

Workforce Investment Act Title I-B Program for Dislocated Workers

Program Details

The Workforce Investment Act (WIA) Dislocated Worker program provides employment and training services to meet dislocated workers' needs; establishes early intervention for workers and firms facing substantial layoffs; and fosters labor, management, and community partnerships with government to address worker dislocation. In general, dislocated workers are people who lost jobs due to plant closures, or company downsizing, and are unlikely to return to their industry or occupation.

Every two years, the Workforce Board measures the performance of key workforce programs. In this report, you'll find out more about the program and who is served, the metrics used to measure performance and how the program performed.

Dislocated workers are eligible for "core services" that include:

- Skill assessment.
- Labor market information.
- Consumer reports on training programs.
- Job search and placement assistance.

Intensive and training services are available for eligible dislocated workers unable to land a suitable job through the above core services. These services include:

- More intensive assessments.
- Counseling.
- Prevocational and vocational training.

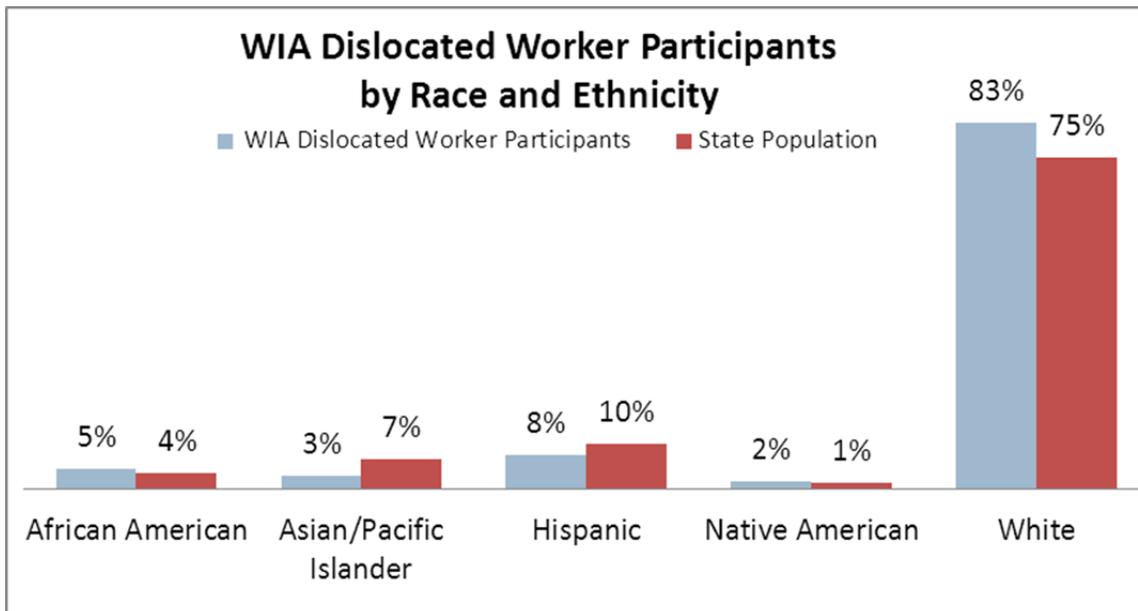
For this study, program records were obtained on 2,533 individuals who left the program during the 2008-2009 program year. Employment-related information was obtained through a match with the Employment Security Department (ESD) wage files from Washington, Idaho, and Oregon, and federal employment records. Employer satisfaction was assessed through survey responses from 164 firms that hired employees who recently completed a WIA program.¹

The typical participant was enrolled in the program for eight months. There was, however, considerable variation in the amount of time participants spent in the program. One quarter of participants were enrolled for four months or less, while another quarter was enrolled for over 17 months.

¹ The employer survey includes employers who hired a participant who completed at least one of the three WIA Title I-B programs: Adult, Dislocated Worker, or Youth.

Participant Profile

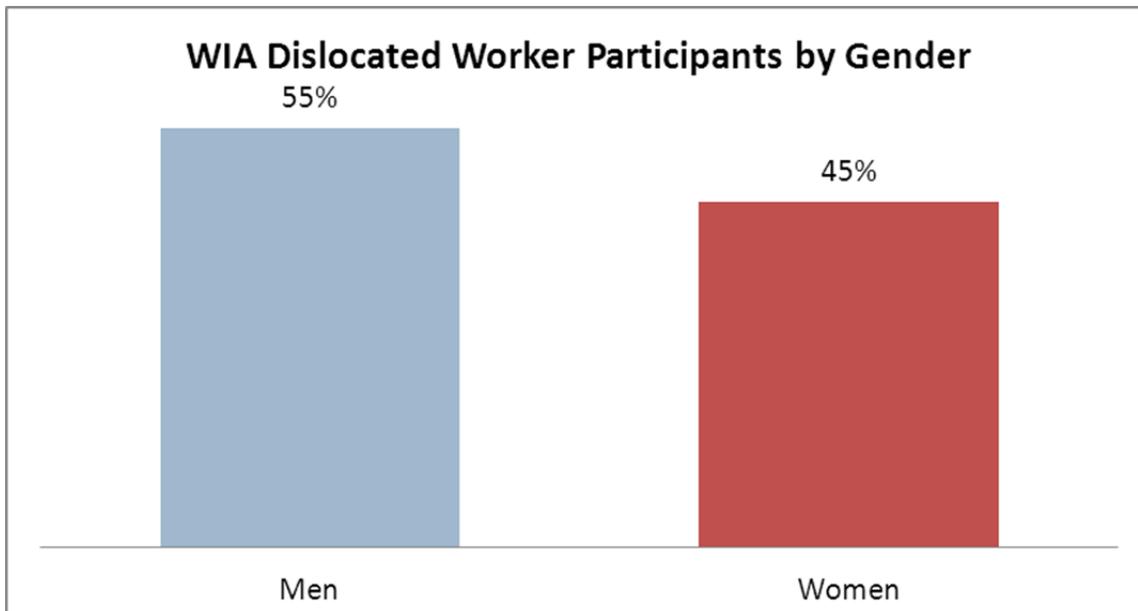
Participants roughly mirrored the state’s racial-ethnic population distribution with African Americans and Native Americans represented slightly higher than the 2009 population estimate, and Hispanics and Asian/Pacific Islanders slightly lower.² An estimated 83 percent of participants were white, 4 percentage points higher than in 2007-2008. The median age at program registration was 45; one quarter was over 52 years old and one quarter was under 36.



Source: WIA standardized record data(WIASRD).

Women represented 55 percent of dislocated workers, up 5 percentage points from the 2007-2008 program year.

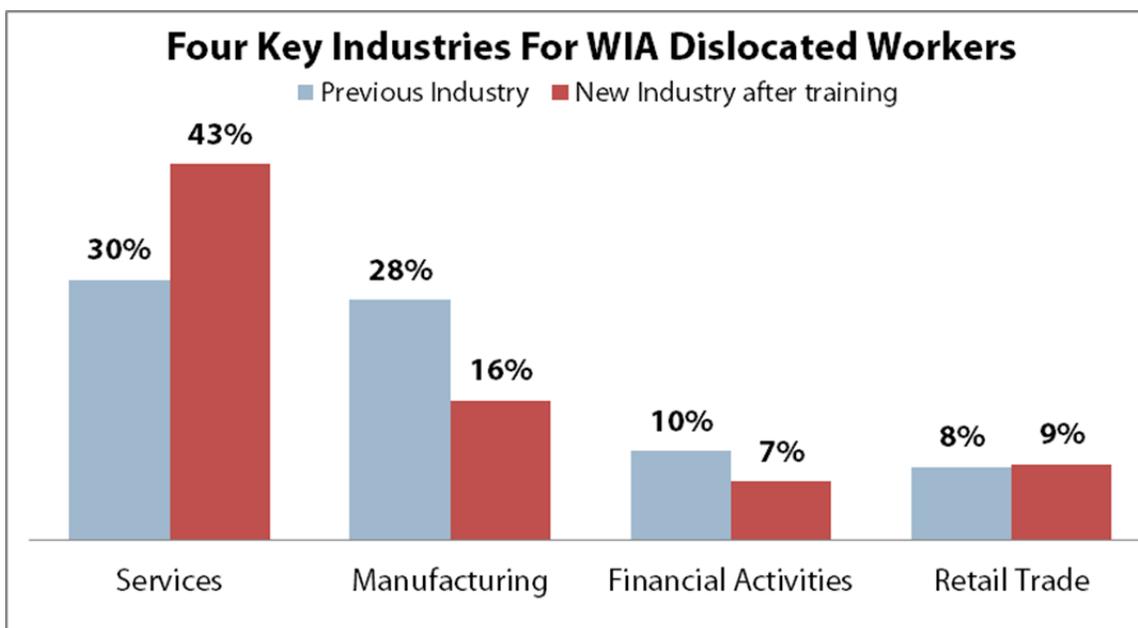
² In this report, unless otherwise stated, racial and ethnic minority groups are mutually exclusive; that is, an individual belongs to one group only. The groups include the following: Hispanics of any race (also referred to as Hispanics); non-Hispanic African Americans (also referred to as African Americans); non-Hispanic Asians/Pacific Islanders (also referred to as Asians/Pacific Islanders); non-Hispanic Native Americans and Alaskan Natives (also referred to as Native Americans); non-Hispanic multiracial (also referred to as multiracial); and non-Hispanic whites (also referred to as whites). According to the 2009 U.S. Census Bureau estimates from the American Community Survey, 75 percent are white; 4 percent are African American; 1 percent are Native American; 7 percent are Asian/Pacific Islander; 3 percent are multiracial; and 10 percent are Hispanic.



Source: WIA standardized record data(WIASRD).

When they enrolled, 49 percent of participants had not previously attended college, 35 percent had some college or an associate’s degree, and 16 percent had a bachelor’s degree or higher.

Among the 2008-2009 dislocated workers, 29 percent were working in services prior to program registration, 27 percent were employed in manufacturing, nearly 11 percent in financial activities and 10 percent held employment in the retail trades.



Source: Matches with Employment Security Department data seven to nine months prior to entering and likewise after exiting program for 2008-2009 program year.

At the time of program entry, the 2008-09 WIA dislocated workers had slightly lower wages than those enrolled during in the 2007-08 program year. Further, median hourly wages at program entry are the lowest over the past decade, declining since the 2003-04 program year.



Source: Matches with Employment Security Department data.

State Core Measures: Tracking WIA Dislocated Worker Progress

The Workforce Board routinely measures the performance of our state's largest workforce programs. As a customer-focused advocate for Washington's workers and employers, the Workforce Board strives to provide performance accountability, verifying whether worker education and training programs provide a return on investment for participants and taxpayers.

The Workforce Training Results report seeks to answer five core questions:

- Did participants get the skills they needed?
- Did participants get a job and how much were they paid?
- Were employers satisfied with the preparation workers received?
- Has the program made a difference in the participant's success?
- Did participants and the public receive a return on their investment?

Data Comes From State Wage Files, Employer Survey

The 2011 Workforce Training Results includes information obtained from Employment Security Department wage files in Washington, Idaho, and Oregon, and federal employment records. Employer satisfaction was assessed through the Workforce Board's 2010 Employer Survey from 164 firms hiring employees who recently completed a WIA program.³

Net Impact Study Adds More Insight into Program Performance

In addition, this year's report includes a comprehensive Net Impact Study. To assess both short- and long-term employment and earnings trends, data on employment records from as far back as 2005-06 is used in the Net Impact Study.

Conducted every four years, this study provides a head-to-head comparison of participants and non-participants to help answer a central question: How much of a workforce participant's success in obtaining a job, or a higher wage, is due to the workforce program? By comparing program participants with similar individuals who did not participate in a workforce training program, the Net Impact Study indicates whether employment and earnings gains are due to the workforce program, or if workers could have made this progress on their own. This research also allows for detailed analysis as to whether the participant and the public received a return on their investment in the program.

Turn to page 20 for the Net Impact Study. Conducted every four years, this in-depth report adds extra value to 2011 Workforce Training Results. The study provides a side-by-side comparison of participants vs. similar non-participants, answering the question of whether the program is making a difference.

Did Participants Get the Skills They Needed?

The study follows the progress of all WIA Dislocated Worker participants who left the program during the 2008-2009 program year.

As a measure of whether participants got the skills they needed, this study tracks the credentials and degrees earned by participants. Among those leaving the WIA Dislocated Worker program in 2008-2009:

- 5 percent received an associate's degree.
- 1 percent received a bachelor's degree
- 26 percent received a license.
- 28 percent received a certificate.
- 5 percent received another type of credential.

Taken together, 65 percent received a recognized credential. This is down from 77 percent in the prior program year.

³ The Employer Survey includes employers who hired a participant who completed at least one of the three WIA programs: Adult, Dislocated Worker, or Youth.

Did Participants Have a Job and How Much Were They Paid?

To find out whether participants had jobs and how much they earned, participant records were matched with Employment Security Department wage files from Washington and neighboring states.⁴ The study looks at employment and earnings three calendar quarters after the participant left the WIA program. The chart below shows the 2009-2010 employment and earnings of participants who left the program during the 2008-2009 program year.

Record matches found 71 percent had reported employment the third quarter after leaving the program. The median hourly wage was \$15.91, and median annualized earnings were \$28,882.⁵ The typical (median) hourly wage replacement rate was 87 percent.⁶

Employment and Earnings for WIA Dislocated Workers, 2009-10

Performance Measure	Results
Employment Rate (Self-Reported)	74%
Employment Rate* (State Records)	71%
Full Time Employment**	68%
Median Quarterly Hours	480 hours
Median Hourly Wage***	\$15.91
Median Annualized Earnings***	\$28,882

* These figures apply to those with employment reported to state employment agencies six to nine months after leaving the program. Rate does not include self-employment, employment outside the Northwest or military service and thus understates total employment by approximately 10 percent.

** Full-time employment averages 30 or more hours per week.

*** Earnings/wages expressed in first quarter 2009 dollars in order to account for inflation.

Distribution of Hourly Wages 3rd Qtr After Leaving	
Quartile	Hourly Wage
Highest	Above \$22.05
Third	\$15.83-\$22.04
Second	\$12.26-\$15.82
Lowest	Below \$12.26

The median hourly wage of WIA Dislocated workers is relatively high at \$15.91, but there is considerable variation in wages. While one quarter of dislocated workers had a median hourly wage of over \$22.05 after program exit, another quarter had median hourly wages below \$12.26.

Source: Employment Security Department data matches 2009-10.

⁴ These files contain quarterly earnings and hours worked information on those individuals with employment reported for unemployment insurance (UI) benefits purposes (approximately 90 percent of in-state employment, with self-employment, active duty military, and those working for religious nonprofit organizations being the major groups of employers not included).

⁵ Annual earnings are calculated as third quarter earnings multiplied by four. Quarterly earnings are the result of hourly wage rates and the number of hours worked in a calendar quarter. All wages and earnings are stated in first quarter 2009 dollars.

⁶ Median wage replacement rate calculated using third quarter prior to registration compared to the third quarter post-program. (The mean replacement rate was hourly post-wage (\$15.91)/pre-wage (\$15.91) = 87 percent.)

To put earnings in context, the median number of dependents WIA Dislocated Worker participants were able to support at the poverty level in 2009-10 was 5.8 people. At the 200 percent level, this supported two people.⁷

Self Sufficiency Level Trends for WIA Dislocated Workers

Performance Measure	2002-03	2004-05	2006-07	2008-09	2009-10
Household size-poverty level	6.2	6.4	6.4	6.3	5.8
Household size-poverty level at 200 percent	2.2	2.2	2.3	2.2	2.0

WIA Dislocated Worker Participants Receiving Benefits from Employers

Performance Measure	2002-03	2004-05	2006-07	2008-09*	2009-10
Self-Reported Medical Benefits from Employer	75%	70%	78%	N/A	68%
Self-Reported Retirement Benefits from Employer	43%	39%	43%	N/A	42%

**Due to budget concerns, the Workforce Board's Participant Survey was not conducted in 2008-09.*

The following table shows employment and earnings information over the course of five study periods.

⁷ In 2009, the poverty level for one person was \$10,830 per year. The 200-percent-poverty level that year was \$21,660 for one person.

Employment and Earnings Trends for WIA Dislocated Workers

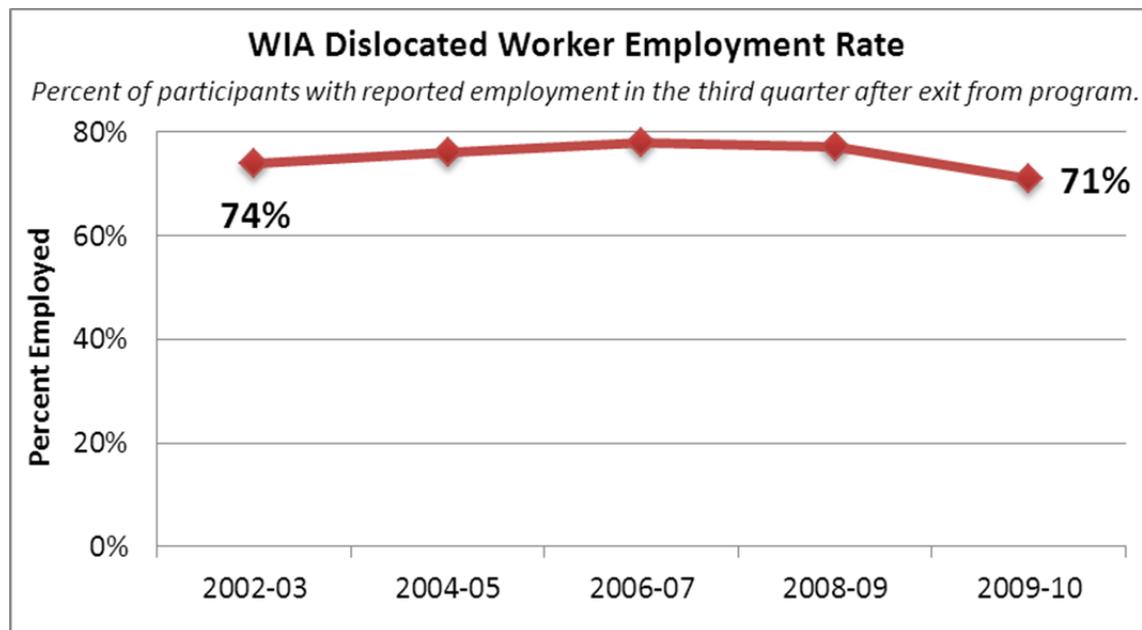
Performance Measure	2002-03	2004-05	2006-07	2008-09	2009-10
Employment Rate (Self-Reported)	82%	85%	78%	N/A	74%
Employment Rate* (State Records)	74%	76%	78%	77%	71%
Full Time Employment**	74%	73%	75%	73%	68%
Median Quarterly Hours	494	486	491	484	480
Median Hourly Wage***	\$15.95	\$16.41	\$16.77	\$16.21	\$15.91
Median Annualized Earnings***	\$30,302	\$30,918	\$31,143	\$30,537	\$28,882

*These figures apply to those with employment reported to ESD six to nine months after leaving program for all CTC Professional-Technical participants, and is not limited to those who completed a program. Rate does not include self-employment, employment outside the Northwest or military service and thus understates total employment by approximately 10 percent.

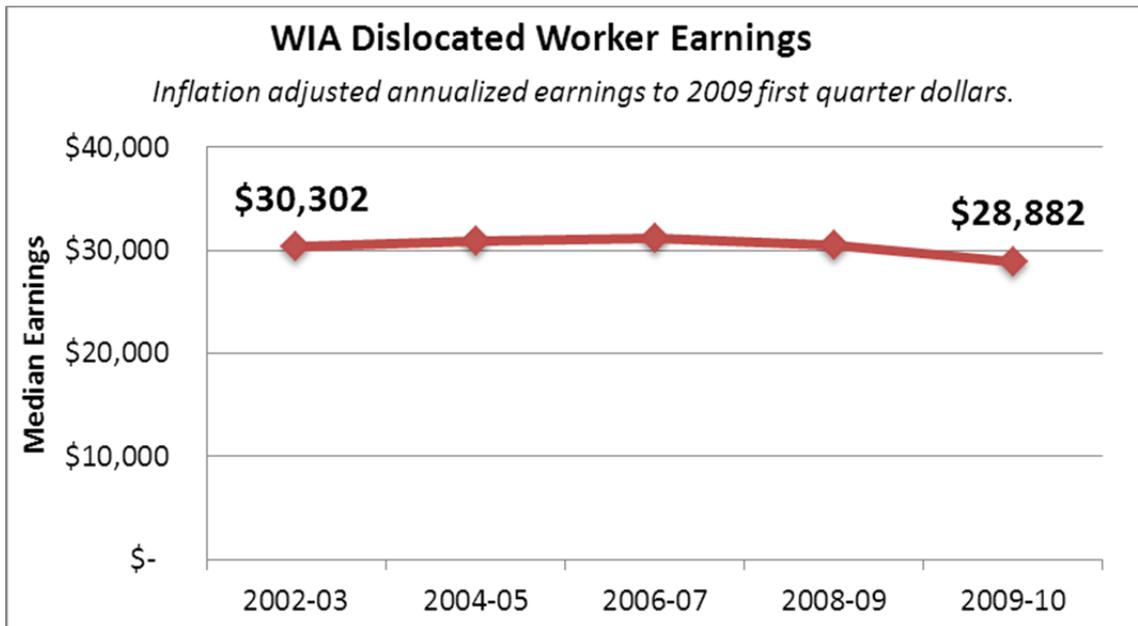
**Full-time employment averages 30 or more hours per week.

***Earnings/wages expressed in first quarter 2009 dollars in order to account for inflation.

Since the onset of the Great Recession in late 2008, program participants have experienced lower employment rates, median earnings, median wages and median quarterly hours worked. The employment rate among participants dipped 7 percentage points between 2006-07 and 2009-10, and median annual earnings declined by \$2,500.



Source: Workforce Training Results 2002-10.



Source: Workforce Training Results 2002-10.

WIA Dislocated Workers Find New Jobs in New Fields

Thirty percent of program participants originally worked in the services industry. Another 28 percent worked in manufacturing—of which 11 percent were employed in wood and paper products. After leaving the program, almost 44 percent found employment in the service sector, with the highest numbers concentrated in health care (16 percent). Another 16 percent found jobs in the manufacturing sector and about 9 percent found employment in the retail trade industry.

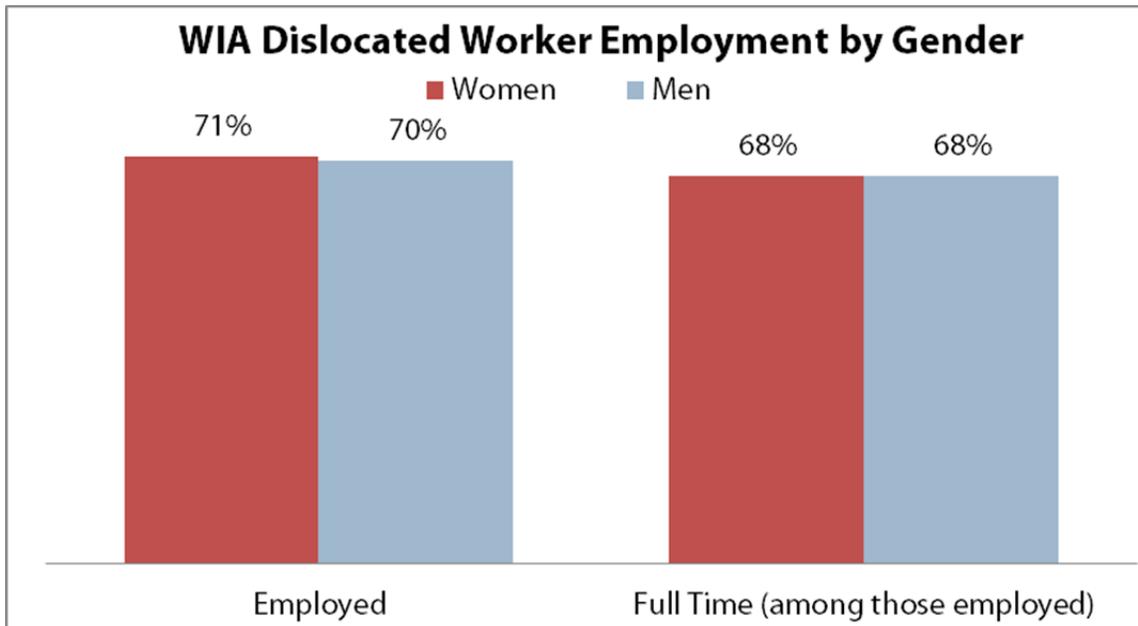
WIA Dislocated Worker Employment by Industry		
Prior Employment	Post-Program Employment	Industry Group
30.1%	43.5%	Services (see breakout below)
27.8%	16.2%	Manufacturing (see breakout below)
8.5%	8.8%	Retail Trade
10.3%	6.8%	Financial Activities
4.5%	5.7%	Public Administration
5.4%	5.6%	Wholesale Trade
6.0%	5.2%	Construction
2.5%	5.2%	Transportation and Warehousing and Utilities
2.8%	2.0%	Natural Resources and Mining
1.3%	0.5%	All Other Information
0.5%	0.4%	Telecommunications
0.4%	0.2%	Software Publishing
Breakout of Services		
4.5%	13.0%	Health Care
7.7%	10.0%	Administrative and Support and Waste Management and Remediation Services
3.9%	5.2%	Professional, Scientific, and Technical Services
3.6%	4.4%	Leisure and Hospitality
2.6%	4.1%	Education Services
6.3%	3.8%	All Other Services
1.4%	3.0%	Social Assistance
Breakout of Manufacturing		
10.4%	5.6%	All Other Manufacturing
2.2%	3.1%	Food & Beverage
11.3%	3.0%	Wood & Paper Products
0.8%	2.2%	Aerospace
1.2%	1.7%	Fabricated Metal Products
1.9%	0.4%	Computer & Electronic Products
0.0%	0.1%	Alumina & Aluminum Products

Source: Matches with Employment Security Department data in third quarter after exiting program.

Note: Industry groups based on North American Industry Classification System codes.

Wages and Employment Results Vary by Population

Wages and employment results can vary by gender, race and ethnicity, and disability. During the third quarter after exit, women were as likely as men to be working (71 percent versus 70 percent) and working full time (68 percent for each group). The median hourly wage for women was 88 percent of men (\$14.83 versus \$16.94)—and improvement over the 85 percent in 2007-08. Women had median annual earnings comprising 87 percent of men's (\$27,237 versus \$31,369).



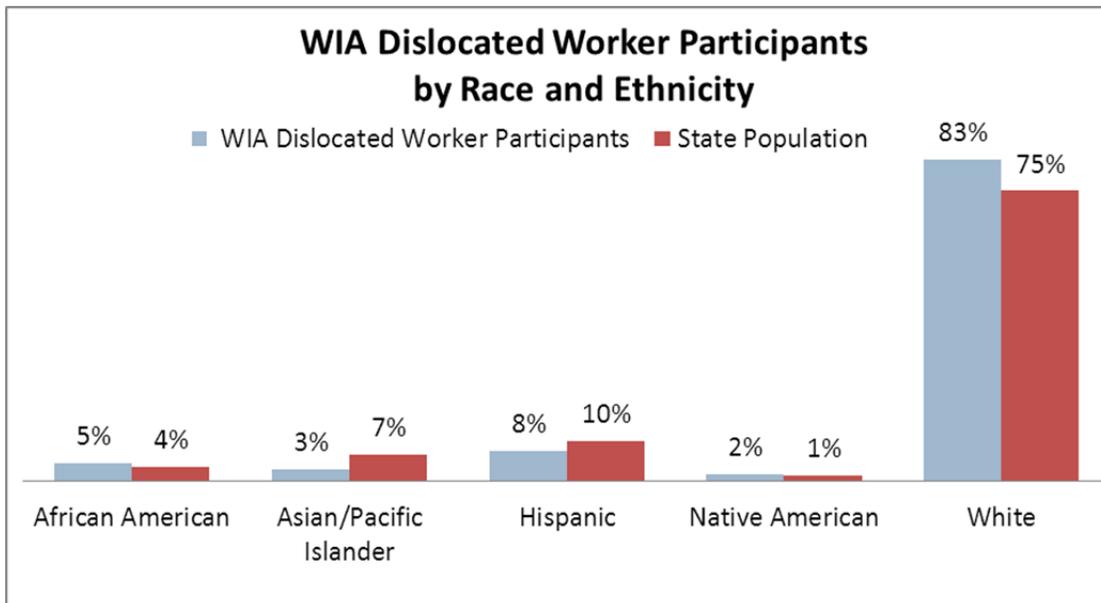
Source: Employment Security Department and WIASRD

Race/Ethnicity Plays Role

Program participants have, for the most part, similar employment rates across racial and ethnic groups. All groups have employment rates between 75 and 78 percent. The same pattern is found in terms of full-time employment, with all groups ranging between 73 and 77 percent. The only exception is found among African American program participants, with 64 percent of those employed having full-time work.

There is more variation among median hourly wages. Asian/Pacific Islanders had the highest median hourly wage at \$16.99, followed by African Americans (\$16.32), whites (\$15.98), Hispanics (\$14.53), and Native Americans (\$14.49).

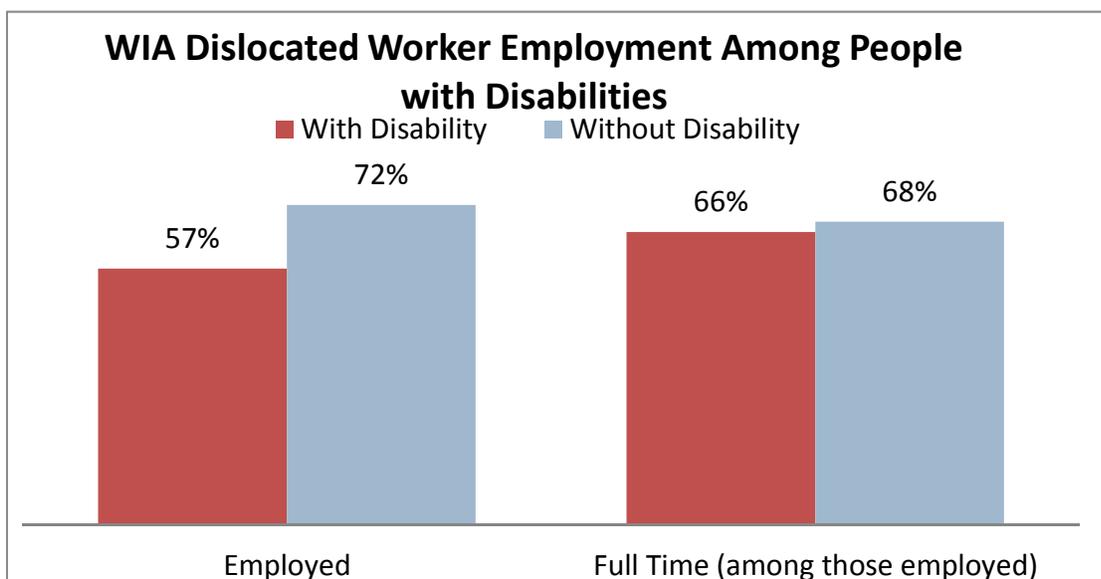
Asian/Pacific Islanders program participants also had the highest median annual earnings at \$34,559. Native Americans had the next highest at \$29,565, followed by whites (\$28,993), Hispanics (\$26,837), and African Americans (\$26,392).



Source: Employment Security Department and WIASRD

Disability Impacts Employment, Earnings

Employment and earnings also varied by disability status. Administrative records suggest 6 percent of the participants included in this study had a disability.⁸ Dislocated workers with disabilities were less likely to be employed (57 percent versus 72 percent for those without a disability) and working full time (66 percent versus 68 percent). Their median hourly wages were 96 percent of those with no reported disability (\$15.33 versus \$15.94). Median annual earnings among dislocated workers with a disability were 92 percent of those without a disability (\$26,589 versus \$29,053).



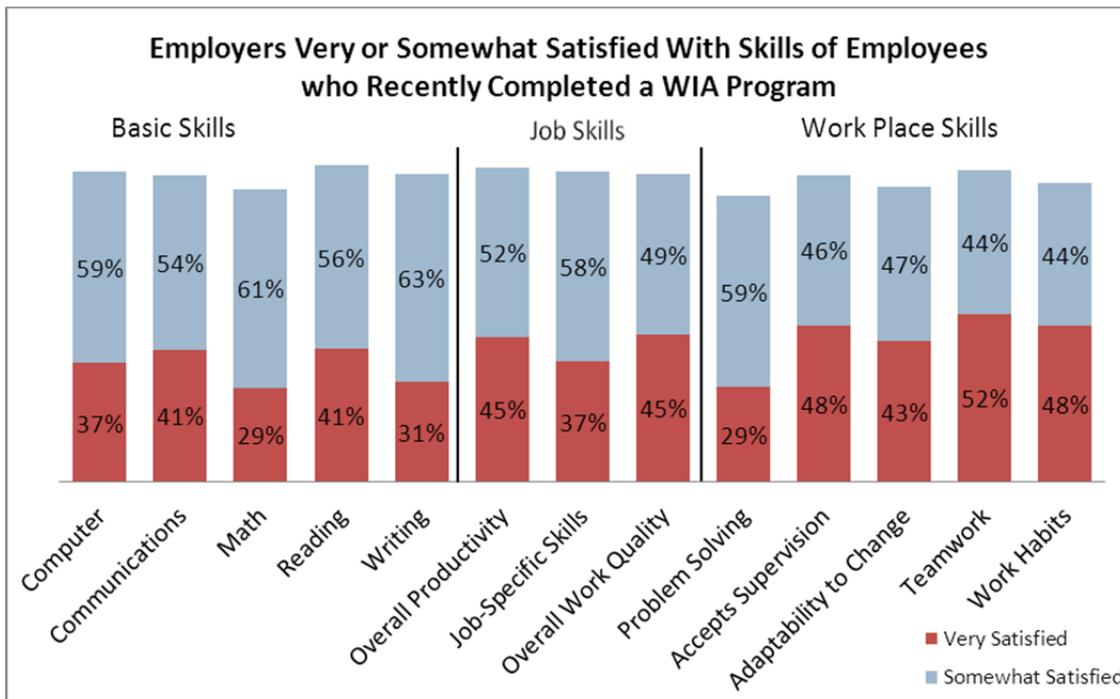
Source: Employment Security Department and WIASRD

⁸ In accordance with the Americans with Disabilities Act of 1990, a disability is defined as a “physical or mental impairment that substantially limits one or more of the person’s major life activities.”

Were Employers Satisfied with the Preparation Workers Received?

The Workforce Board’s Employer Survey, administered during 2010, asked firms to evaluate new employees who had recently completed a WIA program.⁹ All three WIA Title I programs (Adult, Dislocated Worker, and Youth) were grouped together because there are relatively few participants in each category and employers would find it difficult to distinguish one from another. This section presents findings on employer satisfaction with new employees who completed *any type* of WIA program.

Employer satisfaction was broken down into three categories: Basic Skills, Job Skills and Work Place Skills. Basic skills refer to reading, writing, math, communication and computer skills. Job skills refer to skills specific to the job as well as overall work quality and productivity. Work place skills refer to the skills necessary to get along in the workplace such as ability to accept supervision, teamwork, ability to adapt to changing situations, problem solving and overall work habits.



Source: Workforce Board Employer Survey 2010

Fewer employers were very satisfied with math, writing and problem-solving skills.

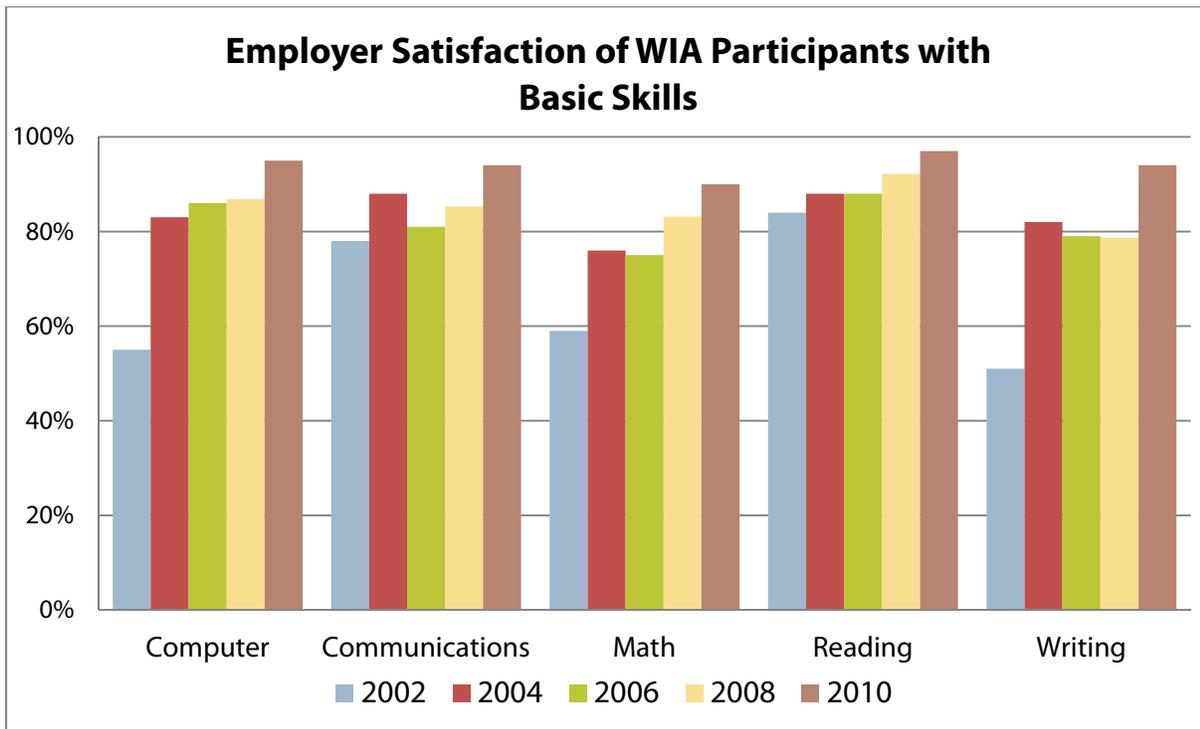
⁹ Every two years the Workforce Board conducts a statewide employer survey to get feedback on the state’s workforce system. It’s the only comprehensive statewide survey of its kind and shines a light on common workforce issues across a wide range of industries.

Among those indicating they were “very satisfied,” top scoring categories included:

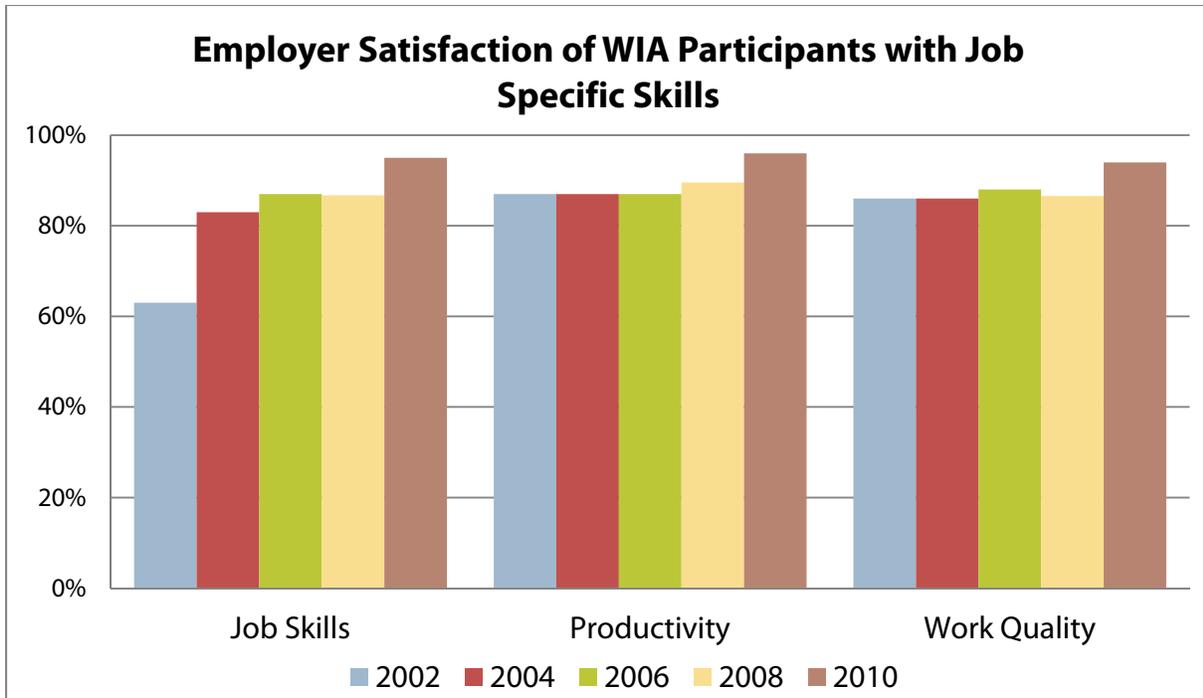
- Teamwork (52 percent).
- Accepts Supervision (48 percent).
- Work Habits (48 percent).

Overall Work Quality and Overall Productivity were also rated highly with 45 percent of employers indicating they were “very satisfied.”

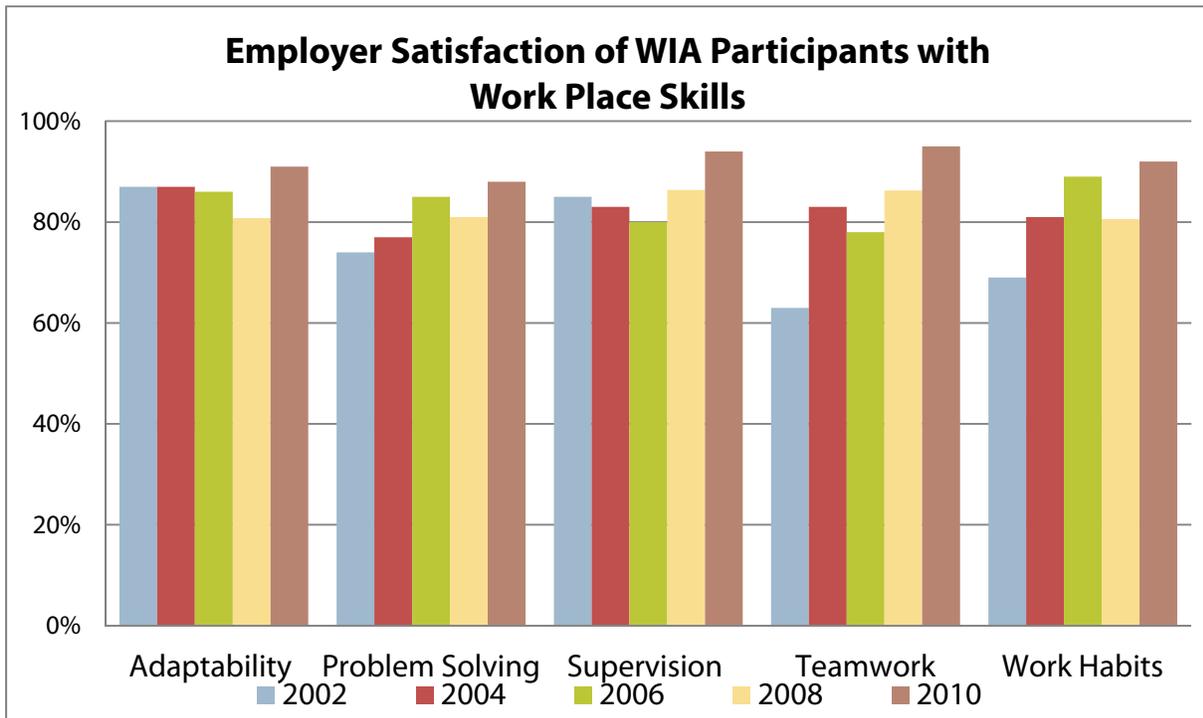
The overall satisfaction of employers in *all* skill areas was higher in 2008-09 than any of the past 10 years of surveys. The following three charts show the overall satisfaction of employers within the skills categories of new employees who recently completed a WIA program.



Source: Workforce Board’s biennial Employer Surveys from 2002 through 2010.



Source: Workforce Board's biennial Employer Surveys from 2002 through 2010.



Source: Workforce Board's biennial Employer Surveys from 2002 through 2010.

Participant Survey

In 2011, the Workforce Board surveyed WIA Dislocated Worker participants who had left their program in 2009-10. The survey provided data on employment and participant satisfaction with the training. The survey was conducted by telephone and was completed by 545 participants.

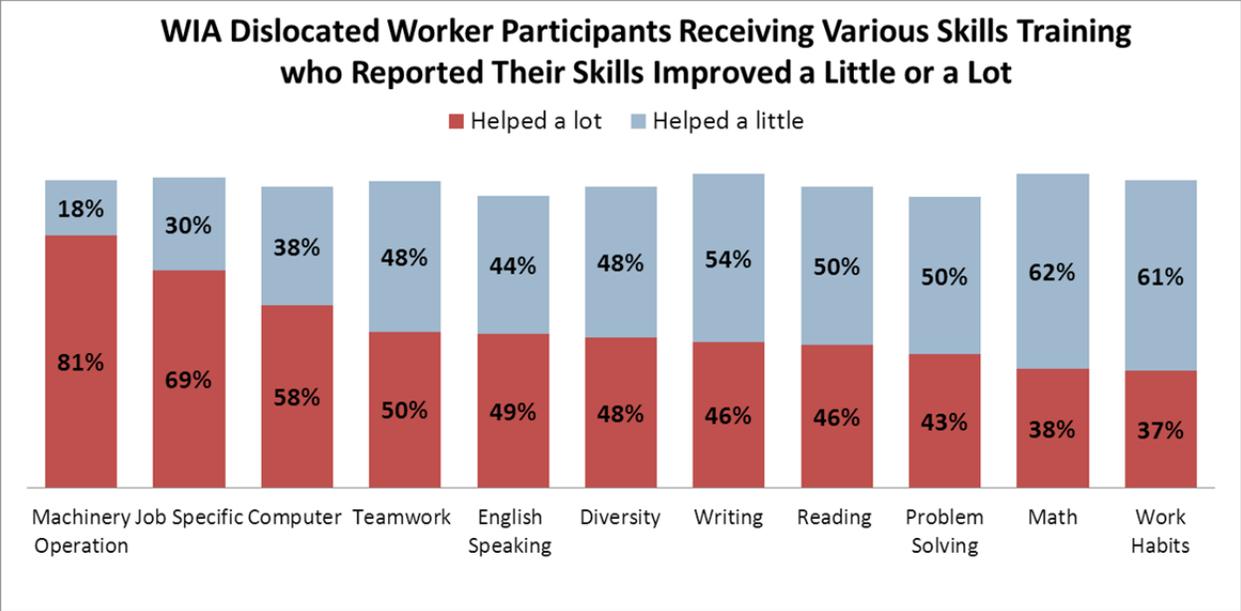
Most participants enroll in the WIA Dislocated Worker program for employment-related reasons. Based on survey results, 82 percent of adults entered the program to learn skills for a new job, 65 percent enrolled to get job search assistance, and 38 percent enrolled for on-the-job training. Participants also indicated that they enrolled to finish a degree or a certificate (51 percent).

Sixty-four percent of WIA Dislocated Workers reported receiving some type of training as part of their program. As in the previous study, by far the most common types of training were in computer and job-specific skills.



Source: Workforce Board's Participant Satisfaction Survey 2011.

The vast majority of WIA Dislocated Workers who received training felt it improved their skills. The percentage reporting their skills improved "a lot" was highest for occupational training; particularly machinery operation and computer skills.

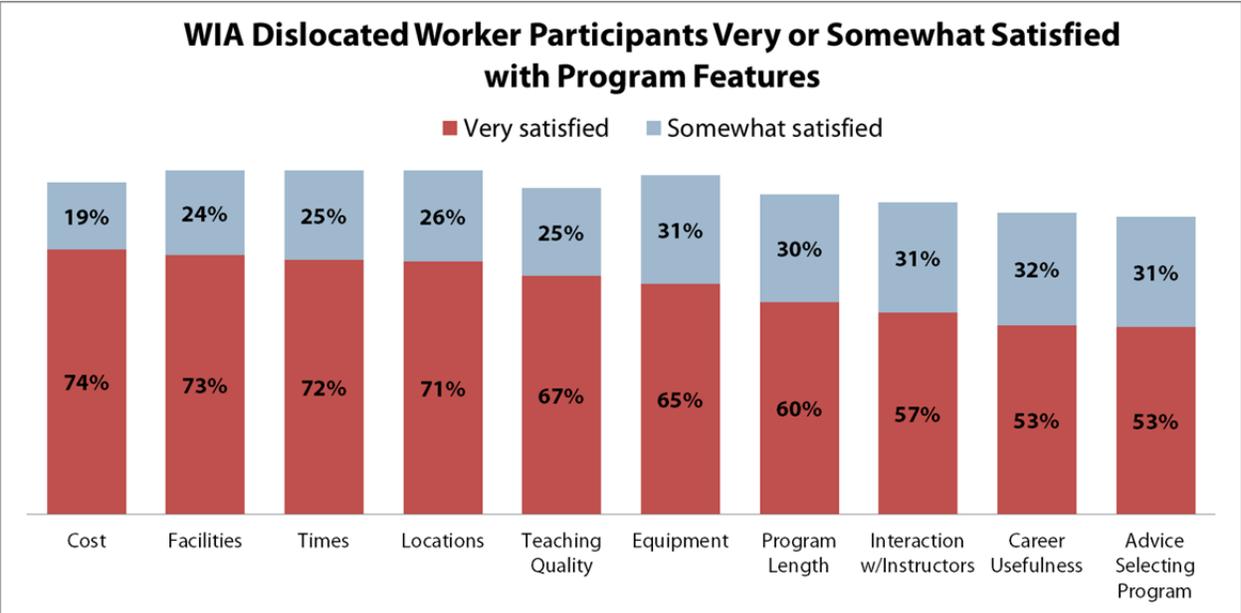


Source: Workforce Board's Participant Satisfaction Survey 2011.

Participant Satisfaction

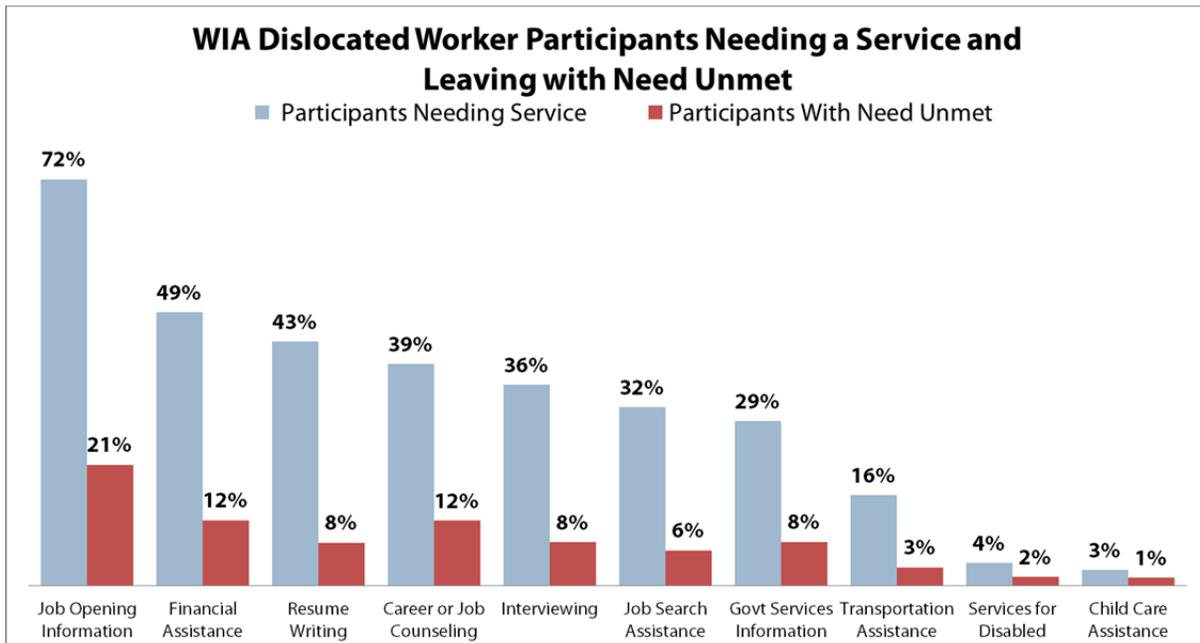
Survey results indicate participants were generally satisfied with the program. Some 88 percent of participants reported they were satisfied with the overall quality of the program. Eighty-three percent said their educational objectives had been met. These were similar levels of satisfaction as reported in the last survey.

Participants tended to be “very satisfied” with various features of the program including program cost, location, facilities, and times. Participants were less likely to indicate “a lot” of satisfaction with advice provided on selecting programs and career usefulness.



Source: Workforce Board's Participant Satisfaction Survey 2011.

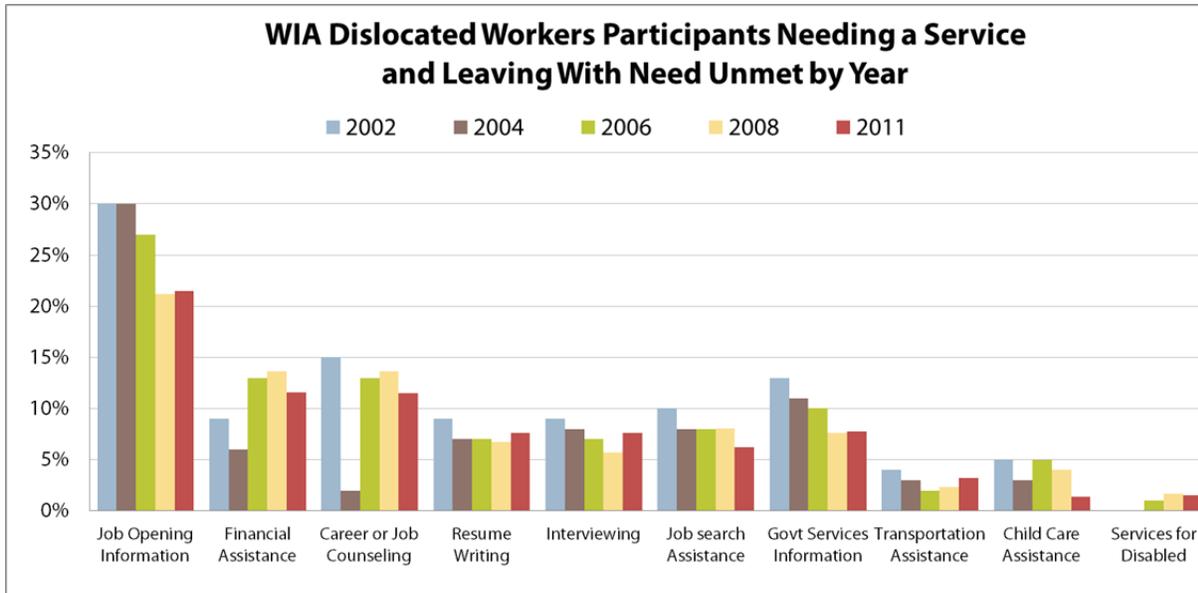
Similar to previous surveys, WIA Dislocated Workers most frequently reported needing information on job openings. (Nearly three out of every four participants needed job opening information.) However, one out of every five participants left without that need met. Nearly 50 percent of participants required financial assistance, and many participants also indicated that they needed help with resume writing and job counseling.



Source: Workforce Board's Participant Satisfaction Survey 2011.

Most of the participants needing support services received them. The largest unmet need¹⁰ was for information about job openings. Both this year and in 2008, 21 percent of participants left with an unmet need in this area. This is down from a high of 30 percent in 2002 and 2004. WIA Dislocated Worker participants reporting unmet needs declined in most categories since the previous survey.

¹⁰ Unmet need refers to cases where the student reports that either they did not receive the required service or what was provided did not meet their needs.



Source: Workforce Board's Participant Satisfaction Surveys 2002-2011.

Relationship of Training to Employment

To measure the extent to which a participant's education program and training related to employment, we asked participants three questions:

1. How related was the program to their job?
2. How important was the training in getting hired?
3. Are the skills they learned useful in their job?

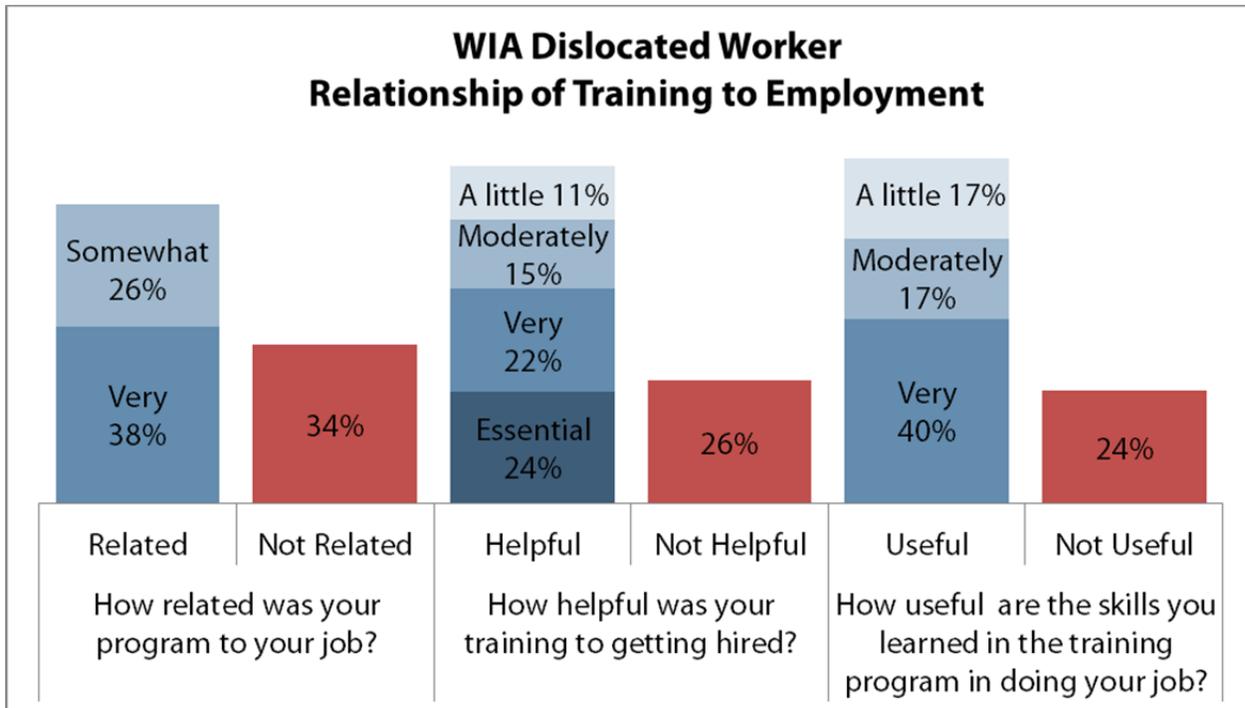
Asking about the relationship between training and employment in different ways can produce more complete information. For example, some participants said their training was not related to their job, but nevertheless found the skills acquired were useful on the job.

Among participants employed seven to nine months after leaving a program, 38 percent said their training was "very related" to their job. A further 26 percent reported the training was "somewhat related" to their job. In 2008, similar rates of employed participants reported their training was related to their job.

Participants also indicated the training was helpful to them in getting their job. Of those participants, 24 percent indicated their training was an "essential requirement," another 22 percent indicated it was "very important," and 15 percent reported it was "moderately important." Eleven percent said the training was "a little helpful." The remaining 26 percent indicated their training was "not important at all" to getting their job.

Most participants said the skills they learned in their training program were useful in doing their job. Some 40 percent of participants indicated the skills were "very useful," 17 percent said "moderately useful," and 17 percent "a little useful." Some 24 percent of participants who were employed indicated the skills were "not useful at all."

When combining two of the questions about the program’s relationship to the job and about whether the skills acquired were helpful, a small percentage of participants answer negatively to both. Just 18 percent of participants employed the third quarter after exit said the training they received was *neither* helpful in their job nor related to the job they obtained.



Source: Workforce Board’s Participant Satisfaction Survey 2011.

Net Impact – Did the Program Make a Difference in Participant Success?

Every four years the Workforce Board conducts net impact and cost-benefit analyses of workforce development programs. This detailed study compares participants and non-participants. The net impact part of this study attempts to measure whether the program made a difference in the participant’s success. Washington is the only state to periodically conduct rigorous net impact evaluations of its workforce programs.

The net impact analysis was conducted by the W.E. Upjohn Institute for Employment Research (Upjohn), a national leader in evaluating training programs. To do the analysis, Upjohn studied program participants to see what results they achieved and compared these results with a control group. Individuals who participated in a WIA Dislocated Worker program were compared to individuals who had similar demographic characteristics, but who did not participate in any of the programs included in this study. The comparison group members were selected from among those who registered with WorkSource,

The WIA Dislocated Worker program has strong, positive net impacts on long-term employment, hourly wage, hours worked, and earnings. Participation increases lifetime earnings of dislocated workers.

Washington’s one-stop career center system. The most recent net impact analyses examined the short-term (Program Year 2007-2008) and long-term (Program Year 2005-2006) experiences of participants who left the program.

The analysis also separates out WIA Dislocated Worker participants who received job training, in addition to other WIA services. Roughly 65 percent of WIA Dislocated Worker participants received some type of formal training or education while the rest received only core or intensive services.

In the table below, the employment rate in the short-term for WIA Dislocated Worker participants was 10.1 percentage points higher than the comparison group’s employment rate. Also, long-term average earnings of WIA Dislocated Worker participants who found jobs are higher than for employed non-participants. A wide range of training is provided to WIA participants who qualify, including occupational skills training, skill upgrading and retraining, on-the-job training, and Adult Basic Education when delivered in combination with career and technical education.

Impact on Employment and Earnings: Participants vs. Control Group

WIA Dislocated Worker Program	All WIA Dislocated Worker Participants		WIA Training Recipients	
	Short-term [^]	Long-term [^]	Short-term [^]	Long-term [^]
Net Employment Impact*	10.1 percentage points	4.7 percentage points	10.2 percentage points	5.0 percentage points
Net Hourly Wage Impact**	No significant positive impacts	\$1.41	No significant positive impacts	\$1.88
Net Hours Employed per Quarter Impact	42.4	28.4	41.7	29.7
Net Annualized Earnings Impact**	No significant positive impacts	\$3,321	No significant positive impacts	\$4,467

[^]Short-term is 3 quarters after program exit; Long-term is average across 3 years since program exit.

*Percentages listed are employment percentage points above those of the control group of non-participants.

**Wages and earnings, expressed in first quarter 2009 dollars, represent the average difference between ABE/ESL participants who got jobs and those in the control group who were employed.

As can be seen above, WIA Dislocated Worker Program participants saw significantly higher employment and hours worked when compared to the control group. Long-term impacts for annualized earnings were significant among all WIA Dislocated Worker participants and for those who received training. The long-term impacts were stronger for workers who received training in addition to other WIA services.

Benefits and Costs

The cost-benefit analysis estimates the value of the net impact on earnings, employee benefits (estimated at 25 percent of earnings), UI benefits, and certain taxes. Program costs include both direct program costs and support payments borne by the state and the foregone earnings borne by program participants. Benefits and costs are calculated for both the observed period of time and based upon a statistical model that estimated the benefits and costs out to age 65. In order to compare benefits and costs in terms of net present values, post-program benefits and costs are discounted by 3 percent per year and all figures are stated in 2009 Q1 dollars. The benefits and costs presented here are based on impacts estimated for participants leaving programs in 2005-2006, because a longer-term follow-up is required for this analysis.

Participant and Public Benefits and Costs per Participant in Community and Technical Colleges ABE Programs

Benefit/Cost	First 2.5 years		Lifetime (until 65)		Sum of Costs and Benefits
	Participant	Public	Participant	Public	
Benefits					
Earnings	\$8,631	\$0	\$49,353	\$0	
Fringe Benefits	\$2,158	\$0	\$12,338	\$0	
Taxes	-\$2,263	\$2,263	-\$12,946	\$12,946	
Transfers					
UI	-\$705	\$705	\$1,579	-\$1,579	
Costs					
Foregone net earnings	-\$12,796	-\$3,398	-\$12,796	-\$3,398	
Program costs	\$0	-\$5,751	\$0	-\$5,751	
Benefits	\$7,820	\$2,968	\$50,325	\$11,366	
Costs	-\$12,796	-\$9,149	-\$12,796	-\$9,149	
Total (Net)	-\$4,976	-\$6,181	\$37,529	\$2,217	\$39,746

Note: Benefits and costs are expressed in 2009 first quarter dollars.

For each participant in the program, the public (taxpayer) program cost is almost \$5,751 over the length of their enrollment, and the participant cost is about \$12,796 in foregone earnings. During the course of working life to age 65, the average participant will gain about \$36,527 in net earnings (earnings minus foregone earnings) and over \$12,300 in employee benefits. These are net gains compared to the earnings of similar individuals who did not receive services or training. Including program costs and the net impacts on taxes and unemployment insurance benefits, the total net benefit per participant is \$37,529.

Projected participant benefits to age 65 outweigh public costs invested in the WIA Dislocated Worker program by a ratio of about 7 to 1, or \$37,529 to \$5,751.

From the time of leaving the program to age 65, the public is forecasted to gain about \$12,946 per participant in net additional Social Security, Medicare, federal income, and state sales taxes and to save about \$1,579 in total UI benefits and other social welfare costs. The estimated lifetime net benefit to taxpayers is \$2,217 per participant.

Projected taxpayer net benefits to age 65 outweigh public costs invested in WIA Dislocated Worker services by a ratio of \$2 to 1, or \$11,366 to \$5,751.