

Workforce Investment Act Title I-B Program for Youth

Program Details

The WIA Youth program prepares youth for academic and employment success. To receive services, youth must be 14 through 21 years old, low income, and meet other criteria such as needing additional assistance to complete an educational program or to secure and hold employment. To be low income, one must be a welfare or food stamp recipient, homeless, a foster child, or in a family with income below 70 percent of the lower living standard income level.

Eligible youth are assessed to determine academic, skill level, and support service needs. Strategies are developed for each person based on the assessment results. They may receive:

- Counseling.
- Tutoring.
- Job training.
- Mentoring.
- Work experience.

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.

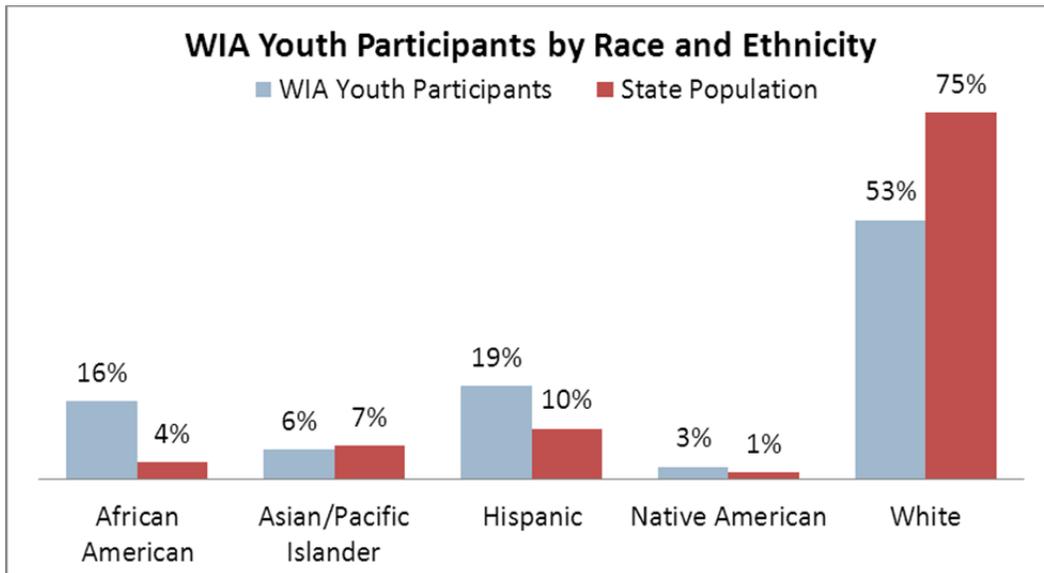
Other strategies include summer employment, study skills training, or instruction in obtaining a GED or equivalent. Youth may access information services through WorkSource, the state's one-stop career center system. Youth ages 18 through 21 may be co-enrolled in WIA Adult programs. At least 30 percent of the WIA Youth funds must be used to provide activities for eligible out-of-school youth.

The Employment Security Department administers the program at the state level. Twelve local workforce development councils, in consultation with chief local elected officials, oversee WIA activities in local areas. Local youth councils assist with the WIA program.

Participant Profile

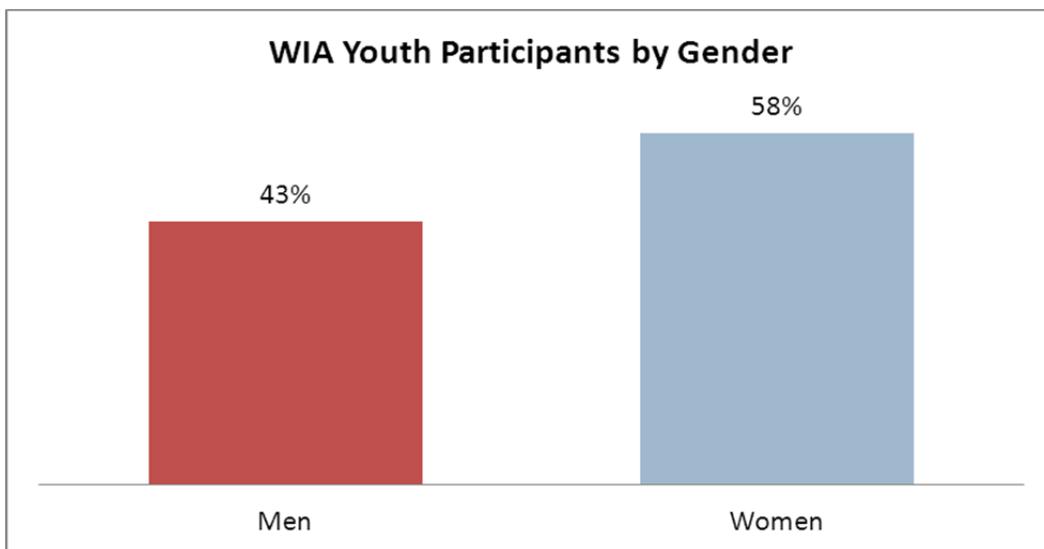
For this report, researchers studied the results of 1,957 participants who left the WIA Youth program in 2008-09. The median length of time a participant was in the program was 13 months. There was, however, considerable variation in the amount of time participants spent in the program. One quarter enrolled for less than nine months, while another quarter enrolled for over 21 months.

WIA youth were more racially and ethnically diverse than the state population.¹ Among program participants, 53 percent were white, 19 percent were Hispanic, 16 percent were African American, 6 percent were Asian/Pacific Islander and 3 percent Native American.



Source: WIASRD and 2009 U.S. Census Data from the American Community Survey

Among those leaving the program in 2008-09, 58 percent were female. This is 3 percentage points higher than the prior year.



Source: WIA Standardized Record Data (WIASRD).

¹ 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 Asian/Pacific Islanders (also referred to as Asian/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 of those ages 16-24 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.

Many WIA youth faced substantial barriers to success in school and the labor market.

- 42 percent were high school dropouts when they entered the program.²
- 18 percent had records of arrest or conviction.
- 15 percent had a disability.
- 34 percent lived in households that were receiving public assistance.³

State Core Measures: Tracking WIA Youth 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 that hired employees who recently completed a WIA program.⁴

² These are defined as youth who had no high school degree and who were not enrolled in school at registration.

³ Those on public assistance includes 29 percent who received cash assistance from state or local General Assistance, Refugee Cash Assistance, or Supplemental Security Income; 7 percent who received Temporary Assistance to Needy Families (TANF); and 4 percent who received both.

⁴ The Employer Survey includes employers who hired a participant who completed at least one of the three WIA programs: Adult, Dislocated Worker, or Youth.

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 in-depth, detailed 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 workforce programs, or if workers could have made this progress on their own. This research also allows for a more detailed analysis as to whether the participant and the public received a return on their investment in the program.

Turn to page 18 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?

Promoting academic success is an objective of the WIA Youth program. Administrative records provide information on school enrollment and high school completion.⁵ Among younger participants,⁶ data indicate substantially fewer youth were still enrolled in high school than in 2007-08. However, more left school with a GED compared to two years before.

| Educational Status of WIA Youth Upon Leaving the Program | | | | | |
|---|----------------|----------------|----------------|----------------|----------------|
| | 2001-02 | 2003-04 | 2005-06 | 2007-08 | 2008-09 |
| Obtained a High School Diploma | 23% | 38% | 31% | 31% | 28% |
| Obtained a GED | 13% | 4% | 10% | 21% | 28% |
| Still Enrolled in High School at Exit | 25% | 33% | 24% | 12% | 6% |
| Not in School, no Diploma or GED | 39% | 26% | 35% | 35% | 38% |

Note: the "Not in School, no Diploma, or GED" data was missing for 2005-06. The percent that was missing was equivalent to the Dropout percent obtained from another data element and was assumed to be valid for this category.

Source: WIA Standardized Record Data (WIASRD).

⁵ These records are collected through the Service, Knowledge, and Information Exchange System (SKIES) maintained by ESD.

⁶ These youth were ages 14 to 18 when registering in WIA.

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

To find out about the participants' post-program employment and earnings, participant records were matched with Employment Security Department wage files from Washington and neighboring states.⁷ The study looks at 2009-10 employment and earnings of participants who left the program during the 2008-09. Forty-five percent of all participants were employed. The employment rate only goes up slightly—to 47 percent—when the 12 percent of the WIA Youth participants still enrolled in high school upon exiting the program were removed from consideration. Of those working, 28 percent of participants were working full time.

Were Participants Enrolled in Higher Education?

When it comes to young people, a measure of success isn't only employment but whether they continued with their education. As can be seen in the chart below, 58 percent of WIA Youth were either employed or enrolled in higher education.⁸

Employment and Earnings for WIA Youth Participants, 2009-10

| Performance Measure | Results |
|---------------------------------|-----------|
| Employment or Higher Education* | 58% |
| Employment Rate (Self-Reported) | 63% |
| Full Time Employed** | 28% |
| Median Hours Worked Quarterly | 256 hours |
| Median Hourly Wage*** | \$9.62 |
| Median Annualized Earnings*** | \$10,481 |

* 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.

To put earnings in context, WIA Youth participants were able to support one person at the poverty level after leaving the program (the median was 1 person). At the 200 percent of poverty level, this was half of what was needed to support one person.⁹

⁷ 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).

⁸ Higher education enrollment figures obtained from data matches with the State Board for Community and Technical Colleges and National Student Clearinghouse.

⁹ 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.

Self Sufficiency Level Trends for WIA Youth Participants

| Performance Measure | 2002-03 | 2004-05 | 2006-07 | 2008-09 | 2009-10 |
|---|---------|---------|---------|---------|---------|
| Household size-poverty level | .8 | .9 | .9 | .9 | 1.0 |
| Household size-poverty level at 200 percent | .4 | .4 | .4 | .5 | .5 |

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

WIA Youth Participants Receiving Benefits from Employers

| Performance Measure | 2002-03 | 2004-05 | 2006-07 | 2008-09* | 2009-10 |
|---|---------|---------|---------|----------|---------|
| Self-Reported Medical Benefits from Employer | 38% | 33% | 40% | N/A | 42% |
| Self-Reported Retirement Benefits from Employer | 17% | 15% | 19% | N/A | 21% |

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

Employment and Earnings Trends for WIA Youth Participants

| Performance Measure | 2002-03 | 2004-05 | 2006-07 | 2008-09 | 2009-10 |
|---------------------------------|---------|----------|----------|----------|----------|
| Employment or Higher Education* | 67% | 56% | 63% | 59% | 58% |
| Employment Rate (Self-Reported) | 66% | 67% | 66% | N/A | 63% |
| Percentage Employed Full Time** | 27% | 29% | 31% | 28% | 28% |
| Median Quarterly Hours | 234 | 250 | 252 | 287 | 256 |
| Median Hourly Wage**** | \$8.83 | \$8.95 | \$9.06 | \$9.59 | \$9.62 |
| Median Annualized Earnings *** | - | \$10,735 | \$11,263 | \$10,895 | \$10,365 |

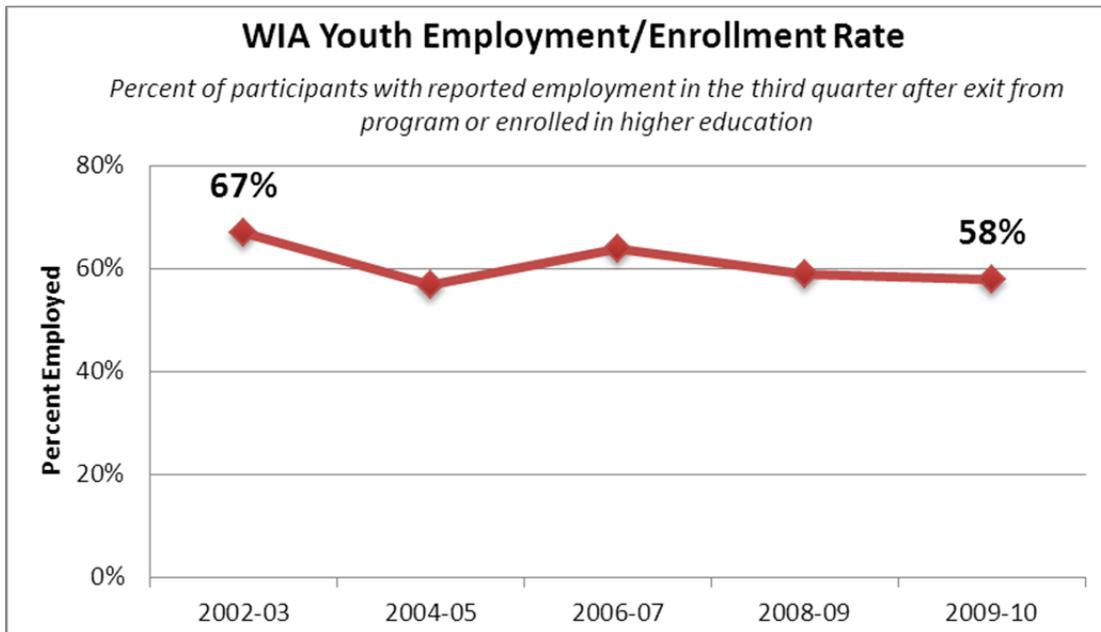
*These figures apply to those with employment reported to ESD six to nine months after leaving program for all CTC Professional-Technical participants, and is not limited to those who completed a program. Rate does not include self-employment, employment outside the Northwest or military service and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

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

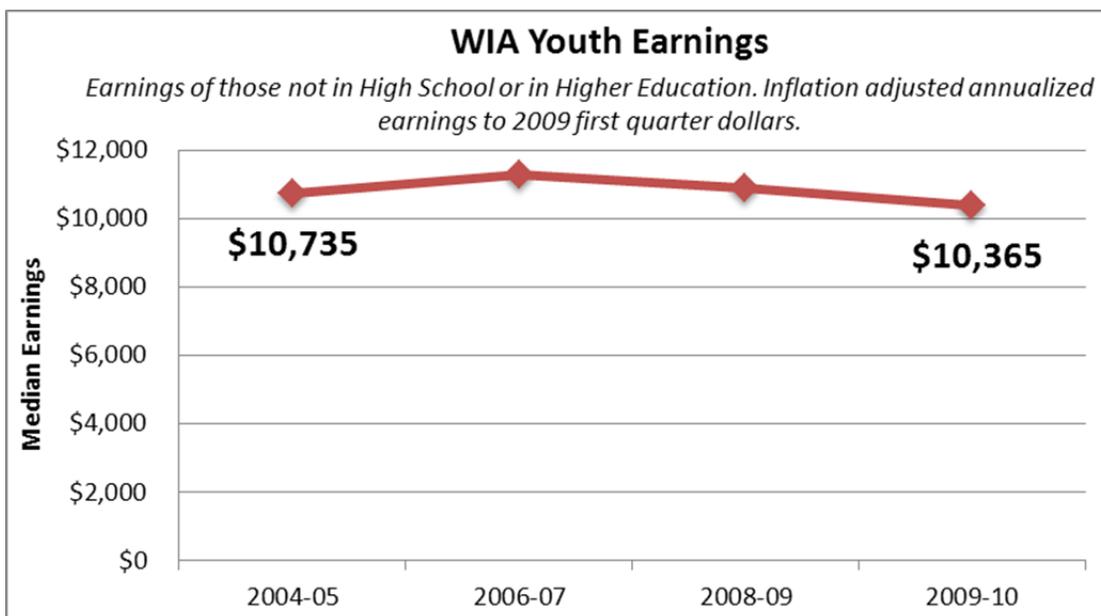
***Earnings/wages expressed in first quarter 2009 dollars in order to account for inflation.

Since 2002, program results for employment increased until the 2008 recession, and then declined. Median hourly wages, however, have continued to increase for each successive cohort of participants.

Among those not enrolled in high school or higher education, the median hourly wage was \$9.62, and median annualized earnings were \$10,365.¹⁰ These earnings levels are low, but need to be considered within the proper context: these participants were young, entry-level workers, and faced substantial barriers to success in the labor market.



Source: Workforce Training Results 2002-10.



Source: Workforce Training Results 2002-10.

¹⁰ 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.

| Distribution of Hourly Wages of WIA Youth in the Third Quarter After Leaving Program | |
|---|--------------------|
| Quartile | Hourly Wage |
| Highest | Above \$11.11 |
| Third | \$10.81 – \$11.11 |
| Second | \$8.86 - \$10.80 |
| Lowest | Below \$8.85 |

Source: Employment Security Department data 2008-09.

Wages rates among participants exhibited less variation than was observed in programs serving adults. One-quarter of participations had median hourly wages above \$11.11, while another quarter had wages below \$8.85. All of these are above the 2010 state minimum wage of \$8.55.

WIA Youth Participant Employment by Industry

Post-program employment among WIA Youth continues to be heavily concentrated in services and retail trade, with 20 percent working in hospitality and food service, and 12 percent in the health care industry.

| Industry Group | |
|--|--|
| 60.3% | Services |
| 18.8% | Retail Trade |
| 4.2% | Manufacturing |
| 2.6% | Natural Resources and Mining |
| 2.3% | Construction |
| 1.9% | Transportation and Warehousing and Utilities |
| 1.9% | Public Administration |
| 1.8% | Financial Activities |
| 1.6% | Wholesale Trade |
| 0.7% | Information |
| Breakout of the Services Industry | |
| 22.5% | All Other Services |
| 20.5% | Accommodation and Food Services |
| 12.2% | Health Care |
| 5.2% | Social Assistance |
| Breakout of the Retail Trade Industry | |
| 11.1% | All Other Retail Trade |
| 5.5% | Food & Beverage Stores |
| 3.9% | Warehouse Clubs and Supercenters |
| 2.2% | Department Stores |

*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

Employment and earnings outcomes by gender, race/ethnicity, and disability status were less likely to be significant for WIA youth participants than for participants in other programs.¹¹ Women were more likely than men to be employed in the third quarter after program exit (48 percent compared to 42 percent), but less likely to be employed full-time (26 percent versus 31 percent). Of those employed, women had median hourly wages (\$9.46) that were 97 percent of men's wages (\$9.78), and median annualized earnings that were 92 percent of males (\$9,671 compared to \$10,485).

Female youth had median annual earnings that were 92 percent of males, a 2 percentage point improvement from the prior program year. The female median hourly wage was 98 percent of what males earned--slightly higher than 2006-07.



Source: Matches with Employment Security Department data and WIASRD.

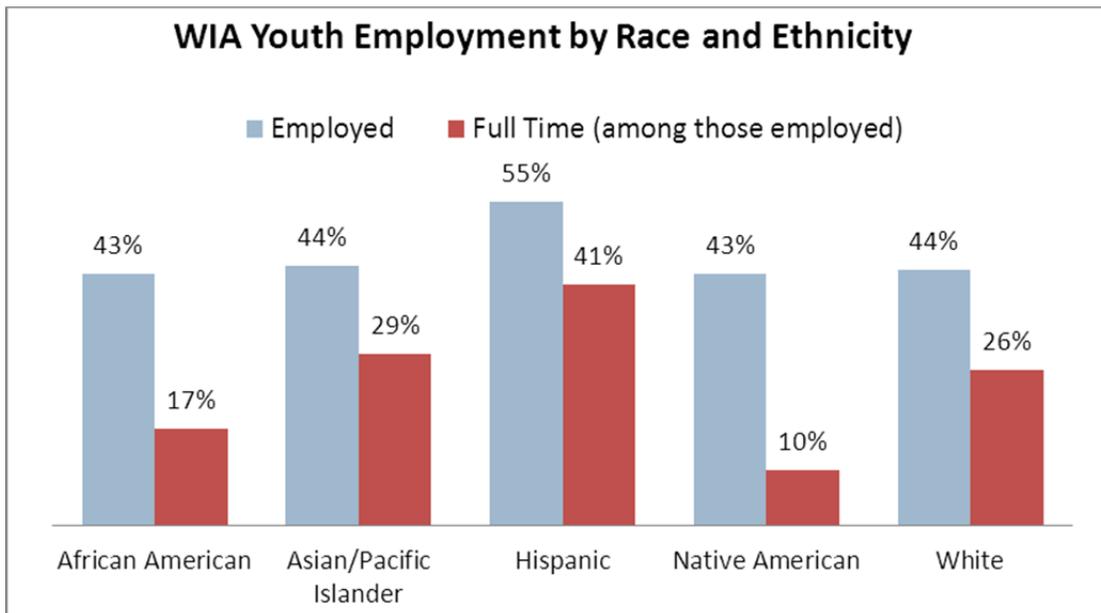
Race and Ethnicity Plays a Role

Hispanics had the highest employment rate among race/ethnic groups at 55 percent. All other groups had employment rates between 43 and 44 percent. Among those working, Hispanics also had the highest rate of full-time employment (41 percent), followed by Asian/Pacific Islanders (29 percent), whites (26 percent), African Americans (17 percent) and Native Americans (10 percent).

There was limited variation in terms of median hourly wages by race and ethnicity. Native Americans had the highest median hourly wage at \$9.81 and Asian/Pacific Islanders the lowest at \$9.51. This was not the case with median annual earnings. Hispanics had the highest

¹¹ These employment and earnings group comparisons were based on data from youth who were not in high school at exit.

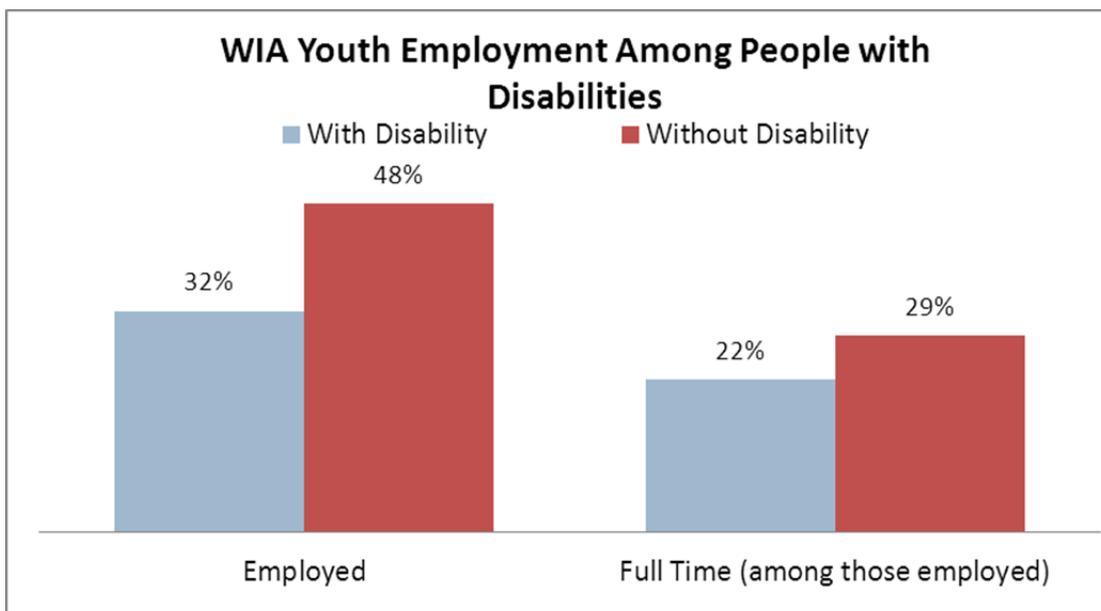
median earnings at \$11,897, followed by whites (\$10,319), Asian/Pacific Islanders (\$10,288), Native Americans (\$6,548) and African Americans (\$5,366).



Source: Matches with Employment Security Department data and WIASRD.

Disability Impacts Employment and Earnings

Youth with disabilities had lower rates of employment than those without disabilities (32 percent versus 48 percent) and full-time employment (22 percent versus 29 percent). Disabled youth had median hourly wages 97 percent of those without a disability (\$9.35 versus \$9.64) and median annual earnings that were 98 percent of youth without disabilities (\$9,806 versus \$10,049).

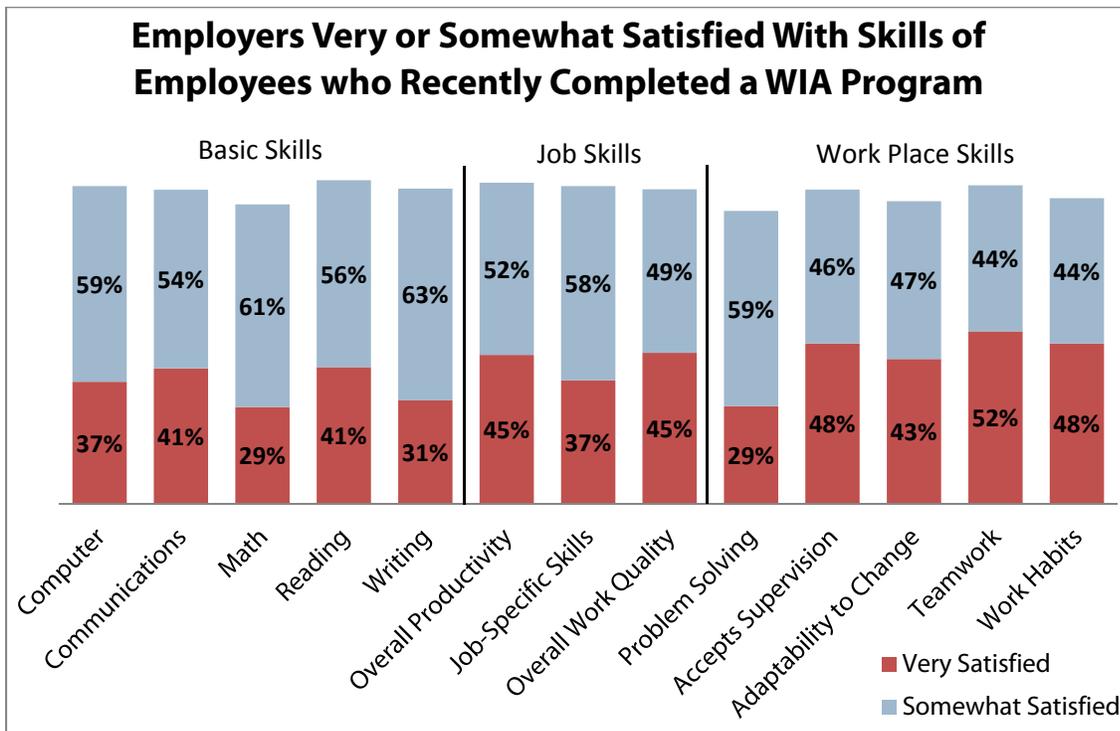


Source: Matches with Employment Security Department data and WIASRD.

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.¹² 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 conducted in 2010.

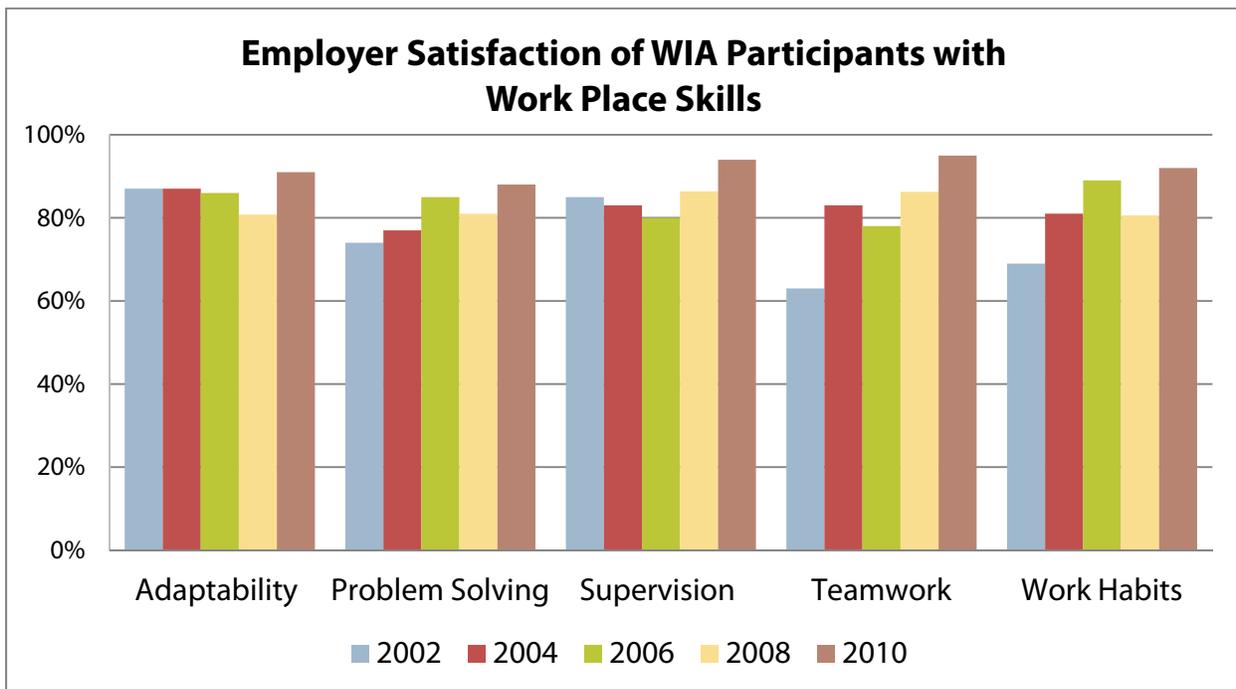
Fewer employers were very satisfied with math, writing and problem-solving skills.

¹² 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.

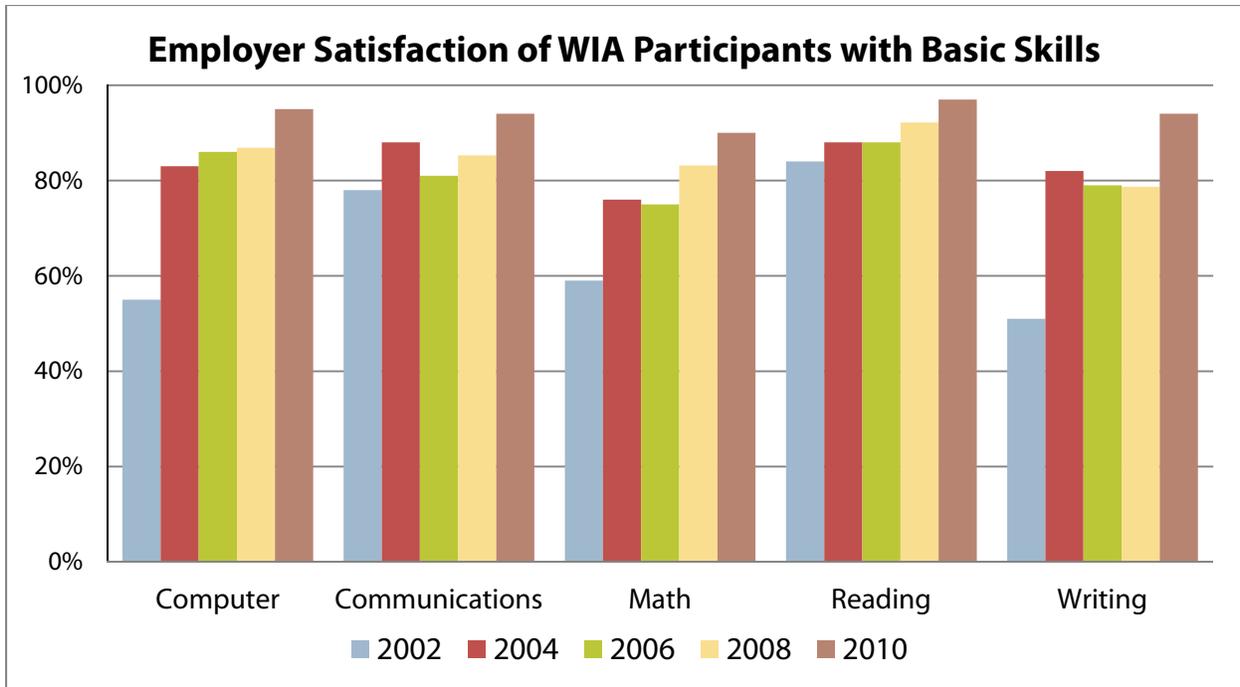
Among those indicating they were “very satisfied,” top scoring categories included:

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

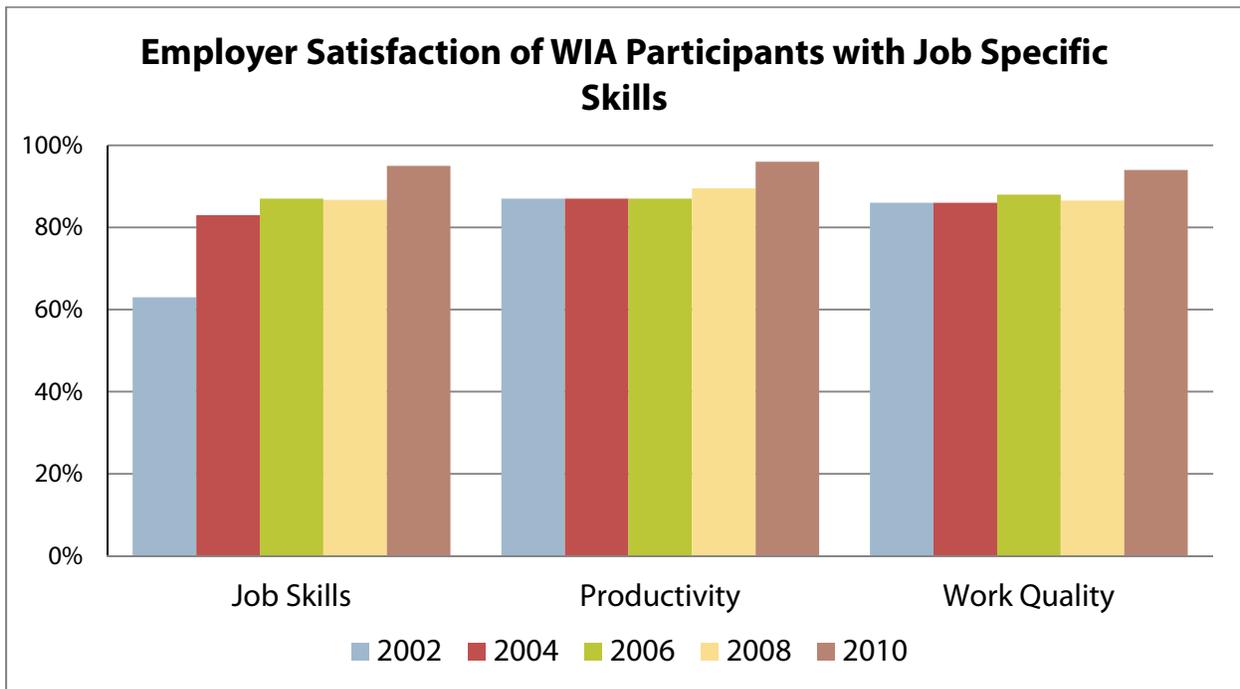
Overall Work Quality and Overall Productivity were also rated highly with 45 percent of employers indicating they were “very satisfied.” The overall satisfaction of employers in *all* skill areas was higher in 2007-08 than in any of the past 10 years of surveys. The following three charts show the overall 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.



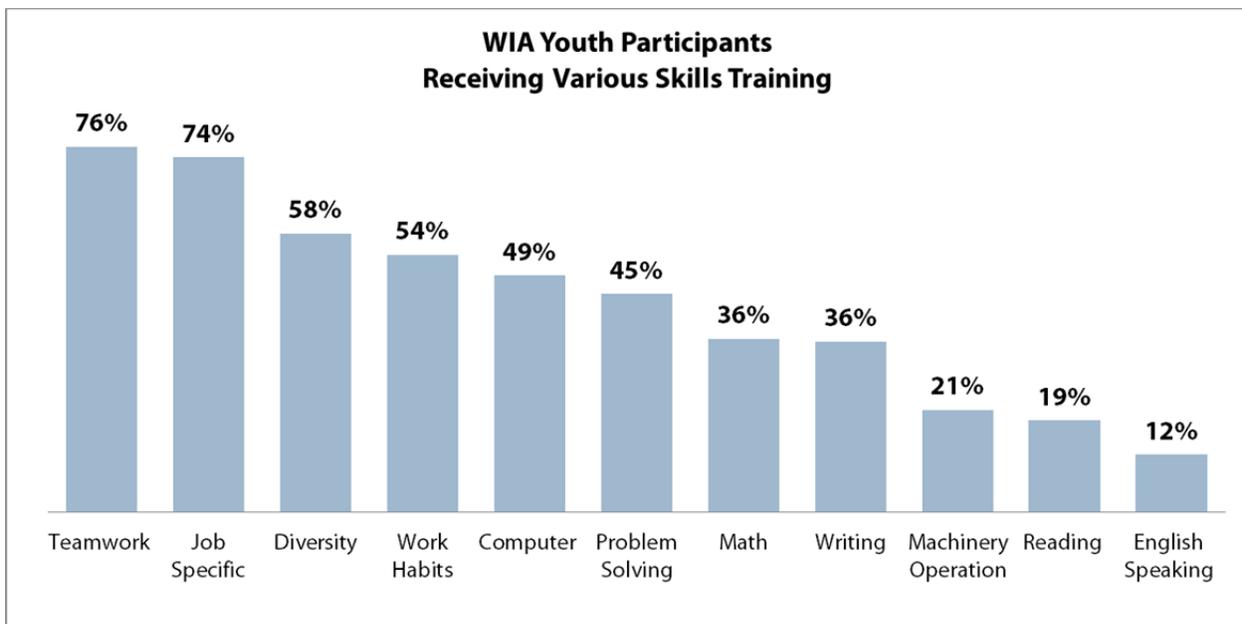
Source: Workforce Board's Biennial Employer Surveys from 2002 through 2010.

Participant Survey

In 2011, the Workforce Board surveyed WIA Youth participants who had left their program in 2009-10. The Participant Satisfaction Survey provided data on employment and documented how satisfied participants were with the training. The survey was conducted by telephone and was completed by 309 participants.

Based on survey results, most WIA youth entered the program for employment-related reasons: 85 percent enrolled to get work experience and 84 percent to learn skills for a new job. Some 82 percent also enrolled for personal improvement.

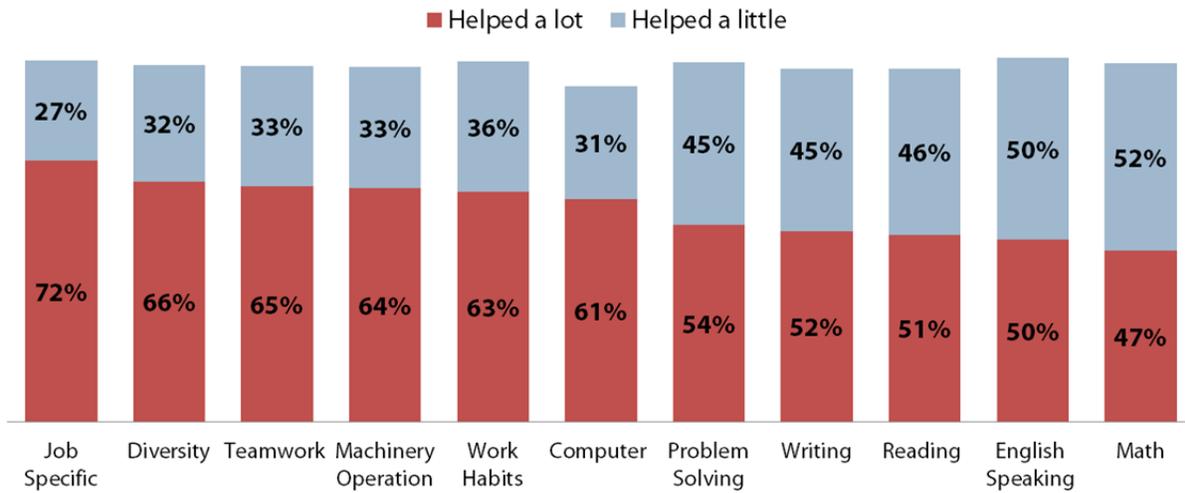
The majority of WIA youth reported they received some type of training (60 percent). As in the previous study, the two most common types of training received were teamwork (76 percent among those who received training) and job-specific skills (74 percent among those who received training). This is an increase from the previous Participant Survey, when only 50 percent received teamwork training, and only 45 percent in job specific skills. Similar to the previous survey, fewer participants received training in basic skills like reading and English speaking.



Source: Workforce Board's Participant Satisfaction Survey 2011.

As in the past, nearly all WIA Youth reported that their skills improved as a result of training. Higher percentages reported "a lot" of improvement in job-specific skills than did so in basic skills. The percentage of WIA Youth participants who reported that the diversity training helped "a lot" fell 10 percentage points. However, the percentage that reported it helped "a little" increased 11 percentage points. In a similar fashion, the percentage of participants who said job specific skills training helped "a lot" increased 7 percentage points, but those reporting it helped "a little" declined by the same percentage. Another increase in training that helped "a lot" was computer skills, which rose 17 percentage points from 44 percent in 2008 to 61 percent in 2011.

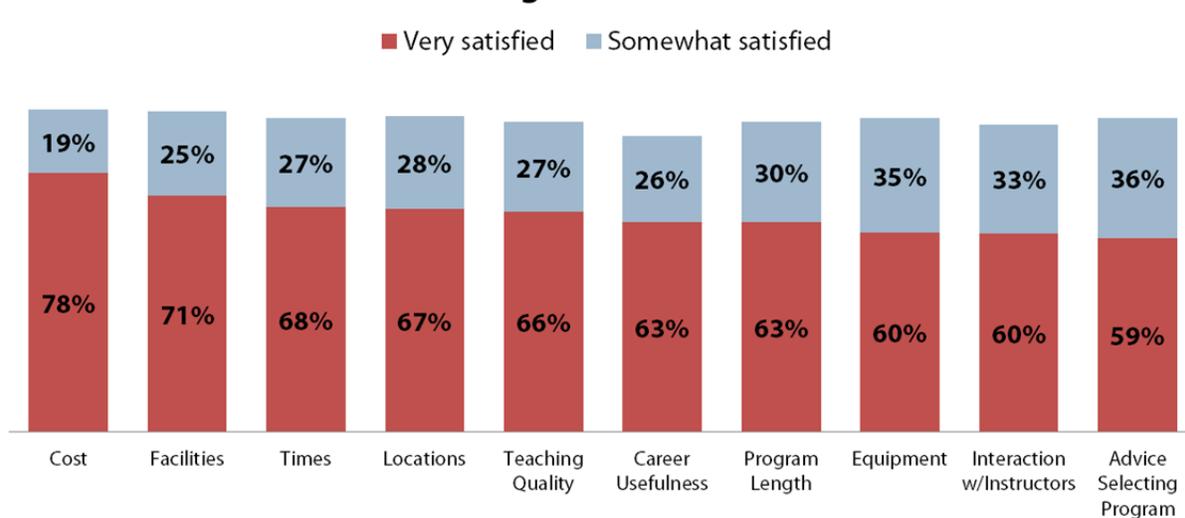
WIA Youth Participants Receiving Various Skills Training who Reported Their Skills Improved a Little or a Lot



Source: Workforce Board's Participant Satisfaction Survey 2011.

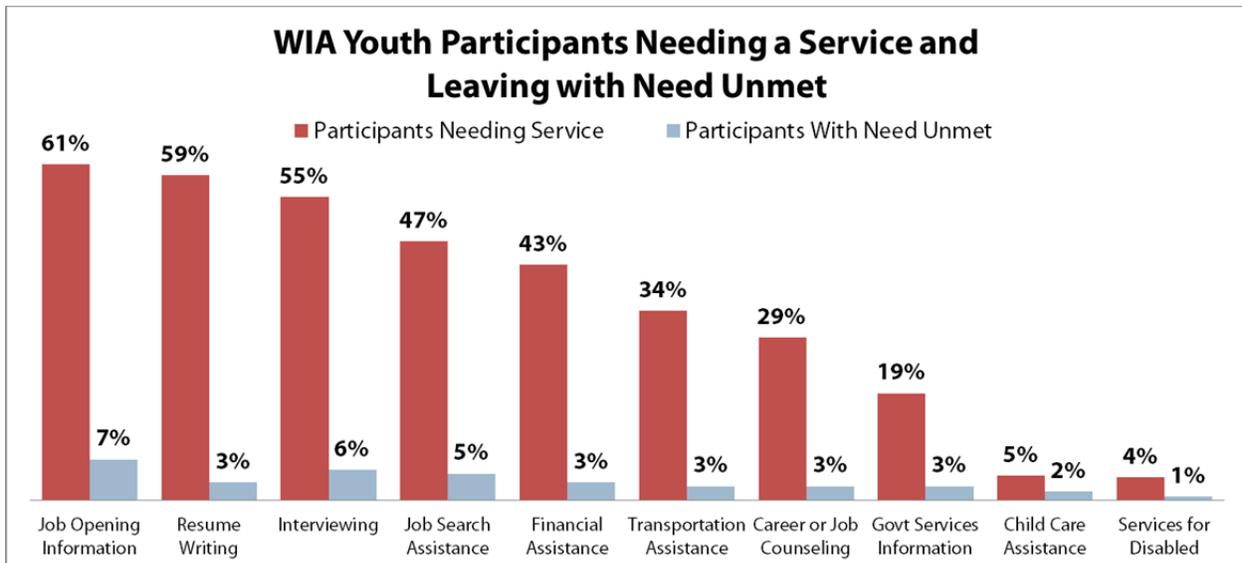
Survey results revealed participants were quite satisfied with the training and support services they received as part of their WIA Youth program. Some 93 percent of the participants surveyed said they had met their educational objectives in the program, about the same as in 2008. Overall satisfaction with the program was also higher than reported in 2008 (96 percent versus 93 percent). When asked about specific program features, satisfaction was highest with program facilities and cost followed by times, locations, equipment and advice selecting the program. Satisfaction was lower this year with career usefulness.

WIA Youth Participants Very or Somewhat Satisfied with Program Features



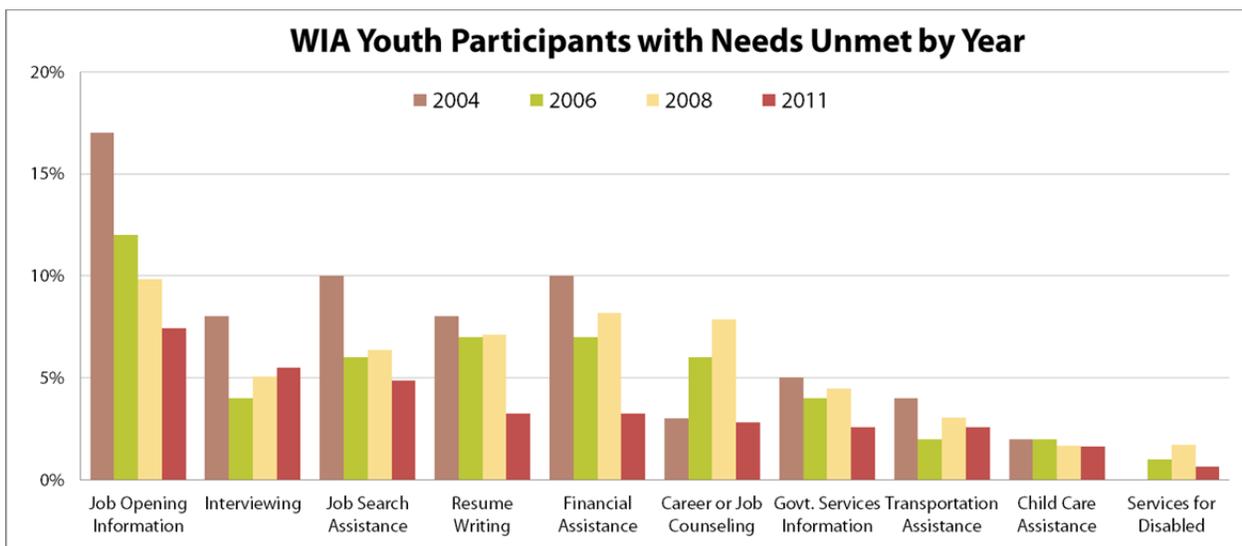
Source: Workforce Board's Participant Satisfaction Survey 2011.

Most of the participants who needed support services while enrolled received them. As in previous studies, participants said the services most frequently needed were information on job openings, assistance with interviewing, and job search assistance. Most youth had their needs met in these areas. The greatest unmet need¹³ remains job opening information (10 percent in 2008 vs. 7 percent in 2011).



Source: Workforce Board's Participant Satisfaction Survey 2011.

The percentage of WIA Youth participants who left their program with an unmet need has declined since 2004. The largest declines since the 2008 participant survey were in financial assistance and career or job counseling. The percentage of participants indicating an unmet need dropped from 8 percent to 3 percent in each of these categories.



Source: Workforce Board's Participant Satisfaction Surveys 2004-11.

¹³ 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.

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?

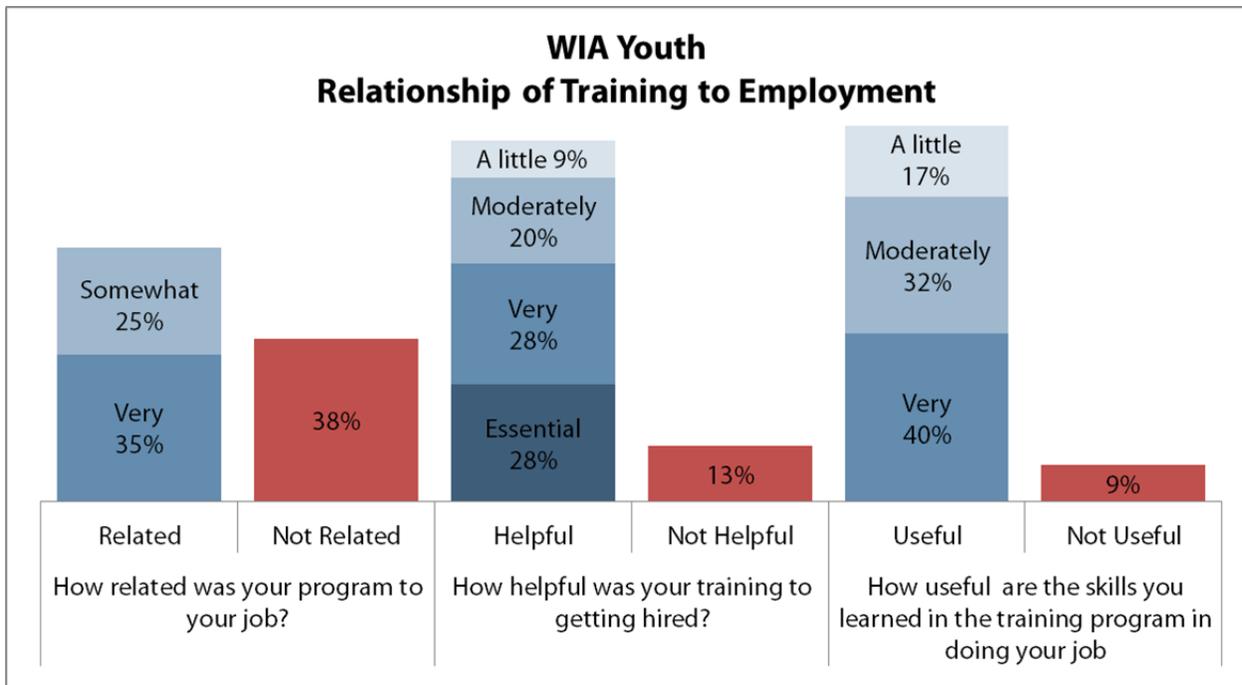
Asking about the relationship between training and employment in different ways can produce more complete information. For example, some participants said their training was not related to their job, but nevertheless found the skills acquired were useful on the job.

Among participants employed seven to nine months after leaving a program, 35 percent said their training was "very related" to their job. A further 25 percent reported the training was "somewhat related" to their job. In 2008, a lower percentage of employed participants reported their training was "very related" to their job (27 percent), while a higher percentage indicated the training was "somewhat related" (35 percent).

Participants interviewed in 2011 also indicated the training was helpful to them in getting their job. Of those participants, 28 percent indicated their training was an "essential requirement," another 28 percent indicated it was "very important," and 20 percent reported it was "moderately important." Nine percent said it was "a little helpful." Only 13 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," 32 percent said "moderately useful," and 17 percent "a little useful." Only 9 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 6 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 WIA Title I-B Youth program has positive net impacts on employment, hours worked and earnings. Participation increases lifetime earnings.

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 studies program participants to see what results they achieved and compared these results with a control group. Individuals who participated in a WIA Youth program were compared to individuals who had similar demographic characteristics, but who did not participate in any of the programs included in the study. The comparison group members were selected from among those who registered with WorkSource, Washington's one-stop career center system.

The most recent net impact analyses examined the short-term (Program Year 2007-08) and long-term (Program Year 2005-06) experiences of participants who left the WIA Youth program.

Impact on Employment and Earnings: Participants vs. Control Group

In the next table, the WIA Youth participant employment rate in the short-term was 8 percentage points higher than the rate of those in the comparison group. WIA participants who received training achieved an employment rate that was 13.1 percentage points higher than their comparison group. Training included occupational skills training, skill upgrading and retraining, on-the-job training, and Adult Basic Education when delivered in combination with career and technical education.

Similarly, the average annualized earnings of WIA participants who found jobs is higher (by the amounts listed below) than those non-participants who were employed.

| WIA Youth | All WIA Youth Participants | | Received Training | |
|---------------------------------------|--------------------------------|--------------------------------|--------------------------------|------------------------|
| | Short-term [^] | Long-term [^] | Short Term [^] | Long-term [^] |
| Net Employment Impact* | 8 percentage points | 4.3 percentage points | 13.1 percentage points | 4.5 percentage points |
| Net Hourly Wage Impact** | No significant positive impact | No significant positive impact | No significant positive impact | \$1.08 |
| Net Hours Employed per Quarter Impact | 46.5 | 30.8 | 52.2 | 50.5 |
| Net Annualized Earnings Impact** | \$1,577 | \$1,884 | \$3,075 | \$4,292 |

[^]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.

The WIA Youth program serves young people with substantial barriers to success in school and employment. This affects the program's outcomes. After participation, 38 percent still did not possess a high school diploma or GED and were not enrolled in school. The median earnings of those working and not enrolled in education was \$10,365.

These results may seem mild, but they should be viewed in the context of the population served. Comparing the results to demographically similar individuals who did not participate in a workforce development program, the study found a positive net impact of 4.5 percentage points on their rate of employment and a \$1,885 net impact on annual earnings. Moreover, the net impact on annual earnings for those who received training was \$4,292—a very strong result.

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 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 youth 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 WIA Youth Programs

| Benefit/Cost | First 2.5 years | | Lifetime (until 65) | | Sum of Costs and Benefits |
|-----------------------|-----------------|-----------------|---------------------|-----------------|---------------------------|
| | Participant | Public | Participant | Public | |
| Benefits | | | | | |
| Earnings | \$4,729 | \$0 | \$35,000 | \$0 | |
| Fringe Benefits | \$1,182 | \$0 | \$8,750 | \$0 | |
| Taxes | -\$615 | \$615 | -\$4,553 | \$4,553 | |
| Transfers | | | | | |
| UI | \$155 | -\$155 | \$1,467 | -\$1,467 | |
| Costs | | | | | |
| Foregone net earnings | -\$1,206 | -\$139 | -\$1,206 | -\$139 | |
| Program costs | \$0 | -\$6,560 | \$0 | -\$6,560 | |
| Benefits | \$5,450 | \$460 | \$40,664 | \$3,086 | |
| Costs | -\$1,206 | -\$6,699 | -\$1,206 | -\$6,699 | |
| Total (Net) | \$4,245 | -\$6,239 | \$39,458 | -\$3,613 | \$35,845 |

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

For each WIA Youth, the public (taxpayer) program cost is about \$6,560 over the length of enrollment, and the student cost is \$1,206 in foregone earnings while training. During the first two and one-half years after leaving the program, participation increases the average youth participant's earnings by \$4,729. During the course of working life to age 65, the average youth participant will gain about \$33,794 in net earnings (earnings minus foregone earnings) and about \$8,750 in employee benefits. These are net gains compared to the earnings of similar individuals who did not participate in a program. Including program costs and the net impacts on taxes and unemployment insurance benefits, the total net benefit per participant is \$39,458.

Projected participant benefits to age 65 outweigh public costs for the WIA Youth program by a ratio of \$6 to 1, or \$39,458 to \$6,560.

From the time of leaving the program to age 65, the public is expected to gain about \$4,553 per youth participant in net additional Social Security, Medicare, federal income, and state sales taxes and to save about \$1,467 per youth participant in UI benefits. The estimated lifetime net cost to taxpayers is \$3,613 per participant. Projected taxpayer net benefits to age

65 are less than public costs invested in WIA Youth services by a ratio of .47 to 1 or \$3,086 to \$6,560.