AND REFRIGERATION	10	$956.00	$15,307.42	$4,826.64	$4,962.83	$1,364.32	$6,122.55
126	GENERAL METAL WORK	10	$490.19	$6,064.75	$2,486.20	$2,239.36	$925.59	$3,533.29

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Table 37: LWIA 12 - Detailed WIA Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
038	COMMERCIAL DRIVING COURSE	79	$27.00	$38,694.55	$4,232.52	$3,539.29	$2,069.75	$5,436.20
149	COMMERCIAL DRIVERS LICENSE TRUCK DRIVING	41	$75.00	$32,000.00	$6,819.34	$6,494.52	$2,046.48	$9,693.19
126	PRACTICAL NURSING	36	$94.32	$8,292.63	$3,851.61	$3,852.00	$2,275.33	$5,089.04
106	PRACTICAL NURSING	17	$703.63	$8,665.59	$4,681.05	$4,861.39	$2,668.54	$6,728.86
128	PRACTICAL NURSING	14	$81.98	$9,330.65	$3,707.86	$4,230.64	$1,116.63	$5,269.14
124	BUSINESS SYSTEMS TECHNOLOGY	13	$398.09	$6,010.26	$3,717.19	$3,568.00	$2,847.25	$5,335.29
124	INDUSTRIAL MAINTENANCE	12	$266.64	$12,464.00	$4,861.03	$4,069.05	$1,884.94	$7,541.39
128	COMMERCIAL TRUCK DRIVING	11	$700.00	$10,029.04	$4,760.40	$2,684.50	$2,160.96	$7,934.18
128	PATIENT CARE TECHNICIAN	10	$78.20	$4,453.94	$2,386.72	$2,080.20	$1,026.44	$4,140.13

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Unemployment-to-Work Assessment

This section of the report provides a summary of the number of participants in the WIA and ALL of student populations in Area 12 who were unemployed before completing a WIA certified training program, and were subsequently placed in employment the quarter immediately following completion.

In Area 12 during fiscal year 2003, 735 individuals in the ALL of student population were gainfully employed the quarter following completion. Of this number, 288 were classified as unemployed based on the definition presented on page 52. Figure 94 illustrates that 39.18% of those in the ALL of student population who were successfully placed following completion were unemployed prior to training.
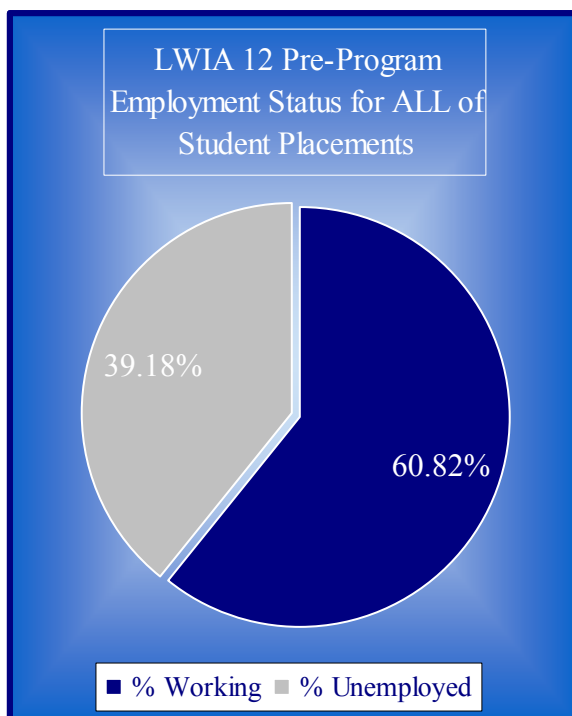
Figure 94   Figure 95
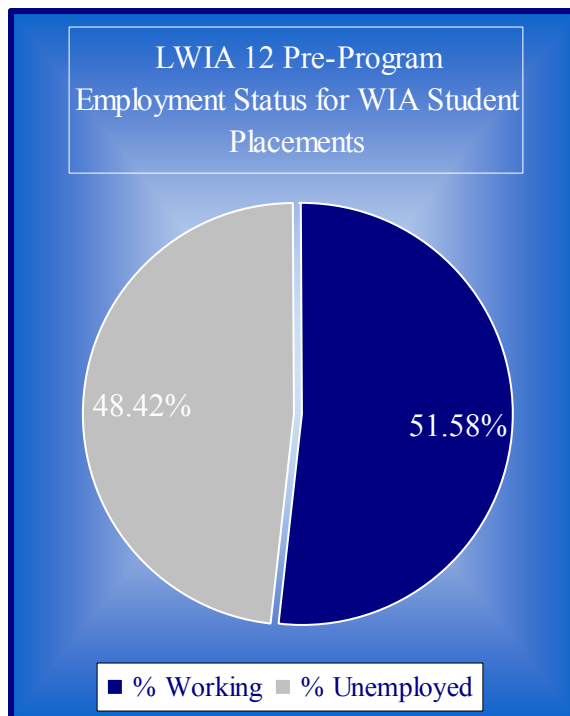
In contrast, in Figure 95 a far greater percentage of the WIA student population was classified as unemployed prior to completion. In fiscal year 2003, there were 285 WIA students who were successfully placed in employment from Area 12. Of this total, 138 individuals did not have a reported wage amount in either the quarter before or the quarter during training.

As indicated by Figures 94 and 95, Area 12 WIA students who were successfully placed were disproportionately unemployed prior to completion. The difference between the WIA and the ALL of student populations on this matter was over 9 percentage points.

Unemployment and Long Term Placement Assessment

This section of analysis provides an evaluation of the percentage of unemployed program completers who subsequently had a reported wage in the first and second quarters after completion. With this information, we are able to determine the extent to which WIA students

were able to retain gainful employment beyond simply the first quarter after completion. Figure 96 summarizes the findings for the ALL of student population, while Figure 97 details the WIA student population. Figures 96 and 97 do not include students who completed during the 4th quarter of 2003, since at the time of this report it was not possible to obtain two quarters of post-program wage information for these individuals.

Figure 96
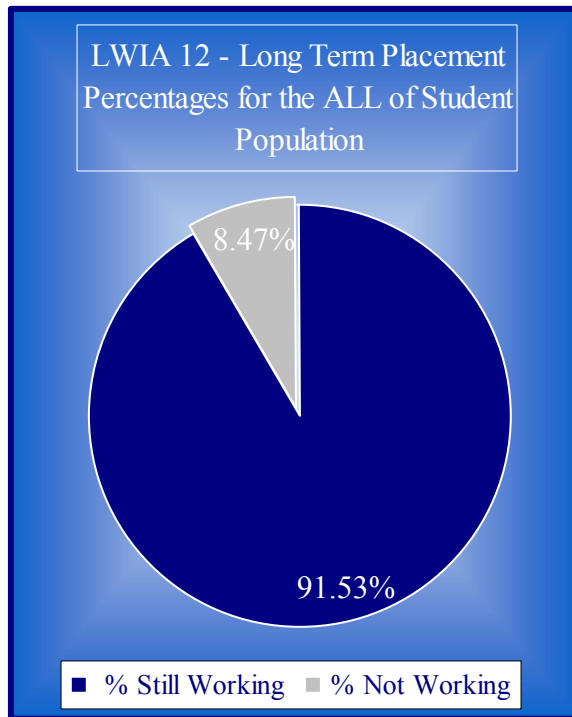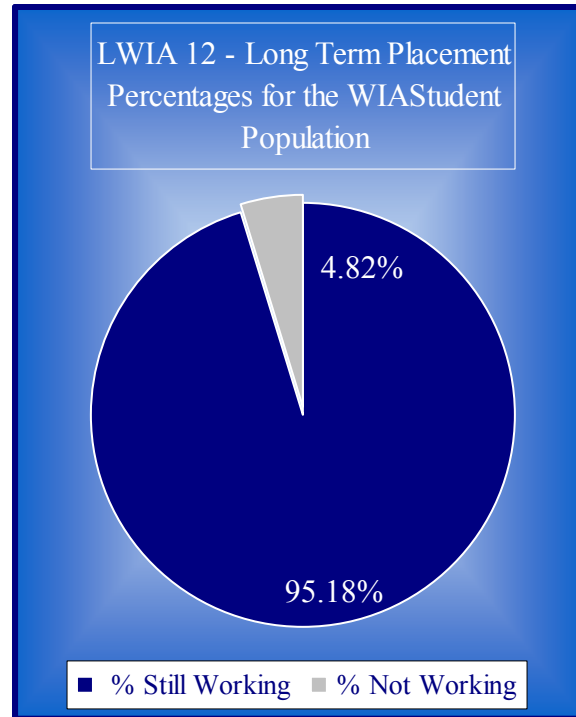
LWIA 12 - Long Term Placement Percentages for the ALL of Student Population

8.47%

91.53%

■ % Still Working ■ % Not Working

Figure 97

LWIA 12 - Long Term Placement Percentages for the WIAStudent Population

4.82%

95.18%

■ % Still Working ■ % Not Working

Within both populations, the overwhelming majority of students with placement wages in the first quarter after completion also had wages in the second quarter. However, a slightly higher percentage of WIA students were still working after two quarters, ≈ 95% versus ≈ 92%. Thus, in Area 12, it appears that WIA students who were placed in employment the first quarter after completion were significantly more likely to retain this employment in the second quarter after completion.

DYERSBURG STATE COMMUNITY COLLEGE (028)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BUSINESS RELATED TECHNOLOGY	8	4	4	100.00	1	25.00	164	32	NA	19.51	11	34.38
COMPUTER AND INFORMATION TECHNOLOGY	4	0	4	NA	NC	NA	108	16	NA	14.81	6	37.50
EARLY CHILDHOOD EDUCATION	1	0	1	NA	NC	NA	40	13	NA	32.50	8	61.54
HEALTH INFORMATION TECHNOLOGY	3	2	1	100.00	0	0.00	83	16	NA	19.28	4	25.00
JUSTICE SERVICES	3	2	1	100.00	2	100.00	43	11	NA	25.58	5	45.45
MEDICAL TRANSCRIPTION	1	0	1	NA	NC	NA	7	0	NA	0.00	NC	NA
NURSING	5	2	3	100.00	1	50.00	192	26	NA	13.54	17	65.38
SURGICAL TECHNOLOGY	1	0	1	NA	NC	NA	6	0	NA	0.00	NC	NA
UNIVERSITY PARALLEL	1	0	1	NA	NC	NA	585	67	NA	11.45	25	37.31
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

HEARTLAND TRUCK DRIVING INSTITUTE – DYERSBURG (038)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
COMMERCIAL DRIVING COURSE	140	128	5	94.81	79	61.72	145	134	8	97.81	79	58.96
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

TENNESSEE TECHNOLOGY CENTER AT COVINGTON (106)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE MECHANICS	5	0	3	0.00	NC	NA	26	7	19	100.00	4	57.14
BUSINESS SYSTEMS TECHNOLOGY	2	1	1	100.00	1	100.00	33	14	9	58.33	7	50.00
COMPUTER OPERATIONS TECHNOLOGY	4	1	1	33.33	1	100.00	36	12	13	52.17	9	75.00
HEATING, VENTILATION, AC, AND REFRIGERATION	1	0	0	0.00	NC	NA	30	13	8	59.09	7	53.85
PRACTICAL NURSING	55	24	12	55.81	17	70.83	46	10	17	34.48	10	100.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE TECHNOLOGY CENTER AT NEWBERN (124)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE MECHANICS	2	0	2	NA	NC	NA	28	8	11	47.06	5	62.50
BUSINESS SYSTEMS TECHNOLOGY	17	13	1	81.25	13	100.00	51	24	6	53.33	20	83.33
COMPUTER OPERATIONS TECHNOLOGY	6	3	1	60.00	1	33.33	42	24	6	66.67	14	58.33
DRAFTING AND CAD TECHNOLOGY	3	2	1	100.00	2	100.00	28	5	16	41.67	4	80.00
HEATING, VENTILATION, AC, AND REFRIGERATION	17	7	4	53.85	2	28.57	37	11	13	45.83	10	90.91
INDUSTRIAL MAINTENANCE	19	14	3	87.50	12	85.71	83	55	24	93.22	55	100.00
MACHINE TOOL TECHNOLOGY	3	1	1	50.00	0	0.00	7	3	4	100.00	2	66.67
PRACTICAL NURSING	21	5	13	62.50	5	100.00	65	22	31	64.71	17	77.27
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

TENNESSEE TECHNOLOGY CENTER AT PARIS (126)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AUTOMOTIVE BODY TECHNOLOGY	4	2	2	100.00	0	0.00	41	26	3	68.42	11	42.31
BUSINESS SYSTEMS TECHNOLOGY	15	4	8	57.14	2	50.00	68	41	23	91.11	25	60.98
CHILD CARE AND GUIDANCE MNGMNT AND SERVICES	10	7	1	77.78	3	42.86	63	32	8	58.18	23	71.88
COMPUTER OPERATIONS TECHNOLOGY	13	8	5	100.00	5	62.50	121	86	24	88.66	39	45.35
ELECTRICAL AND ELECTRONIC EQUIPMENT REPAIR	4	1	1	33.33	1	100.00	9	5	1	62.50	2	40.00
GENERAL METAL WORK	7	5	0	71.43	3	60.00	25	21	0	84.00	10	47.62
HEAVY EQUIPMENT MAINTENANCE AND REPAIR	5	2	2	66.67	2	100.00	37	23	6	74.19	17	73.91
INDUSTRIAL MAINTENANCE	29	10	13	62.50	4	40.00	62	37	22	92.50	24	64.86
MACHINE TOOL TECHNOLOGY	14	2	6	25.00	2	100.00	27	12	11	75.00	9	75.00
PRACTICAL NURSING	78	40	20	68.97	36	90.00	107	45	31	59.21	41	91.11
ROBOTIC MANUFACTURING TECHNOLOGY	9	5	3	83.33	2	40.00	22	6	9	46.15	2	33.33
SURGICAL TECHNOLOGY	13	8	0	61.54	4	50.00	18	10	0	55.56	5	50.00
TECHNOLOGY FOUNDATIONS	1	0	0	0.00	NC	NA	2	2	0	100.00	2	100.00
PROVIDER SUMMARY - REMOVALS											
Program(s) in Danger of Removal	☹										

TENNESSEE TECHNOLOGY CENTER AT RIPLEY (128)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BUSINESS SYSTEMS TECHNOLOGY	11	4	5	66.67	3	75.00	53	30	13	75.00	18	60.00
COMMERCIAL TRUCK DRIVING	17	16	0	94.12	11	68.75	33	27	0	81.82	19	70.37
COMPUTER OPERATIONS TECHNOLOGY	11	5	5	83.33	2	40.00	38	24	8	80.00	13	54.17
DRAFTING AND CAD TECHNOLOGY	4	2	0	50.00	0	0.00	22	9	3	47.37	5	55.56
INDUSTRIAL ELECTRONICS	6	2	4	100.00	1	50.00	18	8	8	80.00	6	75.00
PATIENT CARE TECHNICIAN	35	37	6	93.10	1	100.00	57	41	15	97.62	27	65.85
PRACTICAL NURSING	31	18	8	78.26	14	77.78	77	30	36	73.17	23	76.67
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

WEST KENTUCKY TECHNICAL AND COMMUNITY COLLEGE (149)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
COMMERCIAL DRIVERS LICENSE TRUCK DRIVING	63	59	2	96.72	41	69.49	121	117	2	98.32	87	74.36
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
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Local Workforce Investment Area 13

SHELBY

FAYETTE

13

- ⬛ **Area 13 Performance Rates versus State Performance Rates**
- ⬛ **Trend Analysis of WIA Student Completion and Placement**
- ⬛ **Trend Analysis of WIA Student Placement Rate**
- ⬛ **Detailed ALL of Student Quarterly Wage Summary**
- ⬛ **Detailed WIA Student Quarterly Wage Summary**
- ⬛ **Unemployment-to-Work Assessment**
- ⬛ **Unemployment and Long Term Placement Assessment**
- ⬛ **Individual Training Provider Summaries**

TENNESSEE
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LWIA 13 Performance Measures

Figure 98 presents the performance measures for the WIA and ALL of student populations for Area 13 during the 2003 fiscal year.

Figure 98
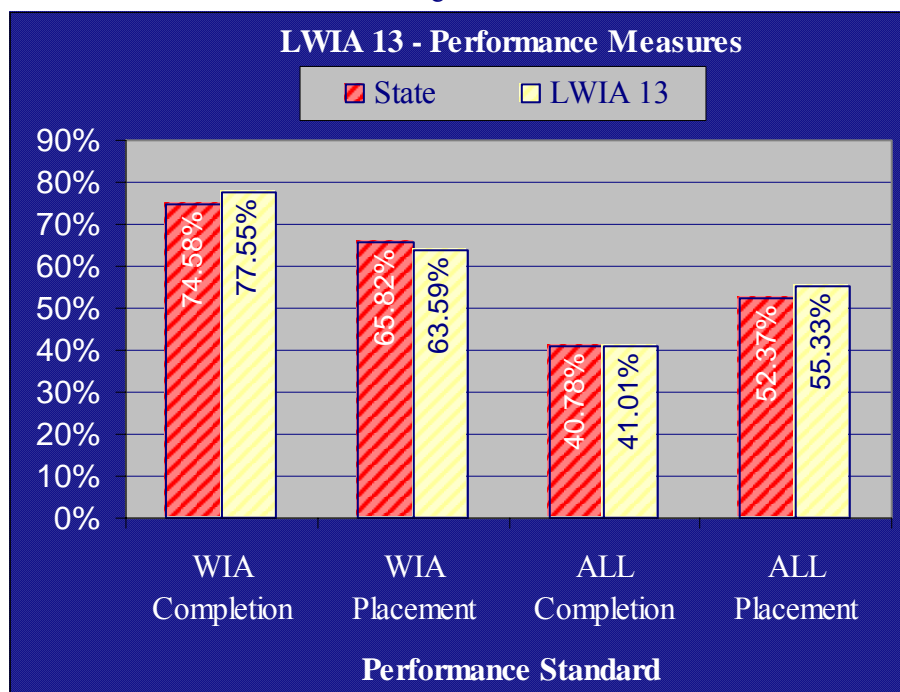
The WIA student completion rate for Area 13 was 77.55%. This value was approximately 2.97 percentage points below the statewide completion rate for the WIA student population. Both the WIA and ALL of student completion rates for Area 13 surpassed the minimum state standard of 35%. In Area 13, roughly 64% of all WIA completers were gainfully employed the quarter following completion, in comparison to approximately 66% of the statewide WIA student population. The WIA student placement rate exceeded the ALL of student placement rate for Area 13; the difference was 8.26 percentage points. The WIA student placement rate fell slightly below the 65% minimum standard, while the ALL of student placement rate was considerably lower.

Trend Analysis in WIA Completers, Placements, and Placement Rates

Since WIA inception in the State of Tennessee, approximately 1,063 individuals have completed certified programs in Area 13 using WIA funds. Figure 99 presents a graphic breakdown of the distribution of WIA completers and placements from WIA inception through the conclusion of the 2003 fiscal year.

As seen in Figure 99, the number of WIA completers and placements reached an all-time high during the 4th quarter of 2003 (284 and 176 respectively). Overall, the average number of program completers in Area 13 across the 12 quarters of data analyzed in the report was 89 per quarter, while the average number of placements per quarter was 54.

Figure 100 illustrates that the Area 13 quarterly WIA student placement rate surpassed the state quarterly rate in 4 of the 12 analyzed quarters of data.
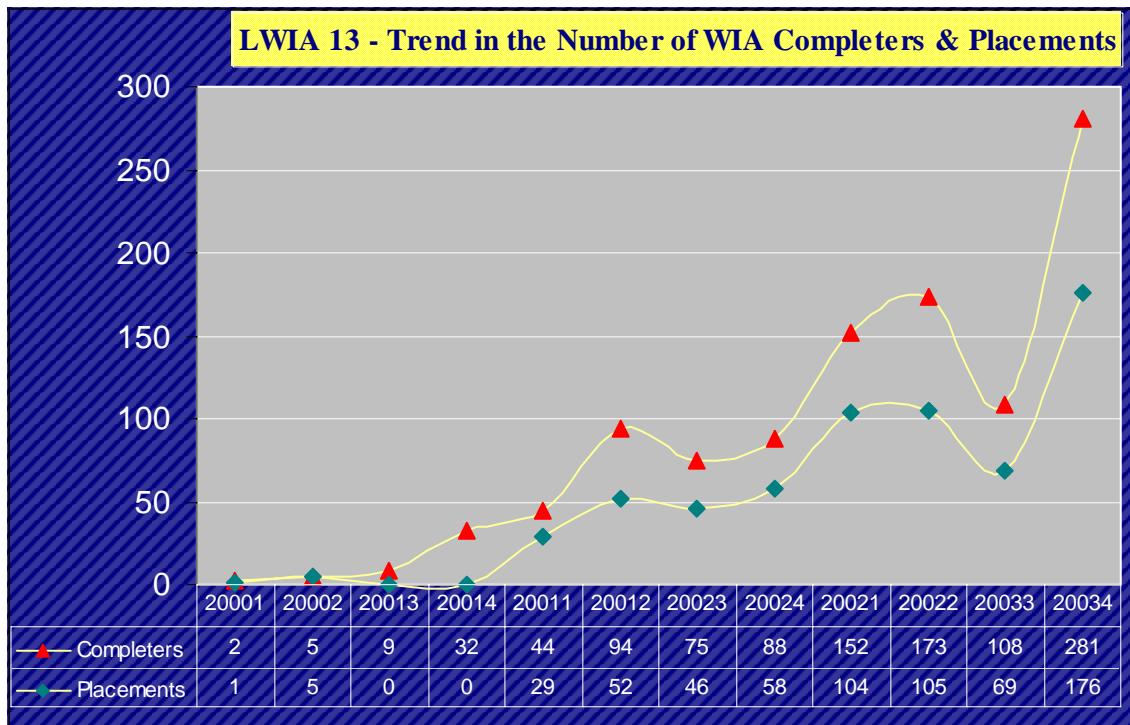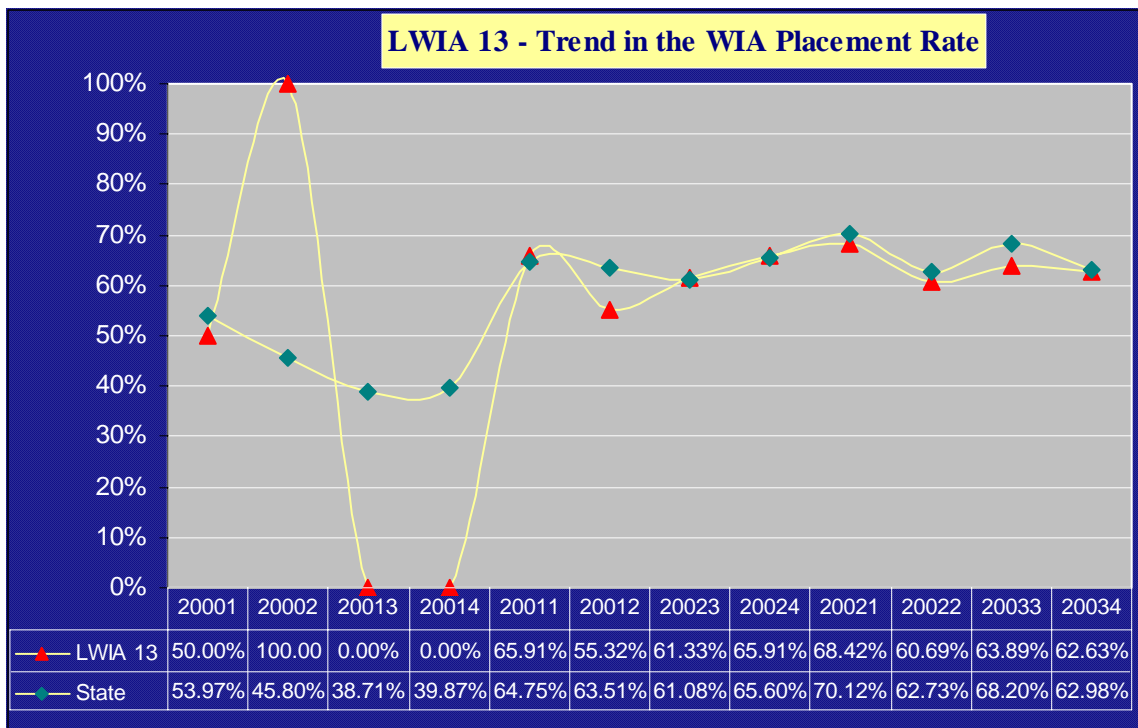
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Figure 99

LWIA 13 - Trend in the Number of WIA Completers & Placements

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
Completers	2	5	9	32	44	94	75	88	152	173	108	281
Placements	1	5	0	0	29	52	46	58	104	105	69	176

Figure 100

LWIA 13 - Trend in the WIA Placement Rate

	20001	20002	20013	20014	20011	20012	20023	20024	20021	20022	20033	20034
LWIA 13	50.00%	100.00	0.00%	0.00%	65.91%	55.32%	61.33%	65.91%	68.42%	60.69%	63.89%	62.63%
State	53.97%	45.80%	38.71%	39.87%	64.75%	63.51%	61.08%	65.60%	70.12%	62.73%	68.20%	62.98%

Detailed Quarterly Wage Summaries

Salary information obtained through Unemployment Insurance Wage Records from the *Tennessee Department of Labor and Workforce Development* and from the *Wage Record*

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Interchange System allowed for comparisons of the average placement wage by program. Table 38 presents a detailed wage summary for all of the programs in Area 13 that had 10 or more placements received among the ALL of student population. Table 39 presents a detailed wage summary for all of the programs in Area 13 that had 10 or more placements among the WIA student population. For reasons of student confidentiality, programs with fewer than 10 placements were not included in the wage summaries. When examining the wage summaries, please refer to the definitions presented on page 39 and the wage cautions expressed on page 40. Also, see Table 11 (pages 40-44) for a list of provider codes to assist in identifying the institution affiliated with the program included in the summary. The identifying code numbers also appear in the title of each individual provider summary.

Table 38: LWIA 13 - Detailed ALL of Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
095	TRUCK DRIVING	1399	$0.01	$22,347.08	$4,576.64	$4,473.16	$2,783.72	$6,166.53
120	COMMERCIAL TRUCK DRIVING	220	$21.75	$16,671.39	$5,642.38	$6,050.19	$2,958.03	$8,134.60
023	MEDICAL ASSISTANT	93	$40.00	$11,499.85	$3,164.35	$3,550.08	$1,337.56	$4,742.61
023	MEDICAL OFFICE PROFESSIONAL	92	$36.05	$9,438.00	$3,498.58	$3,582.49	$2,024.95	$4,866.01
094	SUPPLEMENTAL NURSING ASSISTANT PROGRAM	88	$17.48	$6,457.46	$2,474.66	$2,044.91	$1,054.19	$3,741.50
120	AIRCRAFT MECHANICS	87	$428.47	$26,805.91	$7,763.45	$6,036.53	$3,999.30	$9,161.59
086	MEDICAL ASSISTING	81	$10.38	$9,786.71	$2,770.85	$2,143.03	$716.38	$4,521.98
120	BUSINESS SYSTEMS TECHNOLOGY	73	$70.00	$15,572.24	$5,529.02	$4,995.35	$3,552.70	$7,064.17
133	CERTIFIED NURSE ASSISTANT TRAINING PROGRAM	70	$35.43	$6,591.18	$2,733.37	$2,665.30	$1,626.52	$3,563.47
120	PRACTICAL NURSING	59	$315.94	$18,259.04	$4,723.66	$3,367.34	$1,436.11	$7,315.46
023	PATIENT CARE ASSISTANT	57	$148.52	$6,649.44	$3,139.80	$3,326.21	$1,482.14	$3,999.51
096	A + CERTIFICATION	54	$142.90	$15,677.55	$6,745.92	$6,815.20	$3,586.05	$9,359.61
023	DENTAL ASSISTING	52	$139.50	$11,608.02	$3,139.58	$3,048.42	$1,543.45	$4,323.75
023	MEDICAL ASSISTANT AND X-RAY	51	$144.00	$7,002.47	$3,179.81	$2,877.42	$1,670.00	$4,645.58
092	INFORMATION TECHNOLOGY	44	$489.25	$13,009.20	$5,242.52	$4,015.20	$2,683.83	$7,508.70
092	BASIC EMERGENCY MEDICAL TECHNOLOGY	41	$26.25	$37,500.00	$5,119.58	$3,875.01	$1,249.69	$6,911.30
141	COMMUNICATION	40	$340.00	$10,191.00	$2,996.72	$2,358.87	$1,331.09	$3,768.48
094	SUPPLEMENTAL CHILD DEVELOPMENT ASSOCIATE	39	$662.71	$7,843.96	$3,490.34	$3,258.02	$2,648.68	$4,680.00
120	COMPUTER OPERATOR	39	$6.03	$9,532.65	$2,910.77	$2,822.78	$677.40	$4,241.78
144	HEATING, AC, AND REFRIGERATION MECHANIC	30	$770.00	$11,679.45	$5,343.49	$5,310.27	$3,425.83	$7,245.41
023	PHARMACY TECHNICIAN	29	$224.81	$9,004.10	$3,869.59	$3,696.70	$2,390.81	$5,020.34
120	AVIONICS	29	$2,731.49	$26,992.60	$17,774.55	$20,059.96	$15,175.95	$22,555.17
023	MASSAGE THERAPY	28	$300.00	$12,501.19	$3,928.97	$4,232.39	$1,347.51	$5,142.18
120	SURGICAL TECHNOLOGY	28	$85.00	$10,256.39	$4,294.16	$3,879.93	$1,371.82	$7,435.78
133	COMPUTER / CLERICAL TRAINING	28	$19.20	$10,338.75	$2,466.64	$2,290.90	$1,313.87	$3,336.06
120	COSMETOLOGY	27	$385.89	$8,118.00	$2,976.17	$2,666.37	$1,378.58	$4,487.84
058	COMPUTER KEYBOARDING	26	$229.80	$14,325.00	$4,450.31	$3,854.54	$2,250.55	61.57.38
139	NURSING ASSISTANT	26	$31.00	$5,903.38	$2,901.41	$3,124.70	$1,314.29	$4,070.79
058	INTRODUCTION TO COMPUTERS	23	$29.55	$11,089.50	$5,338.49	$5,390.89	$2,681.93	$7,095.73
092	UNIVERSITY PARALLEL	23	$226.20	$11,745.92	$4,027.43	$3,421.45	$1,546.63	$5,697.77

TENNESSEE
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Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
096	MICROSOFT CERTIFIED SYSTEMS ENGINEER	23	$240.00	$14,258.34	$7,261.10	$6,660.42	$3,616.68	$10,915.89
141	INTEGRATIVE STUDIES	23	$105.49	$4,975.19	$1,443.54	$1,451.89	$490.36	$2,194.38
141	JOURNALISM	23	$56.25	$6,034.58	$2,358.67	$2,358.67	$872.37	$3,715.73
086	BUSINESS INFORMATION SYSTEMS	22	$254.93	$8,185.69	$4,073.33	$4,017.15	$2,303.11	$5,738.05
120	HEATING, VENTILATION, AC, AND REFRIGERATION	22	$59.50	$11,476.16	$5,656.96	$5,821.01	$2,521.67	$7,871.55
086	OPERATIONS MANAGEMENT	21	$214.75	$13,815.55	$7,198.34	$7,599.10	$3,974.69	$10,094.79
086	COMPUTER NETWORKING TECHNOLOGY	20	$52.00	$8,482.78	$4,758.71	$5,965.53	$2,477.33	$6,754.30
086	COMPUTER INFORMATION SYSTEMS	18	$185.04	$7,667.12	$3,157.58	$3,298.51	$1,432.46	$4,426.20
139	COMPUTER OFFICE ESSENTIALS	18	$36.40	$4,882.17	$1,726.37	$1,260.16	$243.78	$3,181.83
023	RESPIRATORY THERAPY	17	$320.53	$12,505.62	$3,700.32	$3,439.58	$1,819.98	$4,979.55
086	ELECTRONICS AND COMPUTER TECHNOLOGY	17	$335.63	$9,478.95	$4,564.55	$4,337.50	$2,310.00	$6,796.09
120	DENTAL LABORATORY TECHNICIAN	17	$431.91	$5,217.09	$2,837.85	$2,884.01	$1,367.36	$4,380.00
141	PSYCHOLOGY	17	$198.00	$9,545.48	$2,685.06	$1,778.56	$1,337.25	$3,454.61
056	MEDICAL ASSISTANT	16	$997.50	$9,981.20	$3,230.57	$2,305.40	$1,180.55	$4,782.41
120	COMPUTER OPERATIONS TECHNOLOGY	16	$86.63	$9,482.00	$4,812.07	$5,419.02	$1,963.20	$7,480.09
058	MEDICAL TERMINOLOGY	15	$644.05	$13,846.14	$5,229.61	$4,677.99	$2,241.13	$6,895.04
086	MEDICAL ADMINISTRATION	15	$2,134.43	$7,666.32	$4,672.13	$4,351.34	$3,527.25	$5,635.10
139	COMPUTER TECHNICIAN SUPPORT	15	$425.13	$8,345.80	$3,376.15	$2,480.80	$1,568.63	$5,570.56
141	FINANCE	15	$77.05	$13,440.10	$4,267.84	$2,767.70	$1,728.21	$5,624.60
141	NURSING	15	$501.91	$15,793.71	$6,959.15	$3,530.11	$2,105.28	$12,515.43
051	ACCELERATED DEGREE COMPLETION PRGM (MGT)	14	$1,451.98	$19,875.24	$8,962.87	$7,858.85	$5,725.88	$11,684.81
092	BUSINESS AND COMMERCE TECHNOLOGY	14	$125.77	$12,318.48	$6,143.50	$6,031.31	$4,018.01	$8,956.18
120	AUTOMOTIVE TECHNOLOGY	14	$1,269.15	$16,380.70	$5,399.24	$4,683.84	$2,987.62	$6,577.67
120	BARBERING	14	$126.00	$9,062.52	$3,086.36	$2,867.11	$546.61	$5,119.38
141	ENGLISH	14	$125.00	$11,072.31	$3,332.24	$3,199.35	$1,524.52	$4,161.80
141	MANAGEMENT INFORMATION SYSTEMS	14	$383.25	$14,188.91	$4,711.65	$2,804.65	$1,659.00	$8,002.79
060	INTER. COMPUTER LITERACY AND APPLICATIONS	13	$56.00	$6,160.00	$2,464.34	$1,738.22	$811.40	$4,334.42
092	ACCOUNTING	13	$4,721.67	$10,266.58	$7,105.40	$7,117.44	$5,537.09	$8,191.97
092	GENERAL TECHNOLOGY	13	$1,750.00	$20,144.90	$7,256.08	$6,234.32	$2,089.37	$11,301.88
141	ART	13	$148.20	$7,287.64	$3,017.10	$2,552.50	$1,007.52	$4,140.60

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Table 38: LWIA 13 - Detailed ALL of Student Quarterly Wage Summary (Continued)

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
141	INDIVIDUAL STUDIES	13	$4,528.61	$610,006.20	$58,119.26	$13,736.63	$6,493.64	$14,793.00
092	LABORATORY PHLEBOTOMY TECHNOLOGY	12	$1,193.40	$6,081.37	$2,854.33	$2,652.02	$1,493.18	$3,667.69
144	COMPUTER AIDED DRAFTING	12	$1,112.13	$19,056.45	$4,915.26	$3,742.93	$1,820.89	$5,885.68
120	WELDING, BRAZING, AND SOLDERING	11	$130.18	$14,589.57	$3,588.95	$3,173.86	$265.65	$4,527.51
139	CRAFT SKILLS	11	$274.75	$8,604.77	$3,263.45	$2,850.40	$1,110.80	$4,703.23
044	BARBERING	10	$424.90	$15,950.88	$5,444.03	$3,148.51	$1,788.17	$10,399.30
060	MEDICAL OFFICE TECHNOLOGY	10	$978.78	$5,237.88	$2,832.02	$2,584.29	$1,619.30	$4,257.90
120	COMPUTER BASED GRAPHIC DESIGN	10	$539.19	$10,154.64	$2,755.96	$1,436.65	$830.10	$3,743.39
141	CONSUMER SCIENCE AND EDUCATION	10	$423.00	$7,106.06	$4,222.52	$4,374.71	$2,774.00	$6,232.05
141	CRIMINAL JUSTICE AND CRIMINOLOGY	10	$1,846.37	$8,790.08	$3,592.43	$2,657.59	$2,440.01	$4,027.87

Table 39: LWIA 13 - Detailed WIA Student Quarterly Wage Summary

Code	Program Name	Placements	Minimum Salary	Maximum Salary	Average Salary	Median Salary	25th Percentile	75th Percentile
094	SUPPLEMENTAL NURSING ASSISTANT PROGRAM	84	$17.48	$6,457.46	$2,388.59	$2,000.26	$1,054.19	$3,670.60
094	SUPPLEMENTAL CHILD DEVELOPMENT ASSOCIATE	39	$662.71	$7,843.96	$3,490.34	$3,258.02	$2,648.68	$4,680.00
133	CERTIFIED NURSE ASSISTANT TRAINING PROGRAM	38	$35.43	$6,591.18	$2,949.66	$2,949.40	$1,554.03	$3,950.82
095	TRUCK DRIVING	28	$105.00	$9,450.50	$4,454.71	$3,829.99	$2,568.75	$6,722.47
139	NURSING ASSISTANT	17	$84.60	$5,901.06	$3,143.79	$3,297.35	$1,959.74	$4,542.91
096	MICROSOFT CERTIFIED SYSTEMS ENGINEER	16	$240.00	$12,382.63	$6,429.90	$6,527.06	$3,013.87	$9,931.92
139	COMPUTER OFFICE ESSENTIALS	11	$40.00	$3,520.00	$1,344.16	$1,234.49	$269.28	$2,688.50
139	CRAFT SKILLS	11	$274.75	$8,604.77	$3,263.45	$2,850.40	$1,110.80	$4,703.23
060	MEDICAL OFFICE TECHNOLOGY	10	$978.78	$5,237.88	$2,832.02	$2,584.30	$1,619.31	$4,257.90
120	PRACTICAL NURSING	10	$450.00	$8,616.99	$3,091.59	$1,734.89	$614.81	$6,508.02
120	COSMETOLOGY	10	$838.01	$4,946.31	$3,383.66	$3,601.25	$2,048.44	$4,928.24

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Unemployment-to-Work Assessment

This section of the report provides a summary of the number of participants in the WIA and ALL of student populations in Area 13 who were unemployed before completing a WIA certified training program, and were subsequently placed in employment the quarter immediately following completion.

In Area 13 during fiscal year 2003, 3,919 individuals in the ALL of student population were gainfully employed the quarter following completion. Of this number, 1,373 were classified as unemployed based on the definition presented on page 52. Figure 101 illustrates that 35.03% of those in the ALL of student population who were successfully placed following completion were unemployed prior to training.

Figure 101

Figure 102

LWIA 13 Pre-Program Employment Status for ALL of Student Placements

35.03%

64.97%

■ % Working ■ % Unemployed

LWIA 13 Pre-Program Employment Status for WIA Student Placements

38.77%

61.23%

■ % Working ■ % Unemployed
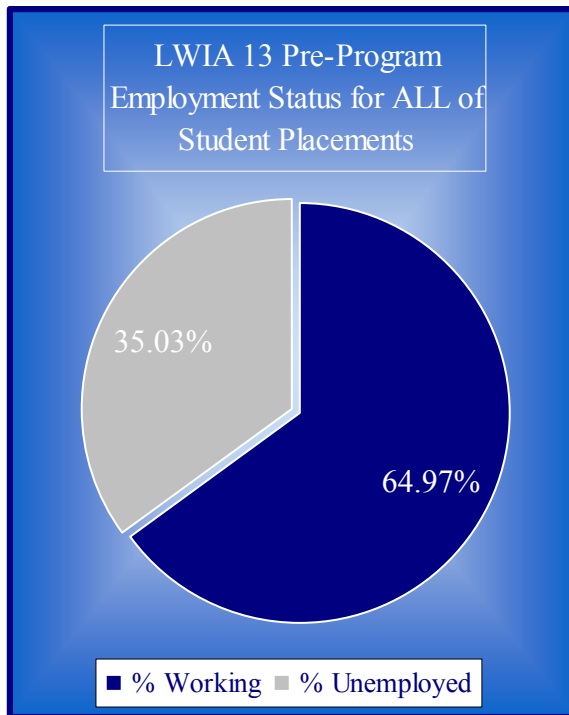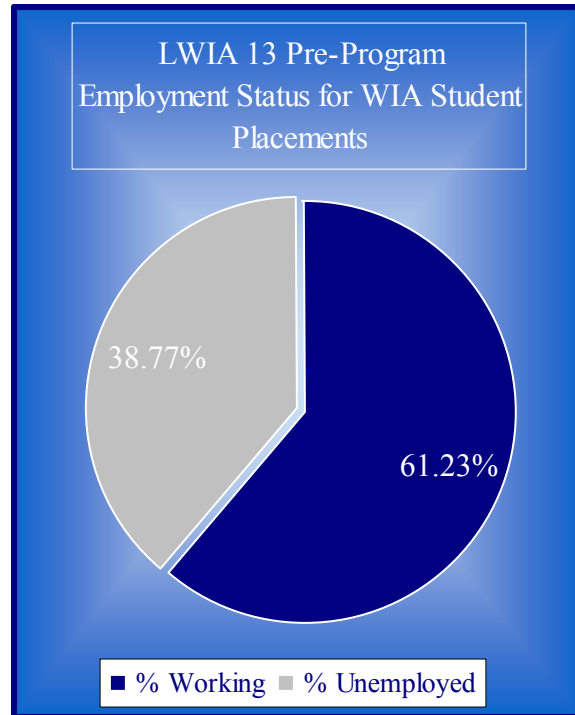
In contrast, in Figure 102 a slightly greater percentage of the WIA student population was classified as unemployed prior to completion. In fiscal year 2003, there were 454 WIA students who were successfully placed in employment from Area 13. Of this total, 176 individuals did not have a reported wage amount in either the quarter before or the quarter during training.

As indicated by Figures 101 and 102, Area 13 WIA students who were successfully placed were disproportionately unemployed prior to completion. There was only a small difference between the WIA and the ALL of student populations on this matter.

Unemployment and Long Term Placement Assessment

This section of analysis provides an evaluation of the percentage of unemployed program completers who subsequently had a reported wage in the first and second quarters after completion. With this information, we are able to determine the extent to which WIA students

were able to retain gainful employment beyond simply the first quarter after completion. Figure 103 summarizes the findings for the ALL of student population, while Figure 104 details the WIA student population. Figures 103 and 104 do not include students who completed during the 4th quarter of 2003, since at the time of this report it was not possible to obtain two quarters of post-program wage information for these individuals.

Figure 103
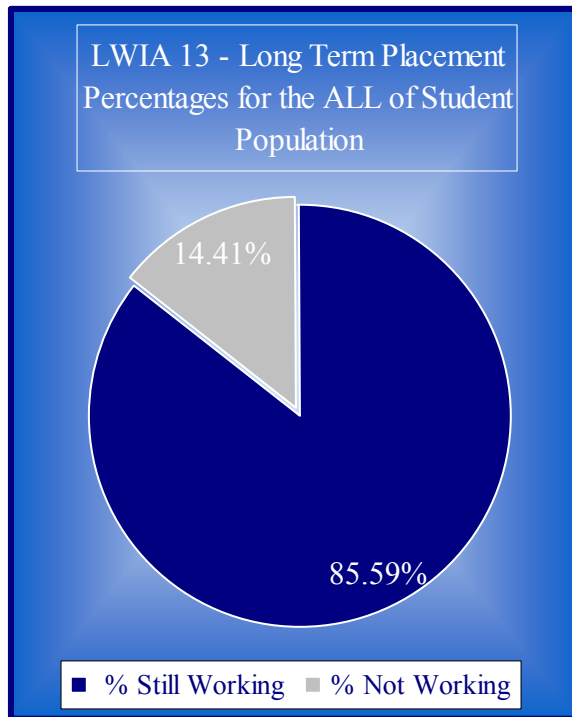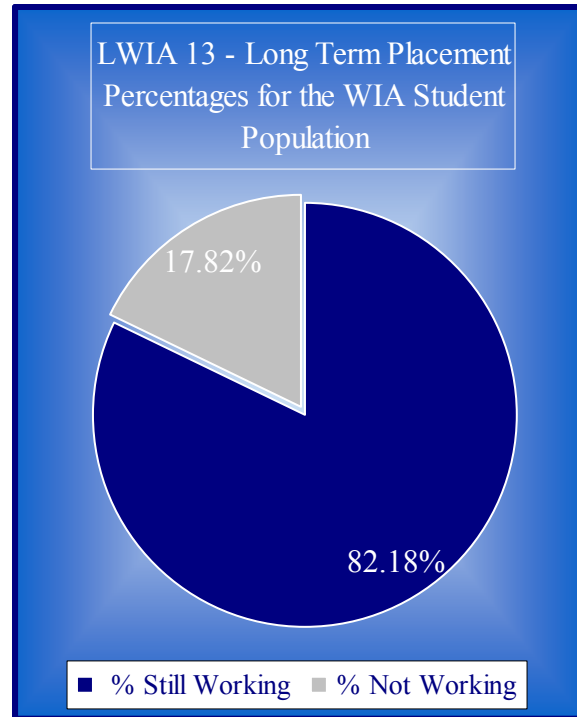
LWIA 13 - Long Term Placement Percentages for the ALL of Student Population

14.41%

85.59%

■ % Still Working ■ % Not Working

Figure 104

LWIA 13 - Long Term Placement Percentages for the WIA Student Population

17.82%

82.18%

■ % Still Working ■ % Not Working

Within both populations, the overwhelming majority of students with placement wages in the first quarter after completion also had wages in the second quarter. However, a slightly lower percentage of WIA students were still working after two quarters, ≈ 82% versus ≈ 86%. Thus, in Area 13, it appears that WIA students who were placed in employment the first quarter after completion were slightly less likely to retain this employment in the second quarter after completion.

BAPTIST COLLEGE AND HEALTH SCIENCES (007)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
MEDICAL CODING	7	4	3	100.00	2	50.00	28	13	13	86.67	9	69.23
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

CATALYST TRAINING AND CONSULTING (014)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
A +	3	3	0	100.00	2	66.67	3	3	0	100.00	2	66.67
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
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CONCORDE CAREER COLLEGE (023)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
DENTAL ASSISTING	12	5	5	71.43	4	80.00	226	73	104	59.84	52	71.23
MEDICAL ASSISTANT	29	10	15	71.43	5	50.00	460	161	204	62.89	93	57.76
MEDICAL ASSISTANT AND X-RAY	15	10	3	83.33	5	50.00	174	88	45	68.22	51	57.95
MEDICAL OFFICE PROFESSIONAL	18	9	7	81.82	8	88.89	385	136	157	59.65	92	67.65
PATIENT CARE ASSISTANT	2	2	0	100.00	2	100.00	263	98	73	51.58	57	58.16
PHARMACY TECHNICIAN	9	3	5	75.00	2	66.67	229	44	103	34.92	29	65.91
RESPIRATORY THERAPY	9	0	7	0.00	NC	NA	211	29	116	30.53	17	58.62
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

HEALTH-TECH INSTITUTE (037)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BOOKKEEPING	7	6	1	100.00	5	83.33	8	6	1	85.71	5	83.33
COMPUTER OPERATIONS TRAINING	23	17	1	77.27	12	70.59	23	17	1	77.27	12	70.59
MEDICAL BILLING	ID	ID	ID	ID	ID	ID	27	24	3	100.00	18	75.00
MEDICAL PROCEDURAL CODING	16	14	1	93.33	11	78.57	16	14	1	93.33	11	78.57
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹ MEDICAL BILLING											

TENNESSEE
HIGHER EDUCATION COMMISSION

JETT BARBER COLLEGE (044)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BARBERING	77	13	11	19.70	5	38.46	148	21	54	22.34	10	47.62
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☺ BARBERING											

LAST MINUTE CUTS SCHOOL OF BARBERING (049)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BARBERING	22	1	19	33.33	1	100.00	37	8	27	80.00	3	37.50
NAIL TECHNICIAN	1	0	1	NA	NC	NA	1	0	1	NA	NC	NA
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☺											

LOWENSTEIN HOUSE (053)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
CLERICAL / WORD PROCESSING	9	7	1	87.50	2	28.57	18	13	3	86.67	4	30.77
ENVIRONMENTAL SERVICES	21	15	3	83.33	1	6.67	24	18	3	85.71	2	11.11
FOOD SERVICES	10	8	2	100.00	1	12.50	15	12	3	100.00	3	25.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☺											

TENNESSEE
HIGHER EDUCATION COMMISSION

MAGNIFICENT BARBER SCHOOL (054)

WIA CERTIFIED PROGRAM NAME (S)	STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
MASTER BARBER	4	0	4	NA	NC	NA	21	1	17	25.00	1	100.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

MEMPHIS ACADEMY OF BARBERING (057)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
MASTER BARBER	16	0	10	0.00	NC	NA	38	6	20	33.33	1	16.67
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹ MASTER BARBER											

TENNESSEE
HIGHER EDUCATION COMMISSION

MEMPHIS CITY SCHOOLS (058)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ACCOUNTING PRINCIPLES I	5	4	1	100.00	0	0.00	9	8	1	100.00	2	25.00
ACCOUNTING PRINCIPLES II	2	2	0	100.00	1	50.00	2	2	0	100.00	1	50.00
COMPUTER KEYBOARDING	10	9	0	90.00	2	22.22	53	52	0	98.11	26	50.00
COMPUTER MEDISOFT	2	2	0	100.00	0	0.00	11	11	0	100.00	1	9.09
DATA ENTRY	3	3	0	100.00	2	66.67	15	15	0	100.00	9	60.00
DOCUMENT FORMATTING	6	5	1	100.00	1	20.00	10	9	1	100.00	3	33.33
ENGLISH ESSENTIALS	7	2	3	50.00	0	0.00	11	6	3	75.00	1	16.67
FILING AND RECORDS MANAGEMENT	3	3	0	100.00	1	33.33	5	5	0	100.00	3	60.00
INSURANCE PROCEDURES	4	1	1	33.33	0	0.00	18	15	1	88.24	7	46.67
INTERNET BASICS	5	5	0	100.00	1	20.00	14	14	0	100.00	4	28.57
INTRODUCTION TO COMPUTERS	12	11	0	91.67	3	27.27	48	47	0	97.92	23	48.94
MEDICAL TERMINOLOGY	7	3	0	42.86	2	66.67	31	27	0	87.10	15	55.56
MEDICAL TRANSCRIPTION	1	1	0	100.00	0	0.00	13	13	0	100.00	6	46.15
MICROSOFT EXCEL	10	9	1	100.00	0	0.00	24	23	1	100.00	0	0.00
MICROSOFT POWERPOINT	3	3	0	100.00	0	0.00	12	12	0	100.00	2	16.67
MICROSOFT WORD	13	13	0	100.00	1	7.69	39	39	0	100.00	8	20.51
OFFICE PROCEDURES	5	5	0	100.00	0	0.00	5	5	0	100.00	0	0.00
TEN-KEY ELECTRONIC CALCULATOR	8	8	0	100.00	0	0.00	19	19	0	100.00	4	21.05
WINDOWS 2000	4	3	0	75.00	1	33.33	7	6	0	85.71	1	16.67
WORDPERFECT	2	2	0	100.00	0	0.00	2	2	0	100.00	0	0.00
PROVIDER SUMMARY - REMOVALS											
Program(s) in Danger of Removal	☹										

TENNESSEE
HIGHER EDUCATION COMMISSION

MEMPHIS INSTITUTE OF BARBERING, INC. (059)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
MASTER BARBER COURSE	19	1	17	50.00	1	100.00	46	12	26	60.00	3	25.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

MEMPHIS URBAN LEAGUE (060)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
INTERMEDIATE COMPUTER LITERACY & APPLICATIONS	21	16	0	76.19	9	56.25	27	22	0	81.48	13	59.09
MEDICAL OFFICE TECHNOLOGY	19	16	0	84.21	10	62.50	20	17	0	85.00	10	58.82
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

METHODIST HOSPITAL (061)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
LICENSED PRACTICAL NURSING	8	2	0	25.00	2	100.00	5	2	0	40.00	2	100.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

NEW HORIZONS COMPUTER LEARNING CENTER – MEMPHIS (075)

| WIA CERTIFIED PROGRAM NAME (S) | WIA STUDENT POPULATION | | | | | | ALL OF STUDENT POPULATION | | | | | |
| | COMPLETION | | | | PLACEMENT | | COMPLETION | | | | PLACEMENT | |
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
A + COMPUTER TRAINING	3	3	0	100.00	1	33.33	6	3	3	100.00	1	33.33
CISCO	1	1	0	100.00	0	0.00	2	2	0	100.00	1	50.00
MICROSOFT OFFICE USER SPECIALIST	5	5	0	100.00	2	40.00	5	5	0	100.00	2	40.00
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

OMNI ADULT TRAINING CENTER (080)

| WIA CERTIFIED PROGRAM NAME (S) | WIA STUDENT POPULATION | | | | | | ALL OF STUDENT POPULATION | | | | | |
| | COMPLETION | | | | PLACEMENT | | COMPLETION | | | | PLACEMENT | |
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
MEDICAL TRANSCRIPTION / MEDICAL TERMINOLOGY	10	9	0	90.00	3	33.33	10	9	0	90.00	3	33.33
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

PERSONAL AND CAREER DEVELOPMENT (082)

| WIA CERTIFIED PROGRAM NAME (S) | WIA STUDENT POPULATION | | | | | | ALL OF STUDENT POPULATION | | | | | |
| | COMPLETION | | | | PLACEMENT | | COMPLETION | | | | PLACEMENT | |
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
COMPUTER OPERATIONS / SECRETARIAL TRAINING	21	16	1	80.00	2	12.50	27	17	1	65.38	2	11.76
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

PYRAMID BEAUTY AND BARBER SCHOOL (084)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
MASTER BARBER	7	0	6	0.00	NC	NA	10	2	7	66.67	2	100.00
NAIL TECHNICIAN	5	0	3	0.00	NC	NA	19	8	9	80.00	1	12.50
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

REMINGTON COLLEGE – MEMPHIS CAMPUS (086)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
BUSINESS INFORMATION SYSTEMS	9	3	0	33.33	3	100.00	133	26	77	46.43	22	84.62
COMPUTER AIDED DRAFTING	2	1	0	50.00	1	100.00	1	1	0	100.00	1	100.00
COMPUTER INFORMATION SYSTEMS	10	1	0	10.00	1	100.00	79	22	39	55.00	18	81.82
COMPUTER NETWORKING TECHNOLOGY	10	3	1	33.33	2	66.67	110	27	55	49.09	20	74.07
ELECTRONICS AND COMPUTER TECHNOLOGY	6	2	0	33.33	1	50.00	93	18	54	46.15	17	94.44
Program(s) in Danger of Removal	☹											

TENNESSEE
HIGHER EDUCATION COMMISSION

	SOUTHWEST TECHNICAL COMMUNITY COLLEGE (092)										
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ACCOUNTING	5	0	3	0.00	NC	NA	230	40	NA	17.39	13	32.50
ARCHITECTURAL ENGINEERING TECHNOLOGY	2	0	2	NA	NC	NA	43	9	NA	20.93	3	33.33
ARTS AND SCIENCES	17	0	17	NA	NC	NA	4	0	NA	0.00	NC	NA
BASIC EMERGENCY MEDICAL TECHNOLOGY	3	1	1	50.00	0	0.00	269	92	NA	34.20	41	44.57
BUSINESS ADMINISTRATION	1	0	0	0.00	NC	NA	UD	UD	NA	UD	UD	UD
BUSINESS AND COMMERCE TECHNOLOGY	13	1	11	50.00	0	0.00	347	43	NA	12.39	14	32.56
CIVIL CONSTRUCTION ENGINEERING TECHNOLOGY	1	1	0	100.00	0	0.00	20	5	NA	25.00	2	40.00
COMPUTER ENGINEERING TECHNOLOGY	4	0	4	NA	NC	NA	117	32	NA	27.35	6	18.75
CONTINUING EDUCATION	15	10	4	90.91	8	80.00	UD	UD	NA	UD	UD	UD
CRIMINAL JUSTICE STUDIES	3	1	2	100.00	1	100.00	105	10	NA	9.52	3	30.00
EARLY CHILDHOOD EDUCATION	3	1	2	100.00	0	0.00	63	1	NA	1.59	1	100.00
ELECTRICAL ENGINEERING TECHNOLOGY	2	0	2	NA	NC	NA	51	6	NA	11.76	1	16.67
GENERAL TECHNOLOGY	1	0	1	NA	NC	NA	101	21	NA	20.79	13	61.90
GRAPHIC ARTS TECHNOLOGY	4	0	4	NA	NC	NA	149	21	NA	14.09	7	33.33
HOSPITALITY MANAGEMENT	2	0	2	NA	NC	NA	45	10	NA	22.22	5	50.00
INDUSTRIAL ENGINEERING TECHNOLOGY	1	1	0	100.00	1	100.00	11	2	NA	18.18	2	100.00
INFORMATION TECHNOLOGY	18	5	10	62.50	4	80.00	435	110	NA	25.29	44	40.00
LABORATORY PHLEBOTOMY TECHNOLOGY	3	0	2	0.00	NC	NA	48	17	NA	35.42	12	70.59
MANUFACTURING FUNDAMENTALS	1	0	1	NA	NC	NA	13	4	NA	30.77	1	25.00
MECHANICAL ENGINEERING TECHNOLOGY	1	0	1	NA	NC	NA	47	10	NA	21.28	1	10.00
OFFICE ADMINISTRATION	4	0	4	NA	NC	NA	119	23	NA	19.33	7	30.43
PARALEGAL STUDIES	5	1	4	100.00	0	0.00	121	27	NA	22.31	5	18.52
PHYSICAL THERAPY ASSISTANT	2	0	2	NA	NC	NA	15	10	NA	66.67	1	10.00
PRE-ALLIED HEALTH	12	0	11	0.00	NC	NA	681	0	NA	0.00	NC	NA
RADIOLOGIC TECHNOLOGY	2	0	2	NA	NC	NA	79	23	NA	29.11	0	0.00
SOCIAL SERVICES	1	0	0	0.00	NC	NA	UD	UD	NA	UD	UD	UD
SPECIAL NON-DEGREE	6	0	4	0.00	NC	NA	UD	UD	NA	UD	UD	UD
SUBSTANCE ABUSE COUNSELING	26	2	19	28.57	0	0.00	63	14	NA	22.22	6	42.86
UNDECIDED	1	0	1	NA	NC	NA	UD	UD	NA	UD	UD	UD
UNIVERSITY PARALLEL	17	0	14	0.00	NC	NA	1097	103	NA	9.39	23	22.33

TENNESSEE
HIGHER EDUCATION COMMISSION

SOUTHWEST TECHNICAL COMMUNITY COLLEGE (092)

PROVIDER SUMMARY - REMOVALS	
Program(s) in Danger of Removal	☹ PRE-ALLIED HEALTH
	☹ SUBSTANCE ABUSE COUNSELING
	☹ UNIVERSITY PARALLEL

SUPPLEMENTAL SERVICES - MEMPHIS (094)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
SUPPLEMENTAL CHILD DEVELOPMENT ASSOCIATE	61	53	7	98.15	39	73.58	61	53	7	98.15	39	73.58
SUPPLEMENTAL NURSING ASSISTANT PROGRAM	115	108	0	93.91	84	77.78	120	112	0	93.33	88	78.57

PROVIDER SUMMARY - REMOVALS	
Program(s) in Danger of Removal	☹

SWIFT PROFESSIONAL DRIVING ACADEMY (095)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
TRUCK DRIVING	53	40	0	75.47	28	70.00	2838	1732	209	65.88	1399	80.77

PROVIDER SUMMARY - REMOVALS	
Program(s) in Danger of Removal	☹

TENNESSEE
HIGHER EDUCATION COMMISSION

TECHSKILLS – MEMPHIS (096)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
A + CERTIFICATION	17	12	5	100.00	4	33.33	212	77	135	100.00	54	70.13
CISCO CERTIFIED NETWORK ASSOCIATE	10	10	0	100.00	4	40.00	30	16	14	100.00	9	56.25
MICROSOFT CERTIFIED PROFESSIONAL	7	6	1	100.00	3	50.00	28	10	17	90.91	6	60.00
MICROSOFT CERTIFIED SOLUTION DEVELOPER	2	1	1	100.00	0	0.00	7	5	2	100.00	3	60.00
MICROSOFT CERTIFIED SYSTEMS ENGINEER	51	28	22	96.55	16	57.14	89	39	49	97.50	23	58.97
NETWORK + CERTIFICATION	7	5	2	100.00	0	0.00	51	24	27	100.00	7	29.17
ORACLE8i PROFESSIONAL DATABASE ADMINISTRATOR	2	2	0	100.00	2	100.00	4	4	0	100.00	4	100.00
PROVIDER SUMMARY - REMOVALS											
Program(s) in Danger of Removal	☹										

TENNESSEE
HIGHER EDUCATION COMMISSION

TENNESSEE TECHNOLOGY CENTER AT MEMPHIS (120)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
AIRCRAFT MECHANICS	6	3	1	60.00	3	100.00	254	98	143	88.29	87	88.78
AUTOMOTIVE BODY REPAIR	4	3	0	75.00	1	33.33	22	9	11	81.82	8	88.89
AUTOMOTIVE TECHNOLOGY	7	3	0	42.86	3	100.00	40	18	18	81.82	14	77.78
AVIONICS	1	0	1	NA	NC	NA	52	38	13	97.44	29	76.32
BARBERING	25	11	7	61.11	6	54.55	65	29	28	78.38	14	48.28
BUSINESS SYSTEMS TECHNOLOGY	10	5	4	83.33	3	60.00	141	95	32	87.16	73	76.84
COMMERCIAL TRUCK DRIVING	8	8	0	100.00	7	87.50	292	268	20	98.53	220	82.09
COMPUTER BASED GRAPHIC DESIGN	6	4	2	100.00	4	100.00	22	13	5	76.47	10	76.92
COMPUTER OPERATIONS TECHNOLOGY	16	9	6	90.00	6	66.67	44	20	23	95.24	16	80.00
COMPUTER OPERATOR	2	2	0	100.00	2	100.00	81	64	14	95.52	39	60.94
COSMETOLOGY	32	18	11	85.71	10	55.56	76	37	33	86.05	27	72.97
DENTAL ASSISTANT	1	0	0	0.00	NC	NA	21	5	12	55.56	5	100.00
DENTAL LABORATORY TECHNICIAN	4	2	2	100.00	2	100.00	29	23	6	100.00	17	73.91
DIESEL POWERED EQUIPMENT TECHNOLOGY	3	1	2	100.00	1	100.00	17	11	5	91.67	9	81.82
DRAFTING AND CAD TECHNOLOGY	1	1	0	100.00	1	100.00	16	7	6	70.00	4	57.14
FORKLIFT OPERATOR	1	1	0	100.00	0	0.00	UD	UD	UD	UD	UD	UD
GRAPHIC AND PRINTING COMMUNICATIONS	3	0	0	0.00	NC	NA	15	9	4	81.82	8	88.89
HEATING, VENTILATION, AC, AND REFRIGERATION	11	4	1	40.00	1	25.00	54	38	5	77.55	22	57.89
MACHINE TOOL TECHNOLOGY	2	2	0	100.00	1	50.00	19	14	0	73.68	6	42.86
PHARMACY TECHNICIAN	4	0	3	0.00	NC	NA	40	14	17	60.87	9	64.29
PRACTICAL NURSING	22	13	0	59.09	10	76.92	83	75	1	91.46	59	78.67
SURGICAL TECHNOLOGY	13	12	0	92.31	9	75.00	48	29	13	82.86	28	96.55
WELDING, BRAZING, AND SOLDERING	1	0	0	0.00	NC	NA	29	21	2	77.78	11	52.38
PROVIDER SUMMARY - REMOVALS											
Program(s) in Danger of Removal	☹										

TENNESSEE
HIGHER EDUCATION COMMISSION

THE WORK PLACE (133)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
CERTIFIED NURSE ASSISTANT TRAINING PROGRAM	49	48	0	97.96	38	79.17	116	104	0	89.66	70	67.31
COMPUTER / CLERICAL TRAINING	11	10	0	90.91	6	60.00	88	65	15	89.04	28	43.08
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

UNITED CEREBRAL PALSY - MEMPHIS WORKS (139)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
A + COMPUTER SUPPORT	18	8	0	44.44	0	0.00	32	15	0	46.88	0	0.00
COMPUTER OFFICE ESSENTIALS	18	17	0	94.44	11	64.71	39	38	0	97.44	18	47.37
COMPUTER TECHNICIAN SUPPORT	11	4	6	80.00	4	100.00	25	12	11	85.71	12	100.00
CRAFT SKILLS	21	16	4	94.12	11	68.75	23	18	4	94.74	11	61.11
NURSING ASSISTANT	35	22	9	84.62	17	77.27	51	35	10	85.37	26	74.29
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE HIGHER EDUCATION COMMISSION

UNIVERSITY OF MEMPHIS (141)											
	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION				
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
WIA CERTIFIED PROGRAM NAME (S)	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
ACCOUNTING	6	1	5	100.00	0	0.00	331	70	NA	21.15	6	8.57
ART	2	0	2	NA	NC	NA	229	38	NA	16.59	13	34.21
ART HISTORY	1	0	1	NA	NC	NA	29	7	NA	24.14	0	0.00
BIOLOGY	5	0	5	NA	NC	NA	249	43	NA	17.27	9	20.93
BUSINESS ADMINISTRATION	2	1	1	100.00	1	100.00	UD	UD	NA	UD	UD	UD
BUSINESS ECONOMICS	1	0	1	NA	NC	NA	37	5	NA	13.51	1	20.00
COMMUNICATION	4	0	4	NA	NC	NA	299	82	NA	27.42	40	48.78
COMPUTER ENGINEERING TECHNOLOGY	3	0	3	NA	NC	NA	58	14	NA	24.14	2	14.29
COMPUTER SCIENCE	1	0	1	NA	NC	NA	103	15	NA	14.56	1	6.67
CONSUMER SCIENCE AND EDUCATION	5	0	5	NA	NC	NA	123	38	NA	30.89	10	26.32
CRIMINAL JUSTICE AND CRIMINOLOGY	8	0	8	NA	NC	NA	170	49	NA	28.82	10	20.41
ELECTRICAL ENGINEERING	3	0	3	NA	NC	NA	83	17	NA	20.48	3	17.65
ENGLISH	2	0	2	NA	NC	NA	235	81	NA	34.47	14	17.28
EXERCISE AND SPORT SCIENCE	2	1	1	100.00	0	0.00	118	35	NA	29.66	0	0.00
FINANCE	3	0	3	NA	NC	NA	275	96	NA	34.91	15	15.63
GEOGRAPHY	1	0	1	NA	NC	NA	37	14	NA	37.84	3	21.43
HISTORY	3	0	3	NA	NC	NA	127	34	NA	26.77	9	26.47
HUMAN DEVELOPMENT AND LEARNING	2	0	2	NA	NC	NA	267	47	NA	17.60	7	14.89
INDIVIDUAL STUDIES	4	0	4	NA	NC	NA	455	94	NA	20.66	13	13.83
INTEGRATIVE STUDIES	8	0	8	NA	NC	NA	451	102	NA	22.62	23	22.55
INTERDISCIPLINARY STUDIES	2	0	2	NA	NC	NA	25	5	NA	20.00	0	0.00
INTERNATIONAL BUSINESS	3	0	3	NA	NC	NA	55	14	NA	25.45	2	14.29
JOURNALISM	3	1	2	100.00	0	0.00	225	86	NA	38.22	23	26.74
MANAGEMENT INFORMATION SYSTEMS	11	4	7	100.00	1	25.00	482	142	NA	29.46	14	9.86
MECHANICAL ENGINEERING	1	0	1	NA	NC	NA	66	21	NA	31.82	4	19.05
NURSING	2	0	2	NA	NC	NA	235	77	NA	32.77	15	19.48
PHILOSOPHY	1	1	0	100.00	0	0.00	26	6	NA	23.08	0	0.00

TENNESSEE
HIGHER EDUCATION COMMISSION

UNIVERSITY OF MEMPHIS (141)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
PROFESSIONAL STUDIES	1	0	1	NA	NC	NA	92	9	NA	9.78	3	33.33
PSYCHOLOGY	5	3	2	100.00	1	33.33	314	89	NA	28.34	17	19.10
REAL ESTATE	3	0	3	NA	NC	NA	27	2	NA	7.41	0	0.00
SOCIAL WORK	3	0	3	NA	NC	NA	120	28	NA	23.33	3	10.71
SOCIOLOGY	2	0	2	NA	NC	NA	152	48	NA	31.58	8	16.67
SPECIAL EDUCATION	1	0	1	NA	NC	NA	67	25	NA	37.31	5	20.00
UNDECIDED	4	0	4	NA	NC	NA	UD	UD	NA	UD	UD	UD
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

VATTEROTT COLLEGE (144)

WIA CERTIFIED PROGRAM NAME (S)	WIA STUDENT POPULATION						ALL OF STUDENT POPULATION					
	COMPLETION				PLACEMENT		COMPLETION				PLACEMENT	
	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate	Total Enrolled	Completed	Still Enrolled	Rate	Total Placed	Rate
HEATING, AC, AND REFRIGERATION MECHANIC	3	2	1	100.00	1	50.00	151	35	72	44.30	30	85.71
PROVIDER SUMMARY - REMOVALS												
Program(s) in Danger of Removal	☹											

TENNESSEE HIGHER EDUCATION COMMISSION