

Workforce Investment Act Title I-B Adult Program

Program Details

All customers age 18 and older who walk into a WorkSource Center are eligible for core services through the federal Workforce Investment Act (WIA) Title I-B Adult program—from skill assessments to job search and placement assistance.

These core services include:

- Skill assessment.
- Labor market information.
- Consumer reports on training programs.
- Information on job openings.

Core services tend to be self-service and don't require participants to meet certain eligibility requirements. Instead, they are part of the main menu of offerings at Washington's WorkSource Centers, helping a wide variety of job-seekers find their way back into employment.

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.

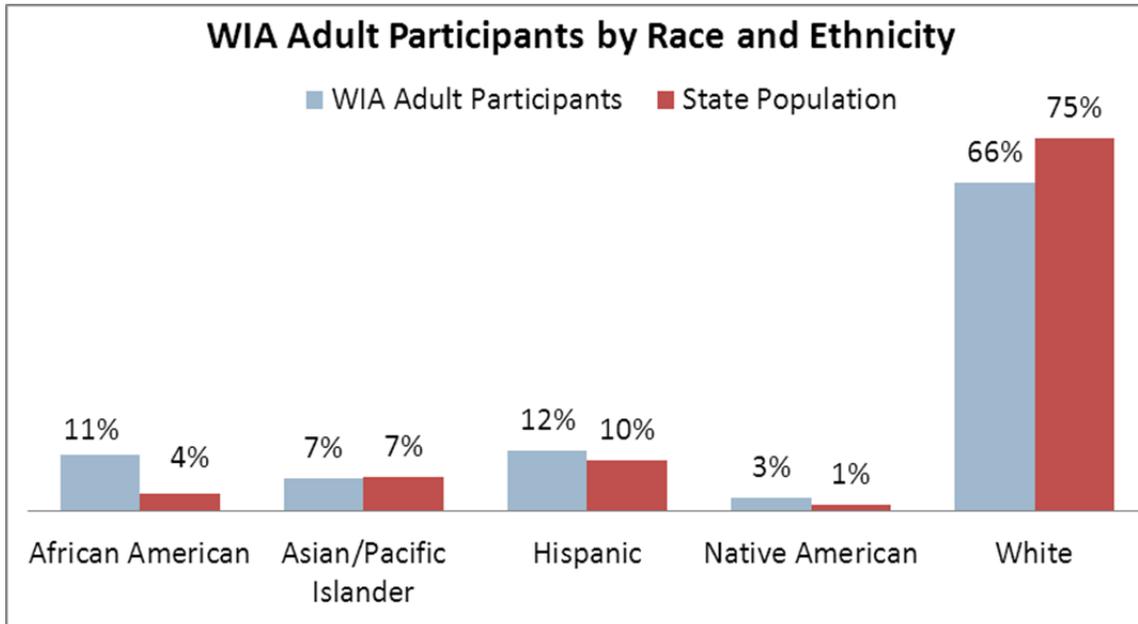
For some, particularly those *unable* to land a job through the above core services, the WIA Adult program provides intensive services. These services include:

- More intensive assessments.
- Individual counseling.
- Career planning.
- Short-term pre-vocational services.

Nearly half of the program participants (around 44 percent during 2008-09) also participated in job training where training costs are supported by the WIA Adult Program. For this report, researchers studied the results of 2,755 participants who left the WIA Adult program in the 2008-09 program year.

Participant Profile

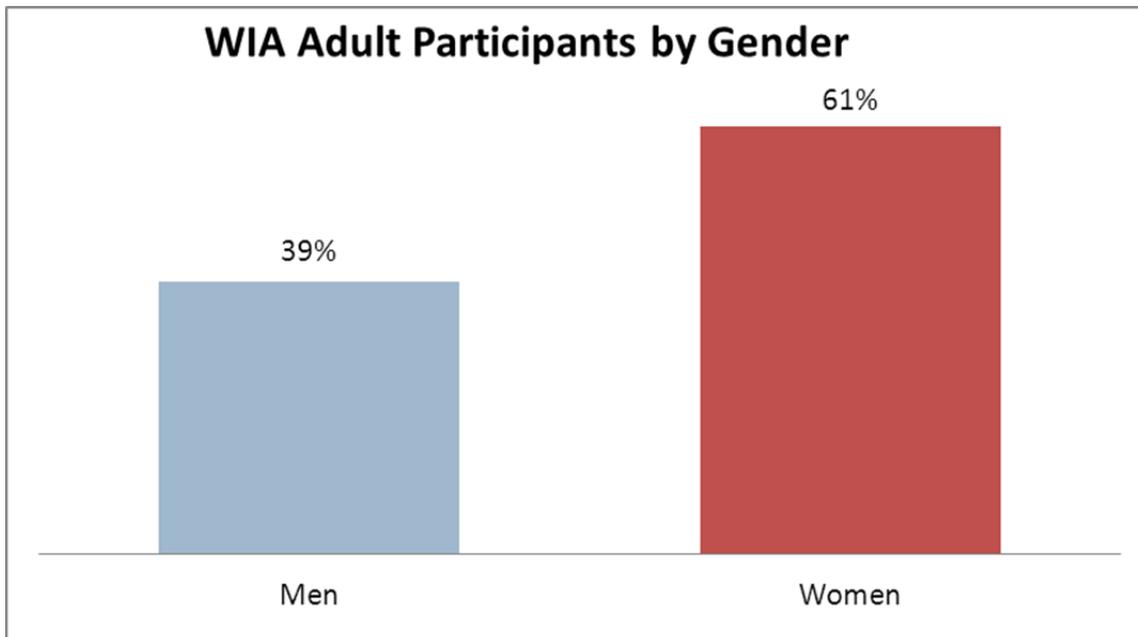
Participants in the WIA Adult program were more likely to be a racial or ethnic minority than the general population in Washington.¹ Among program participants, 12 percent were Hispanic (versus 10 percent in the general population), 11 percent were African American (versus 4 percent in the general population), and 3 percent were Native American (versus 1 percent in the general population). The percentage of Asian/Pacific Islanders participating in the WIA Adult program was identical to the overall state population at 7 percent, whereas the representation among white participants was 66 percent—nearly 9 percentage points below the state population.



Source: WIA Standardized Record Data (WIASRD).

Participation in the WIA Adult program was higher for women than men (61 percent versus 39 percent). That is identical to the rates by gender from the prior reporting period.

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 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: WIASRD and Office of Financial Management.

When they enrolled, 13 percent of the participants had neither a high school diploma nor a GED, 32 percent had a high school diploma as their highest credential, 16 percent had a GED, and 40 percent had previously attended college.² Twelve percent had limited English proficiency and 37 percent received public assistance while enrolled in the program.³

The median age of participants when leaving the program was 37. One quarter of the participants were age 28 or below when leaving the program and one quarter were over 48 years of age at program exit.

State Core Measures: Tracking WIA Adult 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.

² According to the 2009 U.S. Census Bureau estimates from the American Community Survey, of those aged 25-64 in Washington, 29 percent have the equivalent of a high school diploma or less, and 71 percent have at least attended college.

³ Public assistance recipients includes 35 percent who received cash assistance from state or local General Assistance, Refugee Cash Assistance, or Supplemental Security Income; 8 percent who received Temporary Aid for Needy Families (TANF) assistance; and 6 percent who received both types of assistance.

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 for 2009-10. 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

Net Impact Study Adds More Insight into Program Performance

In addition, this year's report includes a comprehensive Net Impact Study. Data used in the Net Impact Study also reached back to 2005-06 employment records, to help assess trends over a slightly longer time frame. 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 a more 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 Adult participants who left the program during the 2008-09 program year. The median amount of time spent in the WIA Adult program by this cohort was seven months—same as the prior program year. There is some variation, however,

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.

as one quarter of participants are enrolled less than four months and one quarter longer than fifteen months.

An estimated 44 percent of these WIA Adult participants received training as part of their program. This means that 1,278 of those who left the WIA program during the 2008-09 program year received one or more types of training:

- Occupational skills training.
- Programs that combine workplace training with related instruction.
- Training programs operated by the private sector.
- Skill upgrading and retraining.
- Entrepreneurial training.
- Job readiness training.
- Customized training.
- On-the-Job Training.⁵

As a measure for whether participants got the skills they needed, this study tracks the credentials and degrees earned by participants. Among those leaving the WIA Adult program during 2008-09:

- 3 percent received an associate's degree.
- 10 percent received an occupational skills license.
- 15 percent received an occupational skills certificate/credential.
- 2 percent received another type of credential.

Taken together, 30 percent of all participants, or 70 percent of those participants who received training, earned a credential.⁶ Most participants who received training through the WIA Adult program attended a state community or technical college to advance their education and skill levels.

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.⁷ The study looks at employment and earnings three calendar quarters after the participant left the WIA program. The chart below shows the 2009-10 employment

⁵ Some 6 percent of participants received On-the-Job training. This refers to training provided by an employer to a paid participant engaged in productive work that (a) provides knowledge or skills essential to the performance of the job; (b) provides reimbursement to the employer or up to 50 percent of the wage of the participant; and (c) is limited to the period of time required for a participant to become proficient in the occupation.

⁶ Previous evaluations included a broader definition of "other credentials."

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).

and earnings of participants who left the program during the 2008-09 program year. Sixty-five percent of WIA Adult participants were employed. Of those who were working, 60 percent were employed full time. The median hourly wage of those working was \$12.80, more than \$4 per hour higher than Washington’s minimum wage of \$8.55 an hour in 2009. The median annual earnings among program participants was \$21,025, about \$250 less than in the prior program year.

Employment and Earnings for WIA Adult Participants, 2009-10

| Performance Measure | Results |
|----------------------------------|-----------|
| Employment Rate (Self-Reported) | 74% |
| Employment Rate* (State Records) | 65% |
| Full Time Employment ** | 60% |
| Median Quarterly Hours | 435 hours |
| Median Hourly Wage*** | \$12.80 |
| Median Annualized Earnings*** | \$21,025 |

* 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, the median number of dependents WIA Adult participants were able to support at the poverty level in 2009-10 was 3.7 people. At the 200 percent of poverty level, this supported one person.⁸

Self Sufficiency Level Trends for WIA Adult Participants

| Performance Measure | 2002-03 | 2004-05 | 2006-07 | 2008-09 | 2009-10 |
|---|---------|---------|---------|---------|---------|
| Household size-poverty level | 3.3 | 3.5 | 3.8 | 3.8 | 3.7 |
| Household size-poverty level at 200 percent | .9 | .9 | 1.0 | 1.0 | 1.0 |

⁸ 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.

WIA Adult Participants Receiving Benefits from Employers

| Performance Measure | 2002-03 | 2004-05 | 2006-07 | 2008-09* | 2009-10 |
|---|---------|---------|---------|----------|---------|
| Self-Reported Medical Benefits from Employer | 59% | 61% | 62% | N/A | 63% |
| Self-Reported Retirement Benefits from Employer | 34% | 35% | 35% | N/A | 32% |

*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.

Employment and Earnings Trends for WIA Adult Participants

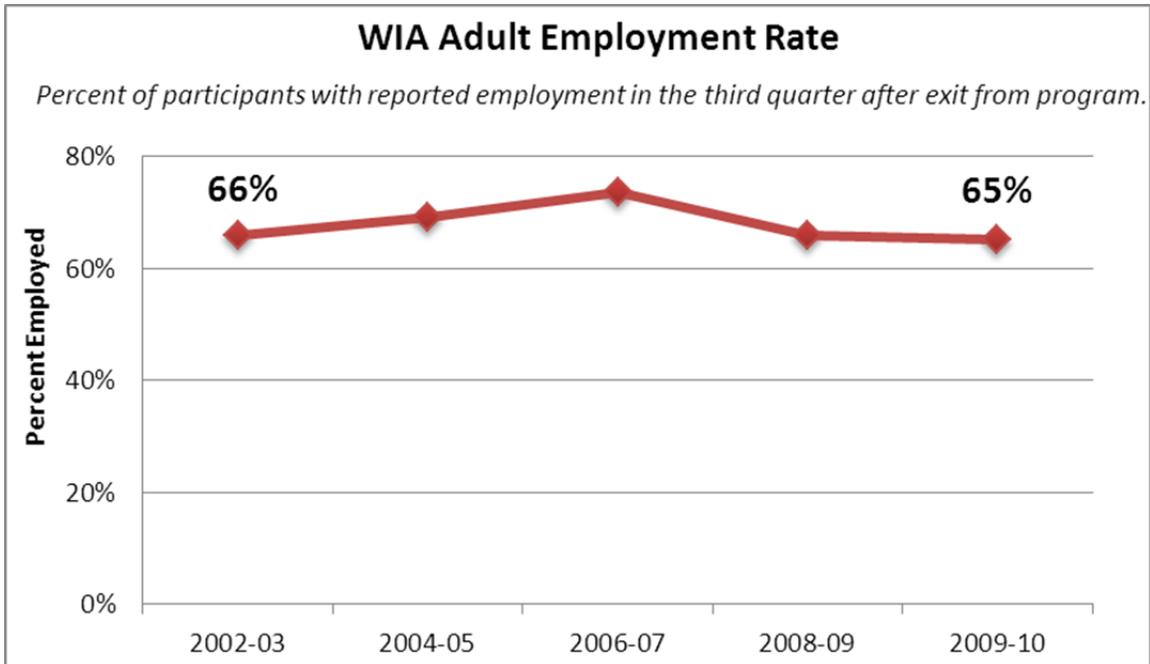
| Performance Measure | 2002-03 | 2004-05 | 2006-07 | 2008-09 | 2009-10 |
|----------------------------------|----------|----------|----------|----------|----------|
| Employment Rate (Self-Reported) | 81% | 82% | 84% | N/A | 74% |
| Employment Rate* (State Records) | 66% | 69% | 74% | 66% | 65% |
| Full Time Employment** | 57% | 58% | 62% | 59% | 60% |
| Median Quarterly Hours | 430 | 440 | 452 | 439 | 435 |
| Median Hourly Wage*** | \$11.93 | \$12.10 | \$12.42 | \$12.59 | \$12.80 |
| Median Annualized Earnings*** | \$19,517 | \$20,316 | \$21,194 | \$21,284 | \$21,025 |

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

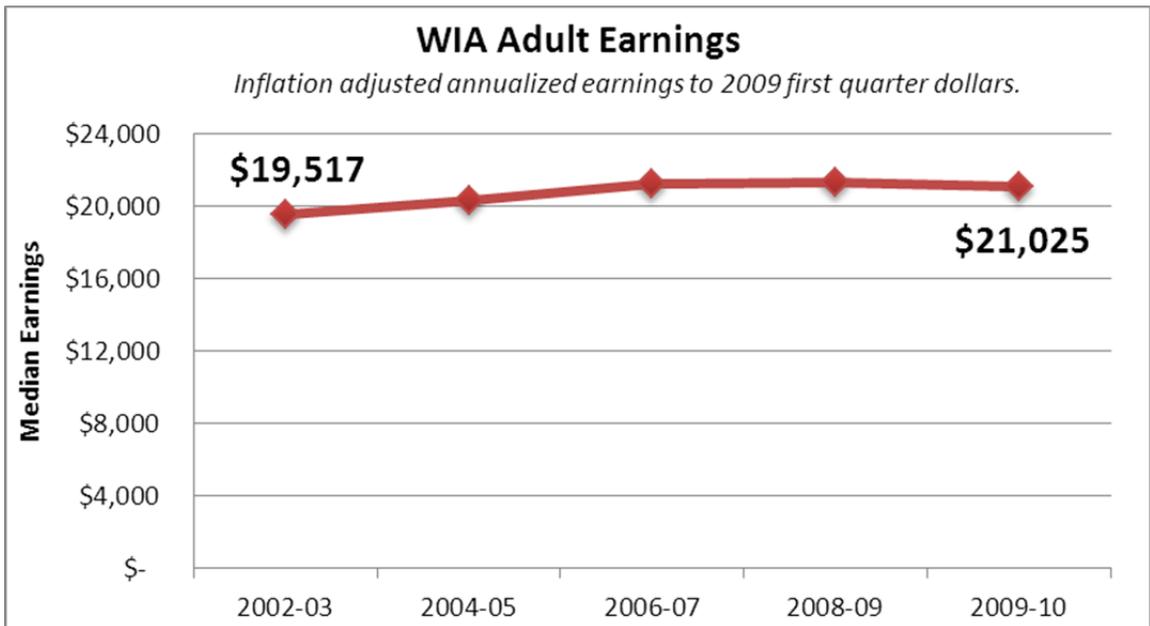
**Full-time employment averages 30 or more hours per week.

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

Since 2002, participant cohorts have had increasingly higher levels of earnings. Employment rates, however, have been mixed, declining with the 2008-09 cohort after several years of improvement, likely due to the 2008 recession.



Source: Workforce Training Results 2002-10.



Source: Workforce Training Results 2002-10.

WIA Adult Participant Employment by Industry

The majority of employed WIA Adult program participants held jobs in three main areas:

- Services (65 percent)
- Retail trade (11 percent)
- Manufacturing industries (6 percent)

Employment in services increased 6 percentage points from the previous report, declined 4 percentage points in manufacturing, and stayed the same for retail trade.

| Industry Group | |
|--|--|
| 64.6% | Services (see breakout below) |
| 10.8% | Retail Trade |
| 5.6% | Manufacturing |
| 3.8% | Transportation and Warehousing and Utilities |
| 3.4% | Wholesale Trade |
| 3.3% | Financial Activities |
| 3.1% | Construction |
| 3.1% | Public Administration |
| 1.5% | Natural Resources and Mining |
| 0.9% | Information |
| Breakout of the Services Industry | |
| 26.4% | Health Care |
| 9.9% | Accommodation and Food Services |
| 8.9% | Administrative and Support and Waste Management and Remediation Services |
| 6.0% | All Other Services |
| 5.1% | Social Assistance |
| 3.1% | Education Services |
| 2.8% | Arts, Entertainment, and Recreation |
| 2.4% | Professional, Scientific, and Technical Services |

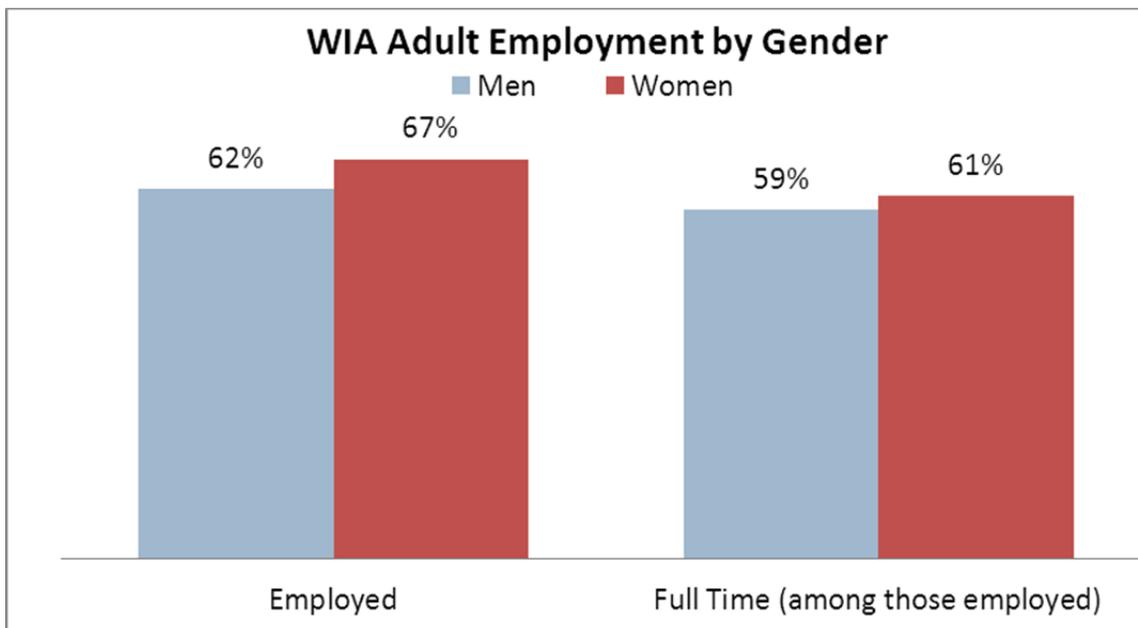
Source: Matches with Employment Security Department data in third quarter after exiting program.

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

Wages and Employment Results Vary by Population

Wage and employment results can vary by gender, race and ethnicity, and disability. The following chart shows the percentage of men and women WIA Adult participants who were reported to be employed. Also broken out is what percentage of those working held a full-time job.

During the third quarter after leaving the program, women participants were 5 percentage points more likely to be employed than men. Women were employed full time at a slightly higher rate than men (61 percent versus 59 percent). Among those employed, the hourly wage rate for women (\$12.52) was 96 percent of men (\$13.05), an increase from the 93 percent reported in the previous program year. The median annual earnings of women (\$21,008) were on parity with those of men (\$21,077)—an improvement from the 95 percent reported in the prior program year.



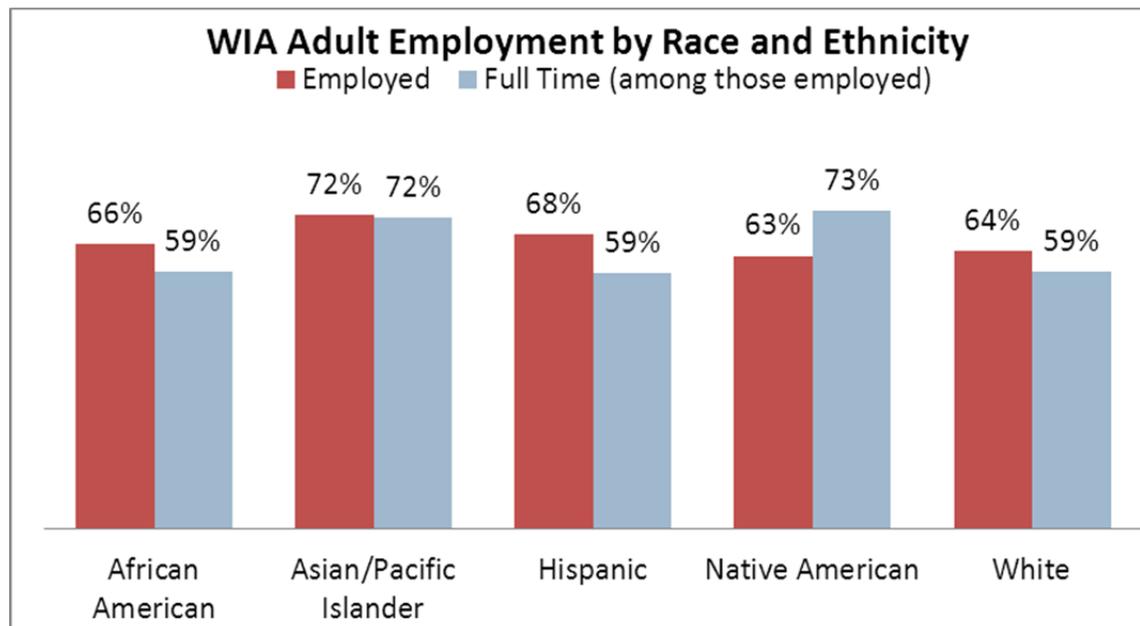
Source: Matches with Employment Security Department data and WIASRD.

Race/Ethnicity Plays Role

Participants from racial and ethnic minority backgrounds were generally more likely to be employed than white participants. Asian/Pacific Islanders had the highest employment rate at 72 percent, followed by Hispanics at 68 percent, African Americans at 66 percent, whites at 64 percent and Native Americans at 63 percent. For full time employment, Native Americans have the highest rate at 73 percent, followed by Hispanics at 72 percent and the remaining groups each at 59 percent

The median hourly wage was highest among Native Americans, who earned 4 percent more than whites (\$13.55 versus \$13.11). All other groups had lower hourly wages, with African

Americans making \$12.34, Hispanics \$12.09, and Asian/Pacific Islanders \$12.02. Among program participants, Native Americans also had the highest median annual earnings at \$24,829, followed closely by Asian/Pacific Islanders at \$24,121. Median annual earnings for the remaining racial and ethnic groups were \$22,289 for African Americans, \$20,679 for whites, and \$19,574 for Hispanics.

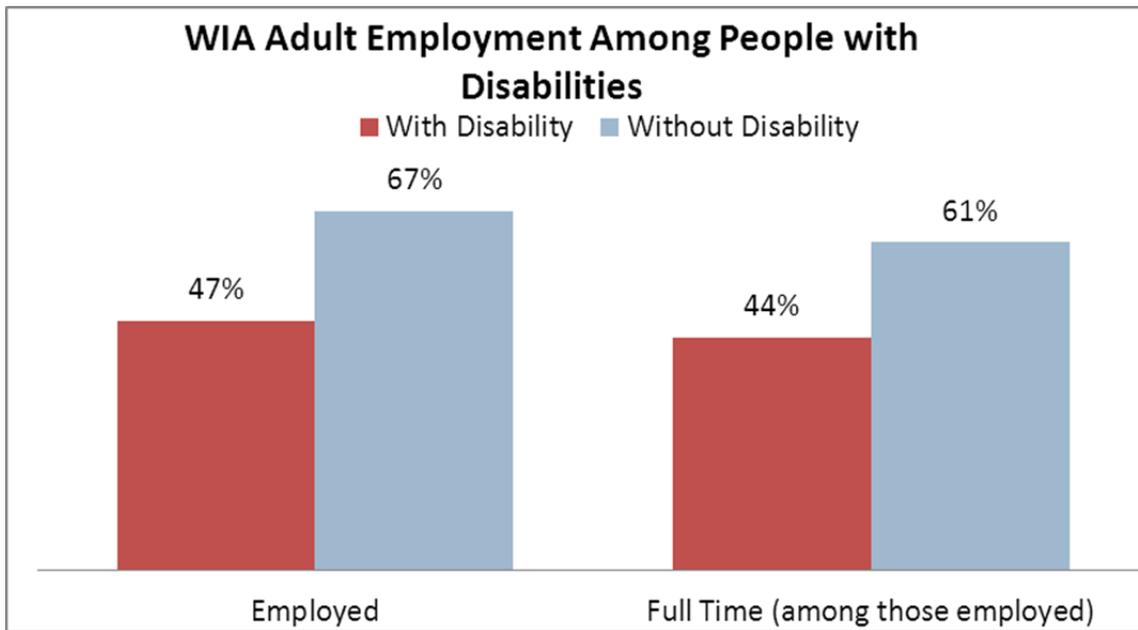


Source: Matches with Employment Security Department data and WIASRD.

Disability Impacts Employment, Earnings

Administrative records suggest 10 percent of the WIA adults included in this study reported having a disability.⁹ These participants were less likely to have employment reported to a state’s employment agency (47 percent compared to 67 percent for those without a disability). Only 44 percent of the employed people who were disabled were employed in full-time jobs versus 61 percent among those without a disability. The median wage of participants who had a disability (\$11.23) was 87 percent of those without a disability (\$12.86), and their median annual earnings were 78 percent of those without a disability (\$16,701 compared to \$21,290).

⁹ 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.”



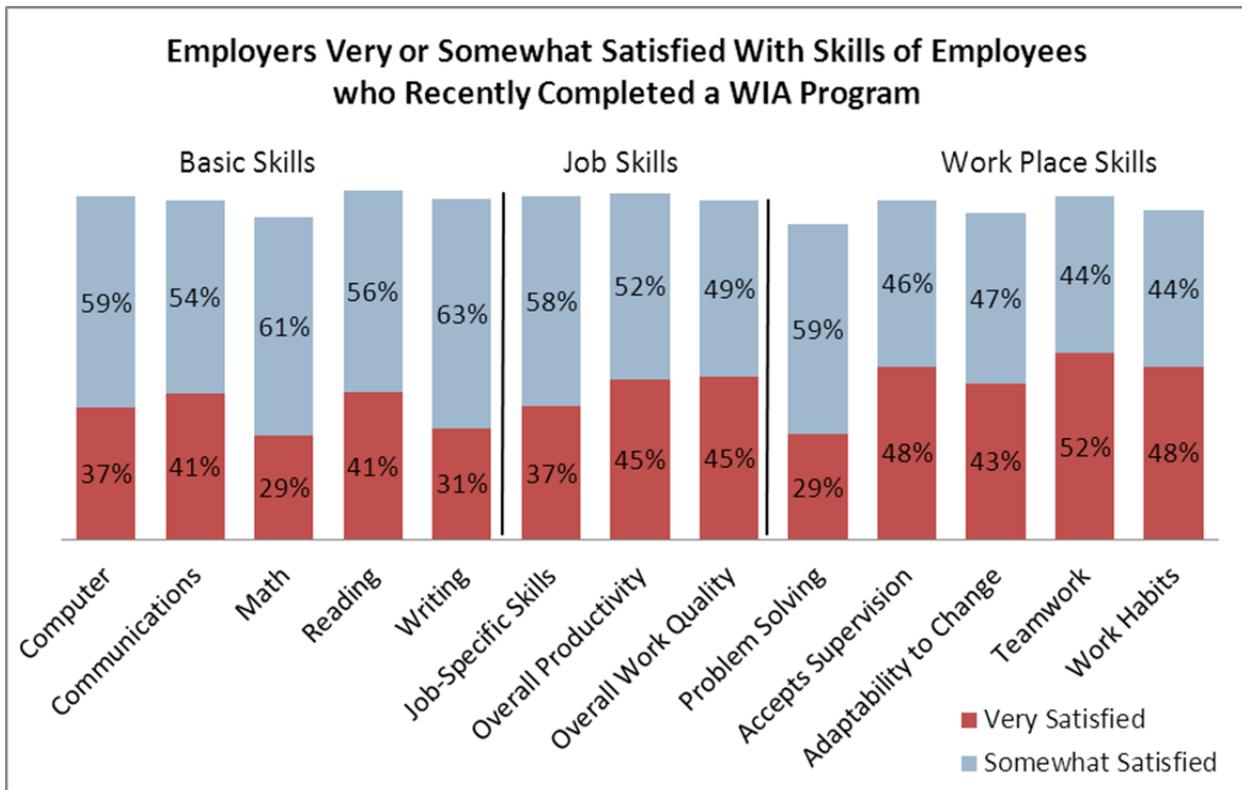
Source: Matches with Employment Security Department data and WIASRD.

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.¹⁰ 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.

¹⁰ 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.



Source: Workforce Board Employer Survey conducted in 2010.

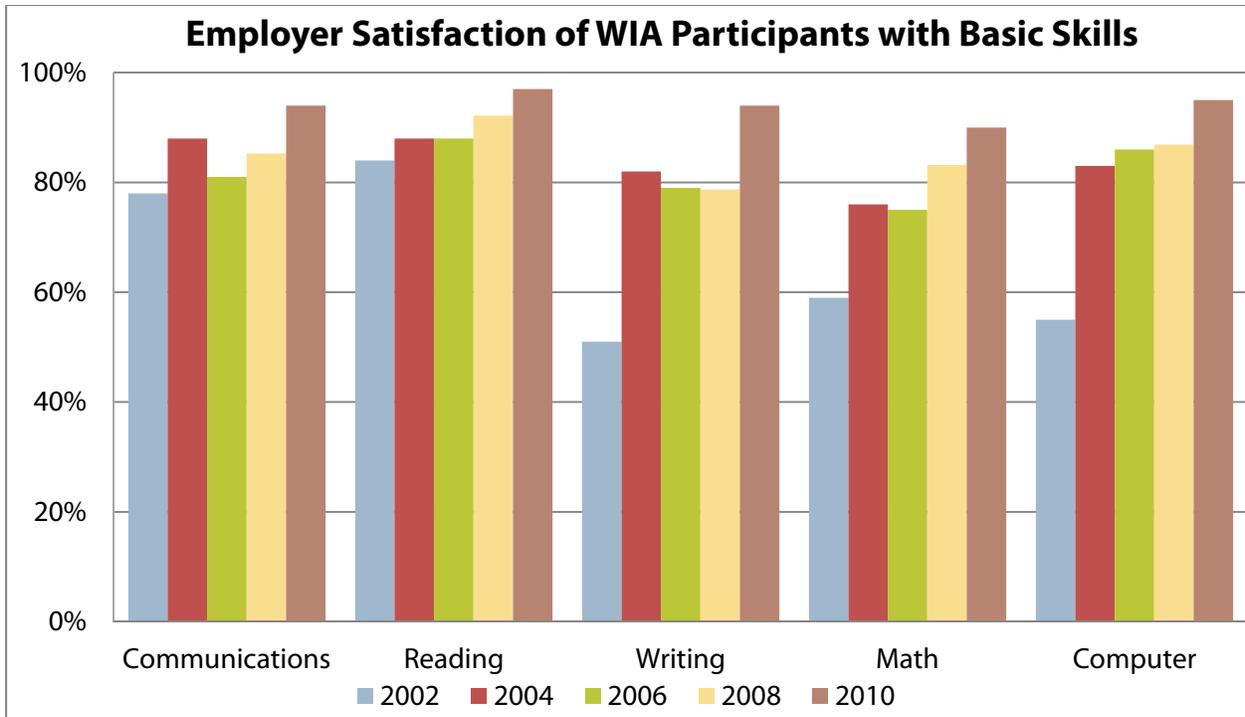
Fewer employers were very satisfied with math, writing and problem-solving skills.

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

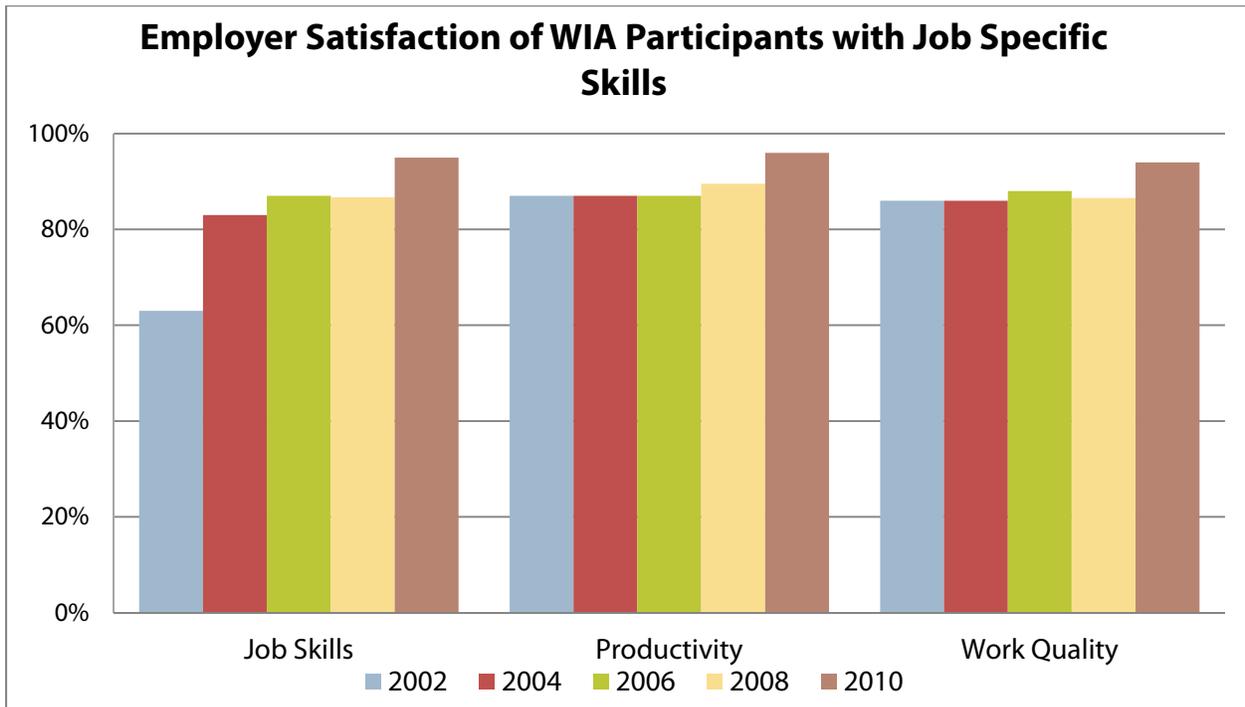
- Teamwork (52 percent)
- Accepts Supervision (48 percent)
- Work Habits (48 percent)

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

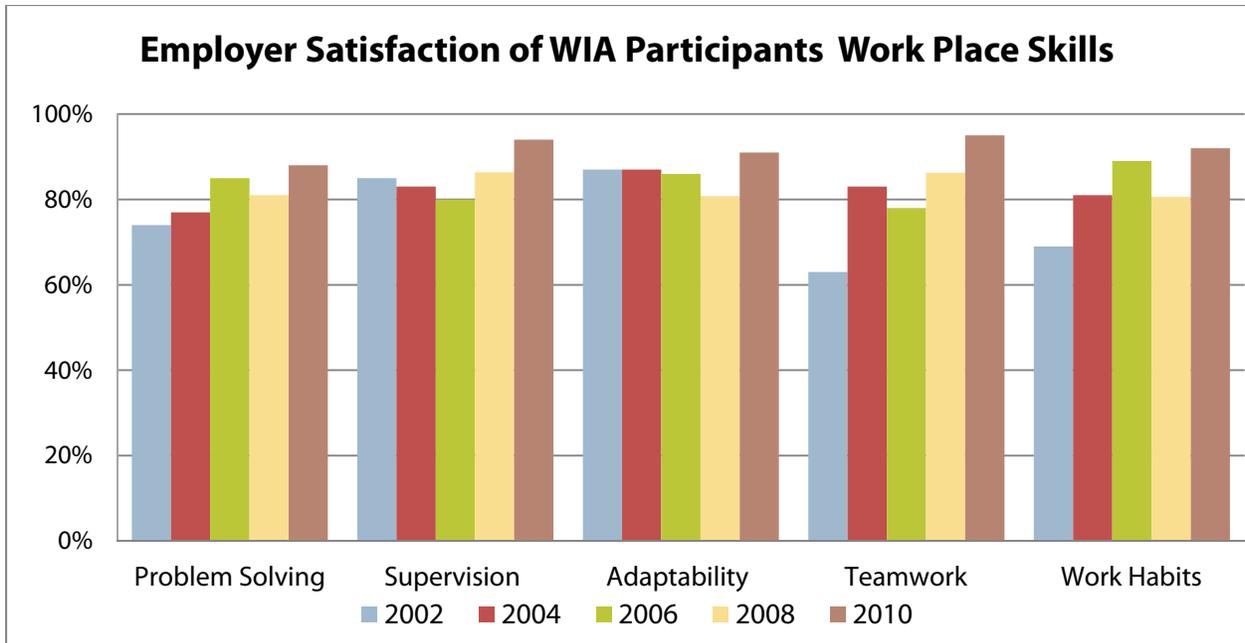
The overall satisfaction of employers in *all* skill areas was higher in 2008-09 than any of the past 10 years of surveys. The following three charts show the overall satisfaction of employers within the skills categories of new employees who recently completed a WIA program.



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



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



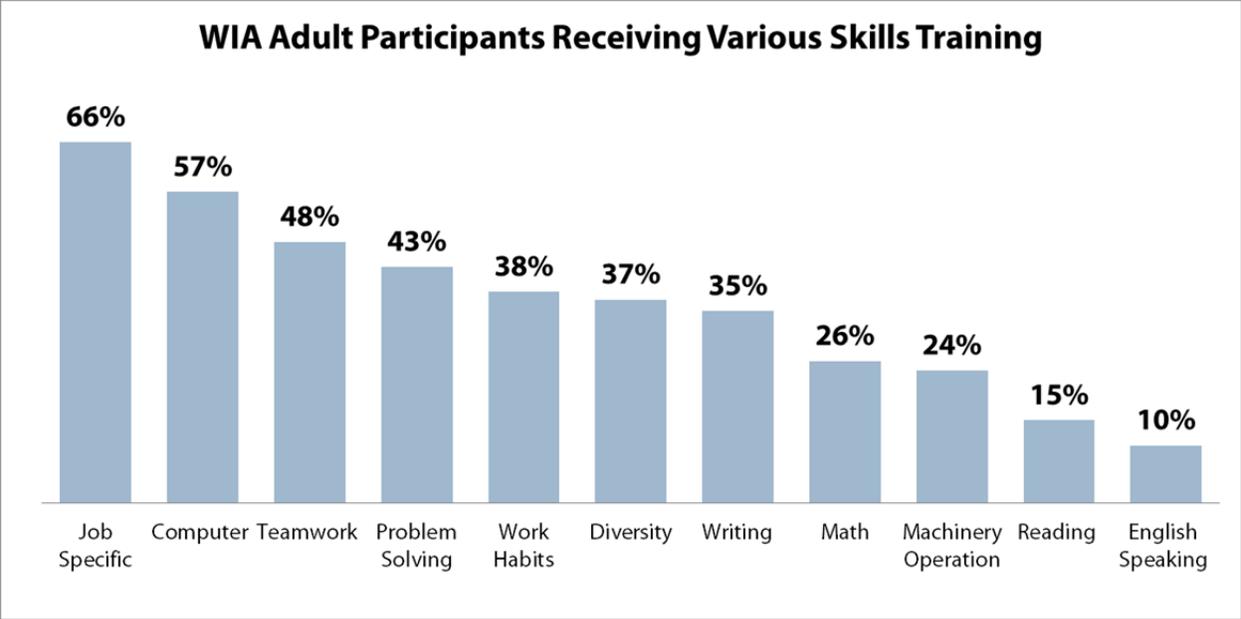
Source: Workforce Board's Biennial Employer Surveys from 2002 through 2010.

Participant Survey

In 2011, the Workforce Board surveyed WIA 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 492 participants.

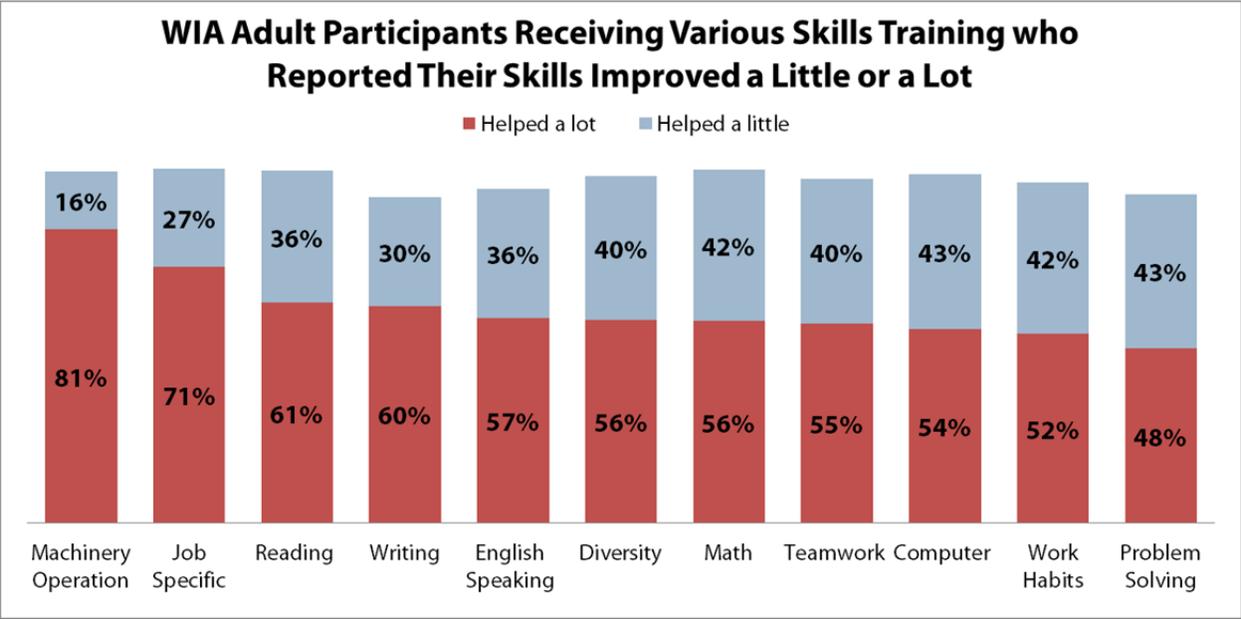
Most participants enroll in the WIA Adult program for employment-related reasons. Based on survey results, 79 percent of adults entered the program to learn skills for a new job, 70 percent enrolled to get job search assistance, and 51 percent enrolled for on-the-job training. Participants also indicated that they enrolled to improve basic skills (reading 17 percent, math 20 percent, and English speaking 13 percent).

Fifty-eight percent of WIA adults reported receiving some type of training as part of their program. As in the previous study, the most common types of training were in computer and job-specific skills, among those who received training, 66 percent received job specific skills training and 57 percent received computer skills training.



Source: Workforce Board's Participant Satisfaction Survey 2011.

The large majority of WIA adults who received training felt it improved their skills. Similar to the 2008 survey, the percentage reporting their skills improved “a lot” was highest for occupational training; particularly machinery operation and job-specific skills. Compared to the previous survey, participants reported much higher levels of “a lot” of improvement in basic skills; writing increased 14 percentage points, while math increased 16 percentage points. Overall, participants were much more likely to respond that the training helped “a lot” versus helped “a little.”

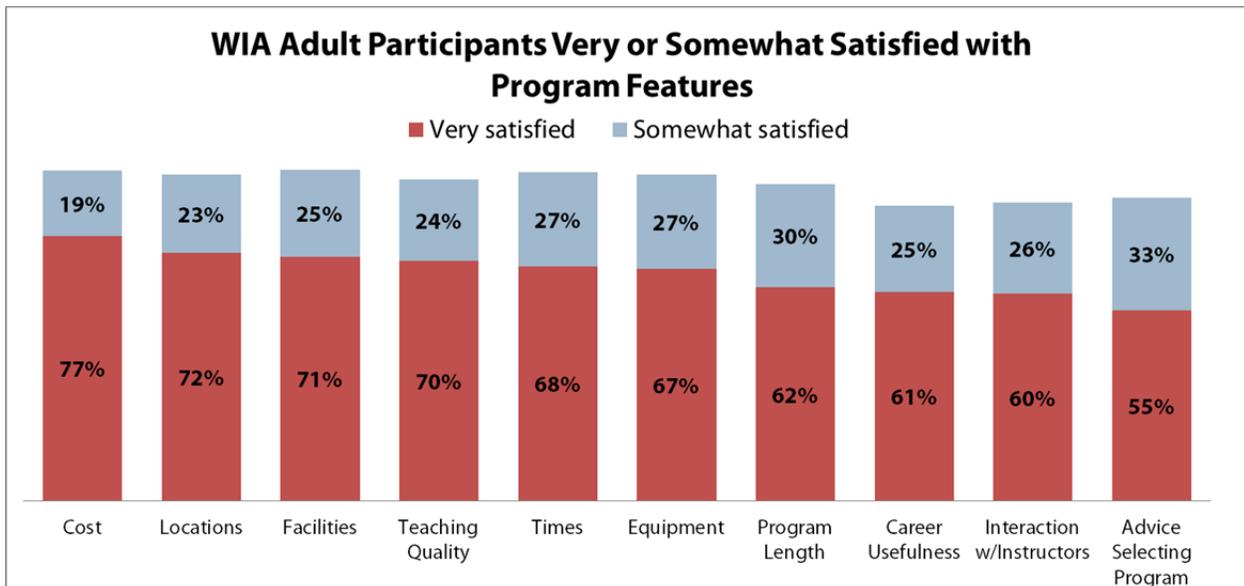


Source: Workforce Board's Participant Satisfaction Survey 2011.

Participant Satisfaction

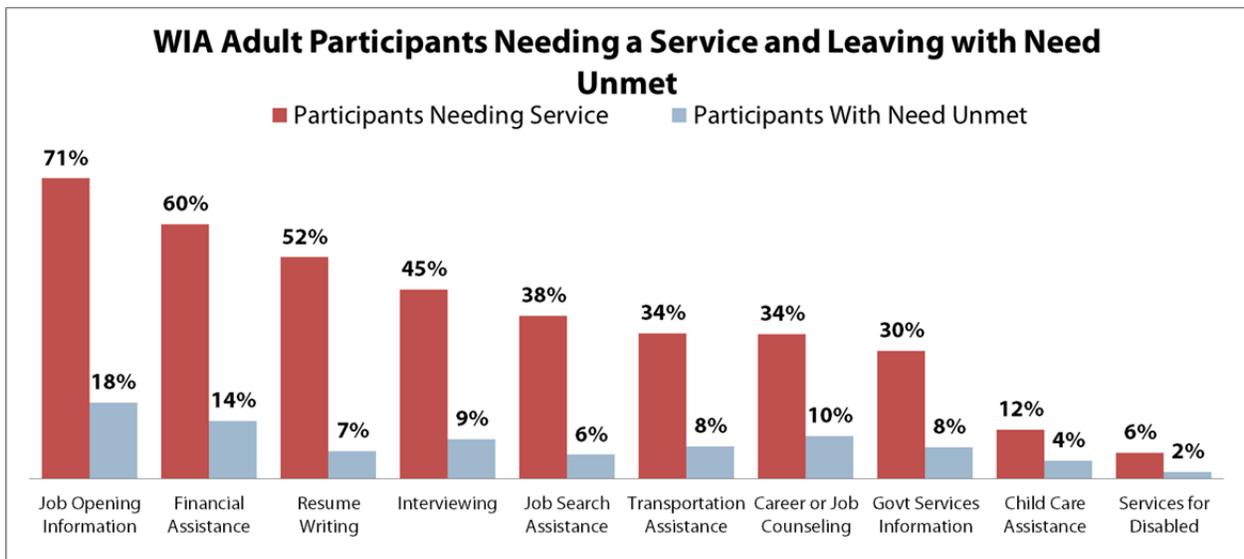
Survey results indicate participants were generally satisfied with the program. Some 90 percent of participants reported they were satisfied with the overall quality of the program. Also, 86 percent said their educational objectives were met; higher levels than the last survey.

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



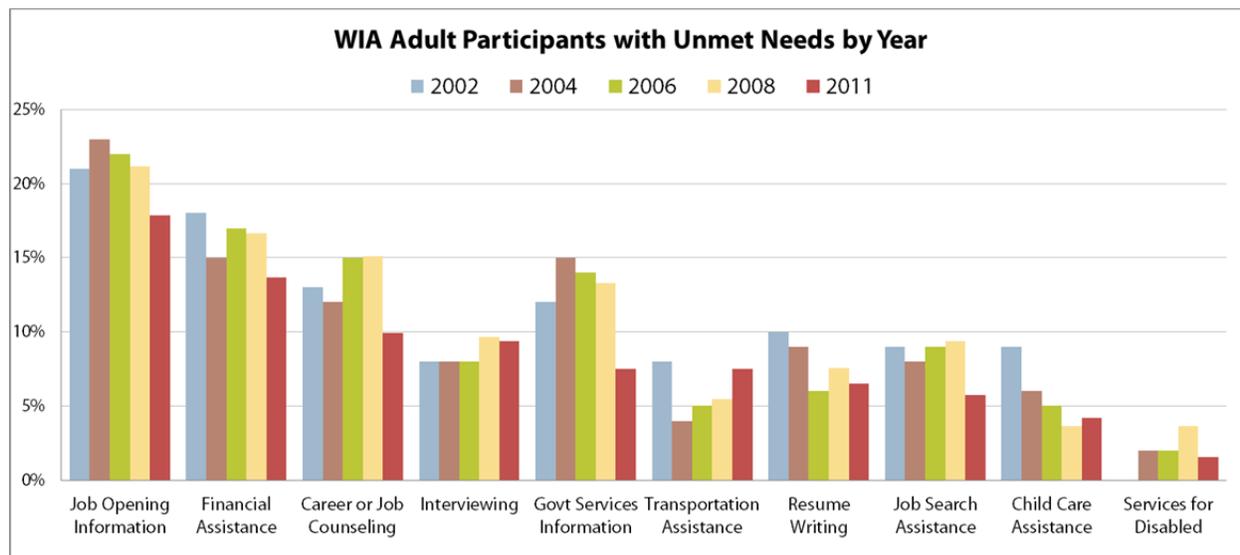
Source: Workforce Board's Participant Satisfaction Survey 2011.

Similar to previous surveys, WIA adults most frequently reported needing information on job openings and financial assistance. Most of the participants needing services received them.



Source: Workforce Board's Participant Satisfaction Survey 2011.

The largest unmet need¹¹ was for information about job openings. This is not a new problem. Although the percentage reporting leaving the program with this unmet need has decreased in the past decade, it is still quite high. WIA Adult participants reporting unmet needs have declined in nearly every category since the previous survey, and in fact since 2002. An exception is the percentage leaving with an unmet need for transportation assistance, which has doubled from a low of 4 percent in 2004 to 8 percent this year.



Source: 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.

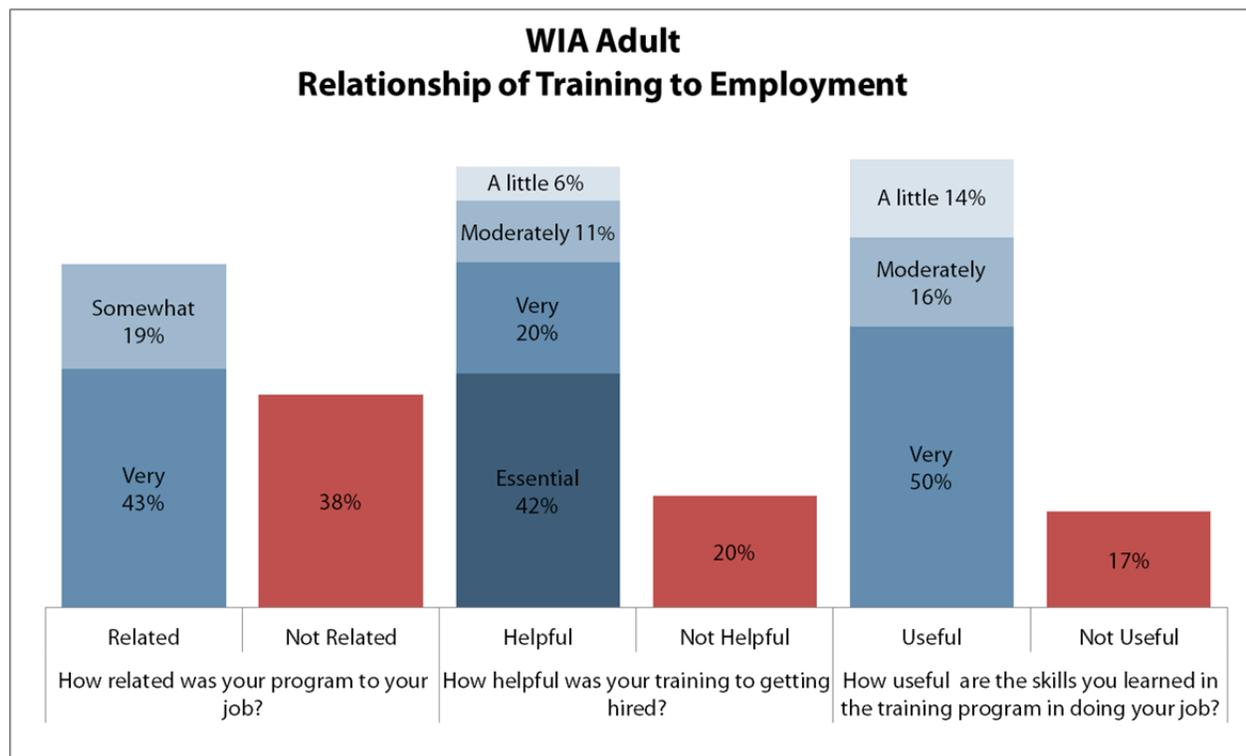
Among participants employed seven to nine months after leaving a program, 43 percent said their training was "very related" to their job. A further 19 percent reported the training was "somewhat related" to their job. In 2008, the same rate of employed participants reported their training was related to their job.

¹¹ 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.

Participants interviewed in 2011 also indicated the training was helpful to them in getting their job. Of those participants, 42 percent indicated their training was an “essential requirement,” another 20 percent indicated it was “very important,” 11 percent reported it was “moderately important,” and 6 percent said it was “a little useful.” Some 20 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. Half of participants indicated the skills were “very useful,” 16 percent said “moderately useful,” and 14 percent “a little useful.” Only 17 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 14 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 Program Make a Difference in Participant Success

2011 Workforce Training Results
Workforce Investment Act—Adult Title I-B

Every four years the Workforce Board conducts a net impact analysis 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 Adult program has positive net impacts on employment, wages, 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 studied program participants to see what results they achieved and compared these results with a control group. Individuals who participated in a WIA Adult 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 analysis examined the short-term (Program Year 2007-08) and long-term (Program Year 2005-06) experiences of participants who left the WIA Adult training program.

Impact on Employment and Earnings: Participants vs. Control Group

The analysis also separates out WIA Adult participants who received job training, in addition to other WIA services. Roughly 45 percent of WIA adult participants received some type of formal training or education while the rest received core or intensive services only. (See program details at beginning of chapter for explanation of the range of services.)

In the table below, the WIA Adult participant employment rate in the short-term was 12.8 percentage points higher than the rate of those in the comparison group. WIA participants who received training achieved an employment rate that was 15.4 percentage points higher than their comparison group.

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 Adult | All WIA Adult Participants | | Received Training | |
|---------------------------------------|----------------------------|------------------------|-------------------------|------------------------|
| | Short-term [^] | Long-term [^] | Short-term [^] | Long-term [^] |
| Net Employment Impact* | 12.8 percentage points | 10.8 percentage points | 15.4 percentage points | 13.2 percentage points |
| Net Hourly Wage Impact** | \$1.65 | \$1.60 | \$2.82 | \$2.91 |
| Net Hours Employed per Quarter Impact | 73.6 | 43.6 | 91.2 | 56.6 |
| Net Annualized Earnings Impact** | \$6,848 | \$4,182 | \$9,940 | \$6,980 |

[^]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 WIA participants who got jobs and those in the control group who were employed.

As can be seen above, WIA Adult program participants experienced gains in employment, hourly wages, hours worked per quarter and net annualized earnings, when compared to the control group. Gains tended to be somewhat more pronounced in the short-term than the long-term but were evident several years after completing the program.

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 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. 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 WIA Adult Programs

| Benefit/Cost | First 2.5 years | | Lifetime (until 65) | | Sum of Costs and Benefits |
|-----------------------|-----------------|-----------------|---------------------|--------------|---------------------------|
| | Participant | Public | Participant | Public | |
| Benefits | | | | | |
| Earnings | \$8,788 | \$0 | \$39,744 | \$0 | |
| Fringe Benefits | \$2,197 | \$0 | \$9,937 | \$0 | |
| Taxes | -\$1,498 | \$1,498 | -\$6,777 | \$6,777 | |
| Transfers | | | | | |
| UI | -\$195 | \$195 | \$407 | -\$407 | |
| Costs | | | | | |
| Foregone net earnings | -\$2,250 | -\$356 | -\$2,250 | -\$356 | |
| Program costs | \$0 | -\$5,292 | \$0 | -\$5,292 | |
| Benefits | \$9,292 | \$1,693 | \$43,311 | \$6,370 | |
| Costs | -\$2,250 | -\$5,648 | -\$2,250 | -\$5,648 | |
| Total (Net) | \$7,042 | -\$3,955 | \$41,061 | \$722 | \$41,782 |

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

For each participant in WIA Adult programs, the public (taxpayer) cost is \$5,292 over the length of their enrollment, and the participant cost is \$2,250 in foregone earnings while enrolled. During the first two and one-half years after leaving the program, the average participant will gain \$8,788 in earnings. During the course of working life to age 65, they will gain about \$37,494 in net earnings (earnings minus foregone earnings) and about \$9,940 in employee benefits. These are net gains compared to the earnings of similar individuals who did not receive the training. Including program costs and the net impacts on taxes and unemployment insurance benefits, the total net benefit per participant is \$41,061.

Projected participant benefits to age 65 outweigh public costs for WIA Adult services and training by a ratio of \$8 to 1, or \$41,061 to \$5,292.

From the time of leaving the program to age 65, the public is forecast to gain almost \$6,777 per participant in net additional social security, Medicare, federal income, and state sales taxes; the public, however, is expected to pay out \$407 per participant in total UI benefits. The estimated lifetime net benefit to taxpayers is \$722 per participant.

Projected taxpayer net benefits to age 65 outweigh public costs invested in WIA Adult services by a ratio of 1.2 to 1, or \$6,370 to \$5,292.