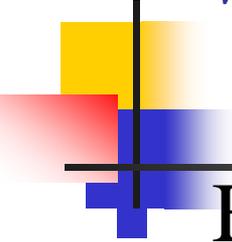


WORKFORCE TRAINING RESULTS 2010

Workforce Training and Education
Coordinating Board

July 28, 2010

Workforce Training Results

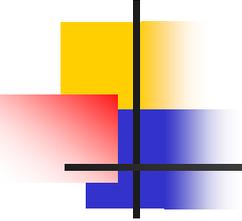


■ Biennial report

- 10 of 12 workforce development programs

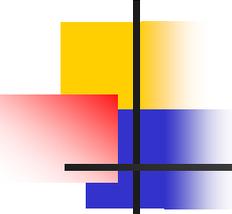
■ Information on

- Three of the Five State Core Performance Measures
 - Employment Rate
 - Earnings
 - Completion
- Plus additional information on desired outcomes



Data Sources

- Program Administrative Records
- Employment Records
- Employer Survey—in the fall

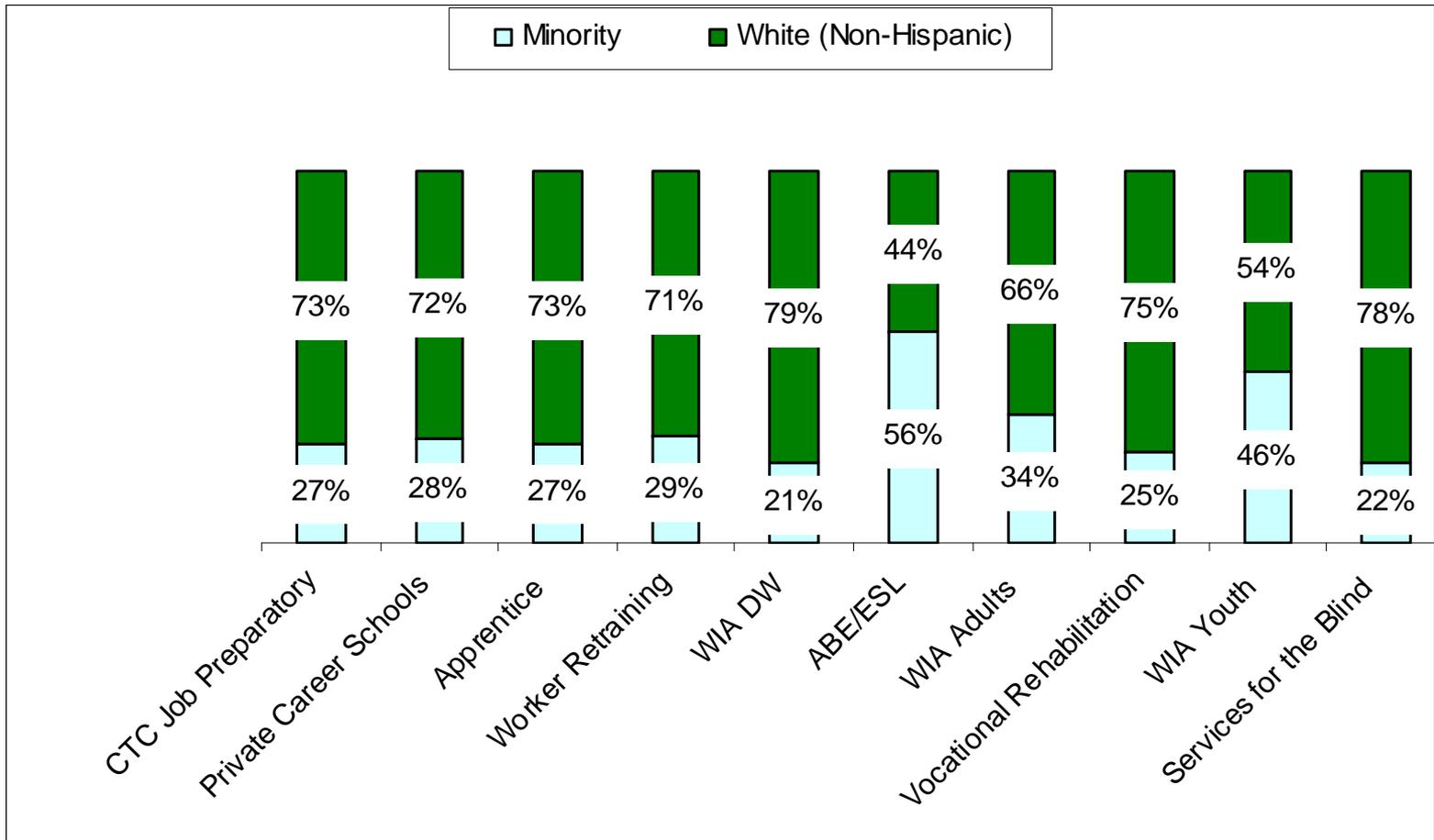


Findings

- Results are for all exiting participants, not just completers
- Programs are grouped into three categories:
 - Adults
 - Adults with Barriers
 - Youth
- Comparisons across programs should be avoided because of major differences in: populations served, types of services provided, and lengths of training

Racial & Ethnic Composition 2008

OFM estimated state population aged 16-74 is 24 percent minority



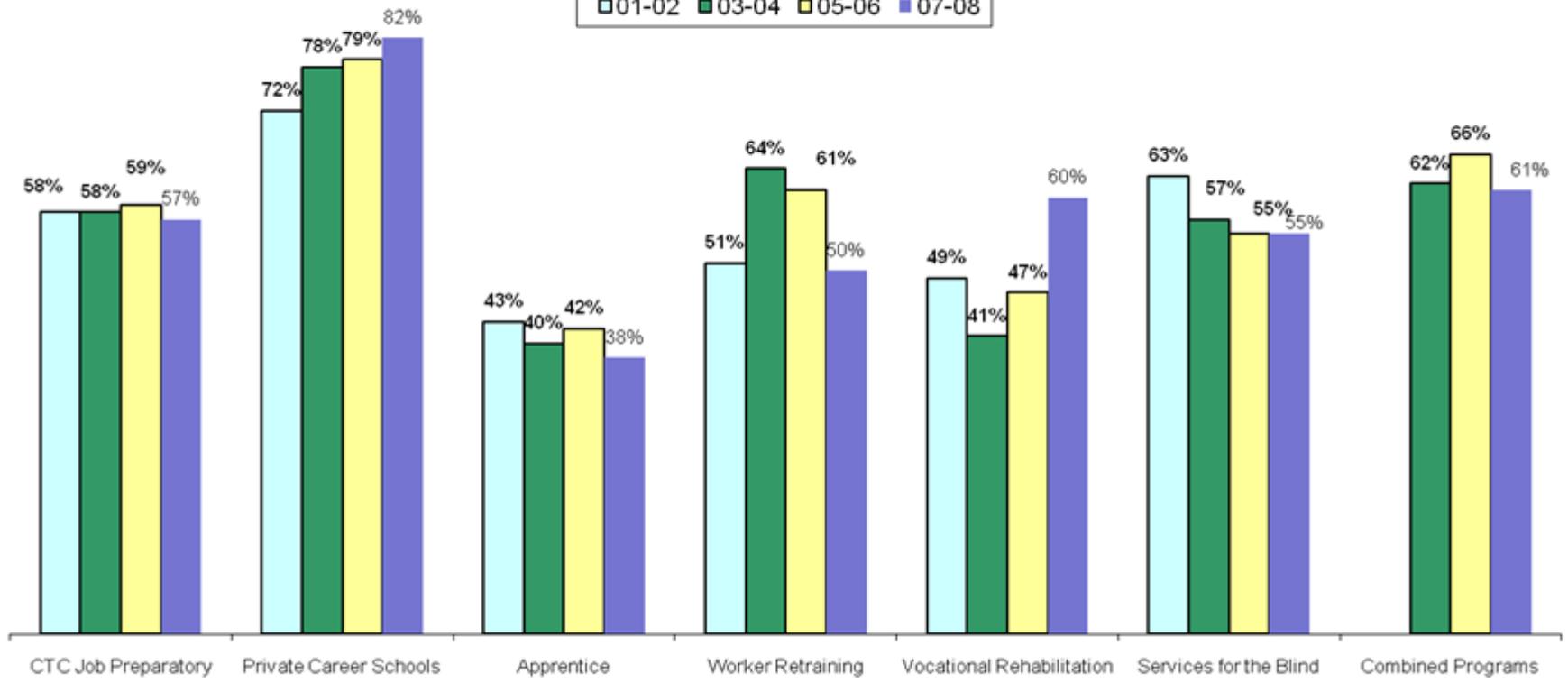
Median Age of Participants at Registration

	99-00	01-02	03-04	05-06	07-08
CTC Job Preparatory	31	30	31	29	30
Private Career Schools	27	27	28	27	27
Apprenticeship	27	27	28	27	27
Worker Retraining	40	40	42	42	42
WIA Dislocated Worker	41	42	42	44	45
ABE/ESL	29	30	29	29	29
WIA Adults	35	36	36	35	36
Vocational Rehabilitation	36	37	39	37	36
Services for the Blind	--	40	41	40	41
WIA Youth	--	--	18	18	18
Combined Programs, excluding HS CTE and WIA Youth	n/a	n/a	32	29	33

Percent Completers (State Core Measure)

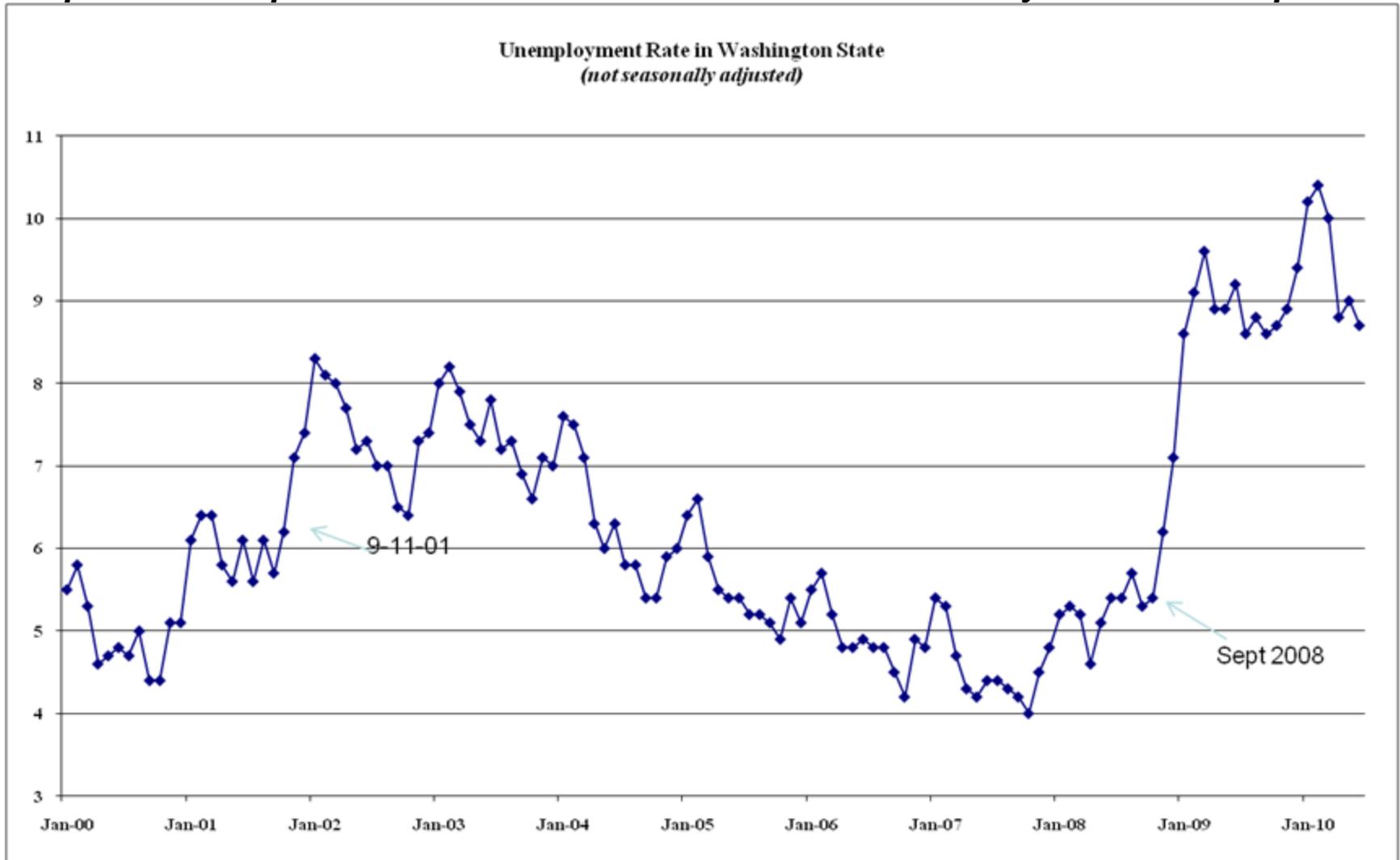
**Completion Rates of Program Participants
(Percentages)**

01-02 03-04 05-06 07-08

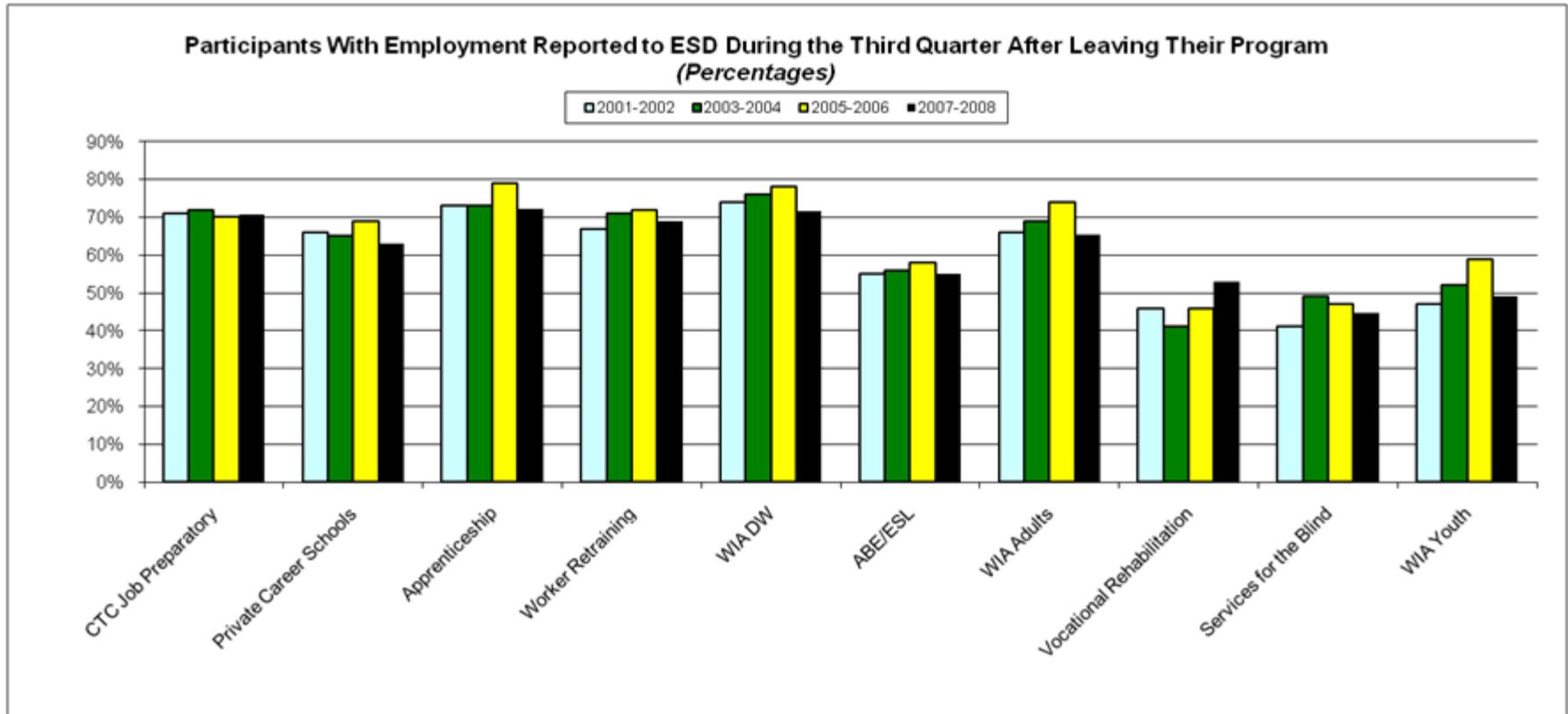


Unemployment Rates (not seasonally adjusted)

Prepared in cooperation with the Bureau of Labor Statistics by Workforce Explorer

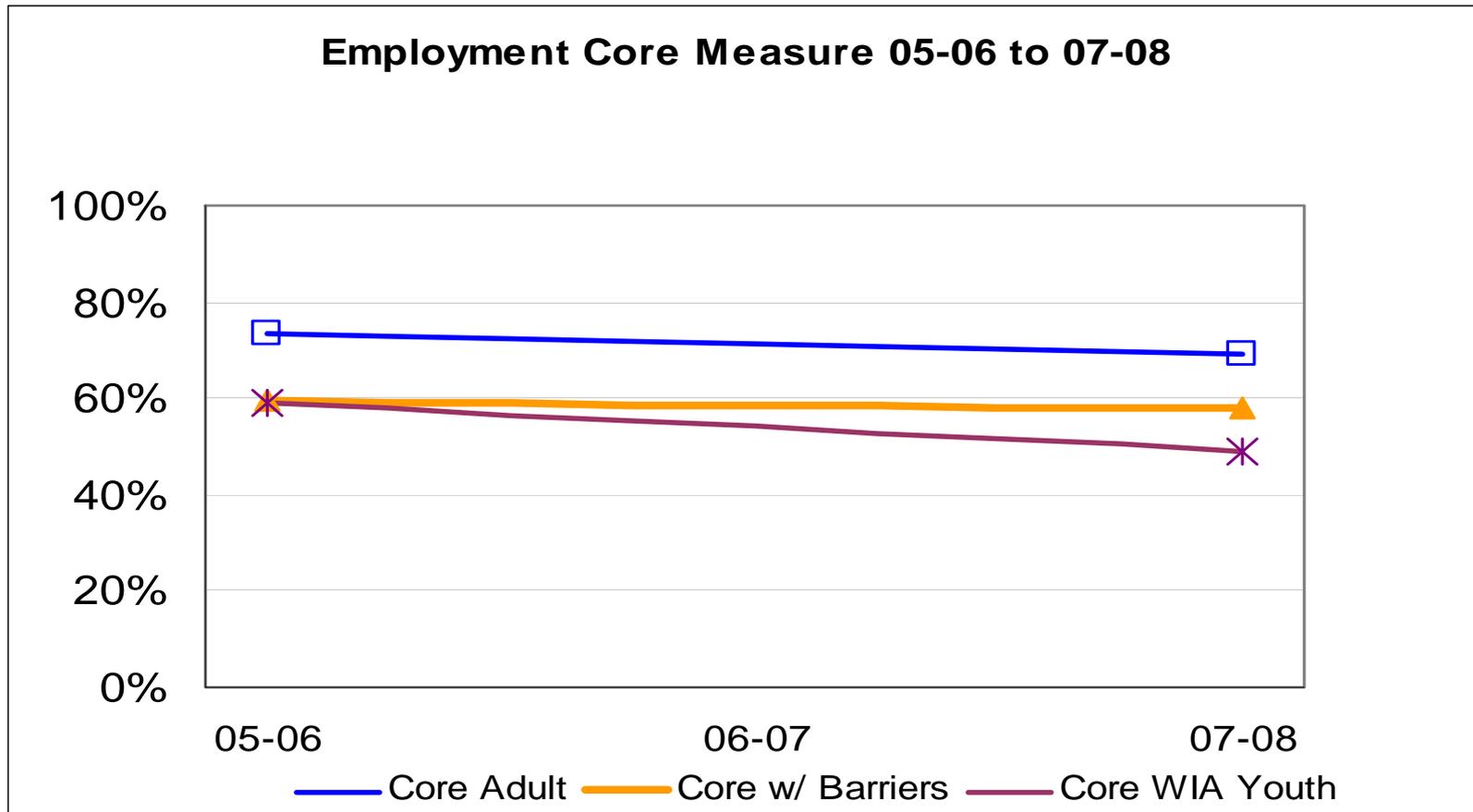


Percentage with Employment Reported in Administrative Records (State Core Measure)*



* Full- or part-time employment recorded in Employment Security wage files and other administrative records during the third quarter after exit. Does not reflect self-employment.

Percentage with Employment Reported in Administrative Records (State Core Measure)*



* Simple mean of programs, not weighted for program size. Not including WorkFirst, DSSB or Secondary CTE

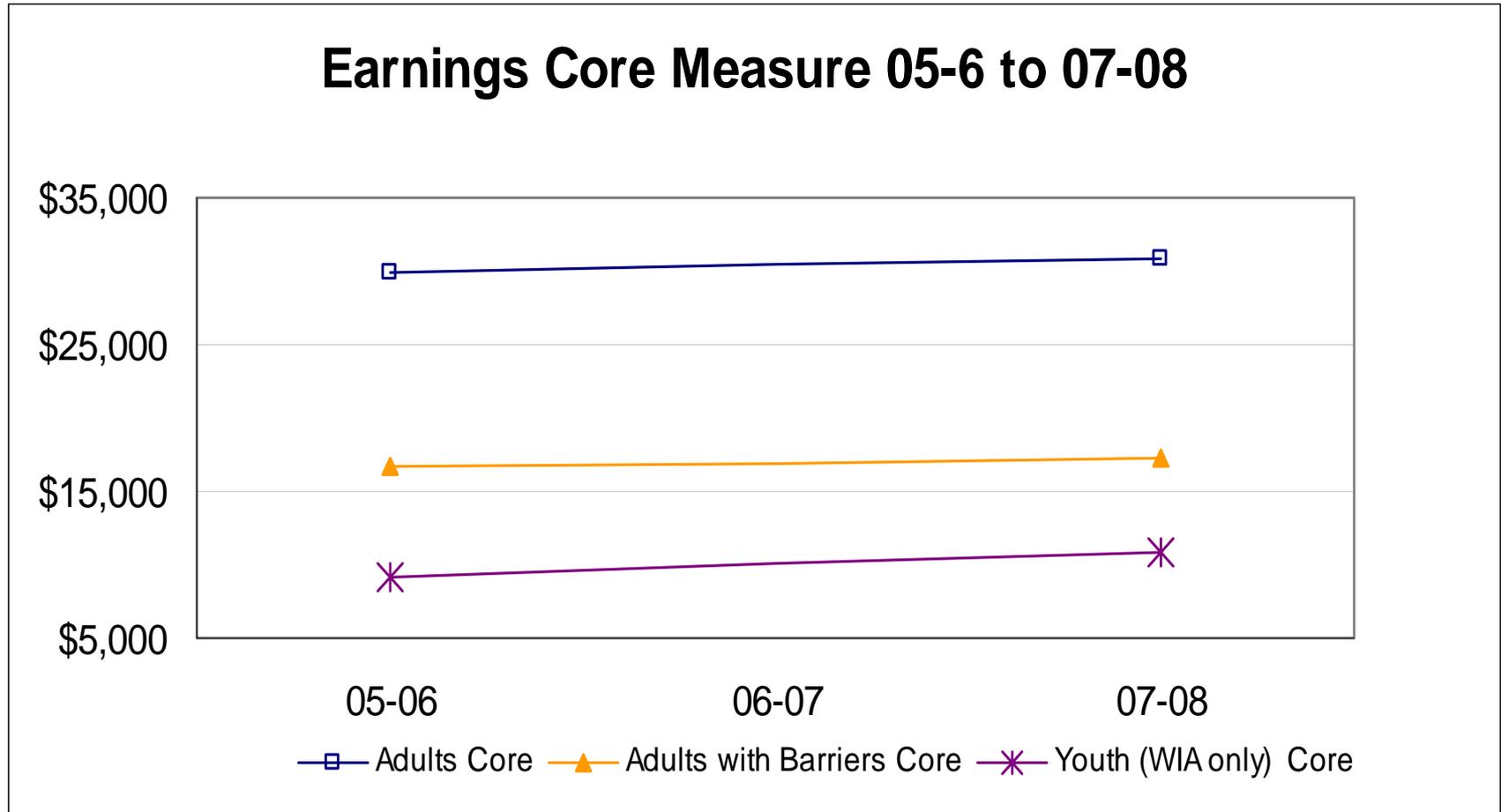
*Median Annual Earnings (State Core Measure)**

	97-98	99-00	01-02	03-04	05-06	07-08
Programs for Adults						
CTC Job Preparatory	\$23,958	\$25,769	\$24,614	\$24,859	\$25,496	\$27,361
Private Career Schools	19,545	23,010	22,416	20,866	22,668	23,220
Apprenticeship	33,543	38,546	36,159	36,786	42,086	43,109
Worker Retraining	25,855	28,579	24,945	25,960	28,308	31,035
WIA DW	28,269	28,624	30,302	30,918	31,143	29,493
Programs for Adults With Barriers						
ABE/ESL	18,850	18,211	17,404	16,843	17,607	18,103
WIA Adults	18,238	18,456	19,517	20,316	21,194	21,677
Vocational Rehabilitation	14,797	15,606	14,342	12,277	11,044	12,206
Services for the Blind			23,053	24,091	17,824	21,068
WorkFirst				12,099	12,991	n/a
Programs for Youth**						
Secondary CTE (not in school)	11,854	12,196	11,931	11,109	12,241	n/a
WIA Youth (not in school)			9,464	10,821	9,119	10,895
*Earnings are inflation adjusted to first quarter, 2009 dollars. **Earnings for Youth are for those not enrolled in high school and for Secondary CTE are for those not enrolled in higher education						

Based on the earnings during the third quarter after exit as recorded in Employment Security wage files.

Median Annual Earnings from Administrative Records

State Core Measure



* Simple mean of programs, not weighted for program size. Not including WorkFirst, DSSB or Secondary CTE

*Median Hourly Wage**

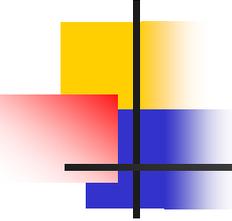
	97-98	99-00	01-02	03-04	05-06	07-08
Programs for Adults						
CTC Job Preparatory	\$13.48	\$14.57	\$14.40	\$14.46	\$14.83	\$15.21
Private Career Schools	11.17	13.36	13.51	12.89	13.52	13.98
Apprenticeship	20.77	22.88	24.09	24.31	24.78	25.19
Worker Retraining	13.95	15.51	14.69	15.08	15.89	16.21
WIA DW	15.11	15.31	15.95	16.41	16.77	16.01
Programs for Adults With Barriers						
ABE/ESL	10.61	11.00	10.60	10.69	10.75	11.07
WIA Adults	11.00	11.56	11.93	12.10	12.42	12.59
Vocational Rehabilitation	10.24	10.90	11.42	10.44	9.98	10.31
Services for the Blind			15.61	14.04	12.22	14.19
WorkFirst				10.04	10.07	n/a
Programs for Youth**						
Secondary CTE (not in school)	9.27	9.84	9.51	9.52	9.70	n/a
WIA Youth (not in school)			9.18	9.31	9.13	9.58
<p><i>*Wages are inflation adjusted to first quarter, 2009dollars. **Earnings for Youth are for those not enrolled in high school and for Secondary CTE are for those not enrolled in higher education</i></p>						

Third quarter after exit as recorded in Employment Security wage files.

Median Hourly Wage of Women Relative to Men

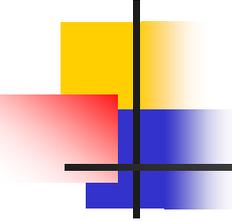
	1997-1998	1999-2000	2001-2002	2003-2004	2005-2006	2007-2008
CTC Job Preparatory	90%	80%	90%	91%	92%	93%
Private Career Schools	--	81%	89%	86%	83%	81%
Apprenticeship	72%	65%	57%	60%	78%	88%
Worker Retraining	--	82%	86%	84%	81%	81%
WIA DW	81%	80%	80%	83%	78%	85%
ABE/ESL	--	87%	87%	86%	84%	87%
WIA Adults	92%	85%	87%	92%	99%	93%
WorkFirst	--	--	--	91%	91%	n/a
Vocational Rehabilitation	--	95%	98%	97%	96%	102%
Services for the Blind	--	--	--	--	--	90%
Secondary CTE (not in school)	91%	94%	86%	92%	92%	n/a
WIA Youth (not in school)	--	--	98%	95%	97%	99%

Third quarter after exit as recorded in Employment Security wage files.



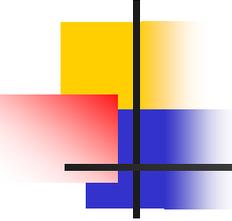
Recommendations from the 2005-2006 Workforce Training Results

- Apprenticeships: recruit younger participants; recruit more women; improve wages for women; encourage women to participate in higher paying types of jobs.
- Median age declined from 27.4 to 26.8.
- Women's wages versus men's increased from 78 to 88 percent.
- Women in construction increased 11 percent; in precision production increased 36%



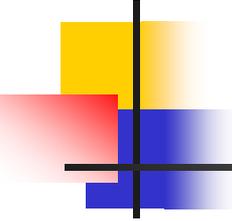
Recommendations from the 2005-2006 Workforce Training Results

- WIA Youth: Improve high school graduation rates.
- Graduation rates remained about the same as in 2005-2006, however the percent of participants who obtained a GED increased from 10 to 21 percent.



Recommendations from the 2005-2006 Workforce Training Results

- A common recommendation across all programs is to encourage target populations (minorities, women, disabled) to train in higher paying occupations.

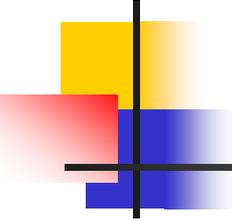


Recommendations from 2005-2006 Better Paying Jobs for Minorities

Between 05-06 and 07-08 the proportion of program participants of color finding work in professional and scientific occupations improved from 36% to 42%, a 17 percent increase.

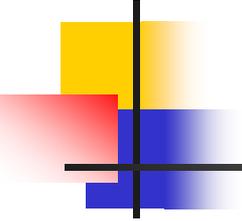
Also

- Construction: from 33% to 37% - +12%
- Health Care: from 56% to 63% - +11%
- Financial Activities: 52% to 58% - +11%
- Wholesale trades: 42% to 46% - +11%



Recommendations from 2005-2006 Better Paying Jobs for Women

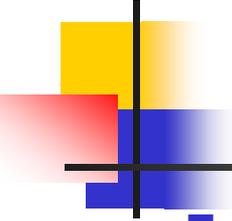
- Little improvement in women's participation in higher paid occupations except for construction, which increased from 15% to 16%, a 7% increase.
- Highest increases in the proportion of women are in arts and recreation, and education services—already dominated by women.
- Health care showed a modest increase for men.



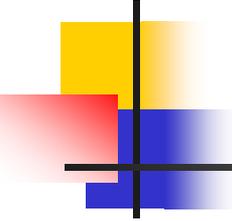
Recommendations from 2005-2006 Better Paying Jobs for the Disabled

- The proportion of people with disabilities obtaining work increased in several better paying fields:
- Manufacturing from 7% to 9% +21%
- Public administration 5% to 6% +13%
- Wholesale trades 7% to 8% +12%

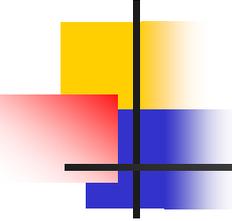
Summary of Data

- 
- **Employment rates have been set back by the start of the recession. After improving through the middle of the decade, most programs' employment rates declined from 2007 to 2009.**
 - **Median age of participants at entry to the programs for adult training is near 33. Overall there has been little change this decade.**
 - **Completion rate for training programs that record completions is 61 percent. For most programs, there has been no improvement this decade**
 - **Inflation adjusted earnings and wages have increased over the decade for most programs.**

Summary, continued

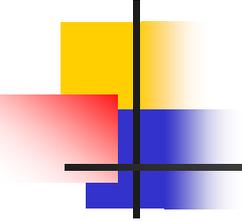
- 
-
- Gaps in wages:
 - Declining gap between women and men but still evident.
 - Continuing gap between people with disabilities and people without disabilities.
 - Some gaps still evident between whites and racial/ethnic minority groups, though parity has been achieved in some programs.

Areas for Improvement Across Programs



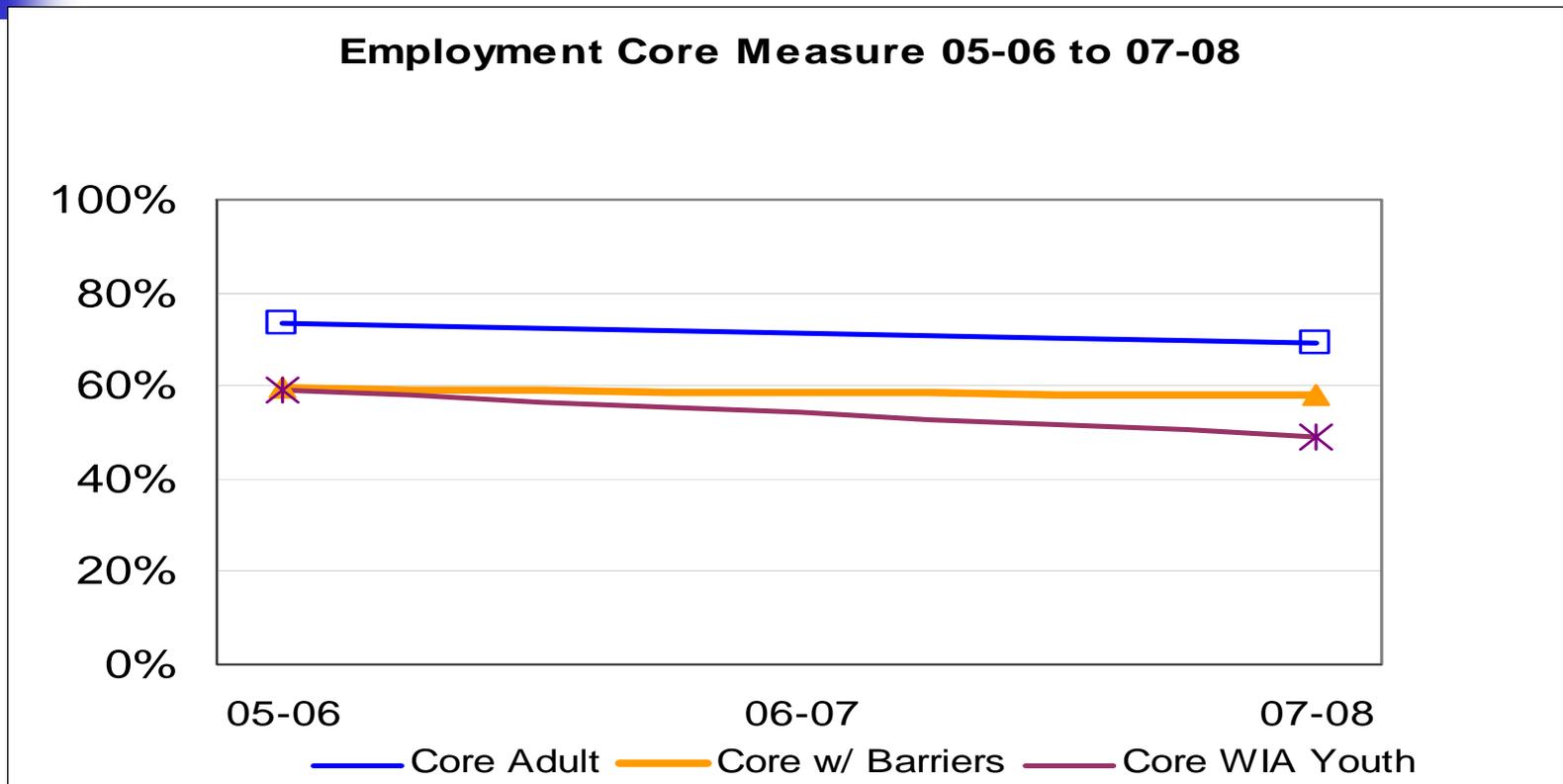
- **Improve completion rates.**
- **Decrease disparities in outcomes by gender and disability status and continue the efforts for race/ethnicity balance.**

Performance Expectations During a Major Recession



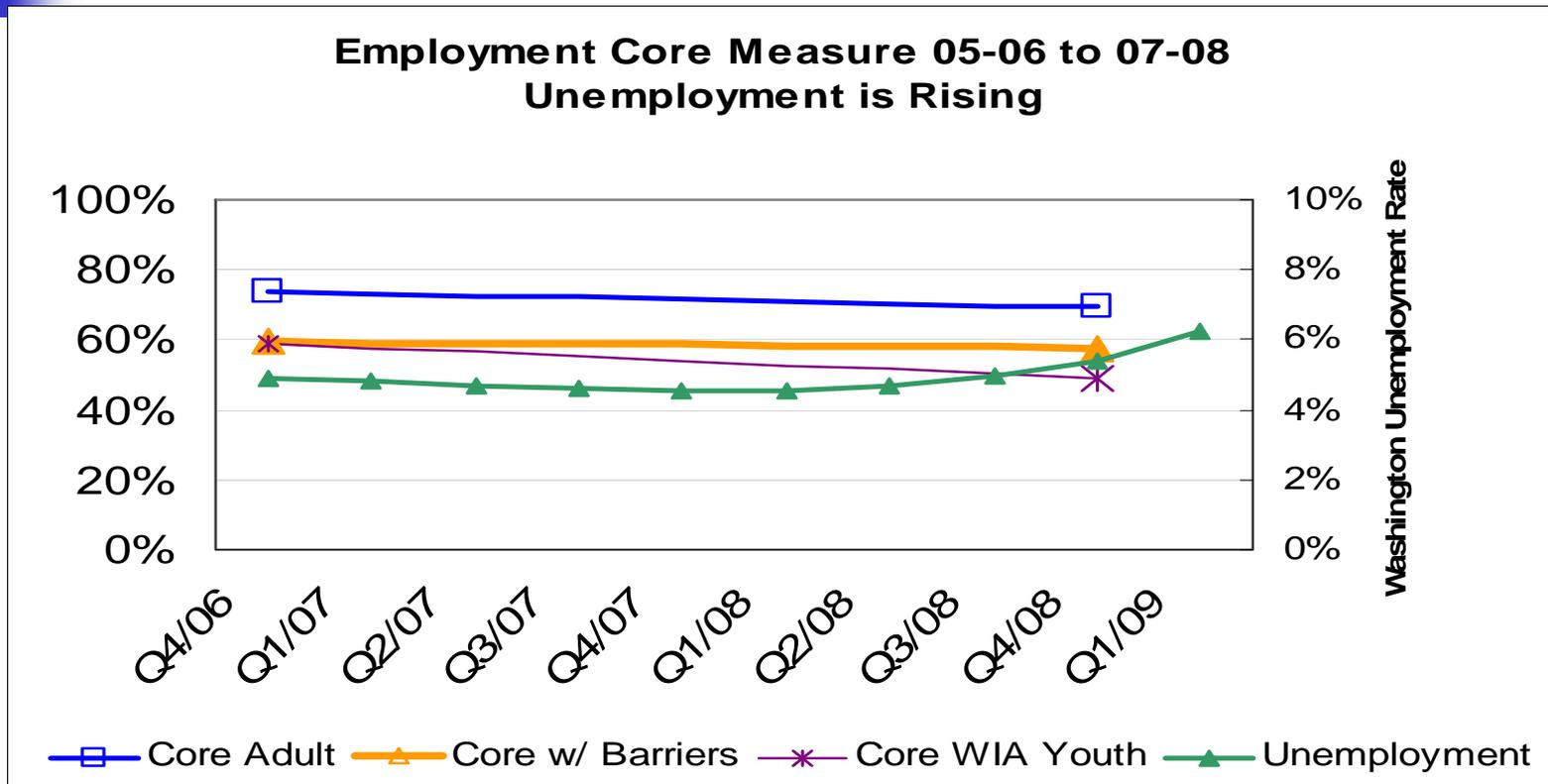
- **The Performance data for the 2007-2008 program participants takes us up to the beginning of the economic contraction.**
- **Many of these participants had found employment before the recession hit the job market.**

On the eve of the recession, employment rates are in slight decline



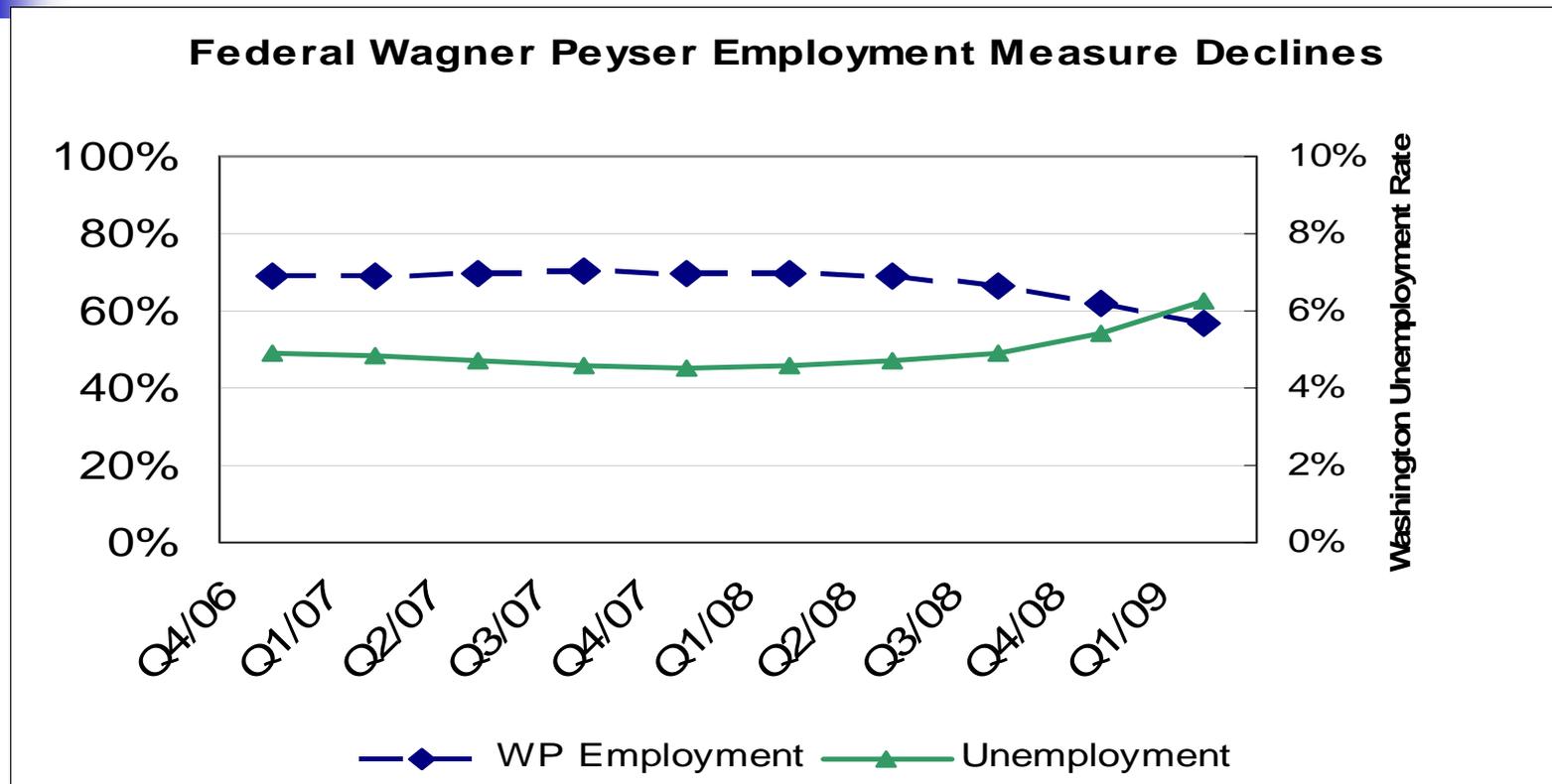
* Simple means of programs, not weighted for program size. Not including WorkFirst, DSSB and Secondary CTE

Fairly stable results are not surprising because the unemployment rate was not rising rapidly - yet



State Core measure UI employment in 3rd Quarter. Time axis indexed to second quarter after exit. Four quarter average unemployment

However, shorter term measures, such as the Federal Entered Employment rate for Wagner Peyser, begin to show the downturn



Wagner Peyser Entered Employment is first quarter as reported in SKIES

Recession Will have Large Effect on Performance Measures in the Next Couple Years of Reporting

