



Workforce Metrics Dashboard Report 2018

AB 2148 Legislative Report

The California Workforce Development Board (State Board) assists the Governor in setting and guiding policy in the area of workforce development. The State Board is responsible for assisting the Governor in performing the duties and responsibilities required by the federal Workforce Innovation and Opportunity Act (WIOA) of 2014. The Board's [Strategic Plan](#) directs its work in providing guidance to the statewide workforce development system.

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Executive Summary

This report was prepared by the California Workforce Development Board (State Workforce Board) pursuant to the requirements of AB 2148 (K. Mullin, Chapter 385, Statutes of 2014), which required the creation of a workforce metrics “dashboard” to present information on participant outcomes for the state’s workforce education and training programs.

As the first dashboard report to be released by the State Workforce Board, this document seeks to establish a baseline for presenting workforce data to a public audience. This document’s production entailed the establishment of new interagency partnerships and data sharing processes which will allow for improved data quality and a greater degree of analysis in future versions of this report.

Purpose of this Report

This report is intended to provide a greater understanding of the programs for which outcome data is presented. It is not intended to provide a direct comparison of programs, and it does not attribute participant outcomes solely to programs.

Report Structure

The Workforce Metrics Dashboard report is divided into five sections. Section I provides an overview of AB 2148, general background information on report data, and a list of data limitations which provide context for understanding the data presented later in the report.

Section II includes short descriptions of the five programs for which outcome data is presented:

- California Community Colleges Career Technical Education
- Department of Industrial Relations-Division of Apprenticeship Standards
- Employment Training Panel
- Trade Adjustment Assistance
- Workforce Investment Act Title I

Section III provides information on the data sources used to compare program-level data and presents statewide labor force data, which is used as a reference for program outcome tables in the following section.

Section IV presents outcome tables for the programs mentioned above, accompanied by a short narrative description.

Sections V and VI provide an overview of program outcome data and describe the State Workforce Board’s ongoing work to augment future iterations of the Workforce Metrics Dashboard.

Program Outcome Data

This report presents outcome data for exiting participants of the five programs listed above for two separate program years, 2013-14 and 2014-15. The outcome data is analyzed using nine metrics: Age Group, Ethnicity, Race, Gender, Veteran Status, Certificate Attainment, Credential Attainment, Degree Attainment, and Industry Sector Employment. Not all programs report data for all metrics (e.g. if a program did not award a certificate to its participants, a Certificate Attainment table is not included for that program). A reference key designed to guide the reader through the report's program outcome tables can be found in Section IV.

While this report seeks to present program outcomes in a clear and non-technical manner, some data limitations should be noted before interpreting the program outcomes presented in Section IV. Most notably, this report relies on data collected by five programs with different data collection processes, and while each program's data was cleaned to create comparable data sets, the variance in data collection methods resulted in some programs being able to provide more robust data sets than others.

Further, outcomes presented in this report should not be interpreted as indicative of a program's effectiveness or the state's return on investment in that program. Each program is designed to serve a specific client population, with some programs serving participants who face significant employment barriers which limit their short-term employment and wage earning potential, while other programs serve participants who enter a given program with a developed set of skills that allow for faster career advancement.

Findings

As noted above, the purpose of this report is to present program outcome data in order to provide policymakers, program managers, and other stakeholders with more detailed information about the state's workforce education and training programs.

While inferences about the value of state investment cannot be drawn from the findings presented in this report, some general trends are discussed in Section V. Generally, outcomes tended to reflect trends that are present in the statewide labor market. For example, males earned more than females in every program, and older workers (age 55+) went on to employment at a lower rate than the program average in every program.

Perhaps the most notable observation across programs was the positive impact of earning a certificate, credential, or degree (definitions for these are provided for each program in Section IV). While this report's analysis is limited in its ability to ascribe causality with a high degree of statistical certainty, program outcomes indicate a correlation between certificate and degree attainment and higher wages and rates of employment—although results varied among programs.

List of Abbreviations

AB	Assembly Bill
ABE	Adult Basic Education
AEFLA	Adult Education and Family Literacy Act
AJCC	America's Job Center of California
ASE	Adult Secondary Education
BLS	United States Bureau of Labor Statistics
CCCCO	California Community Colleges Chancellors Office
CDE	California Department of Education
CTE	Career Technical Education
CWDB	California Workforce Development Board
DIR	California Department of Industrial Relations
DIR-DAS	California Department of Industrial Relations-Division of Apprenticeship Standards
DOL	United States Department of Labor
EDD	California Employment Development Department
EDD-LMID	California Employment Development Department-Labor Market Information Division
ESL	English as a Second Language
ETP	California Employment Training Panel
EWD	Economic and Workforce Development
LWDA	California Labor and Workforce Development Agency
N/A	Not Available
NAICS	North American Industry Classification System
QCEW	Quarterly Census of Employment and Wages
TAA	Trade Adjustment Assistance
TRA	Trade Readjustment Allowance
UCFE	Unemployment Compensation for Federal Employees
UI	Unemployment Insurance
WEDD	Workforce and Economic Development Division
WIA	Workforce Investment Act
WIOA	Workforce Innovation and Opportunity Act

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I. Introduction and Background

In accordance with California Assembly Bill (AB) 2148, (K. Mullin, Chapter 385, Statutes of 2014), which amended Section 14013 of the California Unemployment Insurance Code, the California Workforce Development Board (State Workforce Board) is pleased to present the inaugural workforce metrics dashboard annual report.

Statutory History

AB 2148 was signed by the Governor on September 17, 2014, and tasks the State Workforce Board with the following responsibilities:

Developing a workforce metrics dashboard, to be updated annually, that measures the state's human capital investments in workforce development to better understand the collective impact of these investments on the labor market. The workforce metrics dashboard shall be produced using existing available data and resources that are currently collected and accessible to state agencies. The board shall convene workforce program partners to develop a standardized set of inputs and outputs for the workforce metrics dashboard. The workforce metrics dashboard shall do all of the following:

- (A) Provide a status report on credential attainment, training completion, degree attainment, and participant earnings from workforce education and training programs. The board shall publish and distribute the final report.
- (B) Provide demographic breakdowns, including, to the extent possible, race, ethnicity, age, gender, veteran status, wage and credential or degree outcomes, and information on workforce outcomes in different industry sectors.
- (C) Measure, at a minimum and to the extent feasible with existing resources, the performance of the following workforce programs: community college career technical education, the Employment Training Panel, Title I and Title II of the federal Workforce Investment Act of 1998¹, Trade Adjustment Assistance, and state apprenticeship programs.
- (D) Measure participant earnings in California, and to the extent feasible, in other states. The Employment Development Department shall assist the board by calculating aggregated participant earnings using unemployment insurance wage records, without violating any applicable confidentiality requirements.

¹ Data for WIA Title II (Adult Education) programs was not available for this report because the California Department of Education (CDE) did not have sufficient information to track individuals served by the WIA (now WIOA) Title II program into the labor market. CDE is in the process of updating its data collection processes in order to meet the requirements of this statute for future annual reports.

Purpose of the Statute

The workforce metrics dashboard created by AB 2148 is intended to show state legislators, policymakers, program administrators, and those served by programs how the state's workforce and education programs are performing. A workforce metrics dashboard answers basic questions by using a small number of common metrics to report education and employment outcomes across workforce development programs². Dashboards are designed to be easily understood by policymakers and the general public, who may not be technical experts in methods of program measurement. Some of the basic questions dashboards answer include:

- Do participants complete skills training?
- Do they get jobs?
- How much do they earn?

Report Overview

The workforce metrics dashboard report identifies summary labor market and participant program outcomes, in the aggregate, for individuals who enrolled in the following programs:

- Community college career technical education (CTE) programs;
- Employment Training Panel (ETP) incumbent worker on-the-job training programs;
- Workforce Investment Act (WIA) Title I Adult, Dislocated Worker, and Youth federally funded career services and training programs;
- Trade Adjustment Assistance (TAA) programs for those displaced by a trade-related layoff; and
- State certified apprenticeship programs.

For each of the above programs, the report presents the following information:

- **Description of Services**
- **Description of Participants**
 - Participant definition
 - Participant characteristics
- **Description of Outcomes**
 - Aggregate wage and employment outcomes sorted by demographic characteristics and industry sector of employment;
 - The number of credentials attained, number of participants that completed training, and the overall number of participants by demographic characteristics for each of the programs.

In an effort to use common measures that harmonize state and federal statutorily mandated workforce and education performance reporting requirements, the State Workforce Board and its partners have agreed to utilize Workforce Innovation and Opportunity Act (WIOA) employment and wage metrics to measure participating program outcomes. WIOA, the 2014

² National Skills Coalition. Using Dashboards for State Workforce Planning. February 2015.

federal law that dictates workforce policy, supersedes WIA and has a different set of performance reporting requirements.

The AB 2148 dashboard measures the second and fourth quarter employment rates for individuals who have exited or completed the relevant programs. Similarly, the dashboard also reports second quarter post-exit/completion median earnings, as well as fourth quarter post-exit/completion median earnings. For the purposes of cohort timing with base wage data and Quarterly Census of Employment and Wages data, a measurable program year is defined as: October 1, 201X – September 30, 201X³. An exception exists with the California Community Colleges as the program year spans July 1, 201X – June 30, 201X, due to the timing of the academic year.

This report covers data for two program years: 2013-14 (10/1/12 – 9/30/13) and 2014-15 (10/1/13 – 9/30/14).

Limitations

While this report adheres to the requirements of AB 2148, the findings of this report are limited in their ability to measure the impact of programs due to several factors:

- Employment and wage outcomes do not represent a complete assessment of a program's efficacy. The labor market outcomes of individuals participating in and exiting the programs covered in this report may be attributable to a range of external factors unrelated to a program's content or quality.
- Data presented in this report indicate how a participant fared in the labor market at discrete time periods after program exit and do not capture longer-term outcomes.
- The processes used to collect participant data varied by program, resulting in some inconsistencies in the types of data reported across programs (for example, race/ethnicity data collection). This particular challenge is discussed further in Section III.
- Some programs were unable to produce full data sets for certain demographic variables and therefore these categories had significant totals of participant data labeled as not available (N/A), resulting in a lower degree of certainty as to the true demographic representation of individuals in those categories. This is discussed further in Section III.
- Available program data did not include a spatial component. As a result there is no presentation or analysis of the geographic distribution of participant program outcomes.

³ This differs from the standard State Program Year, which is 07/01/XX – 06/30/XX.

- While participants' skills and education are somewhat embedded into the program in which they participated (e.g. ETP participants were incumbent workers who possessed the skills required to secure their present employment), and outcome data captured whether a participant attained a certificate, credential, or degree from that program prior to program exit, more robust data on participants' past education, training, or work experience was not available.

Given the limitations described above, this report should not be viewed as an apples-to-apples comparison of programs and should not be used to assess the state's return on investment in these programs. Rather, this report is designed to provide policymakers, program managers, and other stakeholders with a general overview of program outcomes.

II. Overview of Dashboard Departments and Programs

The following program descriptions are intended to provide a general understanding of the purpose and design of the five programs for which outcome data is presented in this report. Each program is designed differently, and the distinctions among program designs and populations served are particularly important to consider before reviewing the program outcomes presented in Section IV.

Career Technical Education - California Community Colleges Chancellor's Office

California's Community College system is the largest provider of workforce training in the nation, serving more than two million students across 114 colleges annually. The system offers more than 200 Career Technical Education (CTE) programs, which generally entail a multiyear sequence of courses that integrates core academic knowledge with technical and occupational knowledge, ultimately leading to a pathway to a career and/or further postsecondary education.

California Community Colleges' CTE programs operate under the purview of the Chancellor's Office, which provides strategic direction, oversight, and technical assistance to locally operated programs. Within the Chancellor's Office, the Workforce and Economic Development Division (WEDD) serves as administrator for several state and federal funding streams that support CTE, including:

- Governor's Career Technical Education Pathways Initiative (Senate Bill 1070)
- Carl D. Perkins Career and Technical Education Act of 2006
- Proposition 98 dollars for Apprenticeship, Economic & Workforce Development (EWD) and Career Technical Education

CTE programs are designed to meet the demands of the state's regional labor markets through collaboration among employers, organized labor, local communities, community colleges and other education entities. Seven Regional Consortia guide this collaboration and seek to ensure that CTE programs remain responsive to the workforce needs of businesses and industries in their respective region.

State Certified Apprenticeship Programs - Department of Industrial Relations, Division of Apprenticeship Standards

The Department of Industrial Relations-Division of Apprenticeship Standards (DIR-DAS) oversees the state's apprenticeship system—the largest apprenticeship system in the nation with 76,017 apprentices registered in over 972 programs. DIR-DAS administers California apprenticeship law and enforces apprenticeship standards regarding wages, hours, working conditions, and the specific skills required for state certification. While DIR-DAS does not directly operate apprenticeship programs, it promotes apprenticeship training through the creation of partnerships, consults with program sponsors, and monitors programs to ensure high standards for on-the-job training and supplemental classroom instruction.

Apprenticeship is a proven approach for preparing workers for jobs through progressive skills and wage gains, while meeting the needs of employers. It is an employer-driven, “earn and learn” model that combines on-the-job training, provided by an employer that hires the apprentice, with job-related instruction in curricula tied to the attainment of state skills standards provided by apprenticeship training centers, technical schools, community colleges, and other educational institutions. Apprentices can be new hires, or businesses can select current employees who need skill upgrades to join the apprenticeship program.

Apprenticeship program sponsors establish qualifications to apply for a program, which may include minimum educational attainment, ability to physically perform the essential functions of the job, or other criteria. Based on the selection method used by the sponsor, additional qualification standards – such as aptitude tests, interviews, school grades, or previous work experience – may be included for qualification. The length of an apprenticeship program depends on the complexity of the occupation and the type of program model the sponsor chooses. Apprenticeship programs range in length from six months to six years. After completion of an apprenticeship program, an apprentice earns an industry-recognized credential that is “portable” in that other employers in that industry will recognize its value, and “stackable” in that an apprentice can build on their training to move on to more advanced training and education.⁴

Employment Training Panel

The Employment Training Panel (ETP) provides funding to employers to assist in upgrading the skills of their workers through training that leads to good paying, long-term jobs. The ETP was created in 1982 by the California State Legislature and is funded by California employers through a special payroll tax. The ETP is a funding agency, not a training agency, and all of its contracts are performance-based to promote program success. Businesses determine their own training needs and how to provide training. ETP staff is available to assist in applying for funds, proposal development, and assistance in monitoring the progress of a contract. In general, to qualify for retraining funds a business must demonstrate that the jobs to be retrained are threatened by out-of-state competition.

ETP funds training for two types of workers: new hire trainees and retrainees. New hire trainees are individuals who are unemployed at the start of ETP-funded training and are receiving Unemployment Insurance benefits at the time of hire, or have exhausted their benefits within the previous 24 month period. Workers who have received a layoff notice from their employer are also eligible to become a new hire trainee. Retrainees, who account for 90% of program participants, are currently employed (incumbent) workers who meet one of the following criteria:

⁴ U.S. Department of Labor - [ApprenticeshipUSA Toolkit](#)

- Workers employed full-time for a minimum of 90 days with a single employer, and are participants in the training program;
- Workers who have been employed for less than 90 days with their current employer and have a work history of being employed for at least an average of 20 hours per week for at least 90 days by an ETP eligible employer(s) during the 180 day period preceding their current hire date;
- Workers who were employed less than 90 days prior to the start date of employment with their current employer and were collecting Unemployment Insurance (UI) benefits, or had exhausted their benefits within the previous two years.

Workforce Investment Act – Title I

The Workforce Investment Act of 1998 (WIA) authorized the nation’s federally funded workforce development system and provided funding for “One-Stop” career centers in which employers and jobseekers can access an array of employment and training services. WIA consists of Title I (Adults, Dislocated Workers, and Youth), Title II (Adult Education and Literacy), Title III (Wagner-Peyser), Title IV (Vocational Rehabilitation), and Title V (General Provisions). WIA was superseded by WIOA in 2014, which is structurally similar to its predecessor. This report refers to WIA as opposed to WIOA because WIA was the law under which the relevant programs discussed in this report were operating during the periods reflected in the program data in Section IV. The program descriptions and eligibility criteria included in this section align closely with the same programs under WIOA.

Per the requirements of AB 2148, this report presents outcomes solely for WIA Title I programs. WIA Title I is largely structured around three programs: Adult, Dislocated Worker, and Youth.

⁵The Adult and Dislocated Worker programs provided employment and training services to assist eligible individuals find and qualify for meaningful employment, and to help employers find skilled workers. All adults, 18 years and older, were eligible for core services (see definition below) under the Adult program, priority of service was placed on recipients of public assistance and other low-income individuals. A Dislocated Worker is defined as an individual who:

- Has been terminated or laid off, or has received a notice of termination or layoff from employment;
- Is eligible for or has exhausted Unemployment Insurance benefits;
- Has demonstrated an appropriate attachment to the workforce, but is not eligible for unemployment insurance and unlikely to return to a previous industry or occupation;
- Has been terminated or laid off or received notification of termination or layoff from employment as a result of a permanent closure or substantial layoff;
- Is employed at a facility, where the employer has made the general announcement that the facility will close within 180 days;

⁵ WIA Title I also included smaller programs such as Job Corps, Section 166 (Indian and Native Americans), Section 167 (National Farmworker Jobs Program), which are not discussed in this report.

- Was self-employed (including employment as a farmer, a rancher, or a fisherman) but is unemployed as a result of general economic conditions in the community or because of a natural disaster; or
- Is a displaced homemaker who is no longer supported by another family member.

The WIA Title I Youth program offered services to individuals who met the following eligibility criteria:

- Is not less than age 14 and not more than age 21;
- Is a low-income individual; and
- Is an individual who is one or more of the following:
 - Deficient in basic literacy skills
 - A school dropout
 - Homeless, a runaway, or a foster child
 - Pregnant or a parent
 - An offender
 - An individual who requires additional assistance to complete an educational program, or to secure and hold employment

Services provided under WIA Title I are grouped into three categories:

- **Core services** - includes outreach, job search and employment assistance, and labor market information available to all job seekers
- **Intensive services** - Includes more comprehensive assessments, development of individual employment plans and counseling and career planning
- **Training services** - Customers are linked to job opportunities in their communities, including both occupational training and training in basic skills. Participants use an "individual training account" to select an appropriate training program from a qualified training provider

WIA Title I is implemented by multiple state and local entities:

- The **Labor and Workforce Development Agency (LWDA)** serves as the lead agency on WIA implementation and oversees boards and departments which perform work directly related to workforce development including the Employment Development Department and California Workforce Development Board.
- The **California Workforce Development Board** (State Workforce Board) sets statewide policy for WIA Title I programs, including policy pertaining to Local Workforce Development Board responsibilities and policy directly relevant to the design and operations of the One-Stop job center system.
- The **Employment Development Department (EDD)** performs the majority of statewide administrative and oversight functions required by WIA Title I. Under the LWDA, the State Workforce Board and EDD collaborate closely to implement the Governor's vision for the state's workforce system.

- **Local Workforce Development Boards** (Local Boards) ensure the provision and coordination of WIA Title I services in the state's 45 designated Local Workforce Development Areas.⁶ Each Local Board develops service strategies designed to correspond to the socioeconomic conditions, demographics, and regional labor market of their respective Local Area. Local Boards also appoint and provide oversight for One-Stop career center operators and select eligible organizations to provide services for youth and adults.
- **America's Job Centers of CaliforniaSM** (AJCCs), referred to alternately as "One-Stop career centers," function as the physical locations from which job seekers can access WIA Title I services. AJCCs offer training referrals, career counseling, job listings, and similar employment-related services.

Trade Adjustment Assistance - Employment Development Department

The Trade Adjustment Assistance (TAA) program is a federal program administered by the U.S. Department of Labor (DOL) and, at the state level, by the EDD. The TAA program was established under the Trade Act of 1974 to provide assistance to workers who are laid off as a result of increased imports or a shift in production to a foreign country. The program provides eligible workers with a Trade Readjustment Allowance (TRA) during periods of unemployment and assists workers in regaining satisfactory employment through the use of employment services, classroom and/or on-the-job training, job search assistance, and relocation allowances.

To qualify for the program, a petition must be filed to the DOL by or on behalf of a group of affected workers. If the DOL determines the petition to be valid, it will issue a certification of eligibility so that employees who have been laid off or had their hours reduced may apply for assistance from the TAA program. Workers who are part of a group whose petition has been certified must contact their local EDD office to apply for the program. EDD then determines if the worker is covered by the certification, and whether basic qualifying requirements have been met. Basic qualifying requirements are:

- The worker must have been laid off for lack of work on or after the impact date and before the termination date of the certification.
- The worker must have had weekly wages of \$30 or more in adversely affected employment in at least 26 of the previous 52 weeks, ending with the week of the worker's separation.

⁶ During the time period covered by this report, there were 49 Local Workforce Development Areas. Four subsequent Local Area mergers have brought the total to 45 as of the date of this report's release.

Workforce Investment Act – Title II - California Department of Education

The federal Adult Education and Family Literacy Act (AEFLA), enacted as Title II of the Workforce Investment Act, provides federal funding to supplement adult education programs in both public and private non-profit institutions. These funds supplement Adult Basic Education (ABE), English as a Second Language (ESL), and Adult Secondary Education (ASE) programs.

Data for WIA Title II Adult Education programs was not available for this report because the California Department of Education (CDE) did not have sufficient information to track individuals served by WIA (now WIOA) Title II program into the labor market. The CDE is in the process of updating its data collection processes in order to meet the requirements of AB 2148 for future annual reports.

III. Background on Program Data Types

This report presents program and labor market outcomes for individuals who received services, training, or education through the participating programs. The term “program exit” is used in this report to delineate the time period in which a program participant was receiving services from the period in which they ended receipt of service, regardless of whether the participant's receipt of services ended because they completed the program's full curriculum or exited for another reason. Participants' labor market outcomes were tracked at the second and fourth quarter after that program exit date.

Because the programs discussed in this report vary in the timing of when participants generally exited their respective program, common exit windows for all programs were established for this report to establish time periods which could be used to frame the results of concurrent program cohorts. This was done by matching program participant data with EDD wage data and Quarterly Census of Employment and Wages data.

The Quarterly Census of Employment and Wages (QCEW) Program is a federal/state cooperative program between the U.S. Department of Labor's Bureau of Labor Statistics (BLS) and the EDD's Labor Market Information Division (LMID). The QCEW program produces a comprehensive tabulation of employment and wage information for workers covered by California Unemployment Insurance laws and federal workers covered by the Unemployment Compensation for Federal Employees (UCFE) program.

The QCEW program serves as a near census of monthly employment and quarterly wage information by 6-digit industry codes from the North American Industry Classification System (NAICS) at the national, state, and county levels. At the national level, the QCEW program publishes employment and wage data for nearly every NAICS industry. At the state and local level, the QCEW program publishes employment and wage data down to the 6-digit NAICS industry level, if disclosure restrictions are met.

Note about LMID-provided data

All data tables that follow were based on information aggregated and provided to the State Workforce Board by EDD's LMID. The tables were not altered unless specifically noted in the accompanying narrative; however additional analyses were conducted by the State Board based on LMID-provided information, and the aggregated program outcome tables provided by LMID were reformatted and relabeled to improve the clarity with which outcome data is presented. LMID policy dictates the following note be included in the presentation of their provided data:

The authorized release of workforce summary data by the California Employment Development Department, Labor Market Information Division should not be construed as an endorsement of any analyses, interpretations, or conclusions reached by the author(s).

Statewide Working Age Population and Labor Force Tables

To create a basis for comparison with the program-level demographic data presented in Section IV, Tables 1-6 below present data collected from the BLS's Current Population Survey on the statewide working age and labor force populations.⁷ There are some inherent challenges in using this approach due to the lack of consistent definitions around the collection of race and ethnicity data and the self-reported nature of data collection. The methodology for addressing these issues is discussed below.

Table 1: Statewide Race by Population and Labor Force, Program 2013-14 and 2014-15

Program Year	Race	Working Age Population	% Working Age Population	Labor Force Population	% Labor Force Population
2012-2013	American Indian/Alaskan Native	455,000	1.5%	274,000	1.5%
	Asian	4,285,000	14.5%	2,771,000	14.8%
	Black/African American	1,878,000	6.3%	1,064,000	5.7%
	Native Hawaiian/Pacific Islander	278,000	0.9%	208,000	1.1%
	White	21,969,000	74.3%	13,917,000	74.4%
	Multirace	721,000	2.4%	465,000	2.5%
	Total	29,586,000	100%	18,699,000	100%
2013-2014	American Indian/Alaskan Native	389,000	1.3%	234,000	1.2%
	Asian	4,320,000	14.4%	2,696,000	14.4%
	Black/African American	1,896,000	6.3%	1,097,000	5.9%
	Native Hawaiian/Pacific Islander	254,000	0.8%	178,000	1.0%
	White	22,320,000	74.6%	14,028,000	74.9%
	Multirace	741,000	2.5%	497,000	2.7%
	Total	29,919,000	100%	18,729,000	100%

Source: U.S. Bureau of Labor Statistics (BLS)

⁷ This data, while approximated, aligns closely with data in other surveys such as the Census Bureau's American Community Survey. More information on BLS's Current Population Survey can be found at <https://www.census.gov/programs-surveys/cps>

The statewide race data in Table 1 were compared to participants' self-identified race in order to determine how each program's share of participants compared to the statewide working age and labor force population. For some programs and groups, the data in Table 1 could not be directly compared to program-level race data because direct comparison groups did not exist for any of the five programs covered in this report.

In particular, the White category was not used for comparison to program data because it does not disaggregate Hispanic/Latino whites from non-Hispanic/Latino whites and therefore did not offer a comparable population share relative to the race data collected by each program. Program data indicate a significant share of participants identified as "Hispanic/Latino"—an ethnicity category— but elected not to identify under one of the available race categories. Hispanic/Latino is generally not considered a race by demographers; however polling research on U.S. Census respondents indicates differing interpretations among those who identify as Hispanic/Latino as to whether this descriptor pertains to their race or ethnicity.⁸

Depending on a program's available data, participant outcomes by race and ethnicity are presented using one of two methods. For the CCCC, DAS, and ETP programs, a combined Race/Ethnicity table is presented which includes totals for individuals by various race categories (e.g. Black/African American, Asian, etc.) alongside a "Hispanic/Latino Only" group consisting of individuals who identified only as Hispanic/Latino, an ethnicity category.

For the TAA and WIA⁹ programs, this same table is presented in addition to an Ethnicity-only table, which includes totals for all individuals who identified as Hispanic/Latino regardless of whether they also identified under a race category. Due to data constraints, the creation of an Ethnicity-only table was possible for only the TAA and WIA programs. Programs for which only a combined Race/Ethnicity table is presented may not fully capture the number of participants who identified as Hispanic/Latino because this method does not allow for the counting of individuals who identified as Hispanic/Latino for their ethnicity but identified as a different category for their race.

Table 2 presents statewide ethnicity data as a comparison group for the Hispanic/Latino group in each program.

⁸ Pew Research. [Is being Hispanic a matter of race, ethnicity or both?](#)

⁹ CCCC also provided an ethnicity dataset; however the "Hispanic/Latino" totals in the ethnicity table were identical to the "Hispanic/Latino" totals in the combined race/ethnicity table.

Table 2: Statewide Ethnicity by Population and Labor Force, Program Years 2013-14 and 2014-15

Program Year	Ethnicity	Working Age Population	% Working Age Population	Labor Force Population	% Labor Force Population
2013-2014	Hispanic/Latino	10,368,000	35.0%	6,797,000	36.3%
	White (Non-Hispanic/Latino)	11,601,000	39.2%	7,120,000	38.1%
2014-2015	Hispanic/Latino	10,503,000	35.1%	6,874,000	36.7%
	White (Non-Hispanic/Latino)	11,817,000	39.5%	7,154,000	38.2%

Source: BLS

White Non-Hispanic totals in Table 2 were established by calculating the difference of the white population totals in Table 1 from the Hispanic/Latino totals in Table 2. This method necessarily assumes that 100% of Hispanic/Latinos were counted within the white category in Table 1, which is unlikely; however in the absence of a statewide dataset that includes a "Hispanic/Latino only" race category, this method provides the closest statewide population analogues for the non-Hispanic white and Hispanic/Latino categories.

BLS Population Survey data was also used to compare statewide workers' age and labor data based on gender (Table 3), age range (Table 4), and veterans status (Table 5). Table 6 compiles data on industry sector employment and average quarterly wages at the NAICS 6-digit industry level (explained further on page 21).

Table 3: Statewide Gender by Population and Labor Force, Program Years 2013-14 and 2014-15

Program Year	Gender	Working Age Population	% Working Age Population	Labor Force Population	% Labor Force Population
2013-2014	Male	14,459,000	49%	10,241,000	54.8%
	Female	15,127,000	51%	8,457,000	45.2%
	Total	29,586,000	100%	18,699,000	100%
2014-2015	Male	14,626,000	49%	10,184,000	54.4%
	Female	15,293,000	51%	8,546,000	45.6%
	Total	29,919,000	100%	18,729,000	100%

Source: BLS

Table 4: Statewide Age Range by Population and Labor Force, Program Years 2013-14 and 2014-15

Program Year	Age Range	Working Age Population	% Working Age Population	Labor Force Population	% Labor Force Population
2013-2014	Under 25	5,072,000	17.1%	2,534,000	13.6%
	25-54	15,510,000	52.4%	12,408,000	66.4%
	55 and Older	9,004,000	30.4%	3,757,000	20.1%
	Total	29,586,000	100%	18,699,000	100%
2014-2015	Under 25	5,101,000	17.0%	2,545,000	13.6%
	25-54	15,558,000	52.0%	12,341,000	65.9%
	55 and Older	9,260,000	31.0%	3,843,000	20.5%
	Total	29,919,000	100%	18,729,000	100%

Source: BLS

Table 5: Statewide Veterans by Population and Labor Force, Program Years 2013-14 and 2014-15

Program Year	Veteran	Working Age Population	% Working Age Population	Labor Force Population	% Labor Force Population
2013-2014	Yes	1,791,000	6.2%	866,000	4.8%
	No	27,201,000	93.8%	17,684,000	95.2%
	Total	28,992,000	100%	18,570,000	100%
2014-2015	Yes	1,812,000	6.2%	871,000	4.7%
	No	27,512,000	93.8%	17,681,000	95.3%
	Total	29,324,000	100%	18,551,000	100%

Source: BLS

Table 6: Statewide Labor Force by Industry, Program Years 2013-14 and 2014-15

Program Year	Industry	Total Employment	% Labor Force	Average Quarterly Wage
2013-2014	Agriculture, Forestry, Fishing and Hunting	386,000	2.1%	\$7,197
	Mining	55,000	0.3%	\$10,339
	Utilities	143,000	0.8%	\$18,296
	Construction	1,203,000	6.5%	\$7,338
	Manufacturing	1,821,000	9.9%	\$15,365
	Wholesale Trade	511,000	2.8%	\$21,012
	Retail Trade	2,002,000	10.9%	\$4,747
	Transportation & Warehousing	720,000	3.9%	\$8,957
	Information	521,000	2.8%	\$28,997
	Finance and Insurance	778,000	4.2%	\$15,065
	Real Estate & Rental & Leasing	449,000	2.4%	\$7,368
	Professional, Scientific, & Technical Skills	1,458,000	7.9%	\$17,761
	Management of Companies and Enterprises	N/A		
	Admin & Support & Waste Mgmt & Remediation	1,084,000	5.9%	\$8,527
	Educational Services	1,595,000	8.6%	\$9,978
	Health Care & Social Assistance	2,192,000	11.9%	\$10,466
	Arts, Entertainment, and Recreation	537,000	2.9%	\$10,369
	Accommodation & Food Services	1,269,000	6.9%	\$5,300
	Other Services	948,000	5.1%	\$5,479
	Non-Classified	N/A		
	Government	788,000	4.2%	\$11,550
	Wages with No NAICS	N/A		
	Total	18,450,000	100%	\$11,786

Program Year	Industry	Total Employment	% Labor Force	Average Quarterly Wage
2014-2015	Agriculture, Forestry, Fishing and Hunting	374,000	2.0%	\$7,836
	Mining	60,000	0.3%	\$9,954
	Utilities	152,000	0.8%	\$17,050
	Construction	1,199,000	6.5%	\$7,860
	Manufacturing	1,755,000	9.5%	\$16,674
	Wholesale Trade	494,000	2.7%	\$23,085
	Retail Trade	2,091,000	11.3%	\$4,653
	Transportation & Warehousing	769,000	4.2%	\$8,893
	Information	545,000	3.0%	\$29,469
	Finance and Insurance	717,000	3.9%	\$17,027
	Real Estate & Rental & Leasing	435,000	2.4%	\$8,196
	Professional, Scientific, & Technical Skills	1,506,000	8.2%	\$18,651
	Management of Companies and Enterprises	N/A		
	Admin & Support & Waste Mgmt & Remediation	1,087,000	5.9%	\$8,777
	Educational Services	1,570,000	8.5%	\$10,651
	Health Care & Social Assistance	2,069,000	11.2%	\$11,433
	Arts, Entertainment, and Recreation	511,000	2.8%	\$7,649
	Accommodation & Food Services	1,344,000	7.3%	\$5,397
	Other Services	983,000	5.3%	\$5,163
	Non-Classified	N/A		
	Government	796,000	4.3%	\$11,692
	Wages with No NAICS	N/A		
	Total	18,457,000	100%	\$12,276

Source: BLS, EDD-LMID

Table 6 includes a category labeled "Wages with No NAICS." The addition of thousands of new establishments per month, coupled with limited available resources to classify these new establishments in time to ascribe an existing NAICS code to them, affects the number of establishments that can be reviewed within a quarter. This results in a rolling tally of un-coded (no NAICS) establishments every quarter. Additionally, industry employment data does not count individuals who are self-employed.

While the program data in Section IV includes "Quarterly Median Wages," that metric was not available for industry sectors at the state level. However, LMID was able to provide total industry wages by program year, which was used to calculate each sector's average quarterly wage. While a median wage is the middle wage earned among all wage earners, an average wage takes into account the wages of all earners in an industry sector and is therefore more susceptible to extreme values at the high and low ends of the earnings spectrum.¹⁰

¹⁰ United States Social Security Administration [Measures Of Central Tendency For Wage Data](#)

Comparisons made between median wage and average wage are inexact but provide a useful point of reference for understanding post-exit earnings data.

Program-Level Percent Share Data, Methodology, and Terminology

The majority of AB 2148 programs provided datasets that included participants without ascribed demographic characteristics in some categories, which were represented with an "N/A" category in the aggregated data tables. While the "N/A" total was calculated as a percent share of each program's participant population in each program's outcome table, the inclusion of the "N/A" category prevents the direct comparison of the percent share data found in many data tables to the data found in the corresponding statewide data table because statewide labor force data does not include an "N/A" category in any demographic table.

As a workaround, this report extrapolates the percent share data of participants for whom data was available. This was done by removing "N/A" participants from the total participant count and calculating percent shares among the remaining number of participants. This method increases the margin of error in affected program analyses because it cannot be assumed that the ratio of individuals in a given "N/A" group was identical to the ratio of individuals who did provide data for that demographic category; however this method makes a comparison possible that could not be made otherwise. Calculations made to adjust percent shares presented in program outcome tables in order to allow for such comparisons are not included in this report.

The terms "overrepresented" and "underrepresented" are used in this report to describe the relationship between the demographic distributions of individuals within a program relative to the demographic distributions of individuals in the state labor force. This comparison is made throughout the report in order to provide a frame of reference for understanding program-level data within the context of the wider labor force.

However, the demographics of particular programs should not necessarily be expected to match those of the statewide labor force due to the nature of those programs and the populations they are designed to serve. WIA, for example, is generally intended to serve populations facing barriers to employment (e.g. individuals who are homeless, formerly incarcerated, etc.). Low-income populations and communities of color disproportionately experience these types of barriers and should therefore be expected to account for a higher share of WIA participants relative to those populations' share of the larger labor force due to WIA's intended purpose to serve barriered populations.

Program-wide percentages were provided to the 12th decimal place in LMID aggregate tables; however the tabular data presented in this report provide these percentages to only one decimal place. This occasionally gives the appearance of small rounding errors for some values presented; however small differences (+/- 0.1) are attributable to analyses performed using unrounded values.

IV. Program Outcomes

This section includes an analysis of program outcomes by the variables listed in the tables in the preceding section. **Unless specifically noted in the analysis text, median wages and rates of program participants who were employed after program exit refer to outcomes four quarters after program exit.** To provide additional context to program outcomes, this section references percent change comparisons among particular participant groups relative to one another or relative to program and statewide averages or medians. Tables containing percent change data are not included in this report to maintain brevity; however they can be provided upon request by contacting the State Board via the contact information provided at the outset of this report.

Reading the Data Tables

A sample table annotated with an explanation of each outcome metric is included below to assist in the interpretation of program outcome tables.

				2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date ⑧			
Program Year	Age Range ①	# Participants ②	% Share Participants ③	# Earning Wages ④	% Wage Earners ⑤	% Participants Earning Wages ⑥	Quarterly Median Wage ⑦	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Under 25	794	14.0%	528	12.8%	66.5%	\$10,855	547	13.1%	68.9%	\$10,269
	25 - 54	4,789	84.4%	3,556	85.9%	74.3%	\$17,842	3,584	85.7%	74.8%	\$18,425
	55 and Older	93	1.6%	54	1.3%	58.1%	\$15,853	53	1.3%	57.0%	\$16,053
Total		5,676	100%	4,138	100%	72.9%	\$17,295	4,184	100%	73.7%	\$17,878
2014-2015	Under 25	745	13.4%	581	13.2%	78.0%	\$15,386	564	12.8%	75.7%	\$15,812
	25 - 54	4,726	85.2%	3,756	85.6%	79.5%	\$18,778	3,777	86.0%	79.9%	\$19,888
	55 and Older	77	1.4%	51	1.2%	66.2%	\$15,065	49	1.1%	63.6%	\$17,669
Total		5,548	100%	4,388	100%	79.1%	\$18,059	4,390	100%	79.1%	\$19,156

Sample data table

1. Variable/demographic group for which program outcome data is being presented in the table
2. Number of individuals in a respective demographic group who participated in the program, regardless of whether they went on to complete the program or earn wages after exit
3. Percent share of participants within the program who were part of the corresponding demographic group
4. Number of participants who went on to earn wages following their exit from the program
5. Percent share of each demographic group among all individuals in the program who earned wages
6. Percentage of participants from the corresponding demographic group who earned post-exit wages
7. Median wage among individuals who earned post-exit wages
8. Time period after program exit covered by the data presented in the columns below; the majority of references to program outcomes in this section's text refer to outcomes four quarters after exit

California Community Colleges Chancellor's Office

Participant Definition – The CCCC defines a CTE student as any student in a given academic year who completed at least one higher level CTE course defined as ‘clearly occupational’, ‘advanced occupation’ or ‘apprenticeship’.

Participant Characteristics - Overall first-time entering CTE students are older with an average age of about 27 compared to about 20 for the overall first time community college student population.

Exit Definition - Because the Chancellor's Office Management Information System does not have exact program entry and exit dates, the date of program exit is the last day of the final academic year in which they were enrolled (June 30). Exiting students were those students who were no longer enrolled in the California Community College system in the following academic year. Exiting students also include:

- Completers: Students who earned a locally-issued certificate, Chancellor's Office approved certificate, associate's degree, and/or California Community College bachelor's degree
- Skills-Builders: Students who completed at least 0.5 units of higher level CTE and passed all CTE coursework in the given academic year, but did not earn an award ¹¹

Exit Dates – End of academic calendar year (June 30)

Description of Outcomes

CCCCO's CTE programs served 230,765 and 228,299 participants in Program Years 2013-14 and 2014-15, respectively. Participants went on to employment four quarters after exit at a rate of 65.9% in Program Year (PY) 13-14 and 66.4% the following year. Those who were earning wages after exit had a median quarterly wage of \$7,799 in PY 13-14 and were slightly lower at \$7,725 in PY 14-15.

¹¹ Per CCCC, research has found skills-builder students to be experienced workers who take a limited number of community college courses to maintain and add to skillsets required for ongoing employment and career advancement but who do not obtain a degree/certificate.

Table 7: CCCC Race/Ethnicity

Program Year	Race/Ethnicity	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013 -2014	Asian	30,707	13.3%	19,019	12.9%	61.9%	\$7,916	13.1%	13.1%	64.7%	\$8,596
	Black or African American	18,618	8.1%	10,507	7.1%	56.4%	\$6,172	7.1%	7.1%	58.2%	\$6,505
	Hispanic/Latino Only	56,150	24.3%	39,355	26.7%	70.1%	\$6,226	26.8%	26.8%	72.4%	\$6,819
	Native Indian or Alaskan Native	2,705	1.2%	1,656	1.1%	61.2%	\$6,384	1.1%	1.1%	61.6%	\$7,198
	Native Hawaiian or Other Pacific Islander	1,446	0.6%	895	0.6%	61.9%	\$7,027	0.6%	0.6%	64.1%	\$7,685
	Multi-Race	9,255	4.0%	5,373	3.6%	58.1%	\$5,322	3.7%	3.7%	60.9%	\$5,878
	White (Non-Hispanic)	100,368	43.5%	62,972	42.8%	62.7%	\$7,765	42.5%	42.5%	64.4%	\$8,527
	N/A	11,516	5.0%	7,494	5.1%	65.1%	\$11,093	5.1%	5.1%	67.3%	\$11,851
Total		230,765	100%	147,271	100%	63.8%	\$7,137	100%	100%	65.9%	\$7,799
2014 -2015	Asian	30,563	13.4%	19,004	13.0%	62.2%	\$7,855	13.2%	13.2%	65.5%	\$8,764
	Black or African American	18,843	8.3%	10,716	7.3%	56.9%	\$5,834	7.3%	7.3%	59.1%	\$6,342
	Hispanic/Latino Only	56,862	24.9%	40,335	27.5%	70.9%	\$6,115	27.4%	27.4%	72.9%	\$6,857
	Native Indian or Alaskan Native	2,778	1.2%	1,708	1.2%	61.5%	\$6,466	1.1%	1.2%	64.8%	\$6,991
	Native Hawaiian or Other Pacific Islander	1,371	0.6%	869	0.6%	63.4%	\$6,984	0.6%	0.6%	64.8%	\$8,149
	Multi-Race	10,337	4.5%	6,255	4.3%	60.5%	\$5,348	4.3%	4.3%	62.9%	\$6,112
	White (Non-Hispanic)	98,457	43.1%	61,432	41.9%	62.4%	\$7,428	41.8%	41.8%	64.4%	\$8,385
	N/A	9,088	4.0%	6,148	4.2%	67.6%	\$12,519	4.2%	4.2%	69.5%	\$12,927
Total		228,299	100%	146,467	100%	64.2%	\$6,902	100%	100%	66.4%	\$7,725

Information provided by CCCC indicates that CTE participants were able to select from 21 race/ethnicity categories, which were condensed into seven race/ethnicity categories and a Multi-Race category for individuals who selected more than one race.¹² While information provided by CCCC indicated that participants' ethnicity was collected as a separate data point from participants' race, the total number of individuals who identified their race as "Hispanic/Latino" was identical to the number of participants who identified their ethnicity as "Hispanic/Latino," therefore totals for that category are provided above in a combined race/ethnicity table. Race/Ethnicity data was not available for about five percent of participants in both program years.

Relative to the share of Hispanic/Latino individuals in the statewide labor force (Table 2), this group was the most underrepresented among racial/ethnic groups in each program year (roughly 11 percentage points in both program years)—no other group was underrepresented

¹² Individuals who identified as Hispanic/Latino and one other race category would have been assigned to their non-Hispanic/Latino race selection in a race-only table and counted as Hispanic/Latino in a separate ethnicity table (the same method used for the TAA and WIA programs); however no participants in either program year met this criteria. It is unclear whether this was due to an actual anomaly in how CCCC CTE participants identify their race/ethnicity, a data aggregation error, or variance in how race/ethnicity data was collected among CTE programs.

by more than two percentage points in either program year. Non-Hispanic whites were the most overrepresented group in both program years, accounting for about a seven percent higher share of participants than the statewide average in each program year.

While the Hispanic/Latino group was the most underrepresented, this group had the highest rate of participants who went on to employment four quarters after program exit in each program year, exceeding the program-wide average by about 6.5 percentage points in each program year. The Black/African American group had the lowest rate of post-exit employment in both program years (58.2% and 59.1% in PYs 13-14 and 14-15, respectively), trailing the program-wide average by about seven percent in each program year.

Individuals for which race/ethnicity data was not available had the highest post-exit median wage by a significant margin, earning a median wage 55.4% and 81.4% more than the program-wide median in PYs 13-14 and 14-15, respectively. Per the CCCCCO, this group's higher earnings totals may be attributable to anomalous data from a small number of districts. Individuals in the Multi-Race group had the lowest post-exit median wage in each program year.

Table 8: CCCCCO Gender

Program Year	Gender	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Female	108,837	47.2%	69,073	46.9%	63.5%	\$6,062	70,631	46.5%	64.9%	\$6,477
	Male	119,598	51.8%	76,806	52.2%	64.2%	\$8,446	79,862	52.6%	66.8%	\$9,361
	N/A	2,330	1.0%	1,392	0.9%	59.7%	\$8,679	1,472	1.0%	63.2%	\$8,899
	Total	230,765	100%	147,271	100%	63.8%	\$7,137	151,965	100%	65.9%	\$7,799
2014-2015	Female	107,733	47.2%	69,030	47.1%	64.1%	\$6,059	71,254	47.0%	66.1%	\$6,631
	Male	118,080	51.7%	75,897	51.8%	64.3%	\$7,914	78,698	51.9%	66.6%	\$8,988
	N/A	2,486	1.1%	1,540	1.1%	61.9%	\$8,786	1,584	1.0%	63.7%	\$9,563
	Total	228,299	100%	148,838	100%	65.2%	\$7,009	150,666	100%	66.0%	\$7,316

For both program years, gender information was not available for about one percent of participants in CCCCCO's CTE program. While males accounted for a majority of participants in each program year, relative to the statewide workforce (Table 3), females were overrepresented by about two percentage points both years among participants with available gender information. Male and female participants went on to employment at a similar rate after program exit; however females earned a median wage roughly 25% less than males in both years.

Table 9: CCCC Age Groups

Program Year	Age Range	# Participants	% Share Participant	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Under 25	84,062	36.4%	49,417	33.6%	58.8%	\$3,913	53,510	35.5%	63.2%	\$4,642
	25-54	134,296	58.2%	91,537	62.2%	68.2%	\$10,249	92,579	60.9%	68.9%	\$11,0127
	55 and Older	12,406	5.4%	6,317	4.3%	50.9%	\$11,157	6,236	4.1%	50.3%	\$11,254
	N/A	1	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Total	230,765	100%	147,271	100%	63.8%	\$7,137	151,965	100%	65.9%	\$7,799
2014-2015	Under 25	84,380	37.0%	34,7%	34.7%	60.2%	\$4,069	54,541	36.0%	64.6%	\$4,844
	25-54	131,035	57.4%	61.0%	61.0%	68.1%	\$9,722	90,689	59.8%	69.2%	\$10,712
	55 and Older	12,883	5.6%	4.4%	4.4%	49.6%	\$10,206	6,305	4.2%	48.9%	\$10,521
	N/A	1	0.0%	N/A	N/A	N/A	N/A	1	0.0	100.0	****
	Total	228,299	100%	146,467	100%	64.2%	\$6,902	151,536	100%	66.4%	\$7,725

Participants in the Under 25 group were overrepresented relative to the statewide labor force (Table 4) by roughly 23 percentage points in each program year, while those in the 25-54 age group were underrepresented by about eight percentage points in each program year, and those in the 55 and Older group were underrepresented by about 15 percentage points in each year. These numbers are unsurprising given that younger people are generally more likely to seek education and training as a way to begin and advance their career. Those in the 25-54 group were employed at the highest rate—roughly 69% in both program years—while those in the 55 and Older group had the lowest rate of post-exit employment—about 50% in each program year. The median post-exit wage for individuals in the Under 25 group was less than half of what the 25-54 and 55 and Older groups earned in each program year. The Under 25 Group, however, was the only group that had an increase in median quarterly wage from PY 13-14 to PY 14-15, which may have been at least partially attributable to the \$1 statewide minimum wage increase that took effect on July 1, 2014.

Table 10: CCCC Veterans

Program Year	Veteran	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Yes	8,046	3.5%	4,039	2.7%	50.2%	\$10,290	4,103	2.7%	51.0%	\$11,143
	No	35,548	15.4%	22,823	15.5%	64.2%	\$7,112	23,718	15.6%	66.7%	\$7,581
	N/A	187,171	81.1%	120,409	81.8%	64.3%	\$7,057	124,144	81.7%	66.3%	\$7,749
Total		230,765	100%	147,271	100%	63.8%	\$7,137	151,965	100%	65.9%	\$7,799
2014-2015	Yes	9,668	4.2%	4,773	3.3%	49.4%	\$8,552	4,863	3.2%	50.3%	\$9,797
	No	43,486	19.0%	28,351	19.4%	65.2%	\$7,267	29,572	19.5%	68.0%	\$8,154
	N/A	175,145	76.7%	113,343	77.4%	64.7%	\$6,758	117,101	77.3%	66.9%	\$7,554
Total		228,299	100%	146,467	100%	64.2%	\$6,902	151,536	100%	66.4%	\$7,725

Veterans accounted for 3.5 percent and 4.2 percent of CCCC CO CTE participants, in PYs 13-14 and 14-15, respectively, which represent shares 1.3 and 0.5 percentage points less than the share of veterans in the statewide labor force (Table 5). Veterans were less likely to be earning wages after program exit compared to non-veterans, with the percent of veteran earners 15.7 and 17.7 percentage points lower than non-veterans in PYs 13-14 and 14-15. Among participants who went on to employment, veterans had a median quarterly wage \$3,149 (43.2%) and \$1,414 (18.2%) higher than non-veterans in each program year.

CCCCO notes that improved reporting procedures have been enacted which will provide more complete information on participants' veteran status in future program years.

Table 11: CCCC CO Certificate Attainment

Program Year	Certificate	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	No	212,691	92.2%	134,918	91.6%	63.4%	\$7,098	139,114	91.5%	65.4%	\$7,737
	Yes	18,074	7.8%	12,353	8.4%	68.3%	\$7,505	12,851	8.5%	71.1%	\$8,536
Total		230,765	100%	147,271	100%	63.8%	\$7,137	151,965	100%	65.9%	\$7,799
2014-2015	No	209,000	91.5%	133,287	91.0%	63.8%	\$6,864	137,686	90.9%	65.9%	\$7,668
	Yes	19,299	8.5%	13,180	9.0%	68.3%	\$7,267	13,850	9.1%	71.8%	\$8,355
Total		228,299	100%	146,467	100%	64.2%	\$6,902	151,536	100%	66.4%	\$7,725

California Community Colleges award several types of certificates to students who complete the requisite credits of Chancellor's Office-approved programs of study. Colleges may also award noncredit certificates and locally-issued certificates for programs that are not approved by the Chancellor's Office; however these are not counted in the above table.

CCCCO CTE participants who attained a certificate fared better with respect to rate of post-exit wage earning and median wage in both program years. For PY 13-14, this group was employed at a rate 5.7 percentage points higher than non-certificate attainers and had a median quarterly wage \$799 (10.3%) higher. For PY 14-15, certificate attainers were employed at a rate 5.9 percentage points higher and had a median wage \$687 (nine percent) greater than non-attainers.

Table 12: CCCC CO Degree Attainment

Program Year	Degree	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	No	206,691	89.6%	131,680	89.4%	63.7%	\$7,232	135,418	89.1%	65.5%	\$7,883
	Yes	24,074	10.4%	15,591	10.6%	64.8%	\$6,349	16,547	10.9%	68.7%	\$7,165
Total		230,765	100%	147,271	100%	63.8%	\$7,137	151,965	100%	65.9%	\$7,799
2014-2015	No	202,597	88.7%	129,666	88.5%	64.0%	\$7,030	133,492	88.1%	65.9%	\$7,818
	Yes	25,702	11.3%	16,801	11.5%	65.4%	\$5,957	18,044	11.9%	70.2%	\$6,990
Total		228,299	100%	146,467	100%	64.2%	\$6,902	151,536	100%	66.4%	\$7,725

Under the CCCC CO, community colleges award Associate in Arts and Associate in Science degrees to students who complete a requisite number of credits—typically 60 semester units (or 90

quarter units)—in a particular field of study. Among participants in CCCC's CTE program, 10.4% attained a degree in PY 13-14 and 11.3% attained a degree in PY 14-15. Individuals in the "No" group include participants who were enrolled in programs which award a certificate, but not a degree, to those who complete the program. Similar to the program's certificate earners, those who attained a degree were more likely to be earning wages after program exit; however degree attainers had a lower median wage than non-degree attainers four quarters after program exit in both program years (-\$718 and -\$828 in PYs 13-14 and 14-15, respectively).

Table 13: CCCC Industry Employment

Program Year	Industry	2 Quarters After Completion/Exit Date			4 Quarters After Completion/Exit Date		
		# Participants	% Participants	Quarterly Median Wage	# Participants	% Participants	Quarterly Median Wage
2013-2014	Agriculture, Forestry, Fishing & Hunting	1,256	0.5%	\$4,369	1,661	0.7%	\$5,624
	Mining	472	0.2%	\$21,063	494	0.2%	\$20,515
	Utilities	876	0.4%	\$18,749	914	0.4%	\$18,941
	Construction	6,229	2.7%	\$9,271	6,982	3.0%	\$10,585
	Manufacturing	6,594	2.9%	\$9,477	7,194	3.1%	\$9,873
	Wholesale Trade	3,961	1.7%	\$8,100	4,275	1.9%	\$8,404
	Retail Trade	19,592	8.5%	\$3,984	18,504	8.0%	\$4,661
	Transportation & Warehousing	2,984	1.3%	\$6,726	3,155	1.4%	\$7,484
	Information	2,352	1.0%	\$8,039	2,518	1.1%	\$8,677
	Finance & Insurance	3,824	1.7%	\$8,998	4,072	1.8%	\$9,194
	Real Estate & Rental & Leasing	1,939	0.8%	\$7,211	2,077	0.9%	\$7,816
	Professional, Scientific, & Technical Skills	8,155	3.5%	\$9,726	8,498	3.7%	\$10,190
	Management of Companies And Enterprises	135	0.1%	\$11,768	152	0.1%	\$11,962
	Admin & Support & Waste Mgmt & Remediation	10,513	4.6%	\$5,357	10,885	4.7%	\$5,742
	Educational Services	10,584	4.6%	\$6,268	10,552	4.6%	\$5,728
	Health Care & Social Assistance	20,384	8.8%	\$7,210	21,013	9.1%	\$7,565
	Arts, Entertainment, & Recreation	3,266	1.4%	\$3,812	3,428	1.5%	\$4,268
	Accommodation & Food Services	14,330	6.2%	\$3,631	13,911	6.0%	\$4,169
	Other Services	4,724	2.0%	\$4,728	4,930	2.1%	\$5,139
	Non-Classified	46	0.0%	\$3,091	119	0.1%	\$3,947
	Government	20,730	9.0%	\$21,737	21,707	9.4%	\$23,034
	No Wages	83,484	36.2%	N/A	78,800	34.1%	N/A
	Wages With No NAICS	4,255	1.8%	\$20,947	4,924	2.1%	\$19,567
Total		230,765	100%	\$7,137	230,765	100%	\$7,799
2014-2015	Agriculture, Forestry, Fishing, & Hunting	1,269	0.6%	\$5,003	1,736	0.8%	\$5,718
	Mining	428	0.2%	\$15,973	360	0.2%	\$16,293
	Utilities	799	0.3%	\$18,471	828	0.4%	\$18,326
	Construction	6,002	2.6%	\$8,858	6,666	2.9%	\$10,434
	Manufacturing	6,690	2.9%	\$9,549	7,331	3.2%	\$9,888
	Wholesale Trade	4,001	1.8%	\$7,660	4,198	1.8%	\$8,576
	Retail Trade	19,975	8.7%	\$4,100	18,785	8.2%	\$4,844
	Transportation and Warehousing	3,337	1.5%	\$6,636	3,613	1.6%	\$7,333
	Information	2,508	1.1%	\$7,862	2,771	1.2%	\$8,668
	Finance & Insurance	3,739	1.6%	\$8,911	4,016	1.8%	\$9,396
	Real Estate & Rental & Leasing	1,930	0.8%	\$7,529	2,176	1.0%	\$7,933
	Professional, Scientific, & Technical Skills	8,243	3.6%	\$9,742	8,778	3.8%	\$10,338
	Management of Companies And Enterprises	161	0.1%	\$11,695	174	0.1%	\$11,923
	Admin & Support & Waste Mgmt & Remediation	10,917	4.8%	\$5,234	10,827	4.7%	\$5,888
	Educational Services	10,263	4.5%	\$5,917	10,872	4.8%	\$5,736
	Health Care & Social Assistance	20,719	9.1%	\$7,221	21,422	9.4%	\$7,765
	Arts, Entertainment, & Recreation	3,249	1.4%	\$3,638	3,419	1.5%	\$4,279
	Accommodation & Food Services	14,706	6.4%	\$3,874	14,293	6.3%	\$4,285
	Other Services	4,889	2.1%	\$4,996	5,007	2.2%	\$5,452
	Non-Classified	183	0.1%	\$4,846	266	0.1%	\$4,870
	Government	18,322	8.0%	\$21,903	19,150	8.4%	\$23,400
	No Wages	81,832	35.8%	N/A	76,763	33.6%	N/A
	Wages With No NAICS	4,127	1.8%	\$19,262	4,817	2.1%	\$20,600
Total		228,299	100%	\$6,902	228,299	100%	\$7,725

Industries in which CCCC participants found employment were mixed in terms of high-wage and low-wage sectors. Notably, the Government sector accounted for the largest share of employment in PY 13-14 and the second-largest share in PY 14-15. While that sector is the seventh-highest paying in the state in terms of average quarterly wage, CCCC wage earners who worked in the Government sector had a median quarterly wage twice the industry average in each program year (+\$11,248 and +\$11,124 in PYs 13-14 and 14-15)¹³. Per CCCC, it is likely that the higher earnings in the Government sector are attributable to students who participated in Public Safety and Protective Services or Administration of Justice programs. Wage earners in the Health Care and Social Assistance sector earned roughly two-thirds of the statewide average for that industry. Retail Trade, which accounted for the third-highest share of program employment in both program years, was among the lowest-paying industries in the state, and CCCC participants who went on to work in this industry saw the fourth- and third-lowest median wage among all sectors in PYs 13-14 and 14-15.

The industry sectors listed below were the CCCC CTE program's highest sectors for employment four quarters after program exit. While Table 13 above includes shares for all participants including those who did not find employment, the shares below are based solely on participants who found employment (n=151,965 in PY 13-14; n=150,666 in PY 14-15).

Program Year 13-14

1. Government (14.3%)
2. Health Care and Social Assistance (13.8%)
3. Retail Trade (12.2%)
4. Accommodation and Food Services (9.2 percent)
5. Admin & Support & Waste Management & Remediation (7.2 percent)

Program Year 14-15

1. Health Care and Social Assistance (14.1%)
2. Government (12.6%)
3. Retail Trade (12.4%)
4. Accommodation (9.4 percent)
5. Education Services (7.2 percent)

Department of Industrial Relations – Division of Apprenticeship Standards

Participant Definition – Program participants are defined as any individual who was enrolled in an apprenticeship program registered with DIR-DAS during the specified program years.

Participant Characteristics – Per DIR-DAS, as of April 2017, the program is serving 74,221 California registered apprentices; 63.3% of whom are ethnic/racial minorities; 4,733 or 6.4 percent of whom are women; and 3,780 who are military veterans. Over the last 5-6 years, the composition of California's registered apprenticeship programs has been changing to include a greater diversity of apprentices and apprenticeable occupations. Outreach has been focused on

¹³ See Table 6 for statewide wage data by industry sector.

traditionally underserved populations of women, veterans, and economically disadvantaged groups.

Eligibility Criteria – Each apprenticeship program sponsor identifies the minimum qualifications to apply for a program. Individuals must be at least 16 year of age to be eligible; however, most programs require individuals to be at least 18. Program sponsors also identify additional minimum qualifications, such as education and ability to physically perform the essential functions of the job. Basic math and literacy skills are generally required, and some occupations favor candidates with additional qualifications such as those who have taken shop courses, have some knowledge of mechanical drawing, physics, blueprint reading, drafting, higher mathematics, chemistry, electricity, and/or welding. Other qualifications an apprentice candidate may be required to possess include: physical fitness, a good sense of balance, eye-hand coordination, color sense, agility, ability to work at heights, mechanical aptitude, and interpersonal skills.

Based on the selection method used by the apprenticeship sponsor, additional qualification standards – such as aptitude tests, interviews, school grades, or previous work experience – may be included for qualification.

Exit Definition – Program exit refers to the date a participant completed the qualifications established for apprenticeship certification or exited the program without completing training.

Exit Dates – For the purposes of cohort timing with base wage data and Quarterly Census of Employment and Wage Data, a measurable program year is defined as: October 1, 201X – September 30, 201X.

The first two program years measured are **2013-14** (10/1/12 – 9/30/13) and **2014-15** (10/1/13 – 9/30/14)

Description of Outcomes

DIR-DAS served a total of 5,676 and 5,548 exiting participants during PYs 13-14 and 14-15, respectively. Among those exiting in PY 13-14, 73.7% were employed following program exit, while 79.1% of PY 14-15 participants were employed after program exit. For both program years, DIR-DAS wage earners had the highest median wage among all programs covered in this report—\$17,878 and \$19,156 in PYs 13-14 and 14-15, respectively.

Table 14: DIR-DAS Race/Ethnicity

Program Year	Race/Ethnicity	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	American Indian or Alaska Native	36	0.6%	23	0.6%	63.9%	\$19,675	24	0.6%	66.7%	\$20,805
	Asian	203	3.6%	156	3.8%	76.8%	\$17,932	158	3.8%	77.8%	\$18,585
	Black or African American	422	7.4%	245	5.9%	58.1%	\$15,803	261	6.2%	61.8%	\$12,868
	Hispanic/Latino	2,541	44.8%	1,767	42.7%	69.5%	\$15,151	1,813	43.3%	71.3%	\$15,784
	Native Hawaiian or Other Pacific Islander	95	1.7%	76	1.8%	80.0%	\$18,557	78	1.9%	82.1%	\$18,301
	White (Non-Hispanic)	2,325	41.0%	1,822	44.0%	78.4%	\$18,813	1,801	43.0%	77.5%	\$19,835
	N/A	54	1.0%	49	1.2%	90.7%	\$21,332	49	1.2%	90.7%	\$21,412
Total		5,676	100%	4,138	100%	72.9%	\$17,295	4,184	100%	73.7%	\$17,878
2014-2015	American Indian or Alaska Native	35	0.6%	23	0.5%	65.7%	\$17,344	23	0.5%	65.7%	\$15,282
	Asian	205	3.7%	161	3.7%	78.5%	\$19,560	163	3.7%	79.5%	\$20,594
	Black or African American	407	7.3%	255	5.8%	62.7%	\$16,508	268	6.1%	65.8%	\$15,217
	Hispanic/Latino	2,518	45.4%	1,974	44.4%	77.3%	\$15,957	1,948	44.4%	77.4%	\$16,684
	Native Hawaiian or Other Pacific Islander	91	1.6%	73	1.7%	80.2%	\$17,573	71	1.6%	78.0%	\$19,028
	White (Non-Hispanic)	2,222	40.1%	1,866	42.5%	84.0%	\$20,683	1,855	42.3%	83.5%	\$21,960
	N/A	70	1.3%	63	1.4%	90.0%	\$20,004	62	1.4%	88.6%	\$21,542
Total		5,548	100%	4,388	100%	79.1%	\$18,059	4,390	100%	79.1%	\$19,156

Race and ethnicity data showed a number of individuals who elected to identify as Hispanic/Latino and no race category, therefore the above table includes "Hispanic/Latino only" and "White (Non-Hispanic)" categories.

In each program year, a majority of participants and wage earners were either Hispanic/Latino or white (Non-Hispanic). Relative to the state's labor force, Hispanic/Latinos were overrepresented relative to the statewide labor force (Table 2) by about nine percentage points in both years. Non-Hispanic white participants were overrepresented by about three percentage points in each program year.

Individuals for whom race data was not available, a one percent share of overall participants, had the highest post-exit median quarterly wage for PY 13-14, exceeding the program median by \$3,585 (19.8%). In PY 14-15, wage earners in the Non-Hispanic white and Asian groups had the highest median wage among groups with available race/ethnicity data, exceeding the program median by \$2,804 (14.6%) and \$1,438 (7.5 percent), respectively.

Black/African American participants had the lowest and second-lowest rate of post-exit employment in PYs 13-14 and 14-15, respectively, and had the lowest median wage in each program year. Black/African American participants were employed after exit at a rate 11.9 and 13.3 percentage points below the program average, and had a median wage \$5,010 (-28.0%) and \$3,939 (-20.6%) below the program median in PYs 13-14 and 14-15, respectively.

Table 15: DIR-DAS Gender

Program Year	Gender	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Male	5,127	90.3%	3,808	92.0%	74.3%	\$17,426	3,847	91.9%	75.0%	\$17,999
	Female	549	9.7%	330	8.0%	60.1%	\$16,092	337	8.1%	61.4%	\$16,452
Total		5,676	100%	4,138	100%	72.9%	\$17,295	4,184	100%	73.7%	\$17,878
2014-2015	Male	5,153	92.9%	4,169	95.0%	80.9%	\$18,165	4,165	94.9%	80.8%	\$19,273
	Female	395	7.1%	219	5.0%	55.4%	\$16,620	225	5.1%	57.0%	\$16,536
Total		5,548	100%	4,338	100%	79.1%	\$18,059	4,390	100%	79.1%	\$19,156

Males accounted for a large majority of program participants (90.3% and 92.9%) and were overrepresented relative to the state's labor force (Table 3) by roughly 36 percentage points in each program year. Male participants advanced to post-exit employment at a higher rate than all but one program covered in this report (excluding ETP) and had the highest median wage among males in any program.

Female participants advanced to post-exit employment at rates 13.6 and 23.9 percentage points lower than the rates of their male counterparts in PYs 13-14 and 14-15, respectively. DIR-DAS was the only program covered in this report in which males and females had a difference in rates of post-exit employment greater than three percentage points. Females who went on to employment had a median wage 8.6 percent and 14.2 percent lower than males in PYs 13-14 and 14-15.

Table 16: DIR-DAS Age Groups

Program Year	Age Range	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Under 25	794	14.0%	528	12.8%	66.5%	\$10,855	547	13.1%	68.9%	\$10,269
	25-54	4,789	84.4%	3,556	85.9%	74.3%	\$17,842	3,584	85.7%	74.8%	\$18,425
	55 and Older	93	1.6%	54	1.3%	58.1%	\$15,853	53	1.3%	57.0%	\$16,053
Total		5,676	100%	4,138	100%	72.9%	\$17,295	4,184	100%	73.7%	\$17,878
2014-2015	Under 25	745	13.4%	581	13.2%	78.0%	\$15,386	564	12.8%	75.7%	\$15,812
	25-54	4,726	85.2%	3,756	85.6%	79.5%	\$18,778	3,777	86.0%	79.9%	\$19,888
	55 and Older	77	1.4%	51	1.2%	66.2%	\$15,065	49	1.1%	63.6%	\$17,669
Total		5,548	100%	4,388	100%	79.1%	\$18,059	4,390	100%	79.1%	\$19,156

Individuals in the 25-54 age group, roughly two-thirds of the statewide labor force (Table 4), were overrepresented among exiting DAS participants by about 18.5 percentage points in each program year. This overrepresentation, relative to the statewide labor force, was mirrored by underrepresentation among individuals in the 55 and Older group whose representation trailed their statewide rate by about 18.5 percentage points in each year, indicating that individuals generally pursue apprenticeship earlier in their career. The Under 25 group earned a

significantly lower median wage than their counterparts, which followed a similar trend across programs. The Under 25 group did see the largest increase in quarterly median wage versus the previous year (+\$5,543, +35%) among any age cohort across all programs.

Table 17: DIR-DAS Veterans

Program Year	Veteran	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Yes	297	5.2%	221	5.3%	74.4%	\$18,782	221	5.3%	74.4%	\$19,087
	No	5,379	94.8%	3,917	94.7%	72.8%	\$17,191	3,963	94.7%	73.7%	\$17,788
Total		5,676	100%	4,138	100%	72.9%	\$17,295	4,184	100%	73.7%	\$17,878
2014-2015	Yes	308	5.6%	244	5.6%	79.2%	\$21,256	243	5.5%	78.9%	\$21,892
	No	5,340	94.4%	4,144	94.4%	79.1%	\$17,895	4,147	94.5%	79.1%	\$19,019
Total		5,548	100%	4,388	100%	79.1%	\$18,059	4,390	100%	79.1%	\$19,156

Veterans were represented among DAS participants at a rate roughly one percentage point higher than the statewide labor force (Table 5). Participants who were veterans went on to employment four quarters after exit at rates similar to non-veterans, though veterans earned a higher median wage than non-veterans (+\$1,299 and +\$2,873 in PYs 13-14 and 14-15, respectively).

Table 18: DIR-DAS Certificate Attainment

Program Year	Certificate	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly median Wage
2013-2014	Yes	3,340	58.8%	2,848	68.8%	85.3%	\$19,018	2,850	68.1%	85.3%	\$19,761
	No	2,336	41.2%	1,290	31.2%	55.2%	\$8,848	1,334	31.9%	57.1%	\$8,970
Total		5,676	100%	4,138	100%	72.9%	\$17,295	4,184	100%	73.7%	\$17,878
2014-2015	Yes	4,258	76.7%	3,675	83.8%	86.3%	\$19,352	3,656	83.3%	85.9%	\$20,539
	No	1,290	23.3%	713	16.2%	55.3%	\$9,183	734	16.7%	56.9%	\$9,938
Total		5,548	100%	4,338	100%	79.1%	\$18,059	4,390	100%	79.1%	\$19,156

To attain an apprenticeship certificate, a participant must meet the training criteria established for their respective program. All apprenticeship programs maintain certification standards, which are developed by each program in collaboration with DIR-DAS.

Participants who earned a certificate fared significantly better than participants who did not in terms of both post-exit employment and earnings. Participants who attained a certificate were employed four quarters after exit at a rate nearly 30 percentage points higher than those who did not attain a certificate. Certificate-earning participants had a median quarterly wage more than two times that of participants who exited without earning a certificate.

Table 19: DIR-DAS Industry Employment

Program Year	Industry	2 Quarters After Completion/Exit			4 Quarters After Completion/Exit		
		# Participants	% Share Participants	Quarterly Median Wage	# Participants	% Share Participants	Quarterly Median Wage
2013-2014	Agriculture, Forestry, Fishing & Hunting	17	0.3%	\$6,853	15	0.3%	\$6,511
	Mining	4	0.1%	\$18,756	7	0.1%	\$18,137
	Utilities	123	2.2%	\$34,418	125	2.2%	\$32,410
	Construction	1,947	34.3%	\$16,398	1,924	33.9%	\$17,201
	Manufacturing	118	2.1%	\$12,408	137	2.4%	\$10,335
	Wholesale Trade	61	1.1%	\$11,156	68	1.2%	\$8,587
	Retail Trade	128	2.3%	\$7,395	134	2.4%	\$7,625
	Transportation & Warehousing	51	0.9%	\$9,706	63	1.1%	\$9,303
	Information	18	0.3%	\$13,421	22	0.4%	\$12,892
	Finance & Insurance	10	0.2%	\$11,215	10	0.2%	\$7,907
	Real Estate & Rental & Leasing	36	0.6%	\$5,132	28	0.5%	\$8,415
	Professional, Scientific, & Technical Skills	65	1.1%	\$17,712	65	1.1%	\$15,999
	Admin & Support & Waste Mgmt & Remediation	187	3.3%	\$5,554	210	3.7%	\$5,725
	Educational Services	27	0.5%	\$7,677	29	0.5%	\$8,975
	Health Care & Social Assistance	78	1.4%	\$12,360	85	1.5%	\$8,569
	Arts, Entertainment, & Recreation	9	0.2%	\$3,579	13	0.2%	\$6,646
	Accommodation & Food Services	66	1.2%	\$3,683	71	1.3%	\$3,476
	Other Services	89	1.6%	\$4,602	82	1.4%	\$5,778
	Non- Classified	1	0.0%	\$459	N/A	N/A	N/A
	Government	461	8.1%	\$24,601	457	8.1%	\$26,503
	No Wages	1,538	27.1%	N/A	1,492	26.3%	N/A
	Wages With No NAICS	642	11.3%	\$18,813	639	11.3%	\$20,267
Total		5,676	100%	\$17,295	5,676	100%	\$17,878
2014-2015	Agriculture, Forestry, Fishing & Hunting	11	0.2%	\$3,328	12	0.2%	\$4,266
	Mining	11	0.2%	\$11,516	11	0.2%	\$17,583
	Utilities	179	3.2%	\$34,374	180	3.2%	\$34,070
	Construction	2,446	44.1%	\$16,478	2,389	43.1%	\$17,408
	Manufacturing	118	2.1%	\$15,188	131	2.4%	\$15,127
	Wholesale Trade	39	0.7%	\$8,980	48	0.9%	\$13,508
	Retail Trade	87	1.6%	\$8,288	95	1.7%	\$9,210
	Transportation & Warehousing	42	0.8%	\$10,541	48	0.9%	\$13,264
	Information	16	0.3%	\$12,616	17	0.3%	\$18,494
	Finance & Insurance	8	0.1%	\$7,994	10	0.2%	\$5,574
	Real Estate & Rental & Leasing	29	0.5%	\$14,492	33	0.6%	\$13,322
	Professional, Scientific, & Technical Skills	58	1.0%	\$19,158	62	1.1%	\$19,696
	Management of Companies and Enterprises	1	0.0%	\$21,132	3	0.1%	\$2,029
	Admin & Support & Waste Mgmt & Remediation	173	3.1%	\$10,267	177	3.2%	\$8,851
	Educational Services	18	0.3%	\$9,661	25	0.5%	\$9,055
	Health Care & Social Assistance	67	1.2%	\$17,363	67	1.2%	\$16,274
	Arts, Entertainment, & Recreation	11	0.2%	\$6,073	11	0.2%	\$1,961
	Accommodation & Food Services	43	0.8%	\$4,357	45	0.8%	\$6,748
	Other Services	70	1.3%	\$6,749	63	1.1%	\$8,100
	Non- Classified	1	0.0%	\$5,682	3	0.1%	\$1,848
	Government	645	11.6%	\$32,792	650	11.7%	\$33,464
	No Wages	1,160	20.9%	N/A	1,158	20.9%	N/A
	Wages With No NAICS	315	5.7%	\$20,513	310	5.6%	\$21,524
Total		5,548	100%	\$18,059	5,548	100%	\$19,156

A significant plurality (46.0%) and a majority (54.4%) of exiting participants who found employment went on to work in the Construction sector in PYs 13-14 and 14-15, respectively. Exiting DAS participants employed in Construction earned a median quarterly wage more than twice that sector's average wage statewide (Table 6)— +\$9,863 (177.4%) in PY 13-14 and +\$9,548 (221.5%) in PY 14-15. Among the top five industries in terms of total employment, only Manufacturing (both program years) and Administrative, Support, Waste Management, and Remediation Services (PY 13-14) paid less than the statewide industry average.

After Construction, the remaining top five industry sectors for participant employment in each year are listed below. Note that while Table 19 above lists shares for all participants, including those who did not find employment, the shares below are based solely on participants who found employment (n=4,184 in PY 13-14; n=4,390 in PY 14-15).

Program Year 13-14:

2. Industries with no NAICS (15.3%)
3. Government (10.9%)
4. Administrative, Support, Waste Management & Remediation (5.0 percent)
5. Manufacturing (3.3 percent)

Program Year 14-15:

2. Government (14.8%)
3. Industries with no NAICS (7.1%)
4. Utilities (4.1 percent)
5. Administrative, Support, Waste Management and Remediation Services (4.0 percent)

Employment Training Panel

Participant Definition - Individual trainees who successfully completed paid training through ETP contracts during the specified program years.

Participant Characteristics - ETP funds training for currently employed (incumbent) workers and individuals who are unemployed at the start of training. ETP does not administer training, rather it reimburses employers for training costs. In general, to qualify for retraining funds a company must demonstrate that the jobs to be retrained are threatened by out of state competition.

Exit Definition - The exit date is the date the entire contract ends (i.e. the date in which the trainee is to be placed and trained), not the date that each individual completed training.

Exit Dates - For the purposes of cohort timing with base wage data and Quarterly Census of Employment and Wage Data, a measurable program year is defined as: October 1, 201X – September 30, 201X.

The two program years discussed below measured are **2013-14** (10/1/12 – 9/30/13) and **2014-15** (10/1/13 – 9/30/14)

Description of Outcomes

The ETP program served 43,173 participants in PY 13-14 and 45,630 in PY 14-15. Because the training funded by ETP is offered by employers, those who participated were employed at the outset of receiving services, making the program's performance relative to post-exit employment different from the other programs covered in this report. For example, ETP participants' rate of post-exit employment actually decreased between two quarters and four quarters after receiving services in both program years. This, however, is to be expected given that a large majority of ETP participants can generally be assumed to have been employed after exiting/completing the program, and employed individuals periodically drop out of the workforce for various reasons.¹⁴ The program had a median quarterly wage of \$17,076 in PY 13-14 and \$16,733 in PY 14-15, the second-highest among programs covered in this report after DIR-DAS.

¹⁴ The U.S. Bureau of Labor Statistics [Job Openings and Labor Turnover Survey \(JOLTS\)](#) issues reports and data on labor turnover rates.

Table 20: ETP Race/Ethnicity

Program Year	Ethnicity/Race	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	American Indian or Alaska Native	635	1.5%	615	1.5%	96.9%	\$22,755	600	1.5%	94.5%	\$24,490
	Asian	7,398	17.1%	7,135	17.2%	96.4%	\$17,917	6,959	17.3%	94.1%	\$18,433
	Black or African American	1,912	4.4%	1,816	4.4%	95.0%	\$14,673	1,747	4.4%	91.4%	\$14,720
	Hispanic/Latino	13,668	31.7%	13,102	31.7%	95.9%	\$13,282	12,735	31.7%	93.2%	\$13,812
	Native Hawaiian or Other Pacific Islander	391	0.9%	380	0.9%	97.2%	\$14,295	376	0.9%	96.2%	\$14,517
	White (Non-Hispanic)	16,835	39.0%	16,111	38.9%	95.7%	\$19,852	15,575	38.8%	92.5%	\$20,298
	N/A	2,334	5.4%	2,220	5.4%	95.1%	\$17,580	2,135	5.3%	91.5%	\$18,116
Total		43,173	100%	41,379	100%	95.8%	\$16,634	40,127	100%	92.9%	\$17,076
2014-2015	American Indian or Alaska Native	459	1.0%	420	1.0%	91.5%	\$16,553	420	1.0%	91.5%	\$17,580
	Asian	7,698	16.9%	7,384	16.9%	95.9%	\$18,871	7,223	17.0%	93.8%	\$19,358
	Black or African American	2,158	4.7%	2,045	4.7%	94.8%	\$14,294	1,995	4.7%	92.4%	\$14,649
	Hispanic/Latino	15,259	33.4%	14,579	33.4%	95.5%	\$12,965	14,280	33.5%	93.6%	\$13,417
	Native Hawaiian or Other Pacific Islander	344	0.8%	328	0.8%	95.3%	\$15,262	317	0.7%	92.2%	\$15,876
	White (Non-Hispanic)	16,421	36.0%	15,771	36.1%	96.0%	\$18,292	15,312	35.9%	93.2%	\$19,250
	N/A	3,291	7.2%	3,130	7.2%	95.1%	\$19,388	3,049	7.2%	92.6%	\$20,007
Total		45,630	100%	43,657	100%	95.7%	\$16,122	42,596	100%	93.4%	\$16,733

Data collected by ETP shows a number of participants who identified as Hispanic/Latino and no race category, therefore Table 20 reflects program totals for individuals who identified only as Hispanic/Latino alongside race categories, including a White (Non-Hispanic) group.

Racial/Ethnic representation among ETP participants largely tracked with representation among the statewide labor force (Tables 1 and 2), with no group having a participant share, positive or negative, varying more than 3.8 percentage points from its statewide labor force average. Rates of participants earning post-exit wages were also similar across racial/ethnic groups in both program years.

Individuals in the American Indian/Alaska Native group, a small share (1.6 percent) of participants with available race/ethnicity data, earned the highest quarterly median wage for PY 13-14, exceeding the program median by \$7,414 (43.4%), followed by non-Hispanic whites, who exceeded the program median by \$3,222 (14.6%). Asian participants earned the highest post-exit quarterly median wage in PY 14-15, exceeding the program median by \$2,626 (+15.7%), followed by non-Hispanic white participants. In both program years, Hispanic/Latinos had the lowest post-exit median quarterly wage, earning \$3,264 (-19.1%) and \$3,316 (-19.8%) less than the program median in PYs 13-14 and 14-15, respectively, while individuals in the Black/African American group earned the second-lowest, with a median wage \$2,356 (-12.9%) and \$2,084 (-12.5%) less than the program-wide median.

Table 21: ETP Gender

Program Year	Gender	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Male	30,766	71.3%	29,435	71.1%	95.7%	\$17,003	28,545	71.1%	92.8%	\$17,500
	Female	12,407	28.7%	11,944	28.9%	96.3%	\$15,630	11,582	28.9%	93.4%	\$16,026
Total		43,173	100%	41,379	100%	95.8%	\$16,634	40,127	100%	92.9%	\$17,076
2014-2015	Male	32,255	70.7%	30,865	70.7%	95.7%	\$16,122	30,135	70.7%	93.4%	\$16,701
	Female	13,375	29.3%	12,792	29.3%	95.6%	\$16,126	12,461	29.3%	93.2%	\$16,788
Total		45,630	100%	43,657	100%	95.7%	\$16,122	42,596	100%	93.4%	\$16,733

Males were overrepresented among program participants in both program years relative to their share of the statewide labor force (Table 3), 16.4 percentage points greater than that of males in the labor force in both program years. Participants of both genders were employed four quarters after exit at a similar rate in each program year. For PY 13-14, males earned a median wage \$1,474 (+8.4 percent) greater higher females. In PY 14-15, females earned a median wage \$87 (0.5 percent) higher than males. This was the only instance among all programs covered in this report in which females earned a higher median wage than males.

Table 22: ETP Age Groups

Program Year	Age Range	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Under 25	3,907	9.0%	3,698	8.9%	94.7%	\$12,244	3,561	8.9%	91.1%	\$13,022
	25-54	34,198	79.2%	32,854	79.4%	96.1%	\$17,050	31,952	79.6%	93.4%	\$17,503
	55 and Older	5,068	11.7%	4,827	11.7%	95.2%	\$17,666	4,614	11.5%	91.0%	\$17,982
Total		43,173	100%	41,379	100%	95.8%	\$16,634	40,127	100%	92.9%	\$17,076
2014-2015	Under 25	4,110	9.0%	3,947	9.0%	96.0%	\$15,983	3,838	9.0%	93.4%	\$16,439
	25-54	36,571	80.1%	35,005	80.2%	95.7%	\$16,107	34,178	80.2%	93.5%	\$16,736
	55 and Older	4,949	10.8%	4,705	10.8%	95.1%	\$16,284	4,580	10.8%	92.5%	\$16,949
Total		45,630	100%	43,657	100%	95.7%	\$16,122	42,596	100%	93.4%	\$16,733

Age distribution among ETP participants and post-exit wage earners tracked within one percentage point of the statewide labor force (Table 4) for each age group in both program years. The ETP program was the only program covered in this report that tracked this closely with the labor force, likely owing to the fact it is an incumbent worker program that serves individuals in the labor force. In terms of wages, the Under 25 group earned a median wage \$4,054 (-23.7%) less than the program median in PY 13-14, but saw a \$3,417 improvement the following year, bringing that group's median wage to only \$294 (-1.8 percent) less than the PY 14-15 program median. The 25-54 and 55 and Older cohorts each earned an average quarterly wage slightly higher than the program-wide median in both program years.

Table 23: ETP Veterans

Program Year	Veteran Status	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Yes	594	1.4%	557	1.3%	93.8%	\$16,614	525	1.3%	88.4%	\$17,176
	No	19,661	45.5%	18,929	45.7%	96.3%	\$17,040	18,324	45.7%	93.2%	\$17,461
	N/A	22,918	53.1%	21,893	52.9%	95.5%	\$16,299	21,278	53.0%	92.8%	\$16,772
Total		43,173	100%	41,379	100%	95.8%	\$16,634	40,127	100%	92.9%	\$17,076
2014-2015	Yes	631	1.4%	601	1.4%	95.2%	\$16,604	589	1.4%	93.3%	\$16,920
	No	21,127	46.3%	20,199	46.3%	95.6%	\$16,478	19,696	46.2%	93.2%	\$17,137
	N/A	23,872	52.3%	22,857	52.4%	95.7%	\$15,787	22,311	52.4%	93.5%	\$16,398
Total		45,630	100%	43,657	100%	95.7%	\$16,122	42,596	100%	93.4%	\$16,733

ETP data shows more than half of participants' veteran status as "N/A" in addition to a large share of participants who identified as non-veterans. Due to the program's large "N/A" totals, a definitive assessment of veterans served by the program cannot be made because it is uncertain whether "N/A" totals include additional veterans.

For the data available, rates of post-exit employment among the small overall share of veterans trailed the program median by 4.6 percentage points for PY 13-14 and 0.1 percentage point in PY 14-15. Veterans earned a post-exit median quarterly wage slightly above the program-wide median in both years (+\$85 in PY 13-14 and +\$176 in PY 14-15).

Table 24: ETP Industry Employment

Program Year	Industry	2 Quarters After Completion/Exit Date			4 Quarters After Completion/Exit Date		
		# Participants	% Share Participants	Quarterly Median Wage	# Participants	% Share Participants	Quarterly Median Wage
2013-2014	Agriculture, Forestry, Fishing & Hunting	302	0.7%	\$8,788	290	0.7%	\$9,549
	Mining	57	0.1%	\$19,025	54	0.1%	\$16,081
	Utilities	89	0.2%	\$22,897	95	0.2%	\$24,141
	Construction	5,482	12.7%	\$14,900	5,158	11.9%	\$15,763
	Manufacturing	17,508	40.6%	\$16,162	16,816	39.0%	\$16,733
	Wholesale Trade	3,892	9.0%	\$15,072	3,677	8.5%	\$15,518
	Retail Trade	490	1.1%	\$13,439	540	1.3%	\$14,077
	Transportation & Warehousing	1,219	2.8%	\$18,088	1,220	2.8%	\$18,621
	Information	2,412	5.6%	\$24,021	2,284	5.3%	\$25,358
	Finance & Insurance	1,156	2.7%	\$13,375	1,131	2.6%	\$13,693
	Real Estate & Rental & Leasing	78	0.2%	\$13,954	112	0.3%	\$9,098
	Professional, Scientific, & Technical Skills	2,612	6.1%	\$21,449	2,496	5.8%	\$21,219
	Management of Companies and Enterprises	13	0.0%	\$25,426	20	0.0%	\$22,403
	Admin & Support & Waste Mgmt & Remediation	893	2.1%	\$12,033	1,071	2.5%	\$11,382
	Educational Services	104	0.2%	\$16,031	140	0.3%	\$16,023
	Health Care & Social Assistance	3,703	8.6%	\$19,607	3,586	8.3%	\$20,247
	Arts, Entertainment, & Recreations	79	0.2%	\$12,572	93	0.2%	\$11,881
	Accommodation & Food Services	372	0.9%	\$8,938	370	0.9%	\$8,830
	Other Services	179	0.4%	\$13,331	183	0.4%	\$13,727
	Non-Classified	1	0.0%	\$1,550	6	0.0%	\$18,193
	Government	620	1.4%	\$27,631	642	1.5%	\$25,138
	No Wages	1,794	4.2%	N/A	3,046	7.1%	N/A
	Wages With No NAICS	118	0.3%	\$23,955	143	0.3%	\$23,221
Total		43,173	100%	\$16,634	43,173	100%	\$17,076
2014-2015	Agriculture, Forestry, Fishing & Hunting	245	0.5%	\$9,921	250	0.5%	\$9,309
	Mining	28	0.1%	\$14,039	27	0.1%	\$14,646
	Utilities	59	0.1%	\$24,358	72	0.2%	\$22,568
	Construction	5,589	12.2%	\$15,556	5,419	11.9%	\$17,005
	Manufacturing	16,582	36.3%	\$15,846	15,948	35.0%	\$16,334
	Wholesale Trade	3,339	7.3%	\$14,792	3,258	7.1%	\$15,182
	Retail Trade	1,281	2.8%	\$12,910	1,272	2.8%	\$13,304
	Transportation & Warehousing	2,550	5.6%	\$14,620	2,380	5.2%	\$15,603
	Information	1,942	4.3%	\$16,943	1,882	4.1%	\$17,418
	Finance & Insurance	1,298	2.8%	\$14,048	1,325	2.9%	\$14,701
	Real Estate & Rental & Leasing	521	1.1%	\$13,933	505	1.1%	\$14,908
	Professional, Scientific, & Technical Skills	4,228	9.3%	\$21,633	4,069	8.9%	\$22,431
	Management of Companies and Enterprises	16	0.0%	\$23,649	23	0.1%	\$22,592
	Admin & Support & Waste Mgmt & Remediation	1,412	3.1%	\$9,829	1,492	3.3%	\$9,905
	Educational Services	109	0.2%	\$13,591	160	0.4%	\$13,292
	Health Care & Social Assistance	2,959	6.5%	\$19,168	2,944	6.5%	\$19,515
	Arts, Entertainment, & Recreation	57	0.1%	\$14,128	80	0.2%	\$14,536
	Accommodation & Food Services	267	0.6%	\$10,649	246	0.5%	\$10,649
	Other Services	172	0.4%	\$12,840	171	0.4%	\$13,225
	Non-Classified	8	0.0%	\$13,141	14	0.0%	\$13,387
	Government	287	0.6%	\$22,069	344	0.8%	\$21,561
	No Wages	1,973	4.3%	N/A	3,034	6.6%	N/A
	Wages With No NAICS	708	1.6%	\$25,107	715	1.6%	\$25,641
Total		45,630	100%	\$16,122	45,630	100%	\$16,733

For both program years, ETP wage earners had a median wage in their respective sector that exceeded the statewide average for that sector (Table 6), with the exceptions of Wholesale Trade, Information, and Finance and Insurance, which are three of the four highest-paying sectors in the state in terms of average wage.

Manufacturing accounted for a plurality of post-exit employment in both program years (41.9% and 37.4% in PYs 13-14 and 14-15). Note that while Table 24 above includes shares for all

participants, the shares cited below are based solely on participants who found employment (n=40,127 in PY 13-14, n=42,569 in PY 14-15).

2. Construction (12.9%)
3. Wholesale Trade (9.2 percent)
4. Health Care & Social Assistance (8.9 percent)
5. Professional, Scientific, & Technical Skills (6.2 percent)

For PY 14-15, the highest industry sectors in terms of employment after Manufacturing, were:

2. Construction (12.7%)
3. Professional, Scientific, & Technical Skills (9.6 percent)
4. Wholesale Trade (7.6 percent)
5. Health Care & Social Assistance (6.9 percent)

Trade Adjustment Assistance - Employment Development Department

Participant Definition – U.S. workers who have lost their jobs or have had their hours reduced as a result of foreign trade.

Participant Characteristics – TAA participants come from a variety of backgrounds and industries, and therefore many enter the program with a wide array of skills and experience. Many TAA participants face challenges in obtaining reemployment, which may include a lack of post-secondary degree or technical/occupational certifications or having developed occupational skills specific to a declining segment of the manufacturing sector.

Eligibility Criteria – The worker must have been laid off for lack of work on or after the impact date and before the termination date of the certification, and the worker must have had weekly wages of \$30 or more in adversely affected employment in at least 26 of the previous 52 weeks, ending with the week of the worker's separation. Petition definitions include:

- **Certification Date:** The date on which a TAA petition is certified by the Department of Labor.
- **Impact Date:** The date on the Trade Act certification when total or partial layoffs began or are threatened to begin. The impact date can be up to one year prior to the certification date of the petition.
- **Expiration (Termination) Date:** The date on a Trade Act certification by which a worker must be laid off in order to be covered by that certification. If additional trade affected layoffs continue after a petition's expiration date, a new petition must be filed with the Department of Labor to cover those trade affected workers.

Exit Definition – A participant is considered exited if they stop receiving services for 90 days (includes services provided by Wagner-Peyser, and/or WIA Title I Adult, Dislocation Worker, or Youth if the participant is co-enrolled).

Exit Dates – For the purposes of cohort timing with base wage data and Quarterly Census of Employment and Wage Data, a measurable program year is defined as: October 1, 201X – September 30, 201X.

The first two program years measured are **2013-14** (10/1/12 – 9/30/13) and **2014-15** (10/1/13 – 9/30/14).

Description of Outcomes

In each program year, the TAA program was the smallest among programs covered in this report in terms of total participants. In total, 3,815 individuals participated in the program in PY 13-14 and 756 participated in PY 14-15. Per EDD, the significant participant drop-off occurred due to the New United Motor Manufacturing, Inc. (NUMMI) petition that was certified in April 2010 and expired in April 2014. This petition covered 5,000 workers in the Bay Area, most of whom sought TAA benefits at the end of 2010 and throughout 2011. The outcomes of these workers were captured in PY 13-14 data.

With respect to TAA's overall success in participants finding employment after program exit, two-thirds of participants (66.6%) were employed four quarters after program exit in PY 13-14 while 64.4% of PY 14-15 participants were employed four quarters after exit. Among TAA wage earners, the median quarterly wage was \$9,448 for PY 13-14 and \$8,193 for PY 14-15.

TAA program data quality was limited, and conclusions about participant outcomes cannot be made with a high degree of certainty due to high "N/A" totals in most demographic categories. The EDD's assessment of the program's limited data quality is included below:

The large number of "N/A" [totals] is due to the conversion of TAA data from EDD's legacy system to the department's new CalJOBS system in 2014. Due to direct data key entry of TAA data into the new CalJOBS effective Spring 2014, TAA data should not have this issue moving forward.

Table 25: TAA Race/Ethnicity

Program Year	Race/Ethnicity	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	American Indian or Alaska Native	15	0.4%	11	0.4%	73.3%	\$6,716	12	0.5%	80.0%	\$7,985
	Asian	390	10.2%	263	10.6%	67.4%	\$9,520	270	10.7%	69.2%	\$10,001
	Black or African American	185	4.8%	124	5.0%	67.0%	\$8,530	127	5.0%	68.6%	\$9,224
	Hispanic/Latino	1,010	26.5%	687	27.6%	68.0%	\$8,622	707	28.0%	70.0%	\$9,259
	Native Hawaiian or Other Pacific Islander	39	1.0%	29	1.2%	74.4%	\$10,049	28	1.1%	71.8%	\$9,639
	White (Non-Hispanic)	514	13.5%	339	13.6%	66.0%	\$9,184	339	13.4%	66.0%	\$9,311
	Multi-Race	26	0.7%	14	0.6%	53.8%	\$11,174	15	0.6%	57.7%	\$9,227
	N/A	1,636	42.9%	1,018	41.0%	62.2%	\$10,117	1,030	40.7%	63.0%	\$10,657
Total		3,815	100%	2,485	100%	65.1%	\$9,448	2,258	100%	66.3%	\$9,918
2014-2015	American Indian or Alaska Native	4	0.5%	1	0.2%	25.0%	*****	1	0.2%	25.0%	*****
	Asian	126	16.7%	83	17.1%	65.9%	\$8,371	89	18.3%	70.6%	\$9,341
	Black or African American	62	8.2%	41	8.5%	66.1%	\$8,781	42	8.6%	67.7%	\$9,699
	Hispanic/Latino	173	22.9%	119	24.5%	68.8%	\$7,342	119	24.4%	68.8%	\$7,677
	Native Hawaiian or Other Pacific Islander	10	1.3%	7	1.4%	70.0%	\$11,160	8	1.6%	80.0%	\$10,936
	White (Non-Hispanic)	194	25.7%	122	25.2%	62.9%	\$8,036	119	24.4%	61.3%	\$8,580
	Multi-Race	13	1.7%	9	1.9%	69.2%	\$8,041	9	1.8%	69.2%	\$6,310
	N/A	174	23.0%	103	21.2%	59.2%	\$9,497	100	20.5%	57.5%	\$10,283
Total		756	100%	485	100%	64.2%	\$8,193	487	100%	64.4%	\$8,846

The TAA program collected race and ethnicity as separate variables. Data collection methods provided respondents with an option to choose among six race categories, and additionally provided options for participants to select one of three ethnicity categories: Hispanic/Latino, Non-Hispanic/Latino, or N/A. Participants who did not select a race category but identified as Hispanic/Latino for their ethnicity are reflected in the “Hispanic/Latino” group in the table above. The total number of participants who selected a race category AND identified their ethnicity as Hispanic/Latino—a slightly higher total—are reflected in Table 26.

Neither race nor ethnicity data was available for 42.9% of participants in PY 13-14 and 23% of participants in PY 14-15. Extrapolated totals for the shares of participants with available race data show participants in the non-Hispanic white group as most underrepresented relative to the statewide labor force (Table 2) in PY 13-14 (-14.5%) and the Hispanic/Latino group the most underrepresented in PY 14-15 (-7.0 percent). The Hispanic/Latino group was the most overrepresented group in PY 13-14 (+10 percentage points), while the Asian group was most overrepresented in PY 14-15 (+7.3 percentage points).

In PY 13-14, the non-Hispanic white and Multi-Race groups were the only to earn post-exit wages at a lower rate than the program-wide average, while the Asian and Multi-Race groups were the only to earn a quarterly median wage higher than the program median. In PY 14-15, the non-Hispanic white group was the only to earn post-exit wages at a lower rate than the

program average (-3.1 percentage points), excluding the American Indian/Alaska Native group which had only four participants in the program. Relative to the previous program year, the median quarterly wage fell among all race/ethnicity groups except the Native Hawaiian/Pacific Islander (+\$1,297) and Black/African-American (+\$475) groups.

Table 26: TAA Ethnicity

Program Year	Ethnicity	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Earning Wages	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Hispanic/Latino	1,224	32.1%	843	33.9%	68.9%	\$8,464	860	34.0%	70.3%	\$9,115
	Non-Hispanic/Latino	2,327	61.0%	1,512	60.8%	65.0%	\$9,990	1,542	61.0%	66.3%	\$10,313
	N/A	264	6.9%	130	5.2%	49.2%	\$9,178	126	5.0%	47.7%	\$10,328
Total		3,815	100%	2,485	100%	65.1%	\$9,448	2,528	100%	66.3%	\$9,918
2014-2015	Hispanic/Latino	245	32.4%	165	34.0%	67.3%	\$7,212	164	33.7%	66.9%	\$7,749
	Non-Hispanic/Latino	432	57.1%	281	57.9%	65.0%	\$8,801	285	58.5%	66.0%	\$9,347
	N/A	79	10.4%	39	8.0%	49.4%	\$9,349	38	7.8%	48.1%	\$10,343
Total		756	100%	485	100%	64.2%	\$8,193	487	100%	64.4%	\$8,846

Hispanic/Latino individuals accounted for roughly one-third of program participants, and were slightly underrepresented among participants with available wage data relative to the state labor force (Table 2) by about two percentage points in each program year. Participants in this group went on to employment at slightly higher rates than the program average in each year (+4.0 percentage points and +2.5 percentage points in PYs 13-14 and 14-15); however the group earned a lower median wage both years (-8.1 and -12.4%).

Table 27: TAA Gender

Program Year	Gender	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Male	1,129	29.6%	772	31.1%	68.4%	\$9,989	782	30.9%	69.3%	\$10,842
	Female	547	14.3%	351	14.1%	64.2%	\$7,408	367	14.5%	67.1%	\$7,645
	N/A	2,139	56.1%	1,362	54.8%	63.7%	\$9,738	1,379	54.5%	64.5%	\$10,226
Total		3,815	100%	2,485	100%	65.1%	\$9,448	2,528	100%	66.3%	\$9,918
2014-2015	Male	327	43.3%	209	43.1%	63.9%	\$8,673	216	44.4%	66.1%	\$9,140
	Female	293	38.8%	194	40.0%	66.2%	\$7,315	195	40.0%	66.6%	\$8,320
	N/A	136	18.0%	82	16.9%	60.3%	\$8,438	76	15.6%	55.9%	\$9,894
Total		756	100%	485	100%	64.2%	\$8,193	487	100%	64.4%	\$8,846

Gender information was not available for over half of participants in PY 13-14 (56.1%) and 18.0% in PY 14-15. Among those with available gender information, males accounted for about two-thirds of participants (67.4%) in PY 13-14 and slightly over half (52.7%) in PY 13-14. The rates of participants who went on to employment were similar among males and females in each program year.

For PY 13-14, males had a median wage \$925 (+8.5 percent) greater than the program median, while females had a median wage \$2,273 (-21.0%) lower than the program-wide figure. For PY 14-15, males earned a median wage \$294 above the program median while females earned a median wage \$526 (-5.8 percent) below the median.¹⁵

Table 28: TAA Age Groups

Program Year	Age Range	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Under 25	12	0.3%	12	0.5%	100.0	\$5,562	11	0.4%	91.7	\$6,072
	25-45	2,617	68.6%	1,992	77.3%	73.4	\$9,866	1,969	77.9%	75.2	\$10,234
	55 and Older	1,186	31.1%	551	22.2%	46.5	\$7,717	548	21.7%	46.2	\$8,727
Total		3,815	100.0%	2,485	100%	65.1	\$9,448	2,528	100.0%	66.3	\$9,918
2014-2015	Under 25	1	0.1%	*****	*****	*****	*****	*****	*****	*****	*****
	25-45	478	63.2%	342	70.5%	71.5	\$8,520	344	70.6%	72.0	\$9,121
	55 and Older	277	36.6%	142	29.3%	51.3	\$7,162	142	29.2%	51.3	\$8,094
Total		756	100.0%	485	100.0%	64.2	\$8,193	487	100.0%	64.4	\$8,846

The Under 25 group accounted for a small overall share of participants in the TAA program and were underrepresented relative to their share in the statewide labor force (Table 4) by about 13% in both program years. Individuals 55 and older were overrepresented in both program years (+11 percentage points in PY 13-14 and +16 percentage points in PY 14-15). The TAA program was the only program covered in this report in which the 55 and Older group was overrepresented. Participants in this group went on to employment at rates 20.1 and 13.2 percentage points lower than the program average, and those who did find employment earned a median quarterly wage 12.0% and 7.4 percent less than the median in PYs 13-14 and 14-15, respectively. These trends may be attributable to the TAA program's focus on declining industries and the challenge of placing workers who are leaving those industries, particularly older workers, into occupations in in-demand industries which require different skills and experience.

¹⁵ Analyses of the four other programs in this report directly compare the outcomes of males and females; however due to the high share of individuals without available gender information, this section uses the program average/median for relative comparisons of gender outcomes.

Table 29: TAA Veterans

Program Year	Veteran Status	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
				# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Yes	257	6.7%	137	5.5%	53.3%	\$11,325	132	5.2%	51.4%	\$8,815
	N/A	3,558	93.3%	2,348	94.5%	66.0%	\$9,378	2,396	94.8%	67.3%	\$9,957
	Total	3,815	100%	2,485	100%	65.1%	\$9,488	2,528	100%	66.3%	\$9,918
2014-2015	Yes	35	4.6%	19	3.9%	54.3%	\$7,936	20	4.1%	57.1%	\$12,031
	N/A	721	95.4%	466	96.1%	64.6%	\$8,199	467	95.9%	64.8%	\$8,838
	Total	756	100%	485	100%	64.2%	\$8,193	487	100%	64.4%	\$8,846

For PY 13-14, veterans accounted for a 6.7 percent share of program participants, a rate about two percentage points higher than veterans' participation in the statewide labor force (Table 5). The following program year, the share of veteran participants (4.6 percent) closely aligned with the statewide rate.

Among veterans participating in the TAA program, 51.4% went on to employment four quarters after program exit compared to 67.3% of non-veterans for PY 13-14. The following year, 57.1% of veteran participants were earning post-exit wages compared to 64.8% of non-veterans. While veterans participating in the program did not find employment at the same rate as non-veterans, those veterans who did find employment fared better in terms of earnings, earning a post-exit median wage \$2,025 (+20.6%) higher than non-veterans in PY 13-14 and \$3,193 (+43.2%) higher in PY 14-15.

Table 30: TAA Certificate Attainment

Certificate	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
			# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
Yes	93	2.4%	67	2.7%	72.0%	\$7,097	69	2.7%	74.2%	\$8,815
N/A	3,722	97.6%	2,418	97.3%	65.0%	\$9,466	2,459	97.3%	66.1%	\$9,957
Total	3,815	100%	2,485	100%	65.1%	\$9,448	2,528	100%	66.3%	\$9,918
Yes	56	7.4%	39	8.0%	69.6%	\$7,342	40	8.2%	71.4%	\$7,517
N/A	700	92.6%	446	92.0%	63.7%	\$8,242	447	91.8%	63.9%	\$9,048
Total	756	100%	485	100%	64.2%	\$8,193	487	100%	64.4%	\$8,846

A certificate refers to an award presented in recognition of an individual's attainment of measurable technical or occupational skills necessary to gain employment or advance within an occupation. Standards for measurable technical or occupational skill attainment are developed or endorsed by employers.

TAA participants who earned a certificate were more likely to be employed four quarters after exit than non-earners in each program year; however certificate earners had a lower quarterly median wage than non-earners both program years. This is the only program discussed in this report in which certificate earners earned a lower quarterly median wage than non-earners. This may be attributable to differences among program participants' existing skills, with those who possessed a skillset less favorable to obtaining well-paying employment in the short term electing to pursue certificate attainment, and participants with more in-demand skills or

experience possibly electing to forgo certificate attainment in favor of well-paying employment opportunities available to them because of their in-demand skills.

TAA Credential and Degree Attainment

The number of credentials and degrees earned by participants was tracked; however the total number of both credentials and degrees earned in each program year was too small to ascertain meaningful conclusions. Tables for the degree and credential earner outcomes are not presented due to interagency policies preventing the publication of wage data for groups containing a very small number of individuals.

Table 31: TAA Industry Employment

Program Year	Industry	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
		# Participants	% Participants	% Wage Earners	Quarterly Median Wage	# Participants	% Participants	% Wage Earners	Quarterly Median Wage
2013-2014	Agriculture, Forestry, Fishing, & Hunting	21	0.6%	0.8%	\$6,083	20	0.5%	0.8%	\$6,509
	Utilities	18	0.5%	0.7%	\$19,657	22	0.6%	0.9%	\$20,633
	Construction	62	1.6%	2.5%	\$9,453	64	1.7%	2.5%	\$9,609
	Manufacturing	716	18.8%	28.7%	\$12,489	804	21.1%	31.6%	\$12,551
	Wholesale Trade	101	2.6%	4.0%	\$9,780	112	2.9%	4.4%	\$9,497
	Retail Trade	161	4.2%	6.5%	\$5,956	150	3.9%	5.9%	\$6,489
	Transportation & Warehousing	157	4.1%	6.3%	\$9,192	167	4.4%	6.6%	\$9,831
	Information	28	0.7%	1.1%	\$11,370	24	0.6%	0.9%	\$13,021
	Finance and Insurance	48	1.3%	1.9%	\$9,564	50	1.3%	2.0%	\$8,950
	Real Estate & Rental & Leasing	25	0.7%	1.0%	\$8,203	24	0.6%	0.9%	\$8,440
	Professional, Scientific, & Technical Skills	134	3.5%	5.4%	\$14,141	142	3.7%	5.6%	\$14,959
	Management of Companies and Enterprises	3	0.1%	0.1%	*****	3	0.1%	0.1%	*****
	Admin & Support & Waste Mgmt & Remediation	573	15.0%	23.0%	\$6,487	472	12.4%	18.6%	\$6,890
	Educational Services	50	1.3%	2.0%	\$9,008	51	1.3%	2.0%	\$8,965
	Health Care & Social Assistance	201	5.3%	8.1%	\$7,927	210	5.5%	8.3%	\$8,712
	Arts, Entertainment, & Recreation	14	0.4%	0.6%	\$5,941	16	0.4%	0.6%	\$4,385
	Accommodation & Food Services	44	1.2%	1.8%	\$4,951	45	1.2%	1.8%	\$5,514
	Other Services	64	1.7%	2.6%	\$10,392	69	1.8%	2.7%	\$10,930
	Non-Classified	N/A	N/A	0.0%	N/A	1	0.0%	0.0%	*****
	Government	45	1.2%	1.8%	\$10,006	52	1.4%	2.0%	\$10,710
	No Wages	1,330	34.9%	N/A	N/A	1,287	33.7%	N/A	N/A
	Wages With No NAICS	20	0.5%	1.2%	\$15,343	30	0.8%	1.7%	\$15,819
	Total	3,815	100%		\$9,448	3,815	100%		\$9,918
2014-2015	Agriculture, Forestry, Fishing, & Hunting	3	0.4%	0.6%	*****	3	0.4%	0.6%	*****
	Utilities	3	0.4%	0.6%	*****	3	0.4%	0.6%	*****
	Construction	8	1.1%	1.6%	*****	11	1.5%	2.3%	\$9,735
	Manufacturing	91	12.0%	18.8%	\$9,298	93	12.3%	19.1%	\$10,661
	Wholesale Trade	30	4.0%	6.2%	\$8,484	27	3.6%	5.5%	\$9,725
	Retail Trade	28	3.7%	5.8%	\$5,254	28	3.7%	5.7%	\$5,169
	Transportation & Warehousing	24	3.2%	4.9%	\$8,175	28	3.7%	5.7%	\$7,582
	Information	14	1.9%	2.9%	\$12,002	15	2.0%	3.1%	\$10,326
	Finance and Insurance	34	4.5%	7.0%	\$9,472	34	4.5%	7.0%	\$9,821
	Real Estate & Rental & Leasing	7	0.9%	1.4%	*****	8	1.1%	1.6%	*****
	Professional, Scientific, & Technical Skills	26	3.4%	5.4%	\$13,381	33	4.4%	6.8%	\$12,058
	Admin & Support & Waste Mgmt & Remediation	103	13.6%	21.2%	\$7,138	89	11.8%	18.3%	\$6,718
	Educational Services	17	2.2%	3.5%	\$7,982	17	2.2%	3.5%	\$12,135
	Health Care & Social Assistance	42	5.6%	8.7%	\$6,129	41	5.4%	8.4%	\$6,958
	Arts, Entertainment, & Recreation	2	0.3%	0.4%	*****	2	0.3%	0.4%	*****
	Accommodation & Food Services	12	1.6%	2.5%	\$5,470	11	1.5%	2.3%	\$6,422
	Other Services	14	1.9%	2.9%	\$7,672	12	1.6%	2.5%	\$8,053
	Non-Classified	1	0.1%	0.2%	*****	1	0.1%	0.2%	*****
	Government	17	2.2%	3.5%	\$9,398	18	2.4%	3.7%	\$10,534
	No Wages	271	35.8%	N/A	N/A	269	35.6%	N/A	N/A
	Wages With No NAICS	9	1.2%	1.9%	*****	13	1.7%	2.7%	\$14,010
	Total	756	100%		\$8,193	756	100%		\$8,846

In PY 13-14, the Manufacturing sector (31.6%) and the Administrative, Support, Waste Management, and Remediation Services sector (18.6%) accounted for slightly over half of all TAA wage earners. The following program year, Manufacturing (19.1%) and Administrative,

Support, Waste Management, and Remediation Services (18.3%) accounted for a lower overall share of post-exit employment but remained the two highest sectors in terms of share of industry sector employment. The remaining top five industry sectors are listed below. Note that while Table 31 includes shares for all participants, including those who did not find employment the shares cited here are based solely on participants who found employment (n=2,528 in PY 13-14; n=487 in PY 14-15).

Program Year 13-14

3. Health Care and Social Assistance (8.3 percent)
4. Transportation and Warehousing (6.6 percent)
5. Retail Trade (5.9 percent)

Program Year 14-15

3. Health Care and Social Assistance (8.4 percent)
4. Finance and Insurance (7.0 percent)
5. Professional, Scientific, and Technical Skills (6.8 percent)

WIA Title I

Participant Definition - A WIA participant is defined as an individual who receives a service funded by the program in either a physical location (One-Stop Career Center or affiliate site) or remotely through electronic technologies.¹⁶

Participant Characteristics – The Adult and Dislocated Worker programs are designed to provide quality employment and training services to assist eligible individuals in finding and qualifying for meaningful employment, and to help employers find the skilled workers they need to compete and succeed in business. The Youth program is designed to improve the long-term job prospects of young people by providing basic skills, work readiness skills, occupational skill straining, and citizenship skills.

Eligibility Criteria - See [Appendix B](#)

Exit Definition – The term “program exit” means a participant does not receive a service funded by the program or funded by a partner program for 90 consecutive calendar days and is not scheduled for future services. This includes services provided by TAA, and/or Wagner-Peyser if the participant is co-enrolled. WIA defines exit as the point after which a participant who has received services through any program meets the following criteria:

Exit Dates - For the purposes of cohort timing with base wage data and Quarterly Census of Employment and Wage Data, a measurable program year is defined as: October 1, 201X – September 30, 201X.

The first two program years to be measured will be **2013-14** (10/1/12 – 9/30/13) and **2014-15** (10/1/13 – 9/30/14).

¹⁶ Department of Labor Training Employment Guidance Letter (TEGL) 17-05

Description of Outcomes

This section includes separate analyses of WIA's three subprograms (Adult, Dislocated Worker, and Youth). A number of individuals received services from both the Adult and Dislocated Worker programs (1,979 in PY 13-14 and 1,377 in PY 14-15). Because of this, the totals for the three WIA subprogram do not sum to the overall participant total for each program year.

Across all WIA programs, 73,839 individuals received services in PY 13-14 and 68,033 received services in PY 14-15. The share of participants who went on to employment four quarters after exit was the lowest among programs covered in this report, with 61.4% and 62.2% earning post-exit wages in PYs 13-14 and 14-15, respectively. Post-exit earnings were also comparatively low, with a median wage of \$5,427 in PY 13-14 and \$5,316 in 14-15. These outcomes reflect that WIA programs target participants from hard-to-serve populations. Among all programs, WIA wage earners had the largest percent gain in median quarterly earnings from two to four quarters after exit in each program year, with the program's overall median quarterly wage increasing by about 8.5 percent in each program year.

Adult

The WIA Adult program served the highest number of individuals among WIA subprograms, with 35,055 and 31,727 participants in PYs 13-14 and 14-15, respectively. The Adult program ranked second of the three in terms of both participants who went on to employment (60.8% and 62.1%) and post-exit median wage (\$5,372 and \$5,522) in PYs 13-14 and 14-15, respectively.

Dislocated Worker

The Dislocated worker program served 25,353 and 21,497 participants in PYs 13-14 and 14-15. The program ranked highest among WIA programs in terms of the rate of participants who went on to employment after program exit (68.0% and 67.8%) and post-exit median wage (\$7,716 and \$7,637) in PYs 13-14 and 14-15, respectively.

Youth

The WIA youth program served 15,241 individuals in PY 13-14 and 16,113 in PY 14-15. The program had the lowest percentage of participants who went on to employment after program exit and had the lowest median wage among WIA programs. These lower numbers may be attributed to the design of the Youth program, which also promotes placement of youth in employment or education. The inclusion of education instead of employment is unique to the WIA Youth program.

Table 32: WIA Race/Ethnicity

Program Year	Group	Race/Ethnicity	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
					# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Adult	American Indian or Alaska Native	317	0.9%	204	0.9%	64.4%	\$4,831	197	0.9%	62.1%	\$4,914
		Asian	2,115	6.0%	1,374	6.4%	65.0%	\$5,825	1,387	6.5%	65.6%	\$6,351
		Black or African American	4,109	11.7%	2,392	11.1%	58.2%	\$4,170	2,356	11.0%	57.3%	\$4,440
		Hispanic/Latino	9,167	26.2%	6,029	27.9%	65.8%	\$4,705	6,019	28.2%	65.7%	\$5,221
		Native Hawaiian or Other Pacific Islander	213	0.6%	127	0.6%	59.6%	\$4,957	119	0.6%	55.9%	\$5,625
		White	9,322	26.6%	5,681	26.3%	60.9%	\$5,210	5,562	26.1%	59.7%	\$5,578
		Multi-Race	750	2.1%	454	2.1%	60.5%	\$4,442	460	2.2%	61.3%	\$4,816
		N/A	9,062	25.9%	5,345	24.7%	59.0%	\$5,194	5,222	24.5%	57.6%	\$5,732
		Total	35,055	100%	21,606	100%	61.6%	\$4,924	21,322	100%	60.8%	\$5,372
	Dislocated Worker	American Indian or Alaska Native	192	0.8%	124	0.7%	64.6%	\$6,428	123	0.7%	64.1%	\$7,175
		Asian	1,459	5.8%	1,004	5.9%	68.8%	\$9,309	1,011	5.9%	69.3%	\$9,690
		Black or African American	1,689	6.7%	1,125	6.6%	66.6%	\$5,819	1,151	6.7%	68.1%	\$5,951
		Hispanic/Latino	6,421	25.3%	4,552	26.7%	70.9%	\$6,661	4,666	27.1%	72.7%	\$7,280
		Native Hawaiian or Other Pacific Islander	145	0.6%	101	0.6%	69.7%	\$7,501	99	0.6%	68.3%	\$7,978
		White	6,220	24.5%	4,149	24.4%	66.7%	\$7,137	4,157	24.1%	66.8%	\$7,396
		Multi-Race	292	1.2%	183	1.1%	62.7%	\$6,984	182	1.1%	62.3%	\$7,304
		N/A	8,935	35.2%	5,793	34.0%	64.8%	\$7,654	5,846	33.9%	65.4%	\$8,466
		Total	25,353	100%	17,031	100%	67.2%	\$7,128	17,235	100%	68.0%	\$7,716
	Youth	American Indian or Alaska Native	196	1.3%	86	1.2%	43.9%	\$2,561	92	1.2%	49.9%	\$2,680
		Asian	808	5.3%	336	4.5%	41.6%	\$1,994	402	5.0%	49.8%	\$2,340
		Black or African American	2,578	16.9%	1,144	15.4%	44.4%	\$1,933	1,209	15.2%	46.9%	\$2,317
		Hispanic/Latino	7,196	47.2%	3,595	48.5%	50.0%	\$2,363	3,916	49.1%	54.4%	\$2,782
		Native Hawaiian or Other Pacific Islander	92	0.6%	35	0.5%	38.0%	\$2,229	45	0.6%	48.9%	\$3,086
		White	2,957	19.4%	1,444	19.5%	48.8%	\$2,298	1,540	19.3%	52.1%	\$2,640
		Multi-Race	466	3.1%	213	2.9%	45.7%	\$2,210	209	2.6%	44.8%	\$2,567
		N/A	948	6.2%	560	7.6%	59.1%	\$2,493	561	7.0%	59.2%	\$2,877
		Total	15,241	100%	7,413	100%	48.6%	\$2,265	7,974	100%	52.3%	\$2,657
2014-2015	Adult	American Indian or Alaska Native	319	1.0%	184	0.9%	57.7%	\$4,421	193	1.0%	60.5%	\$4,687
		Asian	2,307	7.3%	1,477	7.4%	64.0%	\$6,204	1,507	7.6%	65.3%	\$6,702
		Black or African American	4,786	15.1%	2,868	14.4%	59.9%	\$4,287	2,842	14.4%	59.4%	\$4,776
		Hispanic/Latino	6,239	19.7%	4,169	21.0%	66.8%	\$5,098	4,225	21.4%	67.7%	\$5,462
		Native Hawaiian or Other Pacific Islander	209	0.7%	130	0.7%	62.2%	\$4,687	117	0.6%	56.0%	\$5,625
		White	11,959	37.7%	7,376	37.1%	61.7%	\$5,169	7,285	36.9%	60.9%	\$5,708
		Multi-Race	954	3.0%	567	2.9%	59.4%	\$4,159	547	2.8%	57.3%	\$4,982
		N/A	4,954	15.6%	3,090	15.6%	62.4%	\$5,160	3,002	15.2%	60.6%	\$5,587
		Total	31,727	100%	19,861	100%	62.6%	\$5,034	19,718	100%	62.1%	\$5,522
	Dislocated Worker	American Indian or Alaska Native	184	0.9%	125	0.9%	67.9%	\$5,870	122	0.8%	66.3%	\$6,536
		Asian	1,745	8.1%	1,161	7.9%	66.5%	\$9,717	1,187	8.1%	68.0%	\$10,453
		Black or African American	1,958	9.1%	1,336	9.1%	68.2%	\$6,173	1,343	9.2%	68.6%	\$6,786
		Hispanic/Latino	4,547	21.2%	3,293	22.5%	72.4%	\$6,332	3,285	22.5%	72.2%	\$7,052
		Native Hawaiian or Other Pacific Islander	134	0.6%	99	0.7%	73.9%	\$7,272	100	0.7%	74.6%	\$7,533
		White	8,171	38.0%	5,496	37.6%	67.3%	\$7,119	5,453	37.4%	66.7%	\$7,769
		Multi-Race	364	1.7%	235	1.6%	64.6%	\$7,316	240	1.6%	65.9%	\$7,855
		N/A	4,394	20.4%	2,879	19.7%	65.5%	\$7,109	2,841	19.5%	64.7%	\$7,916
		Total	21,497	100%	14,624	100%	68.0%	\$6,974	14,571	100%	67.8%	\$7,637
	Youth	American Indian or Alaska Native	204	1.3%	114	1.4%	55.9%	\$2,432	112	1.3%	54.9%	\$2,787
		Asian	810	5.0%	325	4.0%	40.1%	\$2,442	403	4.5%	49.8%	\$2,553
		Black or African American	2,787	17.3%	1,344	16.4%	48.2%	\$2,069	1,436	16.1%	51.5%	\$2,348
		Hispanic/Latino	6,771	42.0%	3,633	44.5%	53.7%	\$2,637	3,956	44.3%	58.4%	\$3,001
		Native Hawaiian or Other Pacific Islander	90	0.6%	40	0.5%	44.4%	\$1,926	40	0.4%	44.4%	\$2,247
		White	4,496	27.9%	2,227	27.3%	49.5%	\$2,322	2,460	27.6%	54.7%	\$2,814
		Multi-Race	521	3.2%	240	2.9%	46.1%	\$2,121	257	2.9%	49.3%	\$2,462
		N/A	434	2.7%	249	3.0%	57.4%	\$2,494	260	2.9%	59.9%	\$3,147
		Total	16,113	100%	8,172	100%	50.7%	\$2,439	8,924	100%	55.4%	\$2,814

WIA programs collected race and ethnicity as separate variables. Data collection methods provided respondents with an option to choose among six race categories, and additionally provided options for participants to select one of three ethnicity categories: Hispanic/Latino, Non-Hispanic/Latino, or N/A. Participants who did not select a race category but identified as

Hispanic/Latino for their ethnicity are reflected in the “Hispanic/Latino” group in the table above. The total number of participants who selected a race category AND identified their ethnicity as Hispanic/Latino—a slightly higher total—are reflected in the Table 33 below.

Adult

For participants in PY 2013-14, four of the seven race/ethnicity groups tracked at about two percentage points lower when compared to statewide labor force (Tables 1 and 2), while the Black/African American group was overrepresented by 10.1% and the Asian group was underrepresented by 6.7 percent. Relative to the program average, Hispanic/Latino and Asian participants went on to employment at the highest rates (each about five percentage points above the program average), while Black/African American (-3.5 percentage points) and Native Hawaiian/Pacific Islander (-5 percentage points) had the lowest rates. Relative to the program median, Asians earned the highest wages, \$979 (+18.2%) above the program median, while the Black/African American group had the lowest, \$932 (-17.3%) below the program median.

The following year, relative to statewide averages, the Hispanic/Latino and Asian groups were underrepresented among participants (-13.4 and -5.8 percentage points, respectively), while the non-Hispanic white and Black/African American groups were overrepresented (+6.5 and +12.0 percentage points, respectively). Hispanic/Latino participants went on to employment at the highest rate (5.6 percentage points above the program average), while Native Hawaiian/Pacific Islanders had the lowest post-exit wage earning rate (6.2 percentage points below the program average). Asians had the highest median wage at \$2,816 (+36.9%) above the program median, while wage earners in the American Indian/Alaskan Native group, a small share of overall participants (319 individuals, or one percent), had the lowest median wage, earning \$1,102 (-14.4%) less than the program median.

Dislocated Worker

For PY 2013-14, individuals in the Black/African American and Hispanic/Latino groups were represented among program participants at a higher rate than the statewide labor force by (+4.6 and +2.8 percentage points, respectively), while the Asian group (-5.9 percentage points) was the only group underrepresented by more than one percentage point. Hispanic/Latino participants were employed at the highest rate (+4.7 percentage points greater than the program average), while the Multi-race group had the lowest rate of participants earning wages after exit (5.7 percentage points below average). The Asian group had the highest median wage at \$1,974 (+25.6%) above the program median, while the Black/African American group had the lowest median wage at \$1,765 (-22.9%) below the program median.

Among participants exiting during PY 2014-15, the Hispanic/Latino group was the most underrepresented relative to the statewide labor force (-10.1 percentage points), while non-Hispanic white individuals were the most overrepresented (+9.6 percentage points). Native Hawaiian/Pacific Islanders and Hispanic/Latinos found post-exit employment at the highest rates at +6.8 and +4.5 percentage points relative to the program average, respectively, while the Multi-race group (-1.8 percentage points) had the lowest rate. Asians had the highest post-exit median wage, earning \$2,816, (+36.9%) above the program median, while American Indian/Alaskan Natives had the lowest, earning \$1,102 (-14.4%) under the program median.

Youth

In each program year, participants who identified as white (non-Hispanic) were the group most underrepresented relative the statewide labor force (Tables 1 and 2) at rates 17.4 and 9.5 percentage points lower than the statewide rate. They were followed by individuals who identified as Asian—about nine percentage points under the statewide rate—in both program years. Individuals identifying only as Hispanic/Latino were overrepresented at the highest rate in the 2013-14 program year (14 percentage points above the statewide rate) followed by the Black/African American group (+12.3 percentage points). The Black/African American group was the most overrepresented group in the 2014-15 program year at +10.1 above the statewide labor rate. The overrepresentation reflected among the WIA Youth program's participant shares highlight the disproportionality by which young jobseekers in communities of color face barriers to employment.

Individuals for whom race/ethnicity data was not available had the highest rate of post-exit employment in both program years at 6.9 and 4.5 percentage points above the program average in PYs 13-14 and 14-15, respectively. This group also earned the second-highest and highest median wage in PYs 13-14 and 14-15, respectively. Hispanic-Latino participants were the only other group to advance to employment at a rate above the program average in each program year. Native Hawaiian/Pacific Islanders had the highest median wage in PY 13-14 (16.1% above the program median). Black/African Americans had the lowest and second-lowest median wage in PYs 13-14 and 14-15, respectively (12.8% and 16.6% less than the program median); Native Hawaiian/Pacific Islanders had the lowest median wage in PY 14-15 (-20.2% less than the program median). While Asian participants in the Adult and Dislocated Worker categories had higher rates of employment and higher median wages than program average, Asian individuals in the Youth program ranked below average employment rate and median wage in both program years.

Table 33: WIA Ethnicity

Program Year	Group	Ethnicity	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
					# Earning Wages	% Wage Earners	% Participant's Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participant's Earning Wages	Quarterly Median Wage
2013-2014	Adult	Hispanic/Latino	12,235	34.9%	8,040	37.2%	65.7%	\$4,664	8,010	37.6%	65.5%	\$5,127
		Non-Hispanic/Latino	15,416	44.0%	9,163	42.4%	59.4%	\$4,944	8,954	42.0%	58.1%	\$5,370
		N/A	7,404	21.1%	4,403	20.4%	59.5%	\$5,586	4,358	20.4%	58.9%	\$6,091
		Total	35,055	100%	21,606	100%	61.6%	\$4,924	21,322	100%	60.8%	\$5,372
	Dislocated Worker	Hispanic/Latino	8,503	33.5%	6,008	35.3%	70.7%	\$6,515	6,166	35.8%	72.5%	\$7,079
		Non-Hispanic/Latino	14,345	56.6%	9,426	55.3%	65.7%	\$7,525	9,455	54.9%	65.9%	\$8,205
		N/A	2,505	9.9%	1,597	9.4%	63.8%	\$7,597	1,614	9.4%	64.4%	\$8,078
		Total	25,353	100%	17,031	100%	67.2%	\$7,128	17,235	100%	68.0%	\$7,716
	Youth	Hispanic/Latino	8,780	57.6%	4,445	60.0%	50.6%	\$2,357	4,820	60.4%	54.9%	\$2,768
		Non-Hispanic/Latino	2,039	13.4%	1,015	13.7%	49.8%	\$2,148	1,053	13.2%	51.6%	\$2,527
		N/A	4,422	29.0%	1,953	26.3%	44.2%	\$2,165	2,101	26.3%	47.5%	\$2,485
		Total	15,241	100%	7,413	100%	48.6%	\$2,265	7,974	100%	52.3%	\$2,657
2014-2015	Adult	Hispanic/Latino	11,358	35.8%	7,484	37.3%	65.9%	\$4,889	7,531	38.2%	66.3%	\$5,322
		Non-Hispanic/Latino	14,942	47.1%	9,050	45.6%	60.6%	\$5,025	8,962	45.5%	60.0%	\$5,567
		N/A	5,427	17.1%	3,327	16.8%	61.3%	\$5,438	3,225	16.4%	59.4%	\$5,983
		Total	31,727	100%	19,861	100%	62.6%	\$5,034	19,718	100%	62.1%	\$5,522
	Dislocated Worker	Hispanic/Latino	7,605	35.4%	5,465	37.4%	71.9%	\$6,331	5,430	37.3%	71.4%	\$7,026
		Non-Hispanic/Latino	11,849	55.1%	7,870	53.8%	66.4%	\$7,434	7,845	53.8%	66.2%	\$8,169
		N/A	2,043	9.5%	1,289	8.8%	63.1%	\$7,228	1,296	8.9%	63.4%	\$8,082
		Total	21,497	100%	14,624	100%	68.0%	\$6,974	14,571	100%	67.8%	\$7,637
	Youth	Hispanic/Latino	9,845	61.1%	5,230	64.0%	53.1%	\$2,548	5,747	64.4%	58.4%	\$2,954
		Non-Hispanic/Latino	2,414	15.0%	1,189	14.5%	49.3%	\$2,196	1,288	14.4%	53.4%	\$2,482
		N/A	3,854	23.9%	1,753	21.5%	45.5%	\$2,257	1,889	21.2%	49.0%	\$2,593
		Total	16,133	100%	8,172	100%	50.7%	\$2,439	8,924	100%	55.4%	\$2,814

Ethnicity data was not available for 19.1% and 16.4% of all WIA participants in PYs 13-14 and 14-15, respectively. Totals in the Hispanic/Latino category in Table 33 represent all individuals who identified as Hispanic/Latino regardless of whether they also identified as a separate race category. The percent share data referenced below does not extrapolate the Hispanic/Latino population share due to ambiguity related to how data collection procedures classified responses as "N/A" versus "Non-Hispanic/Latino."

Adult

Hispanic/Latinos were represented among participants at roughly 1.4 and 0.9 percentage points less than the statewide workforce (Table 2) in the WIA Adult program in PYs 13-14 and 14-15. These participants went on to employment at rates higher than the program average in both program years, +4.6 and +4.2 percentage points, but earned less than the program median in both years, -4.5% and -3.6% less than the program-wide median wage.

Dislocated Worker

Individuals who identified as Hispanic/Latino were underrepresented in the WIA Dislocated Worker program by about two percentage points relative to the statewide labor force rate in

both program years. Participants in the Hispanic/Latino group found employment at rates more than four percentage points above the program average in each program year, but those who were employed earned a median wage 14.6 and 8.0 percent lower than the program median in PYs 13-14 and 14-15.

Youth

WIA Youth participants who identified as Hispanic/Latino were overrepresented relative to the state average by 21.3 and 24.4 percentage points in PYs 13-14 and 14-15, respectively. Similar to the Hispanic/Latino group in the Adult and Dislocated Worker programs, Hispanic/Latino participants in the Youth program went on to employment at a rate higher than the program average. Unlike their counterparts in the Adult and Dislocated programs, Hispanic/Latino wage earners in the Youth program earned a median wage above the program median by 9.1 and 5.0 percent in PYs 13-14 and 14-15, respectively.

Table 34: WIA Gender

Program Year	Group	Gender	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
					# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Youth	Male	6,741	44.2%	3,293	44.4%	48.9%	\$2,277	3,537	44.4%	52.5%	\$2,795
		Female	7,540	49.5%	3,558	48.0%	47.2%	\$2,183	3,877	48.6%	51.4%	\$2,519
		N/A	960	6.3%	562	7.6%	58.5%	\$2,671	560	7.0%	58.3%	\$3,080
		Total	15,241	100%	7,413	100%	48.6%	\$2,265	7,974	100%	52.3%	\$2,657
	Adult	Male	12,208	34.8%	7,524	34.8%	61.6%	\$5,062	7,402	34.7%	60.6%	\$5,514
		Female	12,296	35.1%	7,744	35.8%	63.0%	\$4,640	7,713	36.2%	62.7%	\$4,938
		N/A	10,551	30.1%	6,338	29.3%	60.1%	\$5,129	6,207	29.1%	58.8%	\$5,801
		Total	35,055	100%	21,606	100%	61.6%	\$4,924	21,322	100%	60.8%	\$5,372
	Dislocated Worker	Male	7,125	28.1%	4,852	28.5%	68.1%	\$7,664	4,892	28.4%	68.7%	\$8,211
		Female	7,314	28.8%	5,001	29.4%	68.4%	\$6,361	5,063	29.4%	69.2%	\$6,643
		N/A	10,914	43.0%	7,178	42.1%	65.8%	\$7,295	7,280	42.2%	66.7%	\$8,140
		Total	25,353	100%	17,031	100%	67.2%	\$7,128	17,235	100%	68.0%	\$7,716
2014-2015	Youth	Male	7,435	46.1%	3,807	46.6%	51.2%	\$2,538	4,173	48.6%	56.1%	\$2,991
		Female	8,408	52.2%	4,203	51.4%	50.0%	\$2,352	4,594	51.5%	54.6%	\$2,650
		N/A	270	1.7%	162	2.0%	60.0%	\$2,482	157	1.8%	58.1%	\$3,184
		Total	16,113	100%	8,172	100%	50.7%	\$2,439	8,924	100%	55.4%	\$2,814
	Adult	Male	12,969	40.9%	8,012	40.3%	61.8%	\$5,299	7,968	40.4%	61.4%	\$5,865
		Female	14,463	45.6%	9,189	46.3%	63.5%	\$4,725	9,121	46.3%	63.1%	\$5,175
		N/A	4,295	13.5%	2,660	13.4%	61.9%	\$5,309	2,629	13.3%	61.2%	\$5,785
		Total	31,727	100%	19,861	100%	62.6%	\$5,034	19,718	100%	62.1%	\$5,522
	Dislocated Worker	Male	8,246	38.4%	5,668	38.8%	68.7%	\$7,643	5,660	38.8%	68.6%	\$8,464
		Female	9,545	44.4%	6,592	45.1%	69.1%	\$6,471	6,545	44.9%	68.6%	\$7,025
		N/A	3,706	17.2%	2,364	16.2%	63.8%	\$6,782	2,366	16.2%	63.8%	\$7,584
		Total	21,497	100%	14,624	100%	68.0%	\$6,974	14,571	100%	67.8%	\$7,637

Across all WIA programs, gender data was not available for 29.5% of participants in PY 13-14 and 11.8% of participants in PY 14-15.

Adult

Males and females accounted for a similar share of participants in each program year, with females accounting for a slight majority of participants with available gender data in both years. Participants of both genders went on to employment at similar rates; however males, following

a similar trend across programs, earned a higher median wage than females in each program year (+10.4% and +11.8%).

Dislocated Worker

Among the 57% (PY 13-14) and 82.8% (14-15) of Dislocated Worker participants with available gender data, females accounted for a slight majority in each program year and were overrepresented relative to their share of the state's labor force (Table 3). Participants of both genders went on to employment at similar rates; however male wage earners had a median wage 19.1% and 17.0% greater than their female counterparts.

Youth

Participant data for the WIA Youth program had the lowest share of individuals without available gender data (6.3% in PY 13-14, 1.7% in PY 14-15). Females accounted for the majority of participants in each year and outpaced their statewide share by about seven percentage points in each program year. Females went on to employment at a rate about one percentage point lower than males and had a median wage roughly 10% less than males in each program year.

Table 35: WIA Age Groups

Program Year	Group	Age Group	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
					# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Adult	Under 25	7,387	21.1%	4,959	23.0%	67.1%	\$3,974	4,938	23.2%	66.8%	\$4,443
		25-54	22,898	65.3%	14,325	66.3%	62.6%	\$5,373	14,123	66.2%	61.7%	\$5,839
		55 and Older	4,770	13.6%	2,322	10.7%	48.7%	\$4,771	2,261	10.6%	47.4%	\$5,114
		Total	35,055	100%	21,606	100%	61.6%	\$4,924	21,322	100%	60.8%	\$5,372
	Dislocated Worker	Under 25	1,282	5.1%	948	5.6%	73.9%	\$5,156	970	5.6%	75.7%	\$5,850
		25-54	18,843	74.3%	13,269	77.9%	70.4%	\$7,358	13,464	78.1%	71.5%	\$7,992
		55 and Older	5,228	20.6%	2,814	16.5%	53.8%	\$6,832	2,801	16.3%	53.6%	\$7,211
		Total	25,353	100%	17,031	100%	67.2%	\$7,128	17,235	100%	68.0%	\$7,716
	Youth	Under 25	15,241	100.0%	7,413	100.0%	48.6%	\$2,265	7,974	100.0%	52.3%	\$2,657
		Total	15,241	100%	7,413	100%	48.6%	\$2,265	7,974	100%	52.3%	\$2,657
2014-2015	Adult	Under 25	6,530	20.6%	4,442	22.3%	67.7%	\$4,220	4,450	22.6%	68.1%	\$4,631
		25-54	20,616	65.0%	13,176	66.3%	63.9%	\$5,384	13,059	66.2%	63.3%	\$5,985
		55 and Older	4,581	14.4%	2,263	11.4%	49.4%	\$4,876	2,209	11.2%	48.2%	\$5,068
		Total	31,727	100%	19,861	100%	62.6%	\$5,034	19,718	100%	62.1%	\$5,522
	Dislocated Worker	Under 25	1,159	5.4%	859	5.9%	74.1%	\$5,128	864	5.9%	74.5%	\$5,701
		25-54	15,381	71.5%	11,003	75.2%	71.5%	\$7,162	10,983	75.4%	71.4%	\$7,918
		55 and Older	4,957	23.1%	2,762	18.9%	55.7%	\$6,839	2,724	18.7%	55.0%	\$7,292
		Total	21,497	100%	14,624	100%	68.0%	\$6,974	14,571	100%	67.8%	\$7,637
	Youth	Under 25	16,113	100.0%	8,172	100.0%	50.7%	\$2,439	8,924	100.0%	55.4%	\$2,814
		Total	16,113	100%	8,172	100%	50.7%	\$2,439	8,924	100%	55.4%	\$2,814

Adult

Participants in the Under 25 group advanced to employment at a rate six percent higher than the program average in both program years but had a median quarterly wage 16.1% and 17.3% less than the program median in PYs 13-14 and 14-15. The 25-54 group accounted for roughly two-thirds of participants and wage earners in both program years and was the only group with a median wage greater than the program median. The 55 and Older group accounted for about

14% of participants in each program year. Participants in this group advanced to employment at rates about 13.5 percentage points lower than the program average and earned \$258 (-4.8 percent) and \$454 (-8.2 percent) less than the program median.

Dislocated Worker

The Under 25 group accounted for roughly five percent of participants and was underrepresented relative to the share of individuals under 25 in the statewide labor force (Table 4) by about eight percentage points in each program year. Participants in this group, however, went on to employment at a higher rate than the program median in each program year. The 25-54 cohort was overrepresented among participants by 8.0 and 5.7 percentage points, respectively and found employment at a rate roughly 3.5 percentage points above program average while also earning a median wage that was roughly 3.5 percent above the program median both years. The 55 and Older cohort accounted for a participant share similar to the statewide labor force; however those participants found employment at rates about 16 percentage points lower than the program average and earned a median wage 10.2 and 7.8 percent lower than the program median in PYs 13-14 and 14-15, respectively.

Youth

All participants were under 25.

Table 36: WIA Veterans

Program Year	Group	Veteran	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
					# Earning Wages	% Wage Earners	% Participants earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Adult	Yes	3,343	9.5%	1,824	8.4%	54.6%	\$5,924	1,742	8.2%	52.1%	\$6,669
		N/A	31,712	90.5%	19,782	91.6%	62.4%	\$4,854	19,580	91.8%	61.7%	\$5,277
		Total	35,055	100%	21,606	100%	61.6%	\$4,924	21,322	100%	60.8%	\$5,372
	Dislocated Worker	Yes	1,819	7.2%	1,053	6.2%	57.9%	\$7,590	1,032	6.0%	56.7%	\$8,308
		N/A	23,524	92.8%	15,978	93.8%	67.9%	\$7,103	16,203	94.0%	68.9%	\$7,677
		Total	25,353	100%	17,031	100%	67.2%	\$7,128	17,235	100%	68.0%	\$7,716
2014-2015	Adult	Yes	2,627	8.3%	1,489	7.5%	56.7%	\$6,260	1,432	7.3%	54.5%	\$6,840
		N/A	29,100	91.7%	18,372	92.5%	63.1%	\$4,952	18,286	92.7%	62.8%	\$5,453
		Total	31,727	100%	19,861	100%	62.6%	\$5,034	19,718	100%	62.1%	\$5,522
	Dislocated Worker	Yes	1,473	6.9%	906	6.2%	61.5%	\$7,294	915	6.3%	62.1%	\$8,191
		N/A	20,024	93.1%	13,718	93.8%	68.5%	\$6,945	13,656	93.7%	68.2%	\$7,618
		Total	21,497	100%	14,624	100%	68.0%	\$6,974	14,571	100%	67.8%	\$7,637

Across all WIA programs, veterans accounted for 6.8 and 5.8 percent of participants¹⁷, rates 2.0 and 1.1 percentage points above the share of veterans in the statewide labor force (Table 5). Similar to a trend seen in other programs, veterans advanced to employment at a lower rate—about 15 percentage points in each program year—than non-veterans, but veterans who did find employment earned a higher median wage—about 30% higher than non-veterans in each program year.

¹⁷ These percentages are gleaned from aggregated WIA outcome data, which is not presented in this report.

Adult

The Adult program had the highest share of veterans among WIA programs, with rates 4.8 and 3.6 percentage points above their statewide labor force share. In each program year, veterans advanced to employment at lower rates than non-veterans, but veterans who did advance to employment earned a median wage about 20% higher than non-veterans both two quarters and four quarters after program exit in each program year.

Dislocated Worker

The share of veterans in the WIA Dislocated Worker program exceeded that of the statewide labor force by about 2.3 percentage points in each program year. Trends for veterans receiving WIA Dislocated Worker services tracked closely with those who received Adult services.

Youth

A small number of WIA Youth participants identified as Veterans; however outcomes are not presented due to interagency policies preventing the publication of wage data for groups containing a very small number of individuals.

Table 37: WIA Certificate Attainment

Program Year	Group	Certificate	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
					# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Adult	Yes	6,997	20.0%	4,804	22.2%	68.7%	\$5,956	4,728	22.2%	67.6%	\$6,541
		N/A	28,058	80.0%	16,802	77.8%	59.9%	\$4,676	16,594	77.8%	59.1%	\$5,106
		Total	35,055	100%	21,606	100%	61.6%	\$4,924	21,322	100%	60.8%	\$5,372
	Dislocated Worker	Yes	6,819	26.9%	5,054	29.7%	74.1%	\$7,386	5,014	29.1%	73.5%	\$8,108
		N/A	18,534	73.1%	11,977	70.3%	64.6%	\$7,004	12,221	70.9%	65.9%	\$7,513
		Total	25,353	100%	17,031	100%	67.2%	\$7,128	17,235	100%	68.0%	\$7,716
	Youth	Yes	3,907	25.6%	2,140	28.9%	54.8%	\$2,586	2,238	28.1%	57.3%	\$2,969
		N/A	11,334	74.4%	5,273	71.1%	46.5%	\$2,151	5,736	71.9%	50.6%	\$2,560
		Total	15,241	100%	7,413	100%	48.6%	\$2,265	7,974	100%	52.3%	\$2,657
2014-2015	Adult	Yes	5,030	15.9%	3,529	17.8%	70.2%	\$5,936	3,482	17.7%	69.2%	\$6,678
		N/A	26,697	84.1%	16,332	82.2%	61.2%	\$4,836	16,236	82.3%	60.8%	\$5,307
		Total	31,727	100%	19,861	100%	62.6%	\$5,034	19,718	100%	62.1%	\$5,522
	Dislocated Worker	Yes	4,651	21.6%	3,360	23.0%	72.2%	\$7,345	3,315	22.8%	71.3%	\$8,187
		N/A	16,846	78.4%	11,264	77.0%	66.9%	\$6,852	11,256	77.2%	66.8%	\$7,500
		Total	21,497	100%	14,624	100%	68.0%	\$6,974	14,571	100%	67.8%	\$7,637
	Youth	Yes	3,599	22.3%	2,123	26.0%	59.0%	\$2,818	2,229	25.0%	61.9%	\$3,228
		N/A	12,514	77.7%	6,049	74.0%	48.3%	\$2,308	6,695	75.0%	53.5%	\$2,678
		Total	16,113	100%	8,172	100%	50.7%	\$2,439	8,924	100%	55.4%	\$2,814

For WIA programs, a certificate refers to an award presented in recognition of an individual's attainment of measurable technical or occupational skills necessary to gain employment or advance within an occupation. These technical or occupational skills are based on standards developed or endorsed by employers.

Adult

Among WIA Adult service recipients, 20% earned a certificate in PY 13-14 and 15.9% in PY 14-15. Those who attained a certificate were earning wages at a rate 8.4 percentage points higher and had a median wage about 21% higher than non-certificate earners in each program year.

Dislocated Worker

Certificate earners accounted for 26.9% and 21.9% of exiting WIA Dislocated Worker participants. Those who earned a certificate found employment at a rates 7.6 and 4.5 percentage points higher than non-certificate earners. Certificate earners also earned a median wages 7.3% and 4.5% higher than non-certificate earners in PYs 13-14 and 14-15, respectively.

Youth

WIA Youth participants who earned a certificate accounted for 25.6% and 22.3% of program participants in PYs 13-14 and 14-15, respectively. After program exit, certificate earners were employed at a higher rate than non-attainers (+6.7 and +8.4 percentage points), and had a median wage 13.8% and 17.0% higher than non-attainers.

Table 38: WIA Adult and Dislocated Worker Degree Attainment

Program Year	Group	Degree	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
					# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Earning Wages	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Adult	Yes	278	0.8%	196	0.9%	70.5%	\$8,640	205	1.0%	73.7%	\$9,555
		N/A	34,777	99.2%	21,410	99.1%	61.6%	\$4,910	21,117	99.0%	60.7%	\$5,353
		Total	35,055	100.0%	21,606	100.0%	61.6%	\$4,924	21,322	100.0%	60.8%	\$5,372
	Dislocated Worker	Yes	109	0.4%	82	0.5%	75.2%	\$8,571	82	0.5%	75.2%	\$9,300
		N/A	25,244	99.6%	16,949	99.5%	67.1%	\$7,120	17,153	99.5%	67.9%	\$7,713
		Total	25,353	100.0%	17,031	100.0%	67.2%	\$7,128	17,235	100.0%	68.0%	\$7,716
2014-2015	Adult	Yes	238	0.8%	189	1.0%	79.4%	\$12,283	204	1.0%	85.7%	\$15,045
		N/A	31,489	99.2%	19,672	99.0%	62.5%	\$5,011	19,514	99.0%	62.0%	\$5,497
		Total	31,727	100.0%	19,861	100.0%	62.6%	\$5,034	19,718	100.0%	62.1%	\$5,522
	Dislocated Worker	Yes	55	0.3%	45	0.3%	81.8%	\$9,940	46	0.3%	83.6%	\$12,573
		N/A	21,442	99.7%	14,579	99.7%	68.0%	\$6,966	14,525	99.7%	67.7%	\$7,633
		Total	21,497	100.0%	14,624	100.0%	68.0%	\$6,974	14,571	100.0%	67.8%	\$7,637

Degree attainment is a new metric under WIOA for the Adult and Dislocated Worker programs. For these participants, a degree is defined as an award conferred by a college, university, or other postsecondary education institution as official recognition for the successful completion of a program of studies. Because most program participants received services under WIA for which this metric was not required as it is under WIOA, only a small number of individuals in each program year were reported as having earned a degree.

Table 39: WIA Youth Degree Attainment

Program Year	Group	Degree	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
					# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Youth	Yes	4,791	31.4%	2,145	28.9%	44.8%	\$1,900	2,433	30.5%	50.8%	\$2,415
		N/A	10,450	68.6%	5,268	71.1%	50.4%	\$2,439	5,541	69.5%	53.0%	\$2,804
		Total	15,241	100.0%	7,413	100.0%	48.6%	\$2,265	7,974	100.0%	52.3%	\$2,657
2014-2015	Youth	Yes	5,459	33.9%	2,532	31.0%	46.4%	\$2,170	2,941	33.0%	53.9%	\$2,553
		N/A	10,654	66.1%	5,640	69.0%	52.9%	\$2,559	5,983	67.0%	56.2%	\$2,954
		Total	16,113	100.0%	8,172	100.0%	50.7%	\$2,439	8,924	100.0%	55.4%	\$2,814

The definition of degree attainment for WIA Youth participants is expanded to include the attainment of a high school, GED, or high school equivalency diploma. This was a required reporting metric under WIA, explain the large disparity in degree attainment rates compared to the Adult and Dislocated Worker programs, for which this metric was not required under WIA. Youth participants attained a degree at rates of 31.4% and 33.9% in PYs 13-14 and 14-15, respectively. Compared to non-degree earners, participants who earned a degree went on to employment at a rate about two percentage points lower and had a median wage about 16% lower.

Table 40: WIA Credential Attainment

Program Year	Group	Credential	# Participants	% Share Participants	2 Quarters After Completion/Exit Date				4 Quarters After Completion/Exit Date			
					# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage	# Earning Wages	% Wage Earners	% Participants Earning Wages	Quarterly Median Wage
2013-2014	Adult	Yes	354	1.0%	249	1.2%	70.3%	\$5,798	238	1.1%	67.2%	\$6,086
		N/A	34,701	99.0%	21,357	98.8%	61.5%	\$4,910	21,084	98.9%	60.8%	\$5,362
		Total	35,055	100%	21,606	100%	61.6%	\$4,924	21,322	100%	60.8%	\$5,372
	Dislocated Worker	Yes	202	0.8%	137	0.8%	67.8%	\$7,131	134	0.8%	66.3%	\$7,291
		N/A	25,151	99.2%	16,894	99.2%	67.2%	\$7,128	17,101	99.2%	68.0%	\$7,720
		Total	25,353	100%	17,031	100%	67.2%	\$7,128	17,235	100%	68.0%	\$7,716
	Youth	Yes	167	1.1%	72	1.0%	43.1%	\$2,168	97	1.2%	58.1%	\$2,219
		N/A	15,074	98.9%	7,341	99.0%	48.7%	\$2,267	7,877	98.8%	52.3%	\$2,666
		Total	15,241	100%	7,413	100%	48.6%	\$2,265	7,974	100%	52.3%	\$2,657
2014-2015	Adult	Yes	303	1.0%	209	1.1%	69.0%	\$6,529	206	1.0%	68.0%	\$6,429
		N/A	31,424	99.0%	19,652	98.9%	62.5%	\$5,017	19,512	99.0%	62.1%	\$5,515
		Total	31,727	100%	19,861	100%	62.6%	\$5,034	19,718	100%	62.1%	\$5,522
	Dislocated Worker	Yes	178	0.8%	142	1.0%	79.8%	\$7,760	135	0.9%	75.8%	\$9,067
		N/A	21,319	99.2%	14,482	99.0%	67.9%	\$6,959	14,436	99.1%	67.7%	\$7,629
		Total	21,497	100%	14,624	100%	68.0%	\$6,974	14,571	100%	67.8%	\$7,637
	Youth	Yes	108	0.7%	56	0.7%	51.9%	\$2,145	56	0.6%	51.9%	\$2,590
		N/A	16,005	99.3%	8,116	99.3%	50.7%	\$2,441	8,868	99.4%	55.4%	\$2,815
		Total	16,113	100%	8,172	100%	50.7%	\$2,439	8,924	100%	55.4%	\$2,814

Credential attainment is a new metric under WIOA, and is defined as a post-secondary award, recognized skill gain, or industry-recognized licensure that is not captured under the certificate or degree attainment metrics. Because most program participants covered in this report received services under WIA not WIOA, only a small number of individuals in each program year were reported as having earned a credential. It is expected that credential attainment numbers will be significantly higher in future years as participant outcomes are tracked using the newer WIOA metrics.

Table 41: WIA Adult Industry Employment

Program Year	Industry	2 Quarters After Completion/Exit			4 Quarters After Completion/Exit		
		# Participants	% Participants	Quarterly Median Wage	# Participants	% Participants	Quarterly Median Wage
2013-2014	Agriculture, Forestry, Fishing & Hunting	341	1.0%	\$3,363	324	0.9%	\$3,908
	Mining	24	0.1%	\$10,850	29	0.1%	\$9,825
	Utilities	95	0.3%	\$13,217	109	0.3%	\$15,638
	Construction	1,286	3.7%	\$6,972	1,196	3.4%	\$7,758
	Manufacturing	1,241	3.5%	\$7,098	1,313	3.7%	\$7,836
	Wholesale Trade	670	1.9%	\$6,366	720	2.1%	\$6,954
	Retail Trade	2,716	7.7%	\$3,426	2,591	7.4%	\$3,858
	Transportation & Warehousing	905	2.6%	\$5,892	920	2.6%	\$6,362
	Information	210	0.6%	\$4,897	222	0.6%	\$5,789
	Finance & Insurance	423	1.2%	\$7,143	430	1.2%	\$7,542
	Real Estate & Rental & Leasing	338	1.0%	\$5,947	357	1.0%	\$6,040
	Professional, Scientific, & Technical Skills	905	2.6%	\$6,689	851	2.4%	\$7,414
	Management Of Companies And Enterprises	17	0.0%	\$7,416	16	0.0%	\$9,885
	Admin & Support & Waste Mgmt & Remediation	4,169	11.9%	\$4,339	3,832	10.9%	\$4,442
	Educational Services	957	2.7%	\$3,796	983	2.8%	\$4,390
	Health Care & Social Assistance	4,324	12.3%	\$5,609	4,373	12.5%	\$6,041
	Arts, Entertainment, & Recreation	256	0.7%	\$3,351	270	0.8%	\$3,459
	Accommodation & Food Services	1,431	4.1%	\$3,044	1,396	4.0%	\$3,351
	Other Services	542	1.5%	\$4,893	534	1.5%	\$5,229
	Non-Classified	7	0.0%	\$1,962	11	0.0%	\$3,338
	Government	530	1.5%	\$7,312	568	1.6%	\$8,234
2013-2014	No Wages	13,449	38.4%	N/A	13,733	39.2%	N/A
	Wages With No NAICS	219	0.6%	\$9,809	277	0.8%	\$11,089
	Total	35,055	100%	\$4,924	35,055	100%	\$5,372
2014-2015	Agriculture, Forestry, Fishing & Hunting	323	1.0%	\$4,200	323	1.0%	\$4,193
	Mining	12	0.0%	\$9,613	12	0.0%	\$10,707
	Utilities	59	0.2%	\$13,258	67	0.2%	\$12,331
	Construction	876	2.8%	\$7,164	901	2.8%	\$8,063
	Manufacturing	1,102	3.5%	\$7,271	1,164	3.7%	\$7,762
	Wholesale Trade	699	2.2%	\$6,628	747	2.4%	\$7,238
	Retail Trade	2,405	7.6%	\$3,633	2,295	7.2%	\$4,046
	Transportation & Warehousing	935	2.9%	\$6,303	1,007	3.2%	\$6,742
	Information	227	0.7%	\$5,927	240	0.8%	\$8,100
	Finance & Insurance	334	1.1%	\$7,017	380	1.2%	\$7,958
	Real Estate & Rental & Leasing	280	0.9%	\$5,480	296	0.9%	\$6,154
	Professional, Scientific, & Technical Skills	980	3.1%	\$7,284	911	2.9%	\$7,929
	Management Of Companies And Enterprises	17	0.1%	\$8,204	21	0.1%	\$7,333
	Admin & Support & Waste Mgmt & Remediation	4,044	12.7%	\$4,325	3,666	11.6%	\$4,547
	Educational Services	888	2.8%	\$4,218	934	2.9%	\$4,321
	Health Care & Social Assistance	3,804	12.0%	\$5,425	3,835	12.1%	\$5,965
	Arts, Entertainment, & Recreation	288	0.9%	\$3,992	298	0.9%	\$3,826
	Accommodation & Food Services	1,364	4.3%	\$3,260	1,242	3.9%	\$3,537
	Other Services	517	1.6%	\$5,218	537	1.7%	\$5,287
	Non-Classified	12	0.0%	\$3,945	21	0.1%	\$4,229
	Government	419	1.3%	\$7,651	506	1.6%	\$8,340
2014-2015	No Wages	11,866	37.4%	N/A	12,009	37.9%	N/A
	Wages With No NAICS	276	0.9%	\$12,972	315	1.0%	\$14,322
	Total	31,727	100%	\$5,034	31,727	100%	\$5,522

The five highest sectors for employment among wage earners in the Adult program represented both high- and low-paying industries (in terms of the statewide averages found in Table 6). In both years, the highest number of wage earners worked in the Health Care and Social Assistance sector. Program participants who worked in that sector earned a wage 61% lower than the sector's statewide average wage; however the statewide average for this industry also includes a number of high-income occupations (e.g. doctors and surgeons) while the occupations of WIA participants were likely at the entry level given the focus on serving individuals with employment barriers. The Construction sector was the sixth and ninth highest

in terms of program employment in PYs 13-14 and 14-15, respectively, and was the only sector in which participants earned a median wage above the statewide industry average in each program year (+5.7 and +2.6 percent).

The five highest employment sectors for the WIA Adult program remained the same, and in the same order, for each program year. Note that while Table 41 above includes shares for all participants, including those who did not find employment, the shares cited below are based solely on participants who found employment (n=21,322 in PY 13-14; n=19,718 in PY 14-15).

Program Year 13-14

1. Health Care and Social Assistance (20.5%)
2. Administration & Support & Waste Management & Remediation (18.0%)
3. Retail Trade (12.2%)
4. Accommodation and food services (6.5 percent)
5. Manufacturing (6.2 percent)

Program Year 14-15

1. Health Care and Social Assistance (19.4%)
2. Administration & Support & Waste Management & Remediation (18.6%)
3. Retail Trade (11.6%)
4. Accommodation and food services (6.3 percent)
5. Manufacturing (5.9 percent)

Table 42: WIA Dislocated Worker Industry Employment

Program Year	Industry	2 Quarters After Completion/Exit			4 Quarters After Completion/Exit		
		# Participants	% Participants	Quarterly Median Wage	# Participants	% Participants	Quarterly Median Wage
2013-2014	Agriculture, Forestry, Fishing & Hunting	200	0.8%	\$5,039	216	0.9%	\$5,280
	Mining	14	0.1%	\$11,296	14	0.1%	\$14,714
	Utilities	76	0.3%	\$16,781	83	0.3%	\$18,065
	Construction	937	3.7%	\$8,334	896	3.5%	\$8,818
	Manufacturing	1,757	6.9%	\$10,559	1,992	7.9%	\$11,137
	Wholesale Trade	672	2.7%	\$8,649	713	2.8%	\$9,155
	Retail Trade	1,490	5.9%	\$4,690	1,525	6.0%	\$5,107
	Transportation & Warehousing	806	3.2%	\$7,137	904	3.6%	\$7,613
	Information	248	1.0%	\$10,213	257	1.0%	\$10,617
	Finance & Insurance	564	2.2%	\$8,785	574	2.3%	\$9,192
	Real Estate & Rental & Leasing	299	1.2%	\$7,600	314	1.2%	\$7,879
	Professional, Scientific, & Technical Skills	1,249	4.9%	\$10,848	1,266	5.0%	\$11,364
	Management Of Companies And Enterprises	20	0.1%	\$9,974	18	0.1%	\$16,145
	Admin & Support & Waste Mgmt & Remediation	3,389	13.4%	\$6,080	2,988	11.8%	\$6,157
	Educational Services	1,165	4.6%	\$7,315	1,191	4.7%	\$7,753
	Health Care & Social Assistance	2,260	8.9%	\$6,041	2,283	9.0%	\$6,481
	Arts, Entertainment, & Recreation	180	0.7%	\$4,591	185	0.7%	\$4,665
	Accommodation & Food Services	569	2.2%	\$4,718	586	2.3%	\$5,204
	Other Services	423	1.7%	\$6,050	453	1.8%	\$6,518
	Non-Classified	5	0.0%	*****	8	0.0%	*****
	Government	465	1.8%	\$8,213	514	2.0%	\$9,009
	No Wages	8,322	32.8%	N/A	8,118	32.0%	N/A
	Wages With No NAICS	243	1.0%	\$14,508	255	1.0%	\$15,590
	Total	25,353	100%	\$7,128	25,353	100%	\$7,716
2014-2015	Agriculture, Forestry, Fishing & Hunting	377	1.8%	\$4,589	304	1.4%	\$4,793
	Mining	20	0.1%	\$10,578	16	0.1%	\$9,939
	Utilities	51	0.2%	\$13,296	58	0.3%	\$14,666
	Construction	670	3.1%	\$8,158	690	3.2%	\$8,595
	Manufacturing	1,259	5.9%	\$9,692	1,385	6.4%	\$10,248
	Wholesale Trade	593	2.8%	\$9,015	652	3.0%	\$9,450
	Retail Trade	1,246	5.8%	\$4,486	1,238	5.8%	\$4,956
	Transportation & Warehousing	679	3.2%	\$7,003	712	3.3%	\$7,947
	Information	294	1.4%	\$12,074	305	1.4%	\$13,303
	Finance & Insurance	495	2.3%	\$9,842	581	2.7%	\$10,215
	Real Estate & Rental & Leasing	226	1.1%	\$7,704	229	1.1%	\$8,026
	Professional, Scientific, & Technical Skills	1,115	5.2%	\$9,986	1,090	5.1%	\$11,094
	Management Of Companies And Enterprises	23	0.1%	\$14,121	29	0.1%	\$16,557
	Admin & Support & Waste Mgmt & Remediation	2,875	13.4%	\$6,044	2,411	11.2%	\$6,097
	Educational Services	1,019	4.7%	\$6,730	1,021	4.7%	\$7,174
	Health Care & Social Assistance	1,880	8.7%	\$6,045	1,988	9.2%	\$6,457
	Arts, Entertainment, & Recreation	157	0.7%	\$5,497	155	0.7%	\$5,499
	Accommodation & Food Services	492	2.3%	\$3,954	449	2.1%	\$4,493
	Other Services	364	1.7%	\$6,359	387	1.8%	\$7,265
	Non-Classified	21	0.1%	\$10,551	24	0.1%	\$7,829
	Government	504	2.3%	\$8,485	545	2.5%	\$9,425
	No Wages	6,873	32.0%	N/A	6,926	32.2%	N/A
	Wages With No NAICS	264	1.2%	\$12,870	302	1.4%	\$15,319
	Total	21,497	100%	\$6,974	21,497	100%	\$7,637

High shares of wage earners in the Dislocated Worker program went on to employment in low wage service industry sectors like Administrative, Support, Waste Management and Remediation Services; and Retail Trade. The program also had high wage earner totals in Manufacturing and Professional, Scientific, and Technical Skills which rank among the top industry sectors for average wage statewide. While Dislocated Worker participants earned a median wage roughly 30% less than the statewide average in the latter two sectors, these were the two highest-paying sectors in both years among sectors that employed more than one percent of program wage earners, each with a quarterly median wage over \$11,000. Wage earners had a median wage that exceeded the statewide average both years in four NAICS sectors: Construction, Retail Trade, Real Estate and Lease Lending, and Other Services.

The five highest employment sectors for the program remained the same, and in the same order, for each program year. Note that while Table 42 includes shares for all participants, including those who did not find employment the shares cited below are based solely on participants who found employment (n=17,235 in PY 13-14; n=14,571 in PY 14-15).

Program Year 13-14

1. Administrative, Support, Waste Management and Remediation Services (17.3%)
2. Health Care and Social Assistance (13.2%)
3. Manufacturing (11.6%)
4. Retail Trade (8.8 percent)
5. Professional, Scientific, & Technical Skills (7.3 percent)

Program Year 14-15

1. Administrative, Support, Waste Management and Remediation Services (16.5%)
2. Health Care and Social Assistance (13.6%)
3. Manufacturing (9.5 percent)
4. Retail Trade (8.5 percent)
5. Professional, Scientific, & Technical Skills (7.5 percent)

Table 43. WIA Youth Industry Employment

Program Year	Industry	2 Quarters After Completion/Exit			4 Quarters After Completion/Exit		
		# Participants	% Participants	Quarterly Median Wage	# Participants	% Participants	Quarterly Median Wage
2013-2014	Agriculture, Forestry, Fishing, & Hunting	281	1.8%	\$1,916	301	2.0%	\$2,066
	Mining	2	0.0%	*****	5	0.0%	*****
	Utilities	N/A	N/A	N/A	2	0.0%	*****
	Construction	156	1.0%	\$4,600	190	1.2%	\$4,896
	Manufacturing	229	1.5%	\$3,920	258	1.7%	\$4,579
	Wholesale Trade	119	0.8%	\$3,799	156	1.0%	\$4,350
	Retail Trade	2023	13.3%	\$2,096	1,980	13.0%	\$2,507
	Transportation & Warehousing	120	0.8%	\$2,687	145	1.0%	\$3,657
	Information	68	0.4%	\$2,057	92	0.6%	\$2,193
	Finance & Insurance	64	0.4%	\$3,987	75	0.5%	\$4,155
	Real Estate & Rental & Leasing	62	0.4%	\$2,515	60	0.4%	\$3,341
	Professional, Scientific, & Technical Skills	117	0.8%	\$2,322	127	0.8%	\$2,614
	Management of Companies And Enterprises	6	0.0%	*****	5	0.0%	*****
	Admin & Support & Waste Mgmt & Remediation	1,155	7.6%	\$1,721	1,251	8.2%	\$2,360
	Educational Services	224	1.5%	\$1,346	250	1.6%	\$1,960
	Health Care & Social Assistance	786	5.2%	\$3,378	868	5.7%	\$3,442
	Arts, Entertainment, & Recreation	139	0.9%	\$1,951	169	1.1%	\$1,988
	Accommodation & Food Services	1,505	9.9%	\$2,194	1,645	10.8%	\$2,505
	Other Services	198	1.3%	\$2,304	239	1.6%	\$2,809
	Non-Classified	1	0.0%	*****	2	0.0%	*****
	Government	135	0.9%	\$2,164	132	0.9%	\$2,636
	No Wages	7,828	51.4%	N/A	7,267	47.7%	N/A
	Wages With No NAICS	23	0.2%	\$1,968	22	0.1%	\$3,350
	Total	15,241	100%	\$2,265	15,241	100%	\$2,657
2014-2015	Agriculture, Forestry, Fishing, & Hunting	209	1.3%	\$2,509	273	1.7%	\$2,648
	Mining	1	0.0%	*****	2	0.0%	*****
	Utilities	7	0.0%	*****	1	0.0%	*****
	Construction	158	1.0%	\$3,972	190	1.2%	\$4,495
	Manufacturing	212	1.3%	\$4,539	272	1.7%	\$5,234
	Wholesale Trade	133	0.8%	\$3,640	170	1.1%	\$4,701
	Retail Trade	2,243	13.9%	\$2,124	2,166	13.4%	\$2,583
	Transportation & Warehousing	159	1.0%	\$2,481	196	1.2%	\$3,613
	Information	94	0.6%	\$2,733	118	0.7%	\$2,256
	Finance & Insurance	59	0.4%	\$3,949	77	0.5%	\$4,444
	Real Estate & Rental & Leasing	61	0.4%	\$3,718	63	0.4%	\$4,210
	Professional, Scientific, & Technical Skills	141	0.9%	\$2,493	155	1.0%	\$3,115
	Management of Companies And Enterprises	5	0.0%	*****	7	0.0%	*****
	Admin & Support & Waste Mgmt & Remediation	1,355	8.4%	\$2,334	1,427	8.9%	\$2,384
	Educational Services	235	1.5%	\$1,607	264	1.6%	\$1,925
	Health Care & Social Assistance	830	5.2%	\$3,171	927	5.8%	\$3,555
	Arts, Entertainment, & Recreation	158	1.0%	\$1,859	215	1.3%	\$2,592
	Accommodation & Food Services	1,732	10.7%	\$2,448	1,977	12.3%	\$2,623
	Other Services	193	1.2%	\$2,573	231	1.4%	\$2,926
	Non-Classified	18	0.1%	\$1,206	11	0.1%	\$879
	Government	143	0.9%	\$2,318	147	0.9%	\$2,882
	No Wages	7,941	49.3%	N/A	7,189	44.6%	N/A
	Wages With No NAICS	26	0.2%	\$2,425	35	0.2%	\$3,011
	Total	16,113	100%	\$2,439	16,113	100%	\$2,814

The Youth program's highest and second-highest sectors of employment were the state's lowest and second-lowest paying industry sectors, respectively. As expected for a program serving only young job seekers, WIA Youth wage earners had a lower median wage relative to the sector average in every sector. The five highest employment sectors for the program remained the same, and in the same order, for each program year. Note that while Table 43 above includes shares for all participants, including those who did not find employment, the shares cited below are based solely on participants who found employment (n=7,974 in PY 13-14; n=8,924 in PY 14-15).

Program Year 2013-14

1. Retail trade (24.8%)
2. Accommodation and food services (20.6%)
3. Administrative, Support, Waste Management and Remediation Services (15.7%)
4. Health Care and Social Assistance – (10.9%)
5. Agriculture, Forestry, Fishing & Hunting – (3.8 percent)

Program Year 2014-15

1. Retail Trade (24.3%)
2. Accommodation and food services (22.2%)
3. Administrative, Support, Waste Management and Remediation Services (16.0%)
4. Health Care and Social Assistance (10.4%)
5. Agriculture, Forestry, Fishing & Hunting – (3.1 percent)

V. Summary of Outcomes

While the programs covered in this report differ in a variety of ways (e.g. populations served, services offered, etc.), they were included in the AB 2148 report due to their similar end goal: to enable and/or sustain their participants' success in the labor market. This section discusses trends observed throughout some or all of the programs covered in this report.

All programs had a net drop in participants who exited the program from PY 13-14 to PY 14-15 with the exceptions of ETP and WIA Youth. Only two programs had a year-to-year drop in participants' rate of post-exit employment: TAA (-2.2 percent) and WIA Dislocated Worker (-0.2 percent). The program-wide median wage fell from PY 13-14 to PY 14-15 in every program except DIR-DAS, (+6.7 percent, +\$1,279), WIA Adult (+2.7 percent, \$150), and WIA Youth (+5.6 percent, +\$157), though TAA (-12.7%) was the only program with a decrease of more than three percent.

There are a variety of factors that may have contributed to the above trends. For example, changes could reflect the dynamics of the overall labor market. During the study period, the state's unemployment rate decreased, potentially leading to more qualified individuals entering the workforce without using workforce training and education services, and lower-skilled, less experienced, and/or harder-to-serve individuals accounting for a greater share of the population relying on workforce programs to find a job.

Age

Participation rates by age generally reflected the focus of each program. The Under 25 group was overrepresented in both CCCC program years, while the 55 and Older group was overrepresented in the TAA and WIA Dislocated Worker programs. Expectedly, participants age 25-54 were the majority group in every program, in every year, and were only underrepresented among participants relative to their share of the statewide labor force in the CCCC program (-8.2 and -8.5 percent in PYs 13-14 and 14-15, respectively) and WIOA Adult (-1.0 and -0.9 percent in PYs 13-14 and 14-15, respectively). Participants in the 55 and Older group went on to employment at less than the program average in every program each year—indicating that older workers may be disproportionately burdened by outdated skills and/or ageist hiring practices. The Under 25 group earned less than other age cohorts in every program in each year; however this group was the only to see a year-to-year increase in median wage in every program (with the exception of WIA Dislocated Worker), which may be attributable to this group's tendency to work in lower-paying jobs and the statewide minimum wage increase that took effect during PY 14-15.

Gender

The most consistent trend across programs with respect to gender was a disparity in median earnings between males and females, with males earning a higher median wage than females in each year of each program, with the exception of ETP's PY 14-15 participants. Women were underrepresented relative to their share of the statewide labor force in both DIR-DAS and ETP program years. Females were slightly overrepresented among CCCC participants in both program years, and were overrepresented in all three WIA subprograms by five percent or more in each program year. Male and female participants went on to find a job at similar rates in every program except at DIR-DAS.

Race/Ethnicity

Several race/ethnicity trends were observed across programs. The Black/African American group had a median wage less than the program median in every year for every program. Black/African American program participants went on to employment at a rate lower than the program average in all programs except the WIA Dislocated Worker program. Other earnings trends:

- Individuals in each program's "N/A" group earned a median wage above the program median in all programs.
- The Asian group had a median wage above the program median in every program except WIA Youth.
- The Hispanic/Latino-only group earned less than the program median in all programs except the WIA Youth program.
- The Multi-race group earned less in all programs except WIA Dislocated Worker in PY 14-15 and TAA 13-14 (ETP and DAS had no Multi-race group).

Ethnicity

The WIA and TAA programs were the only programs that collected data on participants' ethnicity as a standalone variable separate from race, and both programs, with the exception of PY 13-14 of TAA, had a double-digit share of participants for which ethnicity data was not available. Recognizing the limits of this data, relative to the statewide labor force each program had a slightly lower share of participants who identified as Hispanic/Latino, except the WIA Youth program, which had a Hispanic/Latino participant share over 20% greater than the statewide average in both program years. Hispanic/Latino participants went on to employment at a rate lower than the program median and earned a lower median wage than the program average/median in each year of the TAA and WIA programs, with the exception of the WIA Youth program.

Veterans

Across programs, veteran participation ranged from 4.8 percent above the statewide average (WIA Adult PY 13-14) to 3.4 percent below the statewide average (ETP PY 13-14)¹⁸. Veteran participants went on to employment at rates lower than non-veterans in each year of each program with the exception of PY 13-14 of the DIR-DAS program. This trend may reflect the fact that many veterans face a range of barriers to securing and maintaining employment. Veterans who did find employment had a higher median wage than non-veterans in each year of every program.

Certificate Attainment

Rates of certificate attainment for program participants ranged from 2.4 percent (TAA PY 13-14) to 76.7% (DIR-DAS PY 14-15). In each year of every program that tracked certificate attainment, participants who attained a certificate went on to earn post-exit wages at a higher rate than non-attainers. Those who attained a certificate earned higher wages than those who did not in every program with the exception of the TAA program.

Credential Attainment

The TAA and WIOA programs were the only to track credential attainment, and the number of credentials earners in both programs accounted for a small overall share of participants — 0.1 and 1.3 percent of TAA participants and 0.9 and 0.8 percent across all WIA programs in PYs 13-14 and 14-15, respectively. Likely due to these small sample sizes, median wages among credential earners relative to their respective program median varied widely, from 23.2% above the program median for TAA PY 14-15, to 20.1% below the program median for WIA Youth in PY 13-14. As mentioned previously, credential attainment is a new metric under WIOA, and future editions of this report will likely reflect higher numbers of program participants under this metric.

¹⁸ ETP's veteran participation rate may have been artificially low due to missing data.

Degree Attainment

The WIA Youth program had the highest share of participants who earned a degree, largely because of that program's unique definition of degree attainment, which included high school, GED, and high school equivalency diploma attainment whereas other programs defined a degree solely as an award conferred by a post-secondary institution. The CCCC CO CTE program produced the second-highest share of participants who attained a degree. Participants who attained a degree went on to employment at a higher rate than those who did not attain a degree in every program except WIA Youth.

Earnings for those who attained a degree relative to those in the same program who did not varied widely between programs, with the small number of WIA Adult degree attainers earning wages more than 40% higher than the program's non-degree attaining participants, and degree-attaining participants in the TAA and CCCC CO programs earning less than those who did not attain a degree. That some degree earners had lower rates of employment and lower wages is not necessarily surprising. Individuals who earn a degree generally have less work experience than their counterparts who eschewed post-secondary degree attainment in favor of employment. Because full-time employment and full-time post-secondary education occupy a similar amount of time resources, degree earners generally accept the short-term tradeoff associated with lost or lower wages while they are in school in favor of the higher lifetime earnings premium associated with earning a degree.¹⁹

Industry Employment

Programs generally tended to have the highest shares of industry employment in sectors that corresponded with the focus of their programs. For example, DIR-DAS and ETP had high wage earner shares in the Construction sector, which aligns with the focus on that sector among the training curricula of those programs. The Health Care and Social Assistance sector was the most common sector to appear within the five highest employment sectors of all programs, appearing among the five highest sectors in each year of every program with the exception of DIR-DAS. Retail Trade, Manufacturing, and Administrative, Support, Waste Management and Remediation Services, were the next most common employment industries across programs. Among these, Manufacturing and Health Care and Social Assistance were the highest paying based on statewide averages, ranking fifth and eighth for PY 13-14 and sixth and eighth for PY 14-15. Retail Trade, which ranked among the highest sectors for employment in each program except DIR-DAS and ETP, was the lowest paying sector the state in each program year.

VI. Conclusion

The intent of AB 2148 is to "measure the state's human capital investments in workforce development to better understand the collective impact of these investments on the labor market." This report represents the first iteration of what will be an ongoing effort to align with that intent. As mentioned previously, the quality of program outcome data and the methods used to interpret that data for this report were limited; however the quality of data and interpretive methods used to measure the impact of programs are expected to improve for future editions due to the process established in the development of this report.

¹⁹ See also: [Higher Education Earnings Premium](#). Urban Institute 2014.

Recent legislation, AB 1336 (Mullin, Chapter 211, Statutes of 2017), has provided a path for the State Workforce Board and its partners to use rigorous statistical methodologies to "estimate, assess, and isolate the impact of programs on participant outcomes." Additionally, ongoing work is being conducted for the CAAL-Skills data sharing pilot project with a goal of building a comprehensive data sharing system that will eventually provide policymakers, the public, and program administrators with actionable information about the workforce and education programs that improve an individual's ability to get a job.

Appendix

A. AB 2148 Dashboard Methodology and Process

How did the State Workforce Board collect program data?

Beginning in summer of 2015, as partner programs worked through detail on methodology, roles and responsibilities of the AB 2148 project, necessary data sharing agreements needed to be authored to allow the transmission of personally identifiable information (PII) to the Labor Market Information Division (LMID). Over the course of the next 12 months, concluding in July 2016, necessary agreements were drafted and finalized, and all programs transferred participant data to LMID. Concurrent to the finalization of data sharing agreements beginning in February 2016, partner agencies provided participant data to LMID to match employer-reported UI wage records and Quarterly Census of Employment and Wages (QCEW) industry employment data. Aggregated tables, disaggregated by demographic category, were then provided to the State Workforce Board by LMID for presentation in this report.

Outputs

- Program Participation
 - Actual Numbers - Universe of all participants for the measured program year stratified by demographic characteristics
- Program Completion –
 - Actual Numbers – Participants who completed/exited

By:

 - Demographic characteristics
 - Form of completion/credential attainment
 - Industry of employment (2-digit NAICS)
- Employment status – presented as the percentage of participants who are employed following completion/exit at:
 - 2nd quarter; and
 - 4th quarter

By:

 - Demographic characteristics
 - Form of completion/credential attainment
 - Industry of employment (2-digit NAICS)
- Wage Outcome – presented as the median wage of participants who are employed following program completion/exit at:
 - 2nd quarter; and
 - 4th quarter

By:

- Demographic characteristics
- Form of completion/credential attainment
- Industry of employment (2-digit NAICS)
- Program participation, but did not complete/exit – all other participants in the universe who did not complete training program during the program year
 - Actual numbers with break-out (as above)
 - Employment status with break-out (as above)
 - Wage Outcome with break-out (as above)

Inputs

For the purposes of cohort timing with base wage data and Quarterly Census of Employment and Wage Data, a measurable program year is defined as: October 1, 201X – September 30, 201X.

The first two program years to be measured will be **2013-14** (10/1/12 – 9/30/13) and **2014-15** (10/1/13 – 9/30/14)

Demographic Data – For **each program participant** where applicable

Participant Social Security Number (SSN)

Ethnicity

- Hispanic

Race

- American Indian/Alaskan Native
- Asian
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White
- More than one race
- N/A

Age

- Date of birth (month/year)
 - Under 25
 - 25-54
 - 55 and older
 - N/A

Gender

- ☐ Male
- ☐ Female
- ☐ N/A

Veteran

- ☐ Yes
- ☐ No
- ☐ N/A

Program Exit

- Program Exit
 - ☐ Yes
 - ☐ No
 - ☐ N/A
- Date of program exit (month/year)

Program Completion

- Training Completion
 - ☐ Yes
 - ☐ No
 - ☐ N/A
- Date of program entry (month/year)
- Date of completion (month/year)

Form of Completion/Credential Attainment

- Degree
 - ☐ Yes
 - ☐ No
 - ☐ N/A
- Certificate
 - ☐ Yes
 - ☐ No
 - ☐ N/A

- Credential
 - Yes
 - No
 - N/A

B. WIA Eligibility Criteria

Eligibility requirements for each program vary based on the level of service received. There are three levels of service:

1. Core services - includes outreach, job search and placement assistance, and labor market information available to all job seekers
2. Intensive services - Includes more comprehensive assessments, development of individual employment plans and counseling and career planning. Priority for intensive services must be given to recipients of public assistance and other low-income individuals in areas where funds are limited.
3. Training services - Customers are linked to job opportunities in their communities, including both occupational training and training in basic skills. Participants use an "individual training account" to select an appropriate training program from a qualified training provider.

Adult Eligibility

- Core services:
 - 18 years of age and older
 - Sixty-five percent must be "hard-to-serve" in identified categories. Identified categories include:
 - Low income and at least one of more of the following:
 - Individuals with substantial language or cultural barriers
 - Offenders
 - Homeless individuals
 - Other hard-to-serve populations as defined by the Governor
 - Economically disadvantaged adults must be age 22 or older (10% can be non-disadvantaged if they have serious barriers to employment).
- Intensive services:
 - Adults who are unemployed, have received at least one core service and are unable to obtain employment through core services, and are determined by a One-Stop operator to be in need of more intensive services to obtain employment; and

- Adults who are employed, have received at least one core service, and are determined by a One-Stop operator to be in need of intensive services to obtain or retain employment that leads to self-sufficiency.
- Training services:
 - Adults who have met the eligibility requirements for intensive services, have received at least one intensive service, and have been determined to be unable to obtain or retain employment through such services
 - Adults who, after an interview, evaluation, or assessment, and case management, have been determined by a One-Stop operator or One-Stop partner, to be in need of training services and to have the skills and qualifications to successfully complete the selected training program
 - Adults who select a program of training services that is directly linked to the employment opportunities either in the Local Area or in another area to which the individual is willing to relocate
 - Adults who are unable to obtain grant assistance from other sources to pay the costs of such training, including such sources as Welfare-to-Work, State funded training funds, Trade Adjustment Assistance and Federal Pell Grants established under Title IV of the Higher Education Act of 1965, or require WIA assistance in addition to other sources of grant assistance, including Federal Pell Grants

Dislocated Worker Eligibility

- Core services:
 - An individual who has been terminated or laid off, or who has received a notice of termination or layoff, from employment and:
 - Is eligible for or has exhausted entitlement to unemployment compensation; or
 - Has been employed for a duration sufficient to demonstrate an attachment to the workforce, but is not eligible for unemployment compensation due to insufficient earnings or having performed services for an employer that were not covered under state unemployment compensation law
 - Is unlikely to return to a previous industry or occupation
 - An individual who has been terminated or laid off, or has received a notice of termination or layoff as a result of any permanent closure of, or any substantial layoff at, a plant, facility, or enterprise
 - An individual who was self-employed but is unemployed as a result of general economic conditions in the community in which the individual resides or because of natural disasters

- An individual who is a displaced homemaker
- Intensive services:
 - Dislocated Workers who are unemployed, have received at least one core service and are unable to obtain employment through core services, and are determined by a One-Stop operator to be in need of more intensive services to obtain employment; and
 - Dislocated Workers who are employed, have received at least one core service, and are determined by a One-Stop operator to be in need of intensive services to obtain or retain employment that leads to self-sufficiency.
- Training services
 - Dislocated Workers who have met the eligibility requirements for intensive services, have received at least one intensive service, and have been determined to be unable to obtain or retain employment through such services;
 - Dislocated Workers who, after an interview, evaluation, or assessment, and case management, have been determined by a One-Stop operator or One-Stop partner, to be in need of training services and to have the skills and qualifications to successfully complete the selected training program;
 - Dislocated Workers who select a program of training services that is directly linked to the employment opportunities either in the Local Area or in another area to which the individual is willing to relocate;
 - Dislocated Workers who are unable to obtain grant assistance from other sources to pay the costs of such training, including such sources as Welfare-to-Work, State funded training funds, Trade Adjustment Assistance and Federal Pell Grants

Youth Eligibility

- Must be ages 14-21, low income, and meet at least one of six specific barriers to employment:
 - School dropout
 - Basic literacy skills deficient
 - Pregnant or parenting
 - Homeless, a runaway, or a foster child
 - Offender
 - In need of additional assistance to complete an educational program, or to secure and hold employment

- 65% must be "hard-to-serve"
- At least half must be out-of-school youth, defined as an individual who:
 - Is an eligible youth who is a school dropout, or
 - Is an eligible youth who has either graduated from high school or holds a GED, but is basic skills deficient, unemployed