



CAAL-Skills Workforce Metrics Dashboard Report 2022

Chapter 6: Employment Development Department (EDD) – Workforce Innovation and Opportunity Act (WIOA) Title 1 Program - Dislocated Worker

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.

The production of this report would not have been possible without the ongoing support and participation of the CAAL-Skills partner agencies and the diligent work of the Employment Development Department (EDD) Labor Market Information Division.

This document can be found on the CWDB's website at cwdb.ca.gov

California Workforce Development Board
800 Capitol Mall, Suite 1022
Sacramento, CA 95814
T: 916-657-1440
F: 916-657-1377

Table of Contents

6	California Employment Development Department (EDD) – Workforce Innovation and Opportunity Act (WIOA) Title 1 Program – Dislocated Workers	1
6.1	Participant Demographics	4
6.1.1	Participant Ethnicity	4
6.1.2	Participant Ethnicity	5
6.1.3	Participant Race	13
6.1.4	Participant Sex / Gender	22
6.1.5	Participant Age Group at Entry	31
6.1.6	Participant Veteran Status	40
6.1.7	Training Completion Status.....	48
6.1.8	Type of Recognized Credential.....	55
6.1.9	Industry / Sector of Employment.....	63
6.1.10	Quarterly Earnings	74
6.1.11	Program Performance.....	78

6 California Employment Development Department (EDD) – Workforce Innovation and Opportunity Act (WIOA) Title 1 Program – Dislocated Workers

Program Overview

The Dislocated Worker (DW) program is designed to provide quality employment and training services to individuals who have been terminated from their last employment and are unlikely to return to their previous industry or occupation. Displaced homemakers, self-employed individuals, and the spouse of a member of the Armed Forces on active duty may also qualify for dislocated worker services. Adults and dislocated workers are provided with employment related services, training, education, and other programs and services through locally based America’s Job Center of CaliforniaSM (AJCC) locations. While WIOA requires AJCCs to provide specific services, Local Workforce Development Areas (Local Areas) may design programs and provide services that reflect the unique needs of their area. AJCCs use varied strategies in providing the appropriate services to meet the needs of their customers:

- Basic Career Services may include eligibility determinations, labor market information, initial assessment of skill levels, and job search and placement assistance.¹
- Individualized Career Services may include comprehensive and specialized assessments, diagnostic testing, in-depth interviewing and evaluation, individual or group counseling, career planning, and workforce preparation activities.
- Training Services may include occupational skills training, on-the-job training, and incumbent worker training. Individual Training Accounts are established to finance training from an approved list of eligible providers.²

(For a description of parallel service types under WIA, and the treatment of categories in the present Title I data, please see the discussion in the introductory section of the chapter on the Title I Adult program).

While service types in the Title I DW program are identical to Adult program categories, the differentiating factor is the target population: Adult services are open to all individuals over the age of 18, with receipt of services prioritized according to stated need- and equity-based criteria (the “priority of service” criteria).

¹ Data in the report do not count individuals who only accessed self-services (e.g., using reading room materials in an AJCC) as “participants”. To be included in program data in this report, a participant must have received at least one staff-assisted service.

² For an overview, see: Employment Development Department. Workforce Opportunity and Innovation Act – Fact Sheet. https://www.edd.ca.gov/pdf_pub_ctr/de8714g.pdf

The DW program, on the other hand, is specifically intended to assist those who have lost their employment for various reasons (as noted above).

More specifically, eligibility extends to an individual who:

- A. (i) has been terminated or laid off, or who has received a notice of termination or layoff, from employment; (ii)(I) is eligible for or has exhausted entitlement to unemployment compensation; or (II) has been employed for a duration sufficient to demonstrate, to the appropriate entity at a one-stop center referred to in section 121(e), attachment to the workforce, but is not eligible for unemployment compensation due to insufficient earnings or having performed services for an employer that were not covered under a State unemployment compensation law; and (iii) is unlikely to return to a previous industry or occupation;
- B. (i) has been terminated or laid off, or has received a notice of termination or layoff, from employment as a result of any permanent closure of, or any substantial layoff at, a plant, facility, or enterprise; (ii) is employed at a facility at which the employer has made a general announcement that such facility will close within 180 days; or (iii) for purposes of eligibility to receive services other than training services described in section 134(c)(3), career services described in section 134(c)(2)(A)(xii), or supportive services, is employed at a facility at which the employer has made a general announcement that such facility will close;
- C. Was self-employed (including employment as a farmer, a rancher, or a fisherman) but is unemployed as a result of general economic conditions in the community in which the individual resides or because of natural disasters;
- D. Is a displaced homemaker; or
- E. (i) is the spouse of a member of the Armed Forces on active duty (as defined in section 101(d)(1) of title 10, United States Code), and who has experienced a loss of employment as a direct result of relocation to accommodate a permanent change in duty station of such member; or (ii) is the spouse of a member of the Armed Forces on active duty and who meets the criteria described in paragraph (16)(B).³

In the DW program, priority of service requirements (apart from priority given to veterans) are not applied.⁴

³ See also 20CFR 680.130.

⁴ See 20 CFR 680.10 (“Does the statutory priority for use of adult funds also apply to dislocated worker funds?”).

Participant Definition – An individual who has received services under the WIOA Title I DW program, within the reported fiscal years.

Eligibility Criteria & Participant Characteristics – As noted above, the DW program is designed to provide quality employment and training services to individuals who have been terminated from their last employment and are unlikely to return to their previous industry or occupation. Displaced homemakers, self-employed individuals, and the spouse of a member of the Armed Forces on active duty may also qualify for DW services.⁵

Exit Definition – If the participant has not scheduled services for 90 days, the participant is considered exited. The date recorded is back dated 90 days.

Exit Date – If the participant has not been scheduled services for 90 days, the participant is considered exited. The date recorded is back dated 90 days. Program exit dates are system generated, unless the exit is an “exclusionary exit” (“hard” exit). The exit date for “exclusionary exits” are created by EDD staff. Hard or exclusionary exit is manually entered by staff if the individual meets one of the following categories, and is expected to meet the category for at least 90 days. Its purpose is to remove (“exclude”) the individual from the denominator used to measure program performance, based on determination that the individual left the program due to circumstances beyond their control and/or the control of the program.⁶

Completion Definition – Training completion means completion of training services. Note that completion is reported only for those Title I participants who were enrolled in training services during the fiscal year in question; “completion” does not pertain to, and is not reported for, participants who were enrolled in career services only⁷.

Relevant changes from WIA to WIOA affecting the DW program include:

Adult-DW Funds Transferability:

- Under a waiver to WIA Section 133(b)(4) that was in place in the final fiscal year of WIA, FY 14-15, local areas were able to transfer up to 50% between Adult and Dislocated WorkerDW program funds.⁸
- With enactment of WIOA, local areas became free to transfer up to 100% between these two funding pools.

⁵ [Ibid.](#)

⁶ Reasons include: because the participant was institutionalized; left for personal or family member medical reasons; was called to active duty; or became deceased. For youth participants, reasons also include movement from the area in the context of being a foster youth or in another mandated program.

⁷ Supportive services can, under both WIA and WIOA, only be received as an adjunct to either career or training services.

⁸ WSD 15-09 https://www.edd.ca.gov/Jobs_and_Training/pubs/wsd15-09.pdf

- It is possible that the change in funding use requirements between the two fiscal years of the report may have affected outcomes (e.g., if decisions about the type of services provided to individuals, or whom to serve, were affected by availability of funds).

(Please see introductory discussion in Title I Adult program chapter for a discussion of data reporting changes from WIA to WIOA, and their potential impact on reported outcomes).

6.1 Participant Demographics

6.1.1 Participant Ethnicity

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.

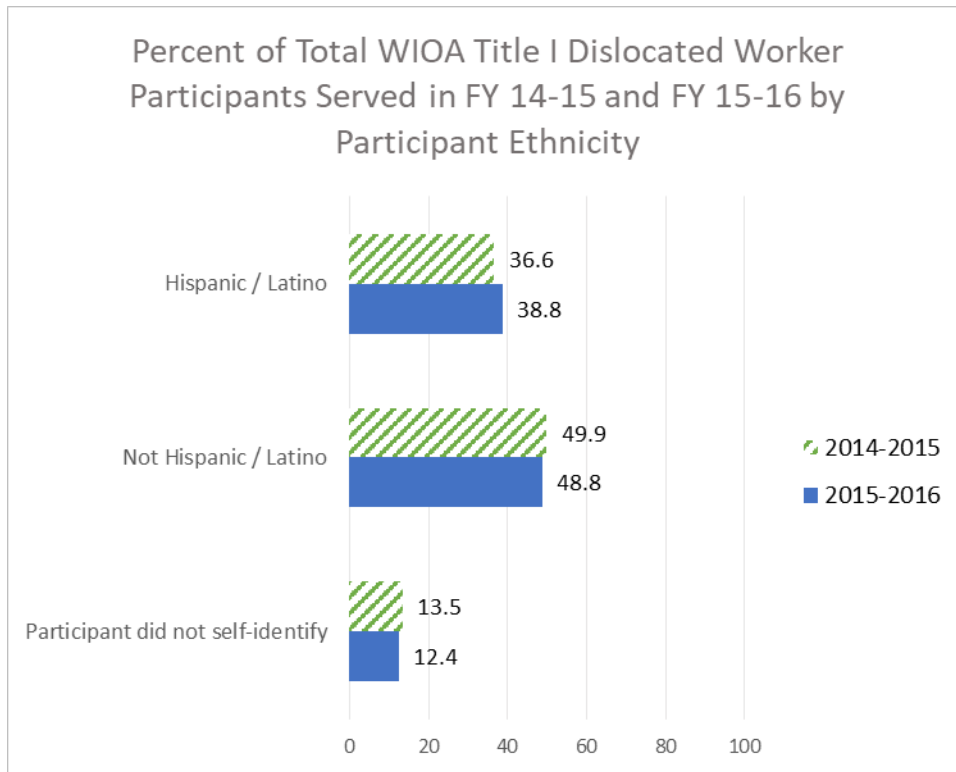
6.1.2 Participant Ethnicity

6.1.2.1 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	12,368	8,011	1,786	5,827	72.7	\$6,656	1,176	14.7	5,717	71.4	\$7,365
Not Hispanic / Latino	16,874	10,362	2,266	7,007	67.6	\$7,857	1,484	14.3	7,016	67.7	\$8,540
Participant did not self-identify	4,560	2,816	558	1,843	65.4	\$7,820	351	12.5	1,808	64.2	\$8,615
TOTAL	33,802	21,189	4,610	14,677	69.3	\$7,282	3,011	14.2	14,541	68.6	\$7,953

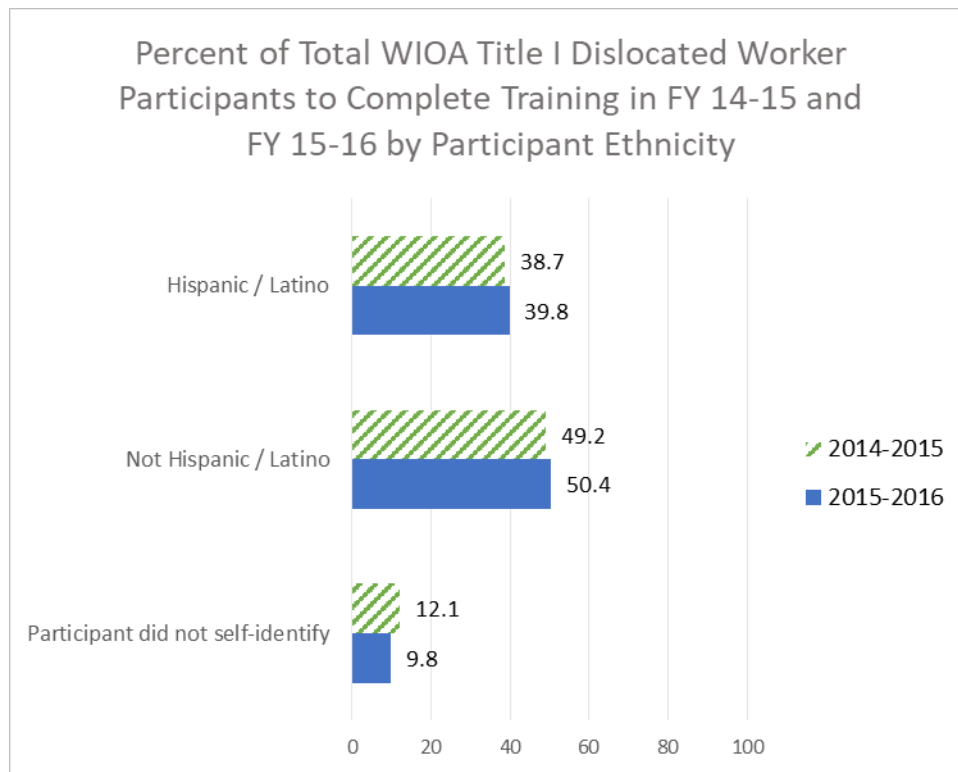
FY 2015-2016											
Participant Ethnicity	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
Hispanic / Latino	13,034	9,536	1,927	6,985	73.2	\$6,895	1,345	14.1	6,936	72.7	\$7,430
Not Hispanic / Latino	16,384	11,513	2,440	7,840	68.1	\$8,198	1,613	14.0	7,830	68.0	\$8,811
Participant did not self-identify	4,172	2,879	475	1,939	67.3	\$8,012	341	11.8	1,950	67.7	\$8,474
TOTAL	33,590	23,928	4,842	16,764	70.1	\$7,522	3,299	13.8	16,716	69.9	\$8,091

6.1.2.2 Figure – Percent of Total WIOA Title I Dislocated Worker Participants Served in FY 14-15 and FY 15-16 by Participant Ethnicity



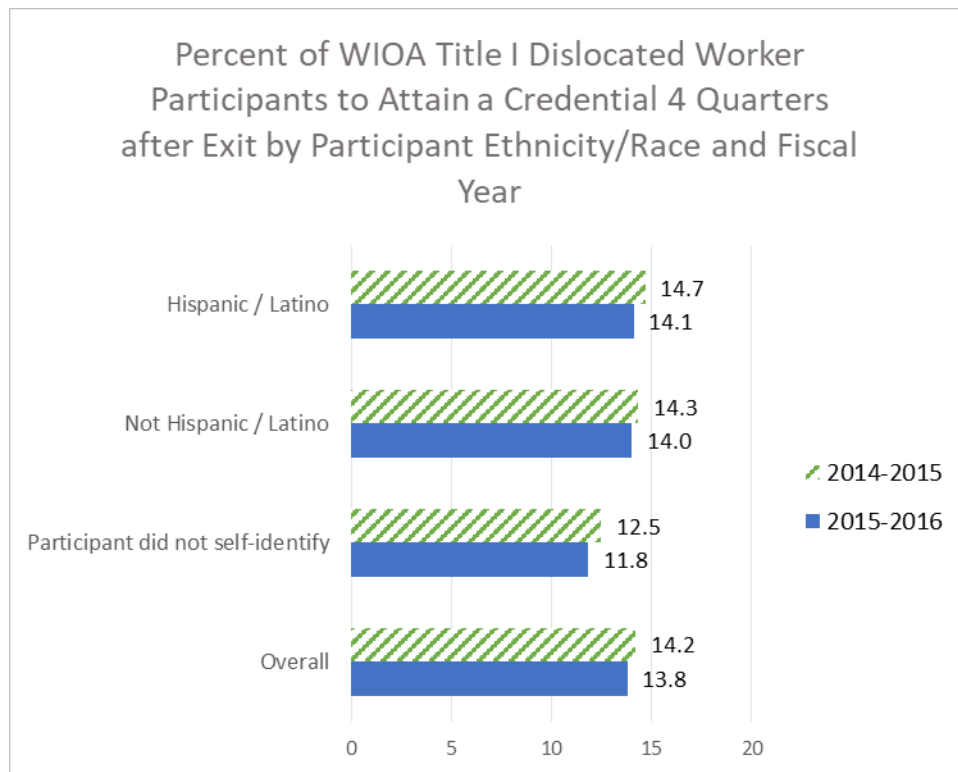
The percentage of all participants who were Hispanic or Latino was close to labor force shares in both years, 36.6% (identical to labor force share) in FY 14-15 and 38.8% or about 3 percentage points higher than the Hispanic/Latino share of the labor force in FY 15-16.

6.1.2.3 Figure – Percent of Total WIOA Title I Dislocated Worker Participants to Complete Training in FY 14-15 and FY 15-16 by Participant Ethnicity



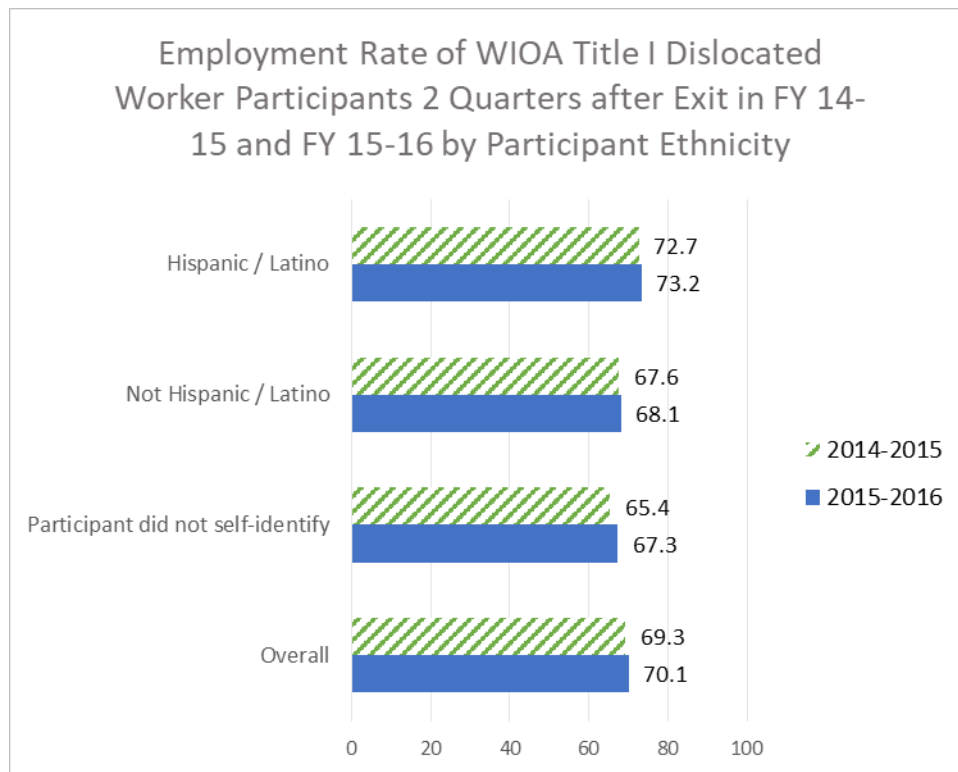
The distribution of training completions by ethnicity was also similar to shares of enrollments and exits, with 38.7% of all participants to complete training in FY 14-15 and 39.8% in FY 15-16 of Hispanic or Latino origin.

6.1.2.4 Figure – Percent of WIOA Title I Dislocated Worker Participants to Attain a Credential 4 Quarters after Exit by Participant Ethnicity/Race and Fiscal Year



Rates of credential attainment within a year of exit were similar among Hispanic/Latino and non-Hispanic participants to exit. Within a year of exit in FY 14-15, 14.7% of Hispanic/Latino participants in the DW program and 14.3% of non-Hispanic participants earned a recognized credential. Within a year of exit in FY 15-16, respective rates were again nearly identical at 14.1% for Hispanic/Latino participants and 14.0 % for their non-Hispanic counterparts.

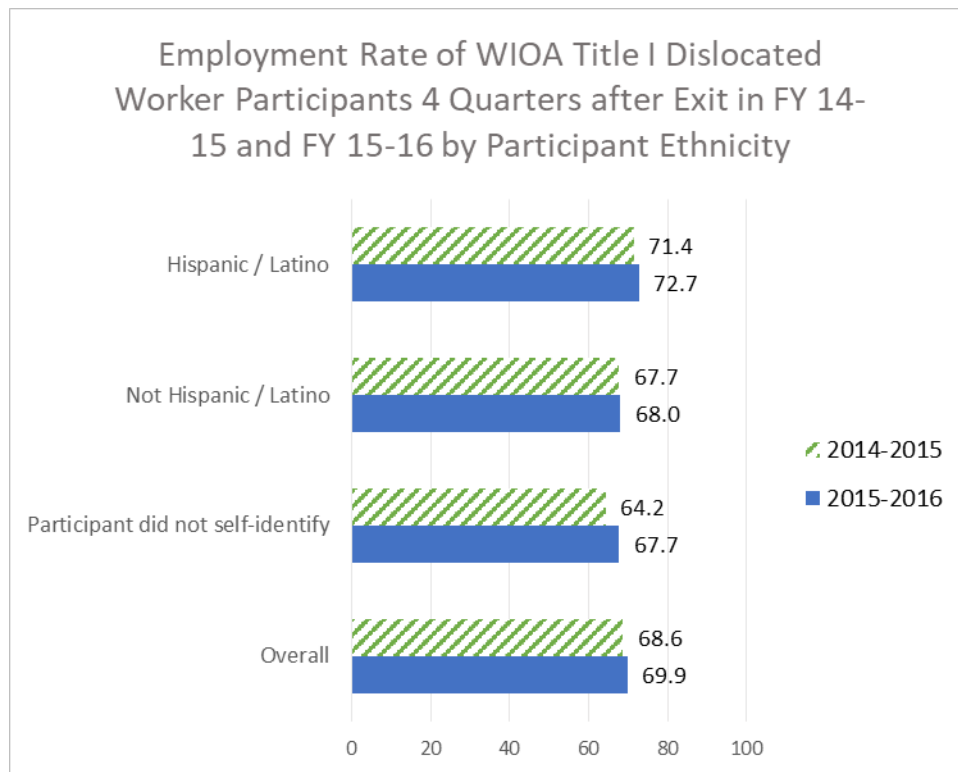
6.1.2.5 Figure – Employment Rate of WIOA Title I Dislocated Worker Participants 2 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Ethnicity



Hispanic/Latino participants had higher employment rates than non-Hispanic participants in the second quarter after exit. Rates were 72.7% and 73.2% among Hispanic/Latino participants two quarters after exit in FY 14-15 and FY 15-16 respectively, versus 67.6% and 68.1% among non-Hispanic participants.

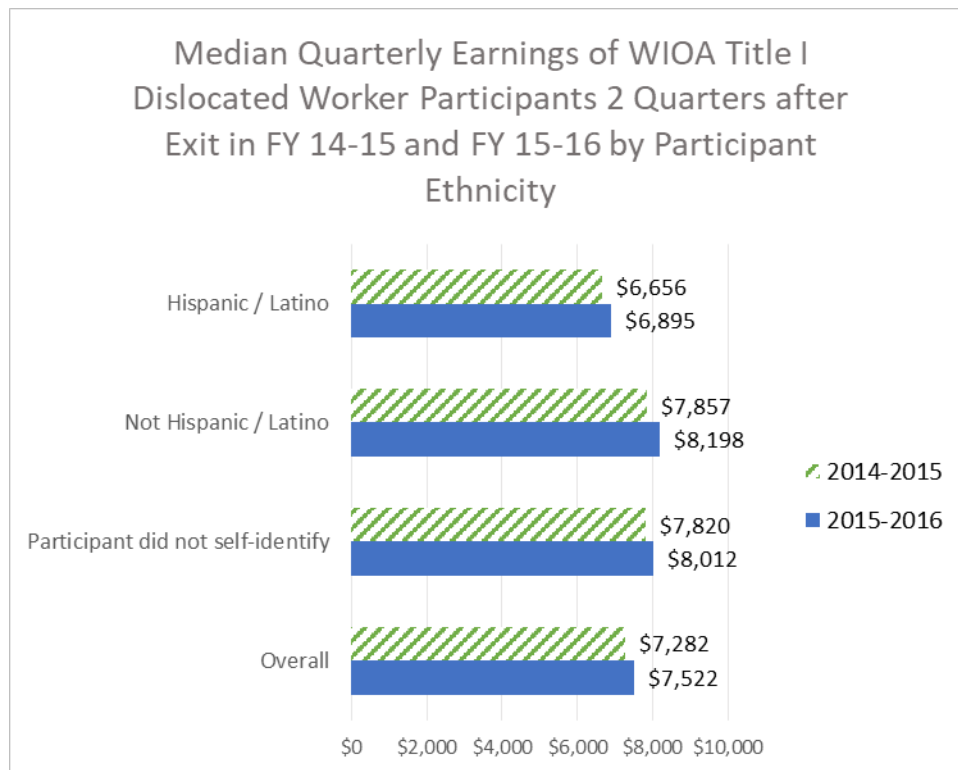
Given previously noted higher aggregate unemployment rates among the Hispanic labor force population as a whole in California, the outcome observed here appears promising.

6.1.2.6 Figure – Employment Rate of WIOA Title I Dislocated Worker Participants 4 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Ethnicity



A year following exit, employment rates continued to be higher among Hispanic or Latino participants, 71.4% and 72.7% compared with rates of 67.7% and 68.0% among non-Hispanic participants.

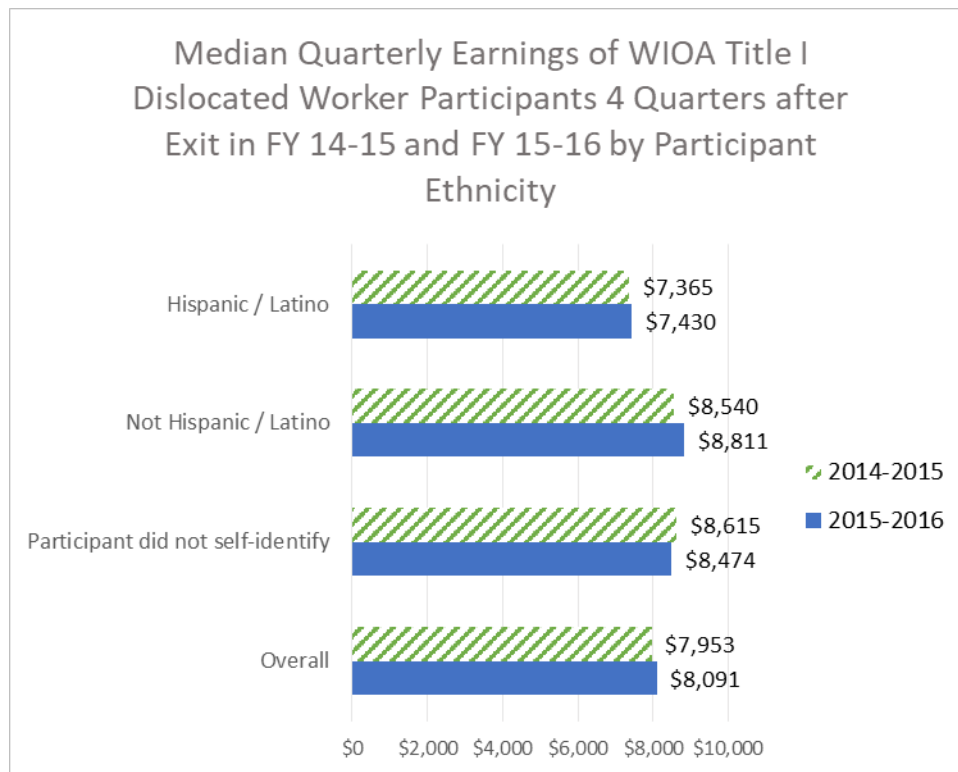
6.1.2.7 Figure – Median Quarterly Earnings of WIOA Title I Dislocated Worker Participants 2 Quarters after Exit in FY 14-15 FY 15-16 by Participant Ethnicity



In contrast with higher employment rates, Hispanic/Latino participants experienced lower earnings compared with their non-Hispanic counterparts: non-Hispanic participants earned a quarterly median of \$7,857 two quarters after exit in FY 14-15, which was about \$1,200 more than the \$6,656 earned by Hispanic participants. The difference was about \$1,300 two quarters after exit in FY 15-16.

Outcomes suggest a need for further research to determine the causes of this pay differential.

6.1.2.8 Figure – Median Quarterly Earnings of WIOA Title I Dislocated Worker Participants 4 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Ethnicity



The earnings differential between Hispanic and non-Hispanic participants in the DW program continued to be apparent one year following program exit, with the quarterly median among non-Hispanic participants at \$8,540 following exit in FY 14-15 and \$8,811 following exit in FY 15-16 compared with \$7,365 and \$7,430 respectively among Hispanic/Latino participants.

6.1.3 Participant Race⁹

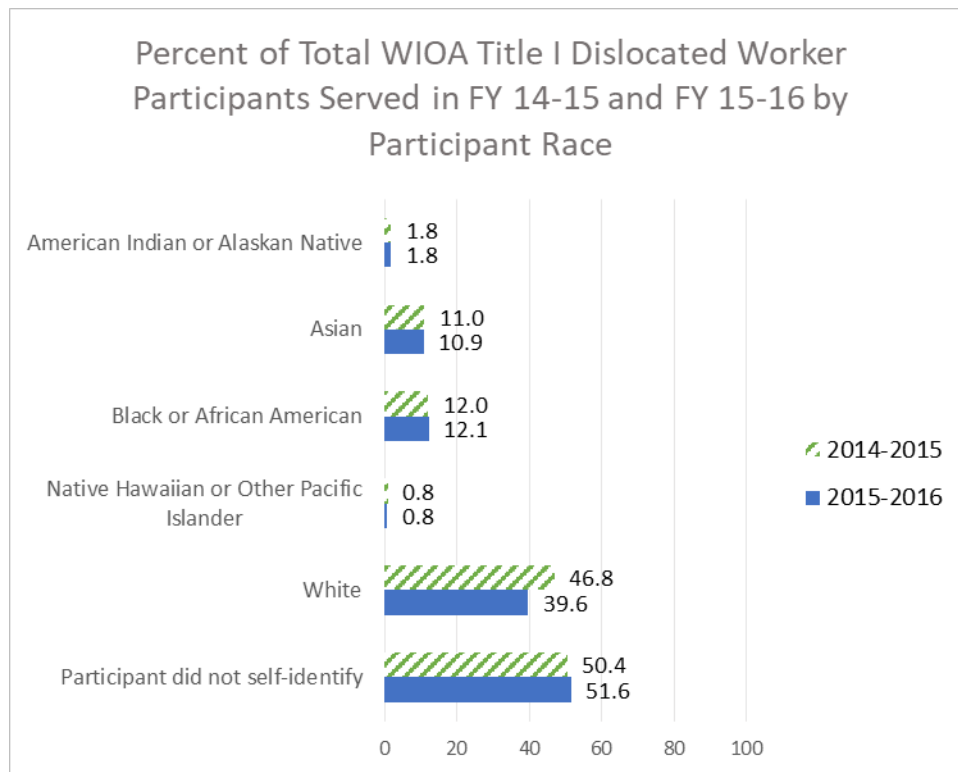
6.1.3.1 Table Set – Participant Race

FY 2014-2015														
Participant 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	608	1.8	387	1.8	87	1.9	264	68.2	\$6,386	62	16.0	253	65.4	\$7,253
Asian	3,715	11.0	2,232	10.5	447	9.7	1,524	68.3	\$9,588	332	14.9	1,538	68.9	\$10,315
Black or African American	4,067	12.0	2,516	11.9	543	11.8	1,726	68.6	\$6,596	365	14.5	1,736	69.0	\$7,070
Native Hawaiian or Other Pacific Islander	272	0.8	165	0.8	44	1.0	133	80.6	\$8,595	23	13.9	133	80.6	\$9,142
White	15,826	46.8	10,222	48.2	2,255	48.9	7,082	69.3	\$7,250	1,435	14.0	6,982	68.3	\$7,985
Participant did not self-identify	17,028	50.4	10,890	51.4	2,359	51.2	7,713	70.8	\$6,880	1,541	14.2	7,572	69.5	\$7,551
Total	33,802	N/A	21,189	N/A	4,610	N/A	14,677	69.3	\$7,282	3,011	14.2	14541	68.6	\$7,953

⁹ Ethnicity and race were reported separately for this program. If only “Hispanic” is recorded under participant Ethnicity, the Participant Race (WIOA) data element is reported as “Participant did not self-identify”, since the value does not identify a WIOA racial category.

		FY 2015-2016												
Participant 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	603	1.8	427	1.8	98	2.0	288	67.4	\$6,731	67	15.7	275	64.4	\$7,325
Asian	3,647	10.9	2,490	10.4	463	9.6	1,717	69.0	\$9,989	328	13.2	1,758	70.6	\$10,328
Black or African American	4,080	12.1	2,791	11.7	584	12.1	1,914	68.6	\$6,550	402	14.4	1,900	68.1	\$7,041
Native Hawaiian or Other Pacific Islander	254	0.8	180	0.8	33	0.7	122	67.8	\$7,695	25	13.9	126	70.0	\$8,335
White	13,305	39.6	9,596	40.1	2,247	46.4	6,676	69.6	\$7,969	1,453	15.1	6,600	68.8	\$8,526
Participant did not self-identify	17,319	51.6	12,497	52.2	2,420	50.0	8,982	71.9	\$7,110	1,698	13.6	8,941	71.5	\$7,642
Total	33,590		23,928		4,842		16,764	70.1	\$7,522	3,299	13.8	16,716	69.9	\$8,091

6.1.3.2 Figure – Percent of Total WIOA Title I dislocated Worker Participants Served in FY 14-15 and FY 15-16 by Participant Race



DW program participants who did not identify a race represented more than 50% of all participants in each fiscal year. Most individuals in this category did identify as Hispanic or Latino only. (See appendix for a discussion of ethnicity and race terms and concepts).

Because a majority of those identifying as Hispanic or Latino in the state are white, this difference in capture also impacts the size of race categories (mainly, white individuals) in the DW program compared with estimated labor force shares in the CPS.

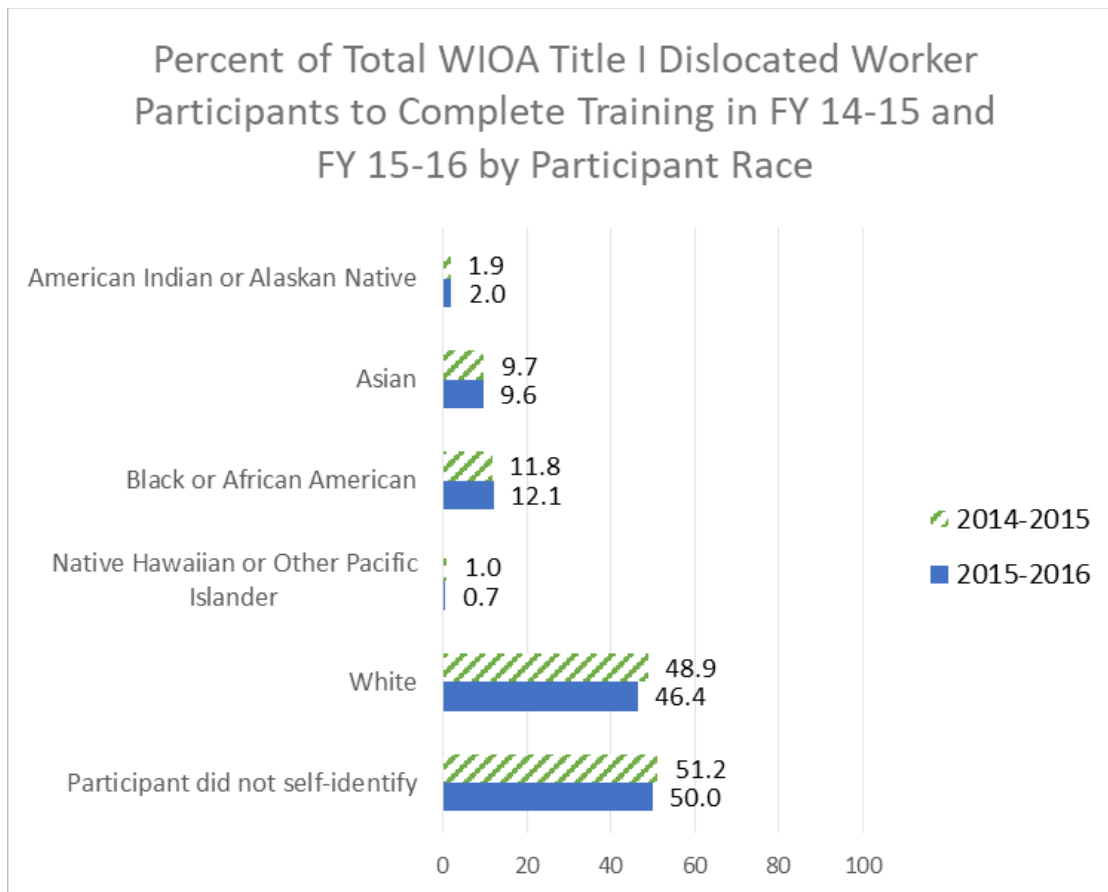
Representation of American Indian and of Pacific Islander populations appeared similar to labor force shares.

Black participants were slightly overrepresented in the DW program in which they represented about 12% of participants in each year, compared with 6% of the labor force.

To the extent that unemployment rates are racially stratified, overrepresentation of these individuals is likely to reflect needs of the service population.

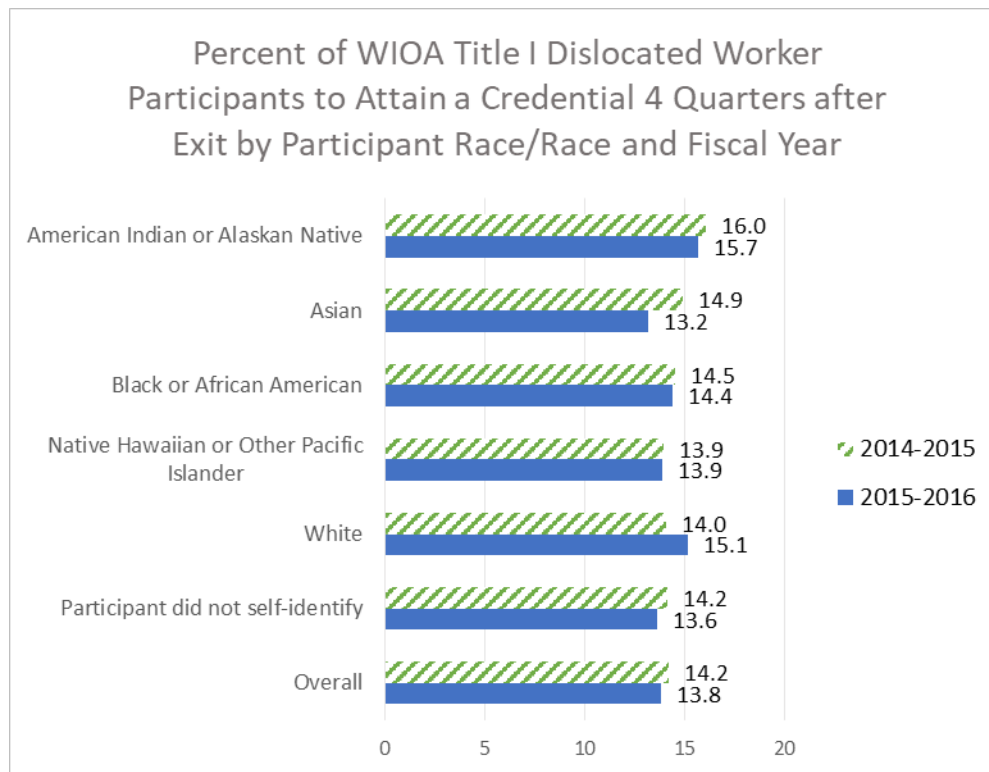
Asian participants were underrepresented, at 11% of all participants, by between 4 and 5 percentage points which is again likely to reflect lower unemployment rates among this population.

6.1.3.3 Figure – Percent of Total WIOA Title I Dislocated Worker Participants to Complete Training in FY 14-15 and FY 15-16 by Participant Race



The distribution of participants to complete a training program by race was similar to the distribution of participation and exit, with minor discrepancies.

6.1.3.4 Figure - Percent of WIOA Title I Dislocated Worker Participants to Attain a Credential 4 Quarters after Exit by participant Race/Race and Fiscal Year



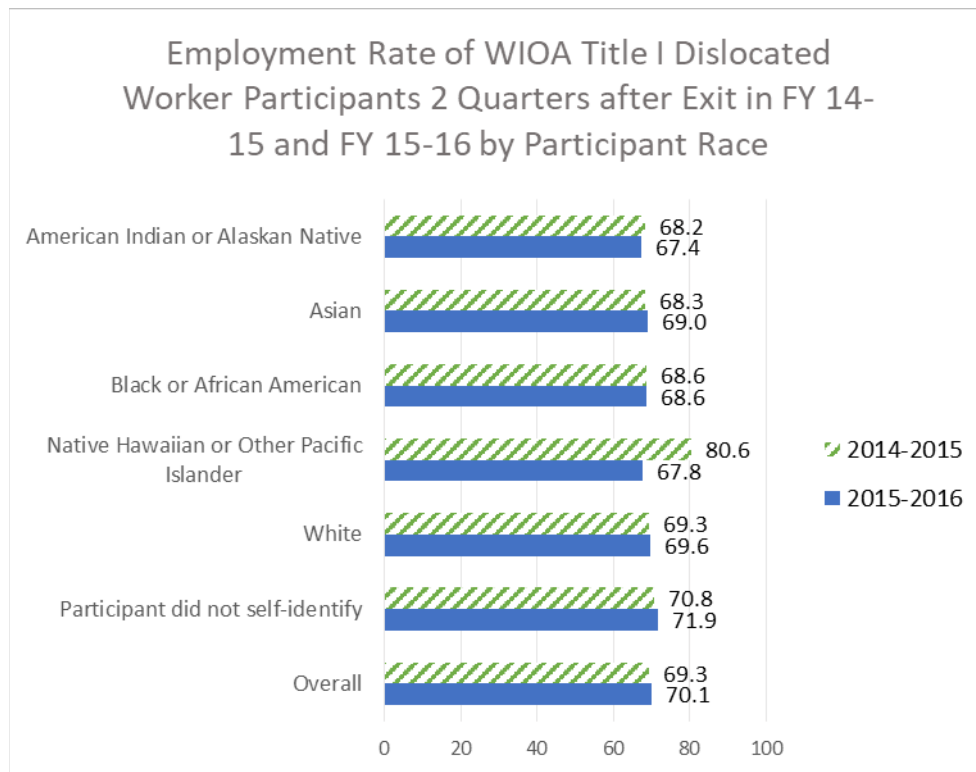
American Indian or Alaskan Native participants exhibited both years' highest rates of credential attainment, 16.0% among those to exit in FY 14-15 and 15.7% among those to exit in FY 15-16.

Rates were about 2 percentage points higher than the overall.

Rates were similar among remaining categories of participants, falling between about 14% and 15%.

The denominator used captures all individuals to exit—not only those enrolled in training programs. Since the latter is a minority of all DW participants, credential rates substantially lower than those reported in performance (which counts only those enrolled in training in the denominator) is to be expected.

6.1.3.5 Figure – Employment Rate of WIOA Title I Dislocated Worker Participants 2 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Race



Rates of employment by race appeared similar in the second quarter after exit, mostly falling between about 67.5% and 70%.

In the first year, 80.6% of Pacific Islander participants were employed at this stage, exceeding the overall rate by over 10 percentage points. Given the small size of this cohort, the rate could reflect individuals who shared other labor market characteristics or were served in the same labor market, possibly explaining the unusually high rate.

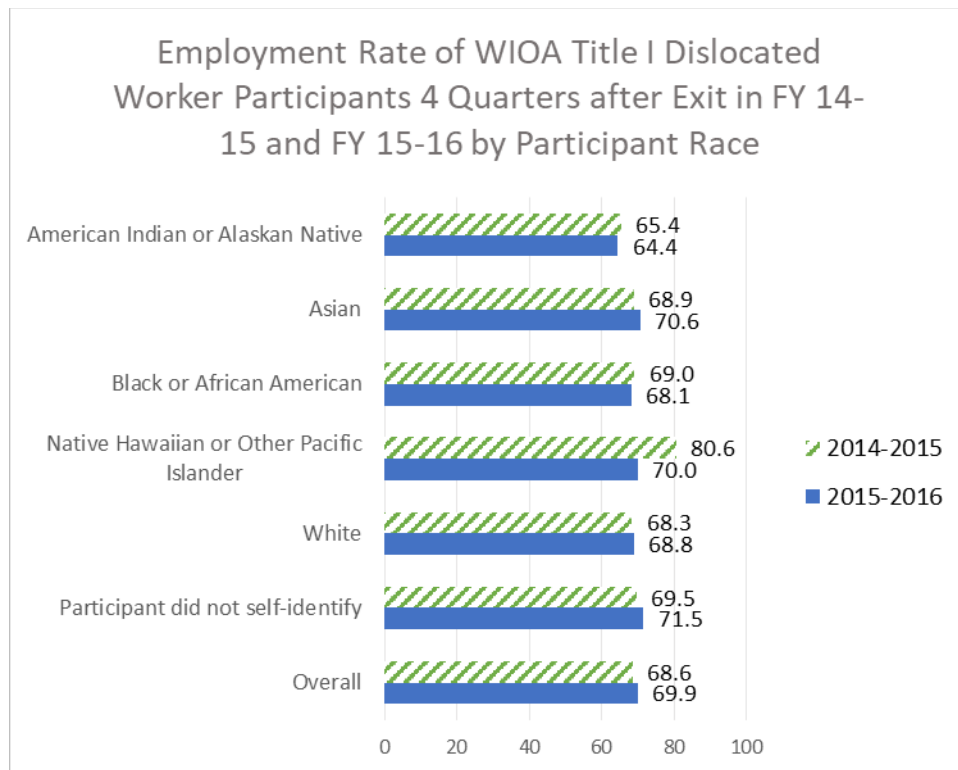
Participants with a race category of “did not identify” had a consistently high rate of employment compared with other groups, 70.8% and 71.9%. Individuals in this category are presumed to be largely of Hispanic or Latino ethnic origin.

Two categories of participants—Native American and Asian—had similarly low rates of employment two quarters after exit in FY 14-15, 68.2% and 68.3%. These rates were only about 1 percentage point below the overall however.

Among participants to exit the following year, the Native Americans had the lowest rate of 67.4%, or 2.7 percentage points lower than the overall.

It is likely or possible that larger impacts of documented labor market inequality may contribute to such outcomes.

6.1.3.6 *Figure – Employment Rate of WIOA Title I Dislocated Worker Participants 4 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Race*



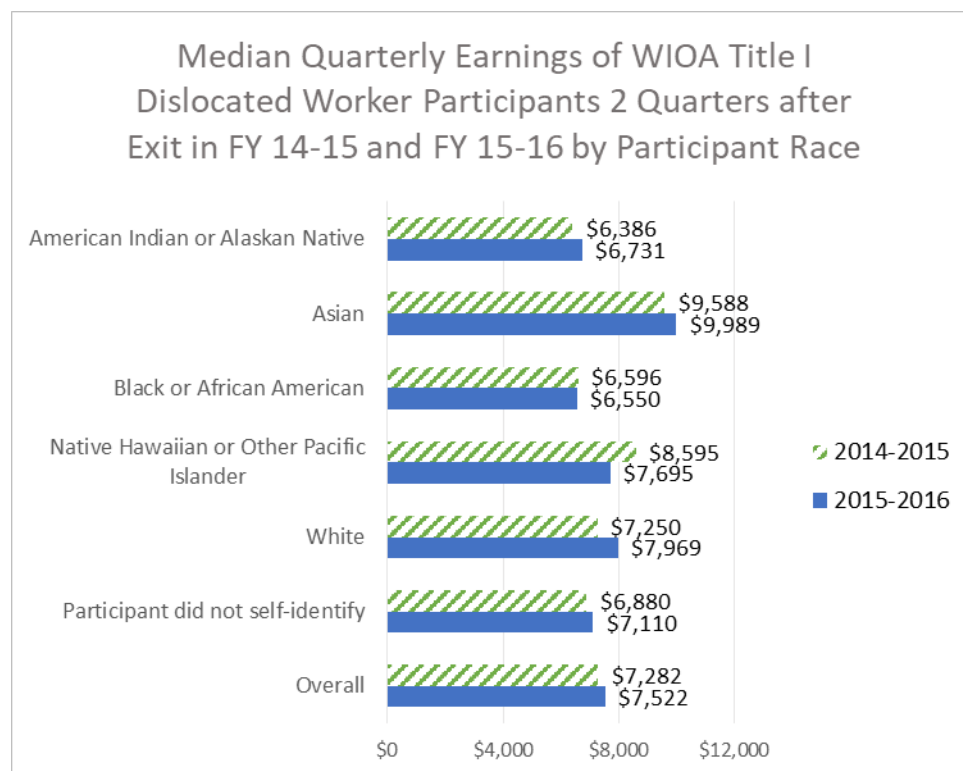
In the fourth quarter after exit the rate of employment among American Indian or Alaskan Native participants appeared lower compared with that of other groups: 65.4% of these participants were employed at the year mark following exit in FY 14-15 and only 64.4% were employed a year following exit in FY 15-16.

These rates were respectively about 3 and nearly 4.5 percentage points lower than overall rates.

Employment among other groups appeared similar to second-quarter rates.

Members of this population face documented employment barriers compared with the general population, at all levels of education and experience.¹⁰

6.1.3.7 Figure – Median Quarterly Earnings of WIOA Title I Dislocated Worker Participants 2 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Race



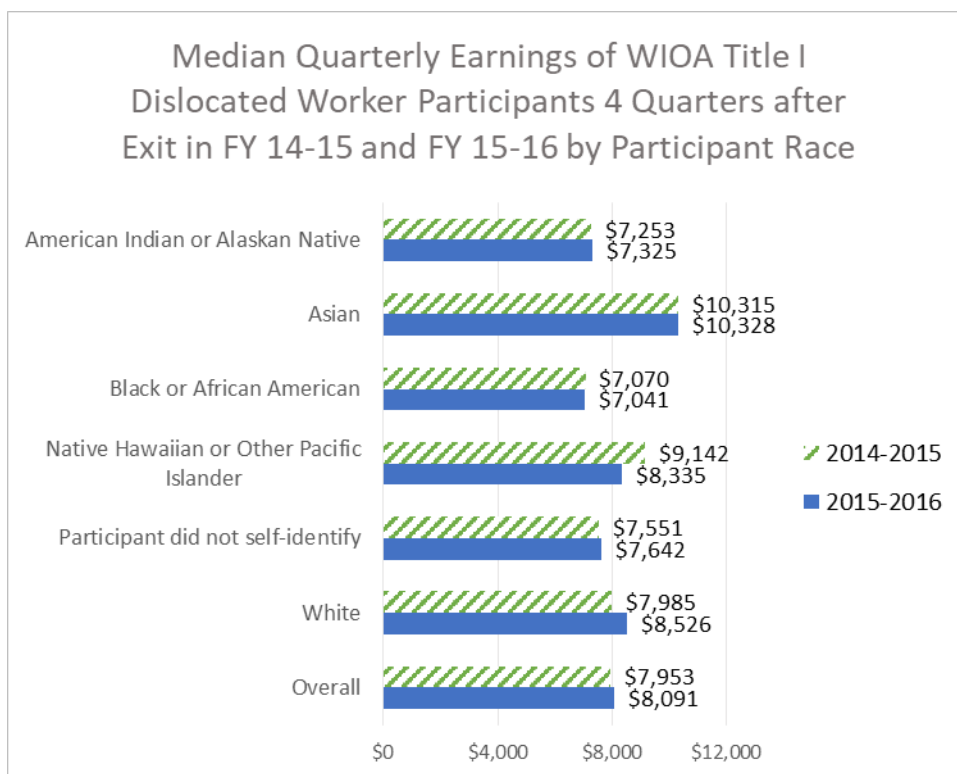
Asian participants exhibited highest earnings in the second quarter after exit: two quarters after exit in FY 14-15, median earnings for this group were \$9,588 (+\$2,306 higher than the program-wide median); at the same stage after exit in FY 15-16 they were \$9,989, +\$2,467 higher than the program-wide median.

Black and American Indian participant earnings were lowest, with earnings of the latter the lowest overall following exit in FY 14-15 at \$6,386 or about \$900 lower than the program-wide median. Among those to exit in FY 15-16, Black participants' earnings were lowest at \$6,550, about \$1,000 below the program-wide median.

¹⁰ See for instance, a study by the Economic Policy Institute which found that this population faces higher levels of unemployment even controlling for education level, age, and state of residence (Algernon Austin, "[Native Americans and Jobs: The Challenge and the Promise](#)" (December 17, 2013) Economic Policy Institute).

It is likely that, as with employment rates, earnings differentials reflect to an extent the effect of labor market inequalities. It is hoped that outcomes of a study by the California Policy Lab will provide greater information on the extent to which workforce programs promote improved outcomes for participants.

6.1.3.8 Figure – Median Quarterly Earnings of WIOA Title I Dislocated Worker Participants 4 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Race



The same patterns of participant earnings by race were apparent from quarterly earnings data a year after exit.

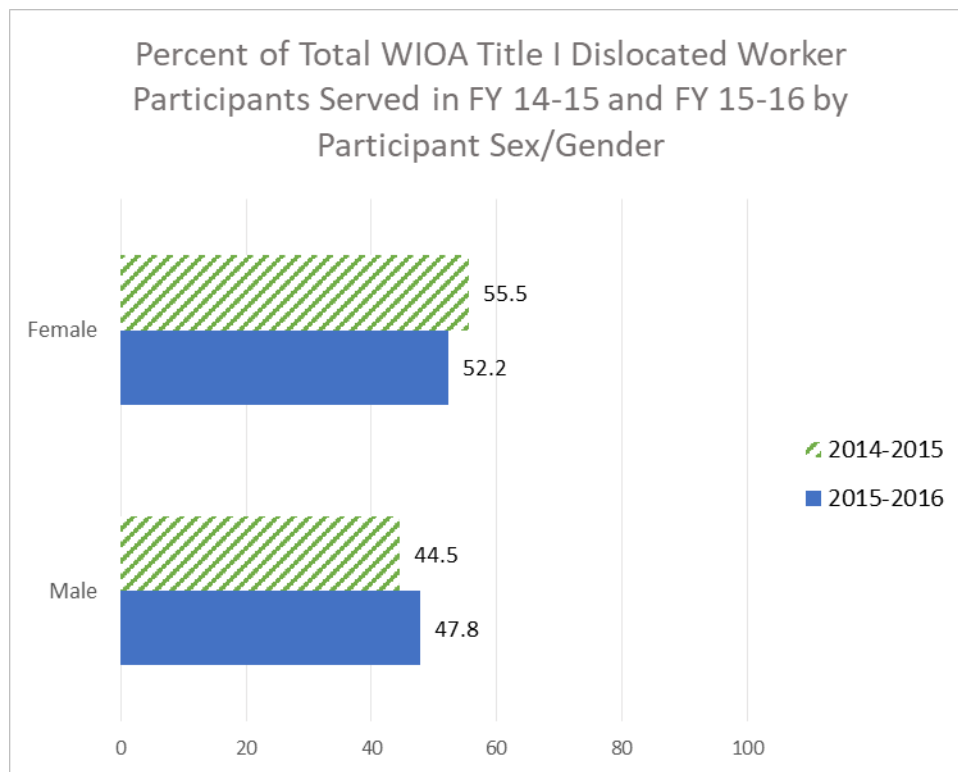
6.1.4 Participant Sex / Gender

6.1.4.1 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	15,042	9,424	2,336	6,572	69.7	\$7,881	1,607	17.1	6,499	69.0	\$8,674
Female	18,760	11,765	2,274	8,105	68.9	\$6,847	1,404	11.9	8,042	68.4	\$7,462
Unknown or Not Provided	0	0	0	0	0.0	\$0	0	0.0	0	0.0	\$0
TOTAL	33,802	21,189	4,610	14,677	69.3	\$7,282	3,011	14.2	14,541	68.6	\$7,953

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	16,052	11,467	2,542	8,077	70.44	\$8,179	1,825	15.9	7,951	69.3	\$8,839
Female	17,538	12,461	2,300	8,687	69.71	\$6,986	1,474	11.8	8,765	70.3	\$7,487
Unknown or Not Provided	0	0	0	0	0.00	\$0	0	0.0	0	0.0	\$0
TOTAL	33,590	23,928	4,842	16,764	70.06	\$7,522	3,299	13.8	16,716	69.9	\$8,091

6.1.4.2 Figure – Percent of Total WIOA Title I Dislocated Worker Participants Served in FY 14-15 and FY 15-16 by Participant Sex/Gender

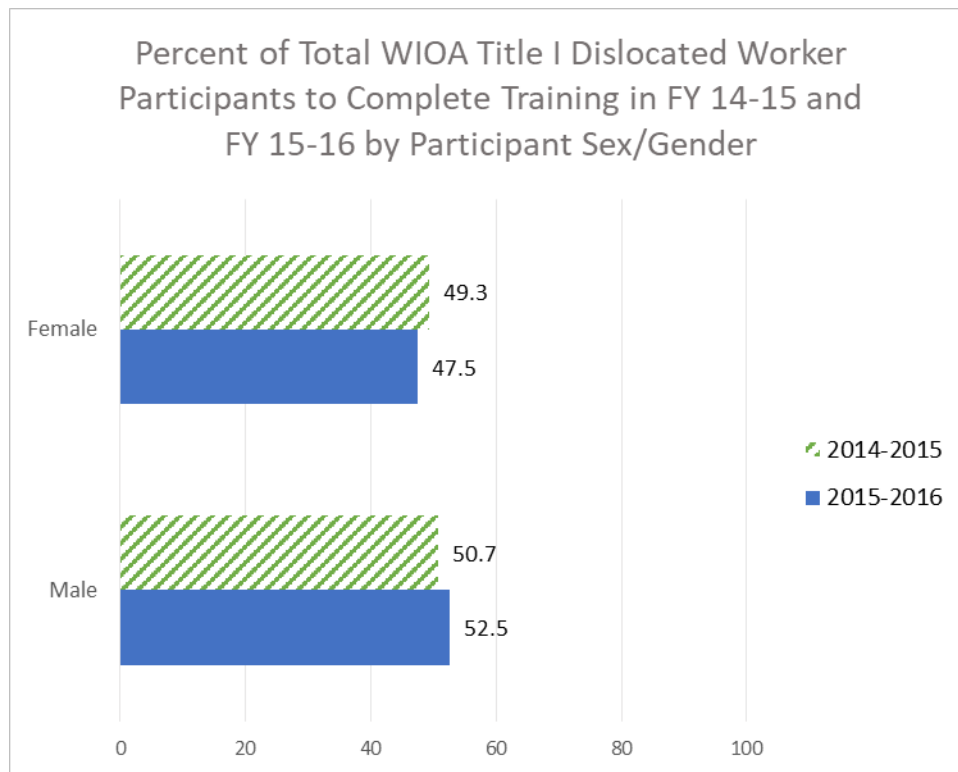


Female participants were the majority of all served in both fiscal years, 55.5% of all participants in FY 14-15 and a slightly smaller share but still over half, 52.2% in FY 15-16. Shares exceeded women’s participation in the labor force, which was about 45% in both years.

Women’s greater representation—seen in most workforce programs—is likely to reflect greater aggregate barriers to employment¹¹ among women.

¹¹ A 2012 study of the Adult and DW programs by Mathematica Policy Institute found that, although gender-based difference in pre-entry barriers was less dramatic among participants in the DW program compared with the Adult program, female DW participants still faced greater employment barriers (than their male counterparts (Maxwell, Nan, Heinrich Hoch, Natalya Verbitsky-Savitz and Davin Reed. [“How are women served by the WIA Adult and Dislocated Worker Programs? Findings from Administrative Data”](#) Mathematic Policy Institute, 2012).

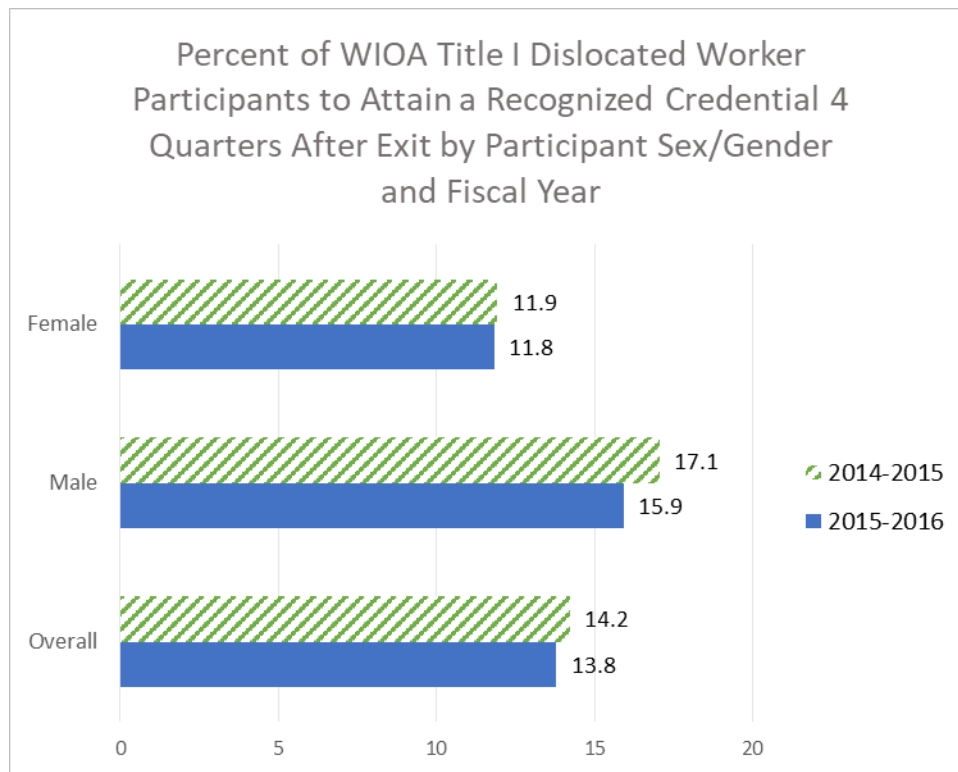
6.1.4.3 Figure – Percent of total WIOA Title I Dislocated Worker Participants to Complete Training in FY 14-15 and FY 15-16 by Participant Sex/Gender



Compared with their share of all participant enrollments, female participants' shares of training completions were between -3 to -4 percentage points smaller in each year, with women 49.3% of all to complete training in FY 14-15 and 47.5% in FY 15-16.

Women's smaller shares in training completion might reflect either lower enrollments into training compared with men, and/or barriers to completion. Given documented benefits from training, causes merit further investigation.

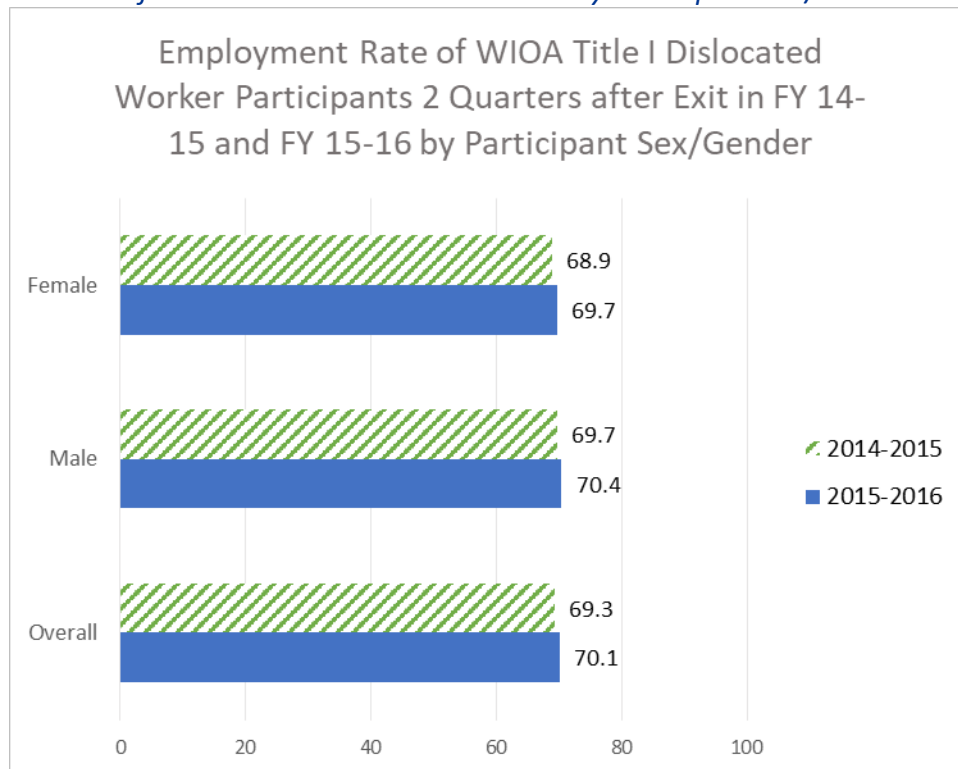
6.1.4.4 Figure – Percent of WIOA Title I Dislocated Worker Participants to Attain a Recognized Credential 4 Quarters after Exit by Participant Sex/Gender and Fiscal Year



Male participants had higher rates of employment compared with female participants, with men's rate of 17.1% within a year of exit in FY 14-15 exceeding women's 11.9% by more than 5 percentage points. Within a year of exit in FY 15-16, men's rate of 15.9% was about 4 percentage points above women's 11.8%.

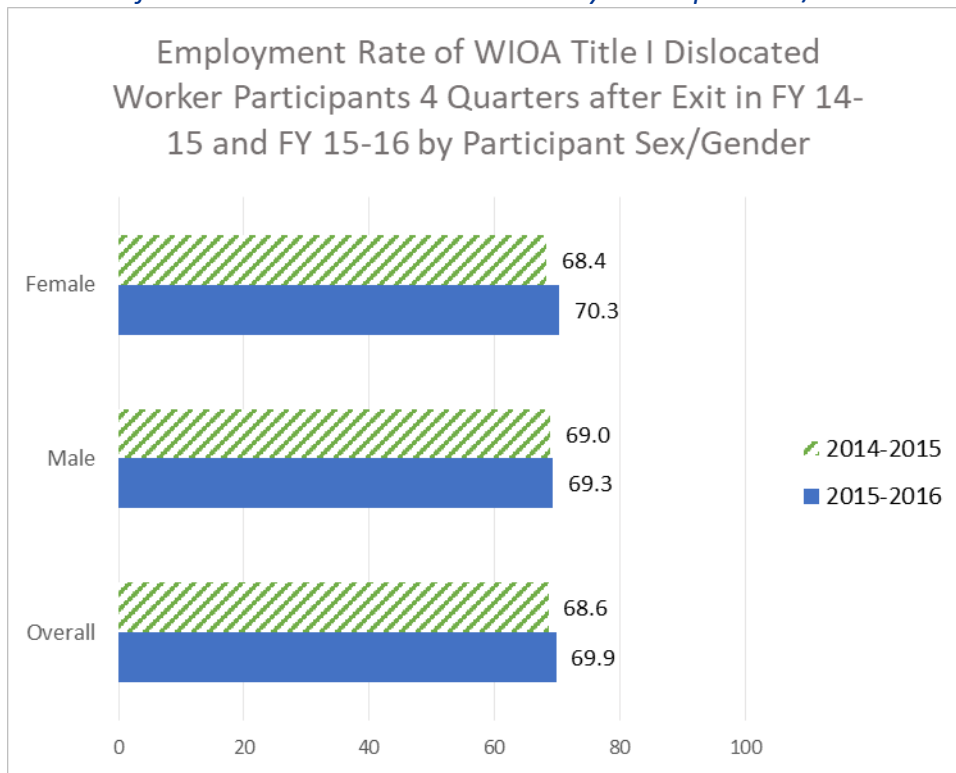
Given the noted discrepancy in completion shares, it seems likely that lower credential rates among women reflect lower enrollments in training.

6.1.4.5 Figure – Employment Rate of WIOA Title I Dislocated Worker Participants 2 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Sex/Gender



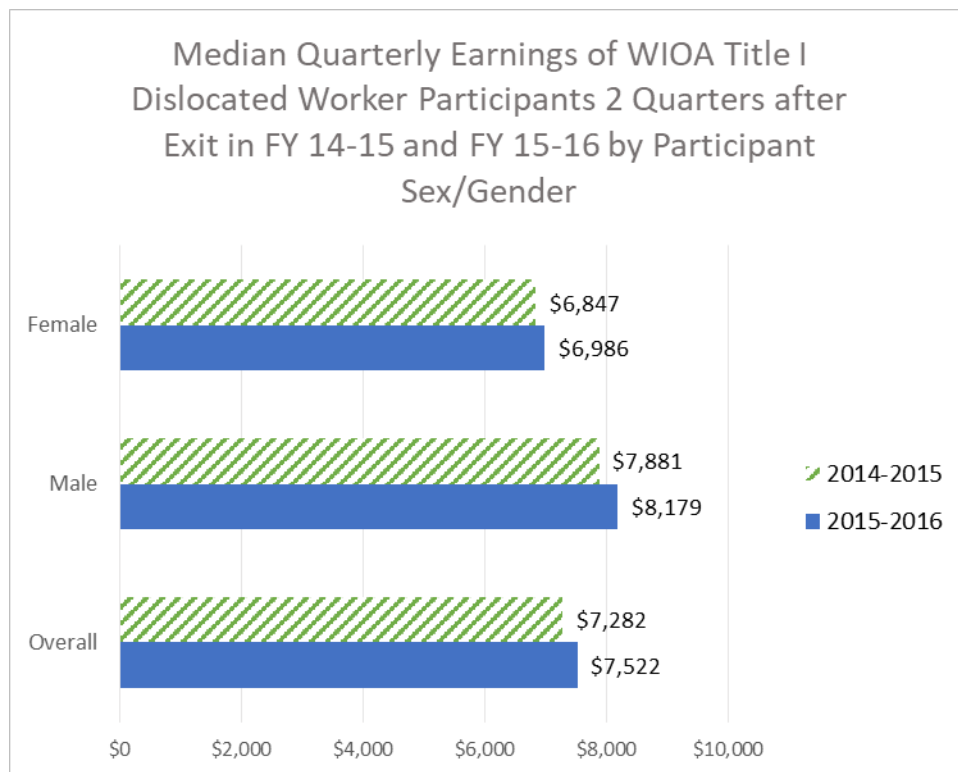
While rates differed by gender by less than one percentage point, male rates at the second quarter after exit were higher – 69.7% and 70.4% – compared with women’s rates of 68.9% and 69.7%.

6.1.4.6 Figure – Employment Rate of WIOA Title I Dislocated Worker Participants 4 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Sex/Gender



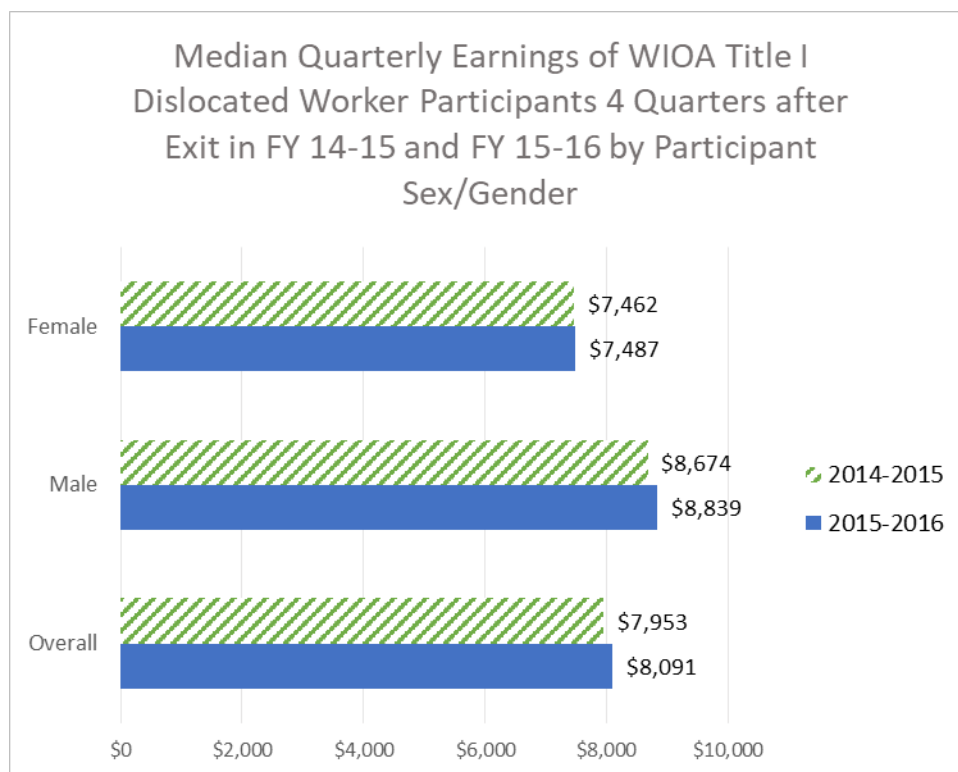
In the fourth quarter after exit, rates continued to be similar—with rates converging among the first year’s exit cohort, while the rate among women four quarters after exit in FY 15-16 came to exceed that of men by about one percentage point.

6.1.4.7 Figure – Median Quarterly Earnings of WIOA Title I Dislocated Worker Participants 2 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Sex/Gender



Among both years' participants, men's earnings exceeded those of women. With median quarterly earnings of \$7,881, male participants in the DW program out-earned their female counterparts by about \$1,000 at the second quarter after exit in FY 14-15. Two quarters after exit in FY 15-16, men earned a median of \$8,179, which was about \$1,200 higher than the \$6,986 earned by women.

6.1.4.8 Figure – Median Quarterly Earnings of WIOA Title I Dislocated Worker Participants 4 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Sex/Gender



Male participants' earnings continued to be higher than those of women one year following exit in both years, with the difference increasing to about \$1,200 and \$1,350 respectively among those to exit in each year.

It is likely that this outcome reflects dynamics of the larger labor market, in which women consistently earn less than men. Causes include both occupational segregation—the fact that women are more likely to work in lower-paying occupations – and lower average pay received by women when employed in the same occupations as men.¹²

¹² A comparison of earnings on a nation-wide level reveals that even when employed in the same industry sector or field, women earn less than men—while also demonstrating the variability of the magnitude of the gender pay disparity by sector. In a 2014 fact sheet, the BLS determined that in the sector of Natural Resources, construction, and maintenance (4% of nationwide employment at the time of data collection), women earned \$0.67 for every \$1 earned by a man; in Production and Transportation (employing 22% of the labor force), the disparity was \$0.73 to every \$1 earned by a man; in the Management, Business, and Financial sector there was a \$0.75 to \$1 disparity, and in Service, employing 57% of the labor force, the disparity was \$0.79 to \$ (Highlights of women's earnings in 2014, U.S. Bureau of Labor Statistics). Further, occupations which are female-dominated tend to pay less across skill and education levels (see: Glynn, Sarah Jane. "Explaining the Gender Wage Gap," Center for American Progress, 2014).

Outcomes shown here are also consistent with findings of a 2012 Mathematica study of the WIA Title I program,¹³ in which male participants saw “substantial” earnings advantages over female participants. Further a large share of the overall variation in earnings by gender remained unexplained even after controlling for differences in participants’ pre-entry profiles (i.e., the fact that women were more likely to be low-income and a single parent).

Occupational segregation could be a factor in employment outcomes shown here if relatively more women than men are being hired into high-demand yet low-paying jobs (e.g. in service industries). The same Mathematica study found that even within the program, there was considerable segregation in types of occupational skill training that participants received, with women more likely to receive training in sales, clerical, and administrative support or service occupations compared with men.¹⁴

Without more information on the types of jobs that both male and female participants are finding post-exit, it is not possible to determine the precise causes of observed employment and earnings disparities.

¹³ Maxwell et al 2012.

¹⁴ Ibid

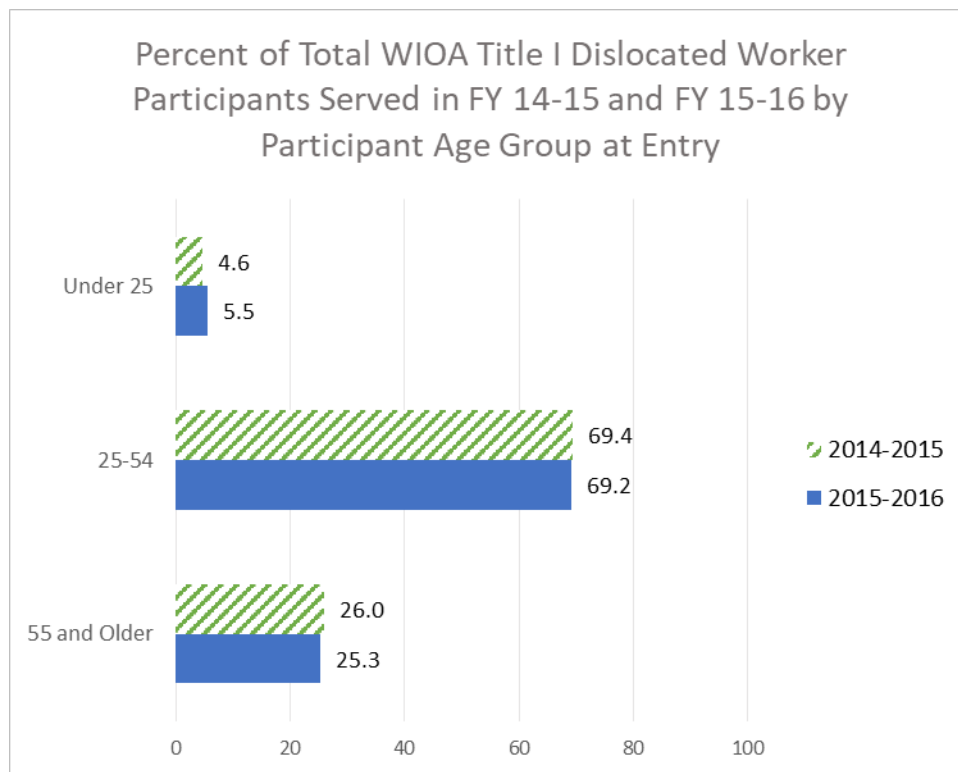
6.1.5 Participant Age Group at Entry

6.1.5.1 Table Set – Participant Age 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	1,554	1,112	369	850	76.4	\$5,011	243	21.9	832	74.8	\$5,780
25-54	23,462	14,824	3,456	10,752	72.5	\$7,580	2,245	15.1	10,726	72.4	\$8,277
55 and older	8,786	5,253	785	3,075	58.5	\$7,110	523	10.0	2,983	56.8	\$7,584
Unknown	0	0	0	0	0.0	\$0	0	0.0	0	0.0	\$0
TOTAL	33,802	21,189	4,610	14,677	69.3	\$7,282	3,011	14.2	14,541	68.6	\$7,953

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	1,845	1,430	336	1,065	74.5	\$5,279	232	16.2	1,071	74.9	\$5,770
25-54	23,240	16,526	3,649	12,107	73.3	\$7,796	2,488	15.1	12,129	73.4	\$8,406
55 and older	8,505	5,972	857	3,592	60.1	\$7,442	579	9.7	3,516	58.9	\$7,778
Unknown	0	0	0	0	0.0	\$0	0	0.0	0	0.0	\$0
TOTAL	33,590	23,928	4,842	16,764	70.1	\$7,522	3,299	13.8	16,716	69.9	\$8,091

6.1.5.2 Figure – Percent of Total WIOA Title I Dislocated Worker Participants Served I FY 14-15 and FY 15-16 by Participant Age Group at Entry



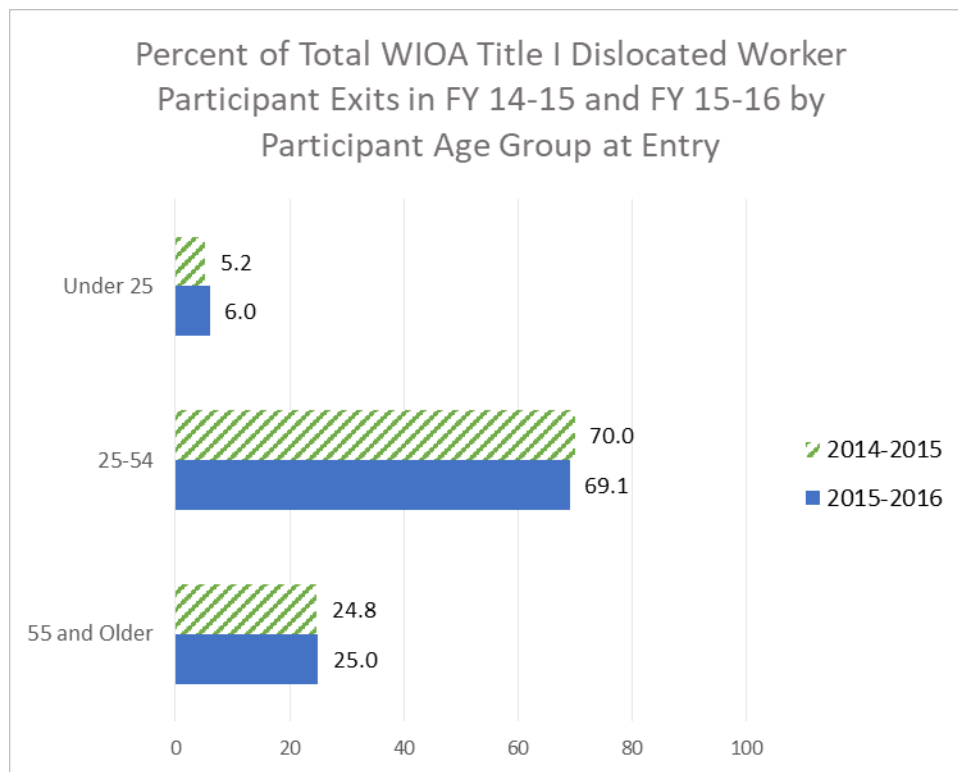
In both fiscal years, individuals between the ages of 25 and 54 made up the largest shares of all served by the WIOA Title I DW program: 69.4% in FY 14-15 and 69.2% in FY 15-16.

Shares of participants in this age range were slightly larger than the size of the same age demographic in the state’s labor force, exceeding it by about 3.5 percentage points. Shares of the oldest age group, about a quarter of all participants in each year, exceeded labor force shares by about the same margin.

Individuals under 25 at entry represented noticeably smaller shares than in the labor force as a whole, just 4.6% and 5.5% of each year’s total compared with labor force shares of 13.5% and 13.2%.

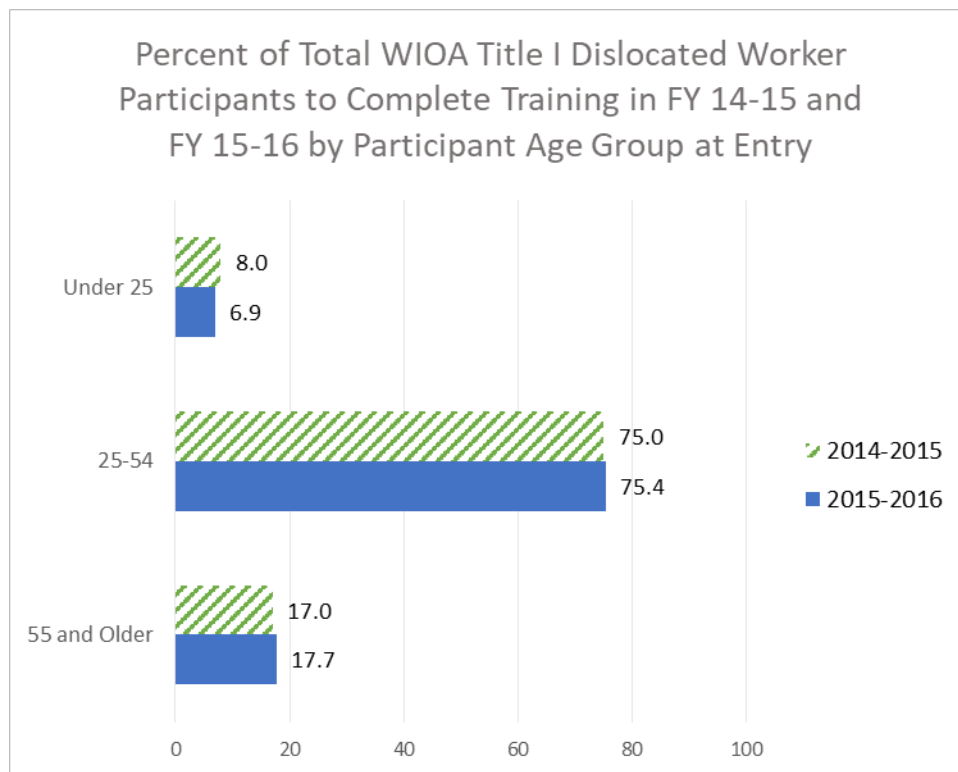
Eligibility for Title I DW services is directly related to having previously been employed, while it is likely that younger individuals have shorter or absent work-histories.

6.1.5.3 Figure – Percent of Total WIOA Title I Dislocated Worker Participant Exits in FY 14-15 and FY 15-16 by Participant Age Group at Entry



The distribution of exits by participant age was similar to the age-based distribution of participation in both years of data.

6.1.5.4 Figure – Percent of Total WIOA Title I Dislocated Worker Participants to Complete Training FY 14-5 and FY 15-16 by Participant Age Group at Entry

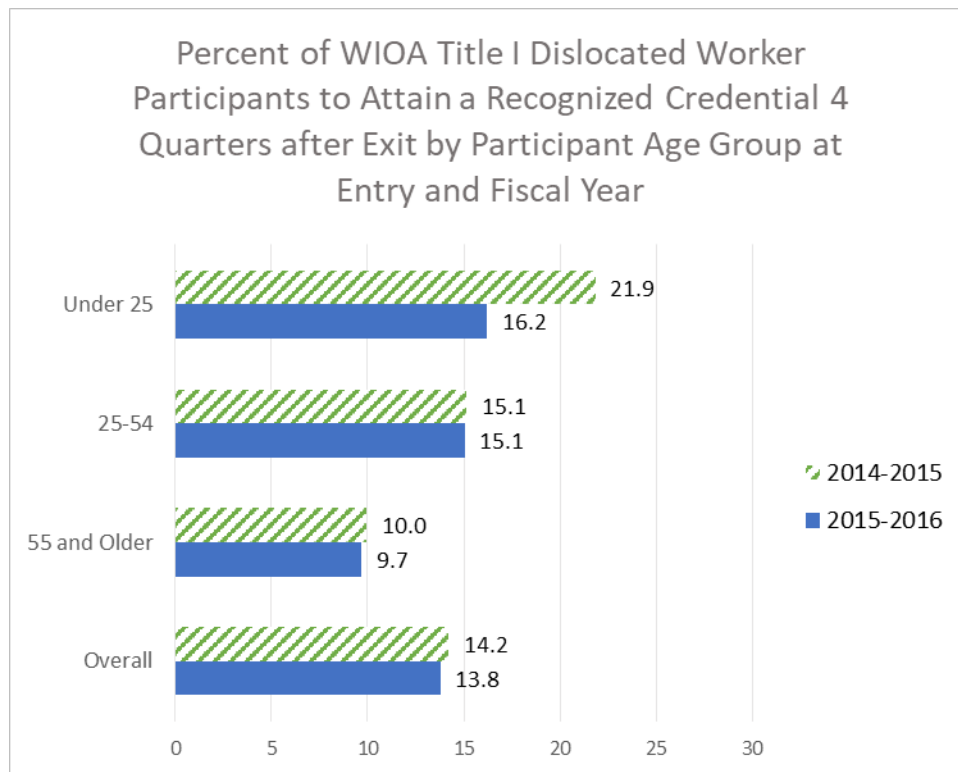


Compared with enrollments and exits, participants in the middle age range represented a larger share of all to complete training, about 75% of the total.

The youngest participants were about 8% and 7% of all training completions, also larger than enrollment and exit shares—while the oldest participants represented shares that were about 8 percentage points smaller than enrollments and exits.

This might indicate that younger workers are enrolling in training in larger numbers compared with older workers. Given that younger individuals have relatively more of their working lives ahead of them, this might simply reflect the outcome of a rational calculation of returns. Older workers are more likely to have amassed a skill base during their earlier working meaning that new training might yield marginal benefits.

6.1.5.5 Figure – Percent of WIOA Title I Dislocated Worker Participants to attain a recognized Credential 4 Quarters after Exit by Participant Age Group at Entry and Fiscal Year



The youngest participants had the highest rates of credential attainment within four quarters of exit, 21.9% for those exiting in FY 14-15 (about 7.5 percentage points higher than the overall rate), and a lower 16.2% for those exiting in FY 15-16, about 2.5 percentage points above the overall rate.

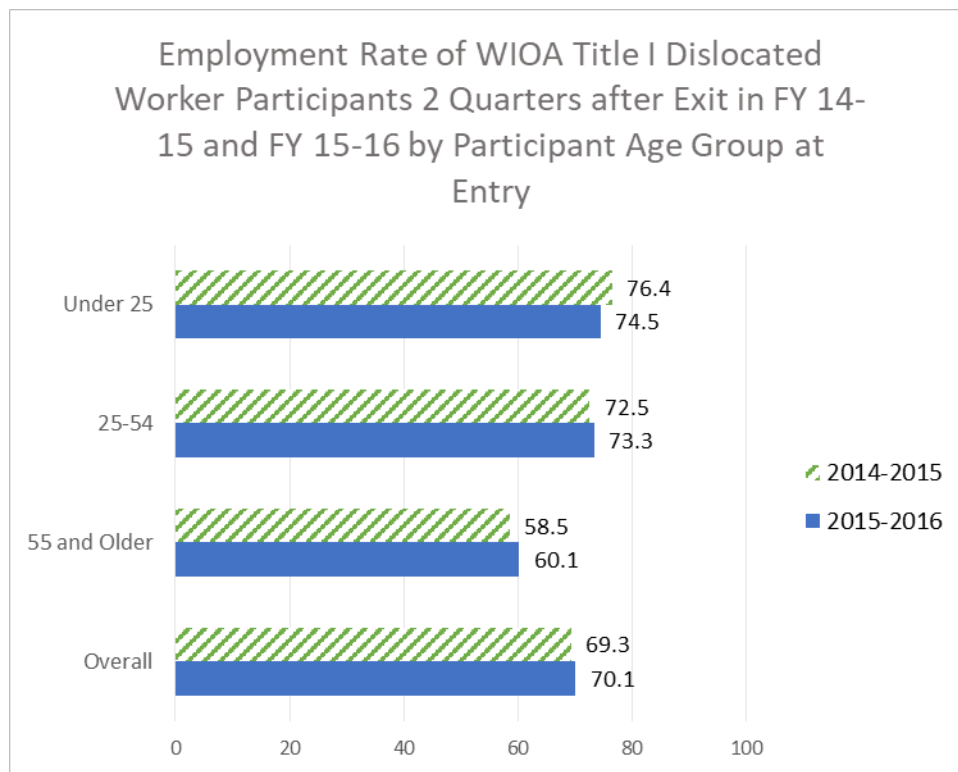
These outcomes appear linked with the youngest participants' overrepresentation in training.

About 15% of participants in the middle age range earned a credential within a year of exit in both years.

Rates were lowest—under 10% – among the oldest participants, again likely reflecting low training enrollments and/or completions.

As a reminder, the denominator includes all individuals to exit—regardless of whether they were enrolled in training. This causes rates to appear much lower than WIOA performance metrics which include only the training-enrolled.

6.1.5.6 Figure – Employment Rate of WIOA Title I Dislocated Worker Participants 2 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Age Group at Entry

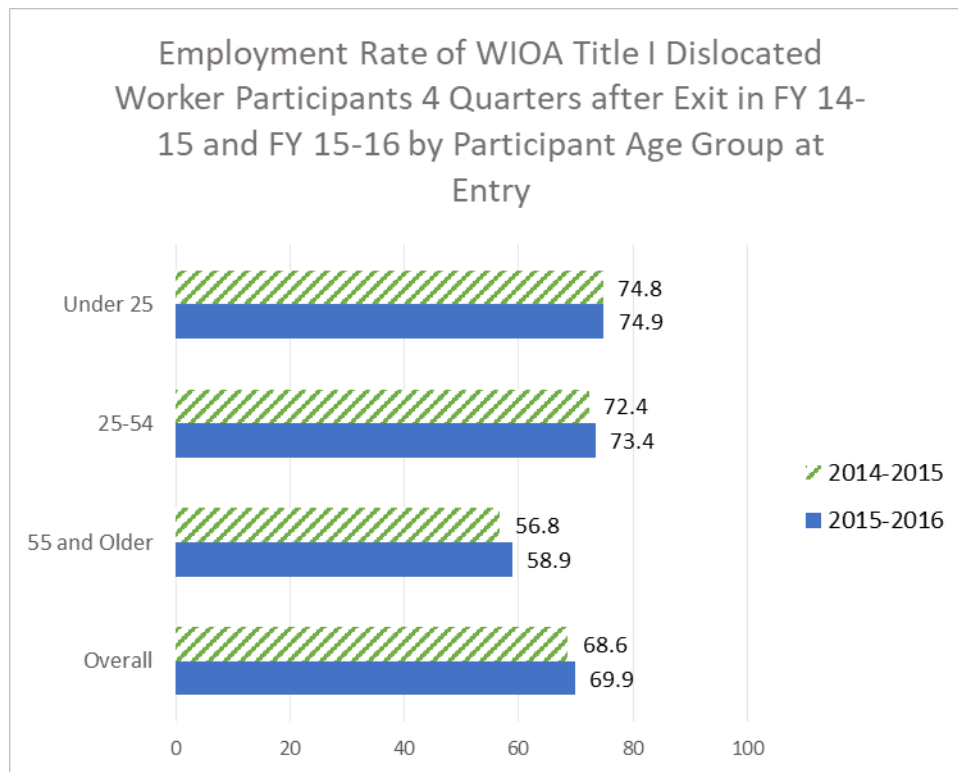


The younger two categories of participants were most likely to be employed in the second quarter after exit, with rates among the under-25s higher at 76.4% after exit in FY 14-15 and 74.5% following exit in FY 15-16, respectively close to 7 and 4 percentage points above overall rates.

Consistently across both fiscal years, participants 55 and older at the time of entry saw the lowest employment rates: 58.5% of those from this demographic who exited in FY 14-15, and 60.1% who exited in FY 15-16, were employed two quarters after exit. These rates were about 11 and 10 percentage points below each respective year's overall rate.

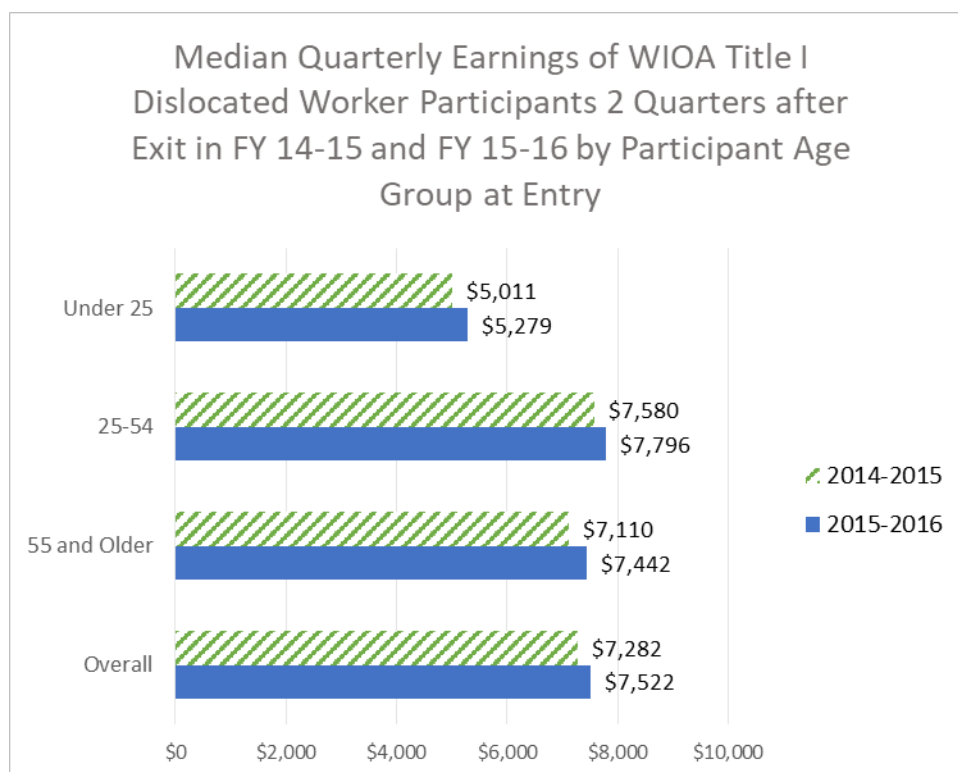
Lower employment among the oldest participants could in part be explained by the fact that these individuals are closer to the end of their working lives, and some may be voluntarily exiting the job market. It is also possible that other factors, such as age discrimination in hiring, could be playing a role.

6.1.5.7 Figure – Employment Rate of WIOA Title I Dislocated Worker Participants 4 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Age group at Entry



The same patterns in employment held one year after exit.

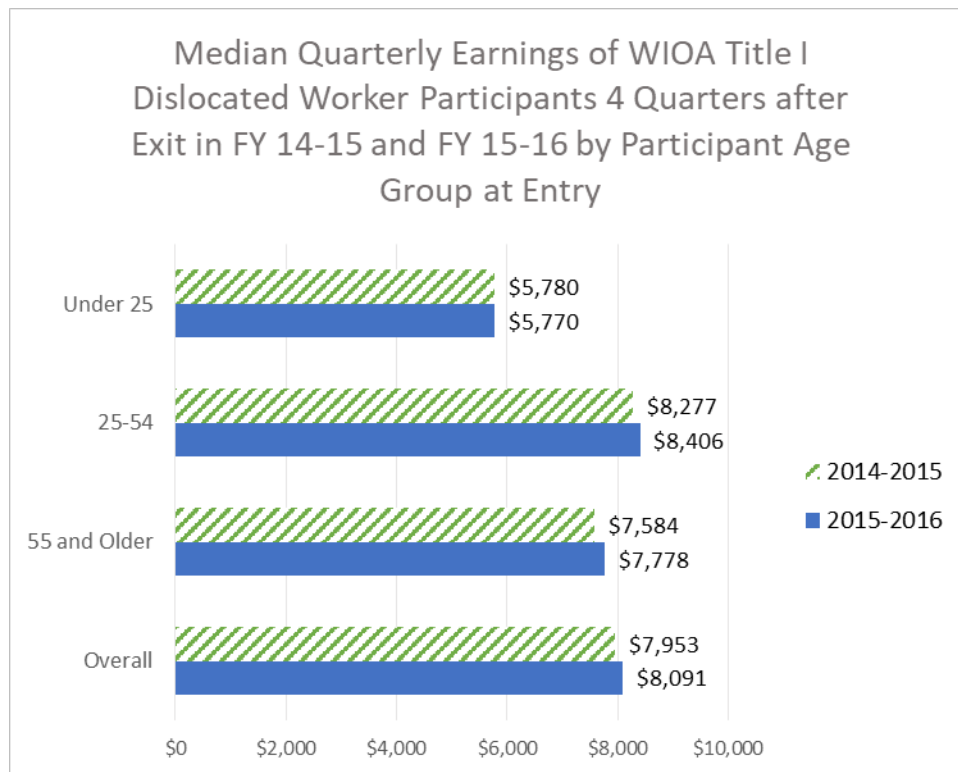
6.1.5.8 Figure- Median Quarterly Earnings of WIOA Title I Dislocated Worker Participants 2 Quarters after Exits in FY 14-15 and FY 15-16 by Participant Age Group at Entry



Participants in the 25-54, age group earned most in the second quarter after exit, with earnings of \$7,580 and \$7,796 that were between \$250 and \$300 higher than the program-wide median. While the difference is modest, it is important to remember that a majority of participants were 25-54 at entry.

Participants under 25 had the lowest median earnings, of \$5,011 and \$5,279—over -\$2,000 or about one-third less than program-wide medians. Given the fact that individuals in this group are, as noted, at an earlier stage in their working lives and therefore likely to have accumulated less experience, this outcome is not surprising. Additionally, earnings data here cannot reveal anything about individuals' full versus part-time employment, or whether an individual was concurrently enrolled in education or training.

6.1.5.9 Figure – Median Quarterly Earnings of WIOA Title I Dislocated Worker Participants 4 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Age Group at Entry



Earnings of those in the middle age group were also highest one year after exit, \$8,277 and \$8,406. Youngest participants again earned least, \$5,780 and \$5,770.

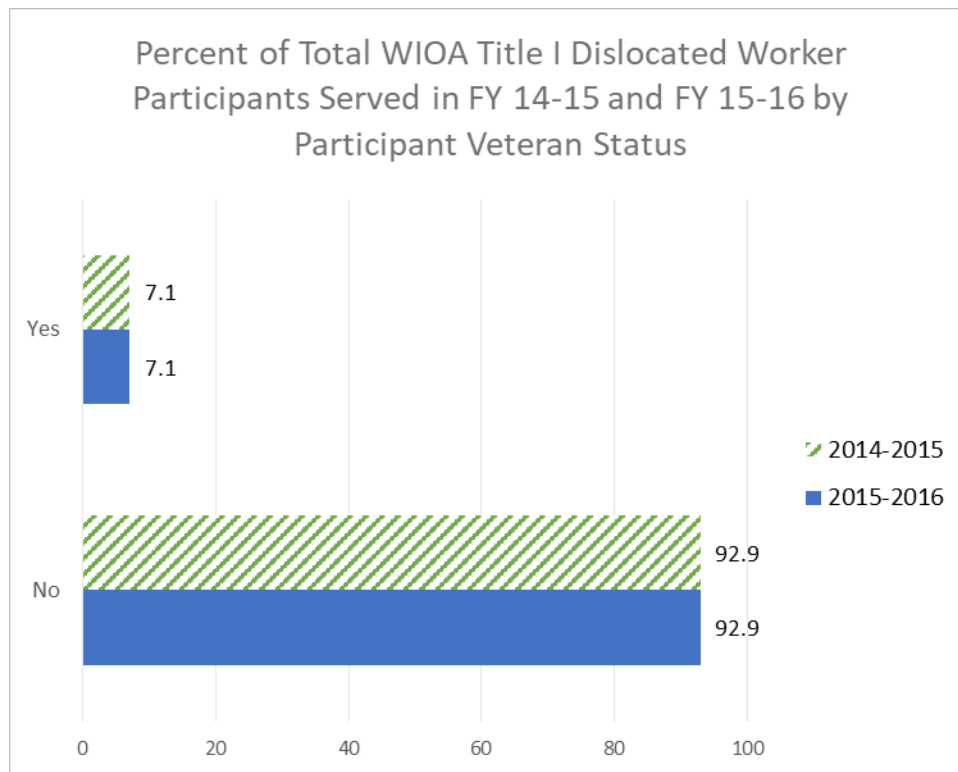
6.1.6 Participant Veteran Status

6.1.6.1 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	2,402	1,520	468	927	61.0	\$7,735	333	21.9	944	62.1	\$8,419
No	31,400	19,669	4,142	13,750	69.9	\$7,261	2,678	13.6	13,597	69.1	\$7,925
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	33,802	21,189	4,610	14,677	69.3	\$7,282	3,011	14.2	14,541	68.6	\$7,953

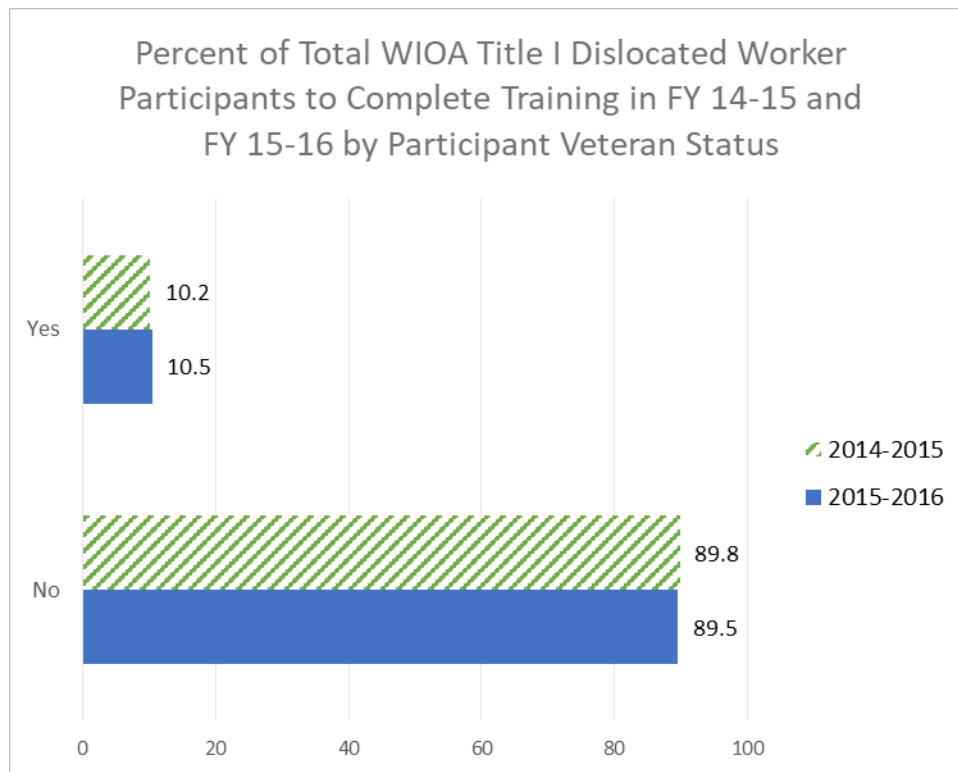
FY 2015-2016											
Participant Veteran Status	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
Yes	2,377	1,602	506	1,025	64.0	\$8,160	356	22.2	985	61.5	\$9,103
No	31,213	22,326	4,336	15,739	70.5	\$7,490	2,943	13.2	15,731	70.5	\$8,014
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	33,590	23,928	4,842	16,764	70.1	\$7,522	3,299	13.8	16,716	69.9	\$8,091

6.1.6.2 Figure – Percent of Total WIOA Title I Dislocated Worker Participants Served in FY 14-15 and FY 15-16 by Participant Veteran Status



Veterans were 7.1% of DW participants in both years, exceeding labor force shares by more than 2 percentage points.

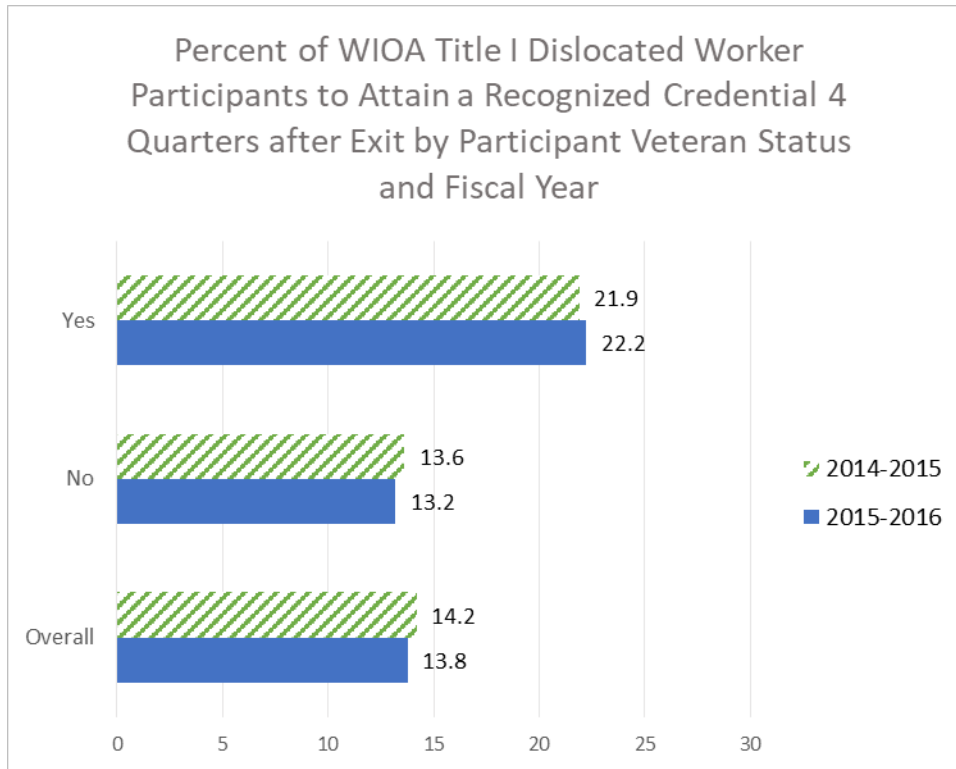
6.1.6.3 Figure – Percent of Total WIOA Title I Dislocated Worker Participants to Complete Training in FY 14-15 and FY 15-16 by Participant Veteran Status



Veterans had larger shares of total training completions in each year in comparison with shares of enrollments and exits, 10.2% in FY 14-15 and 10.5% in FY 15-16.

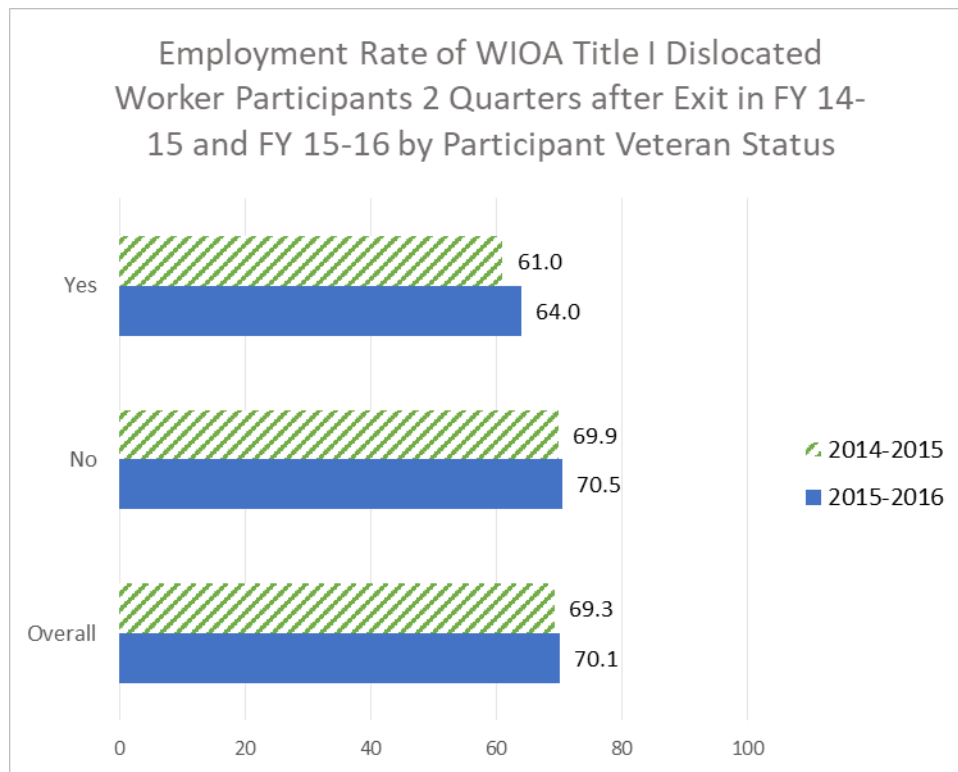
These shares suggest that veterans may be enrolling in and/or completing training in relatively larger numbers compared with non-veterans.

6.1.6.4 Figure – Percent of WIOA Title I Dislocated Worker Participants to Attain a Recognized Credential 4 Quarters after Exit by Participant Veteran Status and Fiscal Year



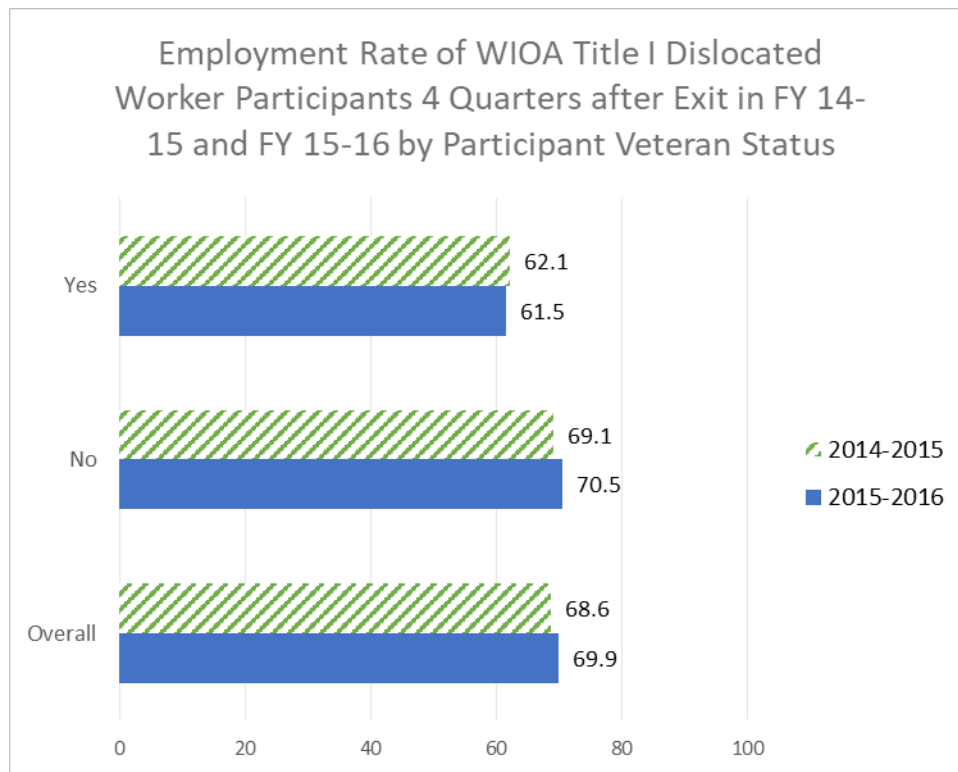
Consistent with training completion shares, veterans had higher credential rates than non-veterans, about 22% within a year of exit in both years, or more than 8 percentage points higher than rates among non-veterans.

6.1.6.5 Figure – Employment Rate of WIOA Title I Dislocated Worker Participants 2 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Veteran Status



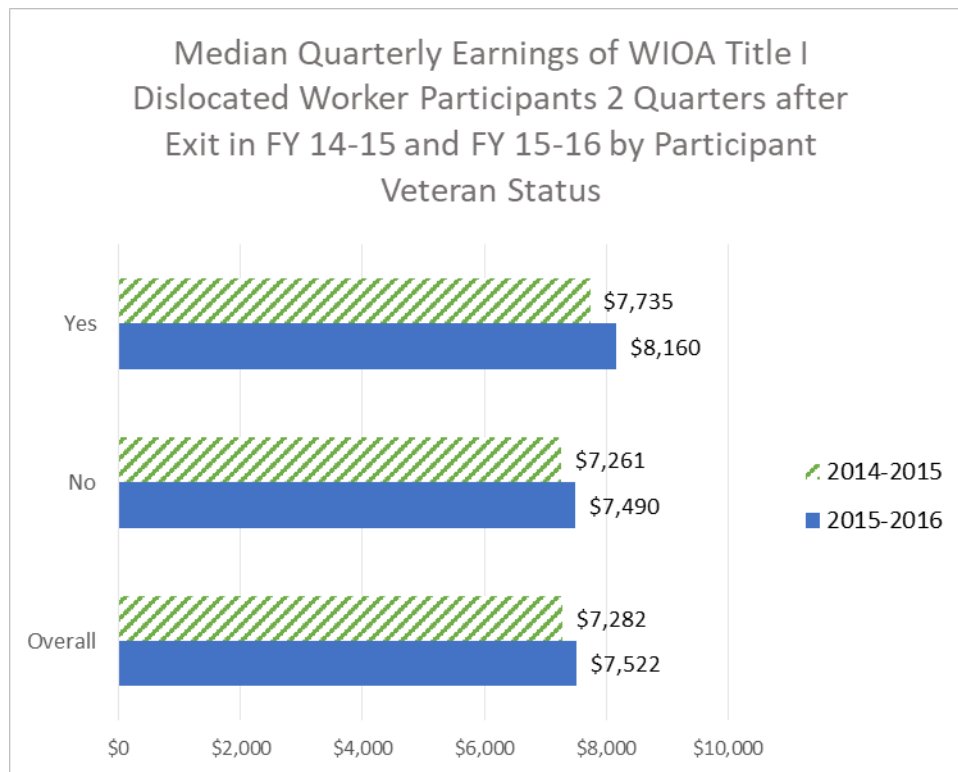
Despite veterans' higher credential rates, non-veteran rates of employment were higher at 69.9% in the second quarter after exit in FY 14-15 (about 9 percentage points higher than veterans' rate) and 70.5% in the second quarter after exit in FY 15-16, about 6.5 percentage points higher than the rate among veterans.

6.1.6.6 Figure – Employment Rate of WIOA Title I Dislocated Worker Participants 4 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Veteran Status



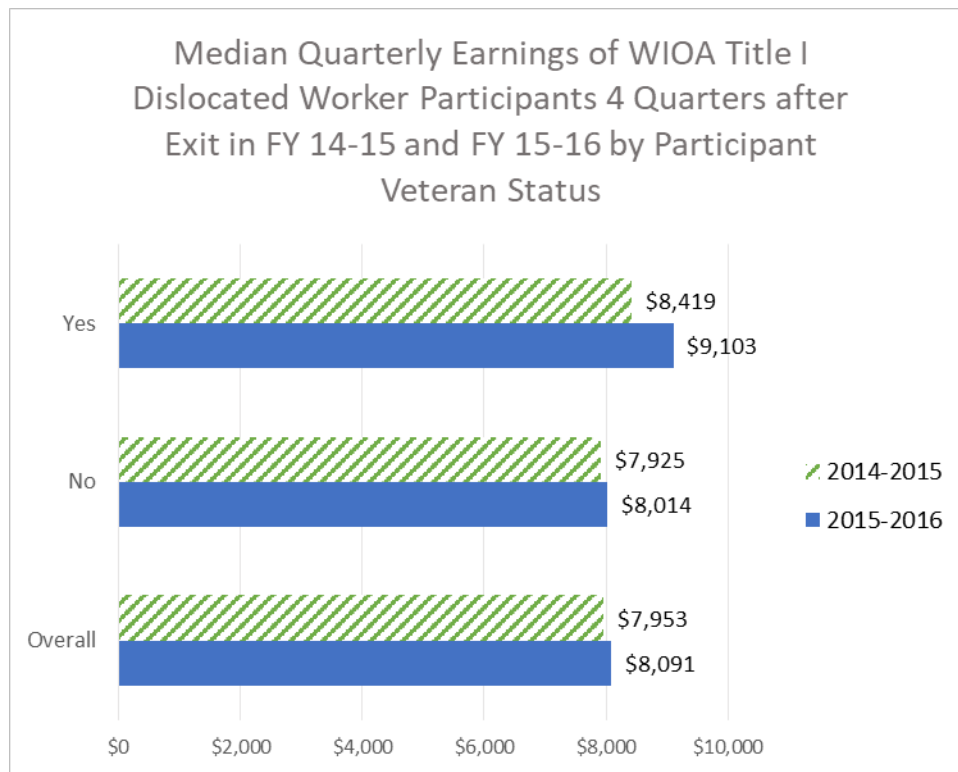
Veterans' employment rates were again lower, and by about the same margin, one year following program exit.

6.1.6.7 Figure – Median Quarterly Earnings of WIOA Title I Dislocated Worker Participants 2 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Veteran Status



Veterans' quarterly earnings from the second quarter after exit exceeded those of non-veterans: veterans to exit in FY 14-15 earned a quarterly median of \$7,735, \$474 higher than the \$7,261 earned by non-veterans. Veterans to exit in FY 15-16 earned a median of \$8,160, \$670 higher than non-veterans' \$7,490.

6.1.6.8 Figure – Median Quarterly Earnings of WIOA Title I Dislocated Worker Participants 4 Quarters after Exit in FY 14-15 and FY 15-16 by Participant Veteran Status



One year following program exit, veterans' earnings again exceeded those of non-veterans, with earnings of the former of \$8,419 following exit in FY 14-15 about \$500 higher than non-veteran earnings, while veteran earnings from a year after exit in FY 15-16 of \$9,103 were more than \$1,000 higher than non-veterans' earnings of \$8,014.

6.1.7 Training Completion Status

6.1.7.1 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	4,610	3,495	75.8	\$7,812	2,700	58.6	3,473	75.3	\$8,436
No	16,579	11,182	67.4	\$7,114	311	1.9	11,068	66.8	\$7,767
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	21,189	14,677	69.3	\$7,282	3,011	14.2	14,541	68.6	\$7,953

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	4,842	3,755	77.6	\$8,229	3,142	64.9	3,699	76.4	\$8,904
No	19,086	13,009	68.2	\$7,267	157	0.8	13,017	68.2	\$7,810
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	23,928	16,764	70.1	\$7,522	3,299	13.8	16,716	69.9	\$8,091

Service descriptions are available in Appendix E.

6.1.7.2 Figure – Percent of Total WIOA Title I Dislocated Worker Participants Exits in FY 14-15 and FY 15-16 by Training Completion Status

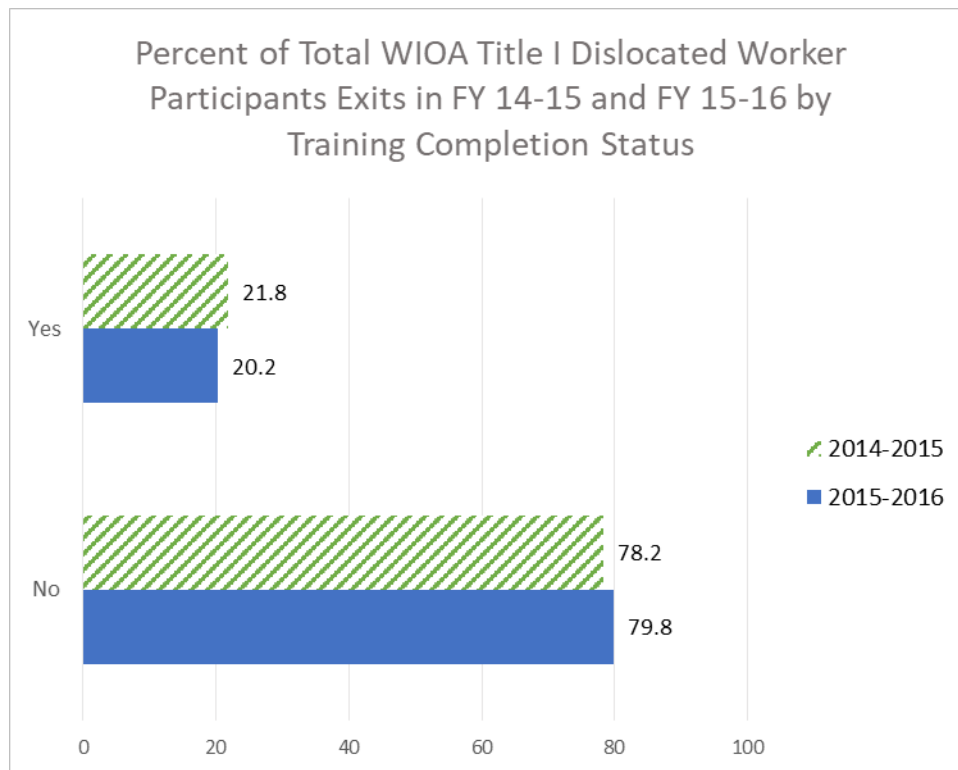
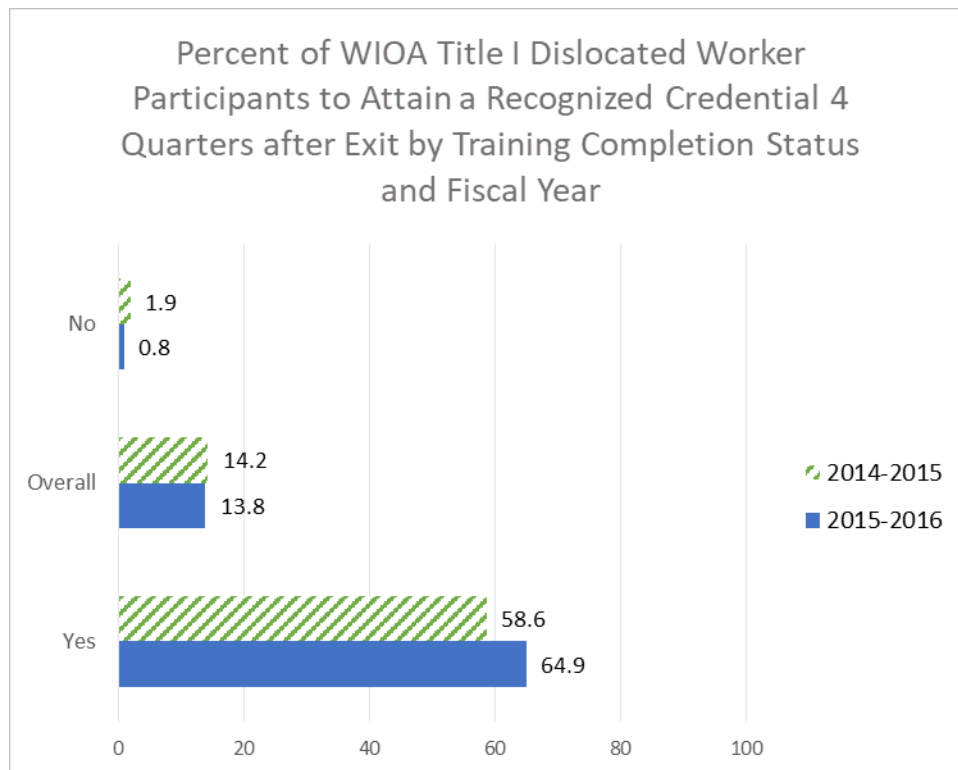


Figure 6.1.7.2 displays a breakout of all exiting WIOA Title I DW participants by training completion status at the time of exit. As noted, the majority of DW participants in both years were not enrolled in training services. Also included in the non-completion category are any participants who undertook a course of training during the fiscal year in question, but either withdrew or simply did not complete by the end of the period. The purpose of the breakout in 6.1.7.1 and associated figures is to visualize outcomes associated with training completion, compared with outcomes for other participants. Outcomes discussed in this section must be interpreted in this light, rather than as describing outcome differences between training-enrolled participants who successfully completed versus training-enrolled participants who did not. The latter is only a small subset of participants included in the non-completion category.

A majority of participants to exit in each fiscal year were in the non-training completion category; this was true of 78.2% of all to exit in FY 14-15 and 79.8% of total exiters in FY 15-16.

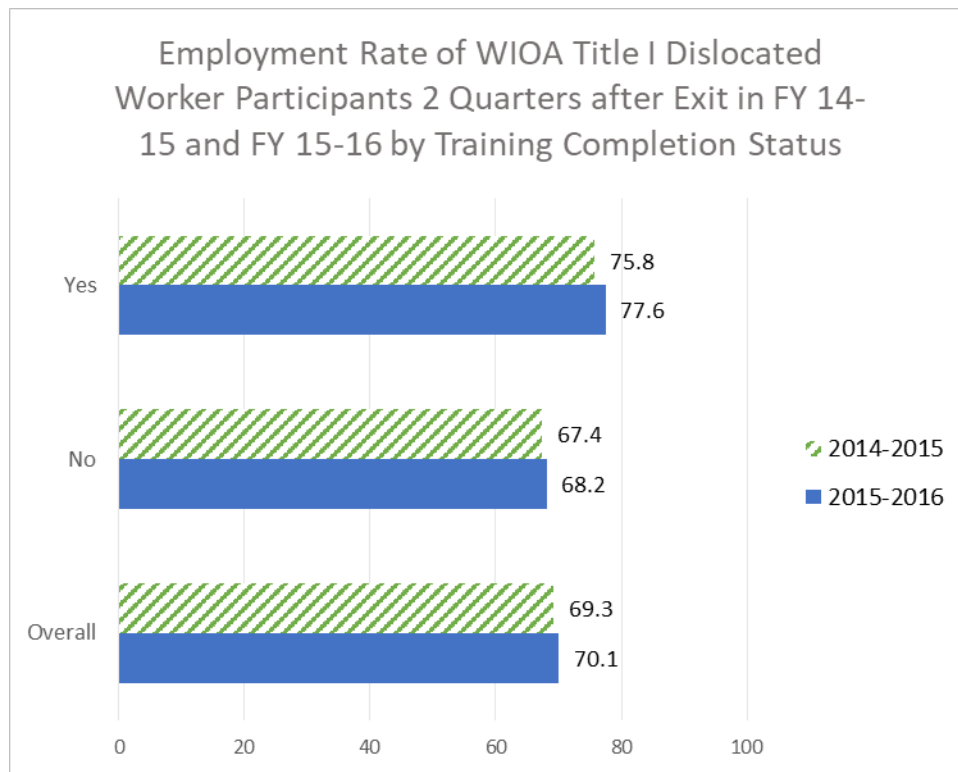
6.1.7.3 Figure – Percent of WIOA Title I Dislocated Worker Participants to Attain a Recognized Credential 4 Quarters after Exit by Training Completion Status and Fiscal Year



Nearly 60% of DW participants who completed training in FY 14-15 and almost 65% of those who did so in FY 15-16 earned a credential within a year of exit—rates far higher than those among non-training-completers.

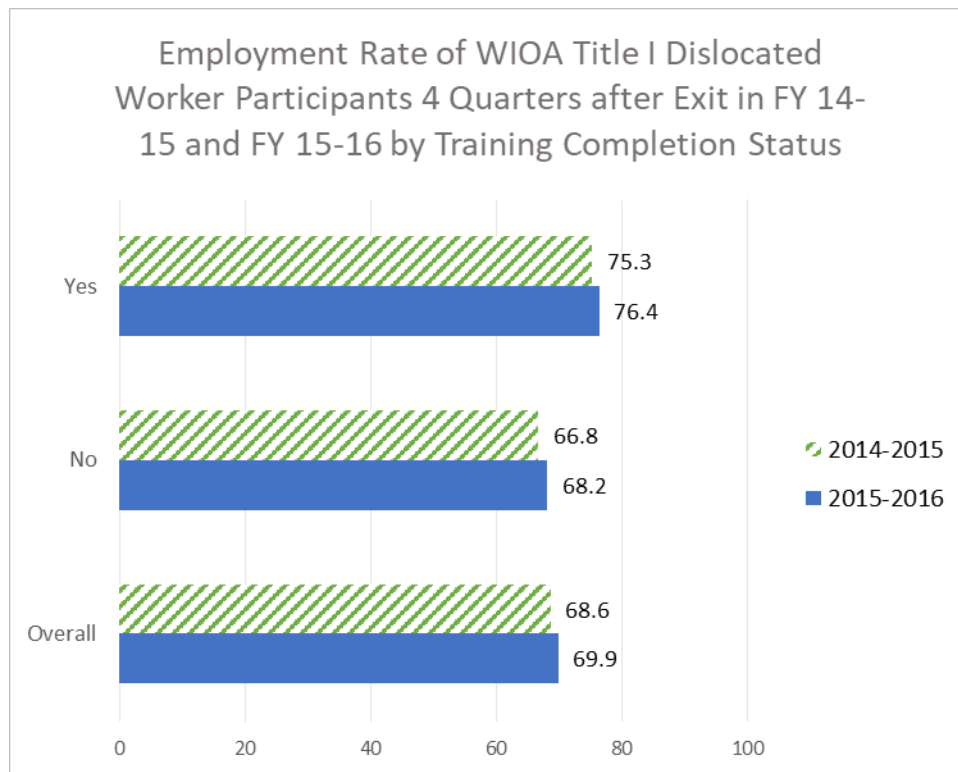
In general, eligibility to earn a credential hinges on training enrollment.

6.1.7.4 Figure – Employment Rate of WIOA Title I Dislocated Worker Participants 2 Quarters after Exit in FY 14-15 and FY 15-16 by Training Completion Status



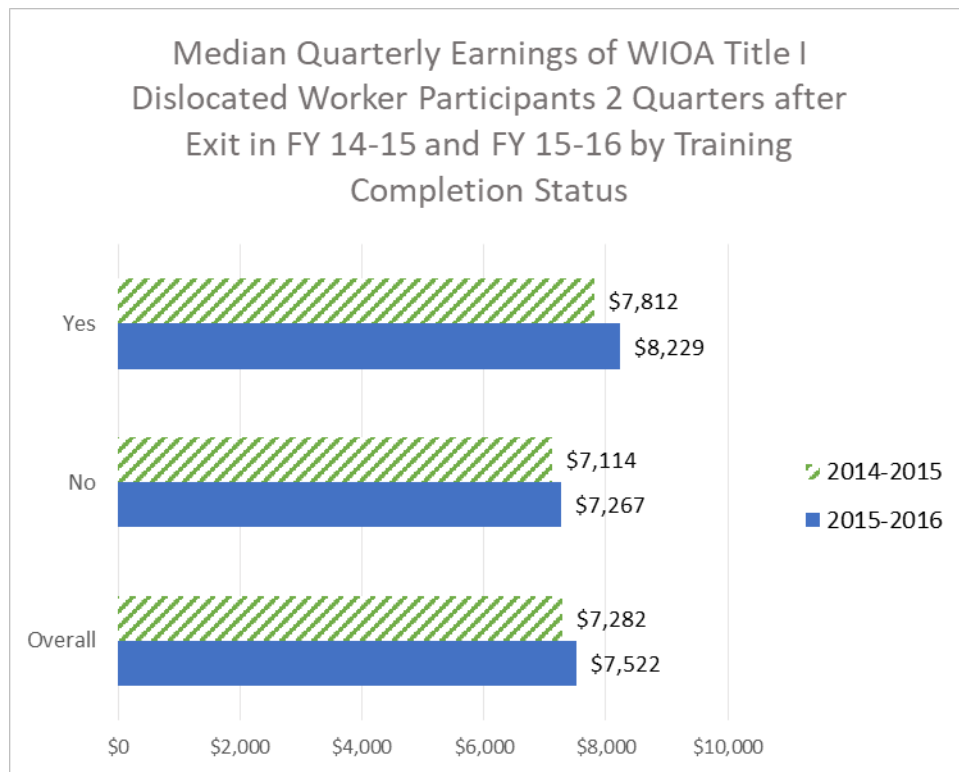
Employment rates were about 10 percentage points higher two quarters after program exit among DW participants who had completed a training program compared with those who had not: 75.8% compared with 67.5% (FY 14-15) and 77.6% compared with 68.2% (FY 15-16).

6.1.7.5 Figure – Employment Rate of WIOA Title I Dislocated Worker Participants 4 Quarters after Exit in FY 14-15 and FY 15-16 by Training Completion Status



Rates were similar among both categories of participants four quarters after exit in both years.

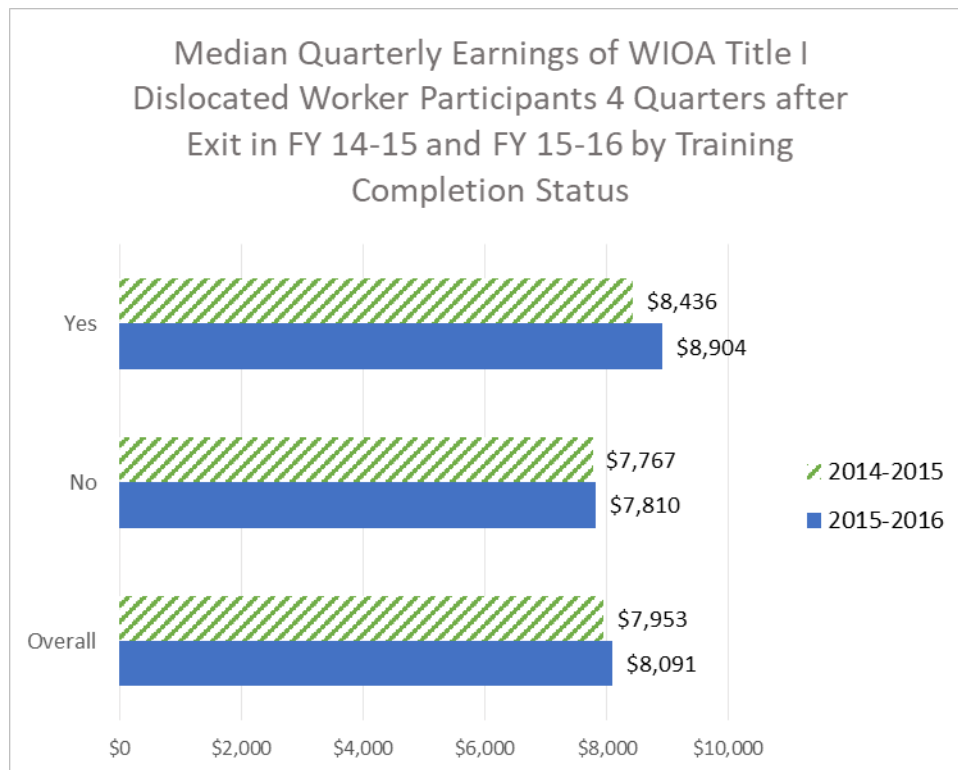
6.1.7.6 Figure – Median Quarterly Earnings of WIOA Title I Dislocated Worker Participants 2 Quarters after Exit FY 14-15 and FY 15-16 by Training Completion Status



Two quarters after program exit, median quarterly earnings of those who had completed their program were higher among both years' participants, than they were for non-completers. In the second quarter after exit in FY 14-15, earnings of training completers (\$7,812) exceeded those of non-completers (\$7,114) by about \$700. At the same stage after exit in FY 15-16, earnings of training completers (\$8,229) were nearly \$1,000 higher than the \$7,267 earned by non-training-completers.

As a reminder, figures in this section – Training Completion Status – display outcomes for participants who completed a course of training, versus outcomes for those who did not. The latter group includes both participants who never enrolled in a training program, along with individuals who may have enrolled and (for whatever reason) failed to complete training. The disaggregation does not therefore differentiate outcomes among training-enrolled participants who successfully completed versus those who dropped out. Instead, it differentiates outcomes between those who successfully completed a training program, and all other participants.

6.1.7.7 Figure – Median Quarterly Earnings of WIOA Title I Dislocated Worker Participants 4 Quarters after Exit in FY 14-15 and FY 15-16 by Training Completion Status



Earnings of DW participants who completed a program of training were higher than those of participants who did not one year after exit, by a similar margin.

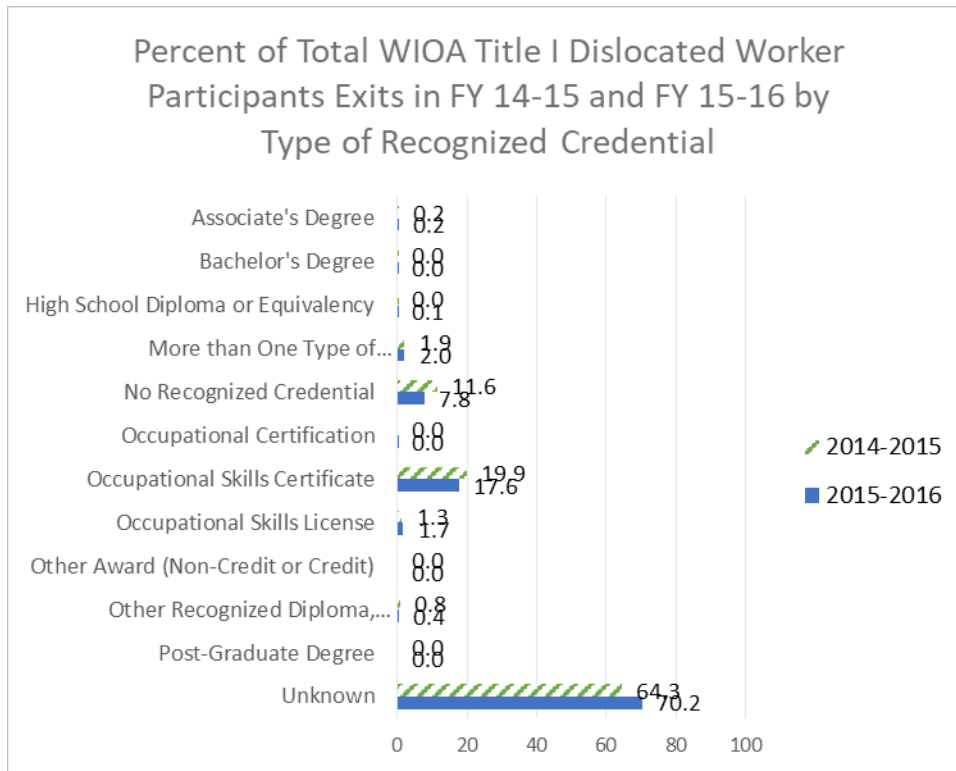
6.1.8 Type of Recognized Credential

6.1.8.1 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	2,449	1,717	70.1	\$7,490	0	0.0	1,691	69.0	\$8,209
High School Diploma or Equivalency	<10	<10	100.0	\$4,708	<10	0.0	<10	80.0	\$2,592
Associate's Degree	36	32	88.9	\$13,916	25	0.8	31	86.1	\$16,097
Bachelor's Degree	<10	<10	83.3	\$10,302	<10	0.0	<10	83.3	\$10,302
Post-Graduate Degree	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Occupational Skills License	279	213	76.3	\$8,039	216	7.2	222	79.6	\$8,993
Occupational Skills Certificate	4,208	3,050	72.5	\$7,841	2,365	78.5	3,060	72.7	\$8,469
Occupational Certification	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Other Recognized Diploma, Degree, or Certificate	161	130	80.7	\$7,312	108	3.6	129	80.1	\$7,879
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	410	316	77.1	\$16,169	295	9.8	306	74.6	\$17,363
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	13,635	9,209	67.5	\$7,060	0	0.0	9,093	66.7	\$7,729
TOTAL	21,189	14,677	69.3	\$7,282	3,011	100.0	14,541	68.6	\$7,953

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	1,855	1,337	72.1	\$7,740	0	0.0	1,345	72.5	\$8,342
High School Diploma or Equivalency	13	11	84.6	\$6,705	<10	0.3	10	76.9	\$7,086
Associate's Degree	40	33	82.5	\$16,187	19	0.6	35	87.5	\$16,407
Bachelor's Degree	<10	<10	87.5	\$11,725	<10	0.2	<10	87.5	\$12,523
Post-Graduate Degree	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Occupational Skills License	413	321	77.7	\$8,717	303	9.2	306	74.1	\$9,779
Occupational Skills Certificate	4,217	3,118	73.9	\$8,075	2,601	78.8	3,107	73.7	\$8,750
Occupational Certification	<10	<10	100.0	\$5,370	<10	0.0	<10	100.0	\$6,466
Other Recognized Diploma, Degree, or Certificate	94	72	76.6	\$7,121	65	2.0	65	69.1	\$7,633
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	488	382	78.3	\$17,662	296	9.0	372	76.2	\$18,866
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	16,799	11,482	68.3	\$7,284	0	0.0	11,468	68.3	\$7,809
TOTAL	23,928	16,764	70.1	\$7,522	3,299	100.0	16,716	69.9	\$8,091

6.1.8.2 Figure – Percent of Total WIOA Title I Dislocated Worker Participants Exits in FY 14-15 and FY 15-16 by Type of Recognized Credential



For this program, types of possible recognized credential are (prior to 2016): High School Diploma/or equivalency; AA or AS Diploma/Degree; BA or BS Diploma/Degree; Post Graduate Degree; Occupational Skills Licensure; Occupational Skills Certificate; Other Recognized Diploma, Degree, or Certificate. Beginning in 2016, Occupational Skills Licensure was added as a possible credential type.

In the present data, credential types reported for participants in the Title I DW program included the following:

- High School Diploma/or equivalency
- AA or AS Diploma/Degree
- BA or BS Diploma/Degree
- Post Graduate Degree
- Occupational Skills Licensure – a state-recognized license, e.g. Certified Nursing Assistant license¹⁵
- Occupational Skills Certificate – industry-recognized certificates, e.g., certifications awarded in the context of Registered Apprenticeship and Career and Technical Education¹⁶

¹⁵ https://www.edd.ca.gov/Jobs_and_Training/pubs/wsd19-03.pdf

¹⁶ Ibid

- Occupational Certification - e.g. Automotive Service Excellence certification ¹⁷
- Other Recognized Diploma, Degree, or Certificate - includes other recognized certificates of industry/occupational skills completion sufficient to qualify for entry-level or advancement in employment.¹⁸

In the data prior to 2016, these included: all of the above except for Occupational Certification. A large majority of each year's participants exited with credential attainment status unknown, 64.4% to exit in FY 14-15 and 70.2% to exit in FY 15-16.

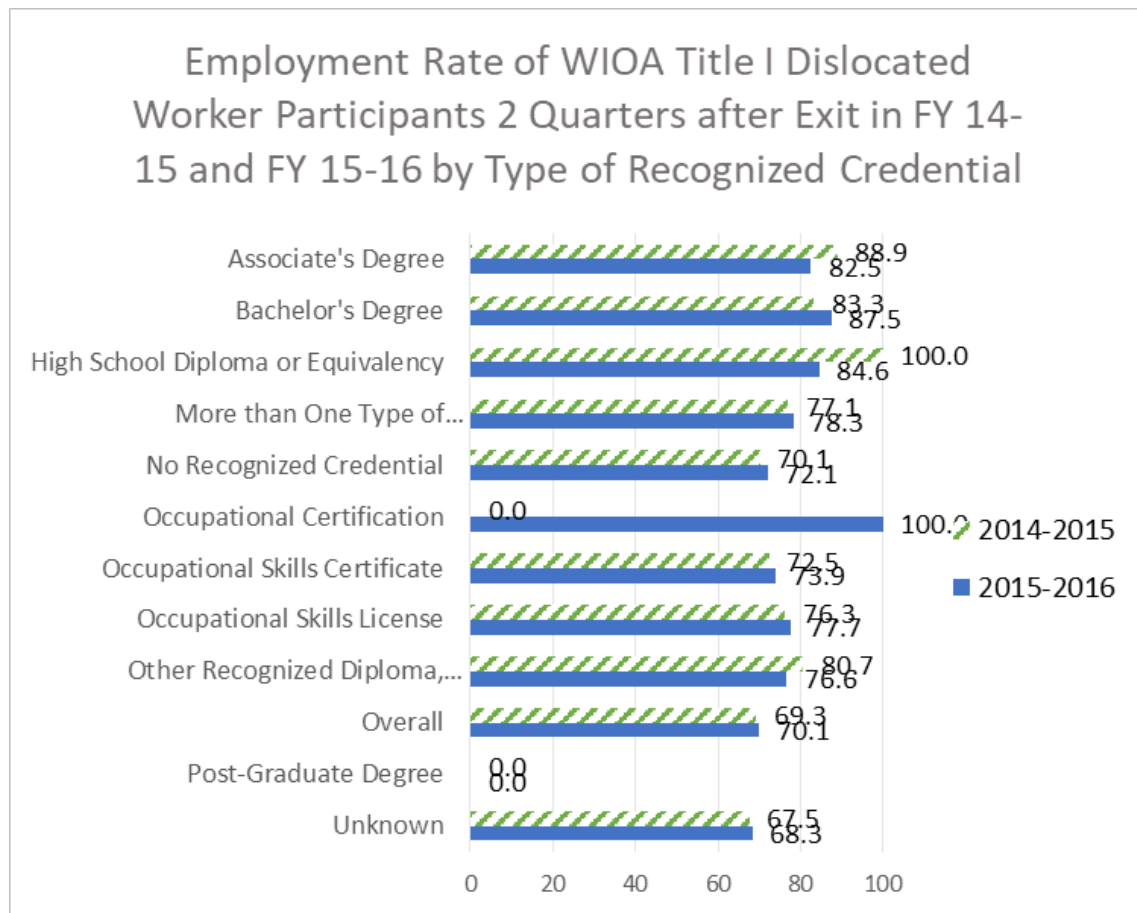
Of participants to earn a known credential, occupational skills certificate was the most frequent category—close to 20% of all to exit the program in FY 14-15 and 17.6% to exit in FY 15-16. This is an industry-recognized credential earned as a result of completing an occupational skills training program.

Other categories contained much smaller shares of all to exit.

¹⁷ https://www.edd.ca.gov/Jobs_and_Training/pubs/wsd19-03.pdf

¹⁸ Ibid

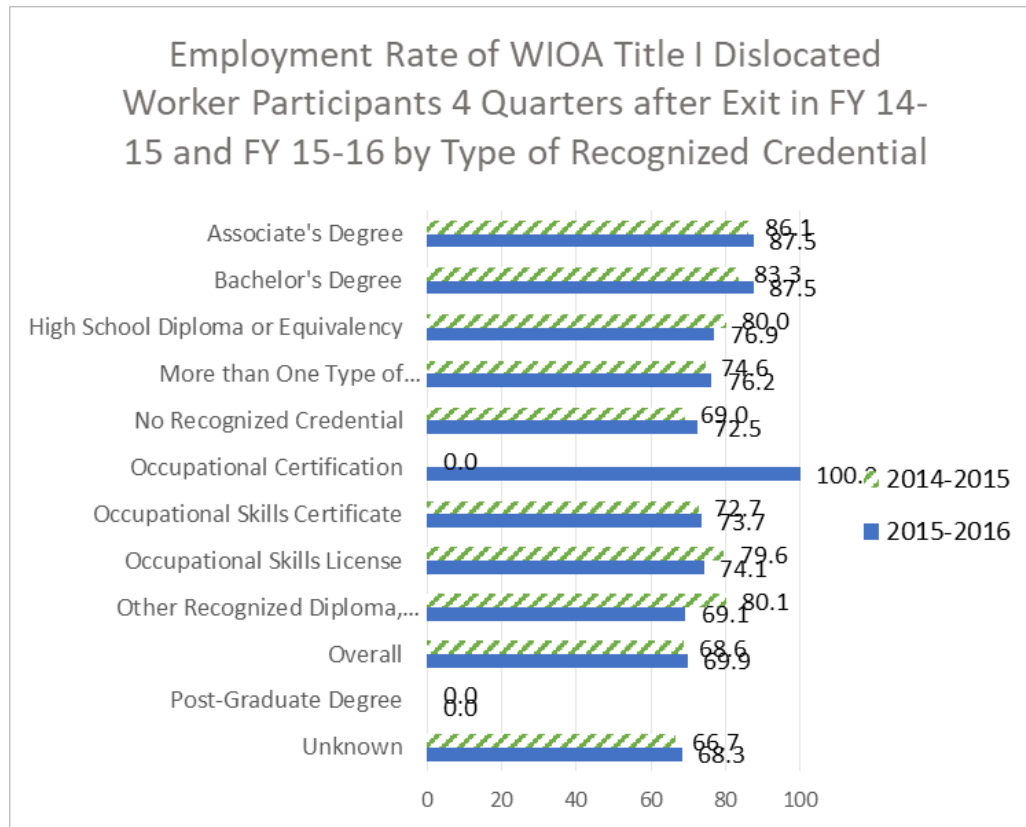
6.1.8.3 Figure – Employment Rate of WIOA Title I Dislocated Worker Participants 2 Quarters after Exit in FY 14-15 and FY 15-16 by Type of Recognized Credential



Rates of highest employment varied across the two years of data. Individuals who attained a high school degree had FY 14-15's highest rate (100%), followed by those who earned an AA. Among those to exit the second year, individuals who earned an occupational certification had highest employment (100%) followed by those who earned a BA.

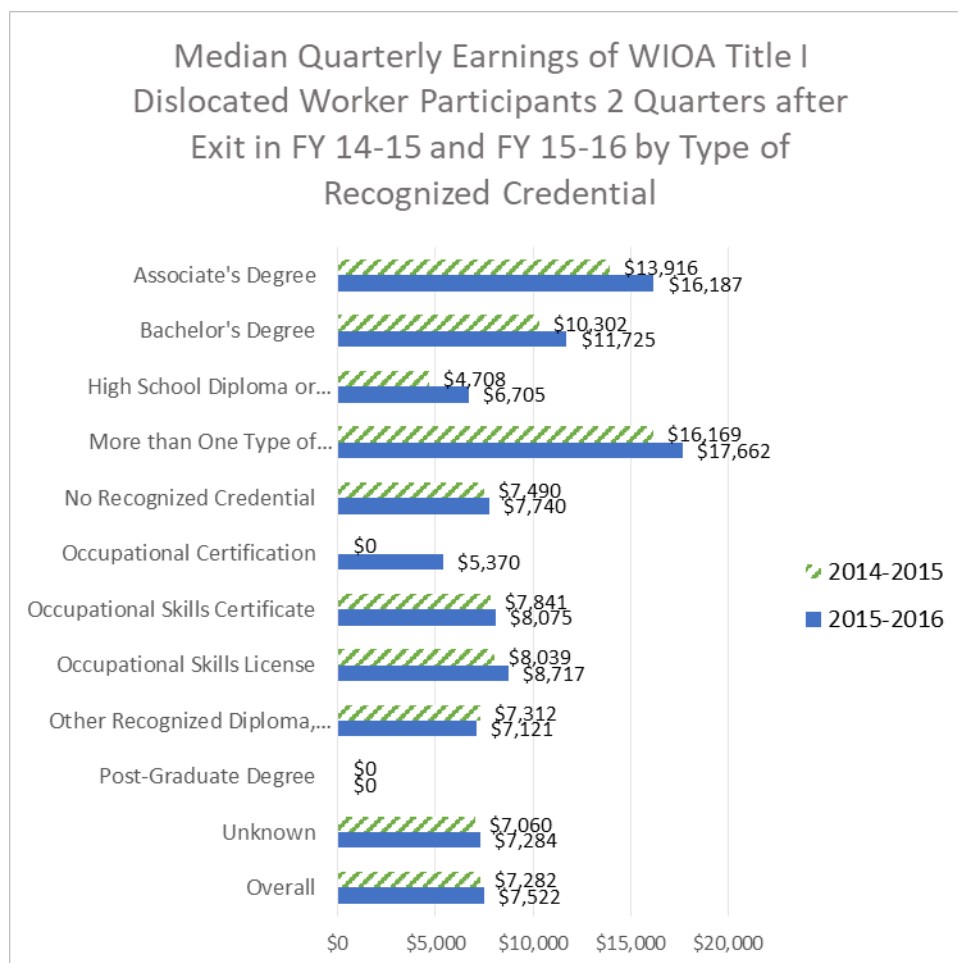
The small size of many of these categories compounds difficulty with interpretation.

6.1.8.4 Figure – Employment Rate of WIOA Title I Dislocated Worker Participants 4 Quarters after Exit in FY 14-15 and FY 15-16 by Type of Recognized Credential



Four quarters after exit, AA- followed by BA-earners were most likely to be employed among FY 14-15 exiters; among the following year's participants, it was again the small number of individuals earning an occupational certification, followed by the other two categories.

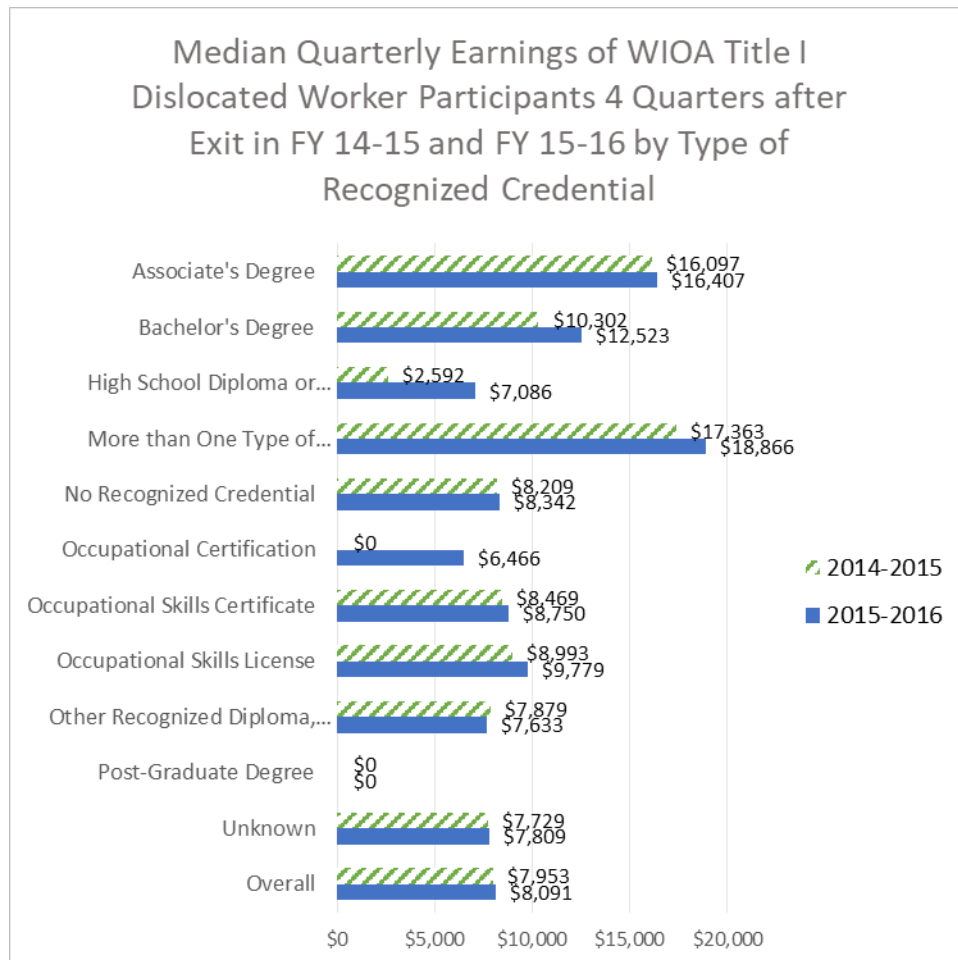
6.1.8.5 Figure – Median Quarterly Earnings of WIOA Title I Dislocated Worker Participants 2 Quarters after Exit in FY 14-15 and FY 15-16 by Type of Recognized Credential



DW participants who earned more than one credential type had the highest earnings from the second quarter after exit in both years, \$16,169 and \$17,662.

Those who earned a high school degree earned least, after exit in FY 14-15 (\$4,708). After exit in FY 15-16, lowest earnings were among those who earned an occupational certification, \$5,370.

6.1.8.6 Figure – Median Quarterly Earnings of WIOA Title I Dislocated Worker Participants 4 Quarters after Exit in FY 14-15 and FY 15-16 by Type of Recognized Credential



Categories of highest and lowest earnings were consistent into the fourth quarter after exit. In interpreting outcomes associated with earned credential type, it is also important to bear in mind that starting differences in education level impact participants' ability to attain different credential types. For example, in order to have the opportunity to earn a Bachelor's degree within a year of program exit, a participant would have needed to already have at least an Associate's degree and/or be actively enrolled in a four-year program at the time of exit. It is also possible that other unknown factors, such as differences in fields of study, or potential year-to-year differences in makeup of the "other" or "more than one" categories, may affect observed outcomes.

6.1.9 Industry / Sector of Employment

6.1.9.1 Table Set – Industry/Sector of Employment

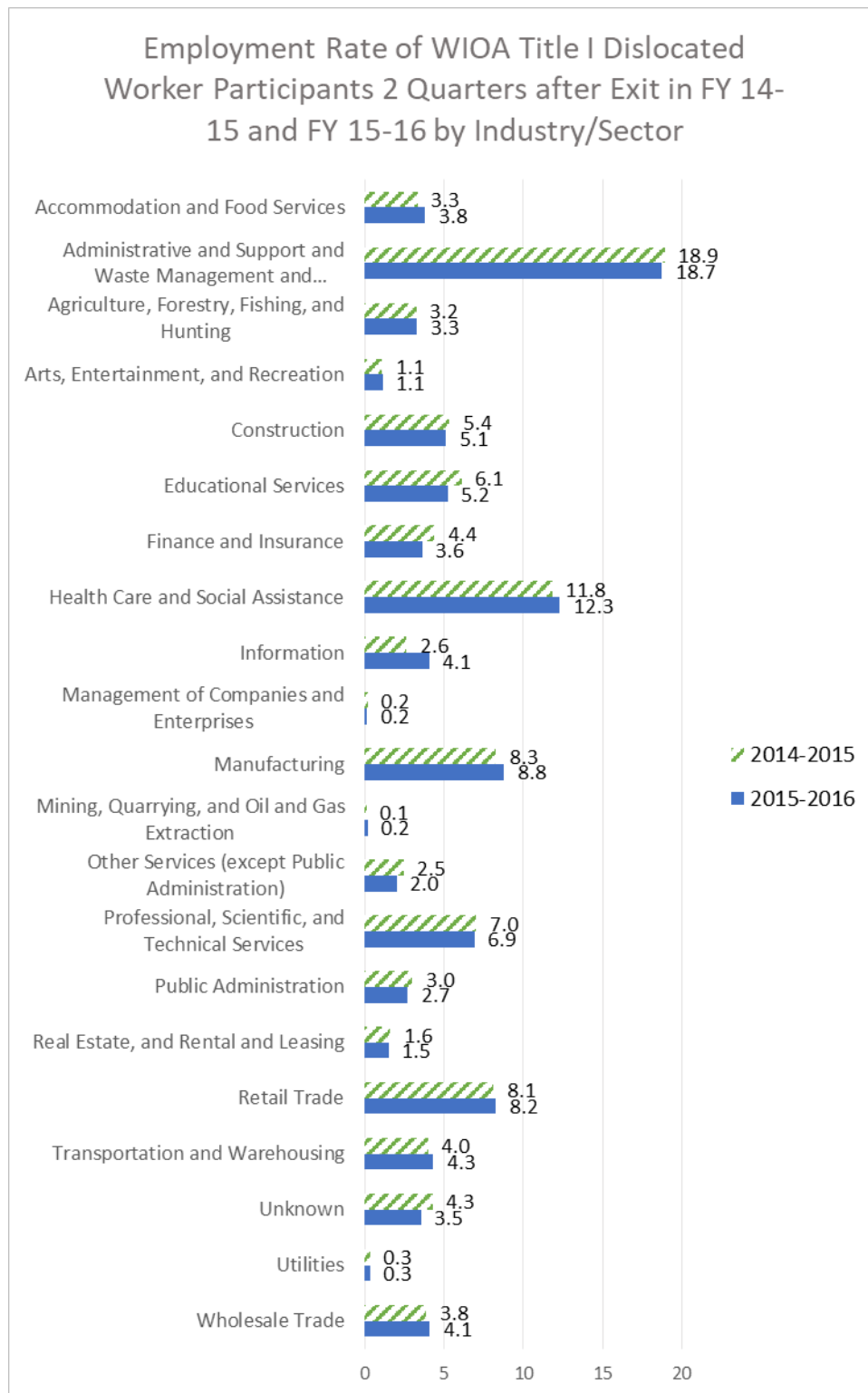
FY 2014-2015						
Industry / Sector Description	2 Quarters After Exit			4 Quarters After Exit		
	# Employed	% Employed	Median Earnings	# Employed	% Employed	Median Earnings
Agriculture, Forestry, Fishing, and Hunting	477	3.2	\$4,781	331	2.3	\$4,629
Mining, Quarrying, and Oil and Gas Extraction	15	0.1	\$10,602	16	0.1	\$9,529
Utilities	48	0.3	\$14,894	60	0.4	\$15,026
Construction	786	5.4	\$8,338	755	5.2	\$8,992
Manufacturing	1,214	8.3	\$9,708	1,360	9.4	\$10,380
Wholesale Trade	565	3.8	\$8,598	590	4.1	\$9,455
Retail Trade	1,193	8.1	\$4,717	1,161	8.0	\$5,384
Transportation and Warehousing	586	4.0	\$7,337	618	4.3	\$7,671
Information	386	2.6	\$11,562	448	3.1	\$10,750
Finance and Insurance	643	4.4	\$10,359	697	4.8	\$10,817
Real Estate, and Rental and Leasing	234	1.6	\$7,493	239	1.6	\$8,101
Professional, Scientific, and Technical Services	1,029	7.0	\$11,206	1,020	7.0	\$12,394
Management of Companies and Enterprises	26	0.2	\$11,611	27	0.2	\$14,660
Administrative and Support and Waste Management and Remediation Services	2,773	18.9	\$6,298	2,310	15.9	\$6,717
Educational Services	895	6.1	\$7,282	912	6.3	\$7,309
Health Care and Social Assistance	1,732	11.8	\$6,386	1,911	13.1	\$6,807
Arts, Entertainment, and Recreation	159	1.1	\$5,476	151	1.0	\$6,280
Accommodation and Food Services	488	3.3	\$4,146	450	3.1	\$4,799
Other Services (except Public Administration)	360	2.5	\$6,982	346	2.4	\$7,225
Public Administration	441	3.0	\$8,594	486	3.3	\$9,128
Other	0	0.0	\$0	0	0.0	\$0
Not Applicable	0	0.0	\$0	0	0.0	\$0

FY 2014-2015						
Unknown	627	4.3	\$10,028	653	4.5	\$10,819
TOTAL	14,677	69.3	\$7,282	14,541	68.6	\$7,953

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	552	3.3	\$5,038	418	2.5	\$3,093
Mining, Quarrying, and Oil and Gas Extraction	28	0.2	\$11,050	34	0.2	\$13,297
Utilities	55	0.3	\$14,371	66	0.4	\$16,485
Construction	860	5.1	\$8,482	854	5.1	\$9,066
Manufacturing	1,471	8.8	\$9,510	1,620	9.7	\$10,103
Wholesale Trade	688	4.1	\$8,989	721	4.3	\$9,756
Retail Trade	1,383	8.2	\$5,147	1,359	8.1	\$5,702
Transportation and Warehousing	719	4.3	\$8,040	762	4.6	\$8,629
Information	680	4.1	\$10,500	683	4.1	\$11,113
Finance and Insurance	606	3.6	\$10,400	668	4.0	\$11,173
Real Estate, and Rental and Leasing	252	1.5	\$8,122	278	1.7	\$8,357
Professional, Scientific, and Technical Services	1,158	6.9	\$11,835	1,142	6.8	\$12,558
Management of Companies and Enterprises	26	0.2	\$12,552	33	0.2	\$11,893
Administrative and Support and Waste Management and Remediation Services	3,139	18.7	\$6,401	2,744	16.4	\$6,553
Educational Services	878	5.2	\$7,076	935	5.6	\$7,411
Health Care and Social Assistance	2,061	12.3	\$6,711	2,167	13.0	\$7,046
Arts, Entertainment, and Recreation	191	1.1	\$5,047	174	1.0	\$5,233
Accommodation and Food Services	636	3.8	\$5,578	663	4.0	\$6,221
Other Services (except Public Administration)	336	2.0	\$7,055	341	2.0	\$7,669
Public Administration	450	2.7	\$8,577	477	2.9	\$9,471

FY 2015-2016						
Other	0	0.0	\$0	0	0.0	\$0
Not Applicable	0	0.0	\$0	0	0.0	\$0
Unknown	595	3.5	\$9,356	577	3.5	\$10,570
TOTAL	16,764	70.1	\$7,522	16,716	69.9	\$8,091

6.1.9.2 Figure – Employment Rate of WIOA Title I Dislocated Worker Participant 2 Quarters after Exit in FY 14-15 and FY 15-16 by Industry/Sector



By far the largest employment sector of former DW participants was a large sector called Administrative and Support and Waste Management and Remediation Services employed the largest shares of participants in the DW program to exit in each year, 18.9% of all DW participants to exit in FY 14-15 and a similar 18.7% to exit in FY 15-16.

Statewide median earnings in this field were just \$10,046 a quarter in FY 14-15, and \$10,447 a quarter in FY 15-16. Median sector earnings of DW participants were substantially lower – at \$6,067 and \$6,185 respectively in the second quarter after exit in FY 14-15 and FY 15-16, respectively.

This could reflect employment of most DW participants with earnings from that sector as janitors—which is both the largest sector occupation and the lowest-paying, with occupational mean earnings in California in 2015 of \$29,287 annually—about \$7,300 in a quarter.

Compared with the share of the statewide labor force employed in this sector, DW participants were overrepresented by about 12 percentage points.

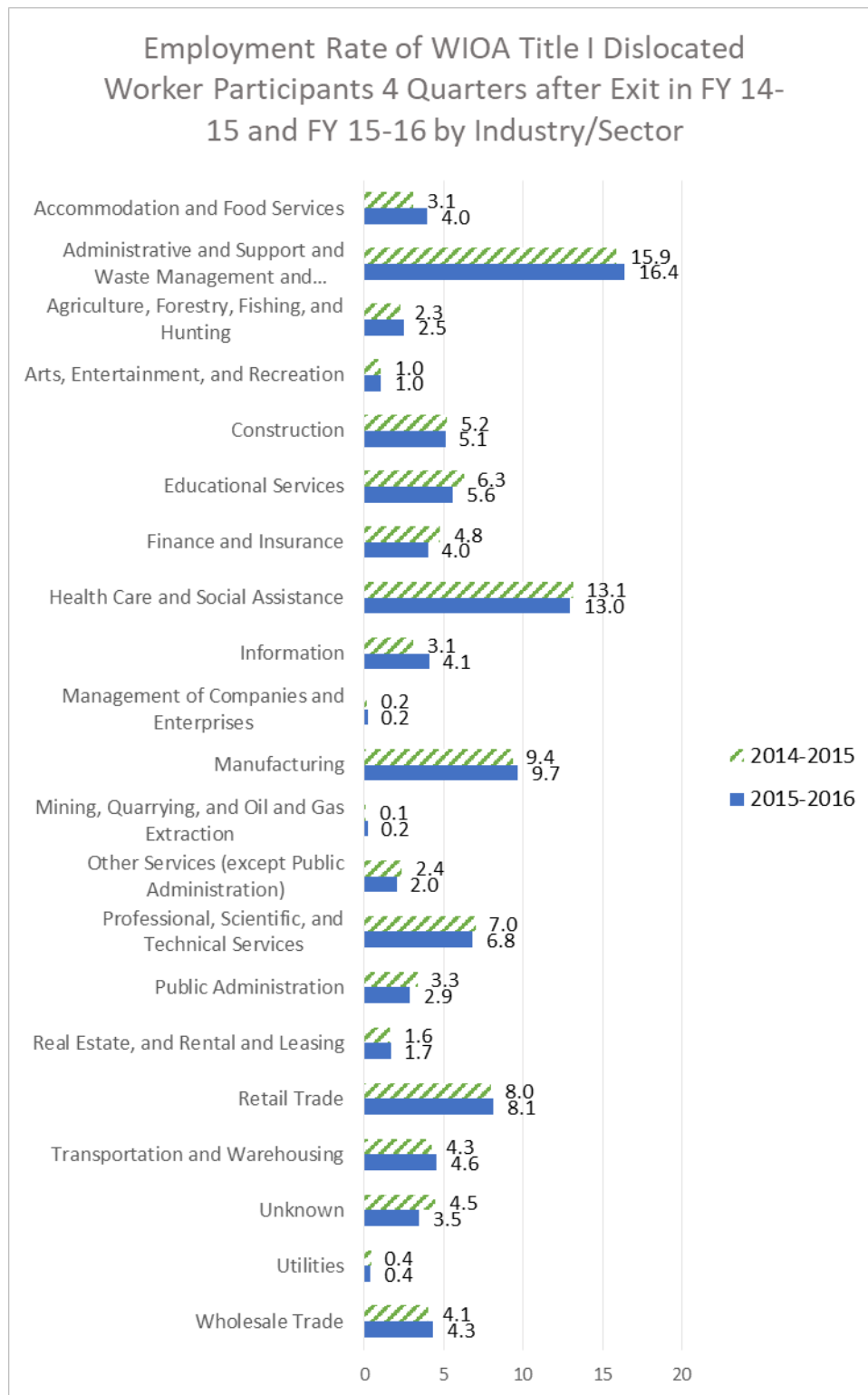
Health Care and Social Assistance employed another 11.8% and 12.3% of DW participants—which were close to and actually slightly below statewide employment.

Few DW participants worked in the sectors of Mining, Quarrying, and Oil and Gas Extraction, Utilities, or Management—each employing less than 1% of DW participants.

In the first two cases, <0.1% shares appear aligned with the size of these very small sectors in the labor force overall (respectively 0.2% and 0.4%). The management sector employs a still-small but somewhat larger share of the state's workforce, 1.4%.

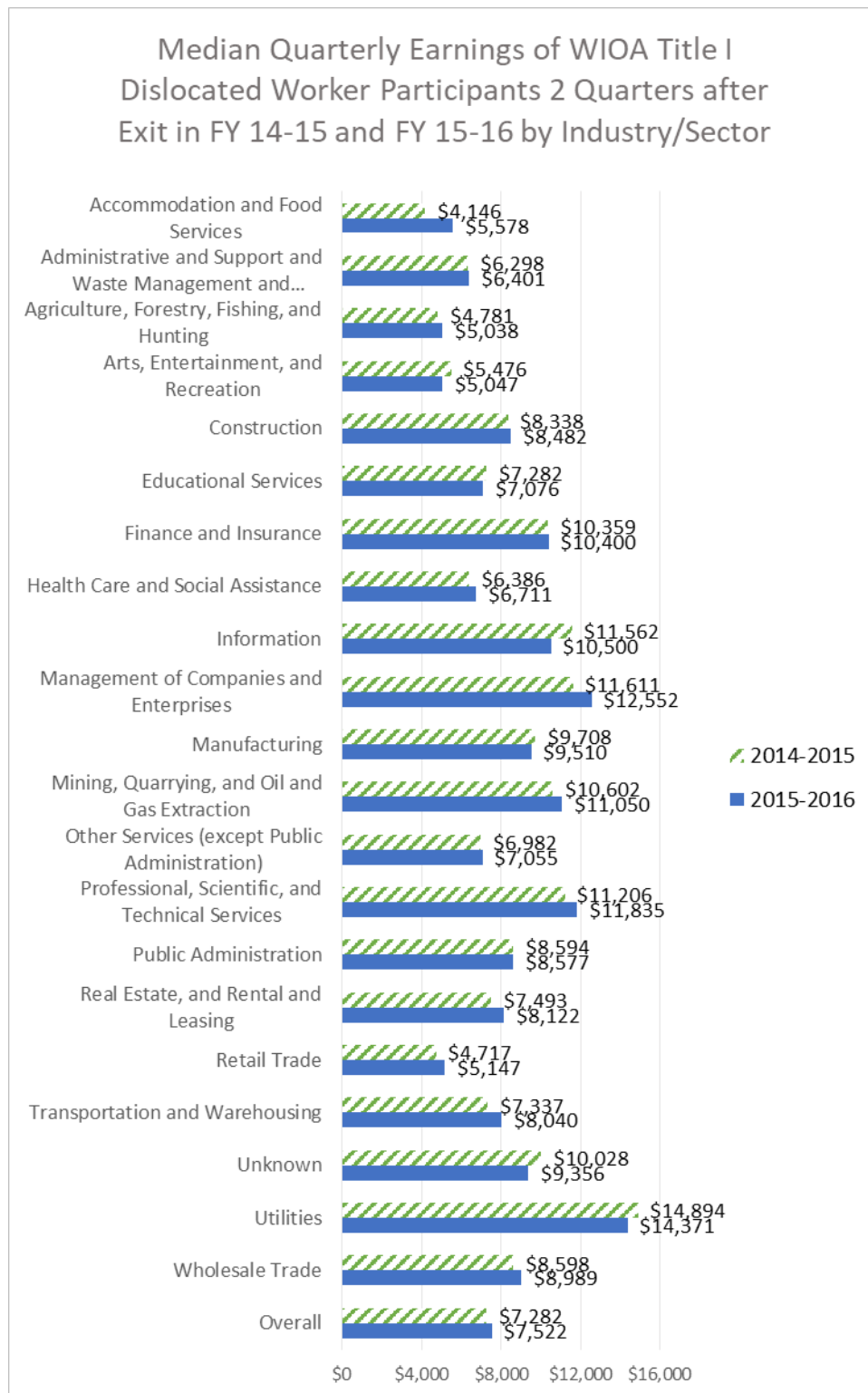
Given that the Title I program caters to those who are un- or under-employed, including populations with barriers to employment, the fact that the share of recent participants employed in managerial positions would be smaller than the corresponding share of the statewide labor force working in this sector is likely unsurprising.

6.1.9.3 Figure – Employment Rate of WIOA Title I Dislocated Worker Participants 4 Quarters after Exit in FY 14-15 and FY 15-16 by Industry/Sector



Categories of most and least employment remained consistent from the second to the fourth post-exit quarters among both fiscal years' participants.

6.1.9.4 Figure – Median Quarterly Earnings of WIOA Title I Dislocated Worker Participants 2 Quarters after Exit in FY 14-15 and FY 15-16 by Industry/Sector



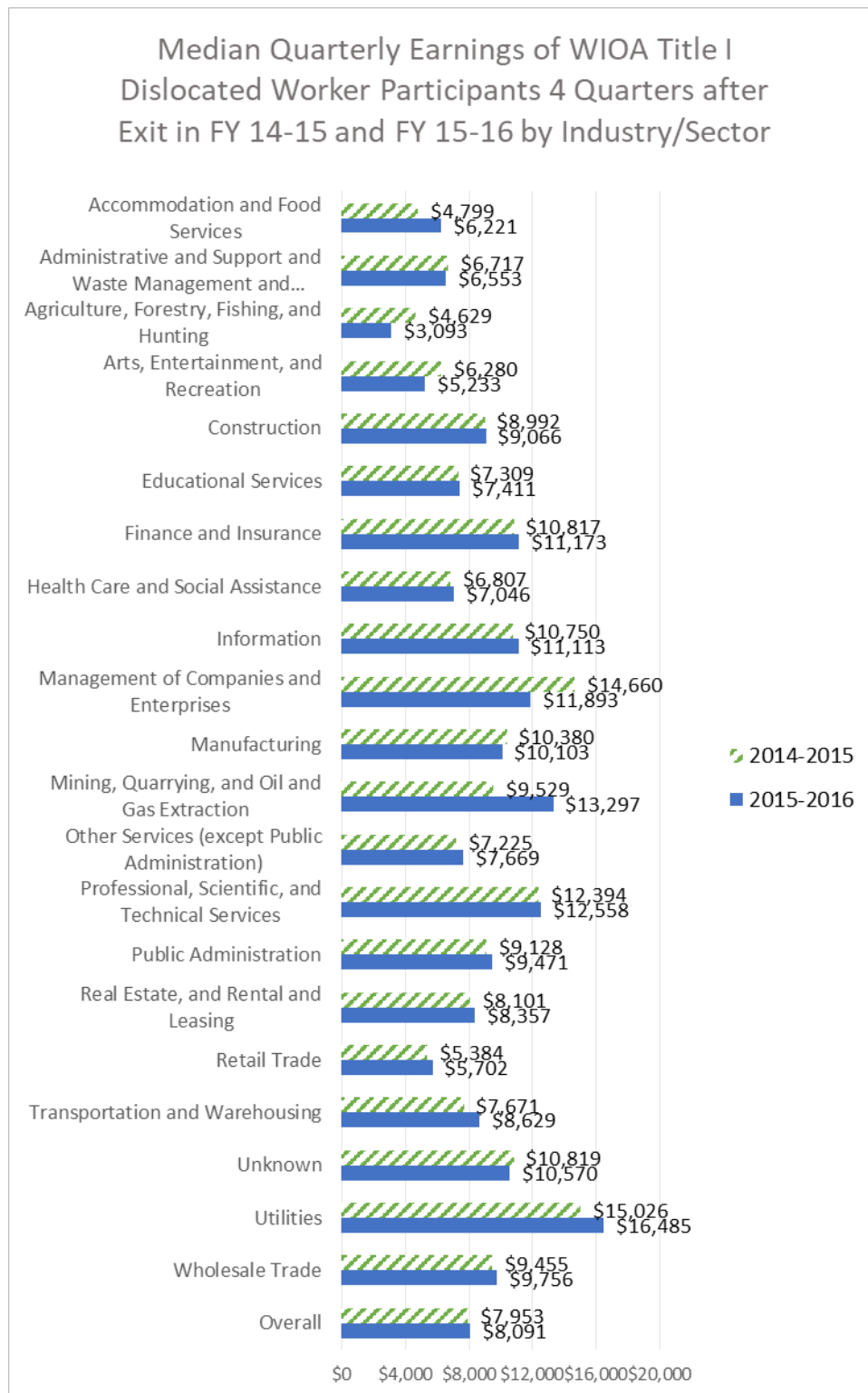
In line with the wider labor market, highest earnings among employed DW participants were found in the utilities sector (\$14,894 and \$14,371 following exit in each respective fiscal year).

Other high-paying sectors for participants were also high-paying sectors in the state as a whole: professional, scientific and technical services; management; and the mining and extraction sector (which includes oil workers).

As a rule, sector pay for DW participants was lower than statewide means—however this is expected given that the latter is an average that includes all occupations and all experience levels of sector workers statewide.

Lowest-paying sectors for participants also tallied with some of the lower-paying sectors in the state: accommodation and food services; retail; and the agriculture, forestry, fishing and hunting sector that includes farm laborers.

6.1.9.5 Figure – Median Quarterly Earnings of WIOA Title I Dislocated Worker Participants 4 Quarters after Exit in FY 14-15 and FY 15-16 by Industry/Sector



Categories of highest and lowest earnings remained unchanged, for both years' participants, from the second to the fourth quarters following exit.

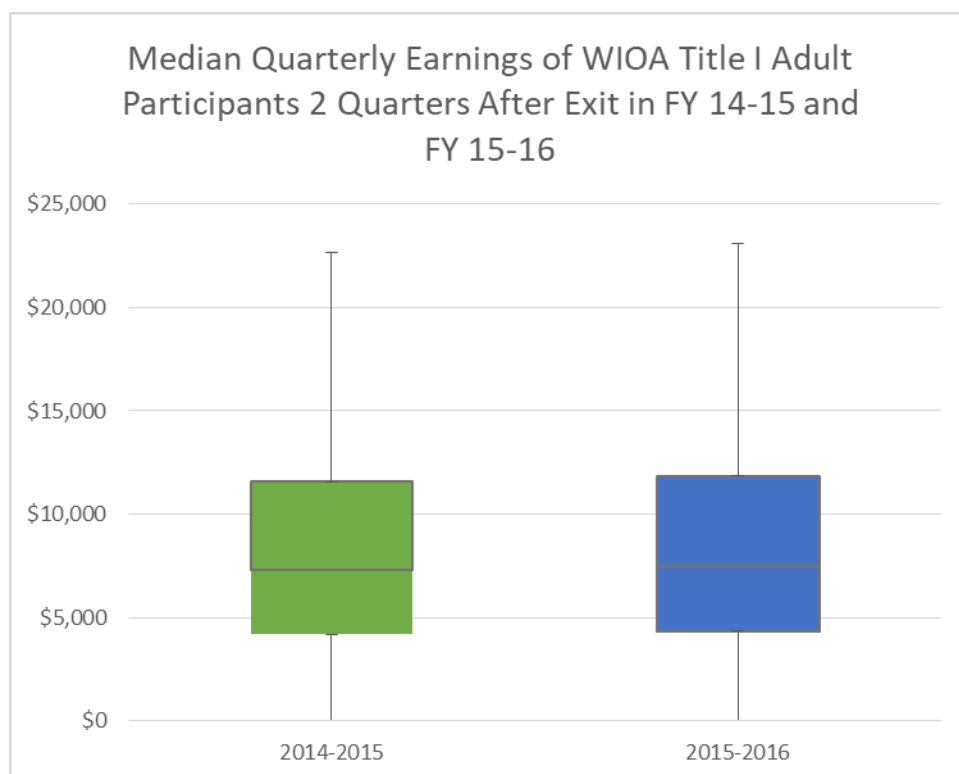
6.1.10 Quarterly Earnings

6.1.10.1 Table Set – Quarterly Earnings

FY 2014-2015					
Quarter After Exit	Minimum Earnings	Lower Quartile	Median Earnings	Upper Quartile	Maximum Earnings
Second	\$1	\$4,183	\$7,282	\$11,578	\$22,672
Fourth	\$0	\$4,788	\$7,953	\$12,384	\$23,779

FY 2015-2016					
Quarter After Exit	Minimum Earnings	Lower Quartile	Median Earnings	Upper Quartile	Maximum Earnings
Second	\$0	\$4,353	\$7,522	\$11,846	\$23,086
Fourth	\$0	\$4,767	\$8,091	\$12,590	\$24,325

6.1.10.2 Figure – Median Quarterly Earnings of WIOA Title I Adult Participants 2 Quarters after Exit in FY 14-15 and FY 15-16



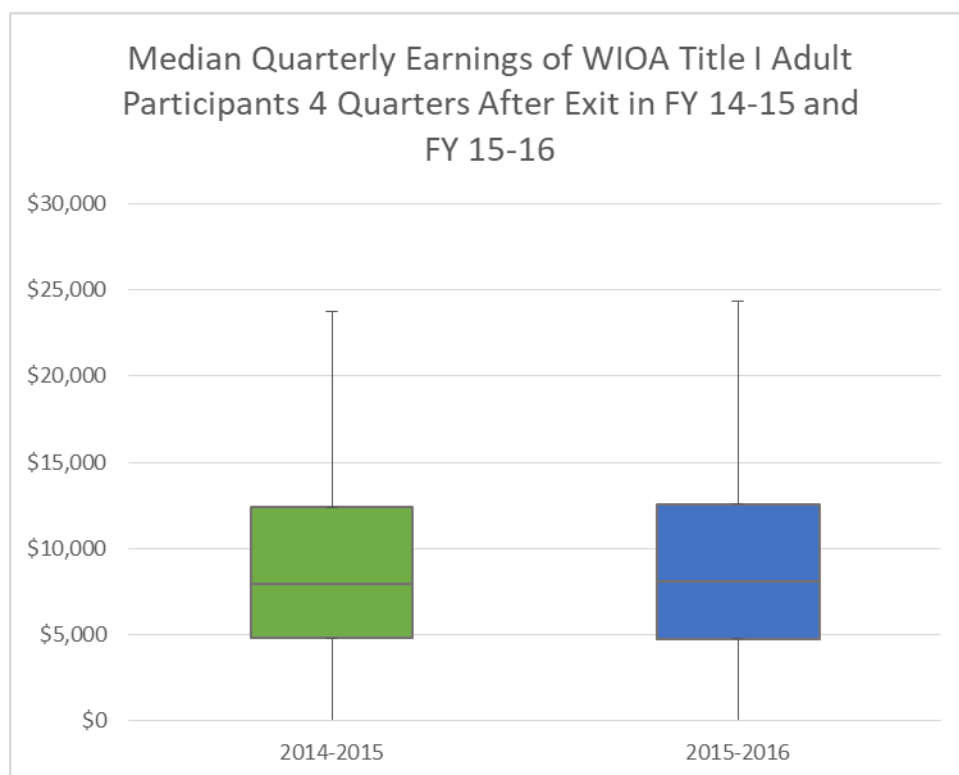
The box plot shown in Figure 6.1.10.2 provides a distributional summary of WIOA Title I Adult participant earnings outcomes using five statistics: the lowest and highest individual participant earnings values in the range; and values of the 25th, 50th (median) and 75th, percentiles of earnings. The horizontal line through the middle of the box represents the median, or the middle value if all of the data points are arranged from lowest to highest. “Whiskers” are drawn to the lowest and highest non-outlier values in the range.¹⁹

¹⁹ 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. Whiskers are not extended to outlier points in a box plot, because outliers do not represent the trend of the data. Generally, in cases where outliers are present, the whisker is drawn to the last individual data point within the “fences” (equivalent to, respectively, $Q1 - 1.5 * IQR$ and $Q3 + 1.5 * IQR$). Here, however, due to participant data confidentiality concerns, the upper whiskers have been extended to upper fence values themselves. This has been done both to exclude a few 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. Low earnings values are actual participant earnings values. (Confidentiality concerns did not apply, as multiple participants were found with the same earnings value). 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. Earnings of <\$100 in a quarter were only about 1% of all participant earnings across all programs.

The middle 50% of former DW participant quarterly earnings from the second quarter after exit ranged between \$4,183 and \$11,578 (exit in FY 14-15) and between \$4,353 and \$11,846 (FY 15-16).

Earnings were visibly skewed toward the upper end of the distribution, indicated by the long upper whisker: there was about the same distance between the value of the 75th percentile and top non-outlier earnings value as there was between the lower three quartiles of data. This was characteristic of most other programs in this report.

6.1.10.3 Figure – Median Quarterly Earnings of WIOA Title I Adult Participants 4 Quarters after Exit in FY 14-15 and FY 15-16



One year after exit, the middle 50% of participant quarterly earnings ranged from \$4,788 to \$12,384 (following exit in FY 14-15) and between \$4,767 and \$12,590 (exit in FY 15-16).

The spread of earnings was similar as in the second quarter after exit.

Because information is not provided to indicate whether individuals employed in the fourth quarter after exit represent the same individuals employed in the second quarter, it cannot be

determined to what extent the difference in earnings indicates wage gains among the already-employed versus other factors (such as changes in labor market conditions).

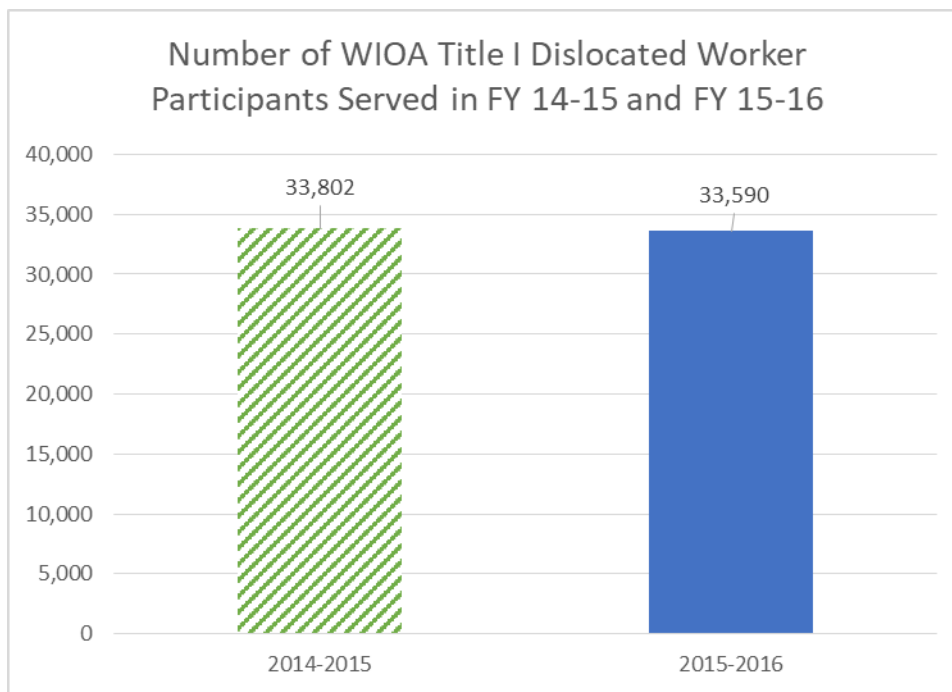
6.1.11 Program Performance

6.1.11.1 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 Title I (Dislocated Workers)	33,802	21,189	4,610	14,677	69.3	\$7,282	3,011	14.2	14,541	68.6	\$7,953

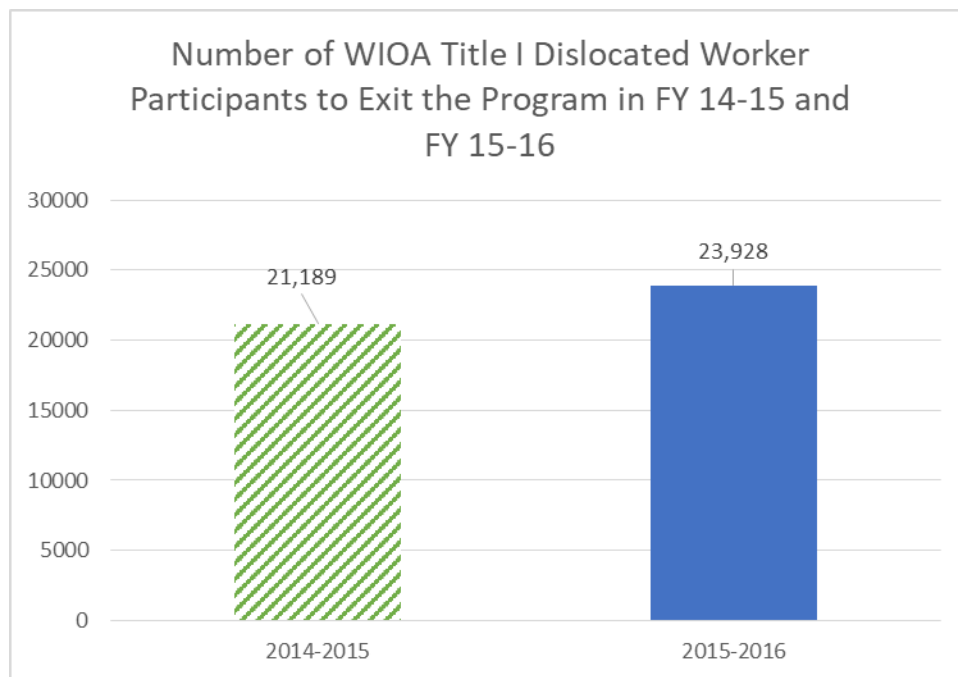
FY 2015-2016											
Program	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
WIOA Title I (Dislocated Workers)	33,590	23,928	4,842	16,764	70.1	\$7,522	3,299	13.8	16,716	69.9	\$8,091

6.1.11.2 Figure – Number of WIOA Title I Dislocated Worker Participants Served in FY 14-15 and FY 15-16



Approximately 34,000 individuals participated in the DW program in each of the two program years, FY 14-15 and FY 15-16.

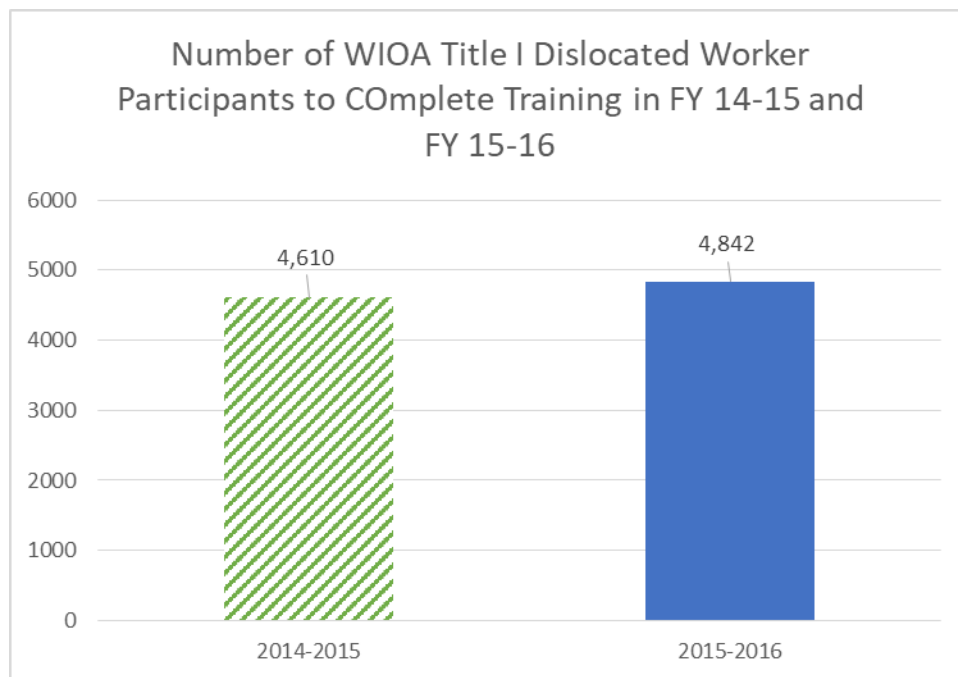
6.1.11.3 Figure – Number of WIOA Title I Dislocated Worker Participants to Exit the Program in FY 14-15 and FY 15-16



During FY 14-15, 21,189 individuals exited from the WIOA Title I DW program. In FY 15-16, the number was higher: 23,928.

It is likely that labor market conditions impact both participation in and exit from this program in particular, given that recipients of DW services by definition have previous labor market experience and may therefore be in need of relatively shorter interventions to become reemployed.

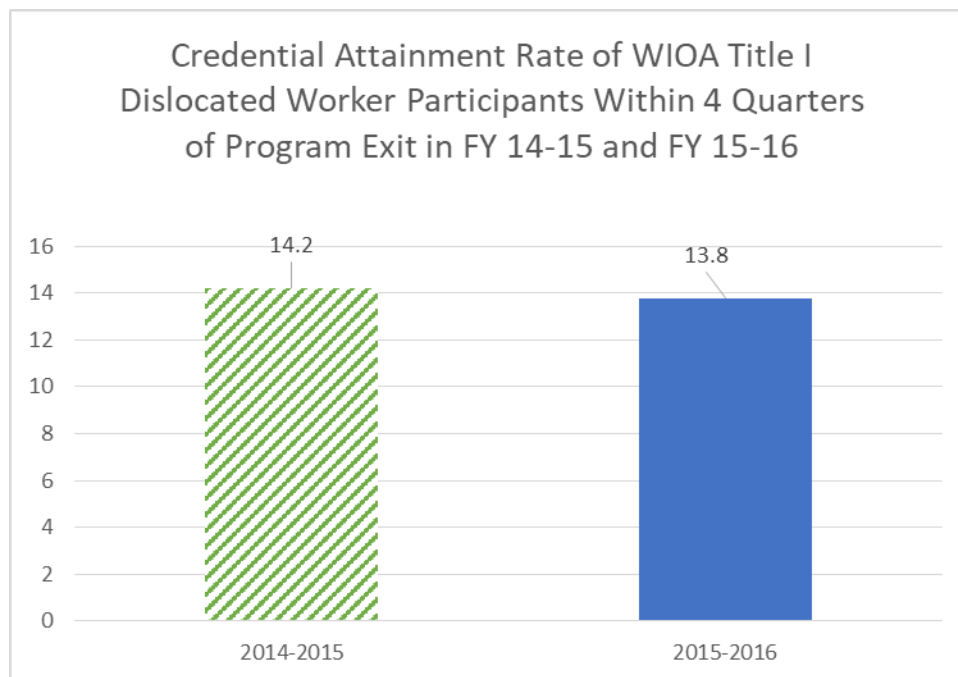
6.1.11.4 Figure – Number of WIOA Title I Dislocated Worker Participants to Complete Training in FY 14-15 and FY 15-16



In FY 14-15, 4,610 individuals completed training through the DW program. In FY 15-16, the number was slightly larger at 4,842.

Lower training enrollments in this program compared with other Title I programs are unsurprising, given that many participants – who are previously attached to the labor market— may require less intensive interventions.

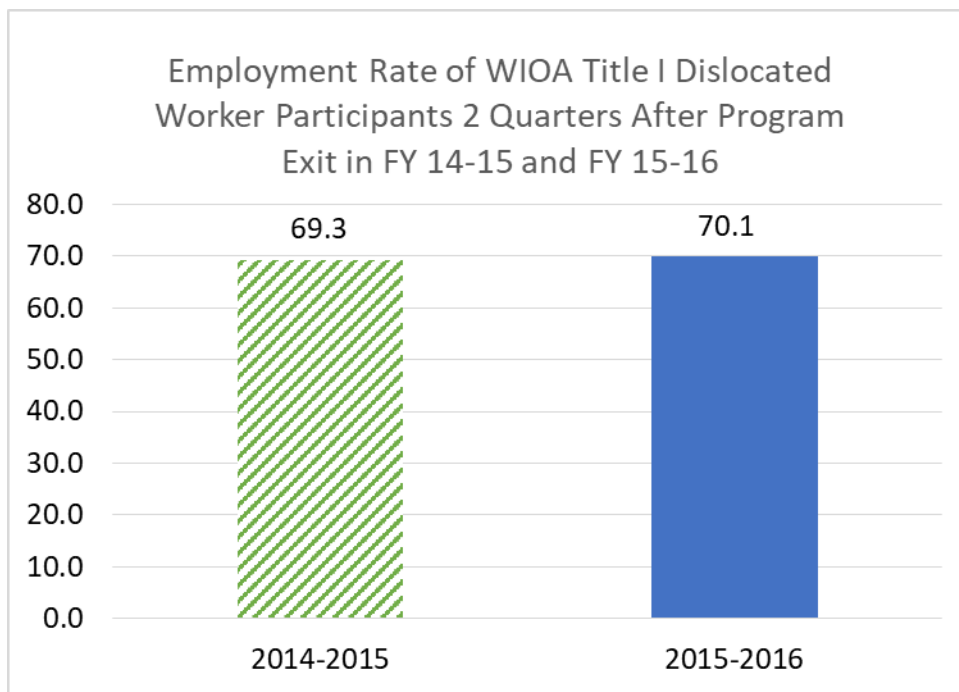
6.1.11.5 Figure – Credential Attainment Rate of WIOOA Title IO Dislocated Worker Participants within 4 Quarters of Program Exit in FY 14-15 and FY 15-16



About 14% of all participants to exit the DW program earned a credential, in both years.

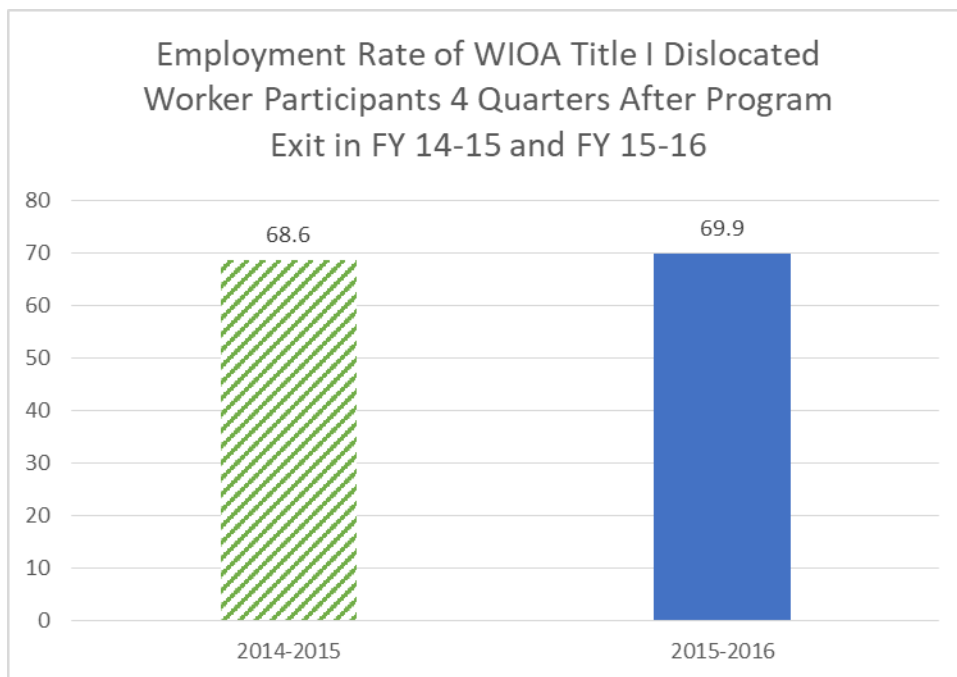
In this program, as all others in this report, the denominator used to calculate the rate of credential attainment includes all individuals to exit. Given the preponderance of non-training recipients in this program, low-appearing credential rates are unsurprising.

6.1.11.6 Figure – Employment Rate of WIOA Title I Dislocated Worker Participants 2 Quarters after Program Exit in FY 14-15 and FY 15-16



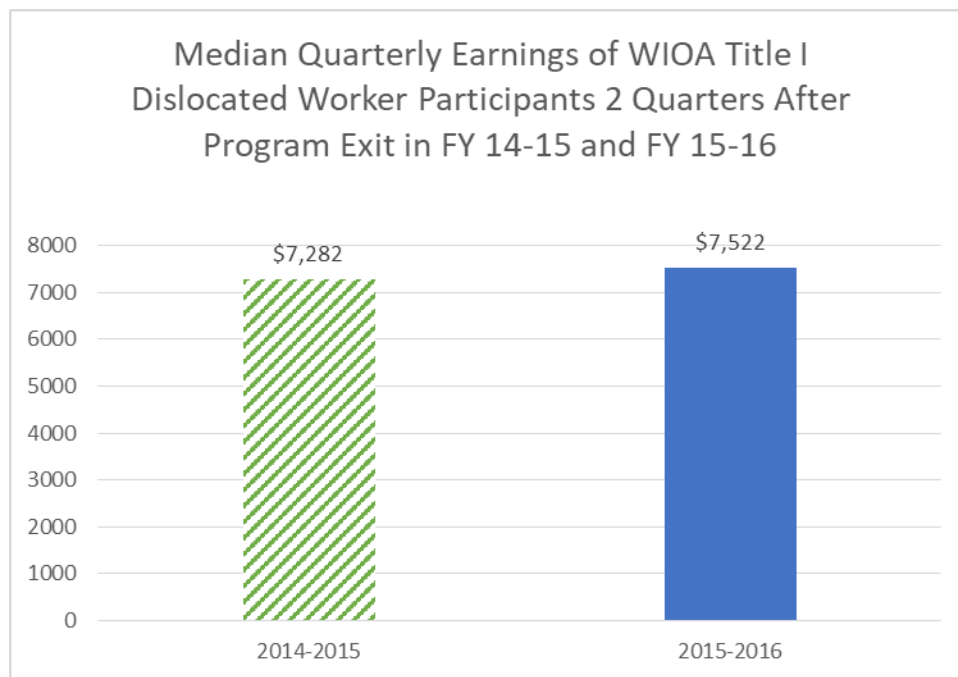
In the second quarter after exit from the DW program, the employment rate of FY 14-15 and a similar 70.1% among those to exit in FY 15-16

6.1.11.7 Figure – Employment Rate of WIOA Title I Dislocated Worker Participants 4 Quarters after Program Exit in FY 14-15 and FY 15-16



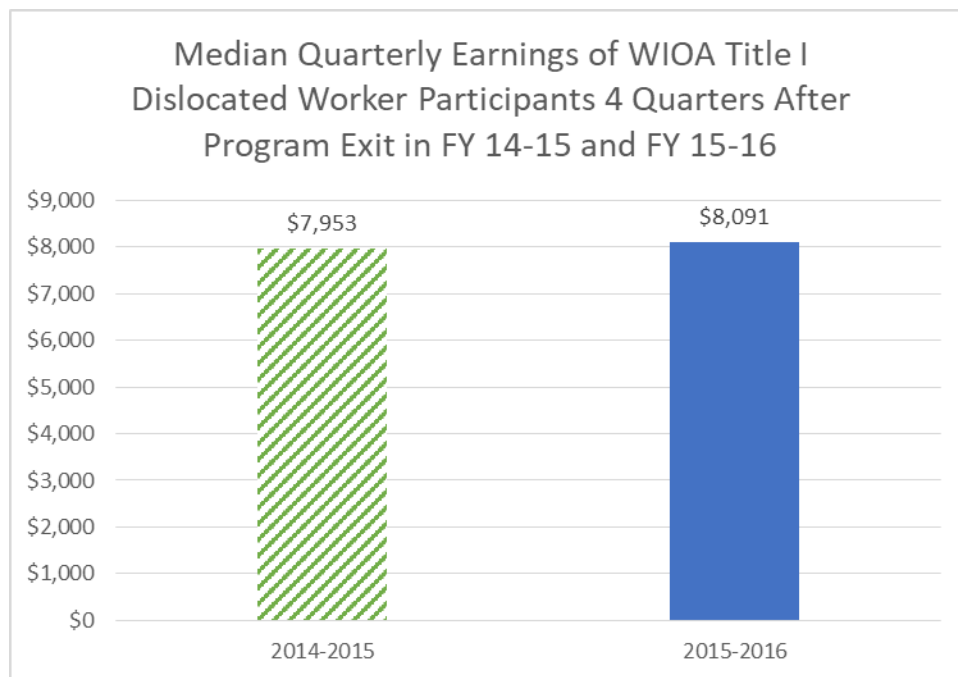
At the one-year point following exit, employment was 68.6% among first year and 69.9% among second-year exiters.

6.1.11.8 Figure – Median Quarterly Earnings of WIOA Title I Dislocated Worker Participants 2 Quarters after Program Exit in FY 14-15 and FY 15-16



Median quarterly earnings of DW participants were \$7,282 in the second quarter after exit in FY 14-15, and \$7,522 at the second quarter after exit in FY 15-16.

6.1.11.9 Figure – Median Quarterly Earnings of WIOA Title I Dislocated Worker Participants 4 Quarters after Program Exit in FY 14-15 and FY 15-16



One year after exit, former DW participants earned quarterly median pay of \$7,953 (FY 14-15) and \$8,091 (FY 15-16).

As with all programs in this report, it is likely that higher earnings among second-year exiters are linked with labor market dynamics.