



# ANNUAL REPORT

**Narrative Information on Program Outcomes & Cost Effectiveness and Waivers  
Program Year 2008-2009**

In accordance with the Workforce Investment Act (WIA) the California Employment Development Department has submitted required WIA Title – IB performance and cost data to the U.S. Department of Labor, Employment and Training Administration (ETA) electronically. As required by Training and Employment Guidance Letter 14-00c3, this document provides a narrative summary of California performance and cost data as well as information on waivers and their impact on performance in Program Year 2008-2009.

## **PROGRAM OUTCOMES AND COST EFFECTIVENESS**

During PY 2008, California provided staff-assisted services to more than 180,000 adult customers and about 23,000 youth. Adult services are up over 140 percent compared to PY 2007 figures. Youth services increased about 2.6 percent. Entered Employment for the Adult and Dislocated Worker program, which has been fairly flat over the previous few years, declined significantly. However, the employment retention rates are only slightly lower than the previous two years. Average earnings are consistent with historical trends despite the economic downturn. The historical trend in WIA program employment outcomes is displayed in Table 1.

The dramatic increase in adult service levels is explained by the implementation of the Integrated Service Delivery (ISD) model in 12 of California's Local Workforce Investment Areas (LWIA). Because of the lag in employment outcome data, it will be difficult to fully assess the effect of the ISD model on customer outcomes until the end of PY 2009. However, current data suggests that the decline in entered employments is due to both economic conditions and the change in service design. The ISD model provides a comparable level of service to more customers and more customers are placed in jobs; however, because this is customer coaching rather than a case management service design, more customers may self-select out leading to lower entered employment rates.

In evaluating program results for PY 2008, economic conditions must be considered along with demographics and service design. California led the nation into the current economic downturn, in April 2007, the earliest point in the performance trend for PY 2008, California's unemployment rate was 5.2 percent compared to 4.5 percent for the nation. By September 2008, the end of the last performance quarter for PY 2008, California's unemployment rate was up to 7.8 percent compared to 6.2 percent across the nation. During this same period, California lost about 60,000 jobs.

Following is a discussion of program-specific performance. Most of this discussion is based on statistics for the mainstream (Formula Program) for adults and youth services. Excluding the Governor's discretionary projects provides a more stable database for analysis since outcomes in the Governor's discretionary activities will be more affected over time by changing workforce priorities.

## Adult Services

Adult services are most dramatically affected by the implementation of the ISD model in 12 LWIAs. Of the over 130,000 Adult Program customers served in PY 2008, over 112,000 or 85 percent were served through the Adult Formula Program and 84 percent of the customers in the Adult Formula Program were served in the 12 LWIAs operating in the ISD model. In PY 2006 and PY 2007 these 12 LWIAs only constituted about 30 percent of total customers served in the Adult program.

As shown in Table 2, the ISD model has resulted in a shift in customer demographics but the absolute number of customers served in all risk categories increased dramatically. The percent of customers that are low income or limited English proficiency, had previous conflicts with the law, or less than 9<sup>th</sup> grade proficiency in math or literacy is down. However, in most demographic categories the number of program customers served is up close to 300 percent. In some categories the growth is over 300 percent.

Initial data indicates that this large increase in customers served has been obtained without a significant loss in service levels. The bottom of Table 2 shows the distribution of enrolled customers by services category. Please note that customers are unique in each category, but not across categories. For example, if a customer received Core and Intensive services, that customer is in both the core service count and the intensive service count. In PY 2008, a higher percentage of customers are reported receiving staff-assisted core services, the level of intensive services is comparable to previous years, but the percent of customers receiving training services declined. The training statistic is particularly misleading, the number of customers receiving training through the WIA Adult program increased by about 150 percent.

In this first year, the ISD model demonstrated the ability to reach more customers and provided successful employment outcomes to more people despite poor economic conditions. Customers touched by the Adult program and entering employment are up 27 percent, despite the decline in the actual rate of placement. The cost per customer served is down and the cost per entered employment is down.

## Dislocated Workers

The ISD model had the greatest impact on the Adult Formula program. A number of the LWIAs testing the ISD model took advantage of California's waiver allowing 100 percent transfer between the Adult and Dislocated Worker programs. This supported serving a larger number of customers because of the less complex eligibility requirements in the Adult program.

Customers served in the Dislocated Worker program did increase. Economic conditions demanded it and the ISD model may have supported it. Total clients served went up 95 percent over PY 2007. The Entered Employment rate declined by almost 9 percentage points, but the

number of customers placed decreased by less than one percent. Similar to the Adult program, the six month job retention rate is down slightly, but for Dislocated Workers, the rate remains at over 85 percent. These data are presented in Table 1.

Table 3 displays the customer characteristics for the Dislocated Worker Formula Program. With one exception, the number of customers is up in all demographic categories. The number of customers needing to improve basic skills (Basic Skills Deficient) is down 14.6 percent. No surprise, efficiency improved --the cost per participant declined by 56 percent and the cost per entered employment dropped by nine percent. The program obtained these efficiencies with very little loss in service level. There is little shift in the distribution of services to dislocated workers. The number of workers receiving training grew by 50 percent.

### Youth Services

Because of the special needs of Youth, this service population is outside the ISD model. Consequently, there are not the same dramatic shifts in the data observed in the Adult and Dislocated Worker programs. The State did obtain some improvement in performance outcomes as shown in Table 1. Program efficiency improved slightly, cost per participant is down about three percent and cost per placement in employment or education is down almost six percent compared to virtually no change between PY 2006 and PY 2007. Table 4 displays the trend in Youth program characteristics.

California became a common measures waiver state, because the common measures place stronger emphasis on the Governor's priorities to improve the education and job opportunities for all California youth. The common measures put greater focus on high school retention and completion and improved literacy and math skills for out-of-school youth with less than 9<sup>th</sup> grade skill attainment levels. These new measures are a challenge, but California has shown continuous improvement. In PY 2007, only 52 percent of eligible youth obtained a diploma or occupational skill certificate by program completion. For PY 2008 this rate is up to 70 percent and the absolute number of successful young people increased by 60 percent. California met the State's Youth placed in employment and education goal, but the number of young people placed is almost unchanged over last year, possibly reflecting the difficult employment market. The number of Youth achieving reading and math gains almost doubled and the State exceeded the State's Literacy and Numeracy goal. This is likely the result of both improved measurement and reporting of the outcome measure as well as improved program performance on this measure.

**TABLE 1 - WORKFORCE INVESTMENT ACT PERFORMANCE TRENDS**

**How many clients did we serve?**

	<b>2008</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>	<b>2004</b>	<b>2003</b>
Adult clients that we served	130,700	46,354	46,336	55,503	53,031	67,376
Dislocated Worker that we served	46,304	23,769	25,862	25,068	30,446	35,419
Youth that we served <sup>1</sup>	23,259	22,632	24,632	28,735	30,211	33,336

**Do our clients get jobs?**

	<b>2008</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>	<b>2004</b>	<b>2003</b>
% of Adult clients who got jobs	63.3%	79.1%	79.3%	79.2%	72.3%	72.1%
Total Number	16,502	12,954	13,460	13,901	17,189	20,721
% of Dislocated Worker clients who got jobs	75.5%	84.2%	83.8%	85.5%	80.2%	80.1%
Total Number	9,403	9,479	10,482	10,856	14,692	16,362
% of Adult and Dislocated Worker clients who got jobs	67.2%	81.2%	81.2%	81.8%	75.7%	75.4%
Total Number	25,905	22,433	23,942	24,757	31,881	37,083

% on Public Assistance who got jobs

	58.7%	73.5%	70.3%	72.5%	61.3%	63.8%
Total Number	1,346	1,367	1,731	2,092	2,264	2,977

% of Veterans who got jobs

	62.1%	73.8%	83.7%	77.6%	74.1%	72.9%
Total Number	2,213	2,026	2,148	1,699	3,450	4,068

% of Disabled who got jobs

	56.0%	70.8%	72.7%	75.0%	64.7%	65.4%
Total Number	1,366	1,293	1,464	1,545	2,338	2,707

% of Older Individuals who got jobs<sup>2</sup>

	56.8%	74.6%	74.2%	76.8%	67.1%	68.8%
Total Number	2,898	2,430	2,396	2,437	3,065	3,459

**TABLE 1 - CONTINUED**

**What are our clients earning post-program?**

(Average for two quarters)

	2008	2007	2006	2005	2004	2003
The average earnings of Adult clients	\$16,364	\$16,640	\$15,732	\$11,783	\$10,683	\$10,571
The average earnings of Dislocated Worker clients	\$17,148	\$16,978	\$16,321	\$15,121	\$14,442	\$14,637
% of Adult clients who remained employed	82.2%	84.8%	84.6%	81.5%	83.7%	82.7%
Total Number	13,422	16,759	16,703	15,321	21,103	22,101
% of Dislocated Worker clients who remained employed	85.6%	87.4%	87.9%	86.3%	89.4%	88.3%
Total Number	8,342	8,501	10,112	11,654	14,217	14,439
% of Adult and Dislocated Worker clients who remained employed	83.5%	85.7%	85.8%	83.5%	85.9%	84.8%
Total Number	21,764	25,260	26,815	26,975	35,320	36,540

% on Public Assistance who remained employed	76.5%	78.2%	75.3%	81.6%	80.2%	76.8%
Total Number	1,168	1,218	2,709	1,907	2,565	2,806
% of Veterans who remained employed	80.5%	81.0%	88.8%	84.4%	79.0%	80.7%
Total Number	1,974	2,029	1,732	2,293	3,363	3,591
% of Disabled who remained employed	79.4%	80.3%	78.8%	82.9%	78.4%	81.2%
Total Number	1,138	1,240	1,891	1,654	2,534	2,464
% of Older Individuals who remained employed <sup>2</sup>	80.4%	85.2%	87.8%	86.2%	83.3%	83.5%
Total Number	2,117	2,536	2,823	2,446	3,003	3,041

**TABLE 1 - CONTINUED**

<b>Are we helping our Youth (14 - 21) clients?<sup>1,4</sup></b>	<b>2008</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>	<b>2004</b>	<b>2003</b>
% of clients who attained their diploma or GED	69.8%	51.9%	67.6%	69.0%	63.2%	61.5%
Total Number	6,031	3,768	3,025	3,133	3,471	4,969
% on Public Assistance who attained diploma or GED	65.7%	49.7%	67.4%	68.3%	63.6%	59.6%
Total Number	1,256	939	853	897	1,046	1,598
% Disabled who attained diploma or GED	61.0%	51.7%	70.0%	74.9%	66.2%	70.3%
Total Number	586	608	481	480	518	913

% of clients placed in employment or education	68.8%	66.7%				
Total Number	7700	7,938				
% of basic skills deficient clients obtaining literacy or math gains	44.4%	21.0%				
Total Number	2,016	1,069				

<sup>1</sup>All Youth ages 14-21 combined for Common Measures.

<sup>2</sup>The term Older Individual means an individual age 55 or older.

<sup>3</sup>Based on the average wage per employed client working full-time 172 hours per month.

<sup>4</sup>For PY 2007 and 2008, in accordance with the common measures definition, this measure includes occupational skills certificates.

<sup>5</sup>Cost data has been lagged for one year in order to approximate the lag in Entered Employment statistics.

**TABLE 2 - ADULT PROGRAM DESCRIPTION<sup>1/</sup>**  
*(Formula Program Only)*

	COUNTS AND PERCENT DISTRIBUTION						PERCENT CHANGE PY 2007 to PY 2008
	PY 2006-07		PY 2007-08		PY 2008-09		
<b>Total Customers</b>	<b>23,142</b>		<b>22,594</b>		<b>112,104</b>		<b>396.2%</b>
<b>Demographics<sup>2/</sup></b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	
American Indian/ Alaskan Native	432	1.9%	429	1.9%	2,534	2.3%	490.7%
Asian	2,478	10.7%	2,607	11.5%	9,424	8.4%	261.5%
Black/African American	4,398	19.0%	4,055	17.9%	20,841	18.6%	414.0%
Hawaiian Native/ Other Pacific Islander	292	1.3%	233	1.0%	1,144	1.0%	391.0%
White	6,926	29.9%	7,040	31.2%	40,603	36.2%	476.7%
Ethnicity Hispanic/Latino	9,684	41.8%	9,346	41.4%	44,722	39.9%	378.5%
Veterans	1,203	5.2%	1,246	5.5%	6,136	5.5%	392.5%
Disabled	1,339	5.8%	1,371	6.1%	6,610	5.9%	382.1%
Low Income	14,879	64.3%	14,217	62.9%	54,925	49.0%	286.3%
Limited English	2,395	10.3%	2,297	10.2%	8,414	7.5%	266.3%
Offender	3,064	13.2%	2,870	12.7%	10,443	9.3%	263.9%
Homeless	743	3.2%	694	3.1%	3,591	3.2%	417.4%
Basic Skills Deficient	5,813	25.1%	5,003	22.1%	8,677	7.7%	73.4%
Receiving TANF <sup>3/</sup>	1,958	8.5%	1,845	8.2%	6,646	5.9%	260.2%
Receiving Food Stamps	4,681	20.2%	4,524	20.0%	27,210	24.3%	501.5%
<b>Services<sup>4/</sup></b>							
Core	22,712	46.7%	22,236	48.2%	109,000	59.1%	390.2%
Intensive	17,874	36.7%	17,068	37.0%	64,584	35.0%	278.4%
Training	8,094	16.6%	6,869	14.9%	10,786	5.9%	57.0%
<b>Efficiency</b>							
Cost/Participant	\$4,839		\$4,058		\$1,065		-73.8%
Cost/Entered Employment <sup>5/</sup>			\$11,072		\$7,054		-36.3%

<sup>1/</sup>Excludes Governor's Discretionary Account and Rapid Response Additional Assistance Projects

<sup>2/</sup>Individuals are unique in a single race or ethnic group but may be included in more than one race or ethnicity category. Race and ethnicity is a voluntary reporting item and a customer may assign themselves to more than one group.

<sup>3/</sup>Temporary Assistance to Needy Families (TANF)/California Work Opportunities and Responsibilities to Kids (CalWORKs)

<sup>4/</sup>Customers are unique within a service category but not across service categories. For example, a customer that received both a core and an intensive service is counted in both service categories.

<sup>5/</sup>Cost data has been lagged for one year in order to approximate the lag in Entered Employment statistics.

**TABLE 3. DISLOCATED WORKER PROGRAM DESCRIPTION<sup>1/</sup>**



(Formula Program Only)

	COUNTS AND PERCENT DISTRIBUTION						PERCENT CHANGE PY 2007 to PY 2008
	PY 2006-07		PY 2007-08		PY 2008-09		
<b>Total Customers</b>	<b>16,587</b>		<b>15,910</b>		<b>32,321</b>		<b>103.1%</b>
<b>Demographics<sup>2/</sup></b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	
American Indian/ Alaskan Native	242	1.5%	243	1.5%	590	1.8%	142.8%
Asian	2,475	14.9%	2,410	15.1%	4,875	15.1%	102.3%
Black/African American	2,211	13.3%	1,897	11.9%	2,838	8.8%	49.6%
Hawaiian Native/ Other Pacific Islander	126	0.8%	118	0.7%	321	1.0%	172.0%
White	5,740	34.6%	6,086	38.3%	14,938	46.2%	145.4%
Ethnicity Hispanic/Latino	6,416	38.7%	5,883	37.0%	10,696	33.1%	81.8%
Veterans	1,053	6.3%	1,004	6.3%	1,896	5.9%	88.8%
Disabled	652	3.9%	708	4.5%	1,133	3.5%	60.0%
Low Income	6,261	37.7%	5,552	34.9%	10,834	33.5%	95.1%
Limited English	2,361	14.2%	2,004	12.6%	3,237	10.0%	61.5%
Offender	950	5.7%	883	5.5%	1,737	5.4%	96.7%
Homeless	129	0.8%	89	0.6%	369	1.1%	314.6%
Basic Skills Deficient	4,405	26.6%	3,553	22.3%	3,034	9.4%	-14.6%
Receiving TANF <sup>3/</sup>	227.0	1.4%	175	1.1%	305	0.9%	74.3%
Receiving Food Stamps	1,091.0	6.6%	1,040	6.5%	3,088	9.6%	196.9%
<b>Services<sup>4/</sup></b>							
Core	16,334	46.2%	15,534	46.8%	31,787	52.9%	104.6%
Intensive	13,172	37.2%	12,567	37.8%	20,666	34.4%	64.4%
Training	5,865	16.6%	5,121	15.4%	7,691	12.8%	50.2%
<b>Efficiency</b>							
Cost/Participant	\$5,451		\$5,210		\$2,297		-55.9%
Cost/Entered Employment <sup>5/</sup>			\$11,079		\$10,092		-8.9%

<sup>1/</sup>Excludes Governor's Discretionary Account and Rapid Response Additional Assistance Projects

<sup>2/</sup>Individuals are unique in a single race or ethnic group but may be included in more than one race or ethnicity category. Race and ethnicity is a voluntary reporting item and a customer may assign themselves to more than one group.

<sup>3/</sup>Temporary Assistance to Needy Families (TANF)/California Work Opportunities and Responsibilities to Kids (CalWORKs)

<sup>4/</sup>Customers are unique within a service category but not across service categories. For example, a customer that received both a core and an intensive service is counted in both service categories.

<sup>5/</sup>Cost data has been lagged for one year in order to approximate the lag in Entered Employment statistics.

**TABLE 4. YOUTH PROGRAM DESCRIPTION<sup>1/</sup>**

*(Formula Programs Only)*

	YOUTH PROGRAM					
	PY 2006-07		PY 2007-08		PY 2008-09	
<b>Total Customers</b>	<b>22,838</b>		<b>21,260</b>		<b>22,061</b>	
<b>Demographics<sup>2/</sup></b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
American Indian/ Alaskan Native	377	1.7%	363	1.7%	428	1.9%
Asian	2,076	9.1%	1,864	8.8%	1,749	7.9%
Black/African American	4,761	20.8%	4,455	21.0%	4,605	20.9%
Hawaiian Native/ Other Pacific Islander	235	1.0%	241	1.1%	266	1.2%
White	3,867	16.9%	3,763	17.7%	4,213	19.1%
Ethnicity Hispanic/Latino	12,761	55.9%	11,960	56.3%	12,342	55.9%
Out of School - High School						
Drop Out	4,540	19.9%	4,630	21.8%	5,182	23.5%
Disabled	2,866	12.5%	2,426	11.4%	2,235	10.1%
Limited English	818	3.6%	675	3.2%	754	3.4%
Single Parent	1,794	7.9%	1,838	8.6%	1,883	8.5%
Offender	2,188	9.6%	2,059	9.7%	2,057	9.3%
Homeless	688	3.0%	704	3.3%	853	3.9%
Runaway Youth	173	0.8%	199	0.9%	214	1.0%
Pregnant or Parenting Youth	2,679	11.7%	2,585	12.2%	2,651	12.0%
Basic Skills Deficient	18,044	79.0%	16,674	78.4%	16,798	76.1%
Substance Abuse	817	3.6%	754	3.5%	734	3.3%
Foster Youth	1,638	7.2%	1,514	7.1%	1,356	6.1%
Low Income	22,253	97.4%	20,651	97.1%	21,461	97.3%
Receiving TANF <sup>3/</sup>	4,443	19.5%	3,783	17.8%	3,570	16.2%
Receiving Food Stamps	6,179	27.1%	5,517	26.0%	5,974	27.1%
<b>Efficiency</b>						
Cost/Participant	\$5,025		\$5,012		\$4,860	
Cost/Entered Employment <sup>4/</sup>			\$14,916		\$14,062	

<sup>1/</sup>Excludes Governor's Discretionary Account projects

<sup>2/</sup>Individuals are unique in a single race or ethnic group but may be included in more than one race or ethnicity category. Race and ethnicity is a voluntary reporting item and a customer may assign themselves to more than one group.

<sup>3/</sup>Temporary Assistance to Needy Families (TANF)/California Work Opportunities and Responsibilities to Kids (CalWORKs)

<sup>4/</sup>Cost data has been lagged for one year in order to approximate the lag in Entered Employment statistics.

**Source: Employment Development Department; Job Training Automation System, August 2009**

## **WAIVERS**

In April 2009, the California Workforce Investment Board (State Board) requested a one-year extension of all six (6) of the currently approved waivers included in California's Strategic Two-Year Plan for Title I of the WIA of 1998 and the Wagner-Peyser Act. In addition, an extension was also requested on the common measures waiver approved separately for the period of July 1, 2007 through June 30, 2009. The State Board will be working with the Employment Development Department to develop a methodology for capturing the impact of waivers on performance date. We will look to DOL for further guidance on this issue. Waiver extension requests were as follows:

### Subsequent Eligibility of Training Providers

Continues the suspension of subsequent eligibility certification requirements of WIA Section 122(c) granted during the 2007-2009 Program Years. These requirements are an impediment to the participation of the State's educational system on the Eligible Training Provider List (ETPL). As such, the primary goal in requesting the extension of the waiver is to continue to increase the availability of training and the accountability of training providers so to enhance the customer choice and the use of Individual Training Accounts (ITA).

This waiver encourages broader participation on the ETPL and minimizes the management burden for the local workforce investment areas. In these lean economic times, participation by the Community College system and the Apprenticeship programs is critical to developing the skills of our workforce. Discontinuing this waiver will create an impediment to the workforce system's partnership with education and business and our limit our efforts to train staff in emerging occupations.

Local workforce investment boards (WIB) reported that they were able to add a substantial number of providers to the list. This allowed them to increase the number of providers and programs tailored for demand occupations.

### Youth WIA Dollars to Fund Individual Training Accounts (ITAs) for Older Youth

This waiver of 20 CFR 664.510 was approved in 2003 and has been extended three times, with the latest extension running through June, 2009. This waiver is helping to maximize the service capacity of the One-Stop Career Centers by allowing the use of Youth funds to serve older youth, who are focused on employment, to have the same advantage of ITAs as adult and dislocated workers. Without this waiver, the workforce system would be forced to co-enroll older youth in the adult and dislocated worker programs to provide training opportunities

through the use of ITAs. The continuation of this waiver streamlines customer service and avoids the need for an unnecessarily bureaucratic process.

As a result of this waiver, one of the WIBs was able to increase the development of ITAs by 200%.

#### Use of Local Formula Funds for Incumbent Worker Training WIA Section 134

The waiver of WIA Section 134, originally implemented in November, 2006 allows Local Boards to use up to 50 percent of local formula funds for incumbent worker training, allowing them to respond better to local economic changes and serving employers and their employees who require training. During the national economic down turn, the Local Boards need this flexibility to assist employers retain employees and to provide incumbent workers the opportunity to gain necessary skills to maintain employment. By continuing this waiver, the Local Boards will be able to effectively market incumbent worker training to the private sector, thus expanding partnerships with employers in growth and demand industries. This will reduce the risk of layoffs of employees who need skill upgrades and allow employers to create opportunities for new workers to take the place of existing workers who have moved up the career ladder.

WIBS have reported up to 100% increase in the number of employers who have received Incumbent Worker training. The business services staff market Incumbent Worker training to employers and have found it to be a valuable tool in their arsenal of products.

#### Transferability of Adult and Dislocated Worker Formula Funds WIA 133(b)(4)

The waiver of WIA Section 133(b)(4) was originally approved in October, 2006 authorizing the transfer of up to 50 percent of funds between the Adult and the Dislocated Worker funding streams. That waiver was extended and expanded in the 2007-2009 WIA Plan, allowing transfer of up to 100 percent of those funds between the funding streams. This waiver will continue to provide needed flexibility to Local Boards to respond to changes in their local labor markets and will help ensure that WIA funds are used in a way that maximizes customer service and other demand-driven needs of the business community. The need for this waiver is critical given the current economic shifts occurring in our state.

Finally, the waiver has been especially important for California's efforts toward full integration of the Employment and Training Administration programs. This waiver has eased the paperwork burden at the local level allowing for improved services to more clients. In California's integrated local learning labs, we have enrolled about nine times as many job seekers in program year 2008 compared to the same period in program year 2007. Almost half of those clients have

received a skill development service within 30 days of enrollment. The funding flexibility afforded by this waiver has been critical to this effort.

One WIB reported an improvement to all services. Because they are one of the Learning Labs under the Integrated Services Model they were able to enroll approximately 3,000 people in 2008-2009 in comparison to approximately 500 in 2007-2008. Another transferred 100% of their Dislocated Worker funds to Adult.

### Customized Training Sliding Scale

This waiver of WIA 101(8)(C), implemented in November, 2006 strives to serve small businesses that may find it difficult if not impossible to provide a full 50 percent match. In California, a majority of private sector employment is provided by small businesses. This waiver, along with the waiver of Section 134, will continue to provide a valuable tool to Local Boards in their support of California's small businesses and their employees. The sliding scale for employer match provides the necessary flexibility for small businesses to participate in the WIA customized training program, thereby increasing participation and employment rates for skilled job seekers. Employers benefit from the waiver by having a labor pool with the marketable skills they require.

The flexibility created by this waiver has allowed the business services staff in many of the WIBs to recruit additional small businesses and expect to continue to increase their numbers.

### Common Measures

This waiver of WIA 136(b), implemented in December of 2007, authorizes the State to report the Department of Labor Common Measures instead of the 17 performance measures for the Workforce Investment Act Title 1B programs. The streamlined common measures allow for increased program integration and improved evaluation of employment and training programs.

This waiver simplifies youth accountability and focuses the system on partnership with the education system. The movement to the youth common measures aligns the youth services system with education in an effort to improve basic skills and assure that young people leave our programs with at least a high school diploma or equivalent and the occupational skills necessary to enter the workforce and retain employment.

This waiver has been especially beneficial for those WIBS who are Learning Labs. In some of the WIBS they were able to exceed their Common Measures for youth.