



CAAL-Skills Workforce Metrics Dashboard Report 2022

Chapter 14: California Employment Development Department (EDD) – Trade Adjustment Assistance (TAA) Program

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

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14 California Employment Development Department (EDD) – Trade Adjustment Assistance (TAA) Program

Program Overview – The Trade Adjustment Assistance (TAA) program is a federal program administered by the U.S. Department of Labor (DOL) and, at the state level in California, by the Employment Development Department (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 foreign trade, such as increased imports or a shift in production to a foreign country. The program provides eligible workers with wage subsidies and income support during periods of unemployment and assists workers in obtaining employment through the use of employment and case management services, classroom and/or on-the-job training, job search assistance, and relocation allowances.

To qualify for the program, a group of workers must file a petition to the DOL requesting certification as workers adversely affected by foreign trade. The DOL initiates an investigation to determine whether a group of workers meets the group eligibility requirements. If the group of workers meets the group eligibility criteria, a group eligibility certification will be issued for the worker group. Workers who are part of a worker group whose petition has been certified are eligible to apply for TAA Program benefits and services. Once an application is submitted, the EDD determines if the worker is covered by the certification, and whether basic qualifying requirements have been met. Basic qualifying requirements are:

- The worker is part of a certified worker group.
- 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.¹

Participant Definition – An individual who received services under the TAA program during the noted fiscal year.

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

Exit Definition – A participant who, in the specified fiscal year, left the TAA program for at least 90 days.

Exit Date – The date of the last day of services.

Completion Definition – “Completion” refers to completion of training services, for those TAA participants who were enrolled in training.

Completion Date – EDD captures training completion data as a date field.

¹ [Employment Development Department. Trade Adjustment Assistance – Fact Sheet.](#)

14.1 Factors Affecting Metrics

Appendix C provides the caveats to the WIOA performance indicators reported

14.2 Participant Demographics

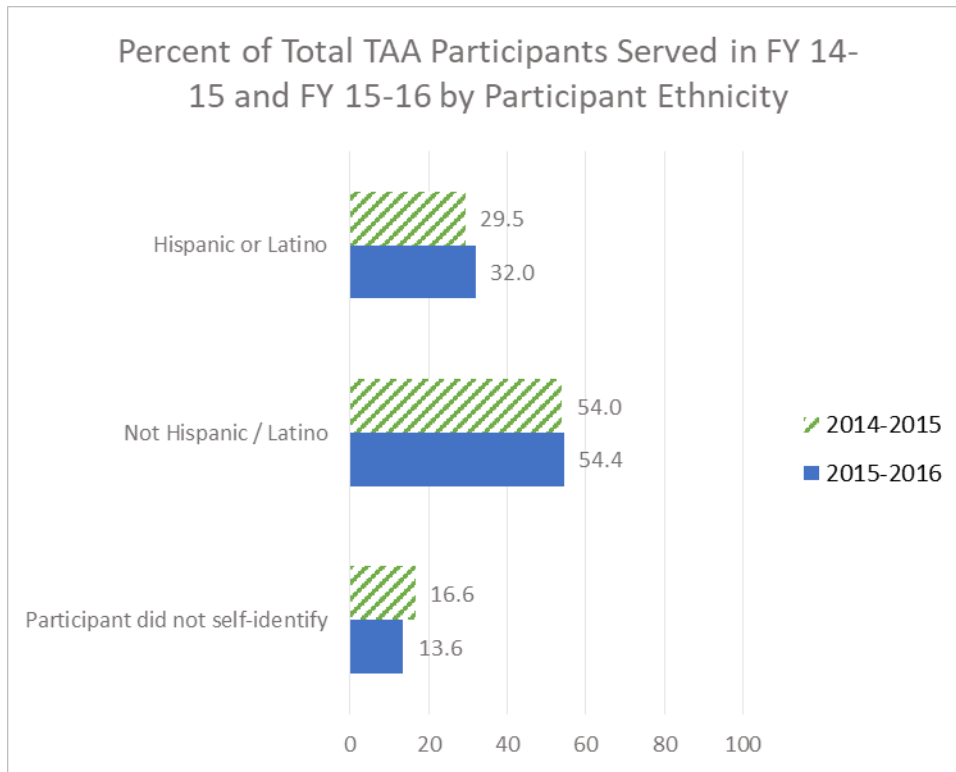
14.2.1 Participant Ethnicity

14.2.1.1 Table Set – Participant Ethnicity

FY 2014-2015											
Participant Ethnicity	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
Hispanic / Latino	563	316	150	214	67.7	\$7,817	105	33.2	218	69.0	\$8,184
Not Hispanic / Latino	1,031	578	275	373	64.5	\$8,499	199	34.4	381	65.9	\$9,102
Participant did not self-identify	317	212	84	132	62.3	\$8,508	56	26.4	132	62.3	\$8,628
TOTAL	1,911	1,106	509	719	65.0	\$8,233	360	32.5	731	66.1	\$8,716

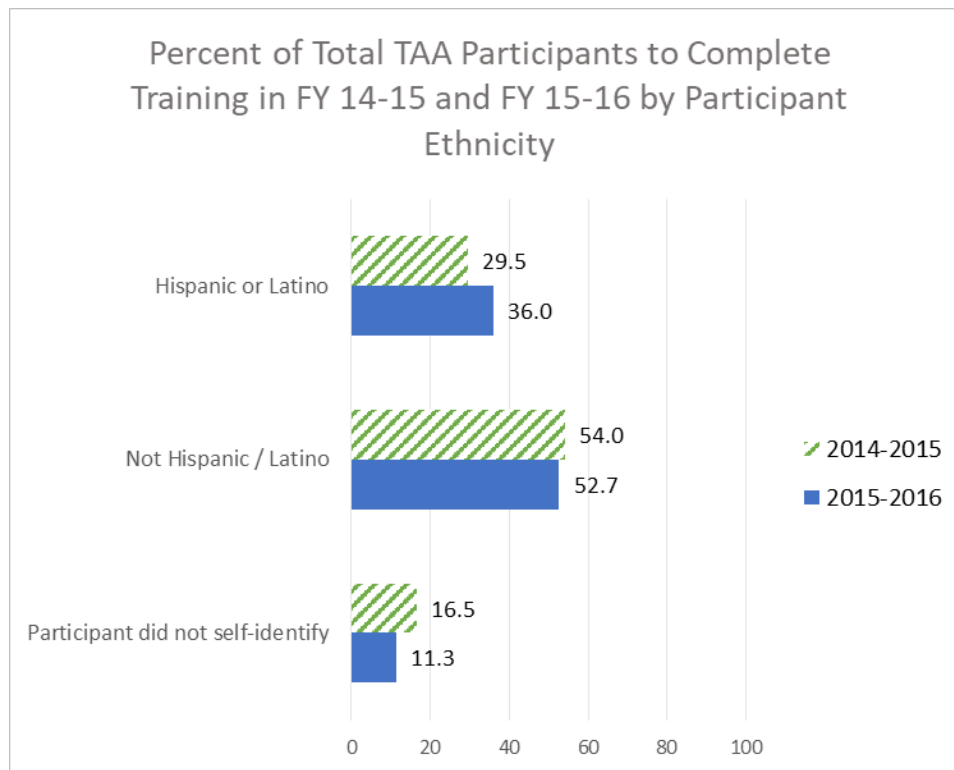
FY 2015-2016											
Participant Ethnicity	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
Hispanic / Latino	446	245	121	159	64.9	\$7,608	81	33.1	163	66.5	\$8,289
Not Hispanic / Latino	757	414	177	255	61.6	\$8,353	109	26.3	262	63.3	\$9,171
Participant did not self-identify	189	94	38	52	55.3	\$8,758	23	24.5	53	56.4	\$9,243
TOTAL	1,392	753	336	466	61.9	\$8,153	213	28.3	478	63.5	\$8,761

14.2.1.2 Figure – Total TAA Participants Served by Participant Ethnicity



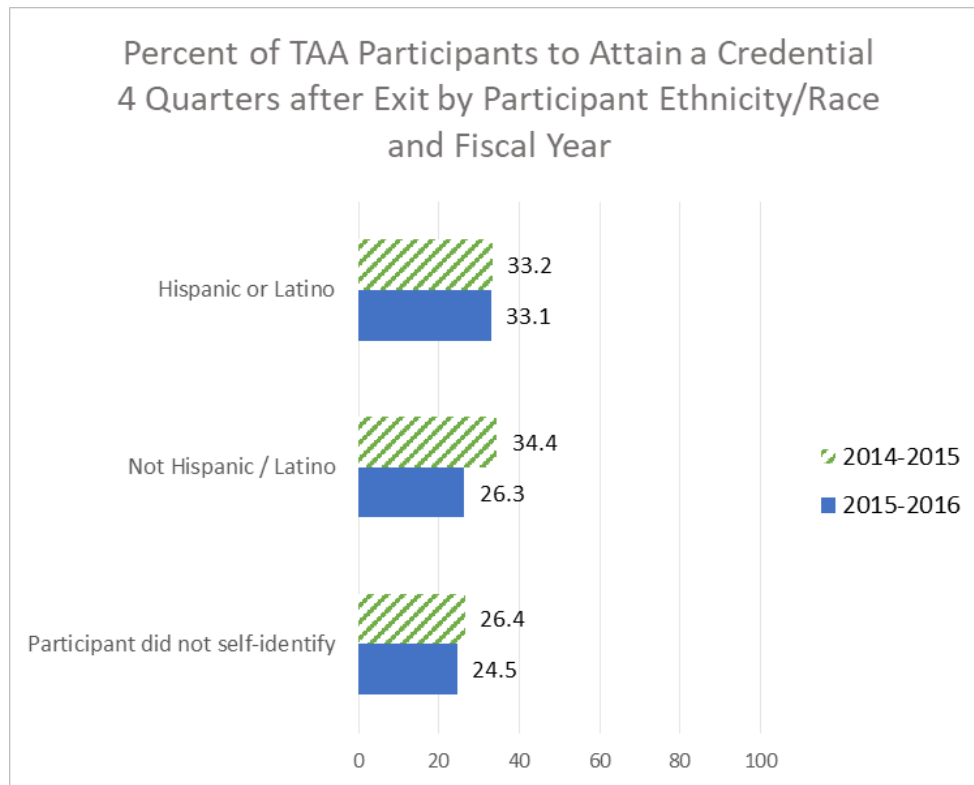
Just under 30% of all participants in TAA in FY 14-15 and 32.0% of participants in FY 15-16 were Hispanic or Latino. These shares were smaller than the same population in the overall labor force, of which they represented 36.6% in the first and 35.7% in the second fiscal year.

14.2.1.3 Figure – Total TAA Participants to Complete Training by Participant Ethnicity



In FY 15-16, Hispanic or Latino participants represented a larger share of all training completions compared with enrollments and exits, 36.0%. This could indicate that Hispanic/Latino participants were a larger share of all TAA participants to enroll in training (as opposed to non-training services). The share of all training completions made by Hispanic or Latino participants in FY 14-15 was the same as the same population's percentage of all enrollments.

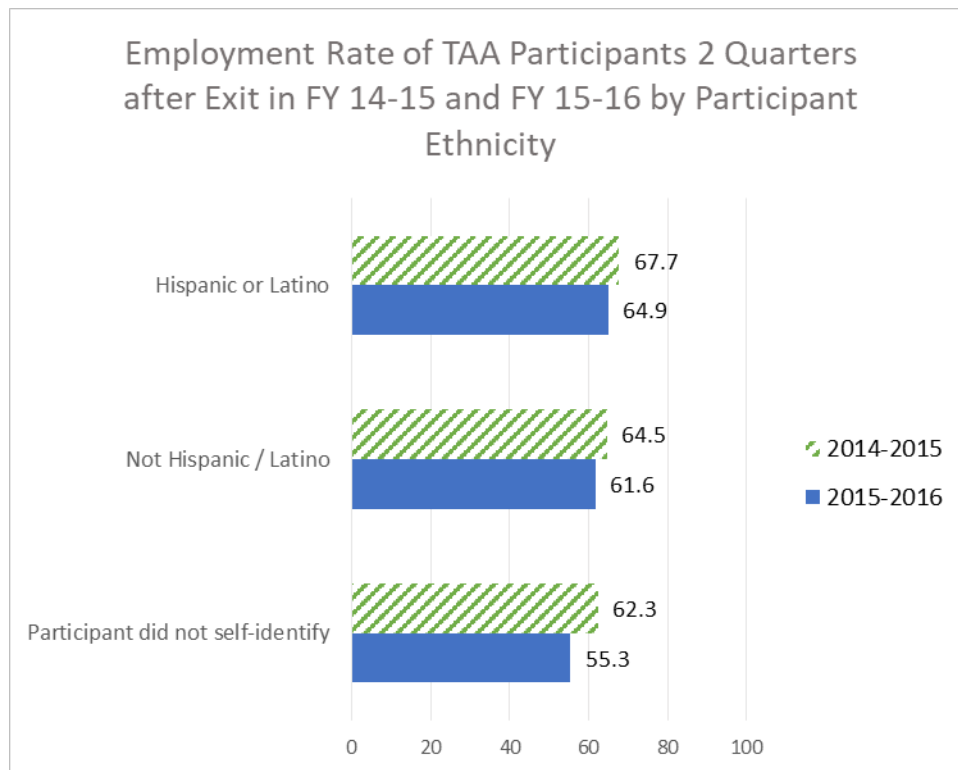
14.2.1.4 Figure – Percent of TAA Participants to Attain a Credential 4 Quarters after Exit by Participant Ethnicity



The fact that Hispanic/Latino participants had a higher rate of credential attainment than non-Hispanic participants in the second year (33.2% compared with 26.3%) is consistent with the same group's apparently higher training completions.

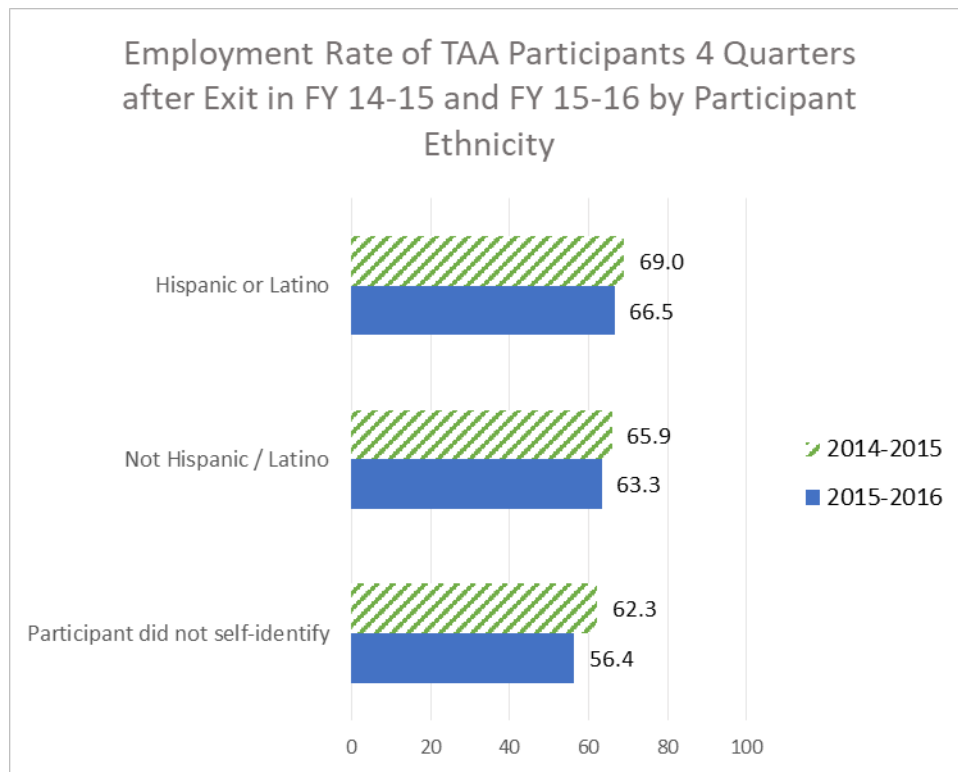
Following exit in the first year, credential attainment was similar between both groups of participants but slightly higher among non-Hispanic participants in TAA, 34.4% compared with 33.2% among Hispanic participants.

14.2.1.5 Figure – Employment Rate of TAA Participants 2 Quarters after Exit by Participant Ethnicity



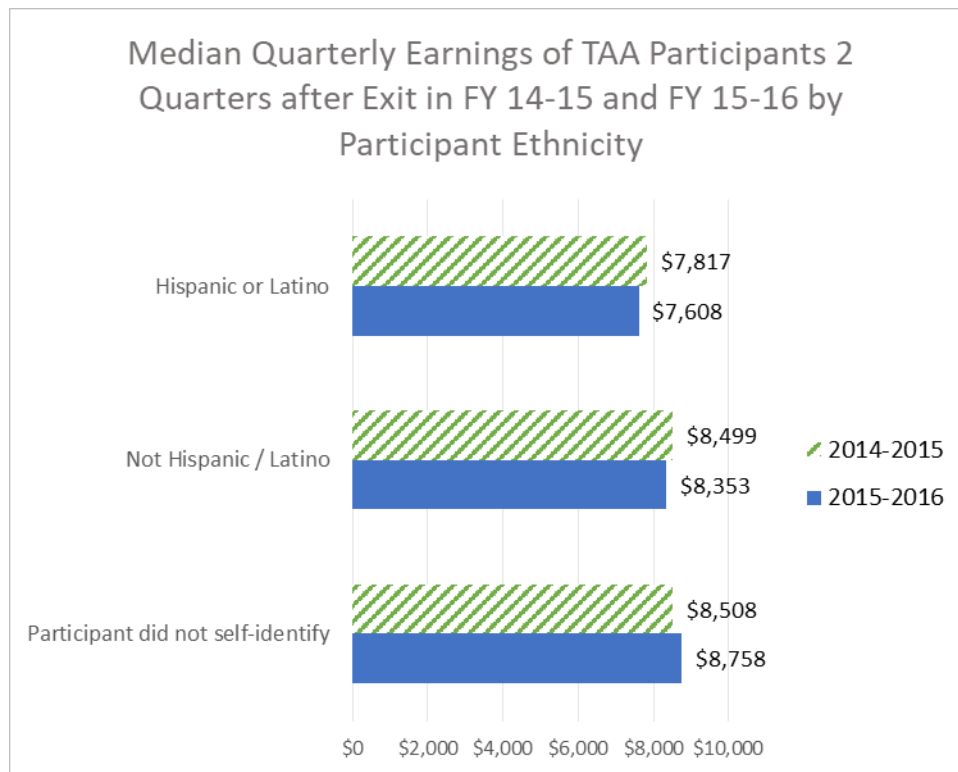
Hispanic or Latino participants had consistently higher rates of employment two quarters after exit in both years, at 67.7% following exit in FY 14-15 and 64.9% following exit in FY 15-16 they exceeded rates among non-Hispanic participants by between three and three and a half percentage points.

14.2.1.6 Figure – Employment Rate of TAA Participants 4 Quarters after Exit by Participant Ethnicity



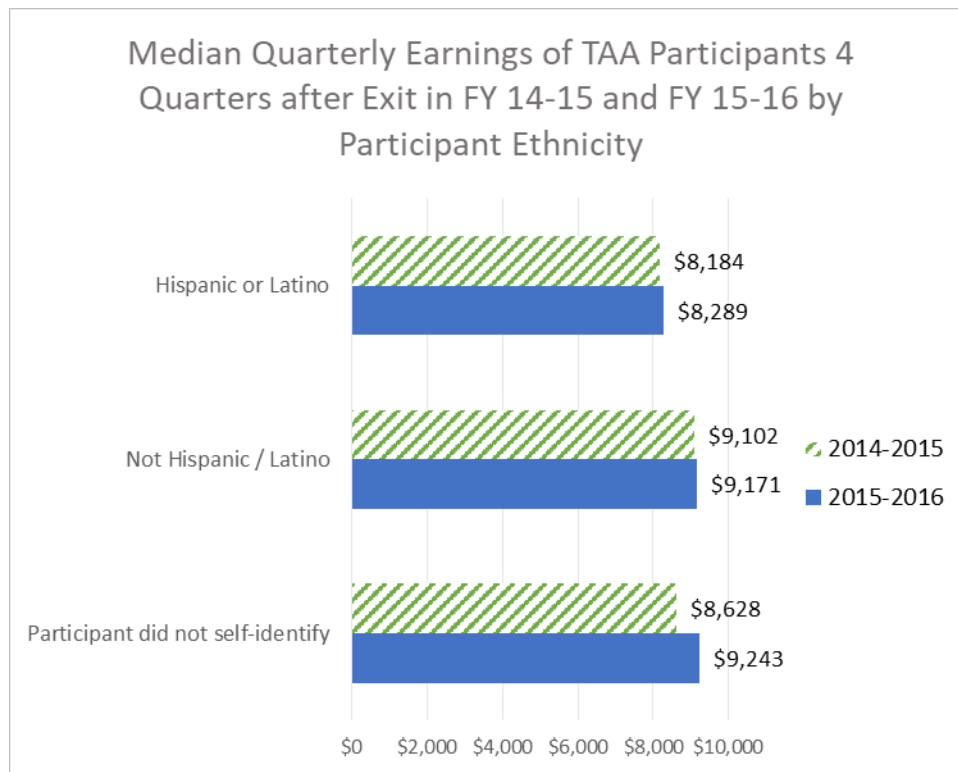
Hispanic/Latino participants continued to have higher rates of employment, by about the same margin of difference, a year following exit in both years.

14.2.1.7 Figure – Median Quarterly Earnings of TAA Participants 2 Quarters after Exit by Participant Ethnicity



While they had higher rates of employment following exit from the program, Hispanic participants had earnings that were about -\$700 lower in the second quarter following exit than did non-Hispanic participants. In percentage terms, non-Hispanic participants' earnings were between about 8 to 9% higher.

14.2.1.8 Figure – Median Quarterly Earnings of TAA Participants 4 Quarters after Exit by Participant Ethnicity



Non-Hispanic participants continued to out-earn Hispanic participants one year after exit—and the margin of difference increased slightly to be about 10% higher than earnings of Hispanic participants.

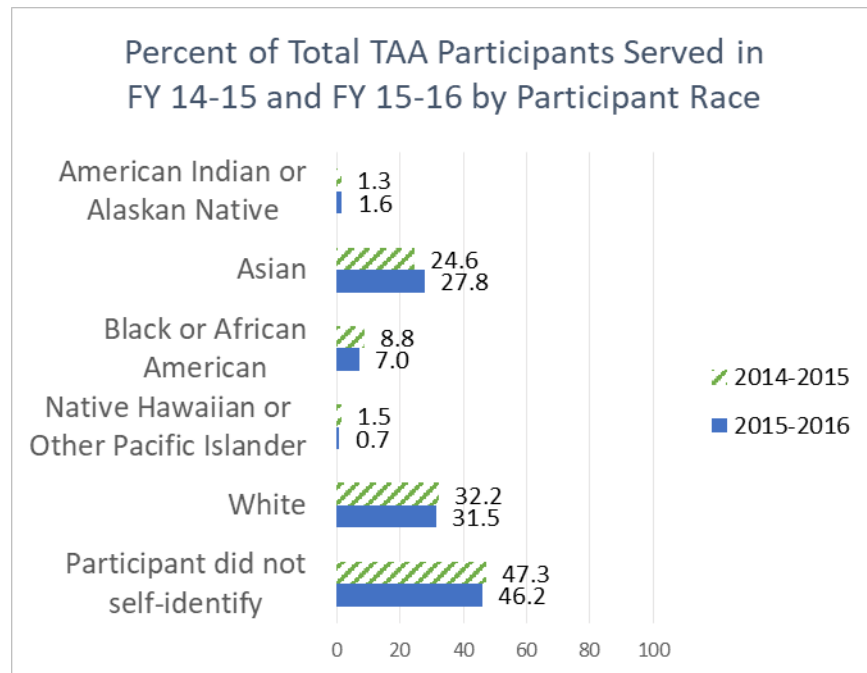
14.2.2 Participant Race

14.2.2.1 Table Set – Participant Race

FY 2014-2015														
Participant Ethnicity / Race	# Served	% of Total Served	# Exited	% of Total Exited	# Completed Training	% of Total 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	25	1.3	11	1.0	<10	1.4	<10	63.6	\$5,802	<10	45.5	<10	54.5	\$6,310
Asian	471	24.6	255	23.1	136	26.7	155	60.8	\$8,728	102	40.0	163	63.9	\$8,737
Black or African American	168	8.8	101	9.1	44	8.6	74	73.3	\$7,794	34	33.7	75	74.3	\$8,865
Native Hawaiian or Other Pacific Islander	28	1.5	21	1.9	<10	1.8	15	71.4	\$8,500	<10	33.3	17	81.0	\$8,500
White	616	32.2	334	30.2	158	31.0	220	65.9	\$8,159	109	32.6	222	66.5	\$8,635
Participant did not self-identify	903	47.3	544	49.2	241	47.3	355	65.3	\$8,033	164	30.1	359	66.0	\$8,367
Total	1,911	N/A	1,106	N/A	509	N/A	719	65.0	\$8,233	360	32.5	731	66.1	\$8,716

FY 2015-2016														
Participant Ethnicity / Race	# Served	% of Total Served	# Exited	% of Total Exited	# Completed Training	% of Total 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	22	1.6	16	2.1	<10	2.4	<10	56.3	\$5,308	<10	37.5	10	62.5	\$5,513
Asian	387	27.8	205	27.2	88	26.2	121	59.0	\$8,064	56	27.3	132	64.4	\$8,774
Black or African American	98	7.0	59	7.8	25	7.4	37	62.7	\$7,933	15	25.4	38	64.4	\$9,080
Native Hawaiian or Other Pacific Islander	10	0.7	<10	0.7	<10	1.5	<10	60.0	\$9,828	<10	80.0	<10	60.0	\$10,130
White	439	31.5	252	33.5	114	33.9	161	63.9	\$8,334	73	29.0	160	63.5	\$8,641
Participant did not self-identify	643	46.2	346	45.9	162	48.2	215	62.1	\$7,865	105	30.3	220	63.6	\$8,462
Total	1,392	N/A	753	N/A	336	N/A	466	61.9	\$8,153	213	28.3	478	63.5	\$8,761

14.2.2.2 Figure – Percent of Total TAA Participants Served by Participant Race



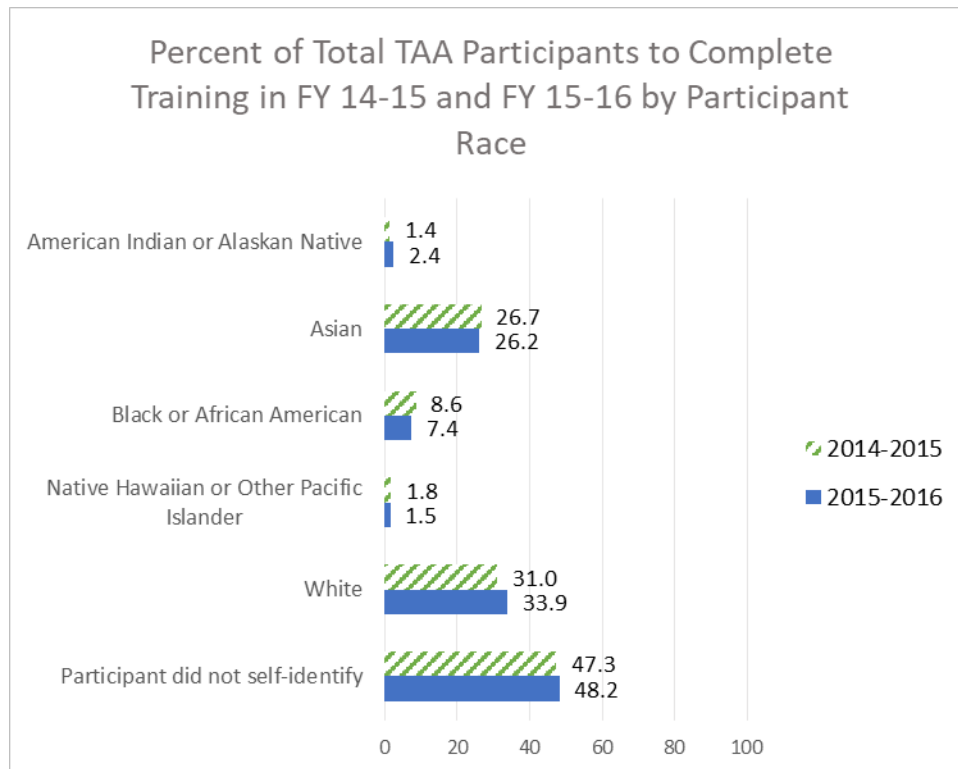
Participants who did not identify a race were the largest category in each year: 47.3% of all served in FY 14-15 and 46.2% of all served in FY 15-16.

Most of these individuals identified only as Hispanic or Latino. (This fact may also explain why shares of white participants that, at 32.2% and 31.5% of each year's respective total, appears small in relation to the state labor force).

Among other participant categories, Asians were a noticeably larger share of participants in TAA (by almost 10 percentage points) than they were of the state's labor force as a whole. Black or African American participants were also overrepresented in TAA although by a smaller margin, about 3 percentage points in FY 14-15 and about 1 percentage point in FY 15-16. Shares of Native Hawaiian/Other Pacific Islander as well as American Indian/Alaskan Native participants were also higher than in the labor force.

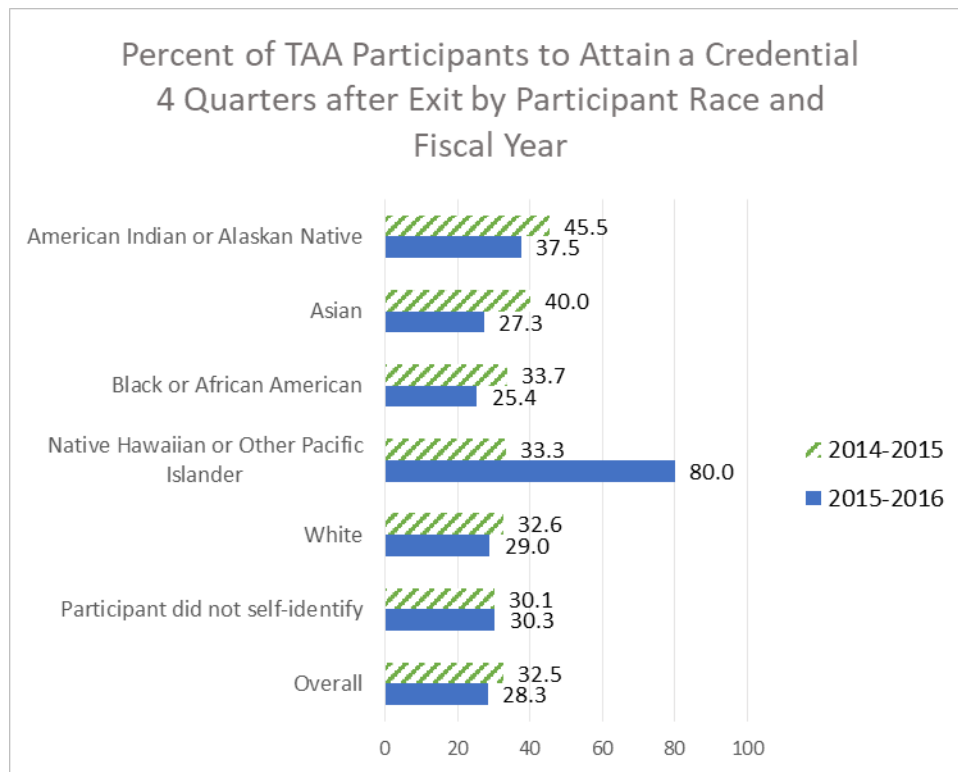
Participants in TAA, as in all EDD administered programs, may select more than one race category. Given this, alongside the difference in reporting of race and ethnicity categories between the program and the Current Population Survey, it is difficult to say whether overrepresentation of virtually all minority groups in TAA is linked to the first or second factor, or to both.

14.2.2.3 Figure – Percent of Total TAA Participants to Complete Training by Participant Race



Shares of all training completions by race were similar to enrollments and exits, with minor discrepancies.

14.2.2.4 Figure – Percent of TAA Participants to Attain a Credential 4 Quarters after Exit by Participant Race

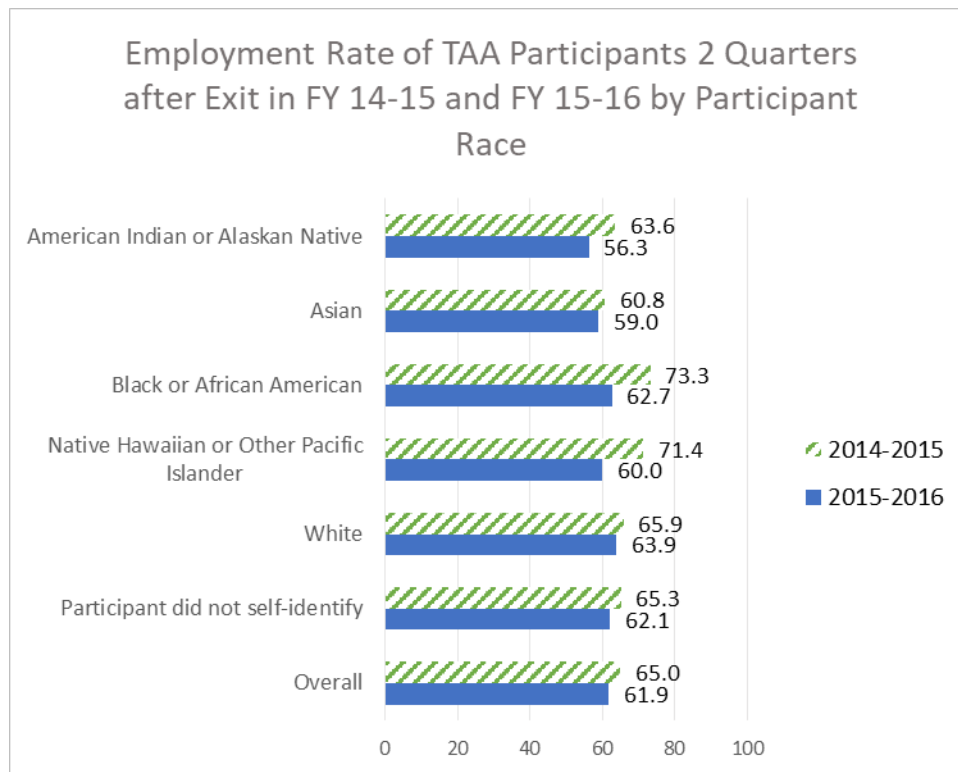


Among participants in TAA to exit in the first year, the highest credential attainment rate was among American Indian/Alaskan Native participants, at 45.5% or about 13 percentage points higher than the overall rate.

In the second year, the rate was highest among Native Hawaiian and Other Pacific Islander participants, 80% or more than 50 percentage points above the overall.

Credential attainment was lowest among non-identifying participants following exit in FY 14-15 at 30.1 or about 2 percentage points below the overall; while it was lowest among Black participants to exit the following year, 25.4% or about 3 percentage points below the overall rate.

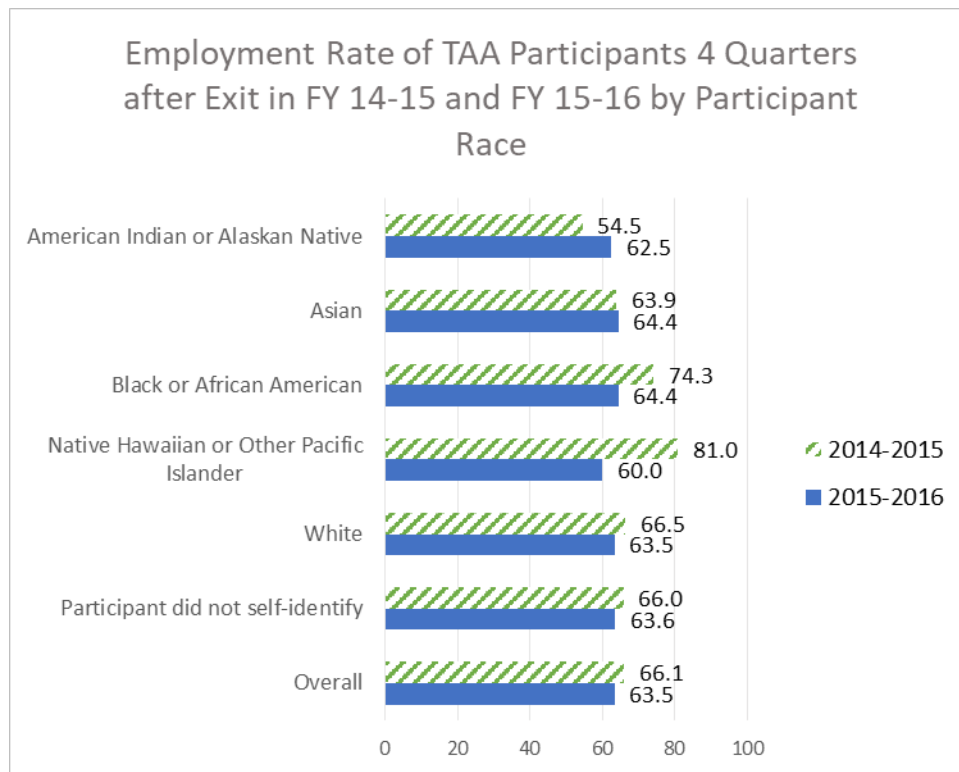
14.2.2.5 Figure – Employment Rate of TAA Participants 2 Quarters after Exit by Participant Race



Black participants in TAA had FY 14-15's highest rate of employment two quarters after exit, 73.3% or more than 8 percentage points above the overall rate. In the following year, white participants' rate of 63.9% was about 2 percentage points higher than the overall.

Two quarters after exit in FY 14-15, employment was lowest among Asian participants in TAA, 60.8% or more than 5 percentage points less than the overall rate. American Indian or Alaskan Native participants had the next year's lowest rate of 56.3%, or nearly 6 percentage points lower than the overall rate.

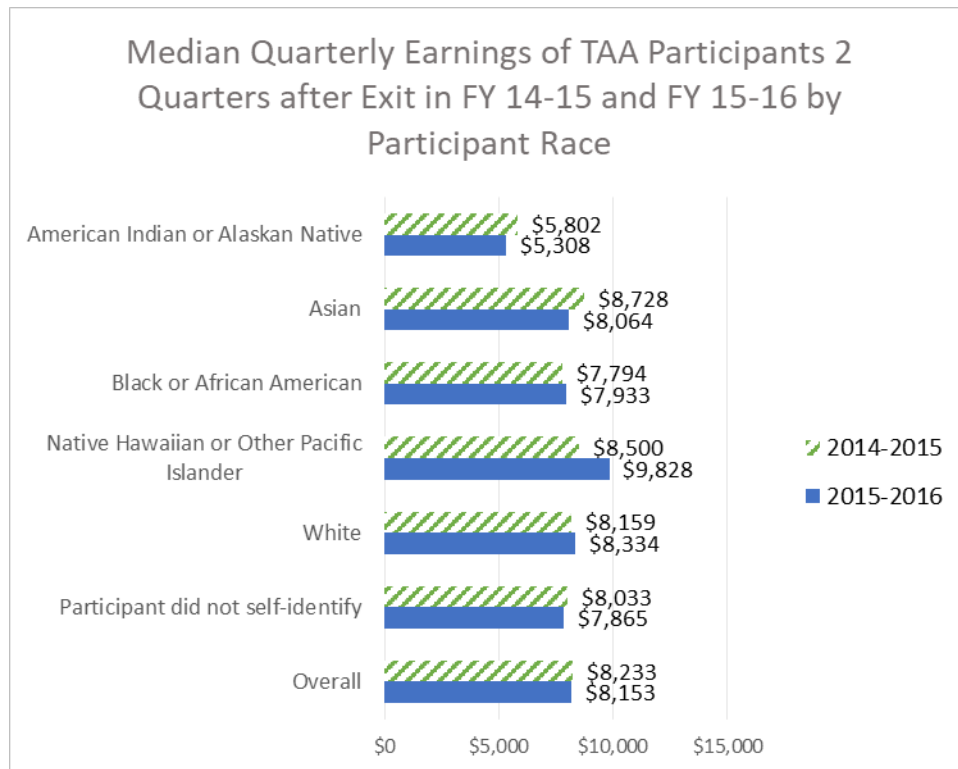
14.2.2.6 *Figure – Employment Rate of TAA Participants 4 Quarters after Exit by Participant Race*



Outcomes were different a year after exit, which may in part reflect volatility caused by the very small populations of trainees (and <10 size of some categories). One year after exit in FY 14-15, Native Hawaiian or Other Pacific Islander participants in TAA had the highest employment, 81.0% which was about 15 percentage points higher than the overall rate. At the same stage after exit in FY 15-16, Black participants and Asian participants were most likely to be employed with rates of 64.4%, though this rate was just about 1 percentage point higher than the overall.

Demographic categories associated with lowest employment were also inconsistent from Q2, with American Indian and Alaskan Native participants having the lowest rate (54.6%) among FY 14-15 exiters and Native Hawaiian or Other Pacific Islander participants the lowest rate among those to exit in FY 15-16, 60.0%.

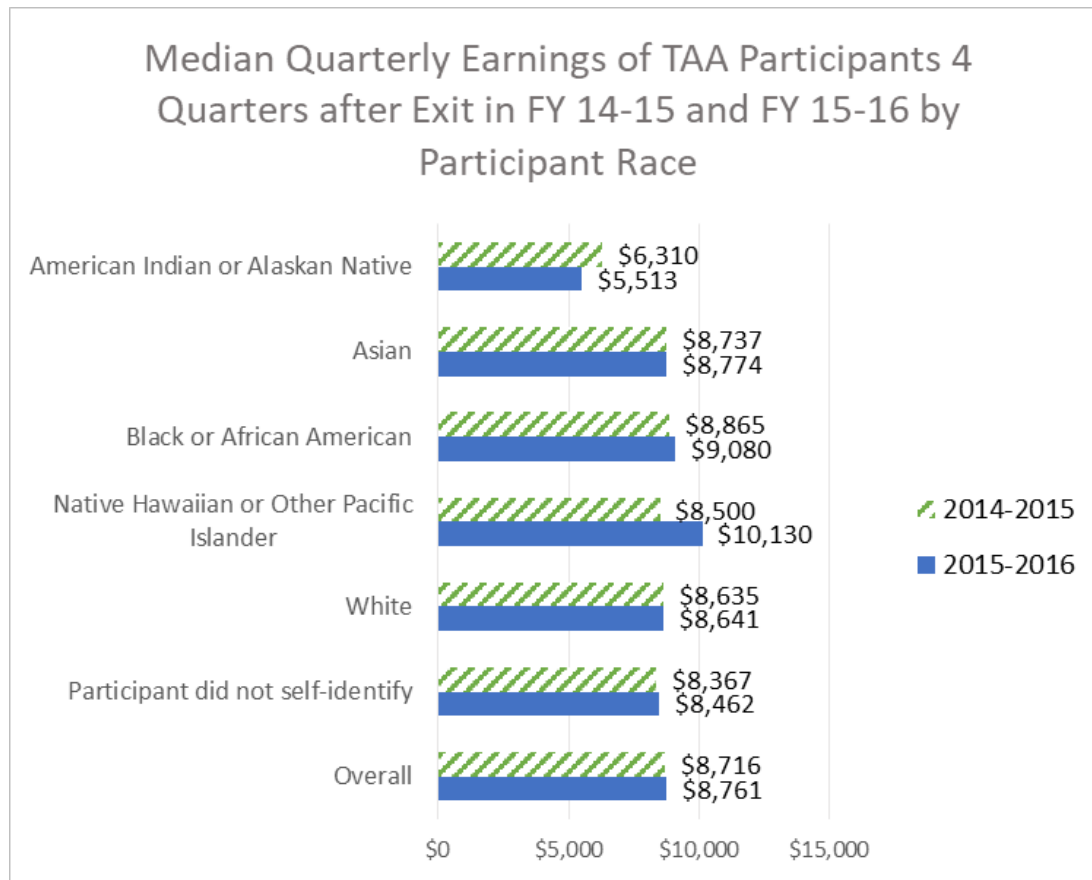
14.2.2.7 Figure – Median Quarterly Earnings 2 Quarters after Exit by Participant Race



Two quarters after exit in FY 14-15, quarter earnings were highest at \$8,728 among Asian participants and were about \$500 or 6% higher than the program-wide median. At the same stage after exit in FY 15-16, earnings of \$9,828 among Native Hawaiian or Other Pacific Islander participants were highest, more than 20% above the program-wide median.

Lowest earnings in both years were among American Indian or Alaskan Native participants, and in each year fell more than \$2,000 below the program median, or between 30 and 35% less—a substantial amount.

14.2.2.8 Figure – Median Quarterly Earning 4 Quarters after Exit by Participant Race



One year after exit, categories of highest and lowest earnings were consistent with the second quarter.

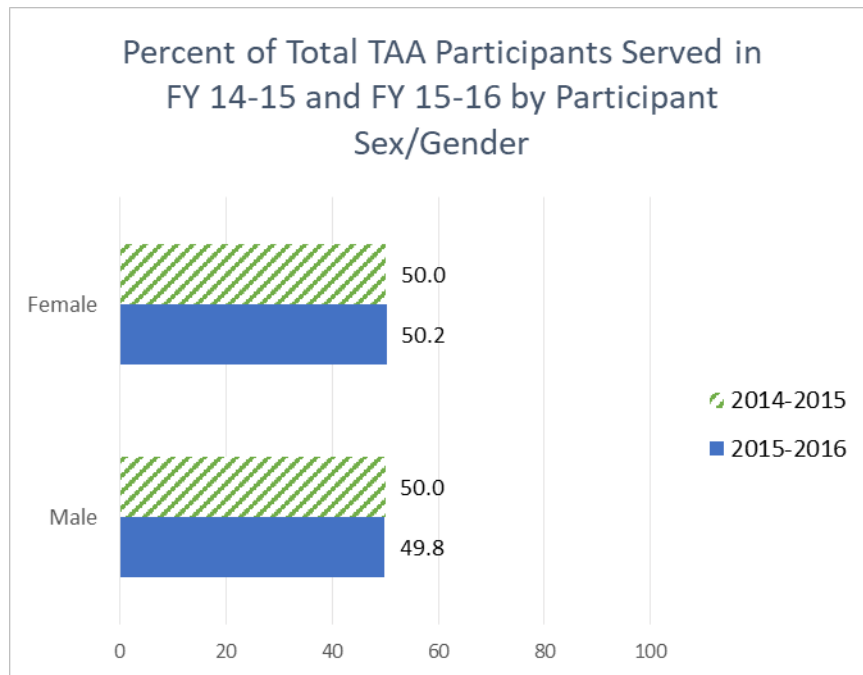
14.2.3 Participant Sex/Gender

14.2.3.1 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	955	561	234	368	65.6	\$9,223	155	27.6	374	66.7	\$9,328
Female	956	545	275	351	64.4	\$7,570	205	37.6	357	65.5	\$8,382
Unknown or Not Provided	0	0	0	0	0.0	\$0	0	0.0	0	0.0	\$0
TOTAL	1,911	1,106	509	719	65.0	\$8,233	360	32.5	731	66.1	\$8,716

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	693	364	163	227	62.36	\$8,862	102	28.0	231	63.5	\$9,205
Female	699	389	173	239	61.44	\$6,777	111	28.5	247	63.5	\$8,437
Unknown or Not Provided	0	0	0	0	0.00	\$0	0	0.0	0	0.0	\$0
TOTAL	1,392	753	336	466	61.89	\$8,153	213	28.3	478	63.5	\$8,761

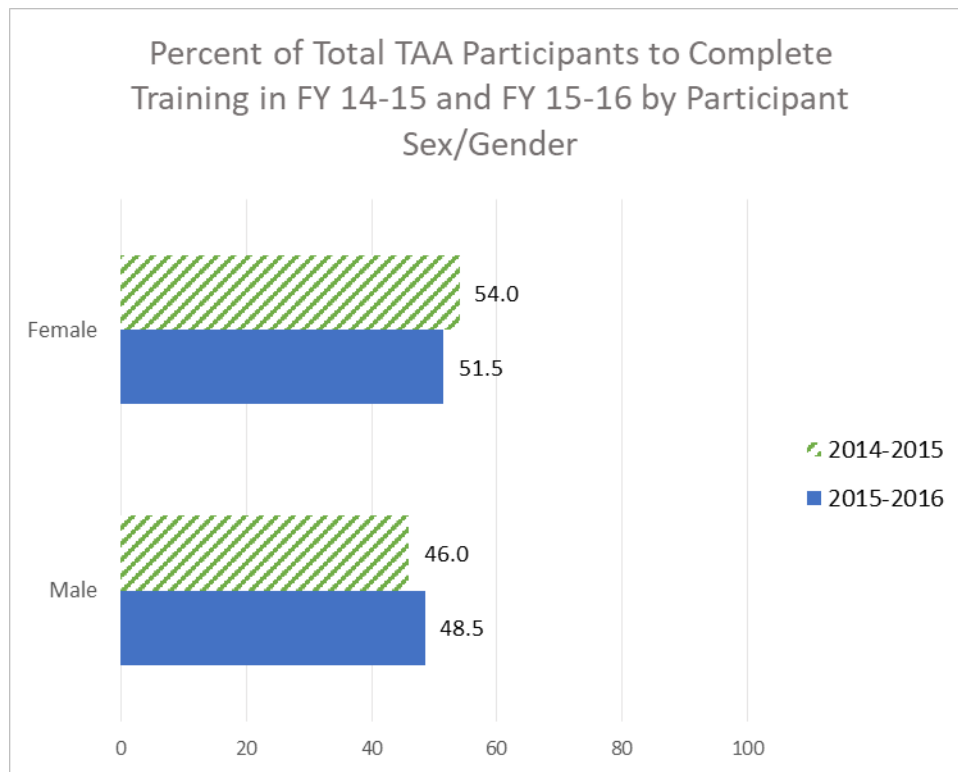
14.2.3.2 Figure – Percent of Total TAA Participants by Participant Sex/Gender



By gender, TAA had nearly even shares of men and women enrolled in each year. Women were therefore overrepresented in comparison with the statewide labor force, by about 5 percentage points.

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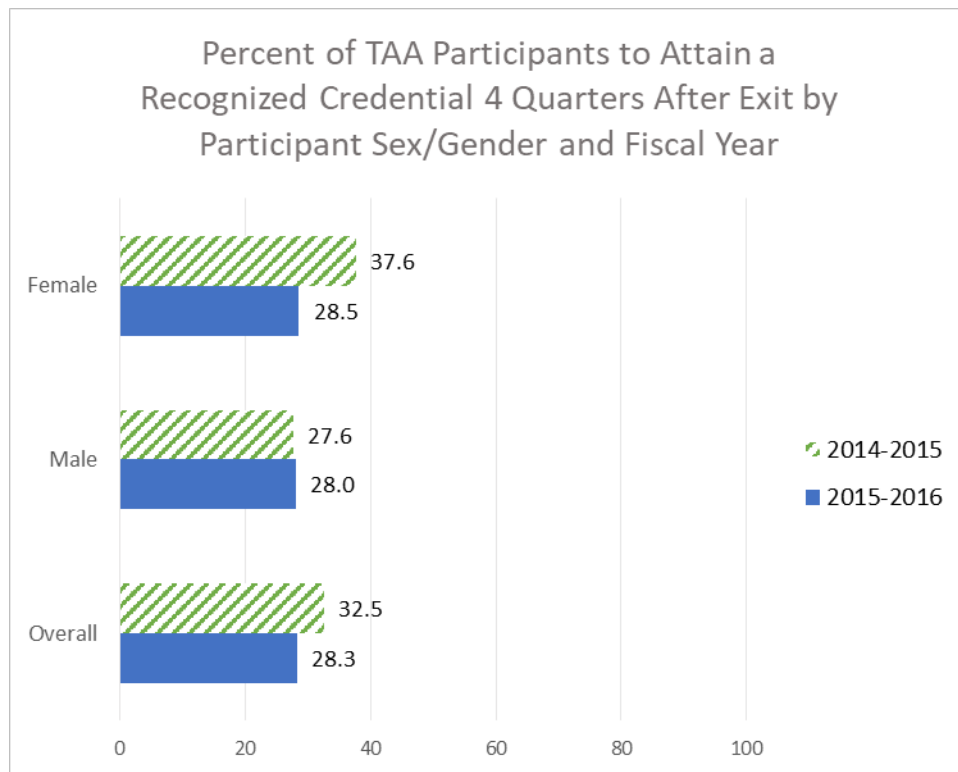
14.2.3.3 *Figure – Percent of Total TAA Participants to Complete Training by Participant Sex/Gender*



For unknown reasons, women represented a larger share of all training completions compared with enrollments—especially in the first year, where 54.0% of all to complete training were women (compared with 50% of enrollees). In the second year, the share of training completions (51.5%) by women was closer to enrollments.

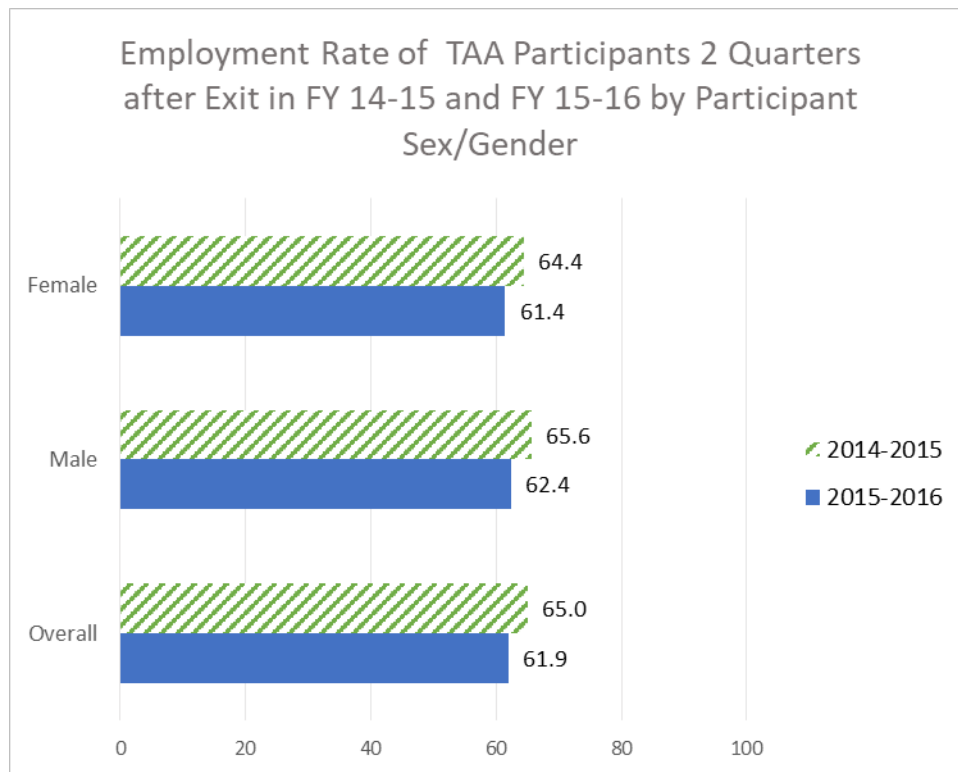
These numbers may indicate that women are enrolled in training and/or completing training in larger numbers than men.

14.2.3.4 Figure – Percent of TAA Participants to Attain a Credential 4 Quarters after Exit by Participant Sex/Gender



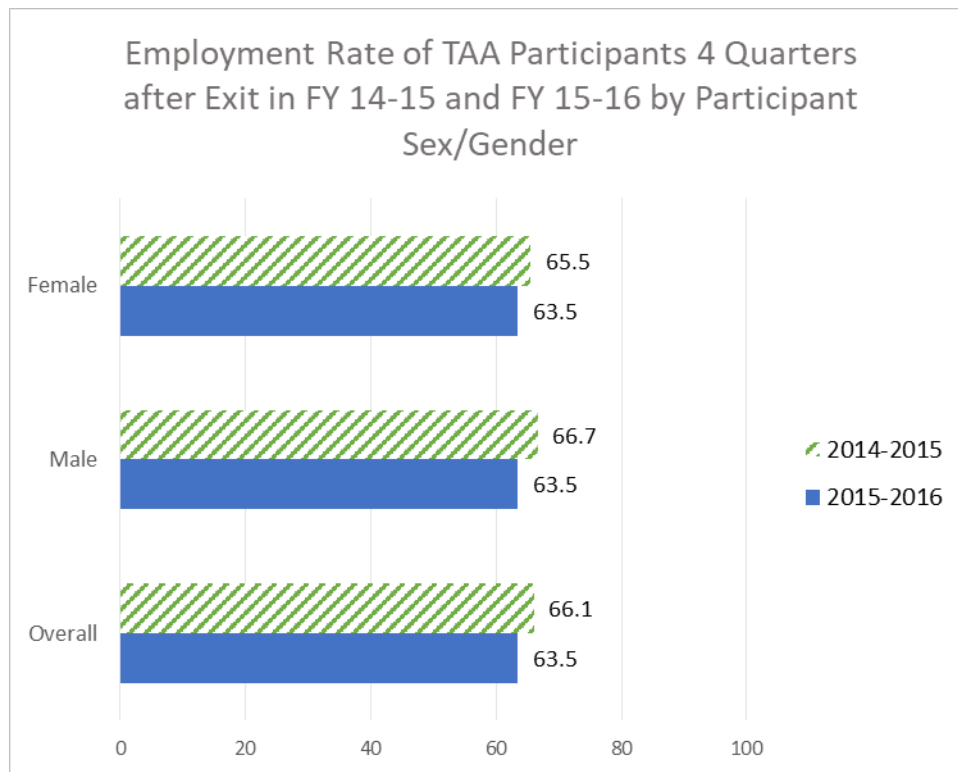
Female participants to exit from TAA in FY 14-15 had higher rates of credential attainment than their male counterparts, by a 10-percentage point margin. Of those to exit in the following year, the rates were much more similar, 28.5% and 28.0%.

14.2.3.5 Figure – Employment Rate of TAA Participants 2 Quarters after Exit by Participant Sex/Gender



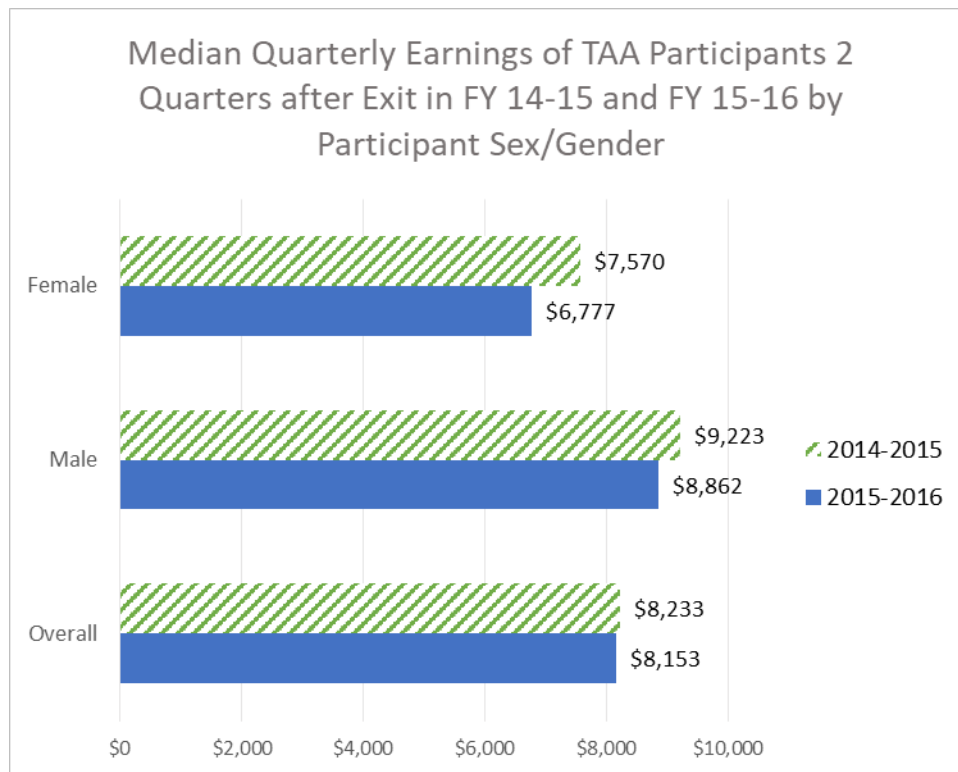
Male TAA participants' rates of employment from two quarters after exit were slightly higher than those of female participants, at 65.6% among men compared with 64.4% among women following exit in FY 14-15 and 62.4% compared with 61.4% following exit in FY 15-16.

14.2.3.6 Figure – Employment Rate of TAA Participants 4 Quarters after Exit by Participant Sex/Gender



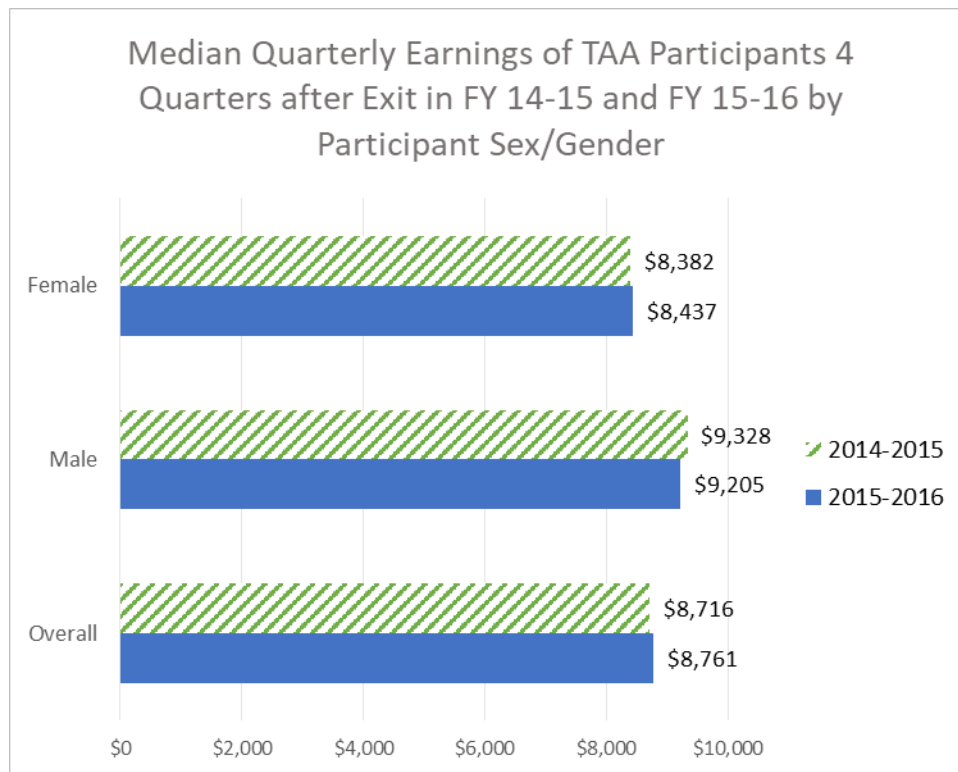
One year after exit in FY 14-15, the rate of employment among men continued to be about 1 percentage point higher than that among women, while following exit in FY 15-16 rates among men and women were the same (63.5%).

14.2.3.7 Figure – Median Quarterly Earnings of TAA Participants 2 Quarters after Exit by Participant Sex/Gender



Male earnings were higher, two quarters after exit in both years, compared with those of women. At a median of \$9,223, male exiters from TAA in FY 14-15 earned about 22% more than women; at a median of \$8,862 from the same quarter after exit in FY 15-16, male participants' earnings were about 31% higher than those of females.

14.2.3.8 Figure – Median Quarterly Earnings of TAA Participants 4 Quarters after Exit by Participant Sex/Gender



While men's earnings continued to be higher than women's, the magnitude of difference was smaller one year after exit: male participants to exit in FY 14-15 earned just 11% more in this quarter than did women, at \$9,328 compared with \$8,382; men to exit in FY 15-16 out-earned women by just 9%, with earnings of \$9,205 compared with \$8,437.

It is not known what caused this relative convergence in earnings, however more research should be performed.

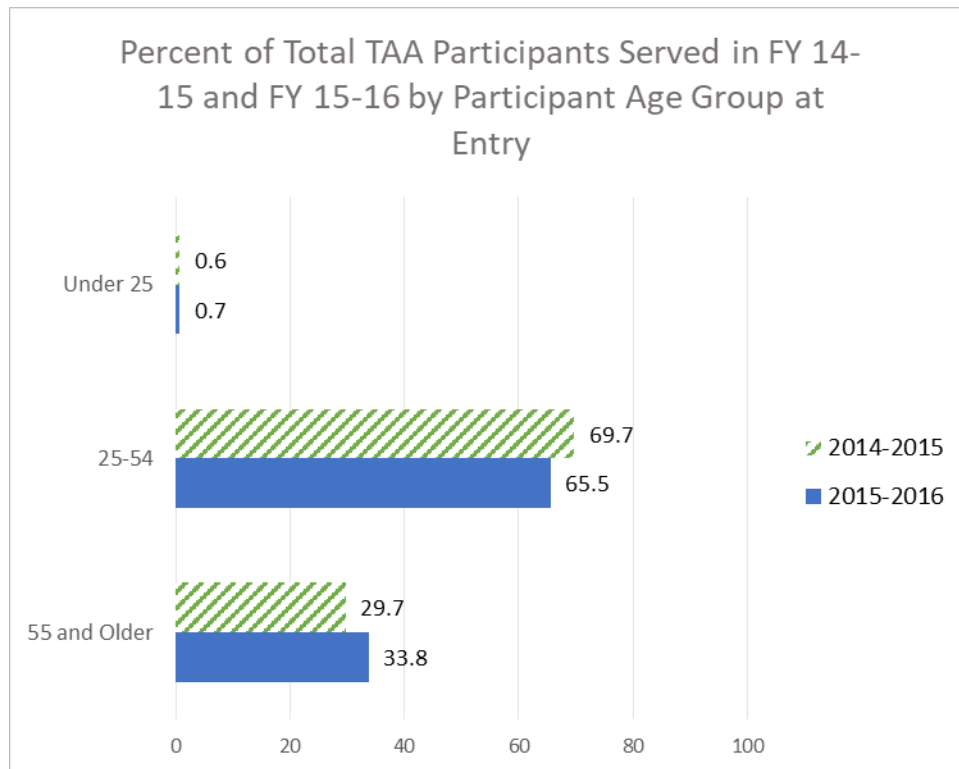
14.2.4 Participant Age Group at Entry

14.2.4.1 Table Set – Participant Age Group at Entry

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	12	<10	<10	<10	83.3	\$7,472	<10	33.3	<10	83.3	\$10,309
25-54	1,332	787	369	560	71.2	\$8,458	261	33.2	569	72.3	\$8,872
55 and older	567	313	137	154	49.2	\$7,449	97	31.0	157	50.2	\$7,718
Unknown	0	0	0	0	0.0	\$0	0	0.0	0	0.0	\$0
TOTAL	1,911	1,106	509	719	65.0	\$8,233	360	32.5	731	66.1	\$8,716

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	10	<10	<10	<10	66.7	\$11,013	<10	33.3	<10	66.7	\$8,886
25-54	912	503	228	348	69.2	\$8,272	147	29.2	367	73.0	\$9,205
55 and older	470	247	106	116	47.0	\$7,370	65	26.3	109	44.1	\$7,373
Unknown	0	0	0	0	0.0	\$0	0	0.0	0	0.0	\$0
TOTAL	1,392	753	336	466	61.9	\$8,153	213	28.3	478	63.5	\$8,761

14.2.4.2 Figure – Percent of Total TAA Participants Served by Participant Age Group at Entry

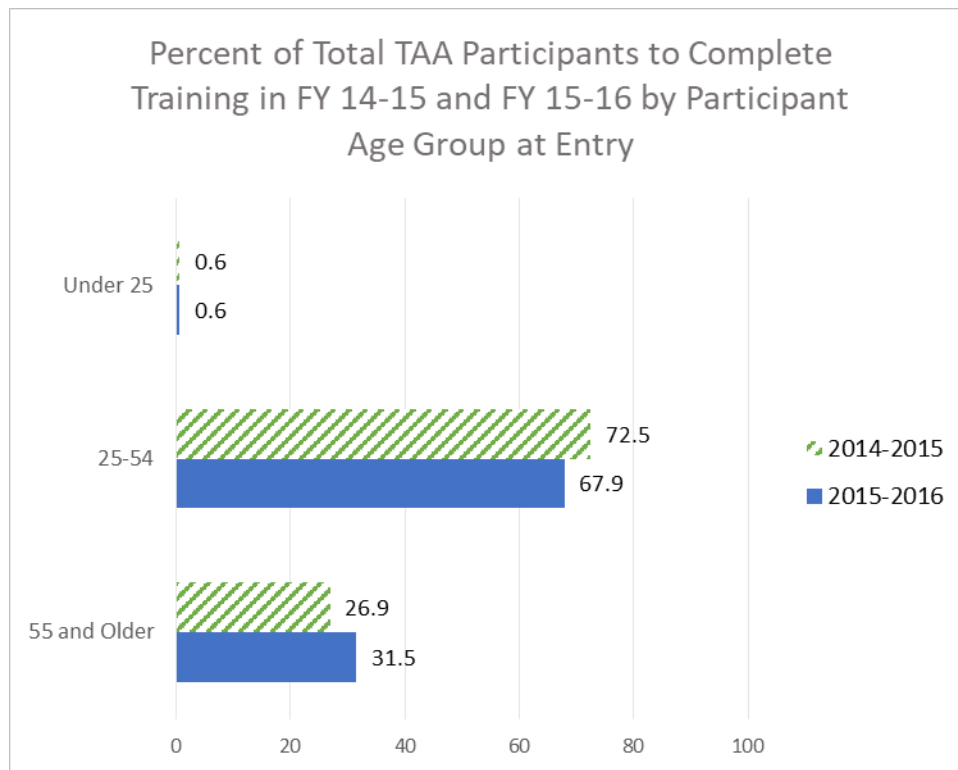


Those 25-54 made up the vast bulk of TAA participants in both years, comprising 69.7% of the FY 14-15 total, and 65.5% of the FY 2015-2016 total. This was about a 4 percentage point overrepresentation in year 1, and representation at almost precisely labor force level in year 2. Virtually the entirety of the remaining 30-35% of participants were those aged 55 and older at entry. Individuals under 25 were less than 1% of each year's total enrollments.

TAA is a federal funding stream which provides re-training for those already working in industrial sectors adversely impacted by foreign trade. Because this is thus a type of incumbent worker (re)-training, it is logical that workers in this middle age range would constitute a larger share of this program than they do for certain educational and/or training programs which are designed to encompass individuals just starting in the workforce.

The specific scope of the TAA program likely also explains the underrepresentation of individuals under the age of 25, relative both to their statewide labor force numbers and in comparison with other programs in this report.

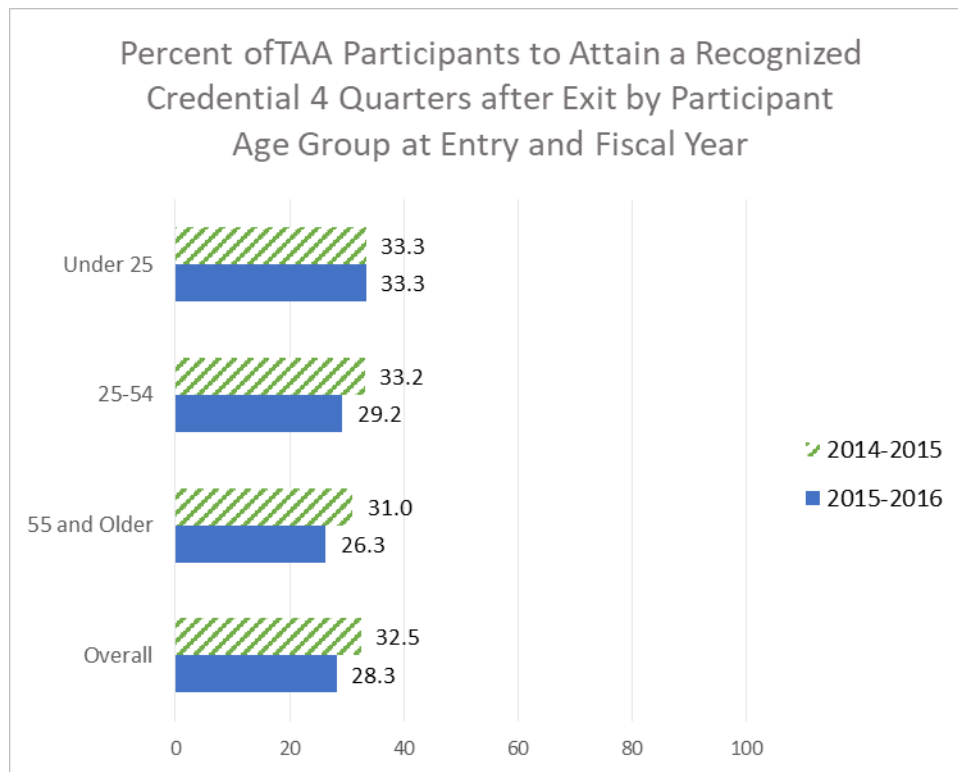
14.2.4.3 Figure – Percent of Total TAA Participants to Complete Training by Participant Age Group at Entry



Participants in the middle age range were 72.5% of all to complete training in FY 14-15, and 67.9% to complete training in FY 15-16—shares that were larger by about 3 and about 2 percentage points respectively compared with the same group’s share of all enrollments.

This could indicate either larger enrollments of 25-54-year-olds in training services within the TAA program, and/or higher rates of completion of training among this age group.

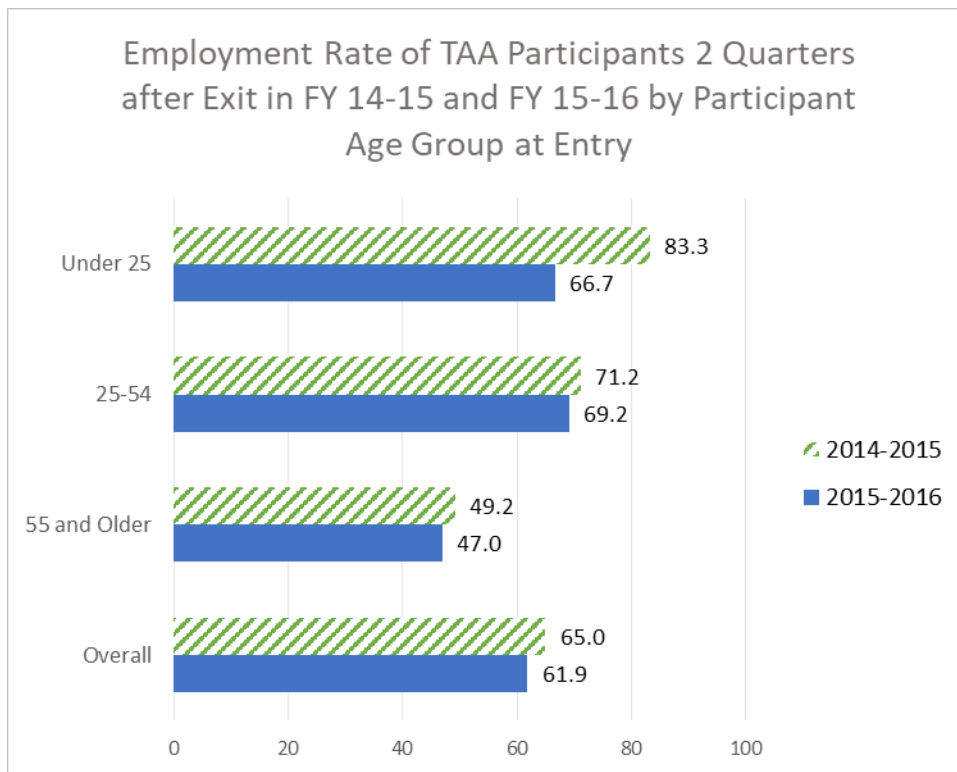
14.2.4.4 Figure – Percent of TAA Participants to Attain a Recognized Credential 4 Quarters after Exit by Participant Age Group at Entry



Among participants to exit in both years, those who were youngest had the highest rates of credential attainment, 33.3% among both cohorts. In the first year, this was virtually identical to the rate among those 25-54 (33.2%) however in the second year, it was about 3 percentage points higher than the rate among the middle age group.

In both years, those 55 and older were least likely to earn a credential, with rates of 31.0% following exit in FY 14-15 and 26.3% following exit in FY 15-16.

14.2.4.5 *Figure – Employment Rate of TAA Participants 2 Quarters after Exit by Participant Age Group at Entry*

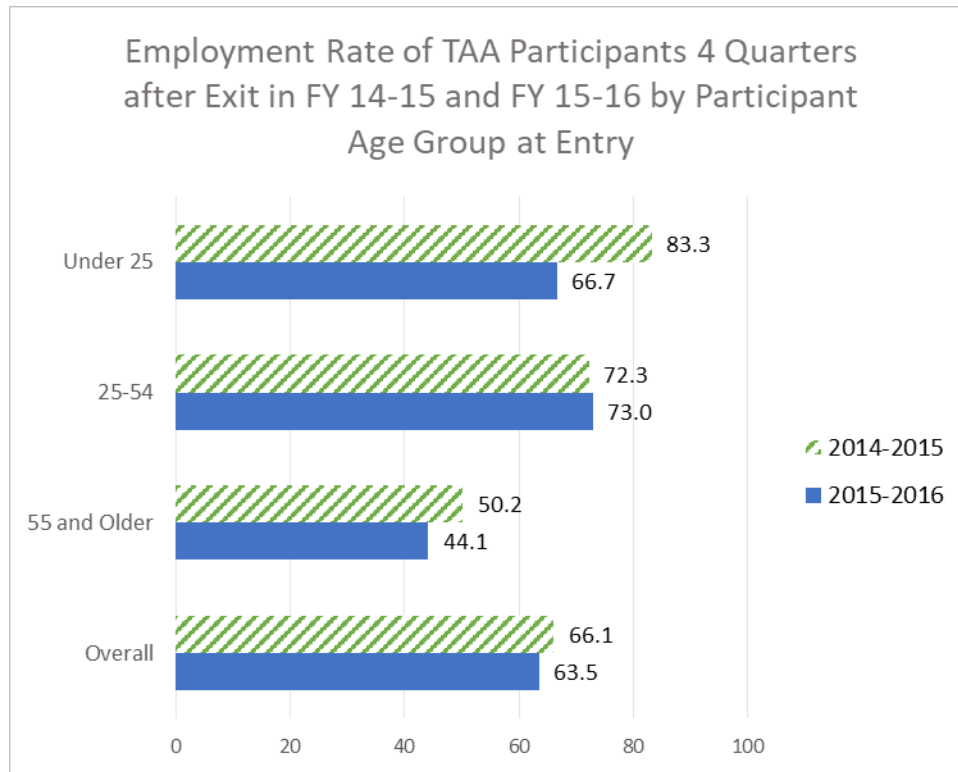


Two quarters after exit in FY 14-15, employment was highest (83.3%) among TAA participants under 25 at entry. It should be remembered that this was a very small category in both years (fewer than 10 individuals) meaning it is difficult to generalize based on this outcome.

Two years after exit in FY 15-16, employment was highest, at 69.2%, among those 25-54 at entry.

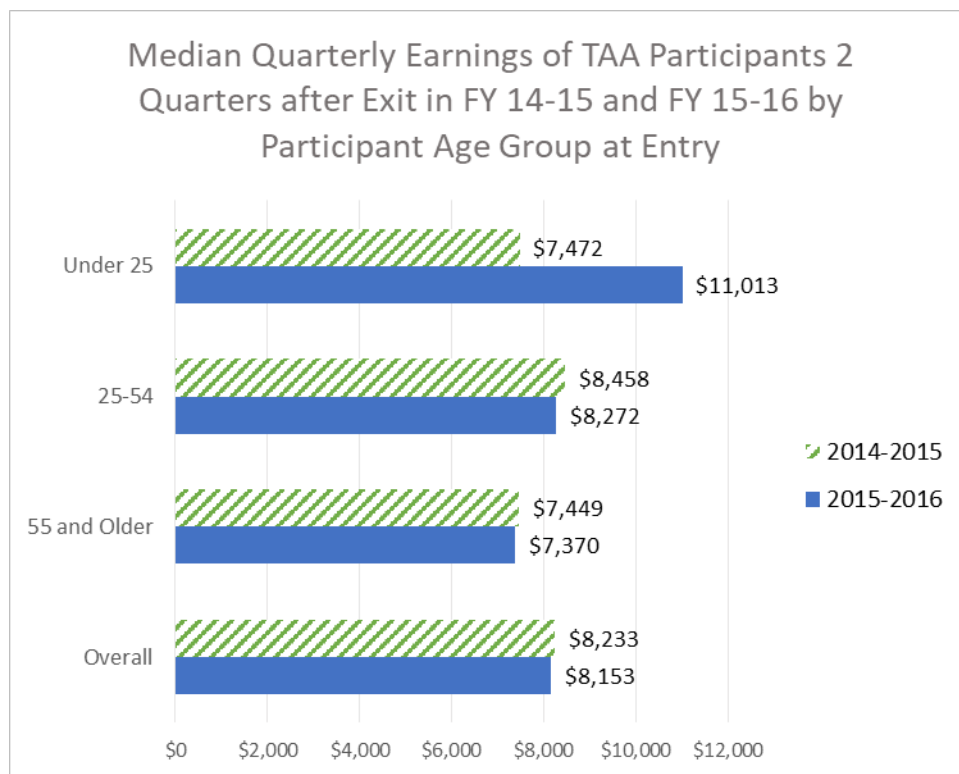
Among both years' participants, employment was lowest among the oldest participants: 49.2% and 47.0% respectively. While relatively lower employment among the oldest workforce participants is not entirely surprising given that this group contains those closest to retirement age, more research may be warranted to determine the extent to which workers in this age range actively seeking employment are failing to find it.

14.2.4.6 Figure – Employment Rate of TAA Participants 4 Quarters after Exit by Participant Age Group at Entry



The same patterns in relative employment by age were observed one year following exit.

14.2.4.7 Figure – Median Quarterly Earnings of TAA Participants 2 Quarters after Exit by Age Group at Entry



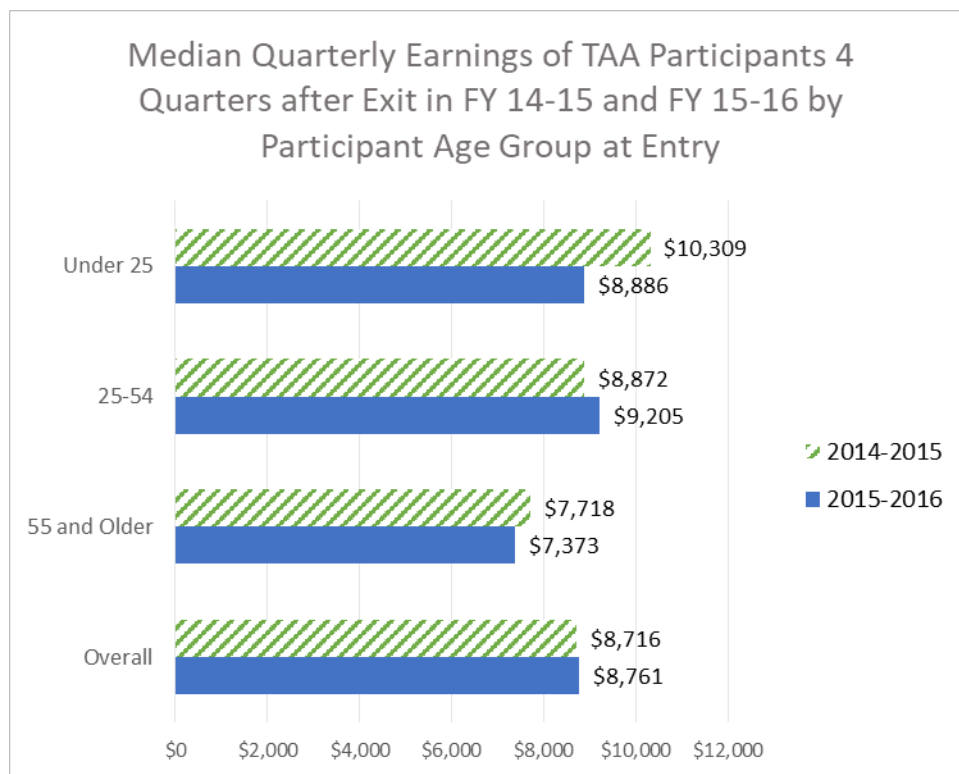
Among participants to exit in FY 14-15 who were employed two quarters later, earnings were highest among those in the middle age range. Median earnings from the second quarter after exit for this population of TAA participants were \$8,458, slightly (3%) higher than the median.

Earnings of the oldest participants were consistently lowest, \$7,449 (FY 14-15) and \$7,370 (FY 15-16).

Median earnings of the youngest participants followed less of a clear pattern, which may be an effect of the very small (<10) size of the category.

This group had FY 15-16's highest earnings, which at \$11,013 were +\$2,860 or 35% above the median.

14.2.4.8 Figure – Median Quarterly Earnings of TAA Participants 4 Quarters after Exit by Age Group at Entry



Four quarters after exit in FY 14-15, participants under 25 had the highest median earnings, \$10,309 or +\$1,593 (19%) above the program-wide median.

Of TAA participants to exit in FY 15-16, earnings were again highest among participants 25-54, who had median earnings of \$9,205 (+\$444 or 5%).

Earnings continued to be lowest, among participants to exit in both years, among the oldest age cohort at \$7,718 and \$7,373 respectively.

In both years' data, there were few (<10) participants in the under-25, meaning that 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.

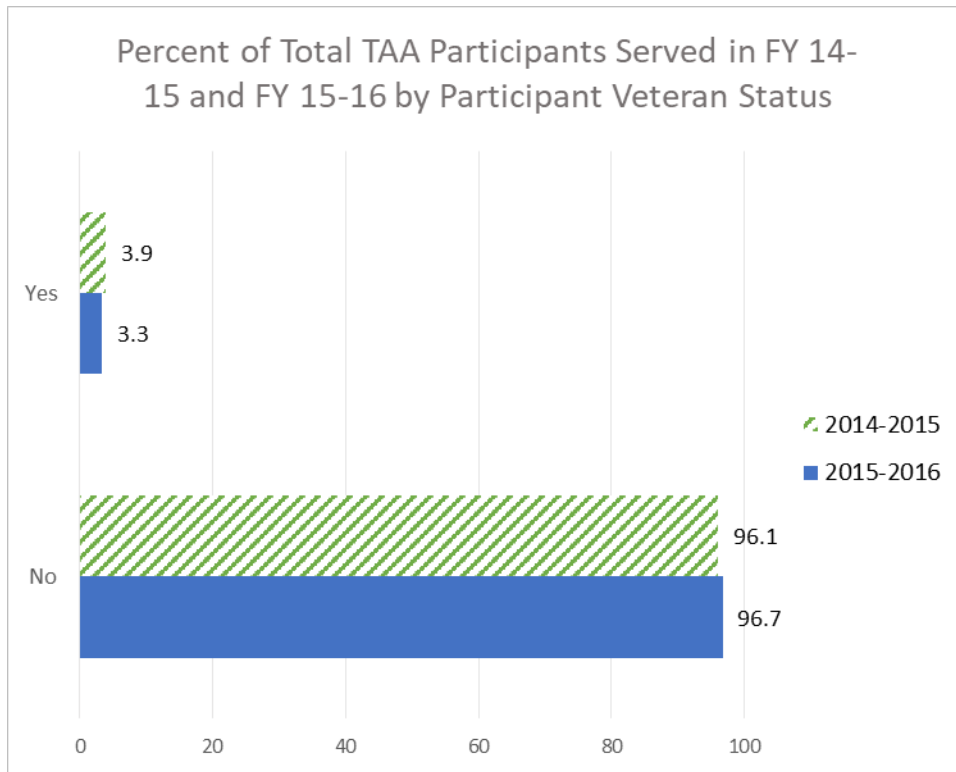
14.2.5 Participant Veteran Status

14.2.5.1 Table Set – Participant Veteran Status

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	75	46	19	29	63.0	\$7,866	12	26.1	25	54.3	\$9,610
No	1,836	1,060	490	690	65.1	\$8,235	348	32.8	706	66.6	\$8,698
Not Applicable	0	0	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Unknown	0	0	0	0	0.0	\$0	0	0.0	0	0.0	\$0
TOTAL	1,911	1,106	509	719	65.0	\$8,233	360	32.5	731	66.1	\$8,716

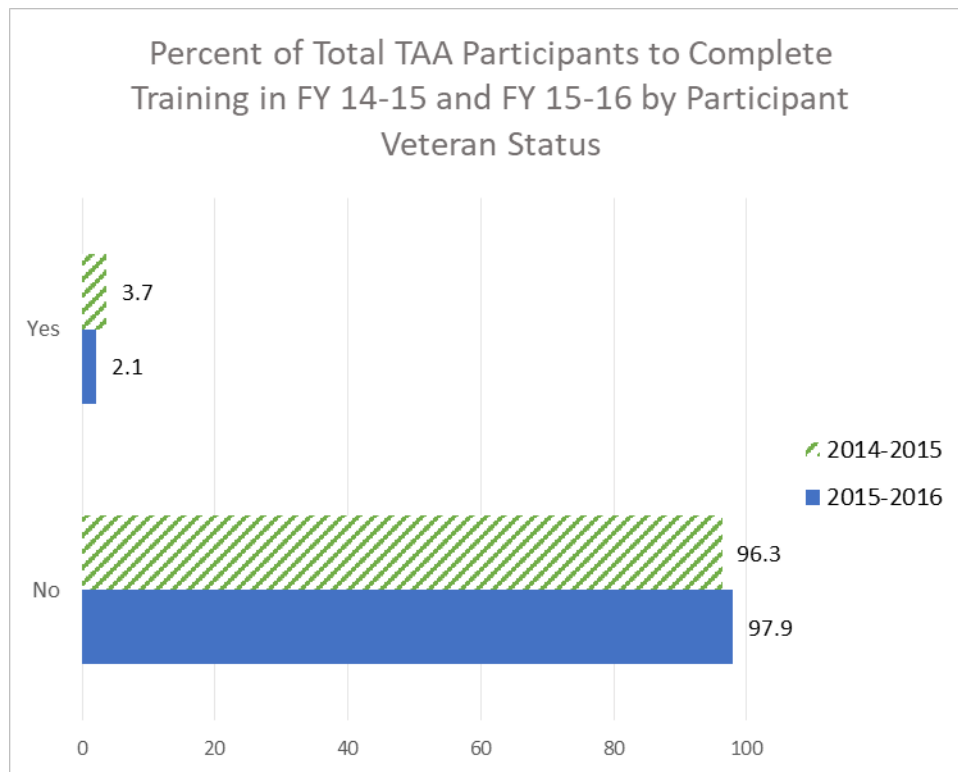
FY 2015-2016											
Participant Veteran Status	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
Yes	46	24	<10	11	45.8	\$11,445	<10	16.7	13	54.2	\$11,266
No	1,346	729	329	455	62.4	\$8,064	209	28.7	465	63.8	\$8,671
Not Applicable	0	0	0	0	0.0	0	0	0.0	0	0.0	0.00
Unknown	0	0	0	0	0.0	\$0	0	0.0	0	0.0	\$0
TOTAL	1,392	753	336	466	61.9	\$8,153	213	28.3	478	63.5	\$8,761

14.2.5.2 Figure – Percent of Total TAA Participants Served by Participant Veteran Status



Just under 4% of TAA participants served in FY 14-15, and 3.3% of those served in FY 15-16, were veterans. These shares were slightly smaller than veterans in the state labor force population, respectively 4.8% and 4.7%.

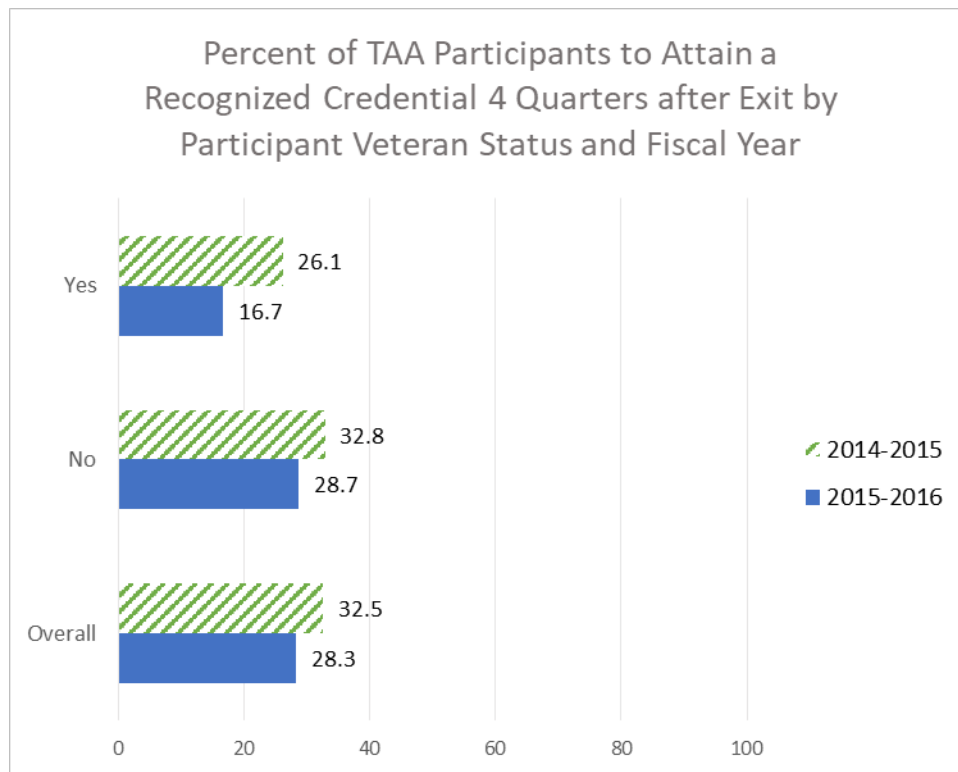
14.2.5.3 Figure – Percent of Total TAA Participants to Complete Training by Participant Veteran Status



Veterans appeared to represent somewhat smaller shares of all training completions compared with their share of all participants, especially in the second year's data. Veterans were 3.7% of all completions in FY 14-15 and 2.1% of all completions in FY 15-16.

This could reflect lower enrollments in training by veterans compared with non-veterans, or differences in time to completion.

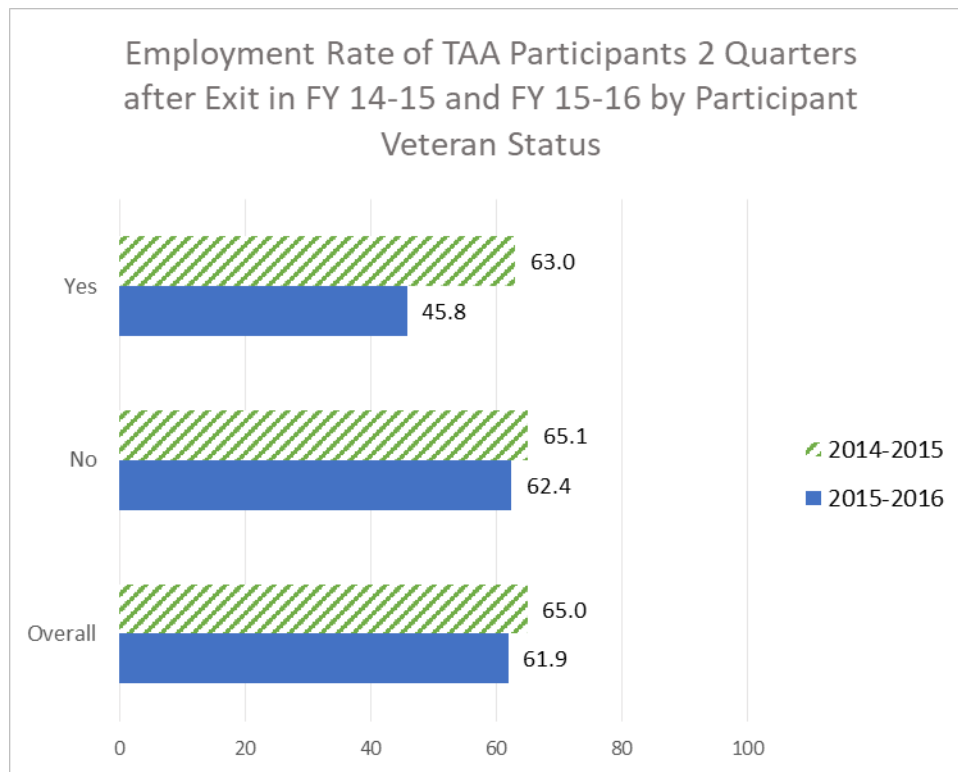
14.2.5.4 Figure – Percent of TAA Participants to Attain a Credential 4 Quarters after Exit by Participant Veteran Status



Veterans' rates of credential attainment within four quarters of exit were lower than those of non-veterans, although the extent of difference varied between the two years. Among participants with a date of exit in FY 14-15, 26.1% of veterans earned a credential within a year of exit compared with 32.8% of non-veterans. Of individuals to exit in FY 15-16, only 16.7% of veterans earned a recognized credential, 12 percentage points lower than the rate (28.7%) among non-veterans.

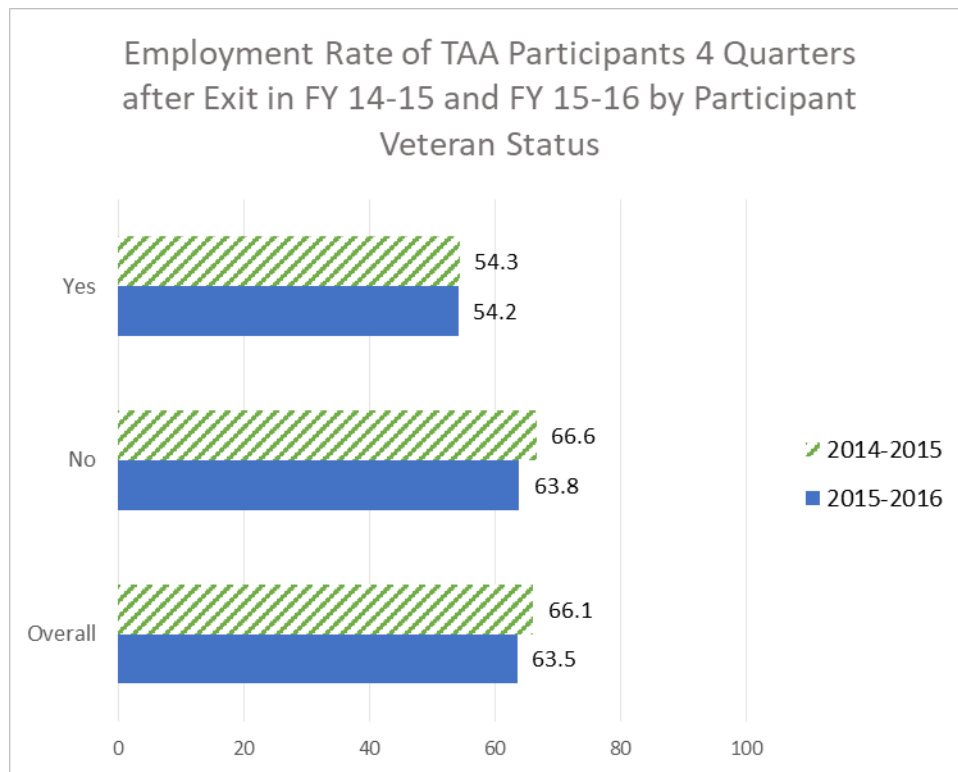
This difference in rates could be an indirect indication of lower training enrollments among veterans, and/or barriers to successful completion of such training programs. Given research showing positive earnings and employment outcomes associated with credential attainment, causal factors should be investigated.

14.2.5.5 Figure – Employment Rate of TAA Participants 2 Quarter after Exit by Participant Veteran Status



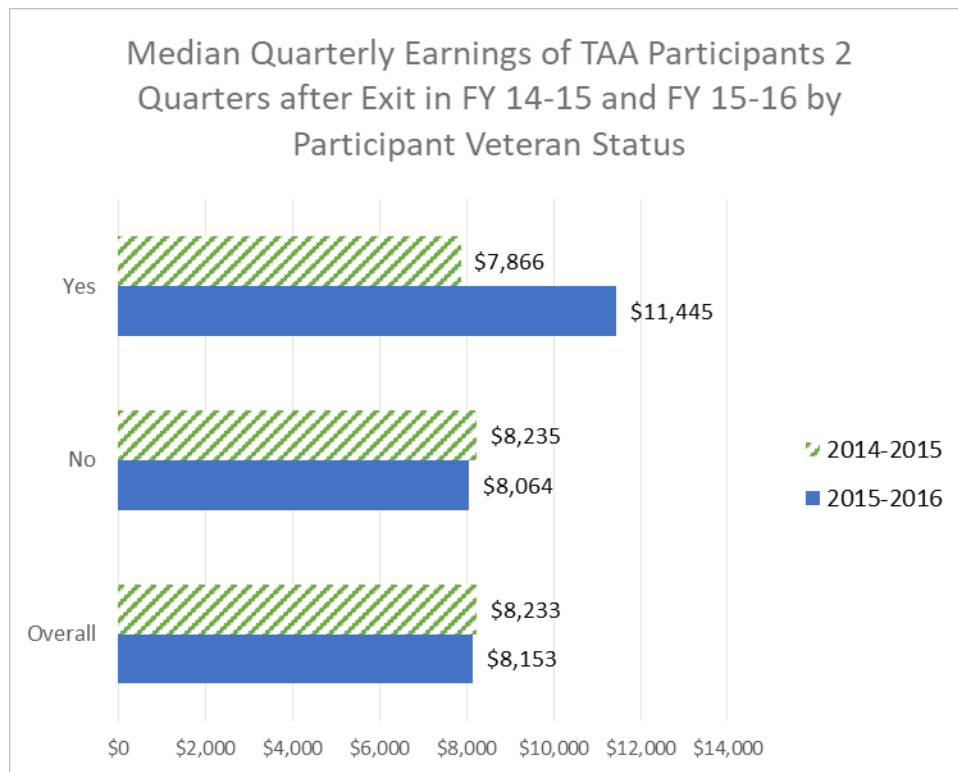
Veterans had lower rates of employment compared with non-veterans, however the extent of difference varied. Two quarters following exit in FY 14-15, veterans' rate of employment was 63.0%, about 2 percentage points lower than the 65.1% among non-veterans. Two quarters after exit in FY 15-16, veterans' employment rate of 45.8% was nearly 20 percentage points lower than that among non-veterans, 62.4%.

14.2.5.6 Figure – Employment Rate of TAA Participants 4 Quarters after Exit by Participant Veteran Status



Veterans continued to have lower employment rates one year after exit, 54.4% compared with 66.6% among non-veterans one year after exit in FY 14-15 and 54.2% compared with 63.8% among non-veterans a year after exit in FY 15-16.

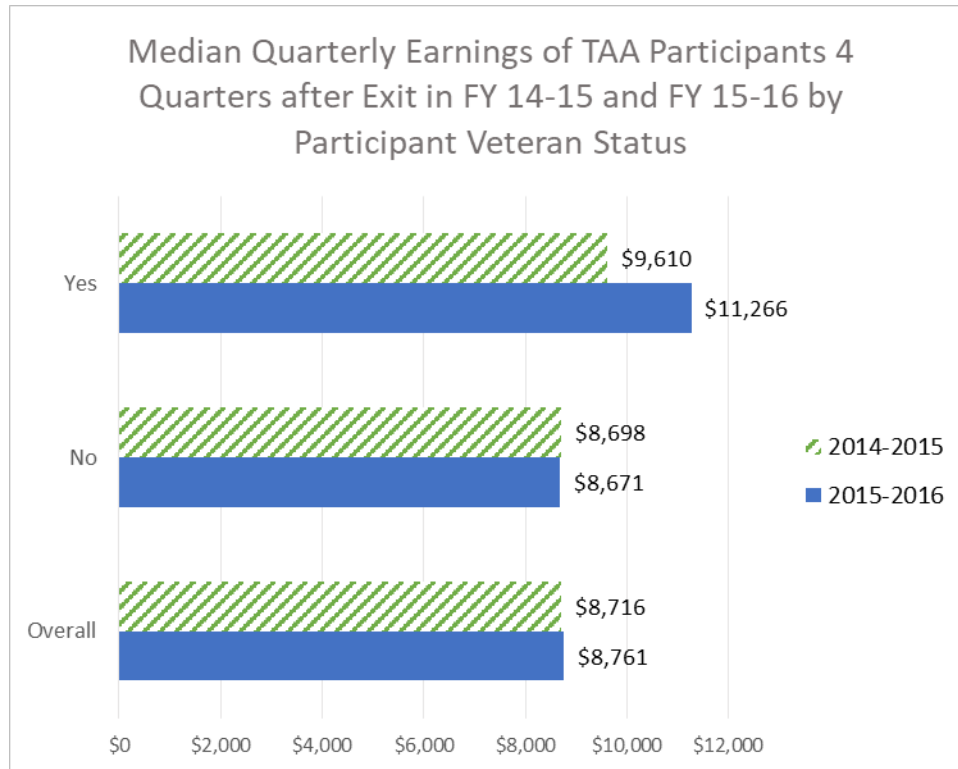
14.2.5.7 Figure – Median Quarterly Earnings of TAA Participants 2 Quarters after Exit by Participant Veteran Status



There was no clear pattern in earnings between veterans and non-veterans across the two years' data, because veterans' earnings varied dramatically between the two years. Non-veterans' earnings were similar two quarters after exit in each year, \$8,235 and \$8,064 respectively.

The pool of exiting veterans from which this statistic was drawn was extremely small ($n < 10$), which means that change in a few participants' employment status from Q2 to Q4, as occurred, exerted a much larger impact on the employment percentage than in a larger group.

14.2.5.8 Figure – Median Quarterly Earnings of TAA Participants 4 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Veteran Status



Veterans' earnings were higher than non-veterans' a year following exit in both years, \$9,610 following exit in FY 14-15 and \$11,266 following exit in FY 15-16. These earnings were about \$1,000 greater than median earnings among non-veterans a year following exit in the first year, and about \$2,600 greater a year after exit in the second year.

Once again, wider variation in median earnings of veterans is likely to be due to the small size of the category.

14.3 Training Completion Status

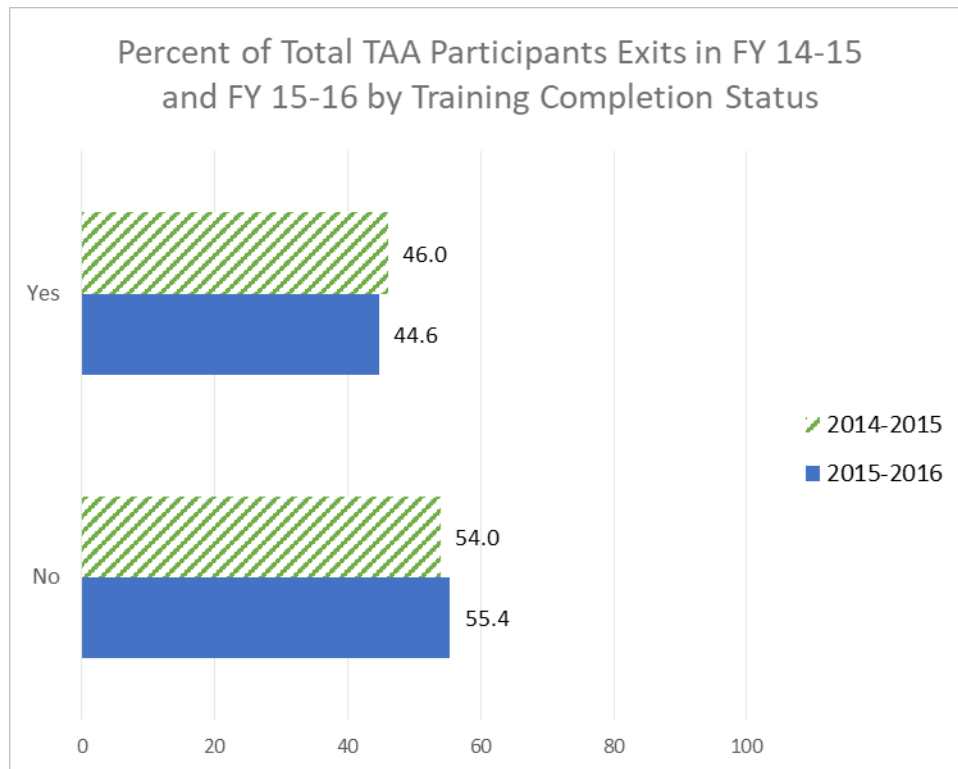
14.3.1 Training Completion Status

14.3.1.1 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	509	334	65.6	\$8,013	356	69.9	343	67.4	\$8,630
No	597	385	64.5	\$8,428	<10	0.7	388	65.0	\$8,825
Other	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Not Applicable	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Unknown	0	0	0.0	\$0	0	0.0	0	0.0	\$0
TOTAL	1,106	719	65.0	\$8,233	360	32.5	731	66.1	\$8,716

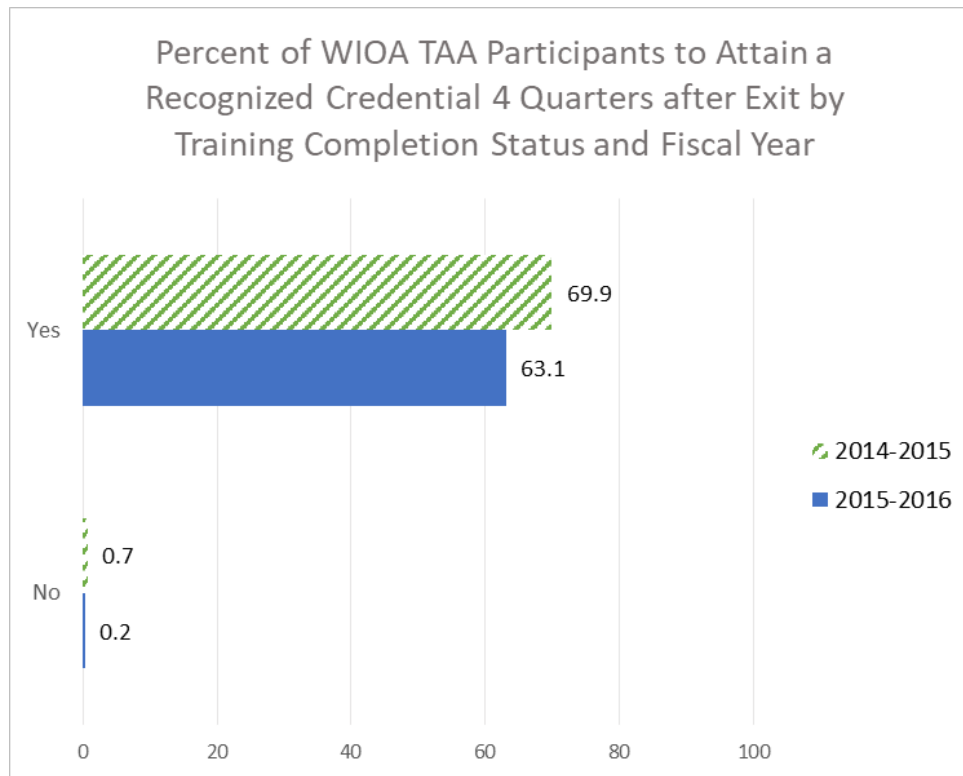
FY 2015-2016									
Training Completion Status	# Exited	2 Quarters After Exit			4 Quarters After Exit				
		# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
Yes	336	213	63.4	\$8,107	212	63.1	225	67.0	\$8,540
No	417	253	60.7	\$8,189	<10	0.2	253	60.7	\$8,910
Other	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Not Applicable	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Unknown	0	0	0.0	\$0	0	0.0	0	0.0	\$0
TOTAL	753	466	61.9	\$8,153	213	28.3	478	63.5	\$8,761

14.3.1.2 Figure – Percent of Total TAA Participants Exits by Training Completion Status



Forty-six percent of WIOA TAA participants to exit in FY 14-15 and a similar 44.6% of all participants to exit in FY 15-16, had completed training at the time of exit.

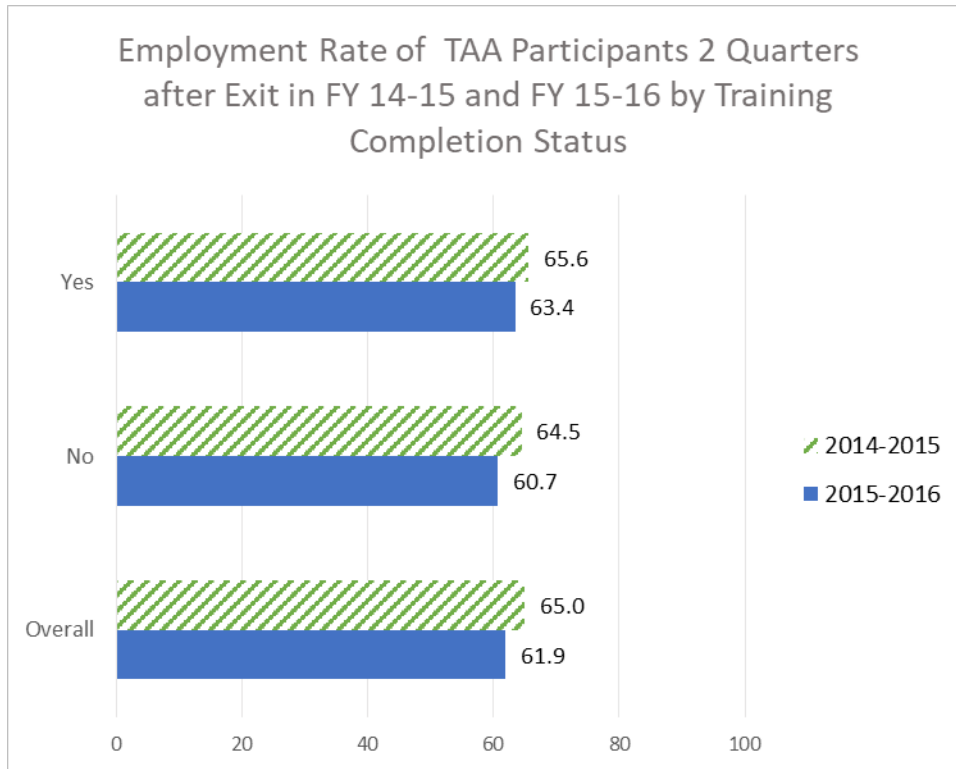
14.3.1.3 Figure – Percent of TAA Participants to Attain a Credential 4 Quarters after Exit by Training Completion Status



Credential attainment was considerably higher in both years of exit among participants who completed training (69.9% and 63.1%) than among participants who did not complete training, less than one-third of whom attained a credential within one year of exit.

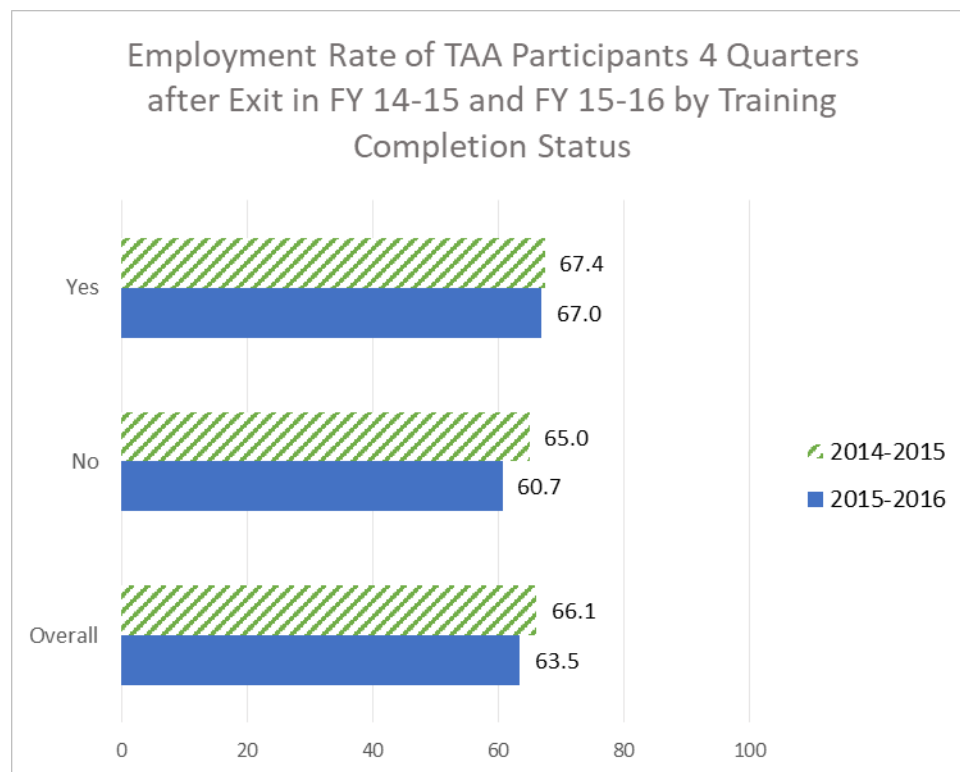
In general, only training-enrolled participants have the opportunity to earn a credential.

14.3.1.4 Figure – Employment Rate of TAA Participants 2 Quarters after Exit by Training Completion Status



Employment rates at the second quarter after exit were similar among those who completed training and those who did not, although they were between one and three percentage points higher (at 65.6% and 63.4%) among training completers.

14.3.1.5 Figure – Employment Rate of TAA Participants 4 Quarters after Exit by Training Completion Status

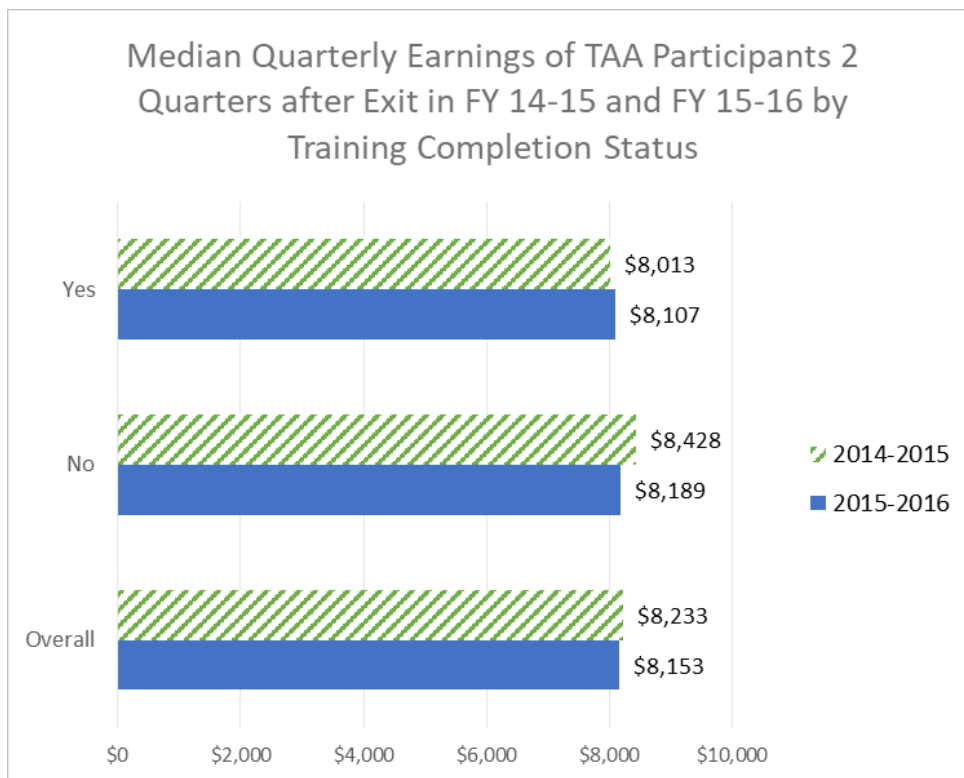


Training-completers’ enjoyed a greater advantage in employment over non training-completers one year after exit: 67.4% of TAA participants to complete training in FY 14-15 were employed compared with just 65.0% of non-training-completers or a difference of about two and a half percentage points (up from one); and 67.0% of training completers with an exit date in FY 15-16 were employed one year later, more than 6 percentage points higher than the rate among non-training-completers.

Although data provided are point-in-time and do not provide a basis to distinguish whether employment was continuous, research on lock-in effects provides evidence for lagged benefits from training (compared with lighter-touch interventions) which may take longer to develop but be more profound.² Further research would be needed to determine whether outcomes indicate such delayed training impacts.

² See, for instance: Andersson, Fredrik, Harry J. Holzer, Julia I. Lane, David B. Rosenblum, and Jeffrey Smith . “Does Federally-Funded Job Training Work? Nonexperimental Estimates of WIA Training Impacts Using Longitudinal Data on Workers and Firms,” Working paper, 2012; Caliendo, Marco, Steffen Künn, and Ricarda Schmidl. “Fighting Youth Unemployment: The Effects of Active Labor Market Policies,” IZA Discussion Paper 6222, 2011; Card, David, Jochen Kluve, and Andrea Weber. “Active Labor Market Policy Evaluations: A Meta-Analysis” *The Economic Journal*, vol. 120, 2010, pp. 452-477; Decker, Paul. “Ten Years of WIA Research” in *The Workforce Investment Act: Implementation Experiences and Evaluation Findings*, eds. D. Besharov and P. Cottingham. Kalamazoo, Michigan: W.E. Upjohn Institute, 2011; Schochet, Peter, John Burghardt, and Sheena McConnell. *National Job Corps Study*

14.3.1.6 Figure – Median Quarterly Earnings of TAA Participants 2 Quarters after Exit by Training Completion Status



Earnings of training-completers and non-training completers appeared very similar two quarters after exit, with slightly higher earnings among non-training-completers in each year: non-training-completers' \$8,428 in the second quarter after exit in FY 14-15 was about 5% higher than earnings among non-training-completers; two quarters after exit in the following year, non-training-completers' earnings of \$8,189 were less than +\$100 or just 1% higher than those of training completers.

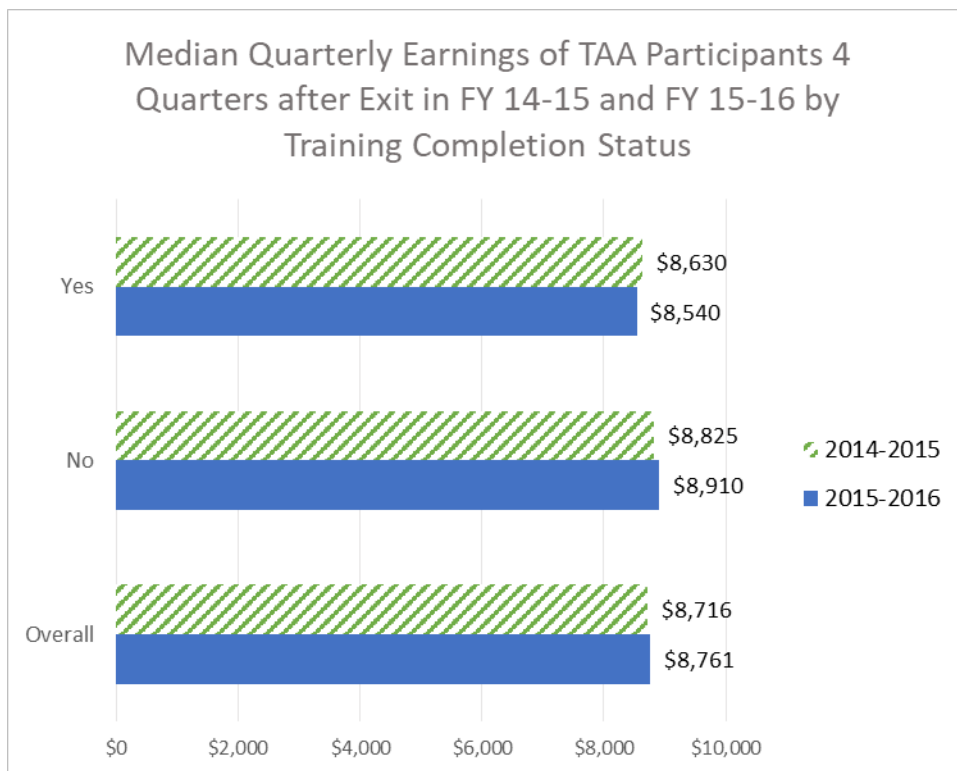
It seems possible that earnings also reflect delay associated with training impacts.

Another possibility has to do with the target population of TAA: past study has found that lock-in effects may be more severe for better-prepared workers in general because of the fact that their earning-power is greater relative to less prepared workers, meaning they experience

and Longer-Term Follow-Up Study: Impact and Benefit-Cost Findings Using Survey and Summary Earnings Records Data, Final Report. Washington, DC: Mathematica Policy Research, 2006; Van Ours, J. "The locking-in effect of subsidized jobs." Journal of Comparative Economics vol. 32, no. 1, 2004, pp. 37–52; Heinrich, Carolyn. "[Workforce Development in the United States: Changing Public and Private Roles and Program Effectiveness](#)" prepared for the book, *Labor Activation in a Time of High Unemployment: Encouraging Work While Preserving the Social Safety-Net*, 2016).

greater foregone earnings. TAA workers are skilled workers who become unemployed through displacement of their industry rather than any fault of their own. It seems likely they fit the profile of such high-skill workers with relatively greater initial penalties from training. A key thing to note is that if true, this measures merely the extent of initial penalty—not the eventual benefit from training.

14.3.1.7 *Figure – Median Quarterly Earnings of TAA Participants 4 Quarters after Exit by Training Completion Status*



Once again, non-training-completers out-earned training-completers one year after exit. Notably, among year 1 participants the margin by which non-trainees' earnings exceeded those of trainees, fell: non-training completers' \$8,825 after exit in FY 14-15 was about 2% higher than training completers' earnings.

The following year, earnings of \$8,910 among non-training-completers were about 4% higher than training completers.

14.4 Type of Recognized Credential

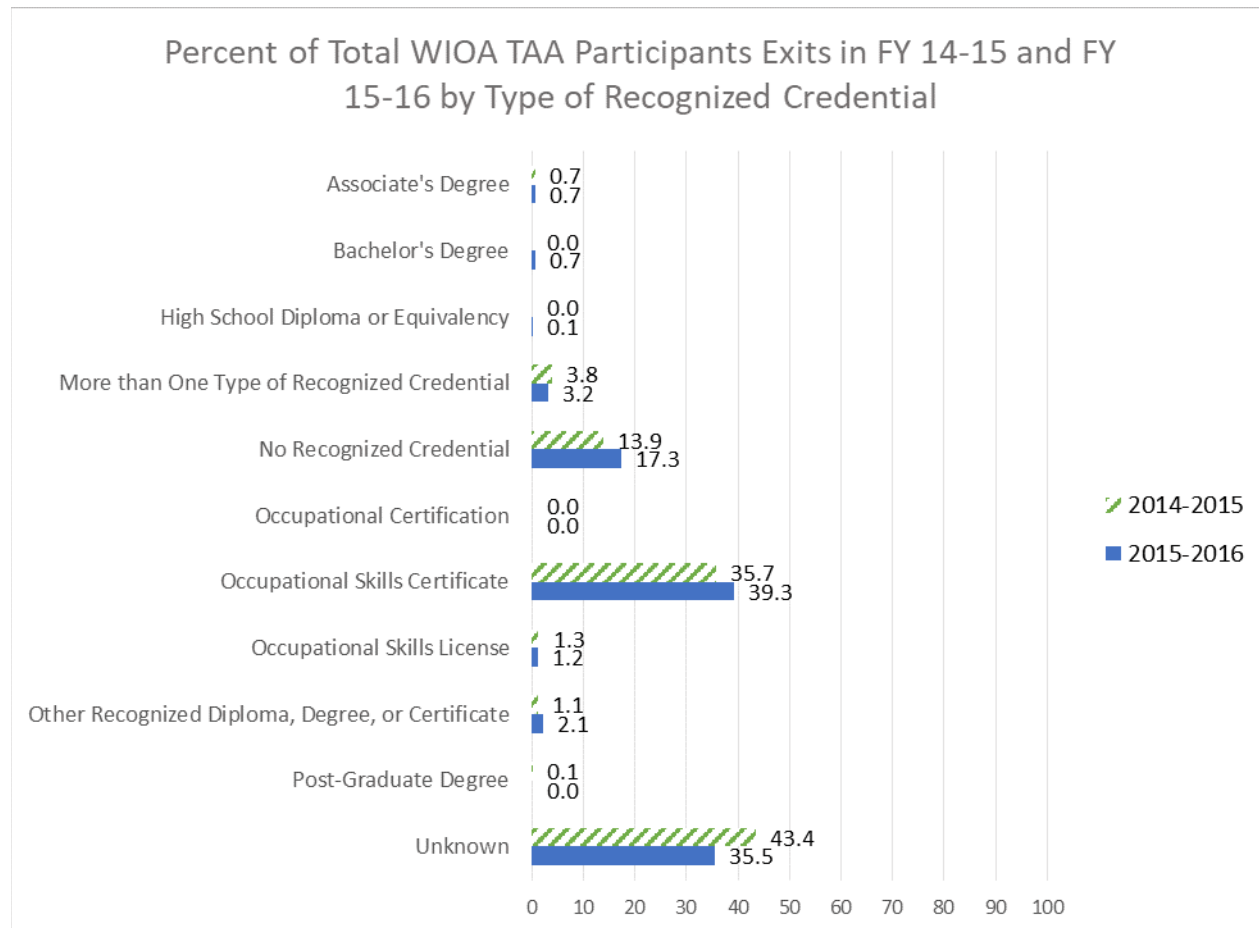
14.4.1 Type of Recognized Credential

14.4.1.1 Table Set – Type of Recognized Credential

FY 2014-2015									
Type of Recognized Credential	# Exited	2 Quarters After Exit			4 Quarters After Exit				
		# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
No Recognized Credential	154	106	68.8	\$8,756	0	0.0	105	68.2	\$9,941
High School Diploma or Equivalency	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Associate's Degree	<10	<10	75.0	\$7,875	<10	1.7	<10	75.0	\$8,489
Bachelor's Degree	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Post-Graduate Degree	<10	0	0.0	\$0	0	0.0	0	0.0	\$0
Occupational Skills License	14	<10	64.3	\$10,778	<10	2.5	10	71.4	\$9,259
Occupational Skills Certificate	395	260	65.8	\$7,724	307	85.3	264	66.8	\$8,133
Occupational Certification	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Other Recognized Diploma, Degree, or Certificate	12	<10	66.7	\$7,119	10	2.8	<10	58.3	\$8,620
Other Award (Non-Credit or Credit)	0	0	0.0	\$0	0	0.0	0	0.0	\$0
More than One Type of Recognized Credential	42	28	66.7	\$17,296	28	7.8	32	76.2	\$19,032
Other	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Not Applicable	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Unknown	480	302	62.9	\$8,407	0	0.0	307	64.0	\$8,841
TOTAL	1,106	719	65.0	\$8,233	360	100.0	731	66.1	\$8,716

FY 2015-2016									
Type of Recognized Credential	# Exited	2 Quarters After Exit			4 Quarters After Exit				
		# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
No Recognized Credential	130	80	61.5	\$6,726	0	0.0	85	65.4	\$8,272
High School Diploma or Equivalency	<10	<10	100.0	\$8,738	0	0.0	<10	100.0	\$9,608
Associate's Degree	<10	<10	80.0	\$8,465	<10	0.5	<10	80.0	\$8,080
Bachelor's Degree	<10	<10	60.0	\$5,300	<10	1.9	<10	40.0	\$9,061
Post-Graduate Degree	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Occupational Skills License	<10	<10	44.4	\$7,258	<10	2.8	<10	33.3	\$3,466
Occupational Skills Certificate	296	190	64.2	\$7,981	177	83.1	200	67.6	\$8,505
Occupational Certification	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Other Recognized Diploma, Degree, or Certificate	16	<10	37.5	\$13,773	11	5.2	<10	50.0	\$13,305
Other Award (Non-Credit or Credit)	0	0	0.0	\$0	0	0.0	0	0.0	\$0
More than One Type of Recognized Credential	24	20	83.3	\$12,076	14	6.6	19	79.2	\$18,338
Other	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Not Applicable	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Unknown	267	158	59.2	\$9,206	0	0.0	156	58.4	\$9,733
TOTAL	753	466	61.9	\$8,153	213	100.0	478	63.5	\$8,761

14.4.1.2 Figure – Percent of Total TAA Participants to Exit by Type of Credential

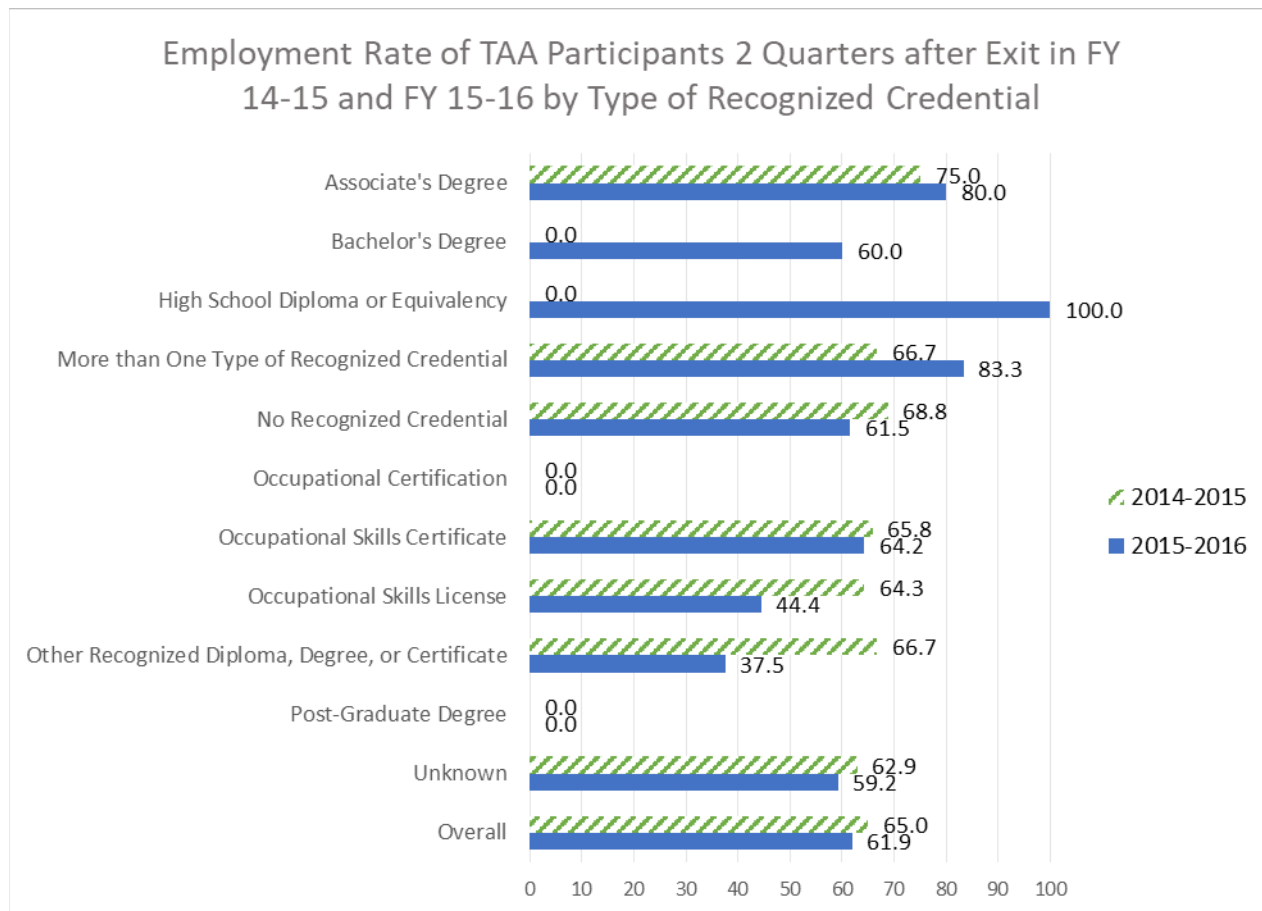


Most participants in TAA who obtained a credential obtained an occupational skill certificate. This credential was earned by 35.7% to exit in FY 14-15 and 39.3% to exit in FY 15-16. Much smaller shares – about 1% of TAA participants to exit in each year—earned an occupational skills license, referring to a state- or federally-regulated licensure to practice a particular occupation (such as nursing).

Less than one percent to exit in each year earned academic degrees, such as an Associate's Degree, Bachelor's Degree, or High School Diploma or Equivalency. About 4% to exit in FY 14-15 and about 3% to exit in FY 15-16 earned more than one credential type, which might describe a combination of any of the preceding.

It is notable that 43.4% and 35.5% of each respective year's total to exit had a credential attainment status that was unknown, which impedes full understanding of outcomes. It is hoped that in future reports, it will be possible to more accurately identify both whether an individual earned a credential, and of what variety.

14.4.1.3 Figure – Employment Rate of TAA Participants 2 Quarters after Exit by Type of Credential



Very small numbers of participants in particular categories make interpretation of employment rates challenging, as they make it more likely that employment outcomes could be affected by other unknown specific factors.

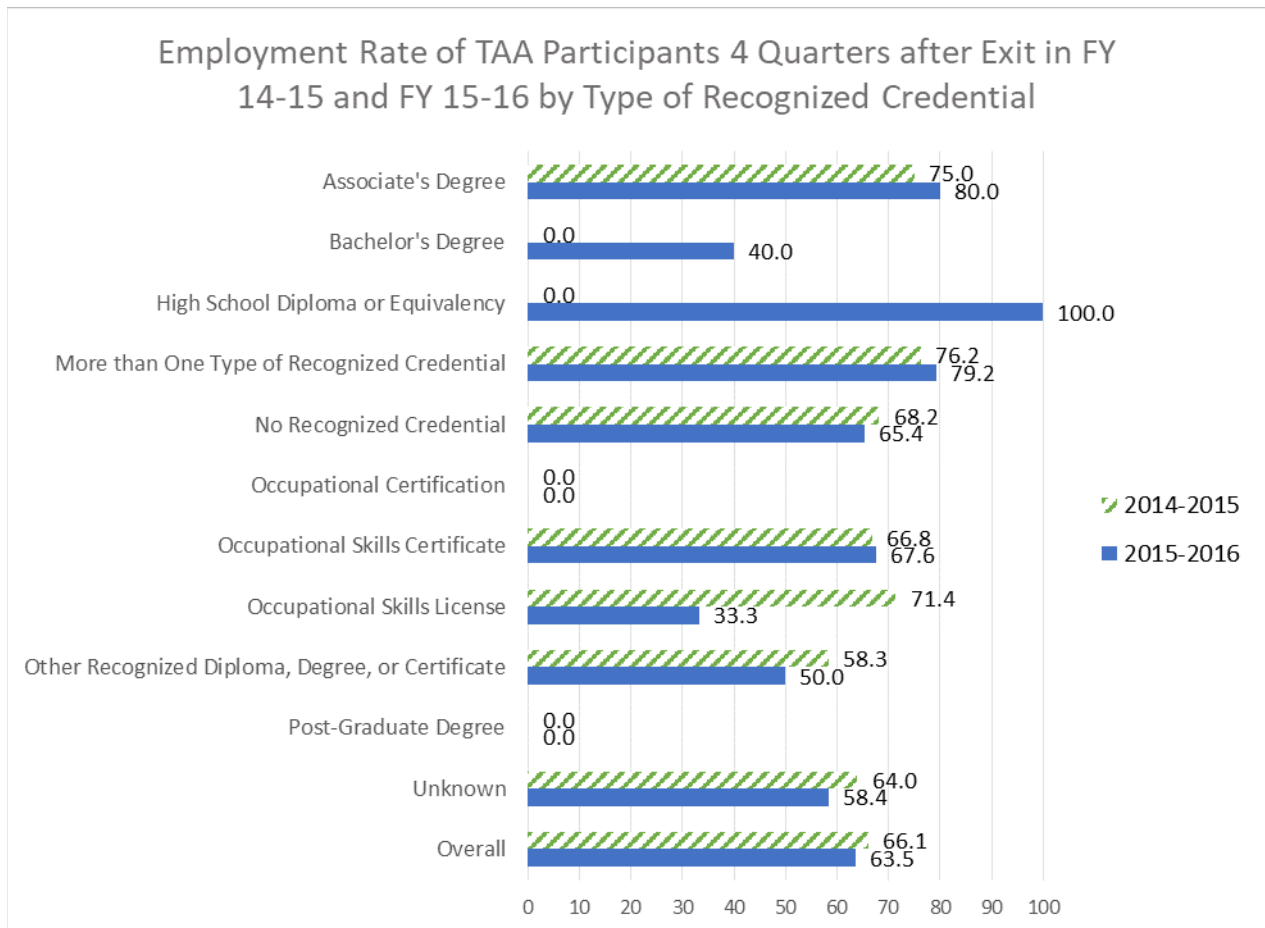
The highest rate of participant employment two quarters after exit in FY 14-15 was 75%, among those with an Associate's Degree. There was <10 individuals in this category. Similarly, in the 2nd quarter after exit in FY 15-16, the highest employment rate (100%) was among participants in a very small category (the <10 individuals to exit with a High School Degree).

Rates among the largest category of participants served, those with an occupational skills certificate, were in both years above the overall (by 0.8 percentage point in FY 14-15, and about 2 percentage points in FY 15-16).

Individuals who earned more than one credential also had rates above the average, of 66.7% after exit in FY 14-15 (about 2 percentage points above the overall) and 83.3% after exit in FY 15-16 or more than 21 percentage points above the overall.

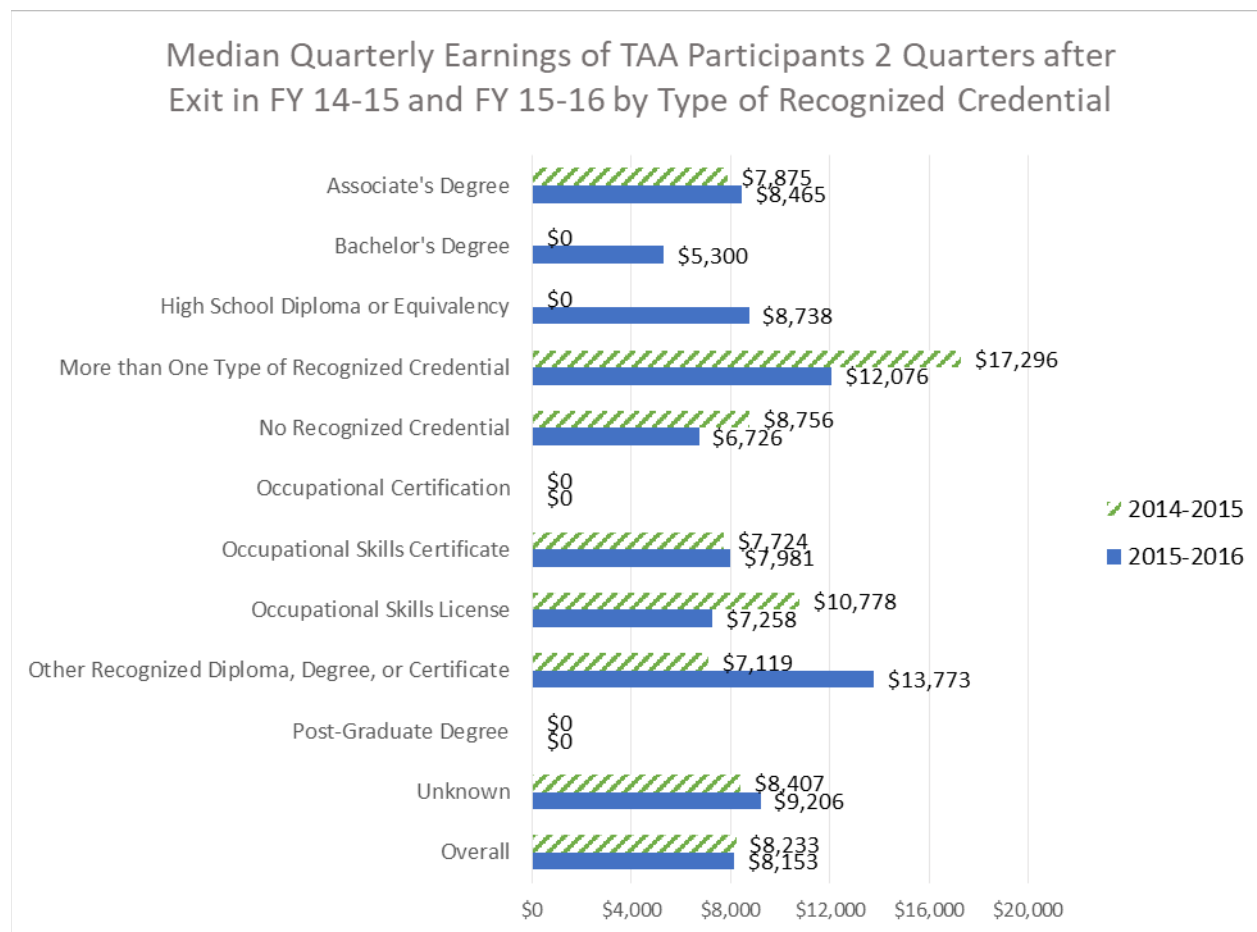
The credential category associated with lowest rate also varied year to year, and is subject to the same interpretation challenge linked to small categories. Two quarters after exit in FY 14-15, employment was lowest among participants in the “unknown” status category; at the same stage after exit in FY 15-16, individuals in the “other” category had lowest employment.

14.4.1.4 *Figure – Employment Rate of TAA Participants 4 Quarters after Exit by Type of Credential*



One year after exit, participants in TAA who earned an occupational skills certificate or more than one credential type again had rates of employment that exceeded overall rates.

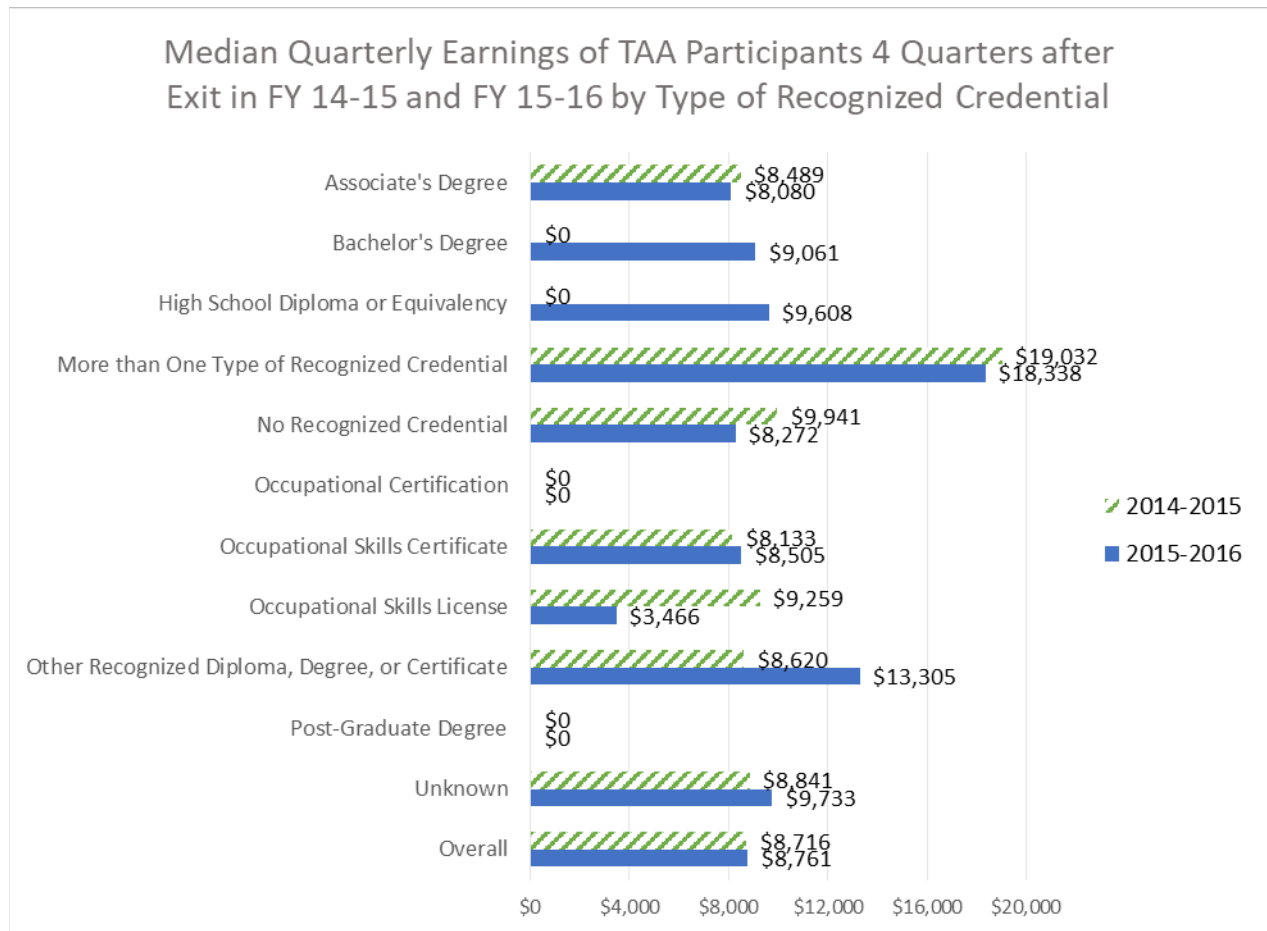
14.4.1.5 Figure – Median Quarterly Earnings of TAA Participants 2 Quarters after Exit by Credential



Two quarters after exit in FY 14-15, participants with more than one credential earned most, with earnings of \$17,296 that were 110% higher than the program-wide median. Participants in this category also had the second-highest earnings (highest went to those in the “other” category) two quarters after exit in FY 15-16, 48% higher than the program-wide rate.

Lowest earnings two quarters after exit in FY 14-15 were in the “other” category (5% lower than the program-wide median) while lowest earnings two quarters after exit in FY 15-16 were among those who earned a Bachelor’s degree, at \$5,300, or 35% less than the program-wide median.

14.4.1.6 Figure – Median Quarterly Earnings of TAA Participants 4 Quarters after Exit by Type of Credential



Participants in TAA who earned more than one type of credential had both years' highest earnings one year following exit. Earnings of participants in this category, \$19,032 four quarters after exit in FY 14-15, were more than twice the overall median; four quarters after exit in FY 15-16, these participants' earnings of \$18,338 were about 109% higher than the program-wide median.

A year after exit in FY 14-15, TAA participants receiving an occupational skills license earned least, \$8,133 or about 6% less than the program-wide median. At the same stage after exit in FY 15-16 however, earnings appeared dramatically low among individuals to have received an occupational skills license (\$3,466), or about 60% less than the overall. Yet again however, this was a very small (<10) category making generalization difficult.

14.5 Industry/Sector of Employment

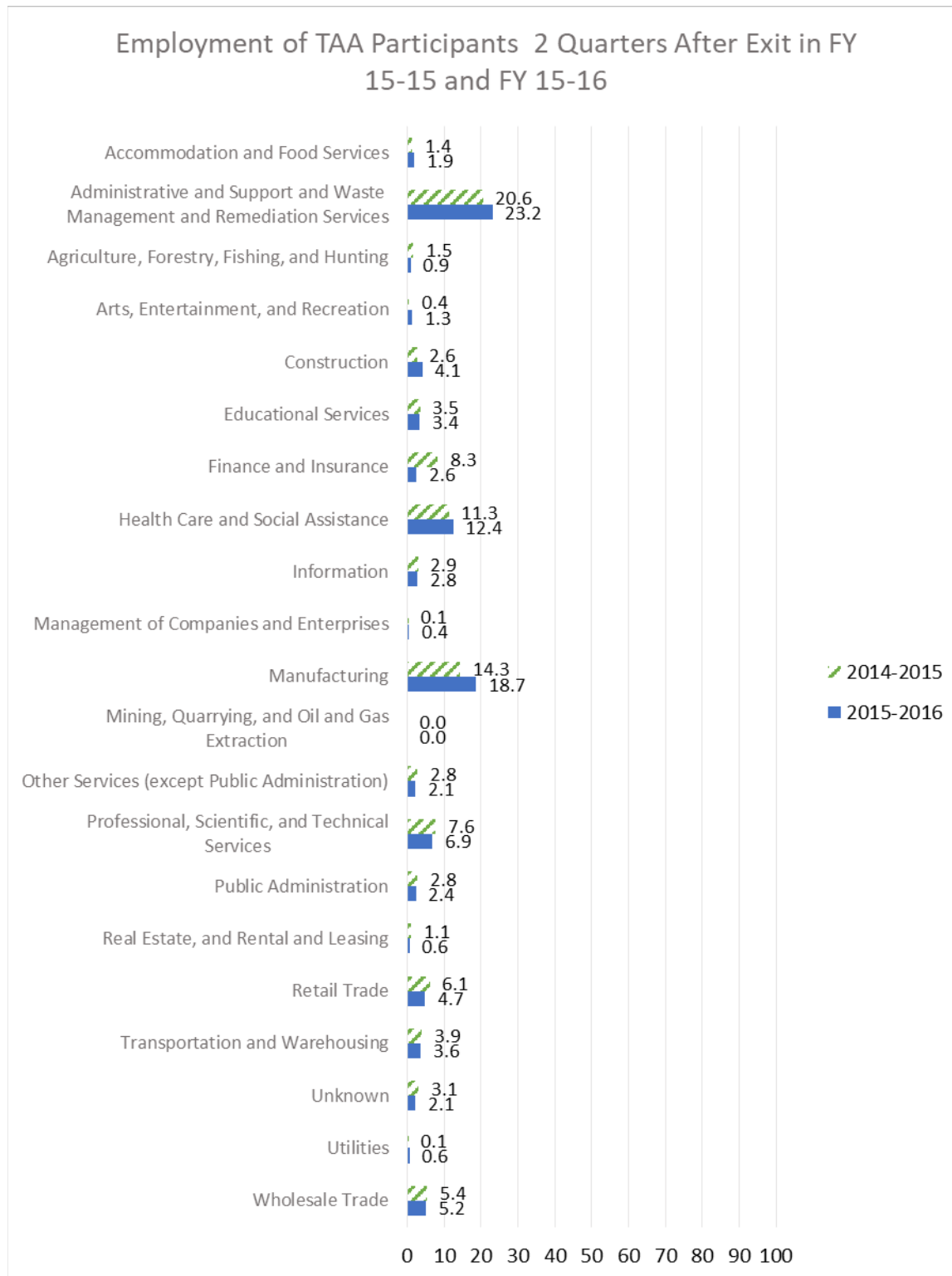
14.5.1 Industry/Sector of Employment

14.5.1.1 Table Set – Industry/Sector

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	11	1.5	\$6,651	12	1.6	\$7,899
Mining, Quarrying, and Oil and Gas Extraction	0	0.0	\$0	0	0.0	\$0
Utilities	<10	0.1	\$27,449	<10	0.3	\$15,274
Construction	19	2.6	\$8,499	19	2.6	\$8,316
Manufacturing	103	14.3	\$10,757	115	15.7	\$11,051
Wholesale Trade	39	5.4	\$9,231	38	5.2	\$8,680
Retail Trade	44	6.1	\$5,275	46	6.3	\$6,378
Transportation and Warehousing	28	3.9	\$7,984	34	4.7	\$7,126
Information	21	2.9	\$13,031	21	2.9	\$12,530
Finance and Insurance	60	8.3	\$8,819	63	8.6	\$9,330
Real Estate, and Rental and Leasing	<10	1.1	\$8,844	10	1.4	\$10,382
Professional, Scientific, and Technical Services	55	7.6	\$11,703	64	8.8	\$12,364
Management of Companies and Enterprises	<10	0.1	\$12,604	0	0.0	\$0
Administrative and Support and Waste Management and Remediation Services	148	20.6	\$7,536	123	16.8	\$8,237
Educational Services	25	3.5	\$7,724	22	3.0	\$8,510
Health Care and Social Assistance	81	11.3	\$6,469	77	10.5	\$7,085
Arts, Entertainment, and Recreation	<10	0.4	\$4,487	<10	0.4	\$5,666
Accommodation and Food Services	10	1.4	\$5,368	<10	1.2	\$5,714
Other Services (except Public Administration)	20	2.8	\$6,951	17	2.3	\$8,352
Public Administration	20	2.8	\$8,982	27	3.7	\$9,212
Other	0	0.0	\$0	0	0.0	\$0
Not Applicable	0	0.0	\$0	0	0.0	\$0
Unknown	22	3.1	\$14,091	29	4.0	\$12,735
TOTAL	719	65.0	\$8,233	731	66.1	\$8,716

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	<10	0.9	\$3,402	<10	1.0	\$5,224
Mining, Quarrying, and Oil and Gas Extraction	0	0.0	\$0	0	0.0	\$0
Utilities	<10	0.6	\$4,180	<10	0.6	\$6,258
Construction	19	4.1	\$8,743	15	3.1	\$8,910
Manufacturing	87	18.7	\$11,014	107	22.4	\$10,873
Wholesale Trade	24	5.2	\$7,783	25	5.2	\$9,692
Retail Trade	22	4.7	\$4,928	26	5.4	\$6,154
Transportation and Warehousing	17	3.6	\$7,405	21	4.4	\$8,083
Information	13	2.8	\$10,639	11	2.3	\$13,283
Finance and Insurance	12	2.6	\$8,788	11	2.3	\$9,181
Real Estate, and Rental and Leasing	<10	0.6	\$8,012	<10	1.0	\$8,424
Professional, Scientific, and Technical Services	32	6.9	\$9,099	34	7.1	\$10,066
Management of Companies and Enterprises	<10	0.4	\$7,907	<10	0.2	\$27,115
Administrative and Support and Waste Management and Remediation Services	108	23.2	\$7,518	89	18.6	\$7,752
Educational Services	16	3.4	\$6,046	14	2.9	\$6,220
Health Care and Social Assistance	58	12.4	\$5,831	61	12.8	\$6,953
Arts, Entertainment, and Recreation	<10	1.3	\$4,580	<10	0.8	\$5,620
Accommodation and Food Services	<10	1.9	\$5,084	<10	1.9	\$8,915
Other Services (except Public Administration)	10	2.1	\$5,309	10	2.1	\$5,224
Public Administration	11	2.4	\$7,933	13	2.7	\$8,633
Other	0	0.0	\$0	0	0.0	\$0
Not Applicable	0	0.0	\$0	0	0.0	\$0
Unknown	10	2.1	\$11,889	14	2.9	\$9,622
TOTAL	466	61.9	\$8,153	478	63.5	\$8,761

14.5.1.2 Figure – Employment of TAA Participants 2 Quarters after Exit by Industry/Sector



Administrative and Support and Waste Management was the largest employment sector for TAA participants, employing 20.6% of those employed after exiting TAA training in FY 14-15, and 23.2% of those employed after exit in FY 15-16.

While the sector comprises a number of different occupational categories related to both waste management and clerical business-supportive functions, the top four occupations listed by size in Bureau of Labor Statistics data include typically low-paying occupations:³ janitors (the largest occupation within this sector); laborers (including freight, stock, and material movers); and security guards.⁴

Statewide, mean quarterly earnings in this sector were \$10,046 (FY 14-15) and \$10,447 (FY 15-16), making it the fifth-lowest paying sector in the state in both years (of 23 sectors). If earnings of janitorial workers are considered alone, data for California indicates that in 2015, mean earnings of these workers were only \$29,287 annually—about \$7,300 in a quarter. The share of former TAA participants employed in this sector was far higher than sector employment statewide, just 6.5% of the total.

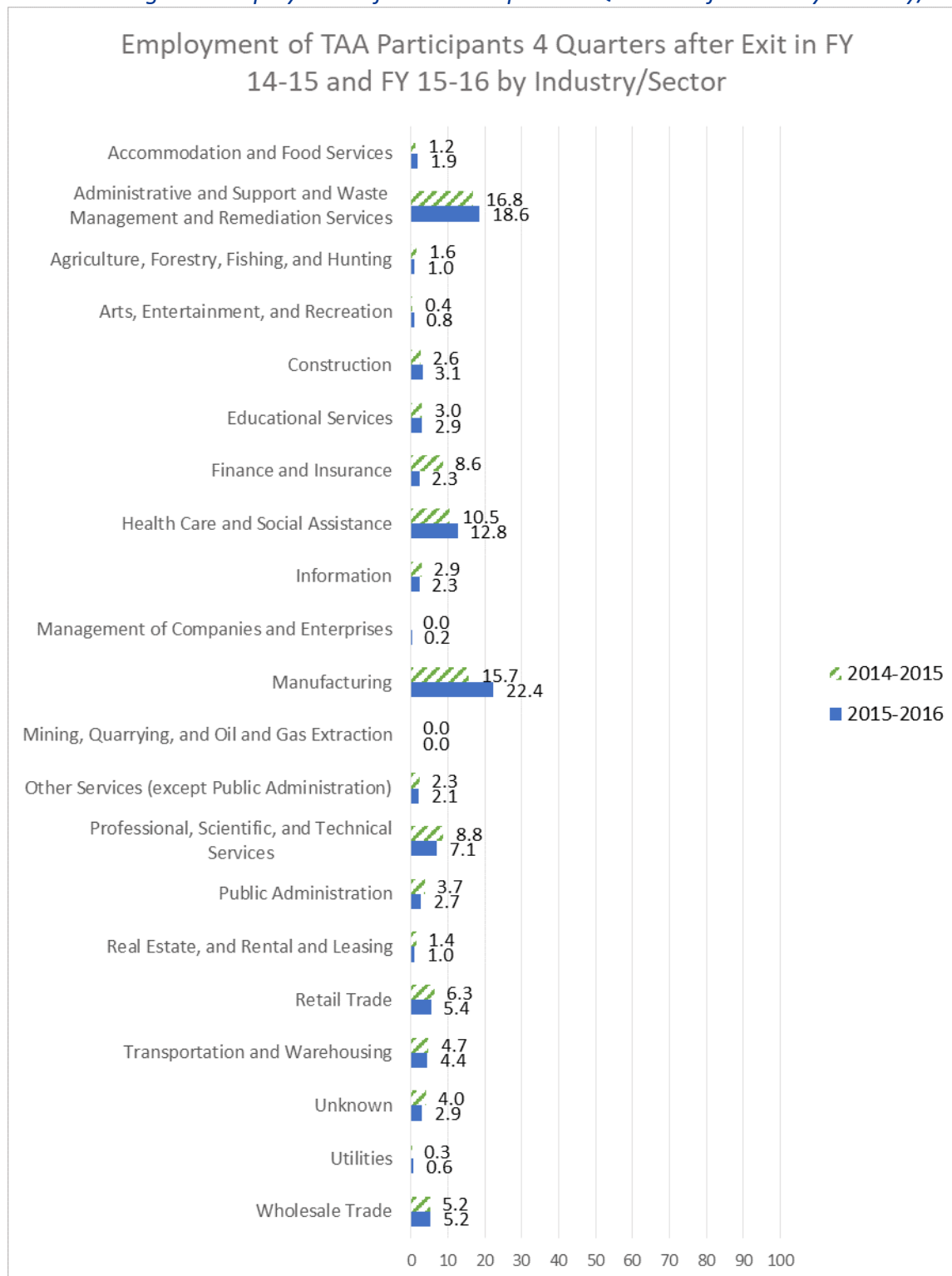
Manufacturing was also an unusually large (compared with the state as a whole) employer of participants in TAA, likely reflecting TAA's mandate to serve workers in competition-threatened sectors. Manufacturing was the employment sector of 14.3% of TAA participants with earnings from two quarters after exit in FY 14-15, and of 18.7% of the same population after exit in FY 15-16. In comparison, manufacturing employed just under 8% percent of working Californians in FY 14-15 and FY 15-16.

Management, utilities, and mining, quarrying and oil and gas extraction each employed less than one percent of former participants in TAA to exit in either year. All three are small employment sectors in the state as a whole.

³ Exceptions exist. See, as a key example, a [synopsis of the work of the Building Skills Partnership](#) to upskill and improve conditions and pay of janitorial workers through credentialing and training, worker voice, and coordination with employers.

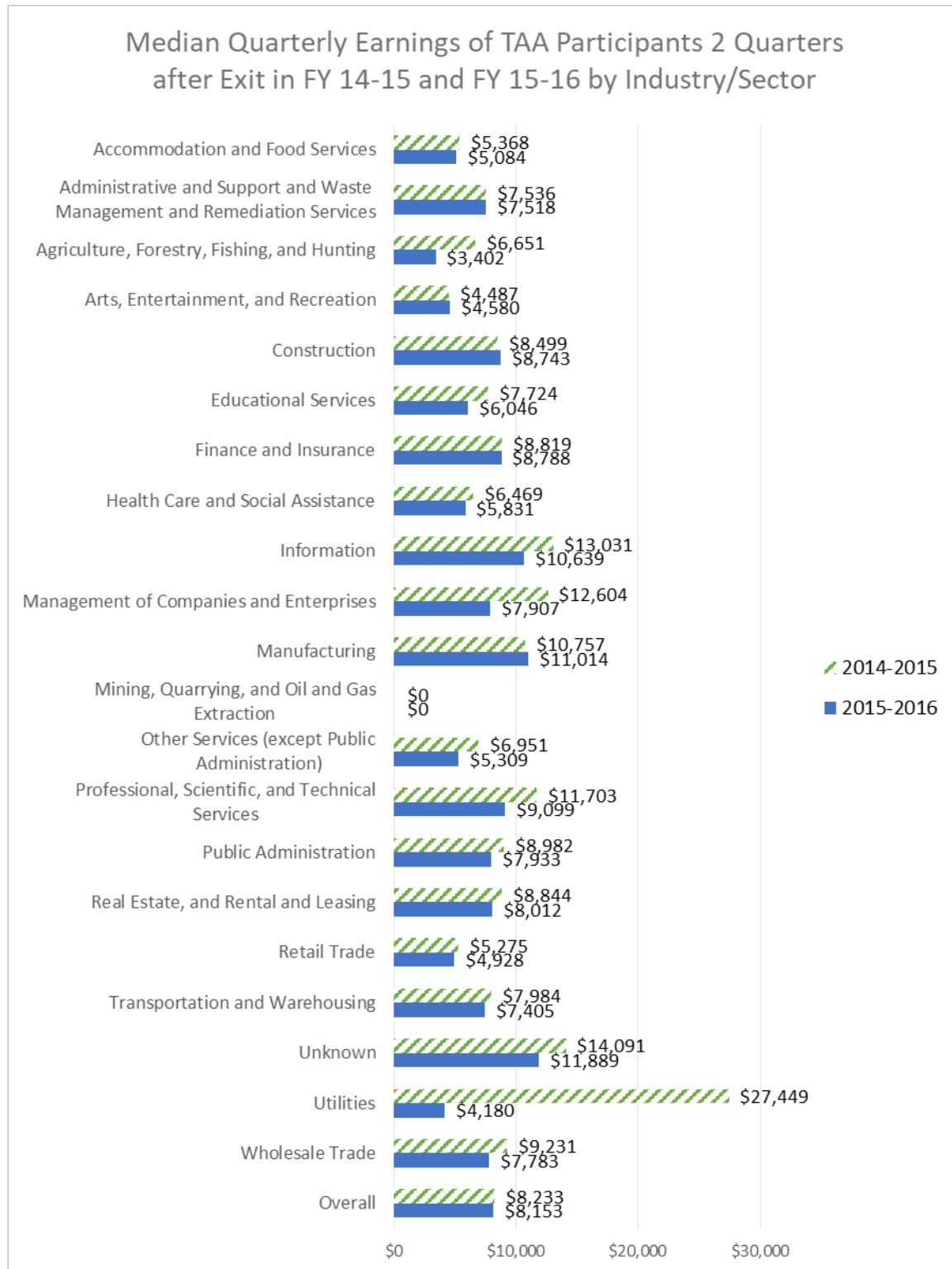
⁴ "[Administrative and Support and Waste Management and Remediation Services: NAICS 56.](#)" U.S. Bureau of Labor Statistics.

14.5.1.3 Figure – Employment of TAA Participants 4 Quarters after Exit by Industry/Sector



The share of TAA participants working in manufacturing was higher a year after exit in both years than it was in the second quarter after exit. One year after exit in FY 14-15, manufacturing employed 15.7% of all wage-earning TAA participants, closer to the share (16.8%) working in the administrative and support sector; at the same stage after exit in FY 15-16, manufacturing employed the largest share, 22.4%. Besides the general observation that TAA participants' concentration in manufacturing is expected given program design, it is not known what accounts for greater concentration at Q4 compared with Q2 post-exit. It is possible (although unknown) that it may reflect larger numbers of TAA participants finding work in their trained-for field at this later stage following exit.

14.5.1.4 Figure – Median Quarterly Earnings of TAA Participants 2 Quarters after Exit by Industry/Sector



Small participant categories make it difficult to generalize on the basis of sector earnings. With that caveat in mind: highest earnings from the second quarter after exit in FY 14-15 were found among those employed in the utilities sector, of \$27,449. These earnings were over 200% higher than the overall median. The utilities sector is a high-paying sector in the state as a whole, with average statewide quarterly earnings in the same year of \$29,981.

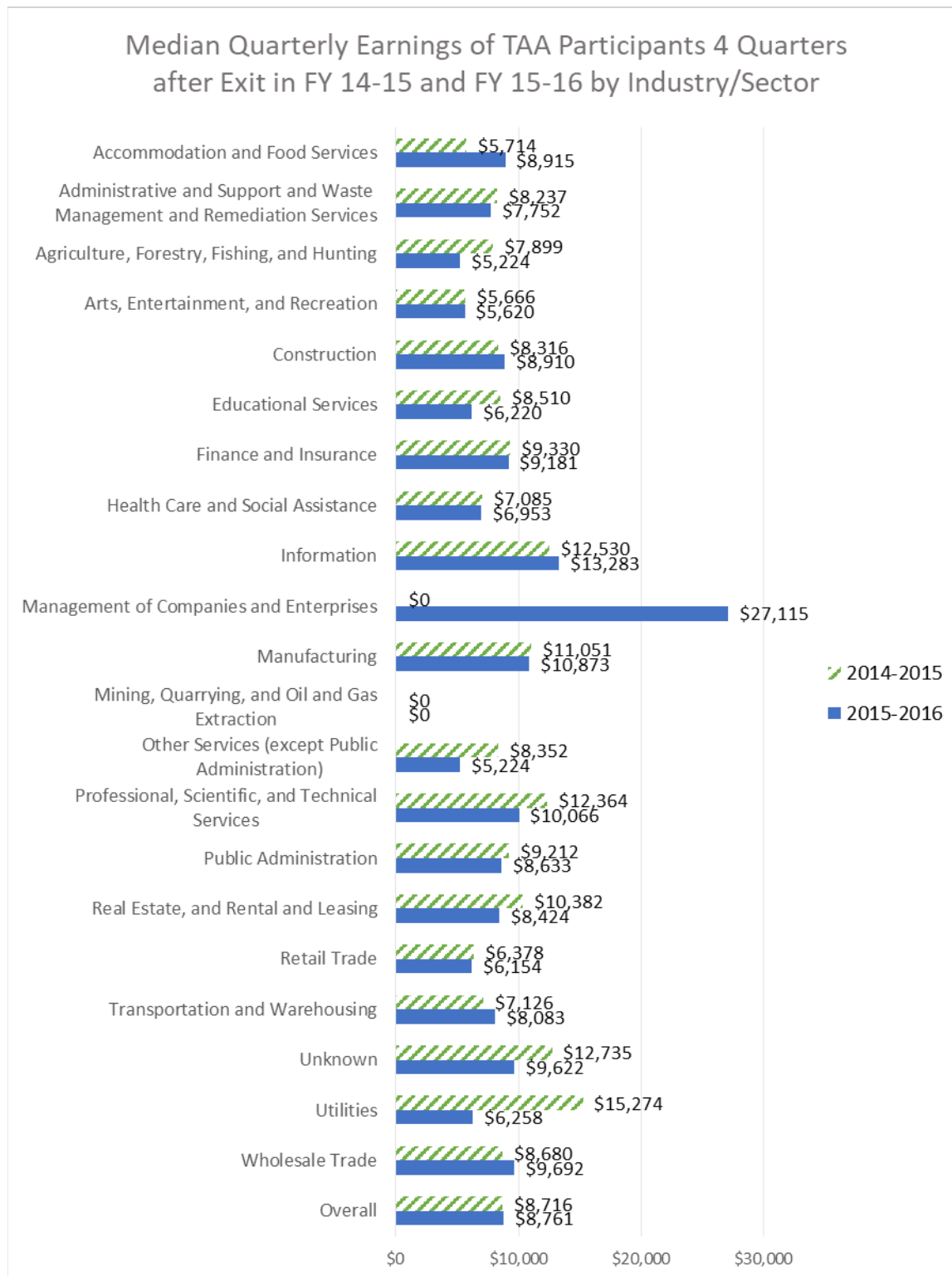
Highest earnings two quarters after exit in FY 15-16 (excluding those employed in an unknown sector) were found among those employed in manufacturing, at the far more modest level of \$11,014 in the quarter. Unlike utilities however, this sector employed a sizable share of TAA participants who were working at this stage. Earnings in this sector were 35% higher than the program-wide median.

While low compared to the statewide sector average, \$20,709, it must be remembered that this figure is an average based on all sector workers—including pay of managers and highly-skilled advanced workers.

Lowest-paying sectors for TAA participants were, following exit in FY 14-15, arts, entertainment and recreation (\$4,487) and retail (\$5,275). Retail is a low-paying sector across the state as a whole, while the arts and entertainment sector contains a number of lower-paying occupations (such as theme park workers) which likely explains low sector pay seen here.

Outcomes appeared somewhat different two quarters after exit in FY 15-16, with agriculture, forestry, fishing and hunting (\$3,402) and utilities (\$4,180) paying least. While in the case of the former, sector pay as a whole is low (likely reflecting concentration of farm laborers as a sector occupation), the latter may be impacted by very small (<10) category size.

14.5.1.5 Figure – Median Quarterly Earnings of TAA Participants 4 Quarters after Exit by Industry/Sector



Outcomes for TAA participants to exit in FY 14-15 appeared similar at the fourth quarter after exit, compared with second-quarter outcomes.

Of TAA participants to exit in FY 15-16, the small numbers of participants employed in management (\$27,115) and information (\$13,283) had highest earnings. Earnings of the much larger group of participants employed in manufacturing were third-highest at \$10,873.

14.6 Quarterly Earnings

14.6.1 Quarterly Earnings

14.6.1.1 Table Set – Quarterly Earnings

FY 2014-2015					
Quarter After Exit	Minimum Earnings	Lower Quartile	Median Earnings	Upper Quartile	Maximum Earnings
Second	\$28	\$5,395	\$8,233	\$11,799	\$21,406
Fourth	\$0	\$6,166	\$8,716	\$12,383	\$21,708

FY 2015-2016					
Quarter After Exit	Minimum Earnings	Lower Quartile	Median Earnings	Upper Quartile	Maximum Earnings
Second	\$39	\$4,887	\$8,153	\$11,877	\$22,362
Fourth	\$2	\$6,001	\$8,761	\$12,514	\$22,284

14.6.1.2 *Figure – Median Quarterly Earnings of TAA Participants 2 Quarters after Program Exit*

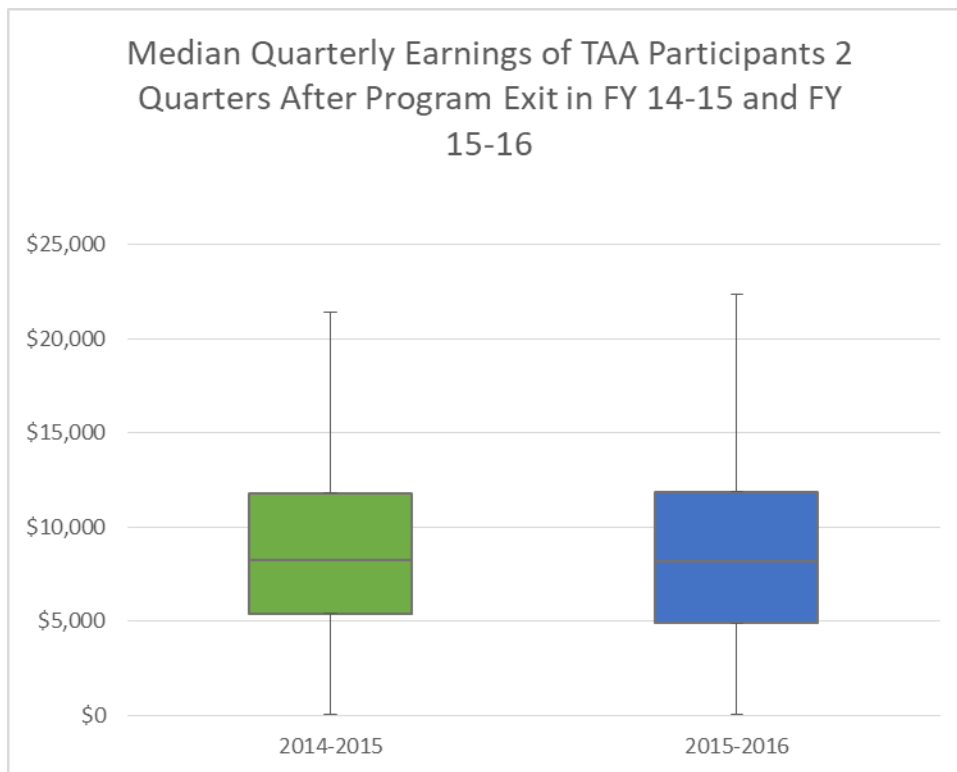


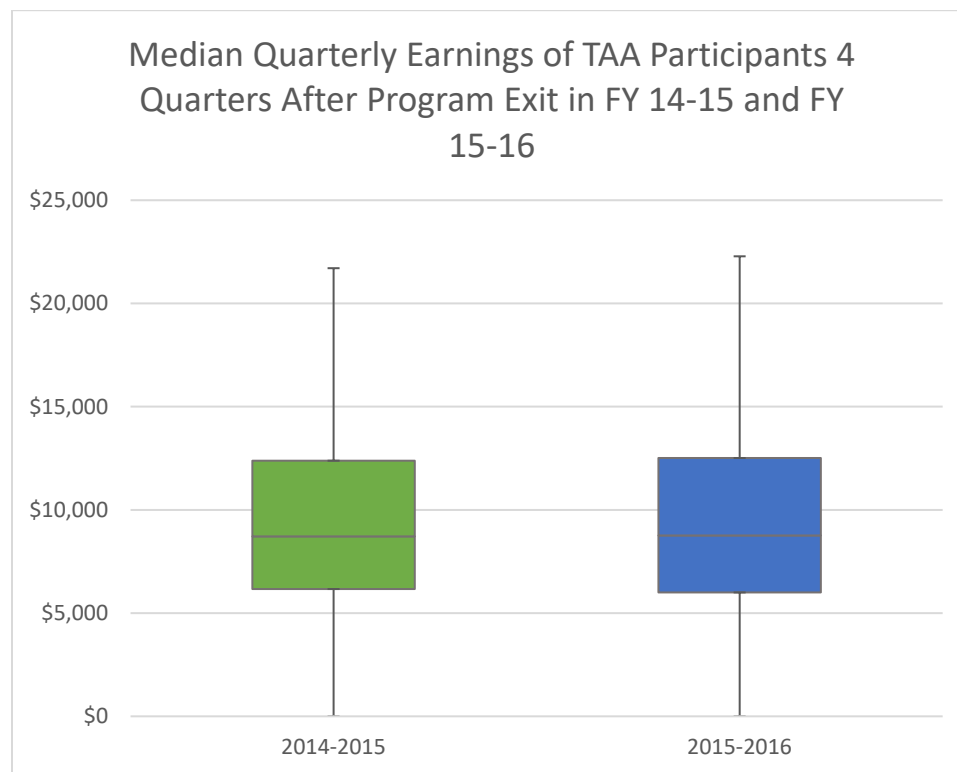
Figure 14.6.1.2 is a box-and-whisker plot showing TAA participant earnings from the second quarter following exit. A box-and-whisker plot shows the dispersion of the middle 50% of earnings (the area in the box), while “whiskers” are drawn to highest and lowest individual values within a predetermined set of limits meant to ensure that extreme data points (outliers) are excluded from display of general trends.

Two quarters after exit from TAA in FY 14-15, earnings of the middle 50% of wage-earners were in a range between \$5,395 and \$11,799, with a median of \$8,233.

At the same stage after exit in FY 15-16, the middle 50% of earnings were in a similar range between \$4,887 and \$11,877, with a median of \$8,153.

Earnings in the upper half of the distribution were more widely dispersed compared with the lower half, which was more compressed. This is a common pattern in wage data.

14.6.1.3 *Figure – Median Quarterly Earnings of TAA Participants 4 Quarters after Program Exit*



The middle 50% of earnings were higher at the fourth quarter after exit in both fiscal years, but had similar spread as in the second quarter after exit. Four quarters after exit in FY 14-15, the middle 50% of earnings ranged from \$6,166 to \$12,383, with a median of \$8,716. Four quarters after exit in FY 15-16, earnings in the mid-range were from \$6,001 to \$12,514, with a median of \$8,761.

14.7 Program Performance

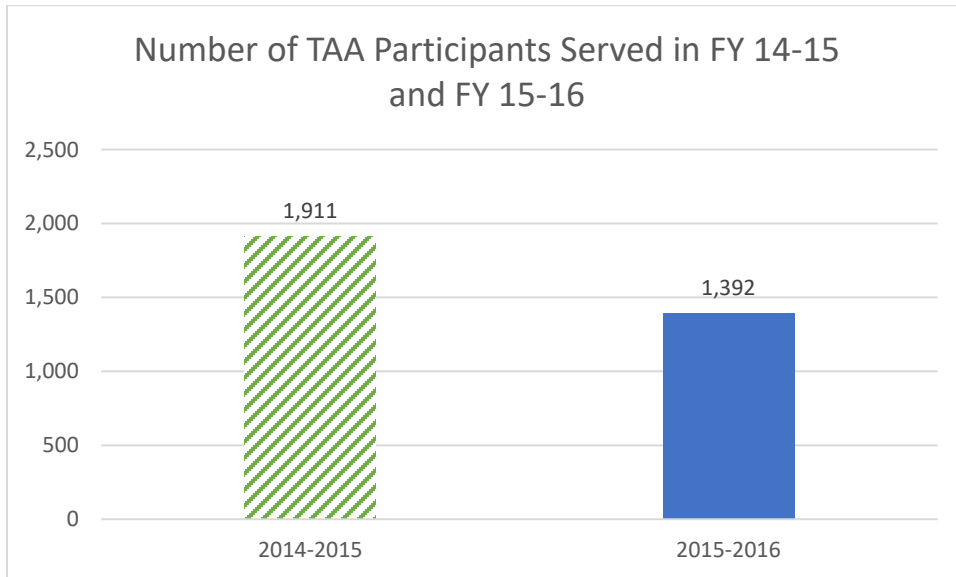
14.7.1 Program Performance

14.7.1.1 Table Set – Program Performance

FY 2014-2015											
Program	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
WIOA TAA	1,911	1,106	509	719	65.0	\$8,233	360	32.5	731	66.1	\$8,716

FY 2015-2016											
Program	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
WIOA TAA	1,392	753	336	466	61.9	\$8,153	213	28.3	478	63.5	\$8,761

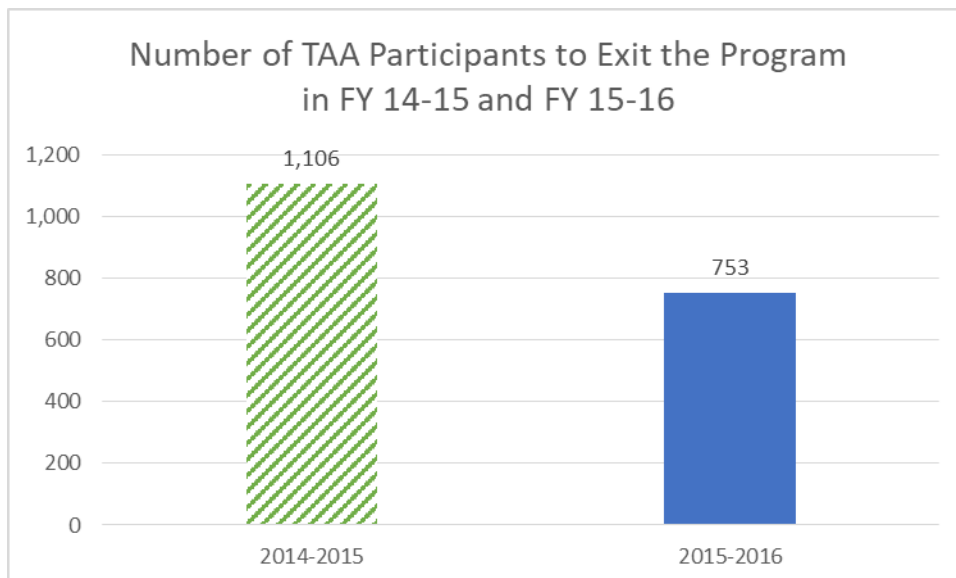
14.7.1.2 Figure – Number of TAA Participants Served



The TAA program served 1,911 participants in California in FY 14-15, and 1,392 in FY 15-16.

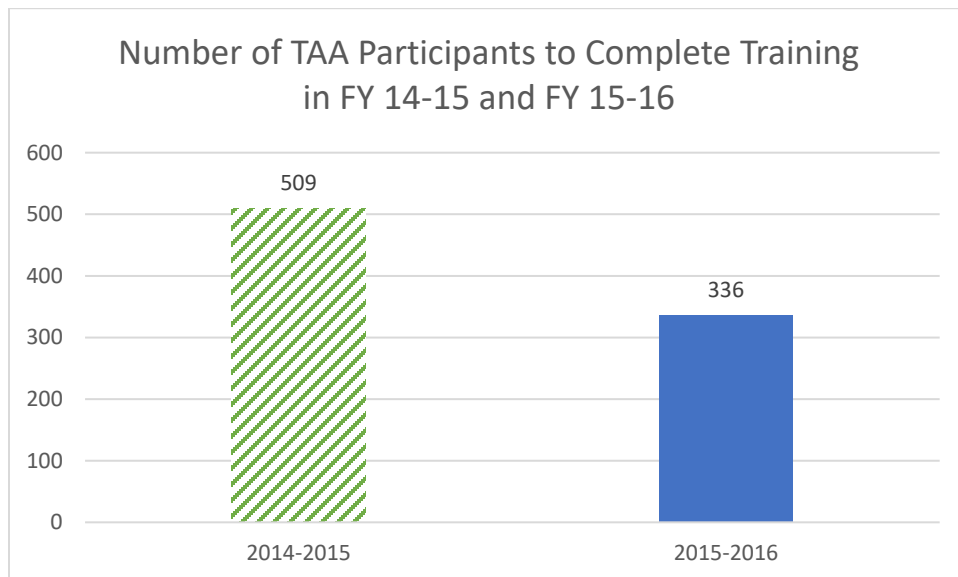
This difference may be due to what was an atypically large participant pool in FY 14-15 caused by the carryover of clients that were laid off by New United Motors Manufacturing Inc. (NUMMI). Most of these clients were exited prior to FY 2015-2016. As a result, the data from FY 14-15 to FY 15-16 dramatically changed.

14.7.1.3 Figure – Number of TAA Participants to Exit Program



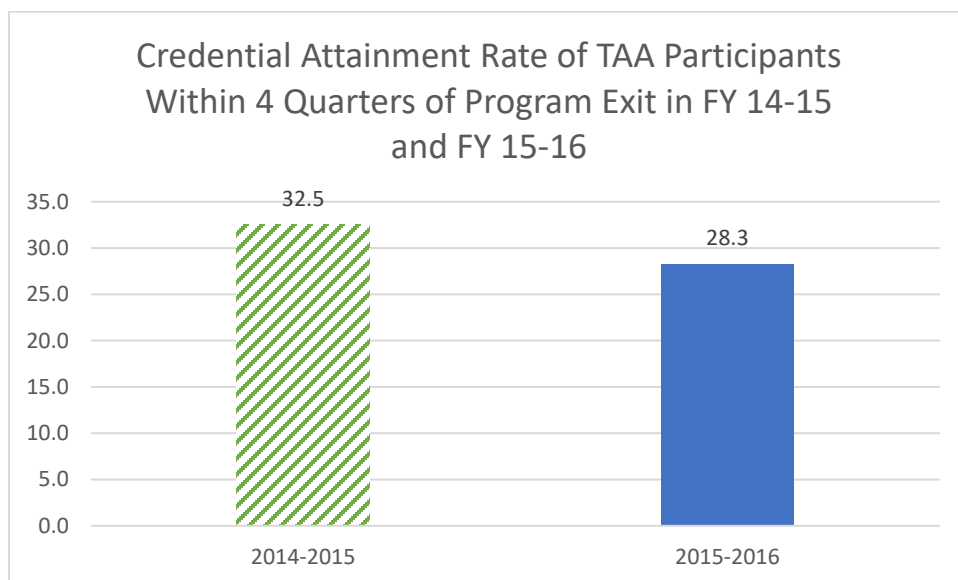
In FY 14-15, 1,106 individuals exited from TAA, compared with 753 in FY 15-16.

14.7.1.4 Figure – Number of TAA Participants to Complete Training



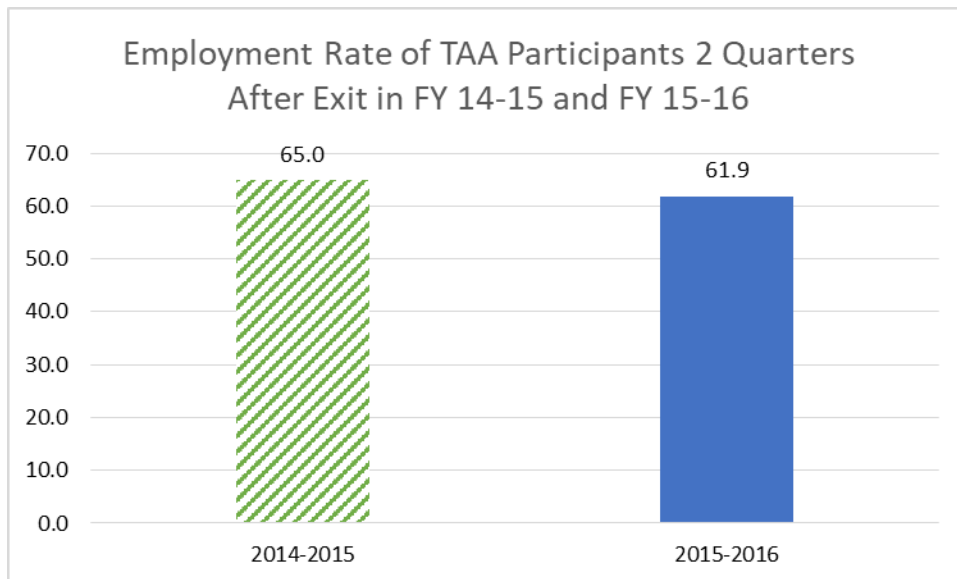
Five hundred and nine individuals completed TAA training during FY 14-15, as did 336 during FY 15-16.

14.7.1.5 Figure – Credential Attainment Rate of TAA Participants Within 4 Quarters of Program Exit



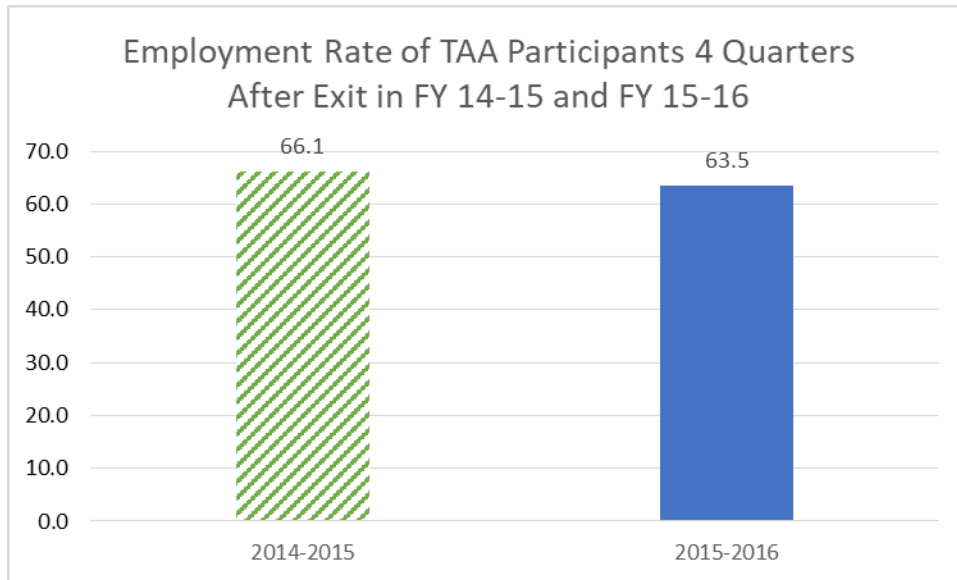
Among participants to exit in FY 14-15, 32.5% earned a recognized credential within one year of exit. Of participants to exit in FY 15-16, 28.3%, earned a recognized credential.

14.7.1.6 Figure – Employment Rate of TAA Participants 2 Quarters After Program Exit



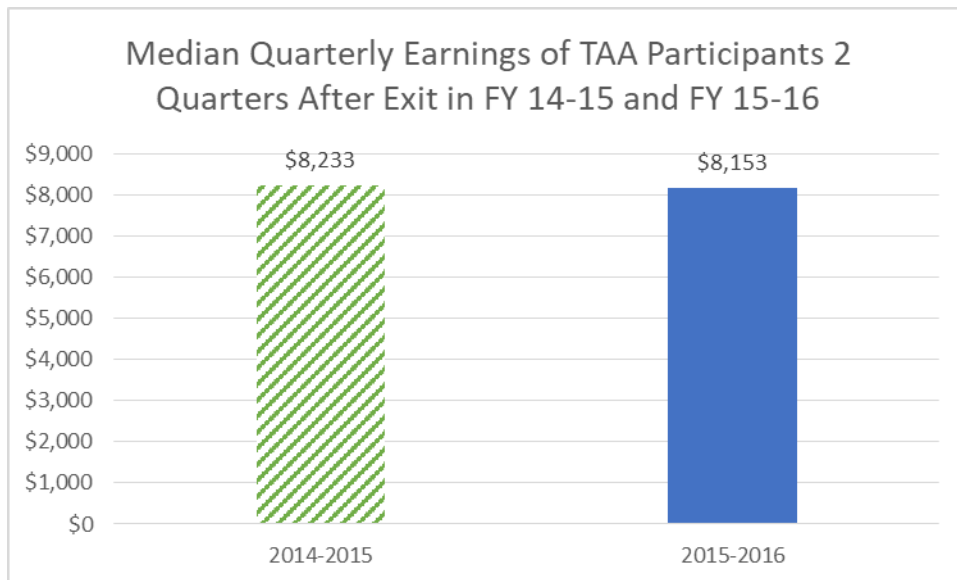
Sixty-five percent of participants in TAA were employed in the second quarter after exit in FY 14-15, as were 61.9% of participants two quarters after exit in FY 15-16.

14.7.1.7 Figure – Employment Rate of TAA Participants 4 Quarters After Program Exit



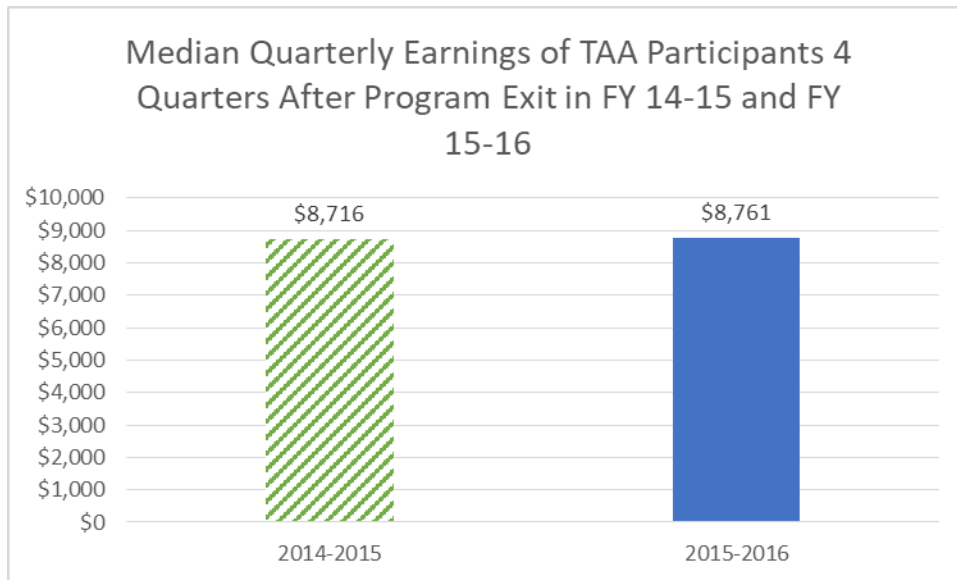
Employment rates were slightly higher a year after exit in both years, 66.1% in the fourth quarter after exit in FY 14-15, and 63.5% in the fourth quarter after exit in FY 15-16.

14.7.1.8 Figure – Median Quarterly Earnings of TAA Participants 2 Quarters After Program Exit



Median earnings of TAA participants were similar in the second quarter after exit in both fiscal years, at \$8,233 in the second quarter after exit in FY 14-15, and \$8,153 in the second quarter after exit in FY 15-16.

14.7.1.9 *Figure – Median Quarterly Earnings of TAA Participants 4 Quarters After Program Exit*



Four quarters after exit in FY 14-15, median earnings of participants in TAA were \$8,716. Four quarters after exit in FY 15-16, participant median earnings were \$8,761.