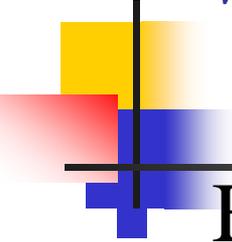


# **WORKFORCE TRAINING RESULTS 2008**

Workforce Training and Education  
Coordinating Board

May 14, 2008

# *Workforce Training Results*



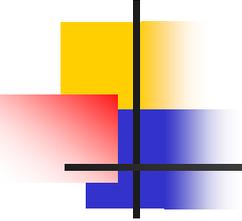
---

## ■ Biennial report

- 12 workforce development programs

## ■ Information on

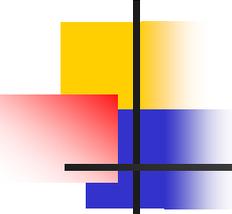
- Four of the Five State Core Performance Measures
  - Employment Rate
  - Earnings
  - Completion
  - Customer Satisfaction
- Plus additional performance measures of those desired outcomes



# *Data Sources*

---

- Program Administrative Records
- Employment Records
- Participant Survey
- Employer Survey



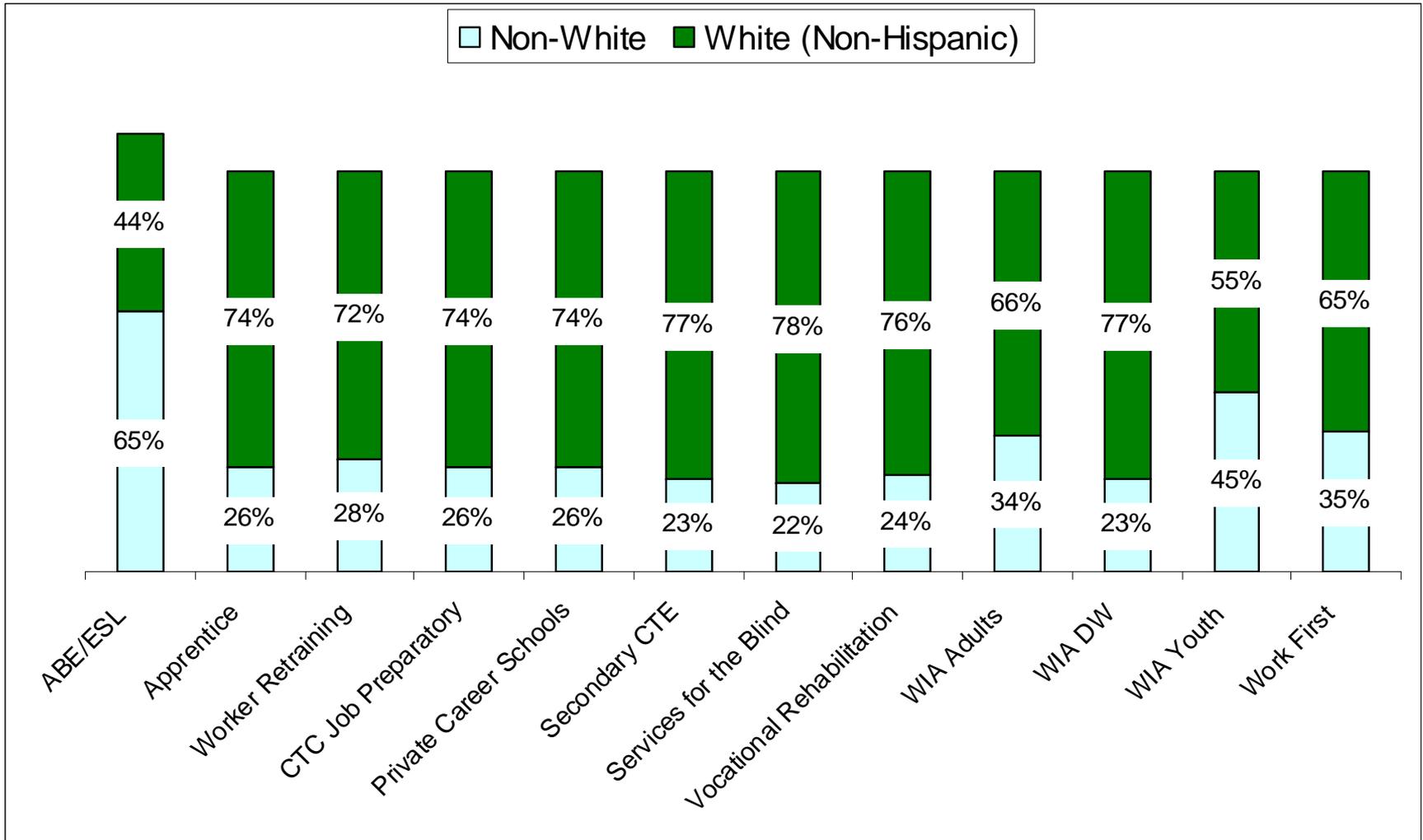
## *Findings*

---

- Results are for all participants, not just completers (except for Secondary CTE)
- Programs are grouped by three categories:
  - Adults
  - Adults with Barriers
  - Youth
- Comparisons across programs should be avoided because populations served, types of services provided and lengths of training vary substantially

# Racial & Ethnic Composition: 2005-2006

OFM estimated 2006 state population aged 16-74 is 78 percent white (Non-Hispanic) and 22 percent non-white

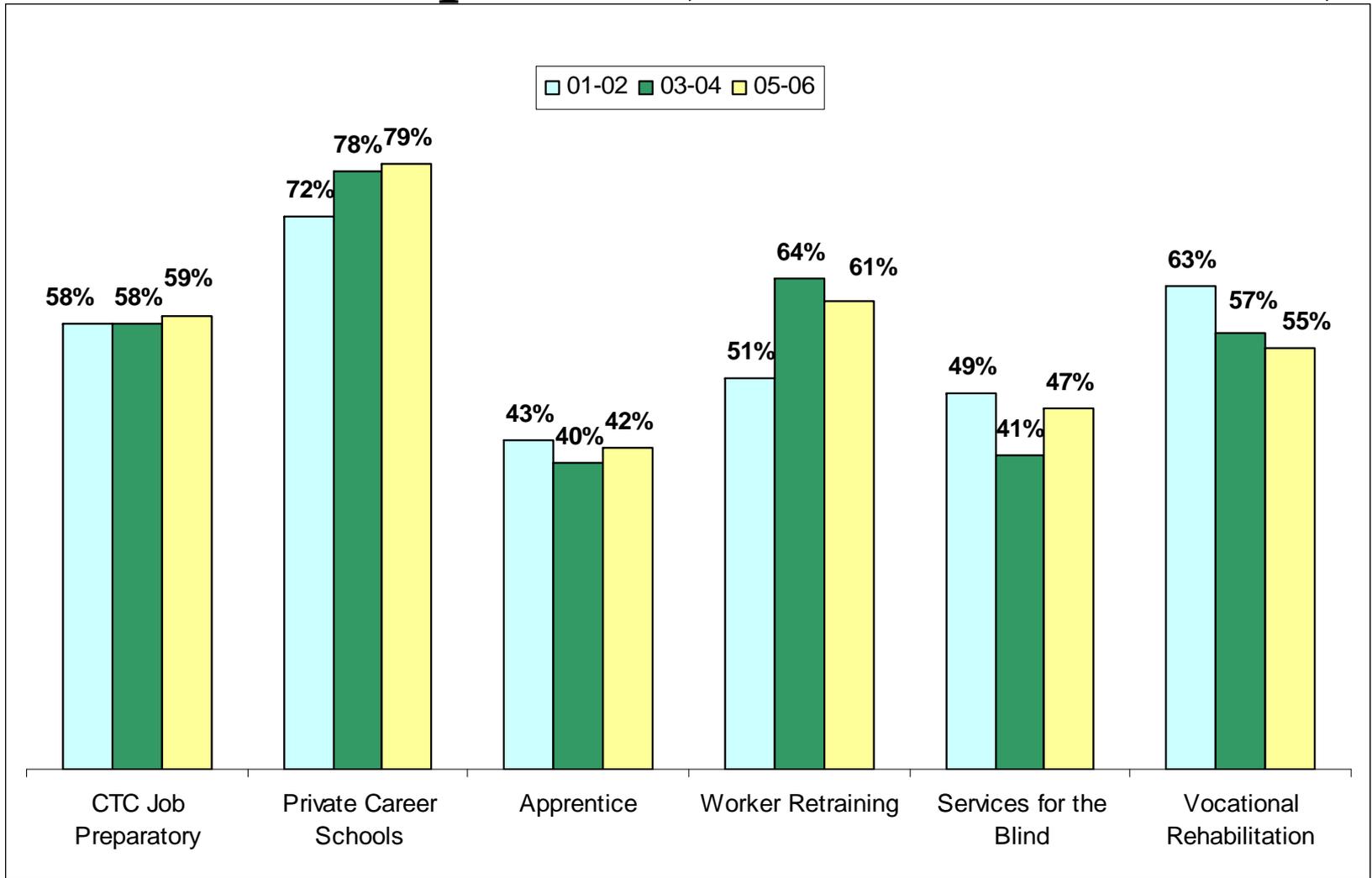


## *Median Age of Participants*

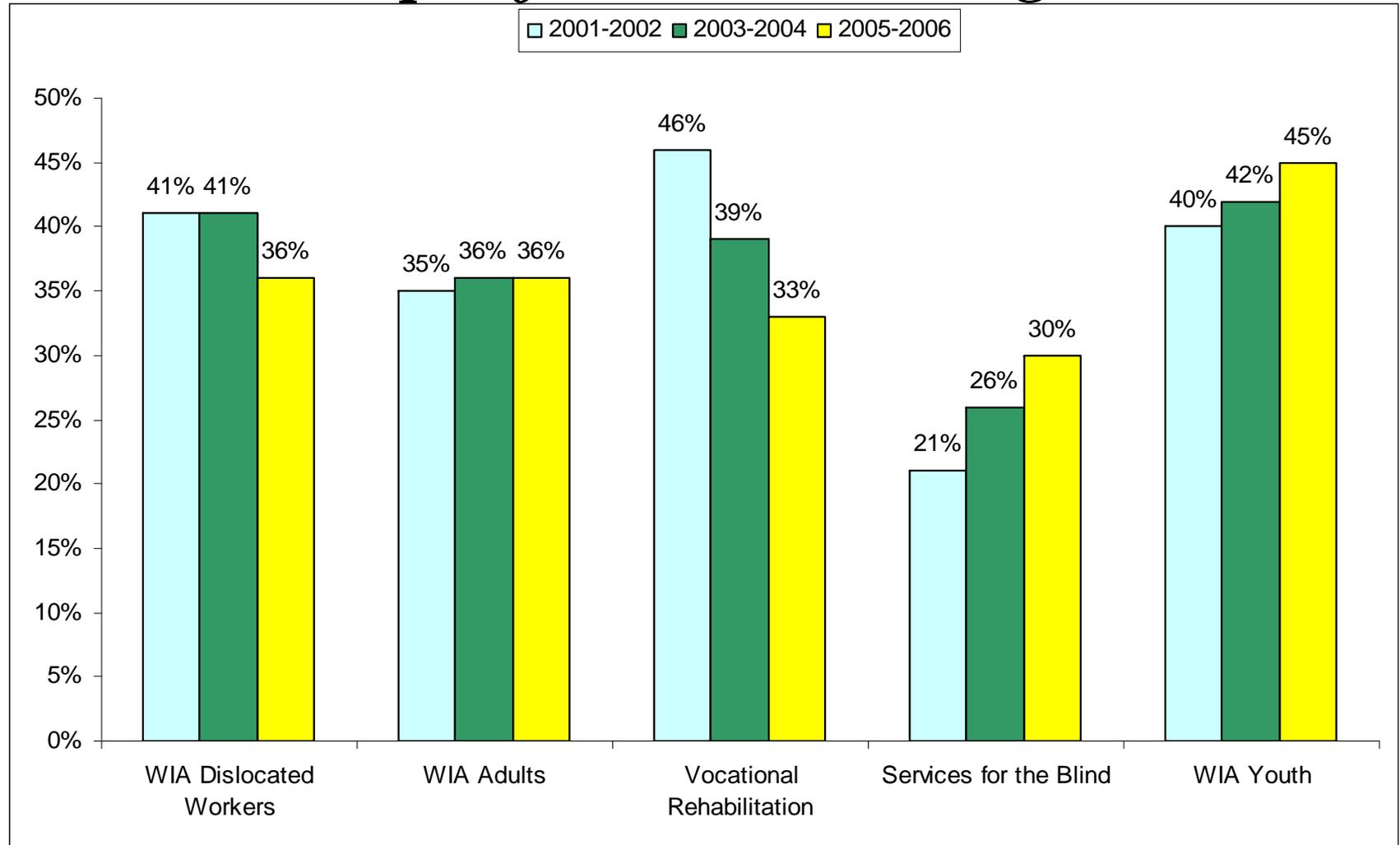
	<b>99-00</b>	<b>01-02</b>	<b>03-04</b>	<b>05-06</b>
CTC Job Preparatory	31	30	31	29
Private Career Schools	27	27	28	27
Apprenticeship	27	27	28	27
<b>Worker Retraining</b>	<b>40</b>	<b>40</b>	<b>42</b>	<b>42</b>
<b>WIA DW</b>	<b>41</b>	<b>42</b>	<b>42</b>	<b>44</b>
ABE/ESL	29	30	29	29
WIA Adults	35	36	36	35
Vocational Rehabilitation	36	37	38	37
Work First	--	--	26	27
Services for the Blind	--	40	41	40
Average of Medians	33.3	34.3	34.1	33.7

Note: Average of medians is the mean average and is not weighted to adjust for the total number of participants in each program.

# *Percent Completers (State Core Measure)*

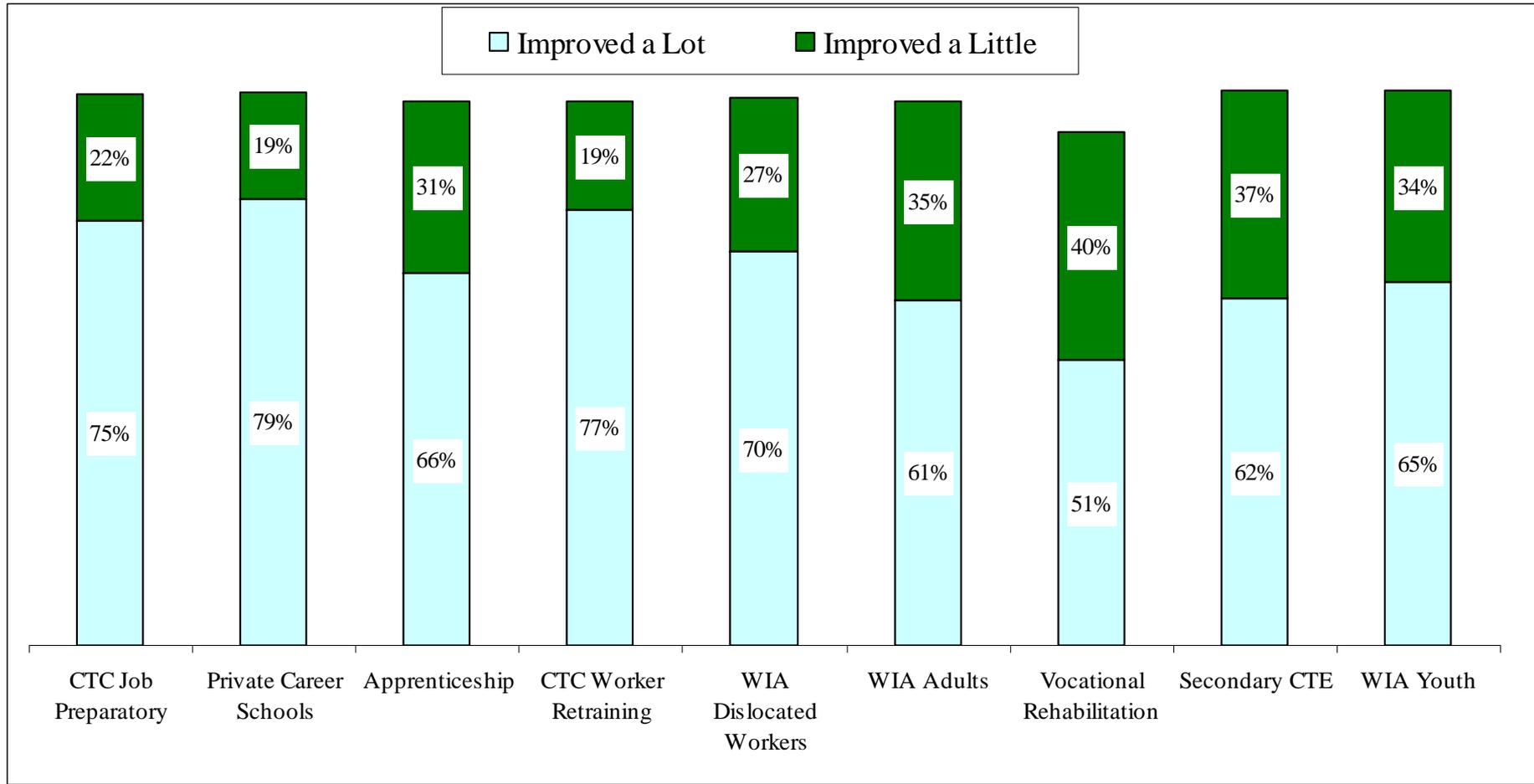


# *Percent Self-Reporting Having Received Job-Specific Skills Training*

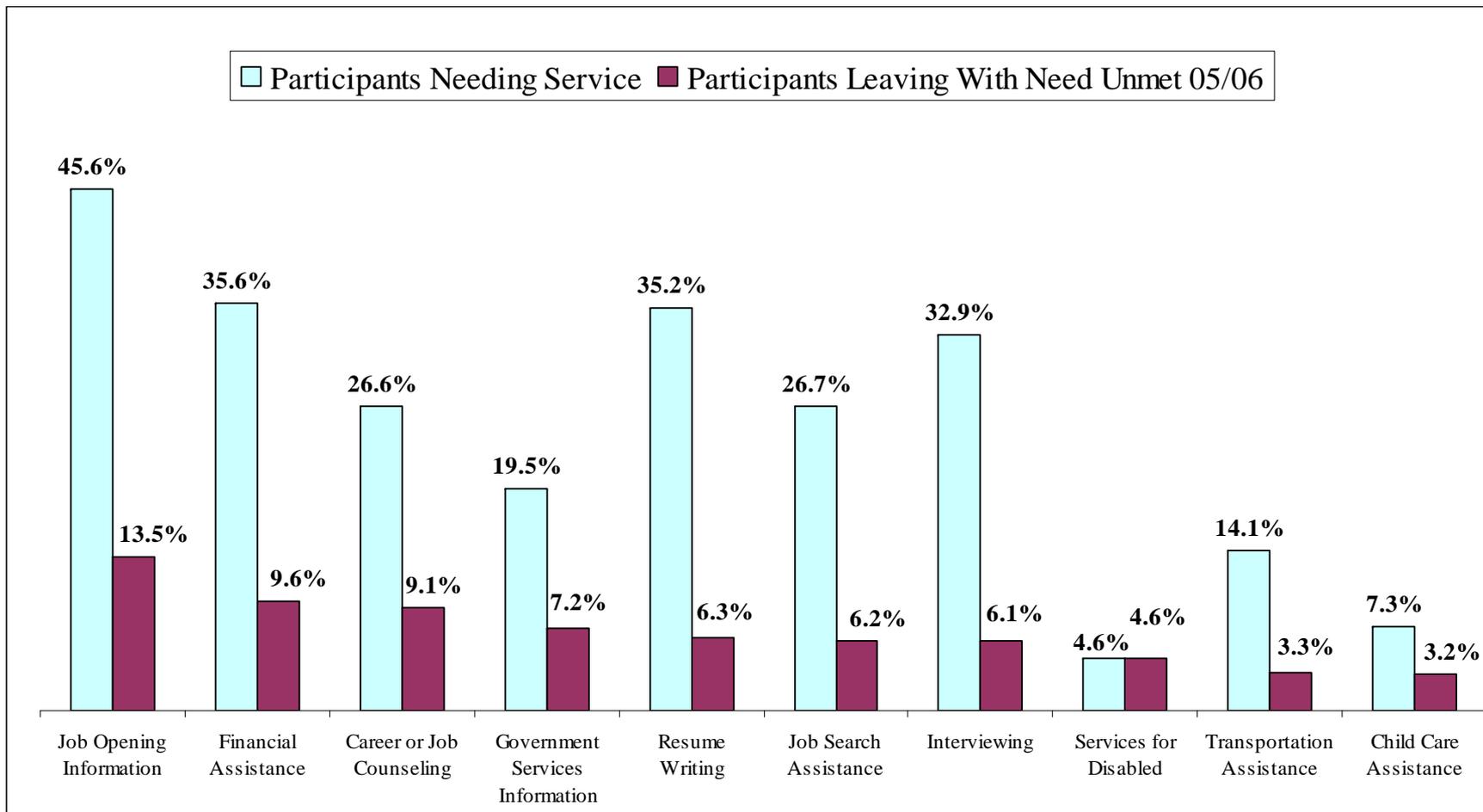


# Percent Indicating Improvement in Job-Specific Skills

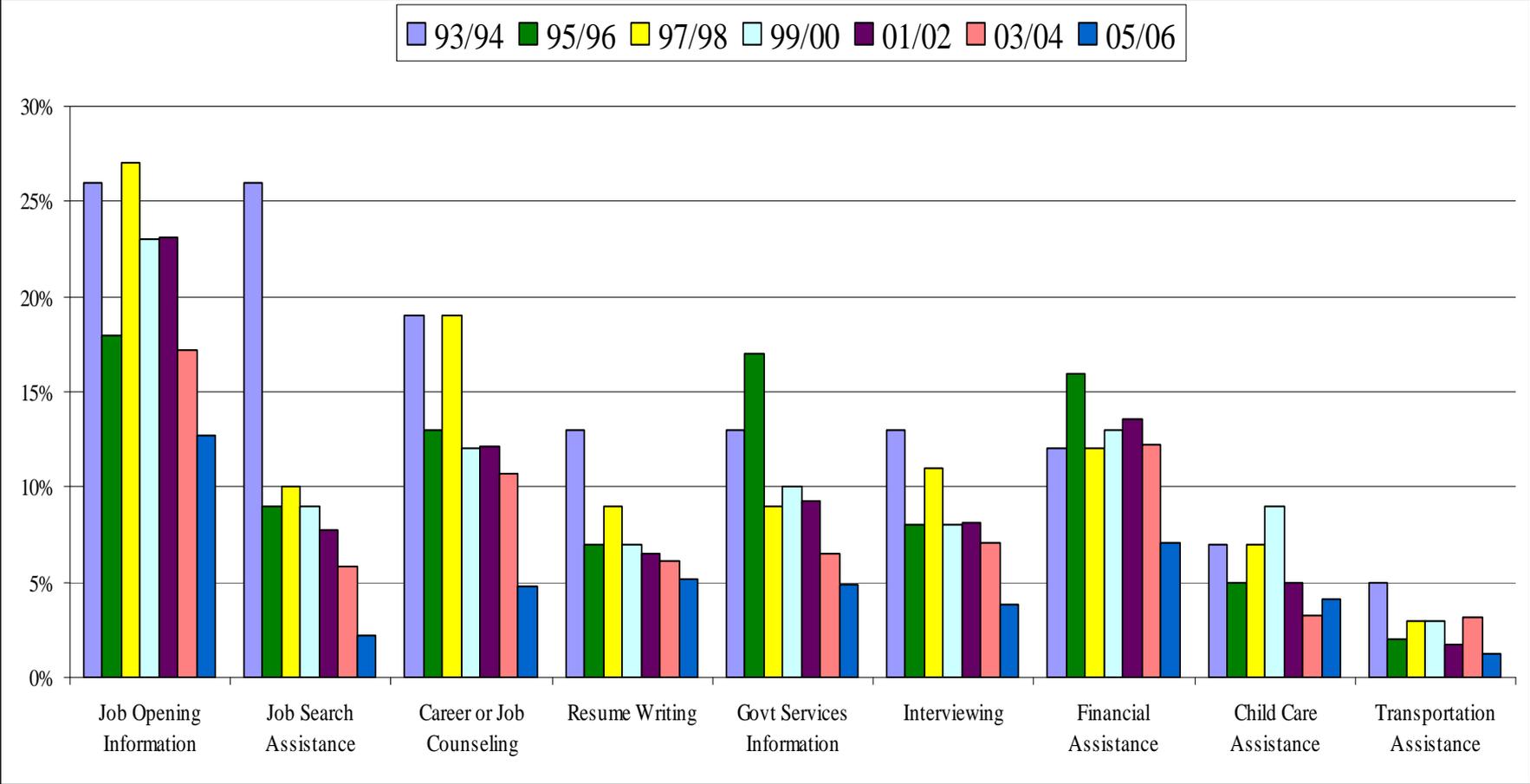
(Among survey respondents citing job-specific skills training)



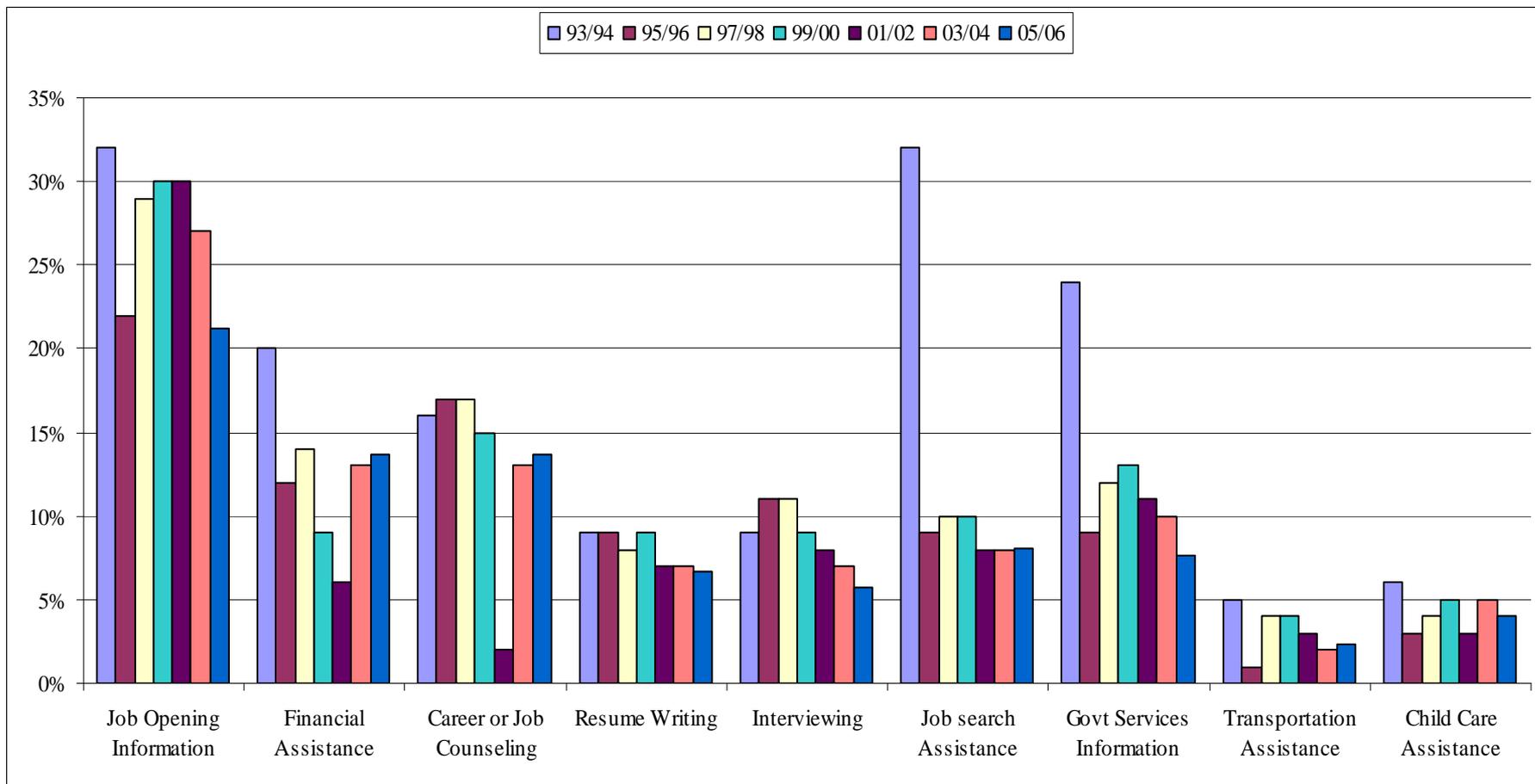
# Participants Needing a Service and Leaving With Need Unmet Average Among All Programs



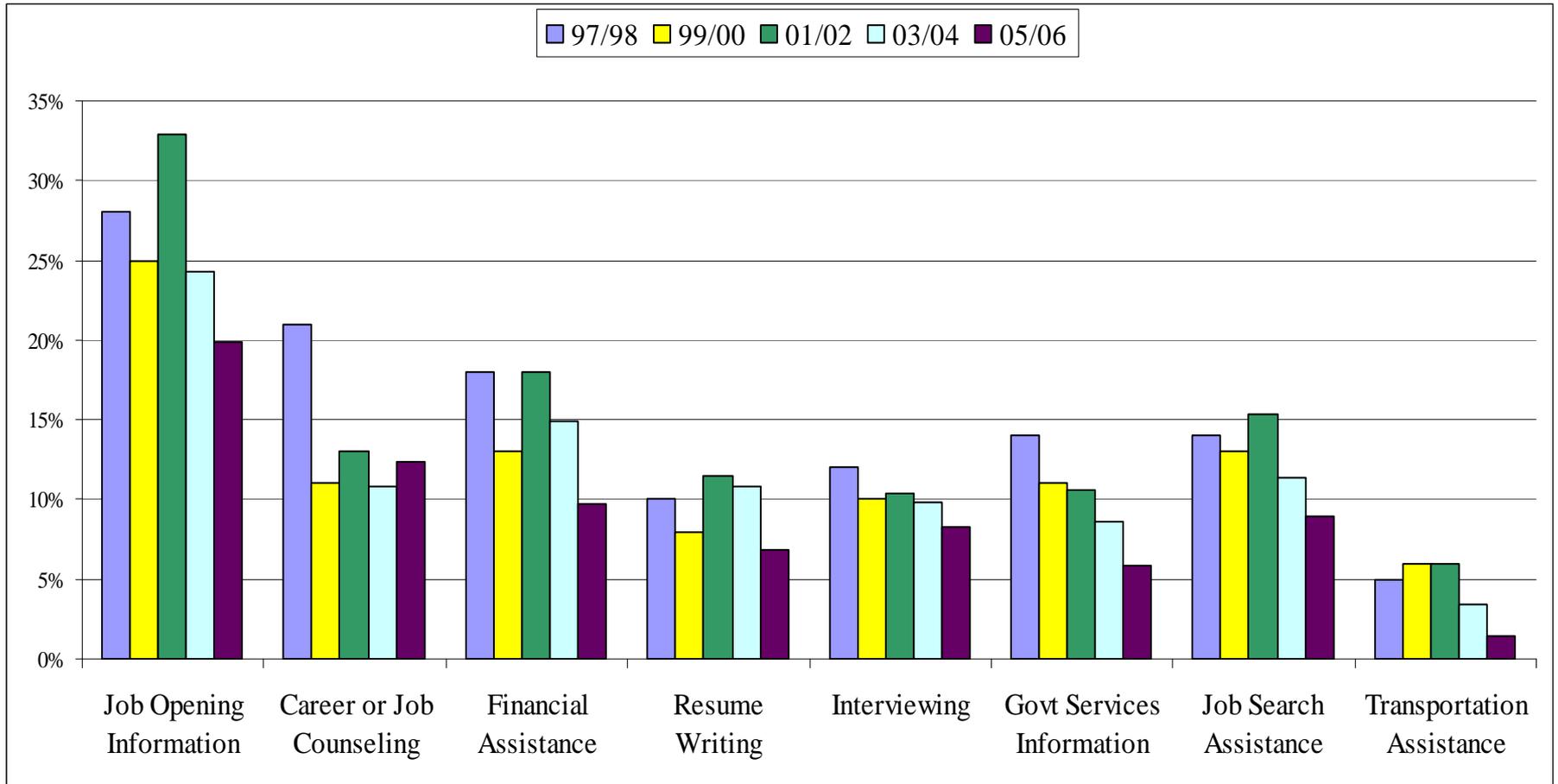
# Percent of CTC Job Preparatory Participants Leaving Program With Unmet Needs by Year



# Percent of WIA Dislocated Worker Participants Leaving Program With Unmet Needs by Year

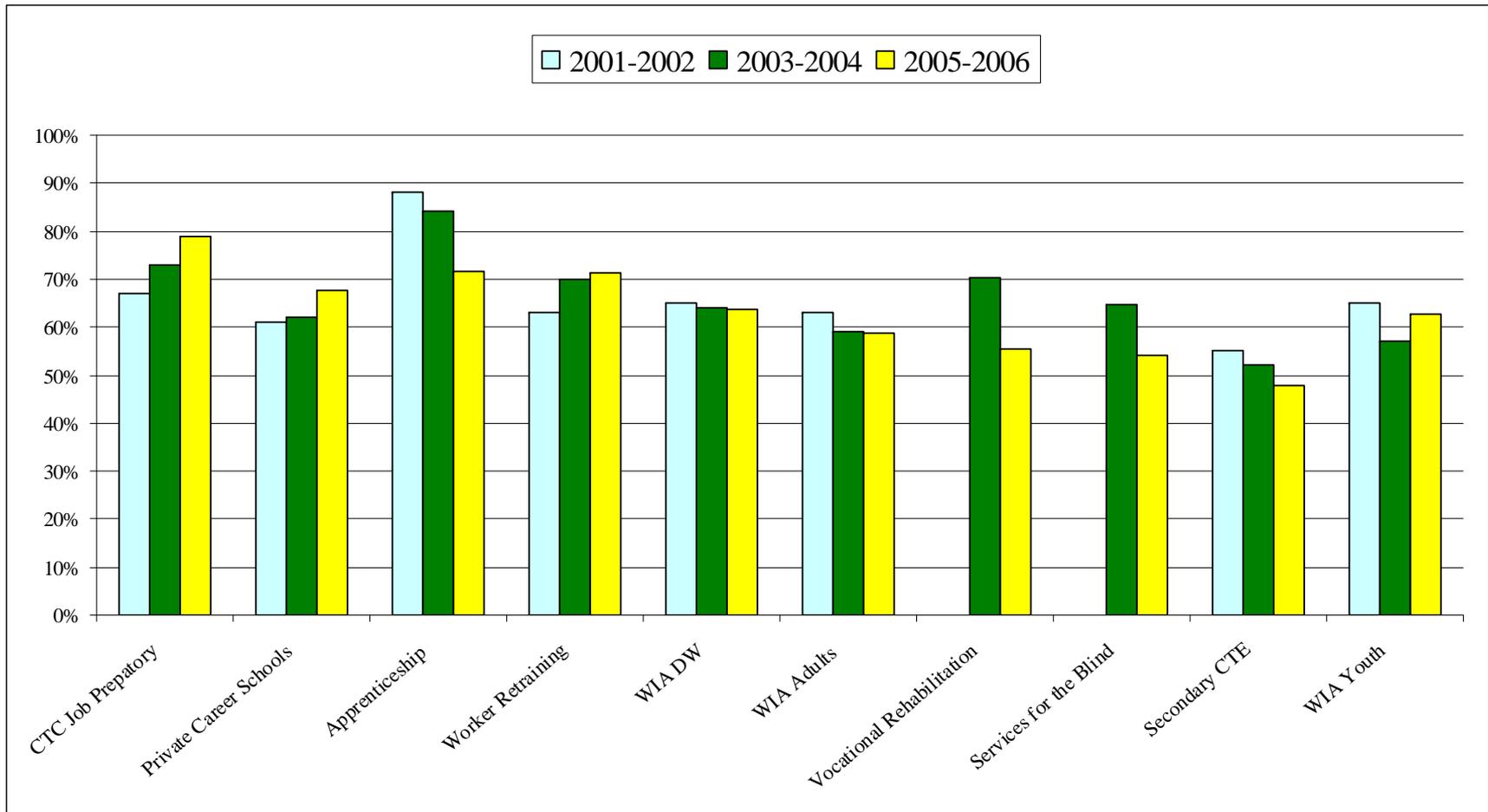


# Percent of Private Career School Participants Leaving Program With Unmet Needs by Year



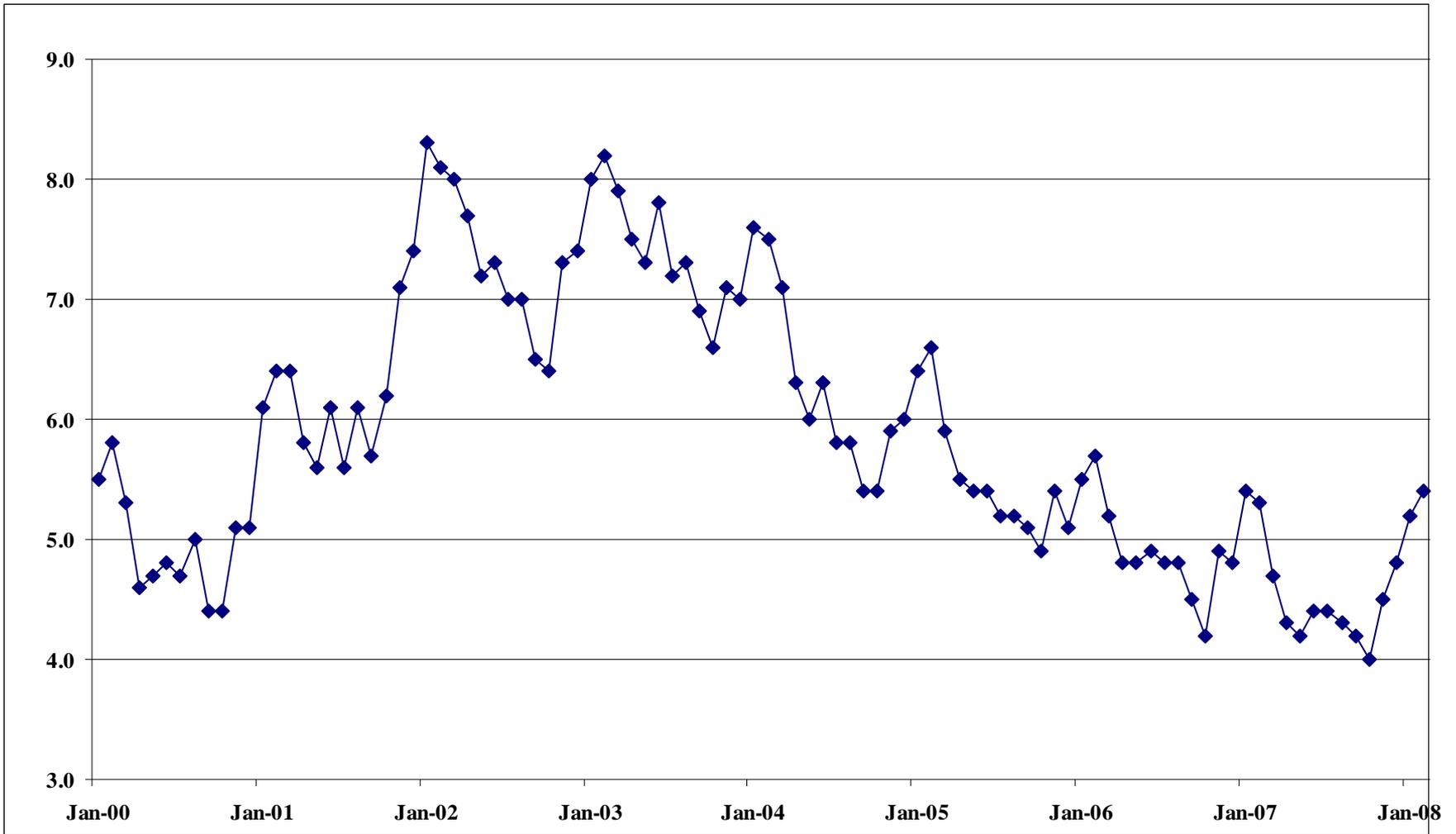
# *Percent Who Indicated the Job Obtained Related to the Training Received*

*(Based on Responses to the Participant Surveys)*

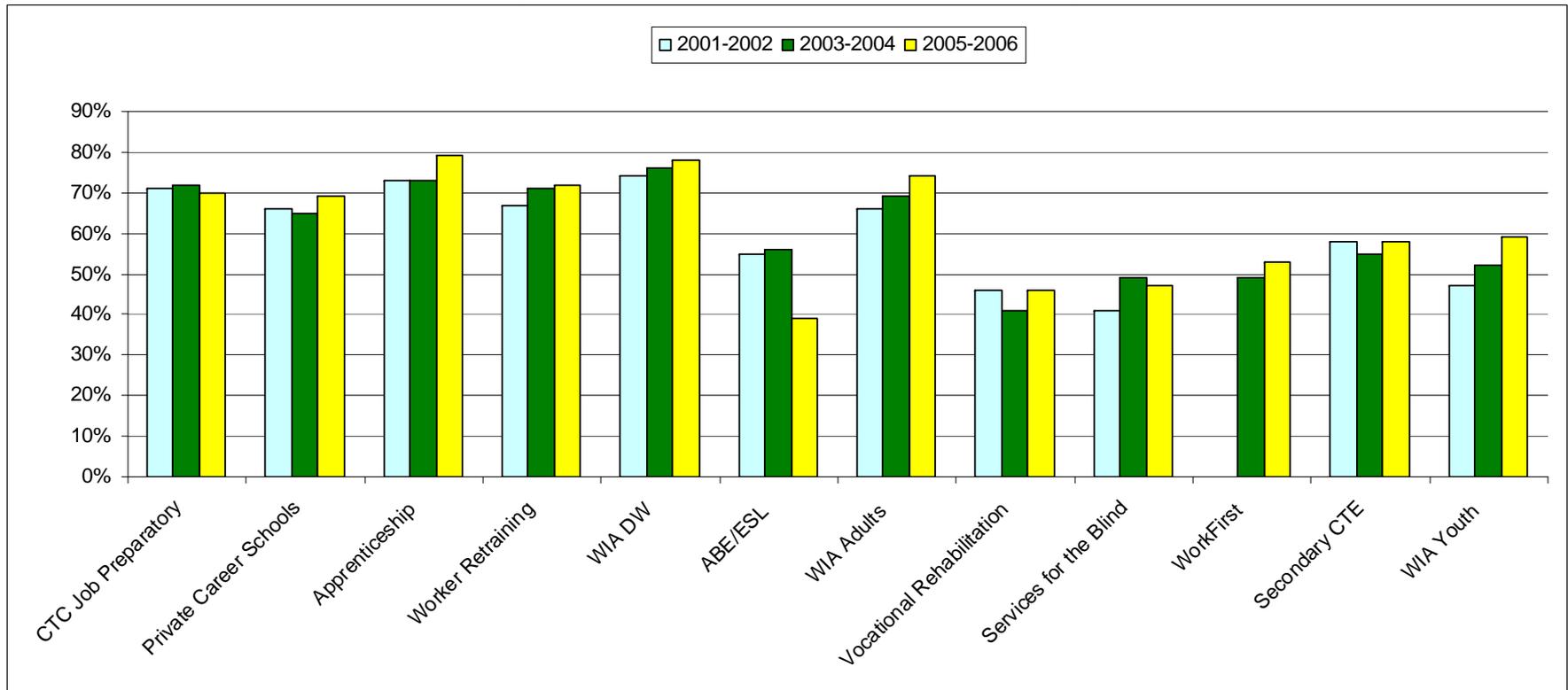


# *Unemployment Rates (not seasonally adjusted)*

*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.

## *Median Annual Earnings (State Core Measure)*

	<b>97-98</b>	<b>99-00</b>	<b>01-02</b>	<b>03-04</b>	<b>05-06</b>
<b>CTC Job Preparatory</b>	\$23,031	\$24,771	\$23,661	\$23,897	\$ 24,509
<b>Private Career Schools</b>	\$18,788	\$22,119	\$21,548	\$20,058	\$ 21,791
<b>Apprenticeship</b>	\$32,244	\$37,053	\$34,759	\$35,361	\$40,457
<b>Worker Retraining</b>	\$24,853	\$27,473	\$23,979	\$24,955	\$27,212
<b>WIA DW</b>	\$27,174	\$27,516	\$29,129	\$29,721	\$29,937
<b>ABE/ESL</b>	\$18,120	\$17,506	\$16,730	\$16,191	\$16,925
<b>WIA Adults</b>	\$17,532	\$17,741	\$18,761	\$19,529	\$20,373
<b>Vocational Rehabilitation</b>	\$14,224	\$15,001	\$13,786	\$11,802	\$10,616
<b>Services for the Blind</b>	--	--	\$22,160	\$23,158	\$17,134
<b>WorkFirst</b>	--	--	--	\$11,631	\$12,488
<b>Secondary CTE (not in school)</b>	\$11,395	\$11,724	\$11,469	\$10,679	\$11,767
<b>WIA Youth (not in school)</b>	--	--	\$9,097	\$10,402	\$8,766
<i>*Wages are adjusted to first quarter, 2007 dollars.</i>					

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

## *Median Hourly Wage*

	<b>97-98</b>	<b>99-00</b>	<b>01-02</b>	<b>03-04</b>	<b>05-06</b>
<b>CTC Job Preparatory</b>	\$12.96	\$14.00	\$13.85	\$13.90	\$14.26
<b>Private Career Schools</b>	\$10.74	\$12.84	\$12.98	\$12.39	\$13.00
<b>Apprenticeship</b>	\$19.97	\$21.99	\$23.16	\$23.37	\$23.82
<b>Worker Retraining</b>	\$13.41	\$14.91	\$14.12	\$14.49	\$15.28
<b>WIA DW</b>	\$14.53	\$14.72	\$15.33	\$15.77	\$16.12
<b>ABE/ESL</b>	\$10.19	\$10.57	\$10.19	\$10.28	\$10.33
<b>WIA Adults</b>	\$10.57	\$11.11	\$11.46	\$11.63	\$11.94
<b>Vocational Rehabilitation</b>	\$9.85	\$10	\$10.98	\$10.04	\$9.59
<b>Services for the Blind</b>	--	--	\$15.01	\$13.49	\$11.75
<b>WorkFirst</b>	--	--	--	\$9.65	\$9.68
<b>Secondary CTE (not in school)</b>	\$8.91	\$9.46	\$9.14	\$9.15	\$9.32
<b>WIA Youth (not in school)</b>	--	--	\$8.83	\$8.95	\$8.78
<i>*Wages are adjusted to first quarter, 2007 dollars.</i>					

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

## *Median Hourly Wage of Females Relative to Males*

<i>Median Hourly Wage of Females Relative to Males</i>					
	<b>97-98</b>	<b>99-00</b>	<b>01-02</b>	<b>03-04</b>	<b>05-06</b>
<b>CTC Job Preparatory</b>	90%	80%	90%	91%	92%
<b>Private Career Schools</b>	--	81%	89%	86%	83%
<b>Apprenticeship</b>	72%	65%	57%	60%	78%
<b>Worker Retraining</b>	--	82%	86%	84%	81%
<b>WIA DW</b>	81%	80%	80%	83%	78%
<b>ABE/ESL</b>	--	87%	87%	86%	84%
<b>WIA Adults</b>	92%	85%	87%	92%	99%
<b>WorkFirst</b>	--	--	--	91%	91%
<b>Vocational Rehabilitation</b>	--	95%	98%	97%	96%
<b>Services for the Blind</b>	--	--	--	89%	124%
<b>Secondary CTE (not in school)</b>	91%	94%	86%	92%	92%
<b>WIA Youth (not in school)</b>	--	--	98%	95%	97%

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

# *Percentage Satisfied\* with Program*

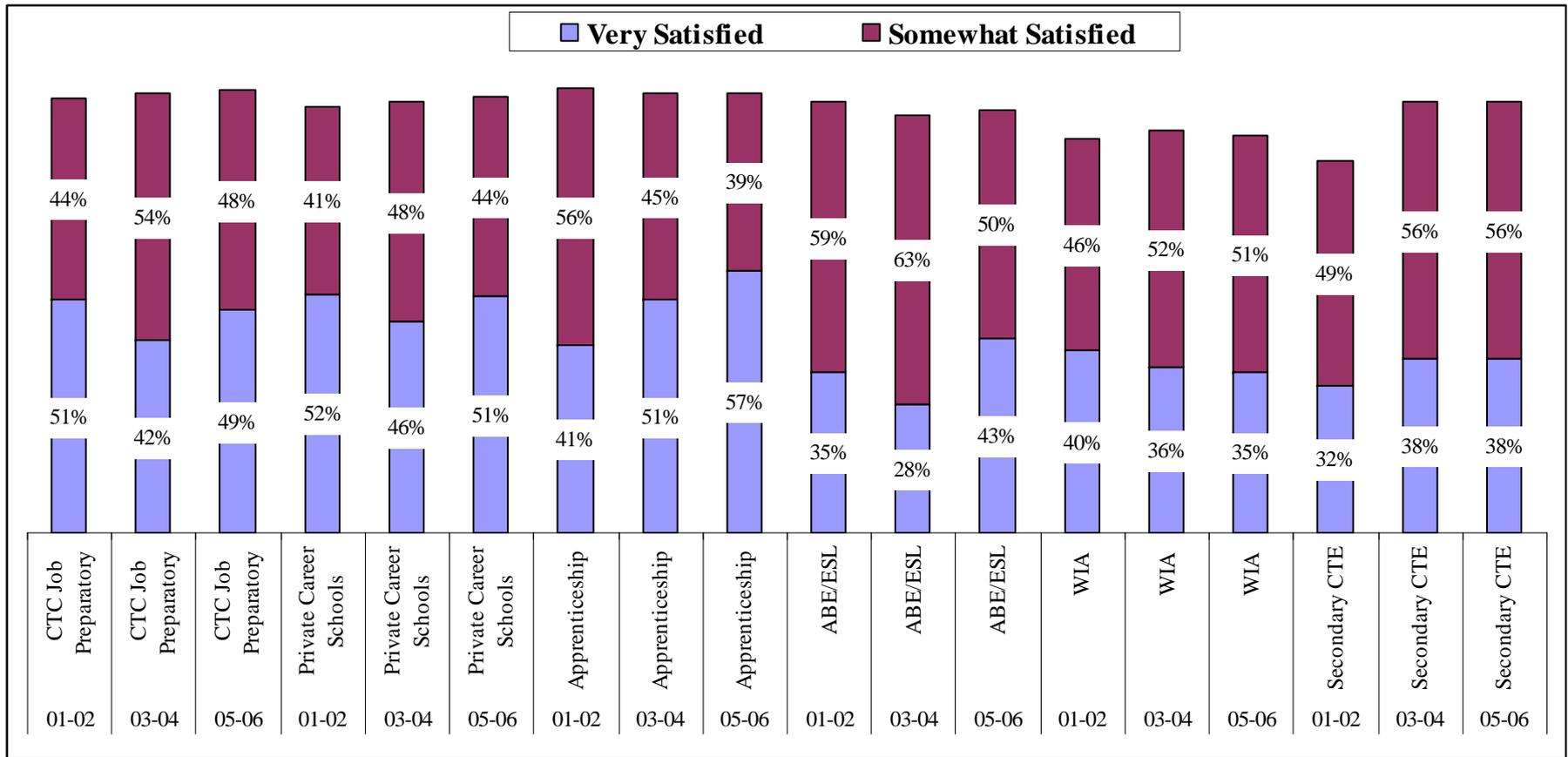
## *(State Core Measure)*

*(From the Participant Survey)*

<i>Percentage Satisfied* with Program (Core State Measure)</i>					
	<b>97-98</b>	<b>99-00</b>	<b>01-02</b>	<b>03-04</b>	<b>05-06</b>
<b>CTC Job Preparatory</b>	90	92	87	90	91
<b>Private Career Schools</b>	--	85	77	83	83
<b>Apprenticeship</b>	89	87	87	83	84
<b>Worker Retraining</b>	--	--	84	92	90
<b>WIA DW</b>	88	87	85	83	89
<b>ABE/ESL</b>	86	91	86	84	96
<b>WIA Adults</b>	88	87	86	85	85
<b>Vocational Rehabilitation **</b>	--	--	69	63	63
<b>Services for the Blind **</b>	--	--	81	87	89
<b>Secondary CTE</b>	96	97	96	96	96
<b>WIA Youth</b>	--	94	95	94	93

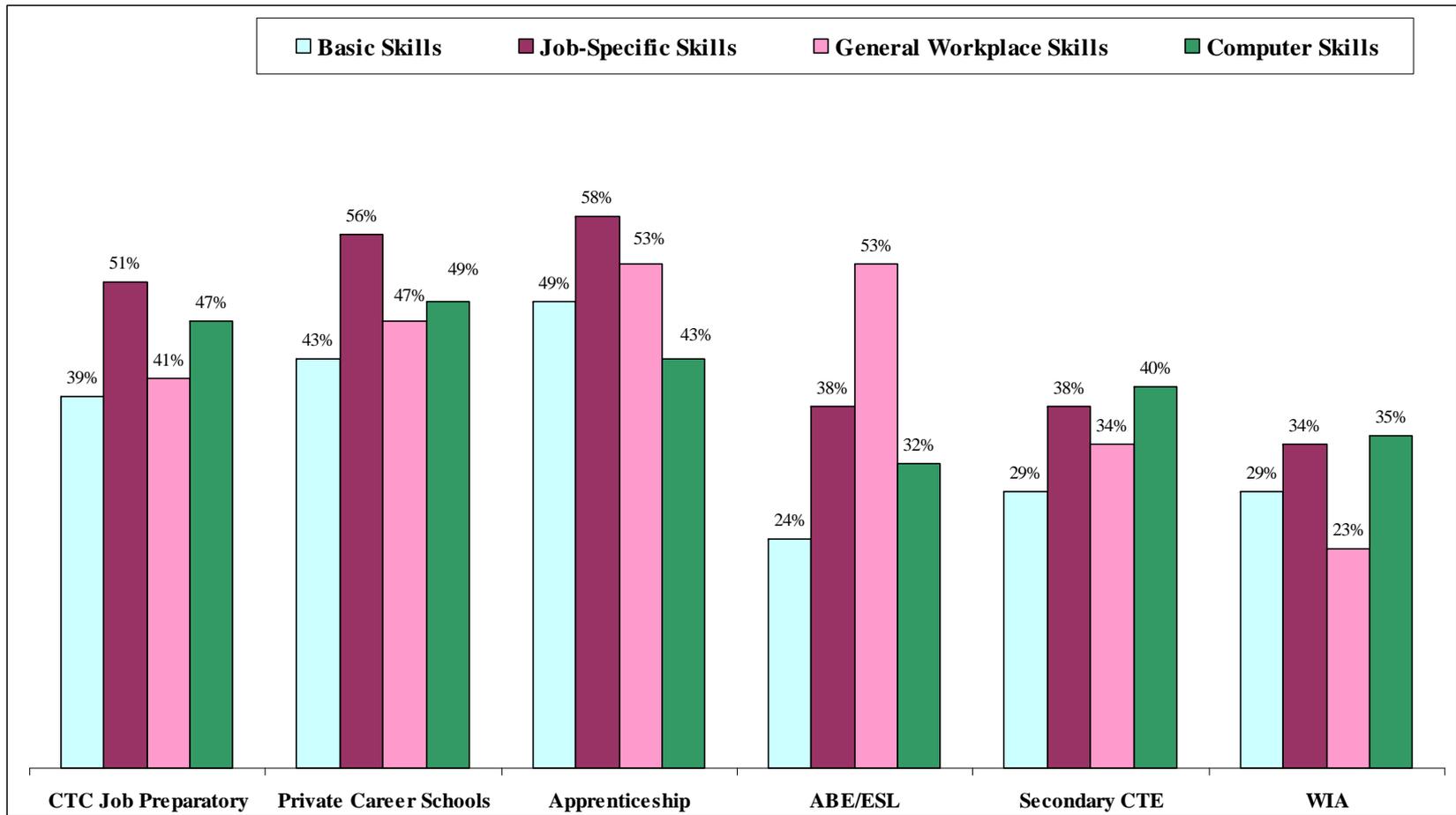
\*Average of percents met education objectives and overall satisfaction with program.  
\*\*Based on overall program satisfaction only.

# *Percent of Employers Satisfied with Overall Work Quality of New Employees (State Core Measure) From the Employer Satisfaction Survey*

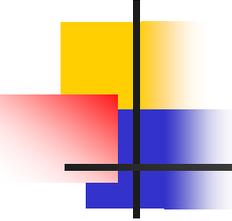


# Percent of Employers “Very Satisfied” with Skills of New Employees: 2005-2006

(from Employer Satisfaction Survey)



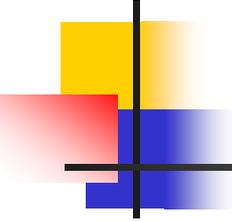
## *Summary of Data:*



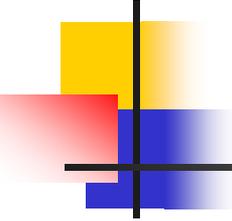
---

- Median age of participants in adult training programs is near 29
- The completion rate for training programs that record completions is 62.8 percent
- Participants tended to report more improvements in technical rather than general workplace or basic academic skills
- Participants expressed continuing need for financial assistance and more information about job openings

## *Summary, continued*

- 
- 
- Participants tended to be most satisfied with program costs, location, and facilities
  - Participants tended to be least satisfied with advice about choosing programs or services
  - The percent of participants who reported their program needs were being met has increased over time
  - Employment rates in most programs increased, as did inflation adjusted earnings and wages

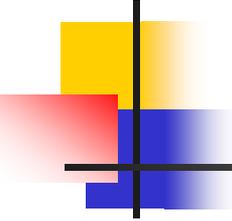
# *Summary, continued*



---

- Continuing gaps in wages:
  - between females and males is in decline but still evident
  - continues between people with disabilities and people without disabilities
  - is still evident between whites and racial/ethnic minority groups in some programs but has reached parity in others
- Large majorities of employers continue to be satisfied with the overall work quality of new employees from most programs
- Across programs, the highest percentage of employers were “very satisfied” with new employees’ Job Specific Skills

# *Areas for Improvement Across the System*



---

- Increase postsecondary training enrollment for young adults
- Improve completion rates
- Decrease disparities in outcomes by gender, race, ethnicity, and disability status
- Improve guidance for program planning
- Improve guidance on job openings