



## CAAL-Skills Workforce Metrics Dashboard Report 2022

Chapter 10: California Department of Rehabilitation (CDOR) – Workforce  
Investment and Opportunity Act (WIOA) Title IV Program - Adults

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

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This document can be found on the CWDB's website at [cwdb.ca.gov](http://cwdb.ca.gov)

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## 10 California Department of Rehabilitation (CDOR) – Workforce Innovation and Opportunity Act (WIOA) Title IV Program - Adults

**Program Overview** - The Department of Rehabilitation (CDOR) works in partnership with consumers and other stakeholders to provide services and advocacy resulting in employment, independent living, and equality for individuals with disabilities in California. CDOR administers the largest vocational rehabilitation (VR) program in the country. Employment services are currently provided annually by approximately 1,300 staff in over eighty-five offices in California over an extended period of time to approximately 100,000 individuals<sup>1</sup> with disabilities to assist them to prepare for and obtain competitive employment in integrated work settings at or above minimum wage.

After determining eligibility, through a comprehensive assessment and planning process and in collaboration with the Senior Vocational Rehabilitation Counselor - Qualified Rehabilitation Professional (SVRC-QRP), the consumer develops an Individualized Plan for Employment (IPE) that identifies the employment goal and required VR services to achieve that goal.<sup>2</sup> VR plan services may include, but are not limited to:

- Counseling and guidance.
- Referrals and assistance to get services from other agencies.
- Pre-Employment Transition Services
- Job search and placement assistance.
- Vocational and other training services, including, but not limited to, pre-employment training and soft skills training.
- Evaluation of physical and mental impairments.
- On-the-job or personal assistance services.
- Interpreter services.
- Rehabilitation and orientation or mobility services for individuals who are deaf or hard of hearing and/or blind or low vision.
- Occupational licenses, tools, equipment, initial stocks, and supplies.
- Technical assistance for self-employment.
- Rehabilitation assistive technology services and devices.
- Supported employment services.
- Services to the family.
- Transportation as required, such as travel and related expenses, that is necessary to enable the consumer to participate in a VR service.

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<sup>1</sup> CWDB. Unified State Plan for Program Years 2016-2019. [Preface through Chapter 9](#), pp. 66-67.

<sup>2</sup> Within two weeks of an individual's submission of an initial application for services under Title IV, the Department of Rehabilitation reaches out in order to schedule an intake assessment. Once an individual is in application status, eligibility will be determined within 60 days. If the individual is determined to be eligible, an Individualized Plan for Employment (IPE), will be drafted by CDOR in collaboration with the participant and approved within 90 days. After the client has found employment and has been successfully employed for 90 days, the case is closed as successful.

- Transition services for students.
- Work Incentive Planning, which includes providing information on potential employment earning impacts to Supplemental Security Income (SSI), Social Security Disability Income (SSDI), and Ticket to Work (TTW).
- Expansion of employment opportunities for individuals with disabilities, including, but are not limited to, professional employment and self-employment.
- Post-employment services.

In federal fiscal year 2014, CDOR provided services to approximately 98,000 eligible individuals with disabilities,<sup>3</sup> including 6,500 who were blind or visually impaired; 13,300 with cognitive disabilities; 18,200 with learning disabilities; 4,900 with intellectual or developmental disabilities; 6,500 deaf or hard of hearing individuals; 19,100 with physical disabilities; 26,100 with psychiatric disabilities; 1,200 with traumatic brain injury; and 2,200 individuals with other disabilities.<sup>4</sup>

In 2016, the Department of Finance reported that 10.9% of people residing in California had a disability. The American Community Survey<sup>5</sup> (ACS) is the source for data used in this report to benchmark and evaluate program performance. In 2016, the American Community Survey of California indicates the employment rate of working-age people with disabilities in California was 35.0%— compared with an employment rate of working-age people without a disability of 76.5%.<sup>6</sup> While the ACS is utilized as the benchmarking source for this report, the CDOR continues to actively research other methodologies and datasets for benchmarking and evaluating program performance.

**Participant Definition** – An individual receiving services under CDOR Title IV in the specified fiscal year. In the data presented in this report, only adult (18 and older) participants were included.

**Eligibility Criteria** – Eligibility under WIOA Title IV is determined by results of an individual assessment, as follows:<sup>7</sup>

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<sup>3</sup> This figure encompasses all individuals who submitted an application for services during the federal fiscal year period, as well as all participants who received services (inclusive of those whose cases were closed at some point during the same fiscal year, and those whose cases remained open). This is consistent with CDOR's reporting methodology. It will be observed that the participant totals in the CAAL-Skills data tables are smaller, in each fiscal year. This is because the CAAL-Skills definition of "served" applies only to those participants who received an authorization for service during the specified time period. As a result, individuals who did not receive an authorization were excluded. Additionally, CAAL-Skills data excludes individuals under the age of 18 at the time of service, who were estimated to be approximately 7.9% of the total.

<sup>4</sup> CWDB. Unified State Plan for Program Years 2016-2019. [Preface through Chapter 9](#), pp. 66-67.

<sup>5</sup> The American Community Survey or ACS is an ongoing, national survey carried out by the Census Bureau on an annual basis. For more about the ACS, please see "[About the American Community Survey](#)" on the U.S. Census Bureau website.

<sup>6</sup> California Department of Rehabilitation, Vocational Rehabilitation Services Program and Supplement for the Supported Employment Services Program State Plan for Program Years 2018-2020, pp. 63.

<sup>7</sup> [Rehabilitation Act of 1973, as amended Through P.L. 114–95](#), enacted December 10, 2015.

- The individual has been determined to be an individual with a disability.
- The individual requires vocational rehabilitation services to prepare for, secure, retain, advance in, or regain employment that is consistent with the individual's strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice.
- The individual is presumed to have a goal of an employment outcome.

**Participant Characteristics** – Generally, the population provided services through the VR program are individuals with disabilities who are not employed, or who are not employed consistent with their potential (also known as “under-employed”). The distinct needs of CDOR participants (also referred to as CDOR consumers) vary greatly depending upon individual, disability-related impediment(s) to employment and the consumer's employment goal. In collaboration with the CDOR Senior Vocational Rehabilitation Counselor-Qualified Rehabilitation Professional (SVRC-QRP), consumers engage in an interactive process to evaluate their individual disability-related functional limitations or needs and identify VR services required to prepare for, secure, retain or regain employment that is consistent with their unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice.

**Pertaining to exits and employments, during the time period of this report, July 1, 2014 through June 30, 2016, the CDOR's federal oversight agency, the Rehabilitation Services Administration allowed the Department to close cases in sub minimum wage. Consumers could be closed under the occupation designation of “Homemakers.” Median Wage Earnings will be impacted by the CDOR's ability to close cases in sub minimum wage.**

**Exit Definition** –A participant whose case was closed in the specified fiscal year. This definition includes both CDOR participants whose cases were closed as a result of having maintained employment for a 90-day period (“closed rehabilitation”) and participants whose cases were closed for other reasons (“closed other”).

CDOR participants may participate in the WIOA Title IV program more than once. Therefore, multiple program exit dates may be captured for one participant.

In the workforce metrics dashboard tables, each participant is only represented once. Therefore, participants with multiple second and fourth-quarter outcomes in the same fiscal year (i.e. employed versus unemployed) must be represented as one or the other. In the report, the **last** known date of program exit in the fiscal year was identified and second and fourth-quarter outcomes were reported based on that date only.

## 10.1 Factors Affecting Metrics

Appendix C provides the caveats to the WIOA performance indicators reported.

## **10.2 Participant Demographics**

### **10.2.1 Participant Ethnicity/Race**

Please see the Appendix for detailed discussion of concepts of ethnicity and race, along with program-specific information about how participant information is collected and reported, and how program reporting values have been accommodated to the federal classification system utilized in this report.

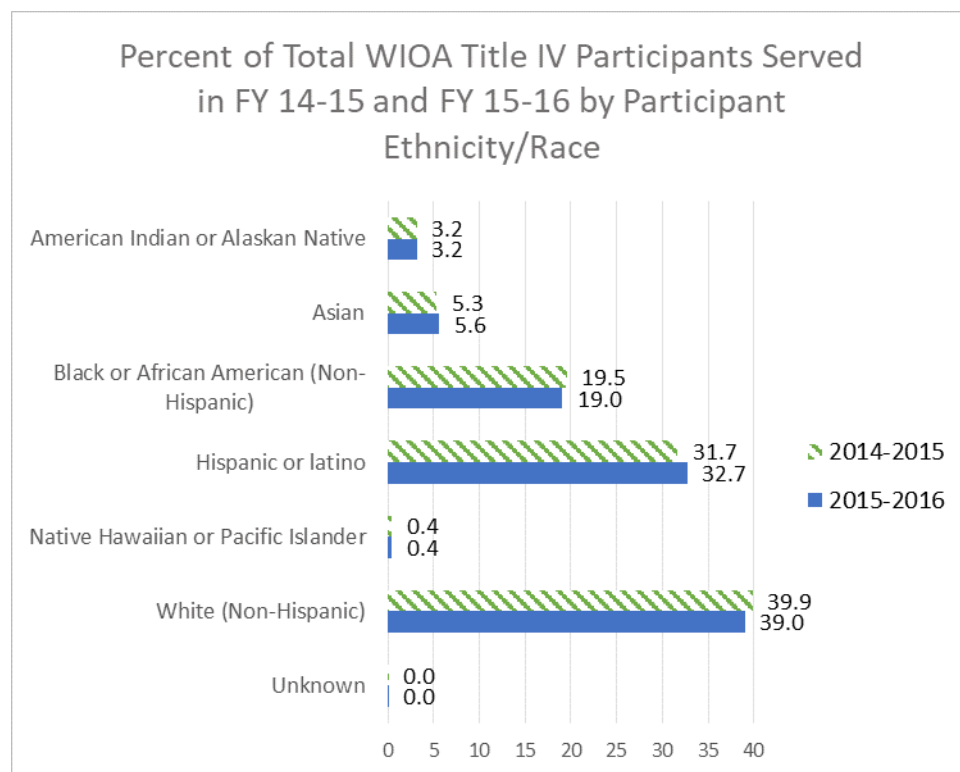
10.2.1.1 Table Set – Participant Ethnicity / Race

FY 2014-2015											
Participant Ethnicity / Race	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
American Indian or Alaskan Native	2,302	866	N/A	352	40.6	\$3,890	N/A	N/A	372	43.0	\$3,940
Asian	3,895	1,297	N/A	609	47.0	\$3,219	N/A	N/A	597	46.0	\$3,800
Black or African American (Non-Hispanic)	14,263	5,331	N/A	2,012	37.7	\$3,307	N/A	N/A	1,999	37.5	\$3,574
Hispanic or latino	23,126	8,335	N/A	4,016	48.2	\$3,642	N/A	N/A	4,069	48.8	\$3,947
Native Hawaiian or Pacific Islander	310	123	N/A	49	39.8	\$4,721	N/A	N/A	49	39.8	\$4,851
White (Non-Hispanic)	29,117	10,917	N/A	4,463	40.9	\$3,422	N/A	N/A	4,380	40.1	\$3,689
Unknown	36	34	N/A	<10	23.5	\$4,993	N/A	N/A	<10	26.5	\$4,906
<b>TOTAL</b>	<b>73,049</b>	<b>26,903</b>	<b>N/A</b>	<b>11,509</b>	<b>42.8</b>	<b>\$3,467</b>	<b>N/A</b>	<b>N/A</b>	<b>11,475</b>	<b>42.7</b>	<b>\$3,784</b>

FY 2015-2016											
Participant Ethnicity / Race	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
American Indian or Alaskan Native	2,320	868	N/A	411	47.4	\$3,957	N/A	N/A	389	44.8	\$4,161
Asian	4,112	1,303	N/A	639	49.0	\$3,581	N/A	N/A	626	48.0	\$3,921
Black or African American (Non-Hispanic)	13,890	5,060	N/A	2,171	42.9	\$3,756	N/A	N/A	2123	42.0	\$3,907
Hispanic or latino	23,839	8,370	N/A	4,247	50.7	\$3,981	N/A	N/A	4268	51.0	\$4,255
Native Hawaiian or Pacific Islander	313	105	N/A	50	47.6	\$3,968	N/A	N/A	56	53.3	\$4,722
White (Non-Hispanic)	28,416	10,346	N/A	4,525	43.7	\$3,637	N/A	N/A	4420	42.7	\$4,045
Unknown	26	24	N/A	<10	25.0	\$3,207	N/A	N/A	<10	37.5	\$3,295
<b>TOTAL</b>	<b>72,916</b>	<b>26,076</b>	<b>N/A</b>	<b>12,049</b>	<b>46.2</b>	<b>\$3,810</b>	<b>N/A</b>	<b>N/A</b>	<b>11,891</b>	<b>45.6</b>	<b>\$4,109</b>



### 10.2.1.2 Figure – Program Participation by Ethnicity/Race



Percentage values in Figure 10.2.1.2 represent a percentage distribution of total participants by racial or ethnic self-identification. Percentage values were calculated by dividing the total of participants served in a given racial category (e.g., Asian) by the overall total of participants enrolled in Title IV services during the same fiscal year.

White participants represented the largest share of participants served by the CDOR Title IV program in both fiscal years, comprising 39.9% of the total of participants served in FY 14-15, and 39.0% of the total served in FY 15-16. In California, the American Community Survey's one-year estimates for 2015<sup>8</sup> show that 66.5% of the estimated 4,096,894 individuals in the state with a disability were white.<sup>9</sup> In comparison with this statistic, the share of participants in

<sup>8</sup> In this chapter, American Community Survey estimates of the California population for 2015 (ACS Tables S1810 and B21007) are used to benchmark the demographic composition of participants served. ACS one-year supplemental estimates are 60 detailed tables that are available for geographic areas with populations of 20,000 or more. They are simplified versions of popular ACS tables mainly univariate or bivariate tables focused on key topics. Estimates presented in ACS tables are associated with a 90 percent confidence interval—meaning, there is a 90% probability that the true population statistic lies within the interval defined by the point estimate plus or minus the margin of error provided in the table. ACS estimates of the statewide population with disabilities are used in preference to estimates of the statewide labor force because the distribution of various demographic characteristics discussed in this report may vary among Californians with a disability versus within the wider labor force population. Therefore, ACS data presented provide a more accurate comparison statistic. For details on the ACS' sampling and estimation methodology, and information on margins of error in the data used, please see details at the [ACS site](#) on the Census Bureau website.

<sup>9</sup> White alone, meaning that they may be of any ethnicity—that is, either white and Hispanic or white and non-Hispanic.

CDOR's program from this demographic initially appears substantially different—by between -27 and -28 percentage points.

The same data show that an estimated 1,980,080 of all persons with disabilities in the state were white non-Hispanic, or 48.3% of the total.

The percentage of participants identified as white in program data appears closer to the second statistic (respectively, -8.4 and -9.3 percentage point difference in FY 14-15 and FY 15-16). Because the data CAAL-Skills received allowed one racial and/or ethnic category selection per participant, it is likely that many individuals who, under federal reporting guidelines may have been reported with “white” as a racial category and “Hispanic or Latino” as an ethnic category, are categorized in this data solely as “Hispanic or Latino”.<sup>10</sup> If accurate, this would mean that the more appropriate comparison group in the ACS data is the white non-Hispanic category.<sup>11</sup> Aside from individuals who did not self-identify or whose identification was unknown, the demographic least represented in the Title IV program was that of Native Hawaiian or Other Pacific Islander individuals. 0.4% of the total served in each fiscal year were in this category. As a percentage of all Title IV participants served, these statistics were in both fiscal years of

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<sup>10</sup> Studies have found patterns suggesting that many Hispanic or Latino respondents may be inclined to identify themselves as Hispanic or Latino in lieu of selecting a separate OMB-defined racial category (White, Black, etc.). For instance, a study by the Pew Research Center found that two-thirds of polled respondents in this demographic stated that they viewed their Hispanic or Latino heritage as a racial as well as an ethnic identity (Pew Research Center. [“Is being Hispanic a matter of race, ethnicity, or both?”](#)).

<sup>11</sup> ACS one-year supplemental estimates are 60 detailed tables that are available for geographic areas with populations of 20,000 or more. They are simplified versions of popular ACS tables mainly univariate or bivariate tables focused on key topics. Estimates presented in ACS tables are associated with a 90 percent confidence interval—meaning, there is a 90% probability that the true population statistic lies within the interval defined by the point estimate plus or minus the margin of error provided in the table. (For more on data quality and ACS methodology, please visit the U.S. Census site). One-year estimates of the American Community Survey form California for 2015 provide both an estimate of the percentage of Californians with a disability who are white (and of any ethnicity) and of the same demographic group further disaggregated according to ethnicity (Hispanic versus non-Hispanic status). These statistics are provided only for the white racial demographic in order to highlight the fact that a majority of the Hispanic/Latino population also report a race category reports the category of “white”. This is particularly true in California, where according to ACS one-year estimates for 2015, an estimated 2,726,001 individuals with a disability (66.54% of the total) were “White alone” (meaning, white and of any ethnic category)—while a smaller percentage, 48.33% (estimated 1,980,080 individuals with a disability) were “White alone, not Hispanic or Latino”. In turn, the remaining share of white respondents—approximately 18.21% of the total population with disabilities—were white and Hispanic. This is a substantial proportion of the overall share of the California population with disabilities (1,206,749, or 29.46%) who are Hispanic or Latino, and of any race. Because in the data CAAL-Skills received, only one selection from among combined race and ethnic categories was reported, white and Hispanic/Latino are mutually exclusive categories in the program data. An individual's selection of white or Hispanic/Latino was permitted, but not of both. Because research has found that many Hispanic/Latino individuals may be more likely to identify as Hispanic/Latino than with a racial category (see Liebler, C. S. Rastogi, F. Fernandez, J. Noon, and S. Ennis. 2014. [“America's Churning Races: Race and Ethnic Response Changes between Census 2000 and the 2010 Census”](#)) and that, in general, the structure of survey questions may influence participants' choice of category (Cohn, D'Vera [2010] [“Census History: Counting Hispanics,”](#) Pew Research Center) it is possible or likely that the participant demographic identified as “white” in the Title IV program is largely white and non-Hispanic, and that differences in reporting structure explain the discrepancy with statewide data.

program data very similar to the estimated share of Californians with disabilities from this population, which in ACS one-year estimates for California was also 0.4%.<sup>12</sup>

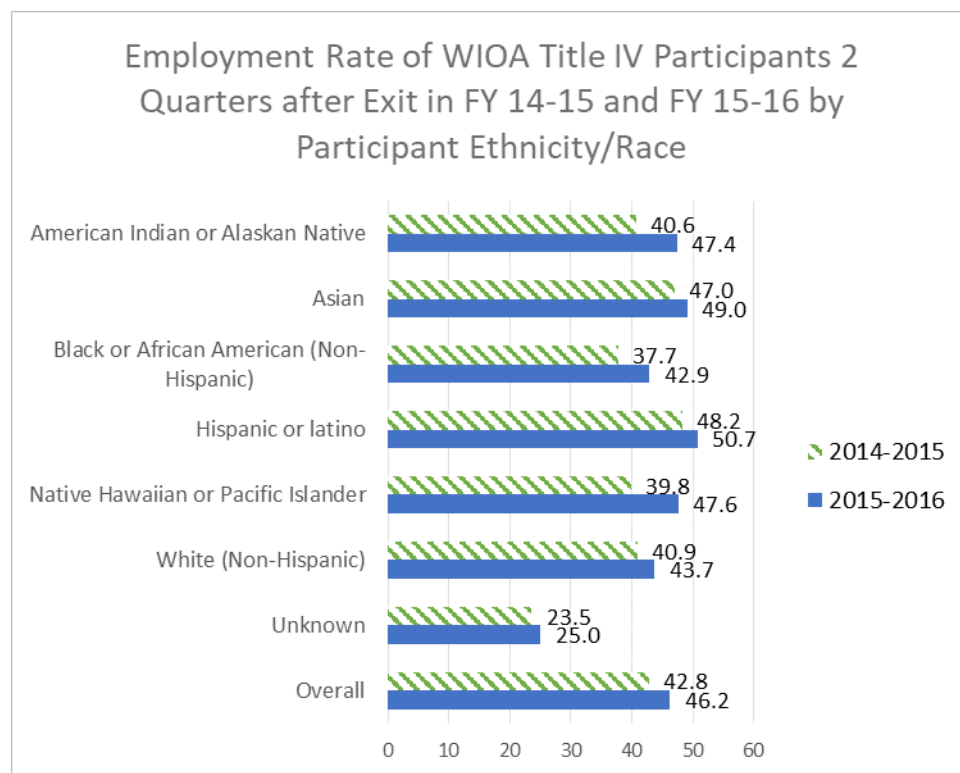
### *Training Completion*

CDOR provides training and collects training information from consumers. In addition to post-secondary education and vocational skills training, the CDOR also provides specific disability-related functional needs training to participants as required by the federal regulation. CDOR did not start collecting data on the WIOA Common Performance Measure for Measurable Skills Gain until July 2017 per RSA directive. Therefore, no data on Measurable Skills Gain completion is available for the fiscal years in question.

### *Credential Attainment Rate*

CDOR did not start collecting data on the WIOA Common Performance Measure for Credential Attainment until July 2017 per RSA directive. Therefore, no data on credential attainment is available for the fiscal years in question.

#### *10.2.1.3 Figure – 2<sup>nd</sup> Quarter Employment Rate by Ethnicity/Race*



Among individuals who exited in FY 14-15 and those who exited in FY 15-16, the rate of employment two quarters after exit was highest among Hispanic or Latino Title IV participants. Of participants in this category, 48.2% were employed during the second quarter following program exit in FY 14-15, as were 50.7% of those to exit in this category in FY 15-16

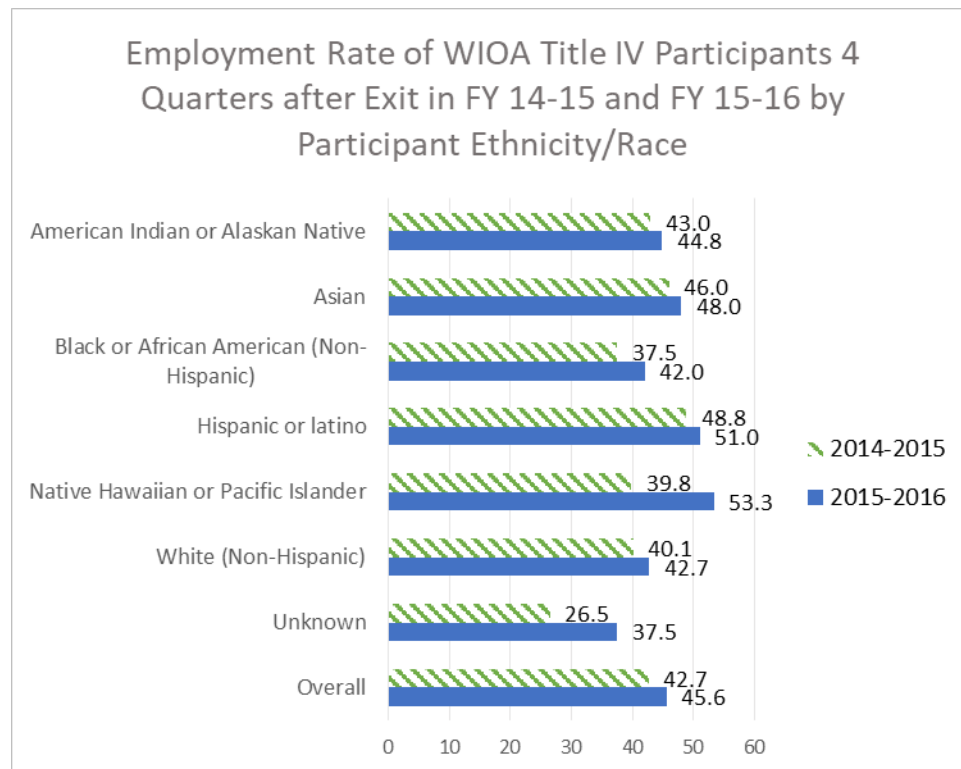
<sup>12</sup> When working with very small population sizes, it may be difficult to tell whether or not program shares differ meaningfully from statewide population estimates.

Hispanic/Latino Title IV participants' employment rates were +5.4 and +4.5 percentage points higher than the overall employment rate among all participants during the second post-exit quarter associated with each fiscal year.

The employment rate among exited participants of unknown ethnicity/race was each year's lowest, with 23.5% and 25.0% of these participants employed in the second quarter following exit in FY 14-15 and FY 15-16, respectively.

Among participants whose ethnicity or race was known, the rate of employment was lowest among Black or African American participants. 37.7% of exited participants in this category (were employed during the second quarter after exit in FY 14-15, as were 42.9% in the second quarter following exit in FY 15-16. These rates were -5.0 and -3.3 percentage points below each fiscal year's overall rate.

*10.2.1.4 Figure – 4<sup>th</sup> Quarter Employment Rate by Ethnicity/Race*



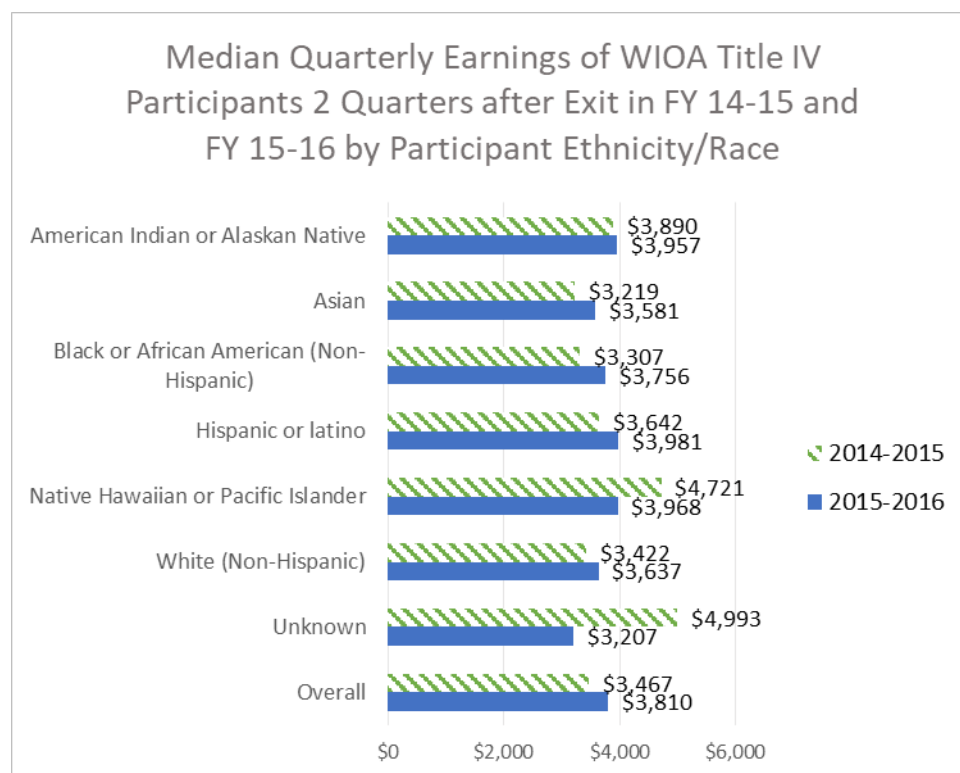
During the fourth quarter after exit in FY 14-15, the rate of employment was once again highest among participants who were Hispanic or Latino, at 48.8% (+6.2 percentage points above the overall rate). However, during the fourth quarter after exit in FY 15-16, the employment rate was highest among Native Hawaiian or Other Pacific Islander individuals, 53.3% (+7.7 percentage points above the overall rate).

The lowest employment rate of both exit cohorts was among individuals of unknown race or ethnicity, respectively 26.5% following exit in FY 14-15 and 37.5% following exit in FY 15-16.

(The variation in actual rates may be due to the fact that composition of this residual group is likely to vary year to year, as well as its small size).<sup>13</sup> Of participants of a known ethnicity or race, Black/African American participants were employed at the lowest rates, respectively 37.5% after exit in FY 15-16 and 42.0% after exit in FY 15-16.

However, African-American participants' employment rate in the fourth quarter after exit in FY 15-16 was relatively much closer to the overall rate among all participants (-5.2 percentage points) compared with four quarters after exit in FY 14-15 (3.6 percentage points). Factors that might explain this improvement in employment for these participants are not known.

#### 10.2.1.5 Figure – 2<sup>nd</sup> Quarter Median Earnings by Ethnicity/Race



During the second quarter after participant exit in FY 14-15, highest earnings were seen among exited participants of unknown ethnicity or race. Although this participant demographic was the least likely to be employed at this stage, median earnings (\$4,993) are higher by +\$1,526 or close to 50% greater than the program-wide median.

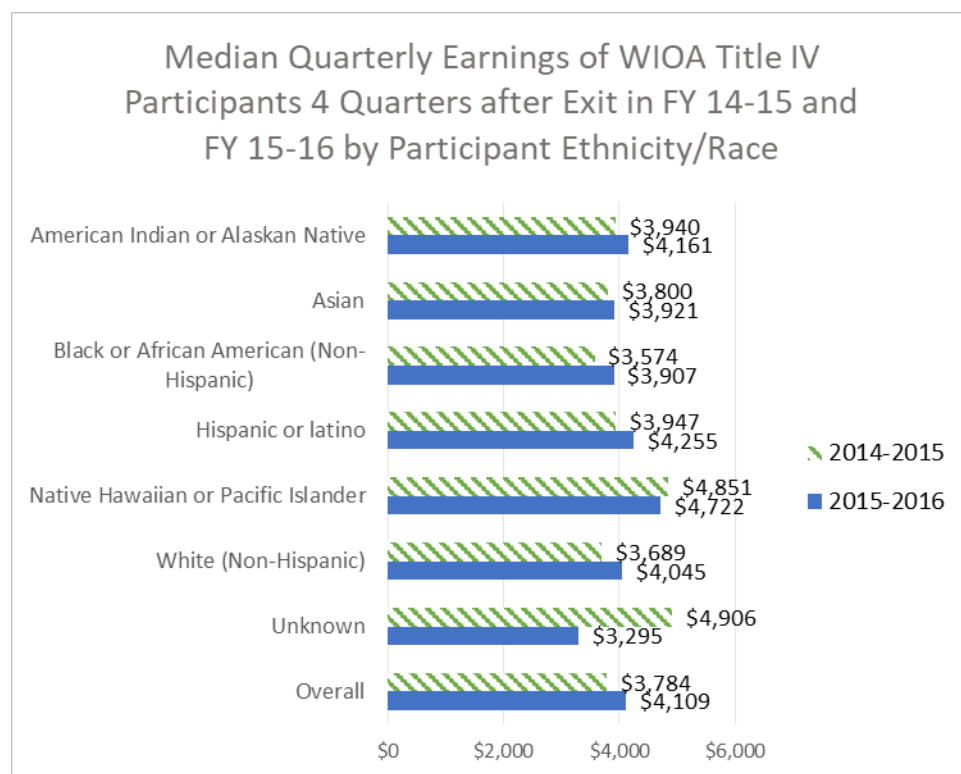
Composition of this category is inherently unknown and may be subject to year-to-year variation, a factor that (coupled with its small size) could explain the disparity in earnings seen here.

<sup>13</sup> Raw numbers of employed participants were below the redaction threshold of <10 in both of these categories in both years, and therefore cannot be provided.

During the equivalent stage after exit in FY 15-16, the highest median earnings were seen among Hispanic/Latino participants, which at \$3,981 per quarter was + \$171, above the program-wide median.

In the second quarter after exit in FY 14-15, Asian participants saw lowest earnings, of \$3,219 or –\$248 below the program-wide median. During the equivalent stage after exit in FY 15-16, exited participants of unknown ethnicity/race saw lowest earnings, of \$3,207. These earnings were more substantially (–\$603) below the program-wide median.

10.2.1.6 Figure – 4<sup>th</sup> Quarter Median Earnings by Ethnicity/Race



Four quarters after exit in FY 14-15, participants of unknown race or ethnicity had the highest earnings of \$4,906 which were substantially higher than the overall median (\$3,784). Once again, it is difficult to draw substantive conclusions given that who this participant category includes is unknown. Next-highest following exit in FY 14-15 and highest overall at the same point after exit in FY 15-16 were the earnings of Native Hawaiian/Other Pacific Islanders, which were \$4,851 after exit in FY 14-15 (exceeding the program-wide median by \$1,067) and \$4,722 after exit in FY 15-16, exceeding the program-wide median by \$613.

In the fourth quarter after exit in FY 14-15 the lowest median earnings were found among Black or African American participants, at \$3,574 (–\$210 below the program-wide median). During the fourth quarter after exit in FY 15-16, exited participants of unknown ethnicity/race saw lowest earnings of \$3,295, which were –\$814 below the program-wide median. Of participants whose ethno-racial identity was known, lowest earnings at this stage were found among Black or African American participants, at \$3,907 (–\$202 below the program-wide median, closely

followed by Asian participants (\$3,921).

Black or African American individuals comprised 8.0 percent of all Californians with disabilities in ACS estimates for California, which is slightly larger than African Americans' share of the state's labor force population (approximately 6% in FY 14-15 and FY 15-16) in Current Population Survey estimates. In comparison with the estimated rate of disability among white Californians in 2015 (11.6%) the disability rate among African Americans was higher, at 15.0%.<sup>14</sup> In addition, research continues to demonstrate the persistence of marked pay disparities by race in the wider labor market.<sup>15</sup>

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<sup>14</sup> ACS One-Year Estimates for California (2015), Table S1810. African Americans' disability rate in California was the state's second-highest, after that among American Indian and Alaskan Native individuals (17.0%).

<sup>15</sup> For an in-depth discussion of pay disparities in California, see, Deborah Reed and Jennifer Cheng (2003) "Racial and Ethnic Wage Gaps in the California Labor Market"; for a recent survey of factors involved in the racial and ethnic wage gap (in national context), see Elise Gould (2017) "Racial gaps in wages, wealth, and more: a quick recap" Economic Policy Institute – Working Economics Blog.

### 10.2.2 Participant Ethnicity/Race as Reported

Table 10.2.2.1 displays participant outcomes according to categories of ethnic/racial reporting that are used directly by CDOR.<sup>16</sup>

Presentation of this data provides access to participant numbers and outcomes at a more disaggregated level than that shown in the Participant Ethnicity and Participant Race tables, revealing greater nuance in outcomes and meeting state statutory requirements for the reporting and display of demographic data among Asian and Pacific Islander groups.

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<sup>16</sup> In Table Set 10.2.2.1, categories of “Asian” and “Pacific Islander” (no additional qualifiers) represent (like every other category represented in this table) direct options for participant ethnic/racial self-identification and therefore do *not* represent aggregated totals of sub-category selections. As discussed, in the data CAAL-Skills received, only one selection from among race and ethnicity categories was reported per participant. Thus for example, an individual participant’s race may have been identified as “Asian,” or as “Asian-Chinese”. In the aggregate program table, Participant Ethnicity/Race, provided and discussed in the previous section, this participant’s selection in either of these two categories would be counted within the aggregated Asian category. However, in the present table, her selection will be shown either in the Asian or the Asian-Chinese category. Because only one participant selection was shown per participant in received data, percent shares of participants served sum to 100%.



10.2.2.1 Table Set – Participant Ethnicity/Race as Reported

FY 2014-2015											
Participant Ethnicity / Race	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
American Indian or Alaska Native	1,906	731	N/A	296	40.5	\$3,877	N/A	N/A	313	42.8	\$3,799
Asian	112	53	N/A	20	37.7	\$2,419	N/A	N/A	18	34.0	\$2,607
Asian - Cambodian	80	26	N/A	13	50.0	\$2,849	N/A	N/A	17	65.4	\$3,610
Asian - Chinese	955	311	N/A	164	52.7	\$3,712	N/A	N/A	157	50.5	\$4,218
Asian - Filipino	1,085	357	N/A	168	47.1	\$3,401	N/A	N/A	174	48.7	\$3,872
Asian - Indian	399	132	N/A	55	41.7	\$3,219	N/A	N/A	55	41.7	\$3,852
Asian - Japanese	227	80	N/A	45	56.3	\$3,106	N/A	N/A	42	52.5	\$3,391
Asian - Korean	284	101	N/A	36	35.6	\$2,953	N/A	N/A	35	34.7	\$3,141
Asian - Laotian	58	21	N/A	<10	42.9	\$1,575	N/A	N/A	<10	23.8	\$1,467
Asian - Other	695	216	N/A	99	45.8	\$3,267	N/A	N/A	94	43.5	\$3,252
Asian - Vietnamese	396	135	N/A	56	41.5	\$4,702	N/A	N/A	59	43.7	\$4,067
Black or African American	14,263	5,331	N/A	2,012	37.7	\$3,307	N/A	N/A	1,999	37.5	\$3,574
Hispanic / Latino	23,126	8,335	N/A	4,016	48.2	\$3,642	N/A	N/A	4,069	48.8	\$3,947
Pacific Islander	18	12	N/A	<10	50.0	\$4,575	N/A	N/A	<10	50.0	\$5,011
Pacific Islander - Guamanian or Chamorro	38	19	N/A	<10	36.8	\$1,425	N/A	N/A	<10	31.6	\$2,828
Pacific Islander - Hawaiian	56	26	N/A	13	50.0	\$3,681	N/A	N/A	10	38.5	\$4,343
Pacific Islander - Other	142	50	N/A	17	34.0	\$4,721	N/A	N/A	21	42.0	\$5,466
Pacific Islander - Samoan	56	16	N/A	<10	37.5	\$4,886	N/A	N/A	<10	37.5	\$2,910
White	29,117	10,917	N/A	4,463	40.9	\$3,422	N/A	N/A	4,380	40.1	\$3,689
Unknown	36	34	N/A	<10	23.5	\$4,993	N/A	N/A	<10	26.5	\$4,906
<b>TOTAL</b>	<b>73,049</b>	<b>26,903</b>	<b>N/A</b>	<b>11,509</b>	<b>42.8</b>	<b>\$3,467</b>	<b>N/A</b>	<b>N/A</b>	<b>11,475</b>	<b>42.7</b>	<b>\$3,784</b>

FY 2015-2016											
Participant Ethnicity / Race	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
American Indian or Alaska Native	1,906	724	N/A	327	45.2	\$4,170	N/A	N/A	314	43.4	\$4,104
Asian	112	33	N/A	15	45.5	\$6,005	N/A	N/A	13	39.4	\$5,106
Asian - Cambodian	80	28	N/A	12	42.9	\$4,473	N/A	N/A	12	42.9	\$3,498
Asian - Chinese	955	314	N/A	168	53.5	\$3,586	N/A	N/A	161	51.3	\$4,270
Asian - Filipino	1,085	384	N/A	194	50.5	\$3,689	N/A	N/A	195	50.8	\$4,105
Asian - Indian	399	123	N/A	58	47.2	\$3,727	N/A	N/A	55	44.7	\$4,555
Asian - Japanese	227	86	N/A	50	58.1	\$2,917	N/A	N/A	47	54.7	\$3,197
Asian - Korean	284	83	N/A	37	44.6	\$3,785	N/A	N/A	35	42.2	\$3,470
Asian - Laotian	58	27	N/A	14	51.9	\$3,840	N/A	N/A	14	51.9	\$2,999
Asian - Other	695	225	N/A	91	40.4	\$3,242	N/A	N/A	94	41.8	\$3,912
Asian - Vietnamese	396	144	N/A	84	58.3	\$3,369	N/A	N/A	75	52.1	\$4,200
Black or African American	14,263	5,060	N/A	2,171	42.9	\$3,756	N/A	N/A	2123	42.0	\$3,907
Hispanic / Latino	23,126	8,370	N/A	4,247	50.7	\$3,981	N/A	N/A	4268	51.0	\$4,255
Pacific Islander	18	<10	N/A	<10	66.7	\$4,876	N/A	N/A	<10	33.3	\$5,347
Pacific Islander - Guamanian or Chamorro	38	16	N/A	<10	56.3	\$3,870	N/A	N/A	<10	37.5	\$4,893
Pacific Islander - Hawaiian	56	24	N/A	<10	37.5	\$3,881	N/A	N/A	14	58.3	\$2,115
Pacific Islander - Other	142	39	N/A	21	53.8	\$4,981	N/A	N/A	22	56.4	\$4,978
Pacific Islander - Samoan	56	23	N/A	<10	39.1	\$2,500	N/A	N/A	13	56.5	\$4,956
White	29,117	10,346	N/A	4,525	43.7	\$3,637	N/A	N/A	4420	42.7	\$4,045
Unknown	36	24	N/A	<10	25.0	\$3,207	N/A	N/A	<10	37.5	\$3,295
<b>TOTAL</b>	<b>72,916</b>	<b>26,076</b>	<b>N/A</b>	<b>12,049</b>	<b>46.2</b>	<b>\$3,810</b>	<b>N/A</b>	<b>N/A</b>	<b>11,891</b>	<b>45.6</b>	<b>\$4,109</b>

### **10.2.3 Participant Sex / Gender**

A participant's gender was reported based on responses falling under three options: male, female, or not available.

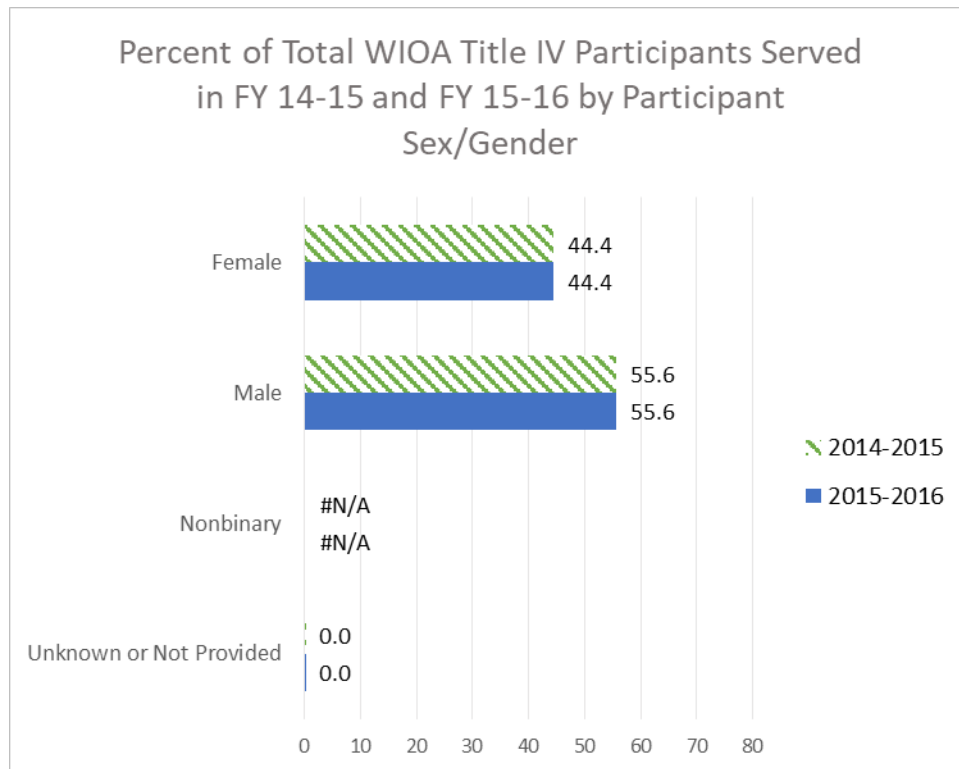
Prior to July 1, 2017 the data element was not required in order for a participant to receive services, and identification was thus voluntary. Beginning July 1, 2017, a gender option must be selected.

10.2.3.1 Table Set – Participant Sex/Gender

FY 2014-2015											
Participant Sex / Gender	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
Male	40,648	15,602	N/A	6,704	43.0	\$3,568	N/A	N/A	6,663	42.7	\$3,929
Female	32,398	11,301	N/A	4,805	42.5	\$3,340	N/A	N/A	4,812	42.6	\$3,568
Unknown or Not Provided	<10	0	N/A	0	0.0	\$0	N/A	N/A	0	0.0	\$0
<b>TOTAL</b>	<b>73,049</b>	<b>26,903</b>	<b>N/A</b>	<b>11,509</b>	<b>42.8</b>	<b>\$3,467</b>	<b>N/A</b>	<b>N/A</b>	<b>11,475</b>	<b>42.7</b>	<b>\$3,784</b>

FY 2015-2016											
Participant Sex / Gender	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
Male	40,535	15,129	N/A	7,101	46.94	\$3,922	N/A	N/A	6,981	46.1	\$4,196
Female	32,375	10,945	N/A	4,948	45.21	\$3,632	N/A	N/A	4,909	44.9	\$3,987
Unknown or Not Provided	<10	<10	N/A	0	0.00	\$0	N/A	N/A	<10	50.0	\$2,869
<b>TOTAL</b>	<b>72,916</b>	<b>26,076</b>	<b>N/A</b>	<b>12,049</b>	<b>46.21</b>	<b>\$3,810</b>	<b>N/A</b>	<b>N/A</b>	<b>11,891</b>	<b>45.6</b>	<b>\$4,109</b>

### 10.2.3.2 Figure - Program Participation by Sex/Gender



In both years, 55.6% of Title IV participants were male, and 44.4% female.

By comparison, 48.27% of the state's population that has a disability (an estimated 1,977,622 of 4,096,894 individuals) is male, meaning that males are overrepresented as a share of total Title IV participants served, respectively by +7.3 percentage points in each fiscal year.

Female participants made up the bulk of remaining participants in each fiscal year (respectively, 44.4% of all participants served in FY 14-15 and FY 15-16). They were underrepresented in comparison with statewide estimates by the inverse amount of males' overrepresentation in each fiscal year. The smallest group served were those whose sex or gender was unknown or not provided, which comprised fewer than 10 individuals in FY 14-15 and exactly 10 (0.01% of the total) in FY 15-16.

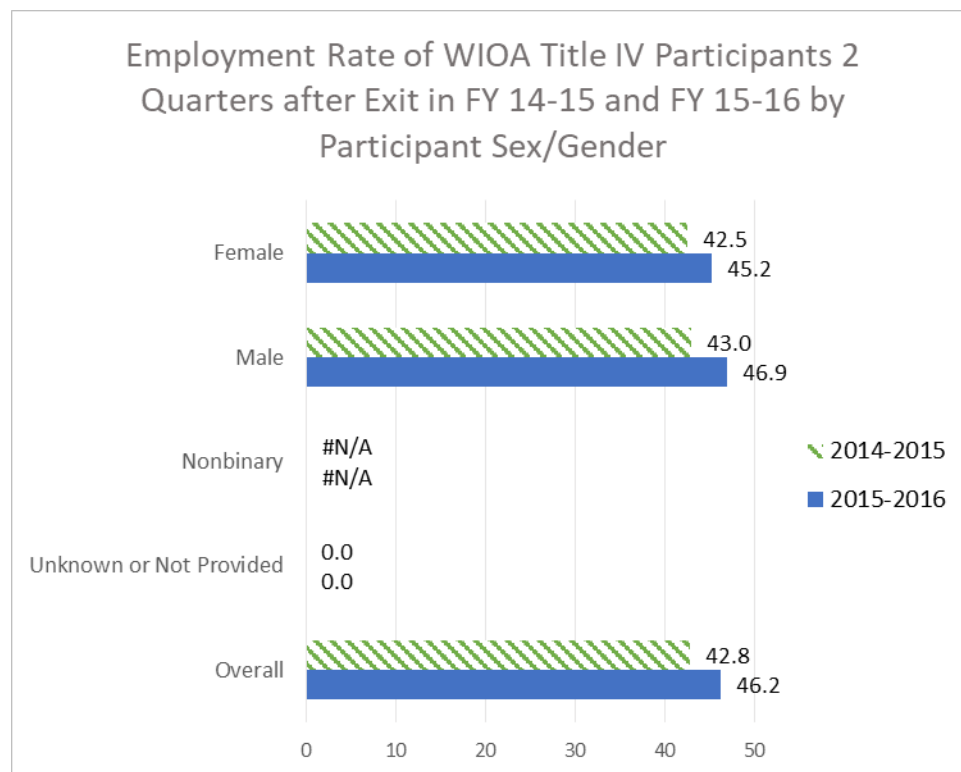
#### Training Completion

CDOR provides training and collects training information from consumers. In addition to post-secondary education and vocational skills training, the CDOR also provides specific disability-related functional needs training to participants as required by the federal regulation. CDOR did not start collecting data on the WIOA Common Performance Measure for Measurable Skills Gain until July 2017 per RSA directive. Therefore, no data on Measurable Skills Gain completion is available for fiscal years in question.

### *Credential Attainment Rate*

CDOR did not start collecting data on the WIOA Common Performance Measure for Credential Attainment until July 2017 per RSA directive. Therefore, no data on credential attainment is available for the fiscal years in question.

### *10.2.3.3 Figure – 2<sup>nd</sup> Quarter Employment Rate by Sex/Gender*



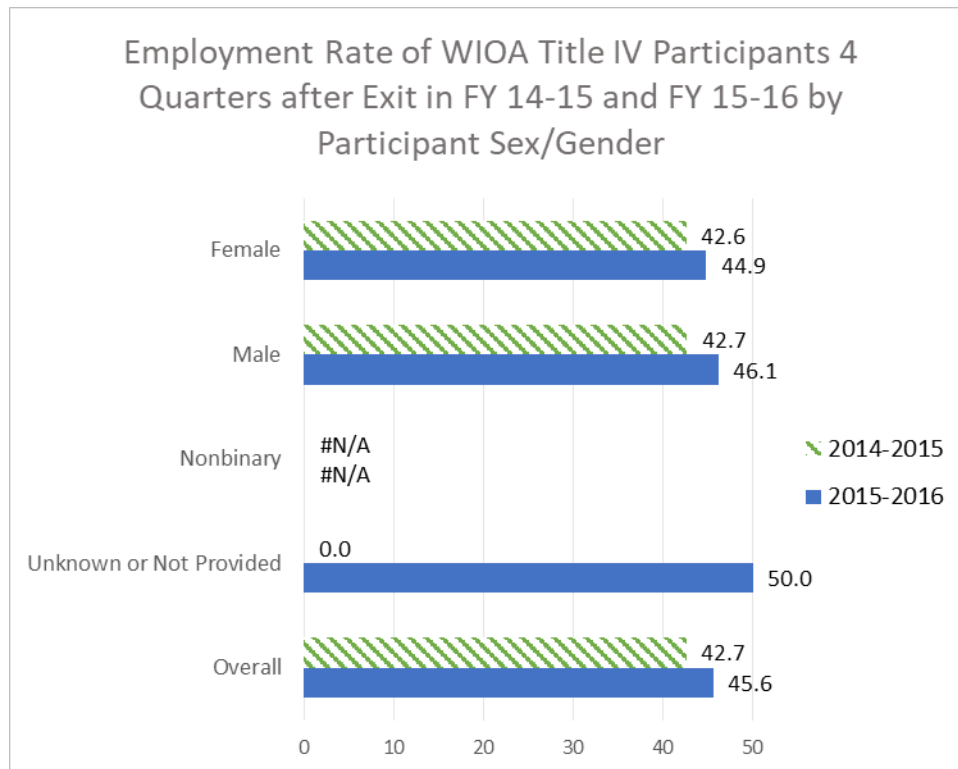
In the second quarter after exit in FY 14-15, rates of employment among male and female former participants appeared similar, 43.0% among male participants and 42.5% among female participants).<sup>17</sup>

In the second quarter after exit in FY 15-16, the employment rate among male participants was 46.9%, compared with 45.2% among female participants.

No participants with unknown or non-provided gender were employed in the second quarter after exit in FY 15-16. (There were no individuals in the denominator for this category in FY 14-15).

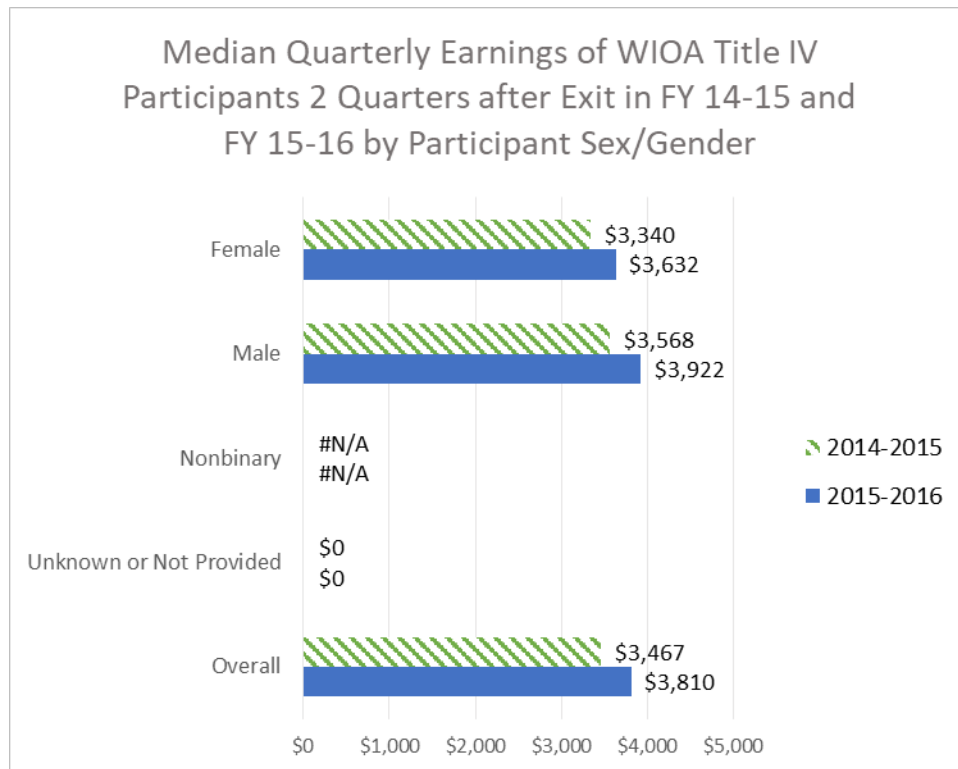
<sup>17</sup> Percentage values shown were calculated for each participant category by dividing the number of participants from that category who were employed during the second quarter after program exit in a given fiscal year by the total number of participants in that category who exited in the same fiscal year.

10.2.3.4 Figure – 4<sup>th</sup> Quarter Employment Rate by Sex/Gender



In the fourth quarter after exit in both years, male and female employment rates moved closer together: 42.7% of all male participants and 42.6% of all female participants to exit in FY 14-15 were employed at this stage. In the second year's data, the fourth-quarter employment rate among female Title IV participants was 44.9%, compared with 46.1% among male participants.

10.2.3.5 Figure – 2<sup>nd</sup> Quarter Median Earnings by Sex/Gender

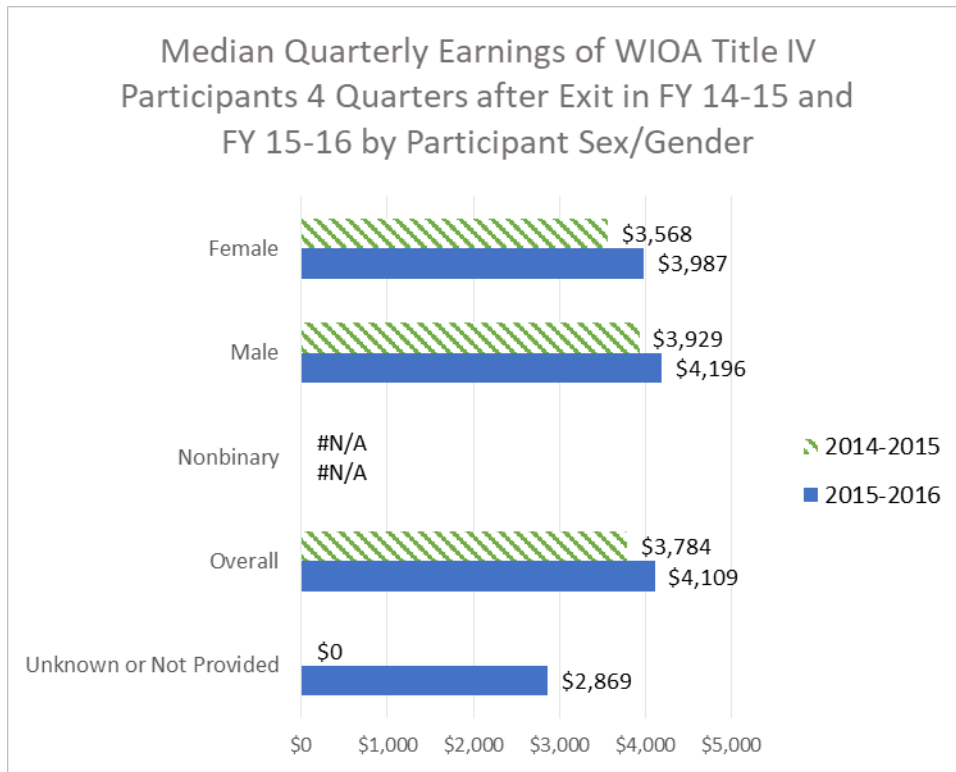


Males' earnings from the second quarter after exit in FY 14-15 from Title IV were \$3,568, +\$228 higher than those of females, which were \$3,340.

In the second quarter after exit in FY 15-16, male participants' earnings of \$3,922 were +\$289 greater than those of female participants (\$3,632).



10.2.3.6 Figure – 4<sup>th</sup> Quarter Median Earnings by Sex/Gender



While both male and female participants' median earnings increased from Q2 to Q4 post-exit, median quarterly earnings of male participants continued to outpace those of female participants at 4 quarters after exit in both years.

More specifically, median earnings of males from the fourth quarter after exit in FY 14-15 rose to \$3,929, +\$361 more than those of females (\$3,568). Males' median earnings from the fourth quarter after exit in FY 15-16 of \$4,196 were +\$209 higher than earnings of females (\$3,987). Among participants who had exited in FY 14-15, no individuals with unknown or unreported sex/gender had no reported earnings in the fourth post-exit quarter, making the median among female participants the lowest overall. At this stage following exit in the second fiscal year, participants whose sex/gender was unknown or unreported saw the lowest median earnings, of \$2,869. These earnings were considerably (-\$1,240) below the program-wide median.

### 10.3 Participant Age Group at Entry

#### 10.3.1 Participant Age Group at Entry

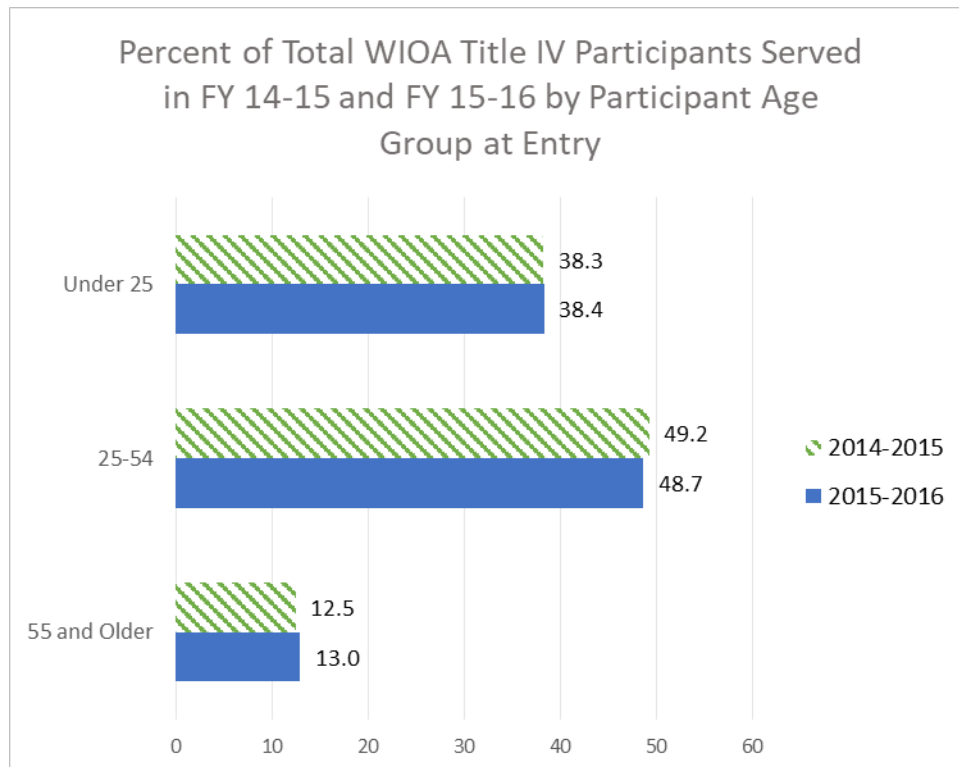
##### 10.3.1.1 Table Set – Participant Age Group at Entry

Participant age at the time of program entry was derived based on the participant's date of birth.

FY 2014-2015											
Participant Age Group at Entry	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
Under 25	27,950	9,337	N/A	4,819	51.6	\$3,059	N/A	N/A	4,937	52.9	\$3,375
25-54	35,968	14,070	N/A	5,796	41.2	\$4,011	N/A	N/A	5,661	40.2	\$4,325
55 and older	9,131	3,496	N/A	894	25.6	\$3,675	N/A	N/A	877	25.1	\$3,752
Unknown	0	0	N/A	0	0.0	\$0	N/A	N/A	0	0.0	\$0
<b>TOTAL</b>	<b>73,049</b>	<b>26,903</b>	<b>N/A</b>	<b>11,509</b>	<b>42.8</b>	<b>\$3,467</b>	<b>N/A</b>	<b>N/A</b>	<b>11,475</b>	<b>42.7</b>	<b>\$3,784</b>

FY 2015-2016											
Participant Age Group at Entry	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
Under 25	27,973	9,057	N/A	4,911	54.2	\$3,341	N/A	N/A	4,986	55.1	\$3,760
25-54	35,488	13,397	N/A	6,095	45.5	\$4,223	N/A	N/A	5,900	44.0	\$4,515
55 and older	9,455	3,622	N/A	1,043	28.8	\$4,320	N/A	N/A	1,005	27.7	\$4,505
Unknown	0	0	N/A	0	0.0	\$0	N/A	N/A	0	0.0	\$0
<b>TOTAL</b>	<b>72,916</b>	<b>26,076</b>	<b>N/A</b>	<b>12,049</b>	<b>46.2</b>	<b>\$3,810</b>	<b>N/A</b>	<b>N/A</b>	<b>11,891</b>	<b>45.6</b>	<b>\$4,109</b>

### 10.3.1.2 Figure – Program Participation by Age Group at Entry



In both fiscal years, participants 25-54 at program entry represented the largest category of participants,<sup>18</sup> 49.2% of the total served in FY 14-15, and 48.7% of the total served in FY 15-16.<sup>19</sup>

ACS estimates of the demographic composition of Californians with a disability use different age categories than those employed in this report: ACS categories group adults into the following brackets: 18 to 34; 35 to 64; 65 to 74; and 75 and older. Therefore, ACS estimates have been described below, but no direct comparisons are made with participant data.

In the ACS one-year estimate for 2015, 472,077 or 11.5% of the estimated total of 4,096,894 Californians with a disability were between the ages of 18 and 34. 1,545,885 or 37.7% were between the ages of 35 and 64. 699,655 or 17.1% were 65-74; and 1,099,514 or 26.8% were 75 or older.

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<sup>18</sup> The CDOR dataset includes adult and youth WIOA Title IV participant data. However, due to the performance indicator differences between youth and adult participants, youth and adult outcomes must be reported separately. The workforce metrics dashboard currently reports outcomes on WIOA Title IV adult participants only. Participants under the age of 18 at the date of program entry have been excluded (about 7.9%) (See Appendix for methodology of youth exclusion).

<sup>19</sup> Percentage values shown represent the percent share of total participants by age at entry. These values were computed by dividing the total of participants served in a given age category by the overall total of participants enrolled in the Title IV program during the noted fiscal year.

Participants 55 and older made up the smallest age category served by the Title IV program in FY 15-16, and the second-smallest served (following only those whose age information was unknown) in FY 14-15. Individuals in this age category at the time of program entry were 12.5% of the FY 14-15 total, and 13.0% of the FY 15-16 total.

By contrast, participants in the youngest age range at time of entry—those 25 and under—were substantially overrepresented in the Title IV program: although making up just 13.5% of the statewide labor force in FY 14-15 (13.2% in FY 15-16), participants in this category were 38.3% of all served in FY 14-15 and 38.4% of all served the next year.

CDOR's own data reporting demonstrates a focus on serving young people, and indicates that a substantial proportion—between one-quarter and over one-third—of its total clients are under the age of 25. CDOR indicates that during FY 16-17, it served 37,991 consumers between the ages of 14 to 24, representing 37.6% of CDOR's total caseload. Of the 37,991 youth consumers, 28,068 were students with disabilities (ages 16 to 21), or 27.7% of CDOR's total caseload. During the previous FY, 2015-16, the CDOR served 34,698 consumers between the ages of 14 to 24, which represented 35.4% of CDOR's total caseload. Of the 34,698 youth consumers, 25,237 were students with disabilities (ages 16 to 21), or 25.6% of CDOR's total caseload. From FY 2015-16 to 2016-17, CDOR reports an increase in the percentage of youth consumers served by 2.2% and student consumers served by 2.1%.<sup>20</sup>

Although CDOR participants under the age of 18 were excluded from data in this report (estimated to account for approximately 7.9% of all participants in each of the two fiscal years), data includes participants between 18 and 24, meeting the more expansive definition of "youth" employed by CDOR.

From this data, it appears possible that overrepresentation of the youngest age demographic reflects CDOR's focus on serving youth. This is historically typical of the CDOR caseload.

### *Training Completion*

CDOR provides training and collects training information from consumers. In addition to post-secondary education and vocational skills training, the DOR also provides specific disability-related functional needs training to participants as required by the federal regulation. DOR did not start collecting data on the WIOA Common Performance Measure for Measurable Skills Gain until July 2017 per RSA directive. Therefore, no data on Measurable Skills Gain completion is available for the fiscal years in question.

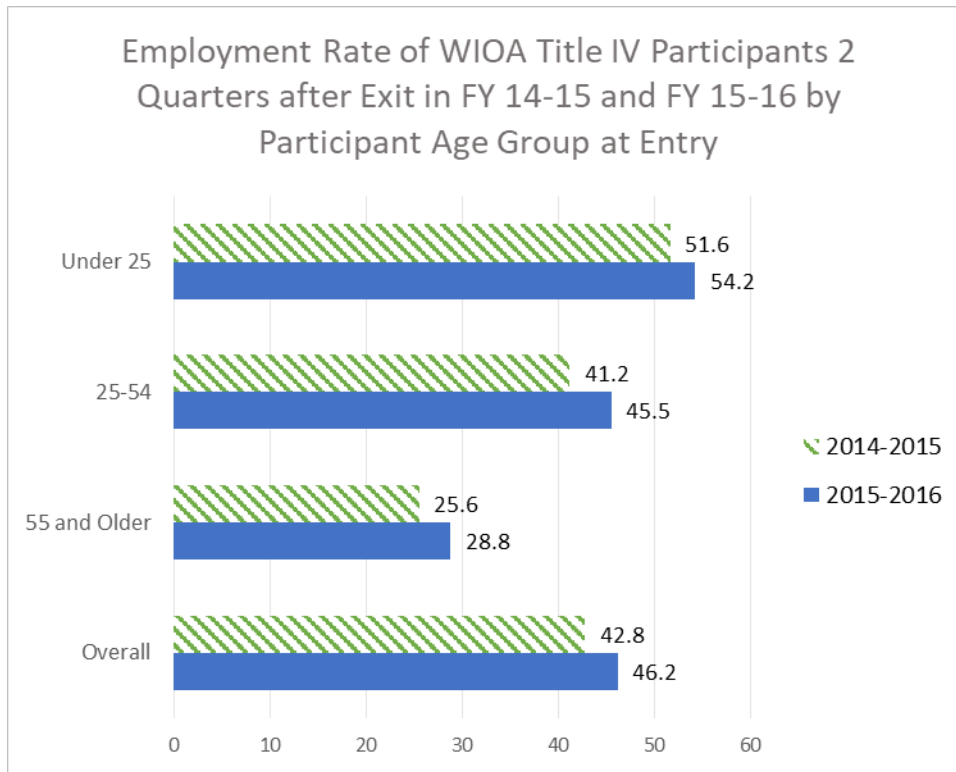
### *Credential Attainment Rate*

CDOR did not start collecting data on the WIOA Common Performance Measure for Credential Attainment until July 2017 per RSA directive. Therefore, no data on credential attainment is available for the fiscal years in question.

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<sup>20</sup> CDOR Vocational Rehabilitation Services Program and Supplement for the Supported Employment Services Program State Plan for Program Years 2018-2020, pp. 73.

10.3.1.3 Figure – 2<sup>nd</sup> Quarter Employment Rate by Age Group at Entry



In the second quarter after exit from the WIOA Title IV program in each fiscal year, the rate of employment was highest among the youngest participants. Of these participants, 51.6% were employed after exit in FY 14-15, as were 54.2% after exit in FY 15-16. These rates were +8.8 and +8.0 percentage points higher than the program-wide rates associated with each exit year.<sup>21</sup>

Employment was lowest among the oldest Title IV participants, with rates of 25.6% and 28.8% two quarters after exit in FY 14-15 and FY 15-16 respectively.

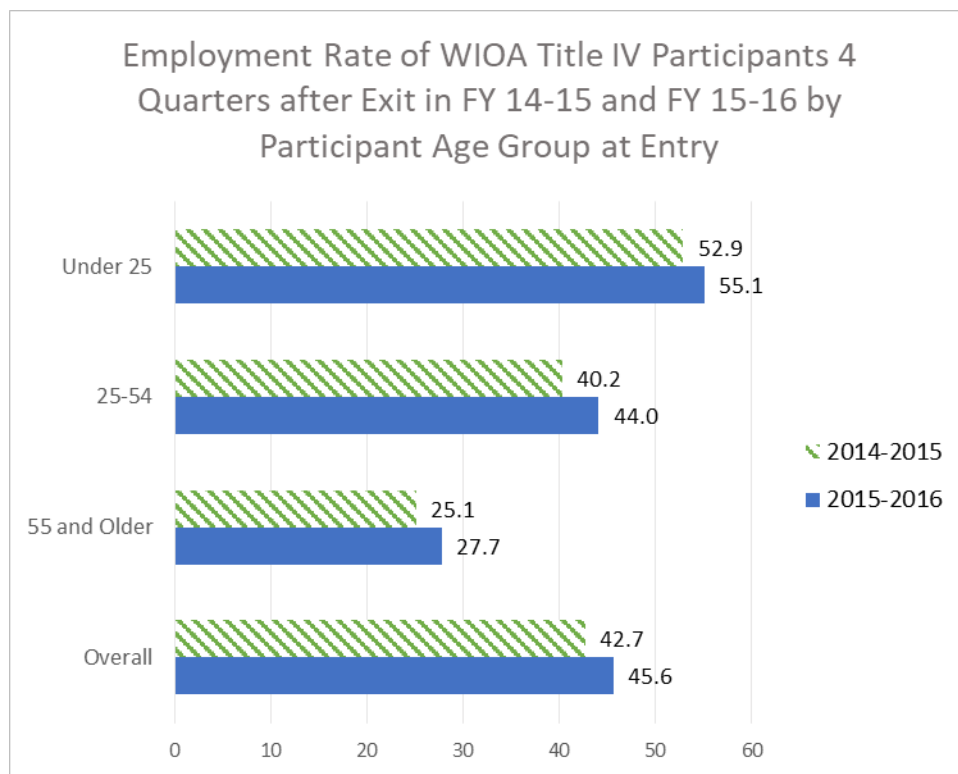
These employment rates were, respectively, -17.2 and -17.4 percentage points below program-wide employment at this stage after exit in each year.

It is possible that lower rates of employment among the oldest participants partly reflect voluntary departure from the labor force as individuals near retirement age. Therefore, low rates may not necessarily be cause for concern. At the same time, the possibility that individuals in this age group are actively seeking employment and not finding it cannot be

<sup>21</sup> Percentage values shown were calculated for each participant category by dividing the number of participants from that category who were employed during the second quarter after program exit in a given fiscal year by the total number of participants in that category who exited in the same fiscal year.

ignored or dismissed. Further investigation would need to be performed to identify causal factors.

10.3.1.4 Figure – 4<sup>th</sup> Quarter Employment Rate by Age Group at Entry

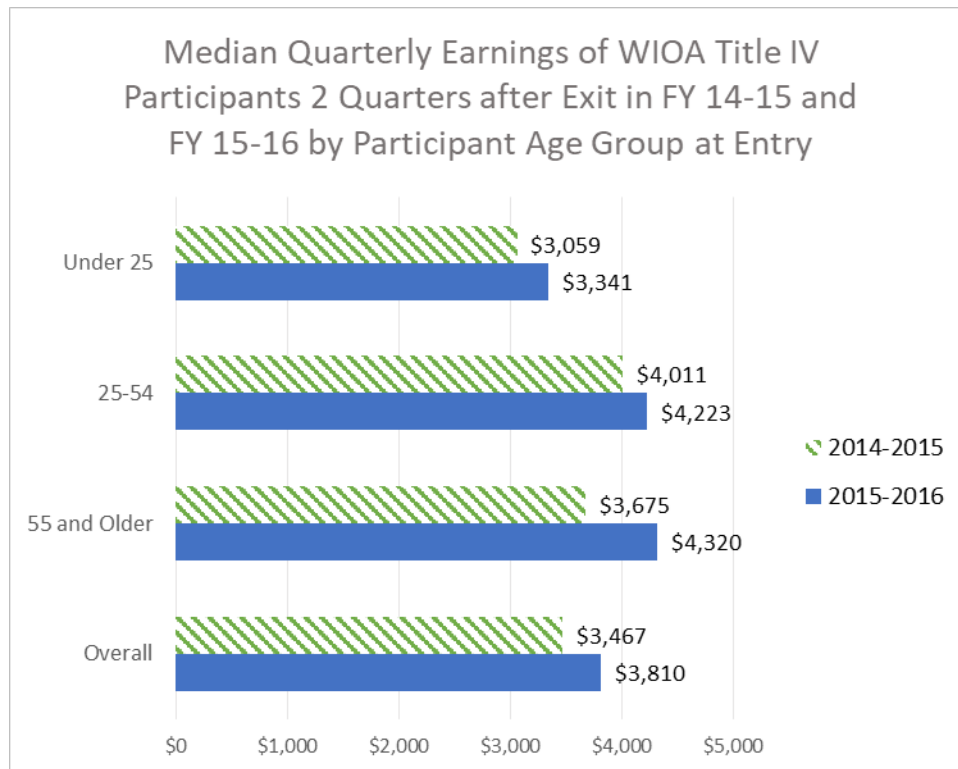


Employment was again highest among the youngest participants four quarters after they had exited from the Title IV program and employment rates for these individuals showed increase from the second quarter post-exit in both years, at 52.9% (FY 14-15) and 55.1% (FY 15-16) respectively. These rates were +10.2 and +9.5 percentage points higher than the program-wide employment rates associated with each exit year.

Employment rates increased for the youngest Title IV participants at this later post-exit stage; they fell slightly among other participant age groups: to 40.2% and 44.0% among participants in the middle age range, and 25.1% and 27.8% among the oldest Title IV participants.

Employment rates of the oldest participants were once more the lowest at 25.1% a year after exit in FY 14-15 and 27.7% a year after exit in FY 15-16, falling -17.6 and -17.9 percentage points below overall rates.

10.3.1.5 Figure – 2<sup>nd</sup> Quarter Median Earnings by Age Group at Entry



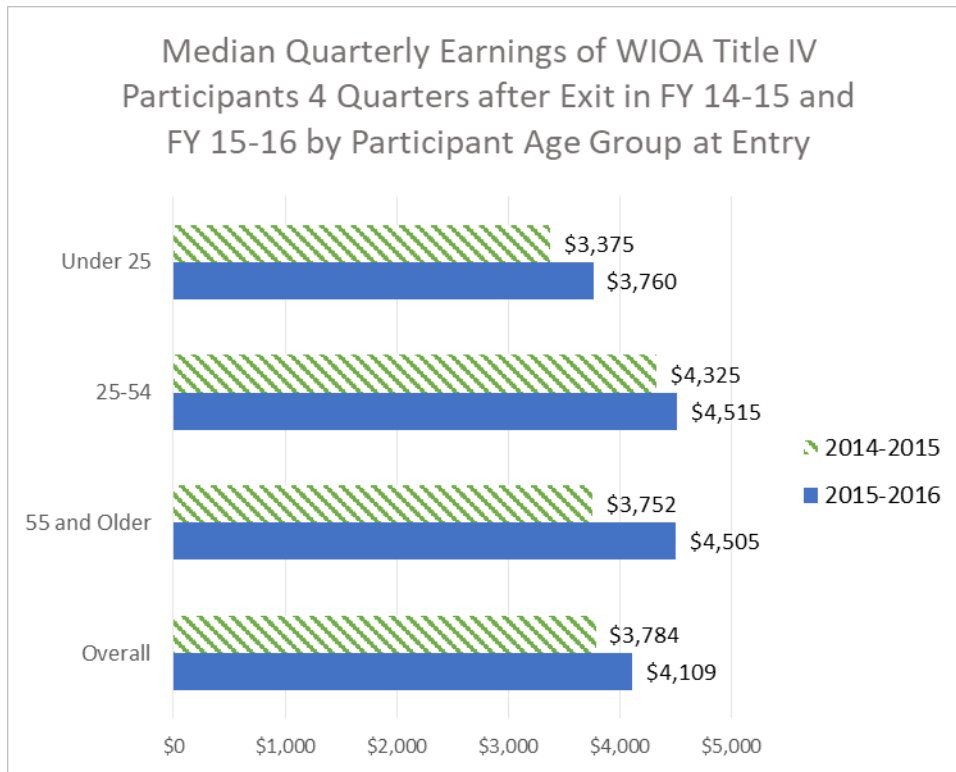
Highest participant median earnings in the second quarter after program exit in FY 14-15 were found among participants who were between the ages of 25 and 54 at the time of program entry. At \$4,011, these participants' earnings were +\$544 higher than the program-wide median. At the same stage after exit in FY 15-16, it was participants in the oldest age range at entry who saw highest earnings, which were \$4,320 (+\$510 above the program-wide median).<sup>22</sup>

Lowest earnings were found among the youngest participants, at \$3,059 (FY 14-15) and \$3,341 (FY 15-16) were respectively -\$408 and -\$469 below the program-wide median.

Higher earnings among the two older participant groups may reflect greater accumulation of skills due to prior work experience and/or education and training prior to the Title IV program.

<sup>22</sup> Median earnings by participant category were computed in a manner parallel to that explained under the Ethnicity/Race and Sex/Gender tables.

10.3.1.6 Figure – 4<sup>th</sup> Quarter Median Earnings by Age Group at Entry



Earnings of participants 25-54 at program entry were the highest among both years' participants by the fourth quarter after program exit. Earnings of these participants of \$4,325 four quarters after exit in FY 14-15 and \$4,515 four quarters after exit in FY 15-16 were respectively +541 and +406 higher than program-wide medians.

The youngest Title IV participants continued to earn least one year after exit, with earnings of \$3,375 four quarters after exit in FY 14-15 (-\$409 below the program-wide median) and \$3,760 four quarters after exit in FY 15-16 (-\$349 below the program-wide median).

Taken together with employment outcomes, these results can be interpreted as follows: although exiting Title IV participants in the youngest age range were most likely to be working two and four quarters after they had exited, older participants who were employed saw higher earnings. However, at the fourth quarter after exit, earnings of the youngest participants grew closer than at second quarter to earnings of other participants in the program.

One issue to note is that, as with other programs in this report, participants in the younger age range may be more likely than older individuals to be continuing with either formal education, or time-intensive training (e.g. career education) programs. This might be reflected in employment outcomes, for example if such individuals are more likely to be part-time or temporarily employed or working by choice in jobs (e.g. service industry) that may support



lower earnings. It is also likely that younger individuals, given less time to amass a skill base, are relatively more likely than older participants to work in entry-level positions. Without availability of more detailed employment information in this report, it is not possible to determine the extent to which these or other factors might play a role in explaining observed outcomes.

## 10.4 Participant Veteran Status

### 10.4.1 Participant Veteran Status

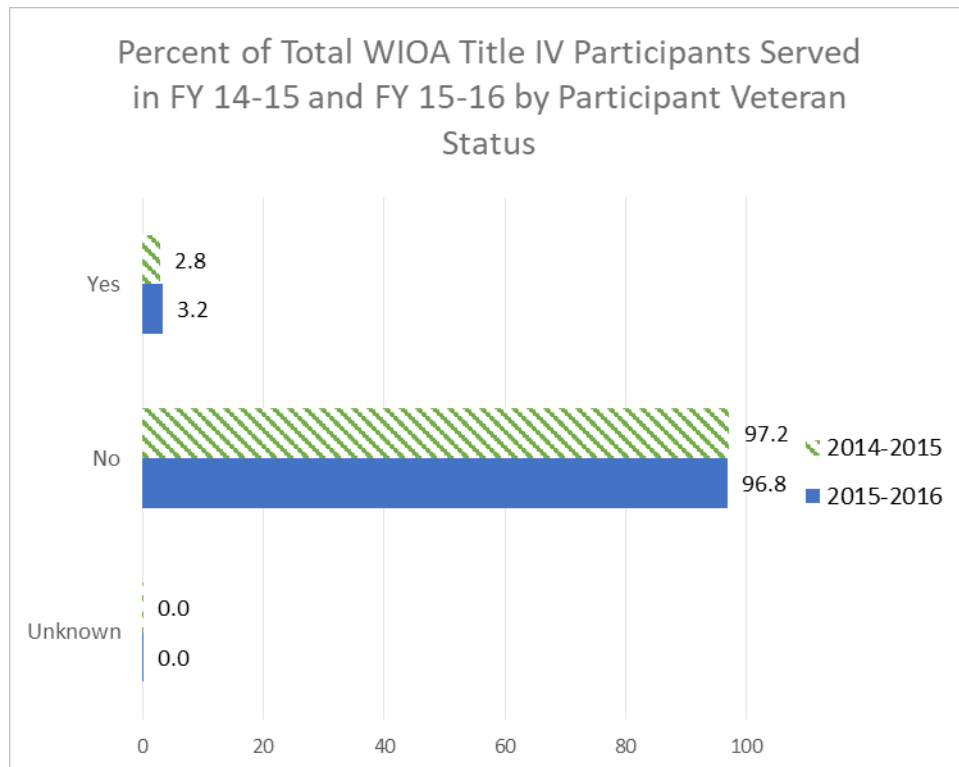
#### 10.4.1.1 Table Set – Participant Veteran Status

Participant veteran status is reported based on three available options (veteran; not a veteran; and, not available). The data element is voluntarily provided by a participant, and is not required for receipt of services.

FY 2014-2015											
Participant Veteran Status	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
Yes	2,050	680	N/A	194	28.5	\$4,580	N/A	N/A	195	28.7	\$4,427
No	70,981	26,211	N/A	11,315	43.2	\$3,454	N/A	N/A	11,278	43.0	\$3,777
Not Applicable	0	0	N/A	0	0.0	\$0	N/A	N/A	0	0.0	\$0
Unknown	18	12	N/A	0	0.0	\$0	N/A	N/A	<10	16.7	\$1,342
<b>TOTAL</b>	<b>73,049</b>	<b>26,903</b>	<b>N/A</b>	<b>11,509</b>	<b>42.8</b>	<b>\$3,467</b>	<b>N/A</b>	<b>N/A</b>	<b>11,475</b>	<b>42.7</b>	<b>\$3,784</b>

FY 2015-2016											
Participant Veteran Status	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
Yes	2,337	872	N/A	286	32.8	\$4,695	N/A	N/A	275	31.5	\$4,703
No	70,560	25,192	N/A	11,760	46.7	\$3,797	N/A	N/A	11,615	46.1	\$4,100
Not Applicable	0	0	N/A	0	0.0	0	N/A	N/A	0	0.0	0.00
Unknown	19	12	N/A	<10	25.0	\$2,982	N/A	N/A	<10	8.3	\$10,990
<b>TOTAL</b>	<b>72,916</b>	<b>26,076</b>	<b>N/A</b>	<b>12,049</b>	<b>46.2</b>	<b>\$3,810</b>	<b>N/A</b>	<b>N/A</b>	<b>11,891</b>	<b>45.6</b>	<b>\$4,109</b>

#### 10.4.1.2 Figure - Program Participation by Veteran Status



In both fiscal years, veterans represented approximately 3% of all Title IV program participants (2.8% in FY 14-15 and 3.2% in FY 15-16). According to ACS 1-year estimates for California, in 2015 approximately 12.2% of Californians with disabilities 18 and over for whom poverty status is determined were veterans, and the remaining 87.9% were non-veterans.<sup>23</sup>

In comparison with these population estimates, veterans were underrepresented among Title IV participants served by approximately -9 percentage points in each fiscal year.

It is important to note that not all individuals identified in the ACS data, even though identified those with disabilities, may be eligible for VR Services. Besides marginal numbers of participants whose status was unknown, nonveterans represented the remainder of total enrollments, 97.2% in FY 14-15 and 96.8% in FY 15-16.

<sup>23</sup> Data on the veteran status of persons with disabilities in California is provided by ACS in Table B21007, which provides a breakout by veteran status and disability status for the California civilian population 18 years and over for whom poverty status is determined. A confidence interval associated with this statistic was calculated, indicating with 95% confidence that the true population value (as a proportion) falls between 0.121198 and 0.121868. Note that the population sampled here – Californians 18 and older for whom poverty status is determined—differs from that in Table S1810 (total civilian noninstitutionalized population in California).

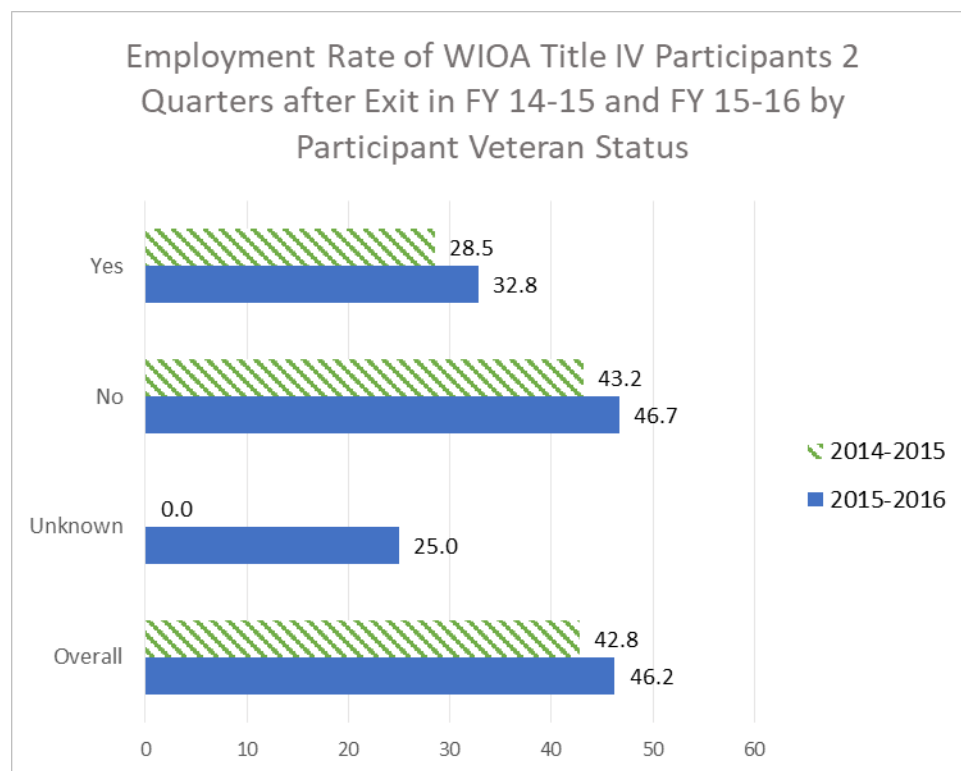
### *Training Completion*

CDOR provides training and collects training information from consumers. In addition to post-secondary education and vocational skills training, the CDOR also provides specific disability-related functional needs training to participants as required by the federal regulation. CDOR did not start collecting data on the WIOA Common Performance Measure for Measurable Skills Gain until July 2017 per RSA directive. Therefore, no data on Measurable Skills Gain completion is available for the fiscal years in question.

### *Credential Attainment Rate*

CDOR did not start collecting data on the WIOA Common Performance Measure for Credential Attainment until July 2017 per RSA directive. Therefore, no data on credential attainment is available for the fiscal years in question.

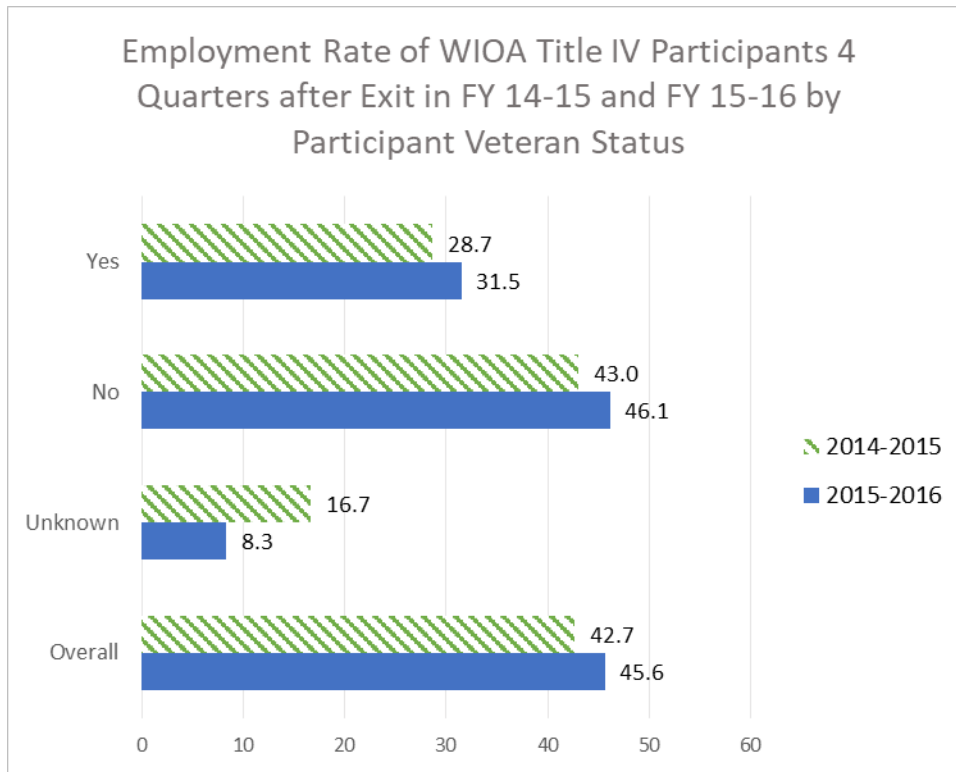
#### *10.4.1.3 Figure – 2<sup>nd</sup> Quarter Employment Rate by Veteran Status*



In the second quarter after exit in both years, employment was higher among non-veterans than it was among veterans. Among non-veterans, employment was 43.2% two quarters after exit in FY 14-15. This was considerably (+14.6 percentage points) higher than employment among veterans (28.5%).

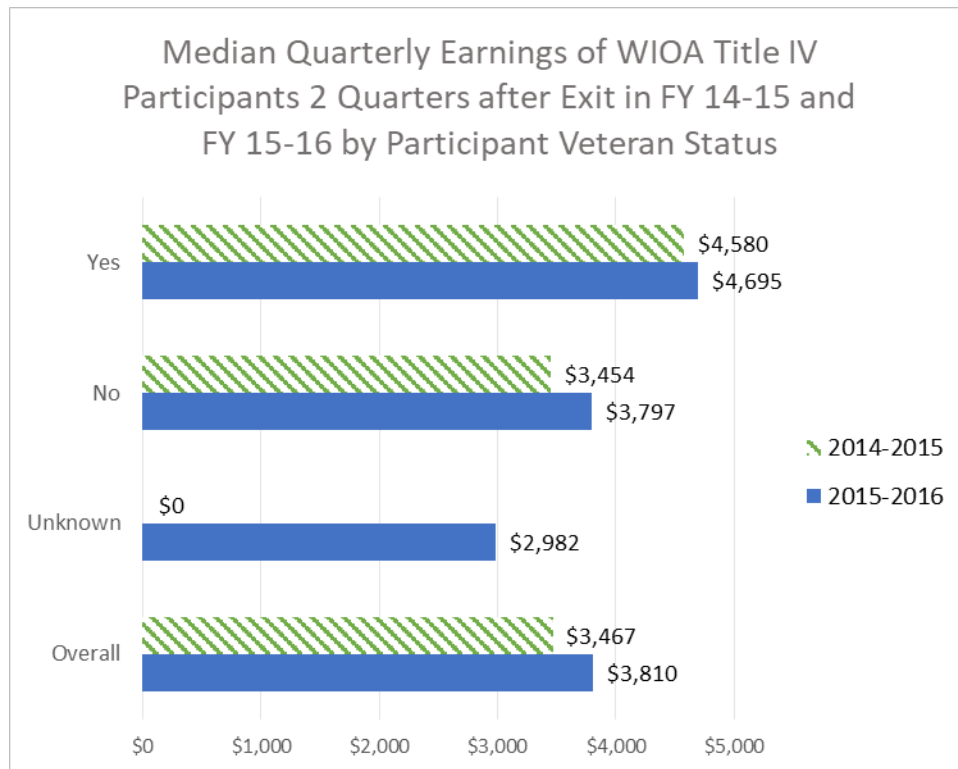
At the same stage in the following fiscal year, 46.7% of non-veterans were employed, again considerably (+13.9 percentage points) higher than the rate (32.8%) among veterans.

10.4.1.4 Figure – 4<sup>th</sup> Quarter Employment Rate by Veteran Status



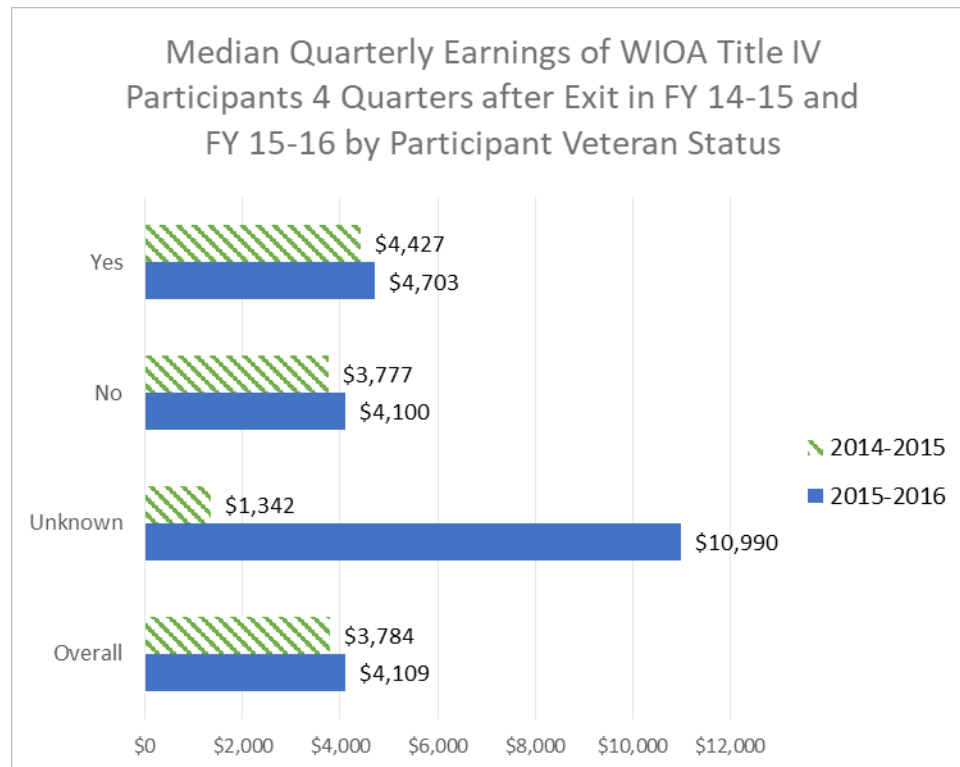
In the fourth quarter after exit in both fiscal years, veteran employment continued to lag that of non-veterans by about the same margin: after exit in FY 14-15, the percentage of non-veterans who were employed was 43.0%, +14.4 percentage points higher than veteran employment; at the same stage following exit in the second fiscal year, non-veteran employment (46.1%) outpaced veteran employment (31.5%) by +14.6 percentage points.

10.4.1.5 Figure – 2<sup>nd</sup> Quarter Median Earnings by Veteran Status



In the second quarter after exit in both fiscal years, earnings of veterans exceeded those of non-veterans. Veterans' median earnings of \$4,580 at this stage after exit in FY 14-15 were +\$1,126 higher than those of non-veterans (\$3,454). At the same stage after exit in FY 15-16, veterans' earnings of \$4,695 exceeded those of non-veterans (\$3,810) by +\$898.

10.4.1.6 Figure – 4<sup>th</sup> Quarter Median Earnings by Veteran Status



In the fourth quarter after program exit, veterans' earnings continued to exceed those of non-veterans, although the magnitude of difference diminished somewhat in both years of exit. In the fourth quarter after exit in FY 14-15, veterans with median earnings of \$4,427 out-earned non-veterans (\$3,777) by +\$650, a smaller difference compared with at the second-quarter post-exit stage; and in the fourth quarter after exit in FY 15-16, veterans' earnings of \$4,703 were a similar +\$603 larger than those of non-veterans (\$4,100).

In both years, the Unknown category represented a small, residual category (<10 employed in each year's cohort) containing few participants. Values may therefore be subject to greater fluctuation and any attempt to interpret the median in substantive terms is challenging and may be of limited value.

When looked at together with employment outcome, these results can be interpreted as follows: though as a group veterans were less likely to be employed after exit from the Title IV program, those veterans who were employed out-earned their non-veteran counterparts. However, the degree of discrepancy between veterans' and non-veterans' earnings diminished from the second to the fourth quarter after exit in both fiscal years.

## **10.5 Training Completion Status**

### **10.5.1 Training Completion Status**

As CDOR did not collect training completion data, all outcomes in this table fall under “Unknown,” and comparisons therefore cannot be generated.

CDOR provides training and collects training information from consumers. In addition to post-secondary education and vocational skills training, the CDOR also provides specific disability-related functional needs training to participants as required by the federal regulation. CDOR did not start collecting data on the WIOA Common Performance Measure for Measurable Skills Gain until July 2017 per RSA directive. Therefore, no data on Measurable Skills Gain completion is available for the fiscal years in question.



10.5.1.1 Table Set – Training Completion Status

FY 2014-2015									
Training Completion Status	# Exited	2 Quarters After Exit			4 Quarters After Exit				
		# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
Yes	0	0	0.0	\$0	N/A	N/A	0	0.0	\$0
No	0	0	0.0	\$0	N/A	N/A	0	0.0	\$0
Other	0	0	0.0	\$0	N/A	N/A	0	0.0	\$0
Not Applicable	0	0	0.0	\$0	N/A	N/A	0	0.0	\$0
Unknown	26,903	11,509	42.8	\$3,467	N/A	N/A	11,475	42.7	\$3,784
<b>TOTAL</b>	<b>26,903</b>	<b>11,509</b>	<b>42.8</b>	<b>\$3,467</b>	<b>N/A</b>	<b>N/A</b>	<b>11,475</b>	<b>42.7</b>	<b>\$3,784</b>

FY 2015-2016									
Training Completion Status	# Exited	2 Quarters After Exit			4 Quarters After Exit				
		# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
Yes	0	0	0.0	\$0	N/A	N/A	0	0.0	\$0
No	0	0	0.0	\$0	N/A	N/A	0	0.0	\$0
Other	0	0	0.0	\$0	N/A	N/A	0	0.0	\$0
Not Applicable	0	0	0.0	\$0	N/A	N/A	0	0.0	\$0
Unknown	26,076	12,049	46.2	\$3,810	N/A	N/A	11,891	45.6	\$4,109
<b>TOTAL</b>	<b>26,076</b>	<b>12,049</b>	<b>46.2</b>	<b>\$3,810</b>	<b>N/A</b>	<b>N/A</b>	<b>11,891</b>	<b>45.6</b>	<b>\$4,109</b>

## 10.6 Industry / Sector of Employment

### 10.6.1 Industry/Sector of Employment

#### 10.6.1.1 Table Set – Industry/Sector of Employment

FY 2014-2015						
Industry / Sector Description	2 Quarters After Exit			4 Quarters After Exit		
	# Employed	% Employed	Median Earnings	# Employed	% Employed	Median Earnings
Agriculture, Forestry, Fishing, and Hunting	142	1.2	\$4,213	157	1.4	\$4,469
Mining, Quarrying, and Oil and Gas Extraction	<10	0.0	\$12,501	<10	0.0	\$9,314
Utilities	<10	0.1	\$14,909	<10	0.1	\$14,080
Construction	352	3.1	\$6,569	358	3.1	\$6,816
Manufacturing	370	3.2	\$6,125	396	3.5	\$6,357
Wholesale Trade	265	2.3	\$4,791	274	2.4	\$5,387
Retail Trade	2,368	20.6	\$2,959	2,266	19.7	\$3,224
Transportation and Warehousing	351	3.0	\$4,936	394	3.4	\$5,195
Information	161	1.4	\$2,002	175	1.5	\$2,387
Finance and Insurance	98	0.9	\$7,582	100	0.9	\$7,371
Real Estate, and Rental and Leasing	124	1.1	\$3,867	114	1.0	\$4,369
Professional, Scientific, and Technical Services	382	3.3	\$4,605	375	3.3	\$4,895
Management of Companies and Enterprises	<10	0.0	\$9,658	<10	0.1	\$6,567
Administrative and Support and Waste Management and Remediation Services	1,527	13.3	\$3,246	1,470	12.8	\$3,505
Educational Services	517	4.5	\$3,902	540	4.7	\$4,294
Health Care and Social Assistance	2,202	19.1	\$3,493	2,234	19.5	\$3,655
Arts, Entertainment, and Recreation	279	2.4	\$2,670	287	2.5	\$2,972
Accommodation and Food Services	1,339	11.6	\$2,731	1,286	11.2	\$3,150
Other Services (except Public Administration)	388	3.4	\$3,465	381	3.3	\$3,500
Public Administration	187	1.6	\$5,607	195	1.7	\$6,476
Other	0	0.0	\$0	0	0.0	\$0
Not Applicable	0	0.0	\$0	0	0.0	\$0
Unknown	443	3.8	\$7,059	457	4.0	\$7,390
<b>TOTAL</b>	<b>11,509</b>	<b>42.8</b>	<b>\$3,467</b>	<b>11,475</b>	<b>42.7</b>	<b>\$3,784</b>

FY 2015-2016						
Industry / Sector Description	2 Quarters After Exit			4 Quarters After Exit		
	# Employed	% Employed	Median Earnings	# Employed	% Employed	Median Earnings
Agriculture, Forestry, Fishing, and Hunting	141	1.2	\$4,271	152	1.3	\$4,922
Mining, Quarrying, and Oil and Gas Extraction	<10	0.0	\$13,920	<10	0.0	\$11,480
Utilities	<10	0.1	\$15,643	<10	0.1	\$14,639
Construction	399	3.3	\$6,828	411	3.5	\$7,418
Manufacturing	383	3.2	\$6,206	374	3.1	\$6,985
Wholesale Trade	234	1.9	\$5,050	234	2.0	\$6,029
Retail Trade	2,570	21.3	\$3,298	2,464	20.7	\$3,594
Transportation and Warehousing	425	3.5	\$4,683	462	3.9	\$5,192
Information	196	1.6	\$2,664	184	1.5	\$2,864
Finance and Insurance	80	0.7	\$5,819	84	0.7	\$6,735
Real Estate, and Rental and Leasing	137	1.1	\$4,922	135	1.1	\$6,300
Professional, Scientific, and Technical Services	338	2.8	\$5,392	325	2.7	\$5,456
Management of Companies and Enterprises	11	0.1	\$4,688	<10	0.1	\$5,706
Administrative and Support and Waste Management and Remediation Services	1,562	13.0	\$3,538	1,545	13.0	\$3,777
Educational Services	510	4.2	\$4,163	528	4.4	\$4,816
Health Care and Social Assistance	2,358	19.6	\$3,781	2,309	19.4	\$3,901
Arts, Entertainment, and Recreation	286	2.4	\$2,909	274	2.3	\$2,936
Accommodation and Food Services	1,345	11.2	\$3,186	1,295	10.9	\$3,376
Other Services (except Public Administration)	415	3.4	\$3,855	417	3.5	\$3,829
Public Administration	230	1.9	\$6,328	227	1.9	\$7,574
Other	0	0.0	\$0	0	0.0	\$0
Not Applicable	0	0.0	\$0	0	0.0	\$0
Unknown	419	3.5	\$7,157	453	3.8	\$7,891
<b>TOTAL</b>	<b>12,049</b>	<b>46.2</b>	<b>\$3,810</b>	<b>11,891</b>	<b>45.6</b>	<b>\$4,109</b>



10.6.1.2 Figure – 2<sup>nd</sup> Quarter Employment by Industry/ Sector

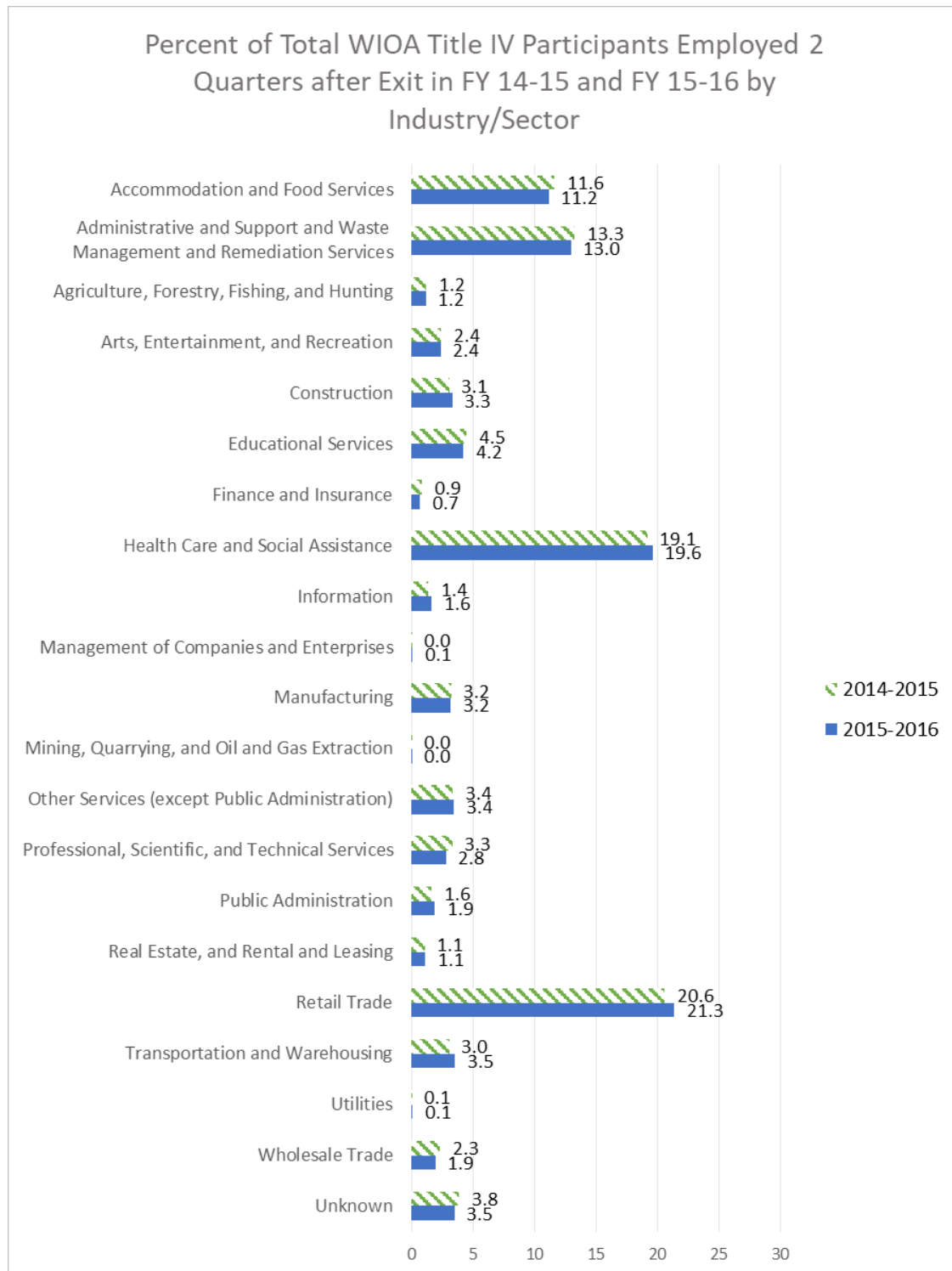


Figure 10.6.1.2 displays employment of former Title IV participants according to the industry sector in which they were working, two quarters after their exit from the program.

In the graph (and associated Table Set 10.6.1.1), values shown are percent shares of total employed participants by industry sector, and do *not* represent sector-specific employment rates.

In order to generate sector-specific employment rates, it would be necessary to know total numbers of exited participants who *sought* employment within each sector to provide the denominator.

The retail sector employed the largest shares of former Title IV participants at the second quarter following exit in both fiscal years, 20.6% of all who were employed following exit in FY 14-15 and 21.3% of all employed after exit in FY 15-16. Compared with statewide estimates of the California labor force, this translated to an overrepresentation of program participants in this sector of +10.4 and +11.2 percentage points in each respective fiscal year.

Health Care and Social Assistance was also a large employer of former Title IV participants, accounting for 19.1% of Title IV participants employed following exit in FY 14-15 and 19.6% of all employed following exit in FY 15-16.

The Health Care and Social Assistance sector comprises establishments providing health care and social assistance for individuals. The sector includes both health care and social assistance because it is sometimes difficult to distinguish between the boundaries of these two activities. The health care and social assistance sector consists of the sub-sectors of ambulatory health care services; hospitals; nursing and residential care facilities; and social assistance.<sup>24</sup>

Health Care and Social Assistance is among the fastest-growing sectors in the state, projected to add 607,400 jobs by 2026, translating to 23.9% growth. Among its constituent occupations, the largest single occupation is that of home health aide—also the occupation associated with lowest median sector-wide earnings, of just \$25,190 annually.<sup>25</sup>

In the second quarter after exit in both years, the same three sectors employed under one-tenth of one percent of former Title IV participants: these were, Mining, Quarrying, and Oil and Gas Extraction; Utilities; and Management of Companies and Enterprises, Statewide, shares of California's labor force working in the Mining, Quarrying, and Oil and Gas Extraction and Utilities sectors were less than 1% in both fiscal years, at 0.2% and 0.1% for the former, and 0.4% for the latter. Sector employment among former participants therefore appears in line with statewide employment shares.

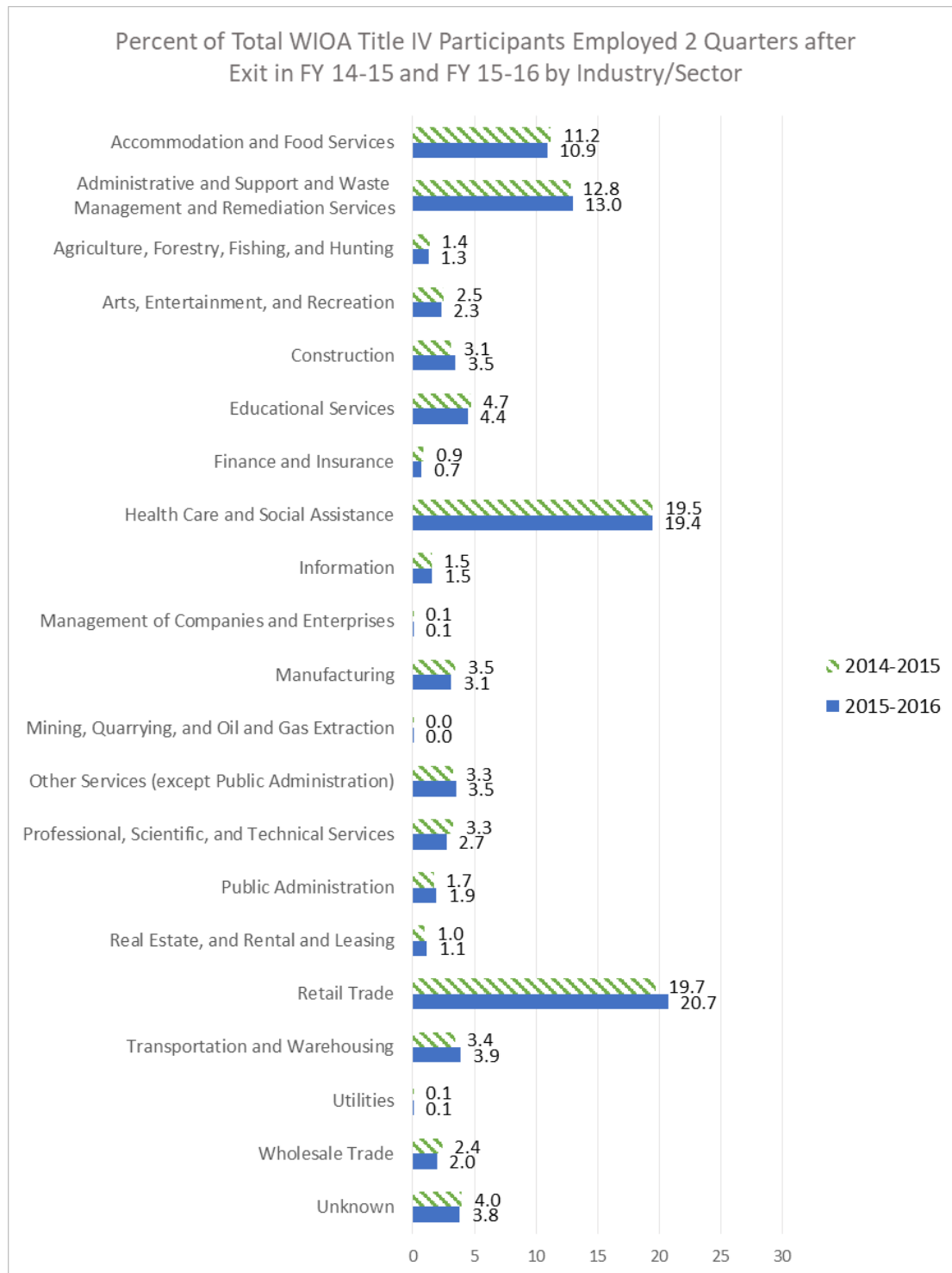
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<sup>24</sup> U.S. Bureau of Labor Statistics. [Industries at a Glance: Health Care and Social Assistance \(NAICS 62\)](#)

<sup>25</sup> Ibid

Program participants did appear to be somewhat underrepresented in the Management of Companies and Enterprises sector, which employed 1.4% of California's workforce in each respective fiscal year. In general, it seems possible that recent workforce training graduates might be underrepresented in sectors where prior experience is required, and this apparent underrepresentation might also reflect the age distribution of Title IV participants, many of whom are younger individuals.

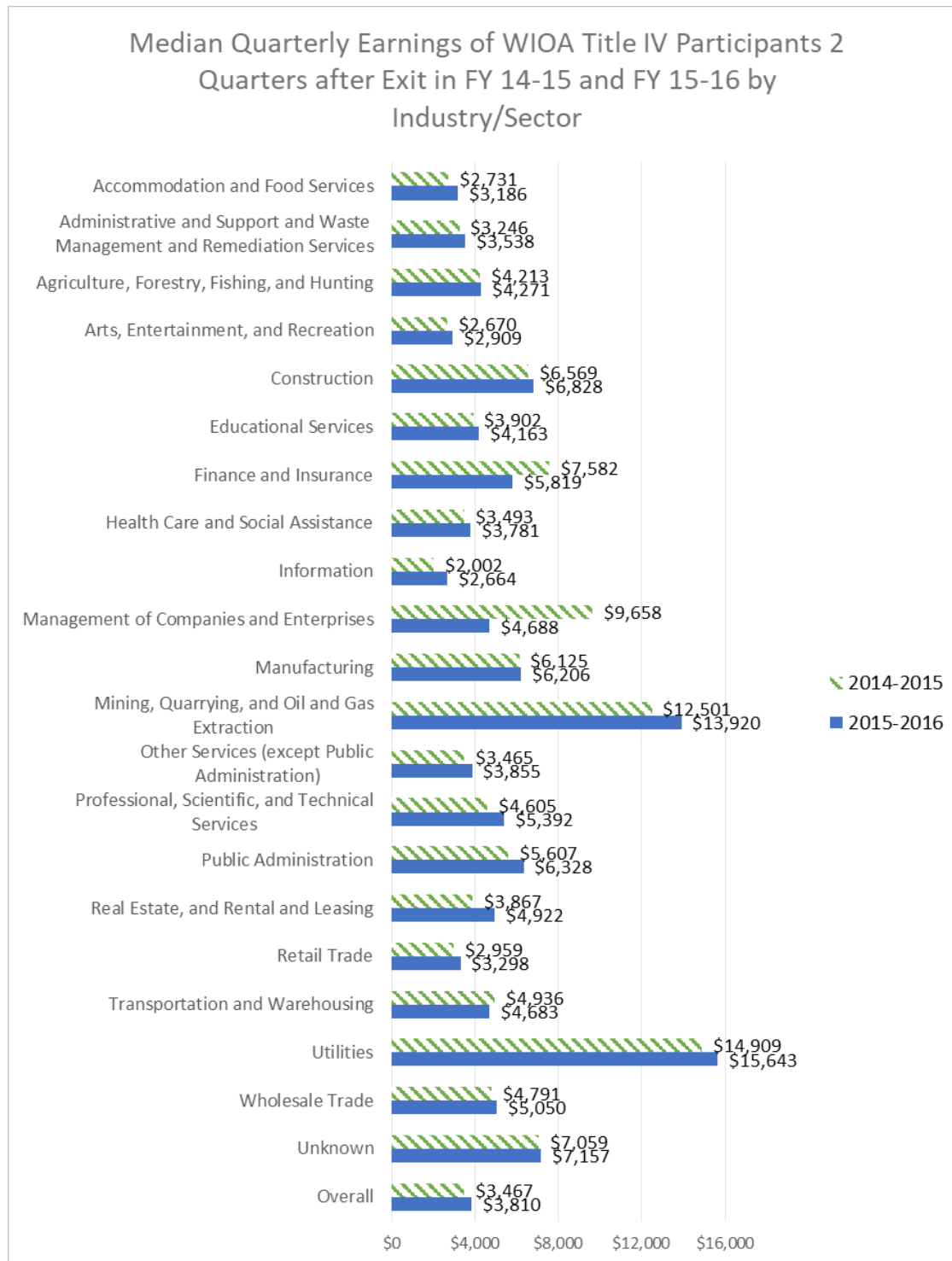
### 10.6.1.3 Figure – 4<sup>th</sup> Quarter Employment by Industry/ Sector



Sectors of highest and lowest employment remained the same, in the fourth quarter after exit, as they had been in the second quarter following exit in each respective fiscal year.



10.6.1.4 Figure – 2<sup>nd</sup> Quarter Median Earnings by Industry/Sector



While few program participants found employment in the Utilities sector, those who did took home the highest earnings at the second quarter after exit in each fiscal year. Earnings of participants working in this sector outstripped most other sectors' earnings by a large margin:

FY 14-15 earnings in this sector were (at \$14,909), +\$11,442 or over three times higher than the program-wide median. Earnings of participants working in this sector in the second quarter after exit in FY 15-16 were at \$15,643, +\$11,833, again over 3 times higher than the program-wide median.

The Utilities sector comprises establishments engaged in the provision of the following utility services: electric power, natural gas, steam supply, water supply, and sewage removal. Within this sector, the specific activities associated with the utility services provided vary by utility: electric power includes generation, transmission, and distribution; natural gas includes distribution; steam supply includes provision and/or distribution; water supply includes treatment and distribution; and sewage removal includes collection, treatment, and disposal of waste through sewer systems and sewage treatment facilities.<sup>26</sup>

In comparison with statewide mean earnings in this sector, the earnings of former Title IV participants (\$29,981 in FY 14-15 and \$30,588 in FY 15-16) were only about 50% of statewide mean sector earnings. However, it is useful to recall that the statewide value is based on a census of all persons in the state employed in (UI-reporting) establishments in the sector. It is reasonable to expect that the profile of recent workforce program participants in terms of accrued skill set and experience may differentiate them from the broader population of Californians working in the sector.<sup>27</sup> A breakdown of earnings by occupations provided by the Bureau of Labor Statistics indicates that median (annual) earnings range from \$52,910 (among Meter readers) to \$99,250 (among electrical engineers)—translating to a range in median quarterly earnings of approximately \$13,228 to approximately \$24,813.

Lowest participant median earnings were found in the Information sector, \$2,002 in the second quarter after exit in FY 14-15 and \$2,664 following exit in FY 15-16. These earnings were respectively -\$1,465 and -\$1,146 lower than the program-wide median among participants to exit in each year.

The Information sector comprises establishments engaged in the following processes: (a) producing and distributing information and cultural products, (b) providing the means to transmit or distribute these products as well as data or communications, and (c) processing data.

The main components of this sector are the publishing industries, including software publishing, and both traditional publishing and publishing exclusively on the Internet; the motion picture and sound recording industries; the broadcasting industries, including traditional broadcasting and those broadcasting exclusively over the Internet; the telecommunications industries; Web search portals, data processing industries, and the information services industries.

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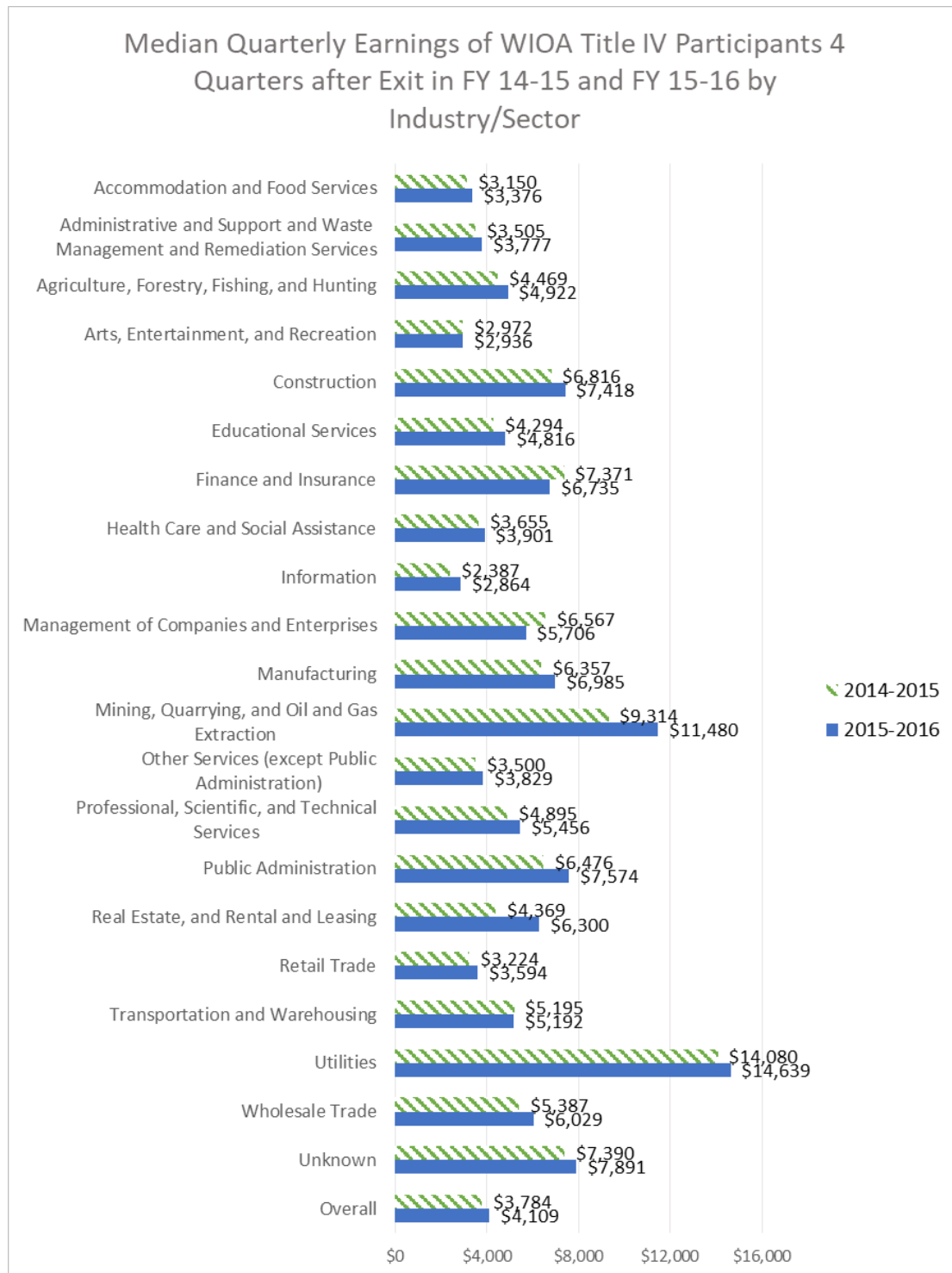
<sup>26</sup> U.S. Bureau of Labor Statistics. Industries at a Glance: [Utilities \(NAICS 22\)](#); [Health care and Social Assistance \(NAICS 62\)](#).

Median earnings of exited Title IV participants were some -\$32,907 or nearly 100% lower than the statewide mean in this sector. A breakdown of median earnings by major occupations within the information sector reveals a range in earnings (annually) from \$42,000 (among customer service representatives), translating to approximately \$10,500 quarterly; to \$58,720 among telecommunications equipment installers and repairers, or approximately \$14,680 quarterly.<sup>28</sup>

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<sup>28</sup> U.S. Bureau of Labor Statistics. Industries at a Glance: Information ([NAICS 51](#)).

10.6.1.5 Figure – 4<sup>th</sup> Quarter Median Earnings by Industry/Sector



In the fourth quarter after exit the highest earnings again went to participants working in the Utilities sector. Sector earnings were \$14,080 following exit in FY 14-15 and \$14,639 following

exit in FY 15-16. These earnings were again substantially higher (+\$10,295 and +\$10,530) higher than the program-wide medians.

Once again, sectors of highest earnings were also those employing the smallest numbers of participants.

The lowest median quarterly earnings in each year at the fourth post-exit quarter were again among those working in the Information sector,<sup>29</sup> respectively \$2,387 (-\$1,398 below the program-wide median for FY 14-15 of exit) and \$2,684, (-\$1,245 below the program-wide median for FY 15-16 of exit).

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<sup>29</sup> The Information sector comprises establishments engaged in the following processes: (a) producing and distributing information and cultural products, (b) providing the means to transmit or distribute these products as well as data or communications, and (c) processing data. The main components of this sector are the publishing industries, including software publishing, and both traditional publishing and publishing exclusively on the Internet; the motion picture and sound recording industries; the broadcasting industries, including traditional broadcasting and those broadcasting exclusively over the Internet; the telecommunications industries; Web search portals, data processing industries, and the information services industries. The Information sector groups three types of establishments: (1) those engaged in producing and distributing information and cultural products; (2) those that provide the means to transmit or distribute these products as well as data or communications; and (3) those that process data (Bureau of Labor Statistics, *Industries at a Glance: Information*. Available: <https://www.bls.gov/iag/tgs/iag517.htm>).

## 10.7 Quarterly Earnings

### 10.7.1 Quarterly Earnings

#### 10.7.1.1 Table Set – Quarterly Earnings<sup>30</sup>

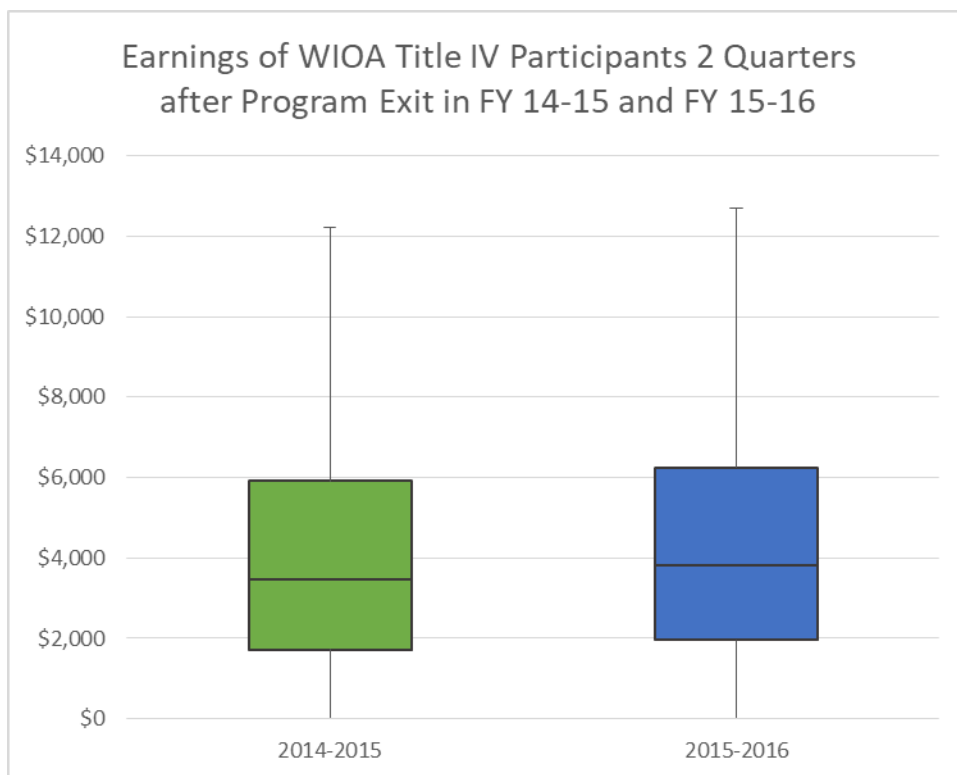
FY 2014-2015					
Quarter After Exit	Minimum Earnings	Lower Quartile	Median Earnings	Upper Quartile	Maximum Earnings
Second	\$0	\$1,714	\$3,467	\$5,924	\$12,238
Fourth	\$1	\$1,889	\$3,784	\$6,385	\$13,130

FY 2015-2016					
Quarter After Exit	Minimum Earnings	Lower Quartile	Median Earnings	Upper Quartile	Maximum Earnings
Second	\$0	\$1,967	\$3,810	\$6,256	\$12,689
Fourth	\$0	\$2,122	\$4,109	\$6,818	\$13,863

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<sup>30</sup> Pertaining to exits and employments, during the time period of this report, July 1, 2014 through June 30, 2016, the CDOR's federal oversight agency, the Rehabilitation Services Administration allowed the Department to close cases in sub minimum wage. Consumers could be closed under the occupation designation of "Homemakers." Median Wage Earnings will be impacted by the CDOR's ability to close cases in sub minimum wage.

### 10.7.1.2 Figure – 2<sup>nd</sup> Quarter Earnings



The box plot shown in Figure 10.7.1.2 summarizes Title IV participant earnings outcomes using five statistics: the lowest and highest individual participant earnings values in the range; and values of the 25<sup>th</sup>, 50<sup>th</sup> (median) and 75<sup>th</sup>, percentiles of earnings. The lower edge of the box represents the 25<sup>th</sup> percentile, the upper edge the 75<sup>th</sup>, with the median shown by a horizontal line down the middle. The highest and lowest participant earnings are shown by the whiskers.<sup>31</sup> Earnings of Title IV participants from the second quarter after exit in each year showed similar spread and location. Two quarters after exit in FY 14-15, the lowest 25% of former Title IV participant earnings ranged from \$0.10 to the lower quartile value (bottom of the “box”) of \$1,714, the next quartile from \$1,714 to the median of \$3,467, and the third quartile spread over a slightly wider area from the median to the upper quartile value of \$5,924. Another way

<sup>31</sup> In Table Set 10.7.1.1 and both box-and-whisker plots, upper whiskers are not drawn to actual participant earnings values but rather to the distributions’ upper inner fences (equivalent to the value of the 75<sup>th</sup> percentile or Q3 plus one-and-a-half times the inter-quartile distance). This has been done to exclude extreme or outlier values in the upper range from both years’ cohorts to avoid misrepresenting the data’s trend visually, and to preserve participant confidentiality by avoiding display of individual earnings values. Low earnings values are actual participant earnings values, however confidentiality concerns did not apply because multiple participants shared this same low value in each year. Since the EDD Tax Branch lacks the resources to validate all employer-reported earnings, it cannot be determined further what very low participant earnings in the data may represent in substantive terms. In both years’ participant data, the maximum individual earnings data points were outliers, or data points that lie far from the rest of the data.

to describe the data is to note that the middle 50% of participant earnings fell between \$1,714 and \$5,924, an inter-quartile distance or range of \$4,209.

Earnings of participants who exited in FY 15-16 were higher compared with the previous year's cohort, which may reflect a different stage in the business cycle. Again, the earnings in each of the first three quartiles had similar spread. The first quartile of earnings ranged from a low value of \$0.01 to a lower quartile value of \$1,967, the next quartile from \$1,967 to the median of \$3,810, and the third quartile again more dispersed from \$3,810 to the 75<sup>th</sup> percentile value of \$6,256. The range of participant earnings following exit in FY 15-16 was similar to but marginally more dispersed than earnings from the same stage after exit in FY 14-15, indicated by an interquartile range value that was slightly larger (\$4,289).

In both years, earnings in the highest quartile of earnings were spread over a wider area—covering nearly the same area as the bottom 75% of the data combined. This characteristic of participant earnings data was echoed in most programs in the report. The highest non-outlier earnings ranged to \$12,238 for participants who exited in FY 14-15, and to a similar \$12,689 for their counterparts who exited in FY 15-16.

The California Competitive Integrated Employment: Blueprint for Change Employing Individuals with Intellectual Disabilities and Developmental Disabilities in California was first established as an MOU (involving CDOR, the California Department of Education, and the California Department of Developmental Services) in December 2014, and will be completed in June 2022. The Blueprint further advances the state's "Employment First" Policy and other federal and state laws to address employment in integrated settings, at competitive wages, for individuals with intellectual and developmental disabilities. CDOR currently provides career counseling and information and referral services to individuals employed at subminimum wage levels, with a goal of aiding these individuals to transition to full employment.<sup>32</sup>

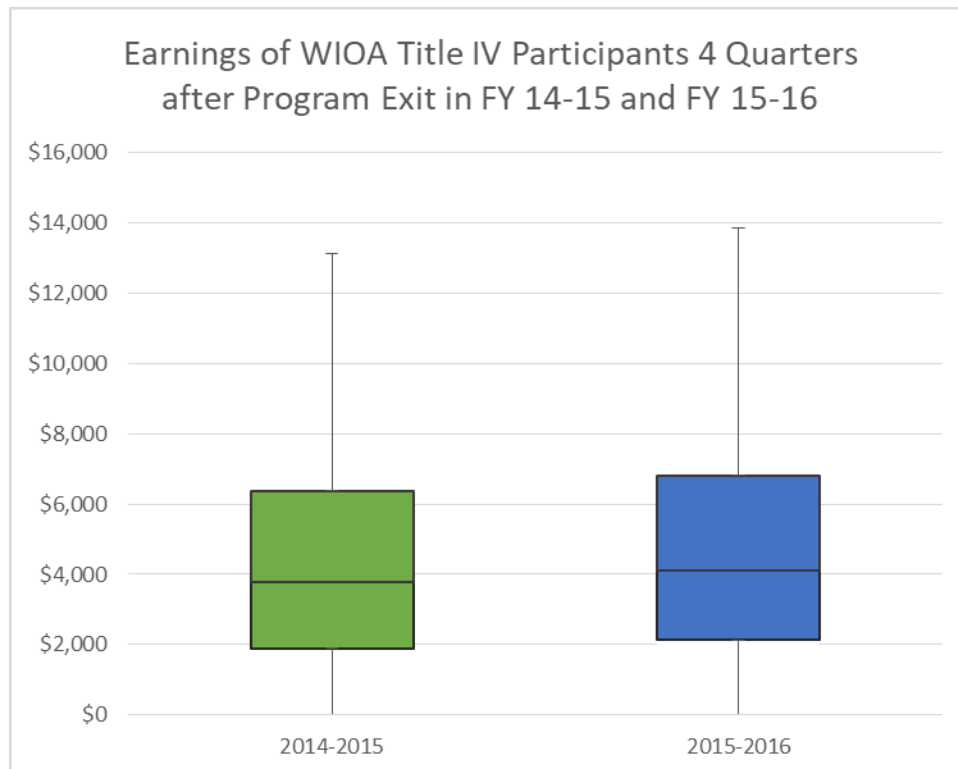
It is likely that elimination of subminimum wage jobs for a portion of the population CDOR serves may have measurable positive impacts on participant earnings.

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<sup>32</sup> ['Real Work for Real Pay in the Real World'](#). California Competitive Integrated Employment Blueprint. California Department of Education (CDE), California Department of Rehabilitation (CDOR), California Department of Developmental Services (DDS). Accessed 20 December, 2021.



### 10.7.1.3 Figure – 4<sup>th</sup> Quarter Earnings



A year after exit, earnings of Title IV participants were both higher and spread over a wider area compared with outcomes from the second post-exit quarter. This was an effect of larger gains in the middle and upper parts of the distribution compared with smaller gains in the lower portion. At the fourth quarter after exit in FY 14-15, the first quartile of participant earnings ranged from a low value of \$0.54 to a 25<sup>th</sup> percentile value of \$1,889. The second quartile ranged from \$1,889 to the median of \$3,784; the third quartile was again somewhat more widely dispersed than the first two, ranging from the median to the 75<sup>th</sup> percentile value of \$6,385. The interquartile range of \$4,497 indicated more widely dispersed earnings.

The distribution of earnings appeared similar four quarters after exit in FY 15-16: the first quartile ranged from \$0.01 to \$2,122; the second quartile, from \$2,122 to a median of \$4,109; and the third again more widely dispersed than the first two, from the median to the 75<sup>th</sup> percentile value of \$6,818.

Once again, the range of participant earnings in the final quartile (even though the top earnings value excludes statistical outliers) was wider than the entire first three quartiles combined. Top non-outlier earnings ranged to \$13,130 among participants to exit in FY 14-15 and to \$13,863 a year after exit in FY 15-16.

## 10.8 Program Performance

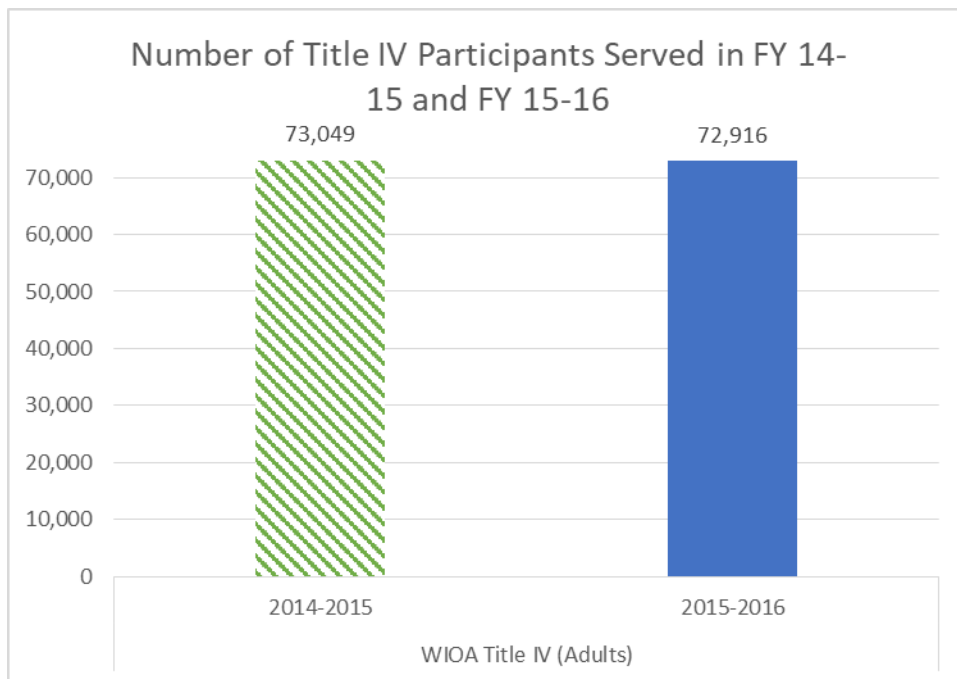
### 10.8.1 Program Performance

#### 10.8.1.1 Table Set – Program Performance

FY 2014-2015											
Program	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Quarterly Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Quarterly Earnings
WIOA Title IV (VR)	73,049	26,903	NA	11,509	42.8	\$3,467	NA	NA	11,475	42.7	\$3,784

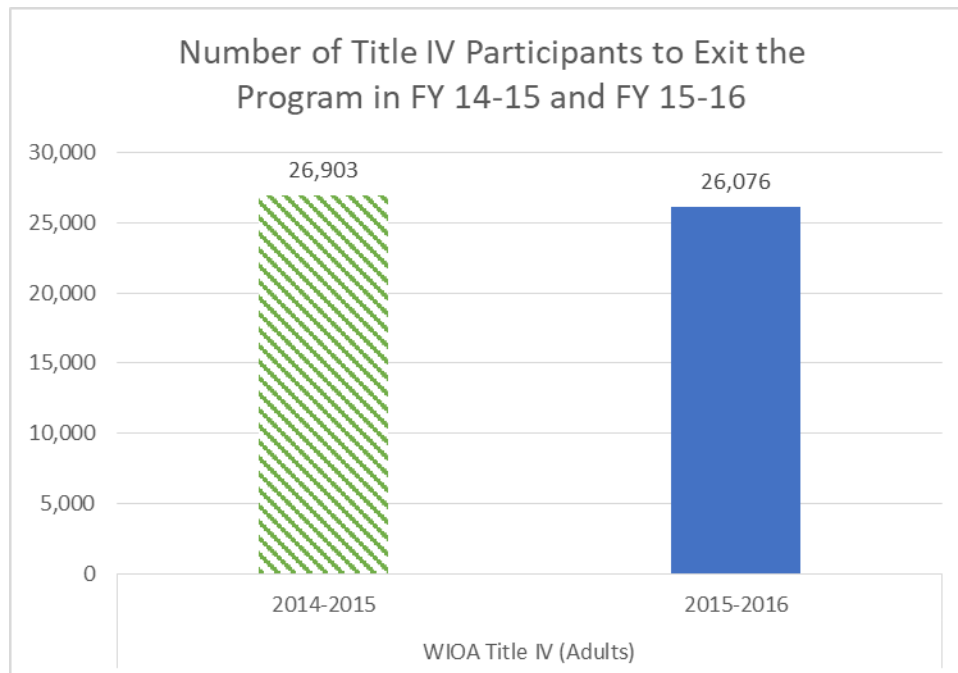
FY 2015-2016											
Program	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Quarterly Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Quarterly Earnings
WIOA Title IV (VR)	72,916	26,076	NA	12,049	46.2	\$3,810	NA	NA	11,891	45.6	\$4,109

10.8.1.2 Figure – Program Participation



In FY 14-15, the CDOR WIOA Title IV program served a total of 73,049 participants. In FY 15-16, it served 72,916 participants. This represents a very small difference of -133 individuals (a drop of 0.2%).

### 10.8.1.3 Figure – Program Exit



A total of 26,903 individuals exited from CDOR WIOA Title IV programs in FY 14-15. In FY 15-16, the program exited 26,076 individuals, or 827 fewer participants (3.1% difference).

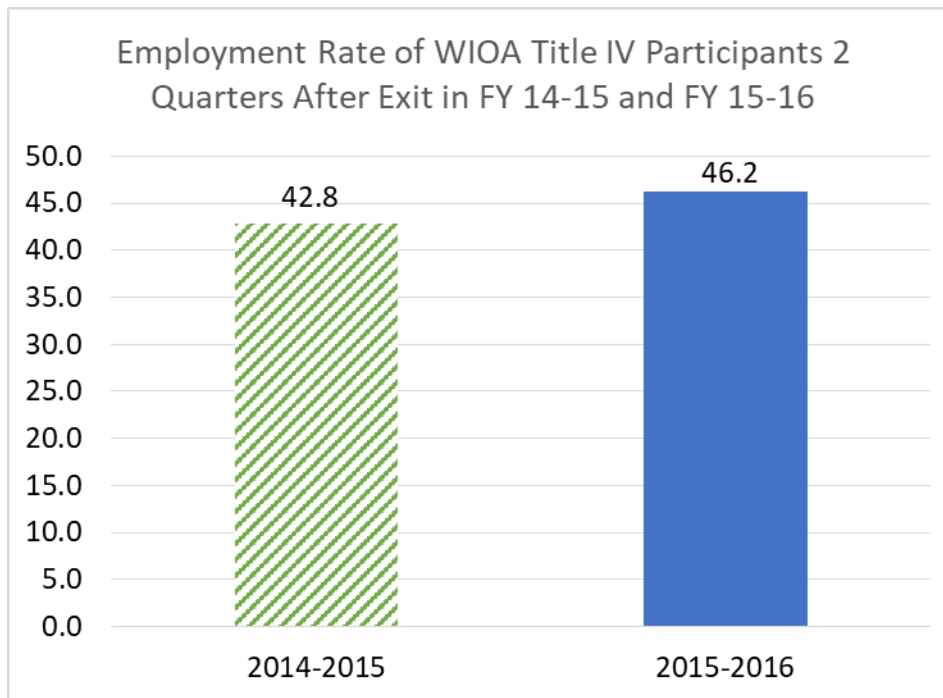
#### *Training Completion*

CDOR provides training and collects training information from consumers. In addition to post-secondary education and vocational skills training, the CDOR also provides specific disability-related functional needs training to participants as required by the federal regulation. CDOR did not start collecting data on the WIOA Common Performance Measure for Measurable Skills Gain until July 2017 per RSA directive. Therefore, no data on Measurable Skills Gain completion is available for the fiscal years in question.

#### *Credential Attainment Rate*

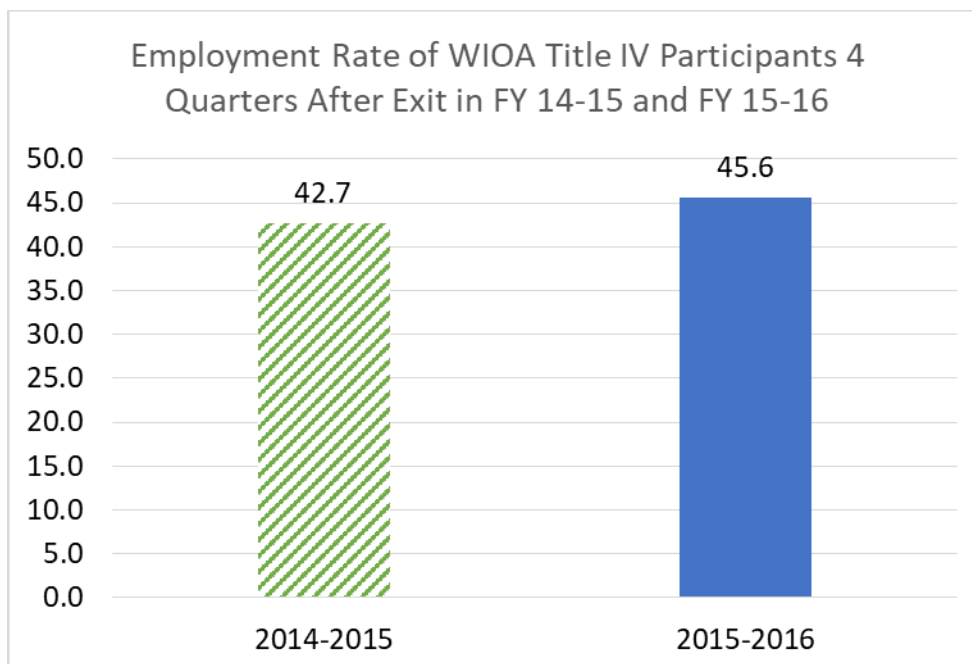
CDOR did not start collecting data on the WIOA Common Performance Measure for Credential Attainment until July 2017 per RSA directive recognized credential data until FY 17-18. Therefore, no data on credential attainment is available for the fiscal years in question.

10.8.1.4 Figure – 2<sup>nd</sup> Quarter Employment Rate



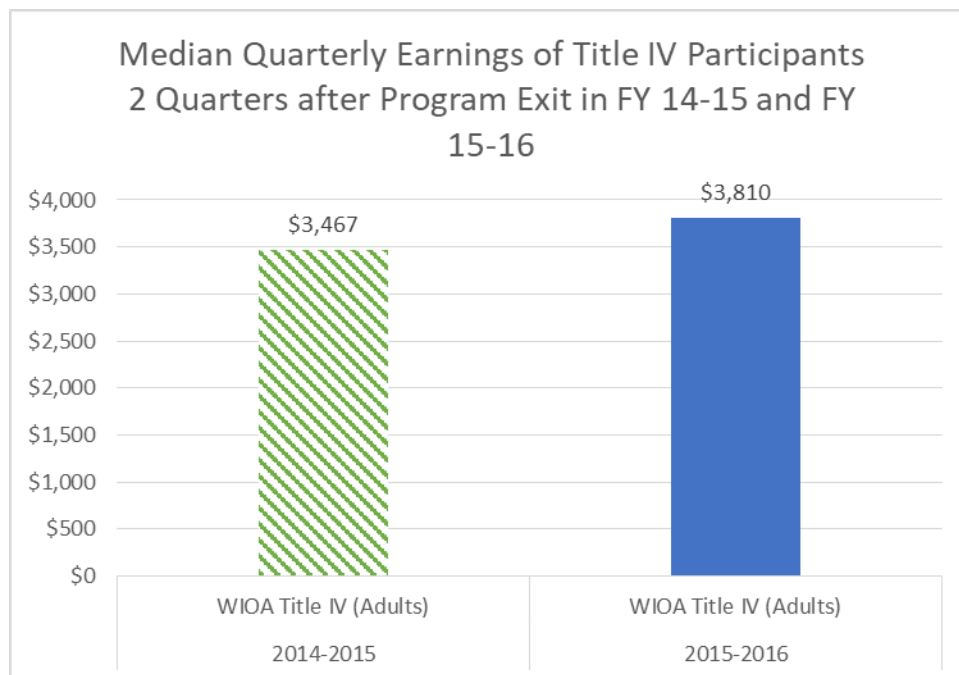
Of Title IV participants to exit from the program during FY 14-15, 42.8% were employed two quarters later. Among the following year's participants, the percentage employed was 46.2%.

10.8.1.5 Figure – 4<sup>th</sup> Quarter Employment Rate



In the fourth quarter after exit in FY 14-15, 42.7% of former Title IV participants were employed. In the fourth quarter after exit in FY 15-16, 45.6% were employed.

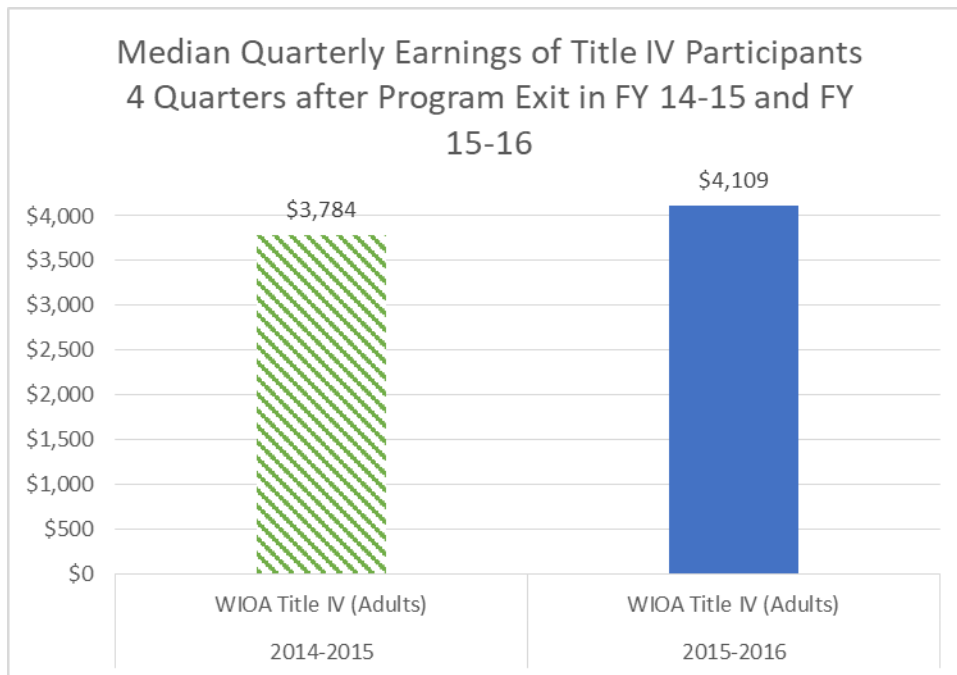
*10.8.1.6 Figure – 2<sup>nd</sup> Quarter Median Earnings*



Median earnings from the second quarter after exit in FY 15-16, of \$3,810, were +\$343 higher than at the equivalent stage after exit in FY 14-15 (\$3,467).

It is likely that year-to-year differences in median earnings reflect the effects of inflation to some extent.

10.8.1.7 Figure – 4<sup>th</sup> Quarter Median Earnings



Earnings of former Title IV participants from the fourth quarter after their exit during FY15-16 (of \$4,109) were +\$325 higher than those at the equivalent stage after exit in the previous fiscal year (\$3,784).