



CAAL-Skills Workforce Metrics Dashboard Report 2022

Chapter 8: California Department of Education (CDE) – Workforce Innovation and Opportunity Act (WIOA) Title II 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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8 California Department of Education (CDE) – Workforce Innovation and Opportunity Act (WIOA) Title II Program

Program Overview: The federal Adult Education and Family Literacy Act (AEFLA), enacted as Title II of the Workforce Innovation and Opportunity Act, provides federal funding to supplement adult education programs in both public and private non-profit institutions. These funds supplement Adult Basic Education (ABE), English as a Second Language (ESL), and Adult Secondary Education (ASE) programs. The goal of this program is to enable adults to become more employable, productive, and responsible citizens through literacy.¹ Title II funds are used to assist eligible adults (16 years and older) with obtaining postsecondary education, training, or employment. Specifically, the funds serve people with barriers to employment, including English language learners, low-income individuals, and immigrants.

The current profile of California adult education providers includes four coalitions (comprised of local educational areas in partnership with county offices of education and community college districts), 142 local school districts, 17 community-based organizations (CBOs), 23 community college districts (CCDs), five county offices of education (COE), five library literacy programs, one correctional institution, and two state agencies (California Department of Corrections & Rehabilitation and California Department of Developmental Services). There are 26 agencies serving institutionalized adults under Section 225 of AEFLA. These include two state agencies, one correctional institution, two CBOs, four CCDs, three COEs, and 14 jail programs provided by local school districts. Local school districts with adult schools comprise the majority of AEFLA agencies and enroll more than 60 percent of all learners served by California.²

The California Department of Education (CDE) Title II funded program provides educational opportunities and support services to one-fifth of adults enrolled in AEFLA programs in the United States. These programs address the unique needs of individuals and communities by providing adults with the literacy skills and knowledge necessary to become positive contributors to their families and local economies. California adult education programs help learners (a) gain employment or better their current employment; (b) obtain a high school diploma (HSD) or high school equivalency (HSE) certificate; (c) attain skills necessary to enter postsecondary education and training; (d) exit public welfare and become self-sufficient; (e) learn to speak, read, and write the English language; (f) master basic academic skills to help their children succeed in school; and (g) become U.S. citizens, exercise their civic responsibilities, and participate in a democratic society.³

Participant Definition – An individual is eligible for enrollment in an AEFLA program if they meet the following criteria:

¹ California Department of Education. [Program Overview: Adult Education – Federal Program](#).

² California Adult Education, [Annual Performance Report – Federally Funded Workforce Innovation and Opportunity Act, Title II, Program Year July 1, 2017 to June 30, 2018](#) (prepared by Comprehensive Adult Student Assessment Systems for the California Department of Education Adult Education Office).

³ Ibid

- (1) Is at least 16 years of age;
- (2) Is beyond the age of compulsory school attendance under the law of the State or outlying area;
- (3) Does not have a secondary school diploma or its recognized equivalent; and
- (4) Is not enrolled in secondary school.⁴

Participant Characteristics – WIOA Title II serves Limited English Proficient (LEP) individuals, a majority of whom are immigrants. The Integrated English Literacy and Civics Education (EL/Civics) program under WIOA Title II assists immigrants with preparation for citizenship and full participation for the civic life in their community. It also encourages partnership with employers and provides funding for innovative solutions such as Integrated Education and Training programs, and paves the way for training both at the workplace and during work hours.

According to CDE’s adult education annual performance report for Program Year 15-16, More than 3.5 million California adults “do not speak English well or not at all.” More than one-fourth of the national non-English speaking population resides in California, and more than 2.3 million of that group lack a high school credential.⁵

In 2015–16, 195 local agencies enrolled 448,498 learners in the AEFLA programs. Of these learners 308,288 (69 percent) qualified for NRS federal reporting. Adult learners who qualified for NRS federal reporting reflect the diversity of the state. The largest ethnic groups of learners are Hispanic (64.4 percent) and Asian (15.7 percent). Adult learners are more likely to be female (55.1 percent), and adult learners between the ages of twenty-five and forty-four (50.0 percent) comprise the largest age group.

Eligibility Criteria – Adult education is a public education program for all adults, aged 16 and older. Title II funds serve people with barriers to employment, including English language learners, low-income individuals, and immigrants.

Exit Definition – Prior to Program Year (PY) 16-17, exit from the WIOA Title II program was not uniformly tracked. This was left to the discretion of the local agencies, where each local agency adopted their own approach. By October 1, 2016, CDE adopted the federal rule for program exit, applying this rule across local agencies. The federal definition of program exit is a participant who, in the specified fiscal year, left the WIOA Title II program for at least 90 days.

Exit Date – The date at which a Title II participant exited their program.⁶

⁴ WIOA Law, Section 201.

⁵ California Department of Education. [California Annual Performance Report: Federally Funded Workforce Innovation and Opportunity Act, Title II](#), Program Year July 1, 2015 – June 30, 2016; [Statewide Performance Report – WIOA Title II Adult Education Program](#) (PY 2016).

⁶ In Title II reporting in the MIS, a participant who ceases to attend for a period of 90 days or greater will automatically be reported as having exited the program. In program data in this chapter, a participant who ceased

Completion Definition & Date – In the fiscal years of program data in the present report, data on Title II training completion was not available.

8.1 Participant Demographics

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.

to attend a Title II program in one location for a period of less than 90 days but subsequently began and completed a Title II program in another locality, only had the later date reported as date of participant exit. The duration of the Title II program is 365 days. In order to accurately represent the date of a participant's exit as falling in the same fiscal year as their entry, participant dates of exit that were reported as July 1 XX in the data CAAL-Skills received (approximately 129,000 of all participants to exit in FY 14-15 and approximately 194,000 of all participants to exit in FY 15-16) were changed by CAAL-Skills to a date of June 30 XX. This had the effect of capturing these participants' dates of exit within the same fiscal year as their date of program entry and thus more accurately representing the actual timing of participation.

8.1.1 Participant Ethnicity/Race

8.1.1.1 Table Set – Participant Ethnicity/Race

FY 2014-2015											
Participant Ethnicity / Race	# Served	# Exited	# Complete d 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	1,090	710	N/A	229	32.3	\$3,544	164	23.1	240	33.8	\$3,748
Asian	52,377	50,921	N/A	8,262	16.2	\$4,929	10,731	21.1	9,040	17.8	\$4,993
Black or African American	21,860	11,733	N/A	3,699	31.5	\$3,536	2,287	19.5	3,954	33.7	\$3,799
Hispanic or Latino	221,116	196,359	N/A	39,851	20.3	\$4,896	39,436	20.1	41,035	20.9	\$5,203
Native Hawaiian or Other Pacific Islander	874	655	N/A	172	26.3	\$4,034	137	20.9	178	27.2	\$4,013
White	44,232	34,584	N/A	7,512	21.7	\$3,783	6,535	18.9	8,069	23.3	\$4,138
More than One Ethnicity / Race	6,466	4,840	N/A	1,119	23.1	\$3,500	1,164	24.0	1,204	24.9	\$3,704
Participant did not self-identify	3,279	3,067	N/A	1,273	41.5	\$4,245	82	2.7	1,275	41.6	\$4,752
Unknown	0	0	N/A	0	0.0	\$0	0	0.0	0	0.0	\$0
TOTAL	351,294	302,869	N/A	62,117	20.5	\$4,475	60,536	20.0	64,995	21.5	\$4,744

FY 2015-2016													
Participant Ethnicity / Race	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit						
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings		
American Indian or Alaskan Native	1,229	769	N/A	249	32.4	\$4,537	163	21.2	254	33.0	\$4,870		
Asian	56,696	55,337	N/A	9,503	17.2	\$5,063	10251	18.5	9881	17.9	\$5,310		
Black or African American	22,690	12,222	N/A	4,372	35.8	\$3,908	2440	20.0	4289	35.1	\$4,348		
Hispanic or Latino	226,738	199,175	N/A	40,801	20.5	\$5,199	35988	18.1	41281	20.7	\$5,521		
Native Hawaiian or Other Pacific Islander	854	629	N/A	204	32.4	\$4,575	144	22.9	204	32.4	\$4,691		
White	47,216	36,747	N/A	8,571	23.3	\$4,201	6491	17.7	8803	24.0	\$4,479		
More than One Ethnicity / Race	7,595	5,943	N/A	1,469	24.7	\$4,086	1251	21.0	1495	25.2	\$4,563		
Participant did not self-identify	1,815	1,739	N/A	345	19.8	\$3,981	54	3.1	351	20.2	\$4,348		
Unknown	0	0	N/A	0	0.0	\$0	0	0.0	0	0.0	\$0		
TOTAL	364,833	312,561	N/A	65,514	21.0	\$4,773	56,782	18.2	66,558	21.3	\$5,112		

8.1.1.2 Figure – Program Participation by Ethnicity/Race

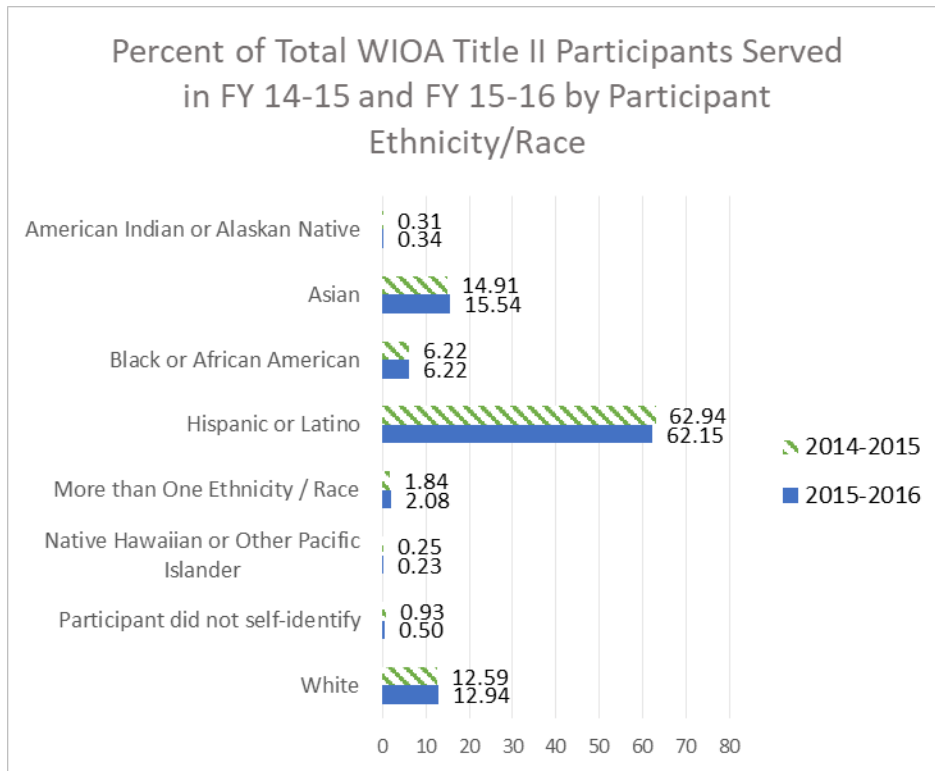


Figure 8.1.1.2 is a percentage distribution of participants in Title II programs by participant racial or ethnic group.

These values were calculated by dividing the number of participants served in a given racial category (e.g., Asian) by the overall total of participants enrolled in the Title II program during the noted fiscal year. By comparing shares of program participants by ethnic or racial group with the same groups' shares of the statewide labor force, it is possible to gauge whether certain groups are being underrepresented in the Title II program.

The largest number of participants served by CDE programs in both fiscal years were Hispanic or Latino. In FY 14-15, CDE programs served 219,250 individuals from this group, and in and in FY 15-16, 225,621 individuals received services. This translates to 62.9% and 62.2%, respectively, of participants served in FY 14-15 and FY 15-16.

Not only were Hispanic or Latino individuals the largest group served, they held this distinction by far—with the next-largest group—Asian individuals—accounting for only about 1/4 the number of participants from the Hispanic or Latino group.

With their high representation in the Title II program (26.3 and 26.6 percentage points above their shares of the state's labor force in each respective fiscal year), Hispanic or Latino individuals comprise a significantly large demographic of the individuals served by WIOA Title

agencies. The percentage enrolled in adult education programs are not represented in the data of the state's labor force.

The Title II program served a large number of individuals who are Limited English Proficient (LEP) individuals via the AEFLA, which in PY 15-16 served some 448,498 learners—64.4% of whom were Hispanic or Latino.⁷

Numbers of participants in Title II programs who were Native Hawaiian or Other Pacific Islander individuals (0.3% of FY 14-15's total and 0.2% of FY 15-16's total) and American Indian or Alaskan Native (0.3% of both year's totals) were smallest. Although both populations' labor force shares were also small, (American Indian/Alaska Natives made up 1.5% of the state's labor force in FY 14-15 and 1.4% in FY 15-16, while Native Hawaiian/Other Pacific Islanders were 0.9% in each year), these groups' shares in program participation were substantially smaller if looked at in terms of labor force share: at 0.3% in FY 14-15, for instance, the program enrollment share of American Indians was 20% of the size of the same population's share of the labor force.⁸

⁷ California Department of Education. [California Annual Performance Report: Federally Funded Workforce Innovation and Opportunity Act, Title II](#), Program Year July 1, 2015 – June 30, 2016; [Statewide Performance Report – WIOA Title II Adult Education Program](#) (PY 2016).

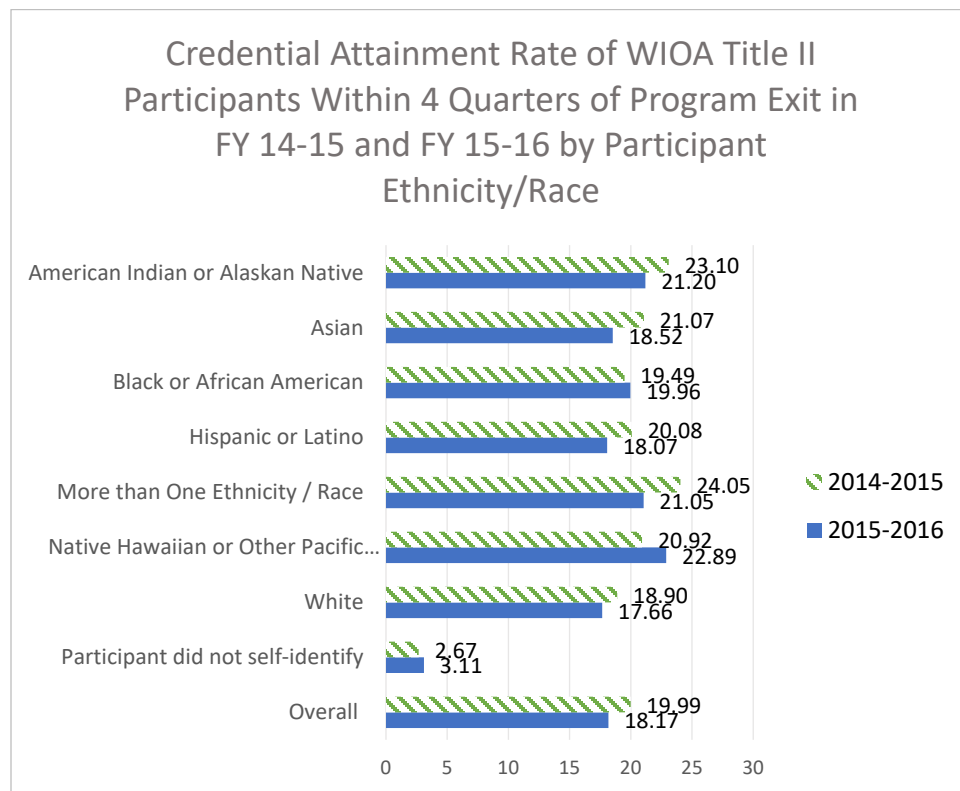
⁸ This relationship can be found by dividing the program enrollment share by the labor force share and expressing as a percentage.

Training Completion

For the two fiscal year periods in the present report, data on program completion was not available. Although this indicator can be derived through both credential attainment and measurable skills gain data, data for certain measurable skills gain types (training milestones, skills progressions, and postsecondary transcripts / reports cards) was not collected by CDE earlier than FY 16-17.

Relying on incompletely collected data would bias reported outcomes, for instance making completion numbers appear artificially small. Non-availability of this data *not* mean that participants did not complete training in FY 14-15 and FY 15-16, merely that outcomes cannot be presented. For this reason, training completion could not be reported for the fiscal years covered by this report. It is anticipated that data on participant training completion will be included in next year's Workforce Metrics Dashboard report.

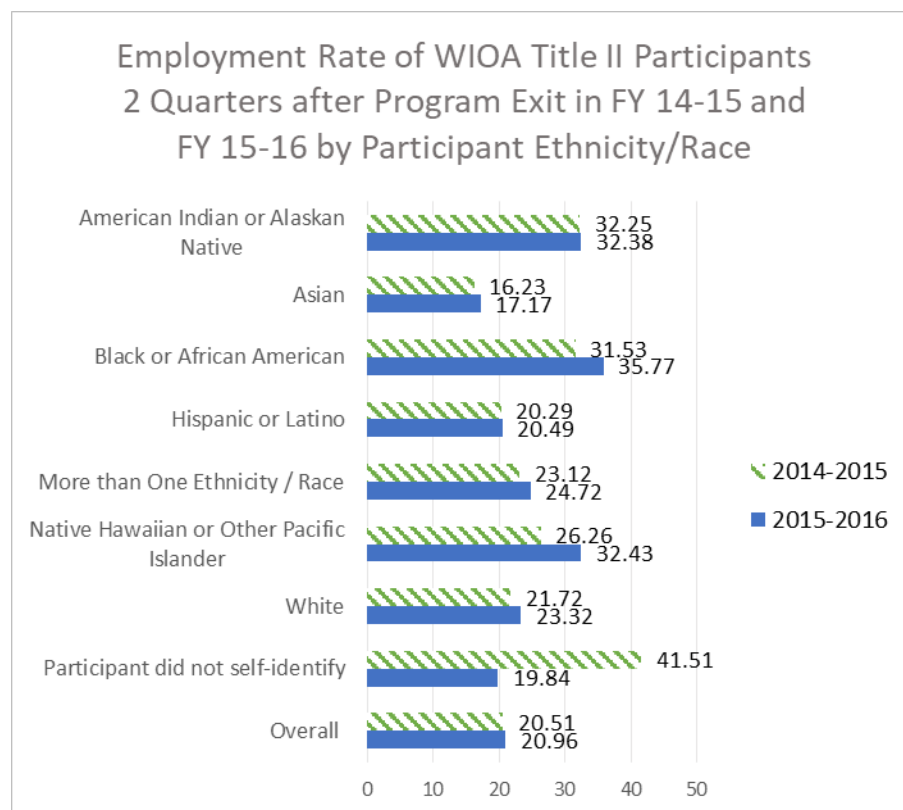
8.1.1.3 Figure – Credential Attainment Rate by Ethnicity/Race



Among FY 14-15 participants, the highest rate of credential attainment was seen among participants who selected more than one ethnicity or race. Individuals in this group had a credential attainment rate of 24.0%, which was about 4 percentage points higher than the

overall rate. Among FY 15-16 participants, Native Hawaiian or Other Pacific Islanders' rate of credential attainment was highest, 22.9% (about 4 percentage points above the overall rate).⁹ Participants who did not identify racially or ethnically had each year's lowest credential attainment rate, 2.7% and 3.1%. These rates were 17.3 and 15.1 percentage points below each year's cohort's overall rate.

8.1.1.4 Figure – 2nd Quarter Employment Rate by Ethnicity/Race



The absolute highest rate of employment among participants who exited the Title II program was among individuals who did not self-identify, at 41.5% or 21 percentage points above the aggregate rate. This represents a very small participant category in each year which is also by nature variable (i.e., we do not know the racial or ethnic identities of participants within it, only that they did not for whatever reason identify with one or more of the federal racial or ethnic categories). Therefore, it may not be surprising that there was such wide variability between the two years in outcomes for participants in this category.

⁹ Percentages shown in Figure 8.1.1.3 are rates of credential attainment associated with each ethnic/racial group. Rates were computed by dividing the number of participants in a given category to attain a credential within four quarters of program exit, by all participants in that category to exit in the specified fiscal year. As previously noted, the “more than one ethnicity/race” category was reported to CAAL-Skills as a derived measure (“Two or more races”), which precludes further disaggregation.

Among participants with known racial or ethnic identity, American Indian or Alaskan Native participants saw the highest rate of employment among all participants to exit in FY 14-15, 32.3% (11.7 percentage points higher than the overall rate).

Among those to exit in FY 15-16, the highest overall second-quarter post-exit employment rate was found among Black or African-American participants, 35.8% of whom were employed at this point – 14.8 percentage points above the overall rate.

The group with the lowest percentage of participants to be employed in the second quarter after exit in both years were Asian participants, 16.2% (FY 14-15) and 17.2% (FY 15-16) of whom were employed at this stage respectively. These rates were respectively 4.3 and 3.8 percentage points below the program-wide rates.

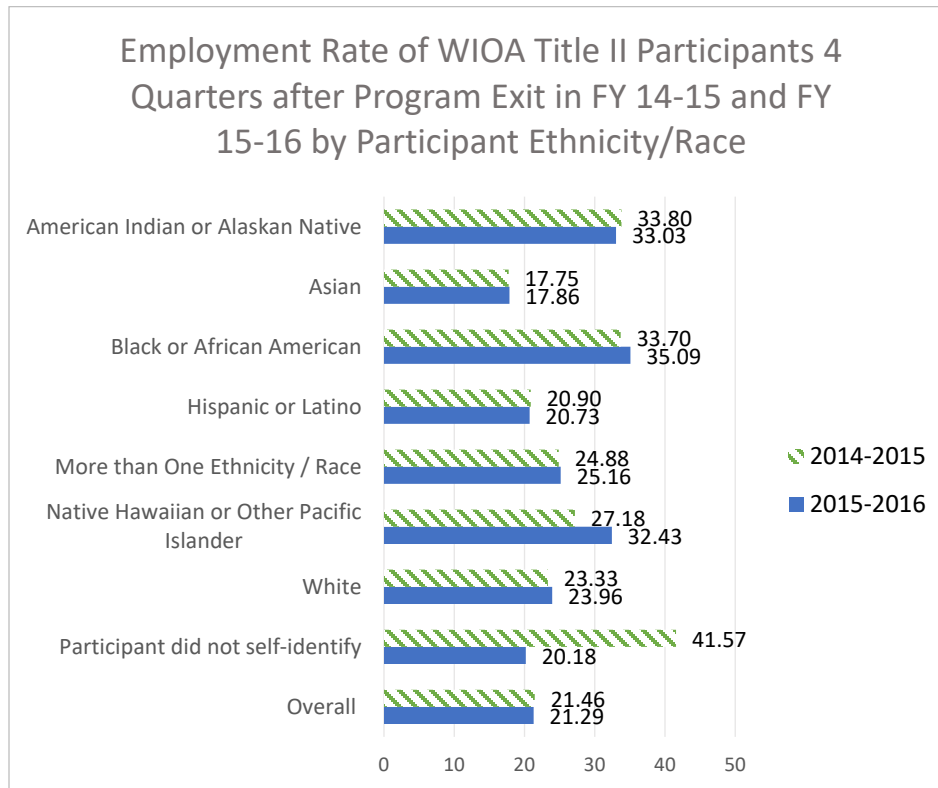
As noted elsewhere in this report, employment is reported based on employer-supplied data. This data therefore excludes any participant earnings from informal employment, or any employment with a non-UI reporting employer.

Especially relevant to this program’s data, employment and earnings figures are obtained by matching employer-reported earnings with participant identifying information using participant Social Security Number, meaning that any earnings for individuals employed by non-UI reporting employers are not captured, and data may be incomplete in other ways¹⁰. Given that collection of participant SSNs is not statutorily required for the Title II program, it is likely that both the definition of employment (employment with a UI-reporting employer) and the methodology underestimate employment among former Title II participants.

The Title II program serves participants with substantial employment barriers, including those who are English-language learners, low-income individuals, and immigrants, to obtain postsecondary education, training, or employment.

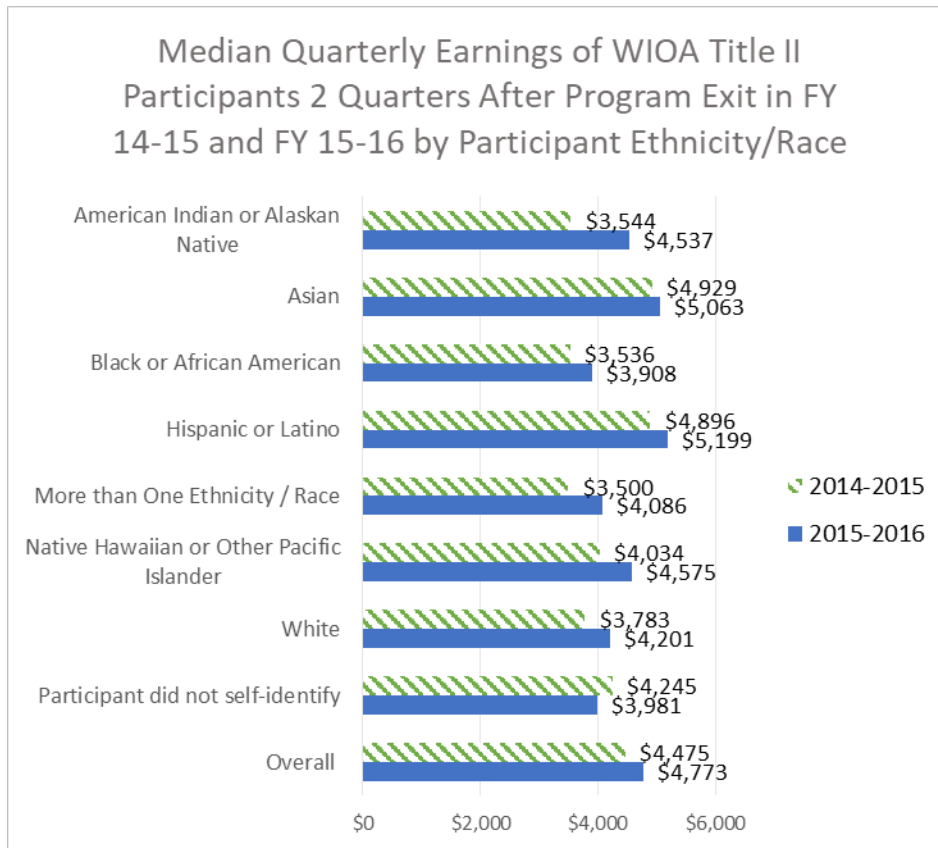
¹⁰ Use of UI data matching is considered to be the “gold standard” in workforce evaluation studies. Unlike studies that rely on survey data, issues with response bias are avoided. Notwithstanding, no methodology is perfect and use of UI data (or other administrative data for wage matching) entails its own set of limitations. Chief among these is the incentive employers have to underreport earnings (and thus face lower payout obligations in the event a former employee files a UI claim). See a discussion of these issues in: Mastri, Annalisa, Dana Rotz and Elias Hanno. (2018) “Comparing Job Training Impact Estimates using Survey and Administrative Data” Mathematica Policy Research. <https://www.mathematica.org/our-publications-and-findings/publications/comparing-job-training-impact-estimates-using-survey-and-administrative-data>.

8.1.1.5 Figure – 4th Quarter Employment Rate by Ethnicity/Race



At the fourth quarter after exit in each fiscal year, categories of highest and lowest employment remained the same, with values increasing by a magnitude of less than 2 percentage points.

8.1.1.6 Figure – 2nd Quarter Median Earnings by Ethnicity/Race



Asian participants earned the highest median pay during the second quarter after exit in FY 14-15 participants, of \$4,929 per quarter (\$454 above the program-wide median). Two quarters after exit in the following fiscal year, the highest median quarterly earnings went to Hispanic or Latino participants which, at \$5,254, slightly outpaced Asian participants' earnings of \$5,199, and were \$459 above the program-wide median).¹¹

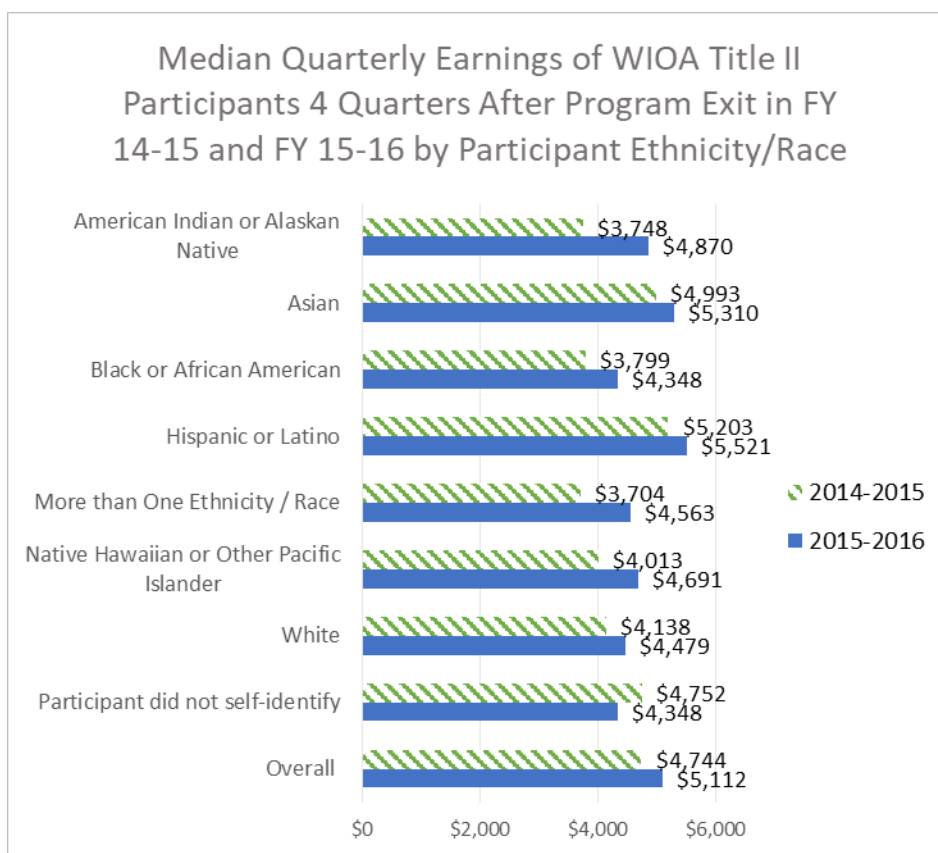
Participants who identified with more than one racial and/or ethnic category¹² earned the least two quarters after exit in FY 14-15, with median earnings of \$3,500 which were \$975 less than the overall median. In the following year of exit, earnings of Black/African American participants were lowest, a median of \$3,908 which was \$865 lower than the overall median.

¹¹ Median earnings were calculated based upon the total range of earnings of all participants within a given participant category for whom earnings (>\$0) were reported during the second quarter following exit from the Title II program. The median represents the middle value when earnings of all participants in the group are arranged from lowest to highest. When the total range of participant earnings is an even number, the median is found by averaging the two middle values. Earnings information in the UI base wage file is employer-provided, and cannot be checked or validated in the absence of a claim.

¹² It is not clear from records obtained whether this participant category includes only individuals who are multiracial, or if it also includes individuals who identified with one or more racial categories and as Hispanic/Latino.

Experimental studies have found evidence of continued racial pay disparities at all levels of the labor market, with a number of experimental studies demonstrating systematic discrimination in low-wage job markets, which could play a role in this observed outcome.¹³ Interestingly, the pattern observed in employment was nearly reversed in earnings outcomes. In the former category, Asian participants exhibited some of the lowest employment rates, and Black or African-American (Non-Hispanic) participants some of the highest. In earnings, as noted, Black or African-American participants displayed the lowest median earnings in the FY 15-16 group, and Asian participants, some of the highest (\$5,063), second after Hispanic or Latino participants.

8.1.1.7 Figure – 4th Quarter Median Earnings by Ethnicity/Race



In the fourth quarter after program exit in both fiscal year, Hispanic or Latino participants out-earned other groups—achieving median quarterly earnings of \$5,203 (FY 14-15) and \$5,521 (FY 15-16) respectively. These earnings were respectively \$459 and \$409 above the program-wide medians.

¹³ Devah Pager, Bruce Western, and Bart Bonikowski (2009), "[Discrimination in a Low-Wage Labor Market: A Field Experiment](#)" *American Sociological Review* 74:777-799.

Four quarters after exit in FY 14-15, participants who identified with more than one race and/or ethnicity again earned least, \$3,704 or -\$1,041 less than the program-wide median. These participants' earnings were again followed closely by earnings of Black/African American participants, of \$3,799.

Among participants to exit in FY 15-16, lowest earnings were again found among Black/African American participants (\$4,348) and among participants who did not provide a racial or ethnic identification. Both groups' earnings fell -\$764 lower than the overall median.

8.2 Participant Ethnicity/Race as Reported

Racial and Ethnic categories for this program were reported according to the derived values presented in Table Set 8.1.1.1. For this reason, no presentation of further-disaggregated data can be performed for this program, for the fiscal years in question.

8.3 Participant Sex/Gender

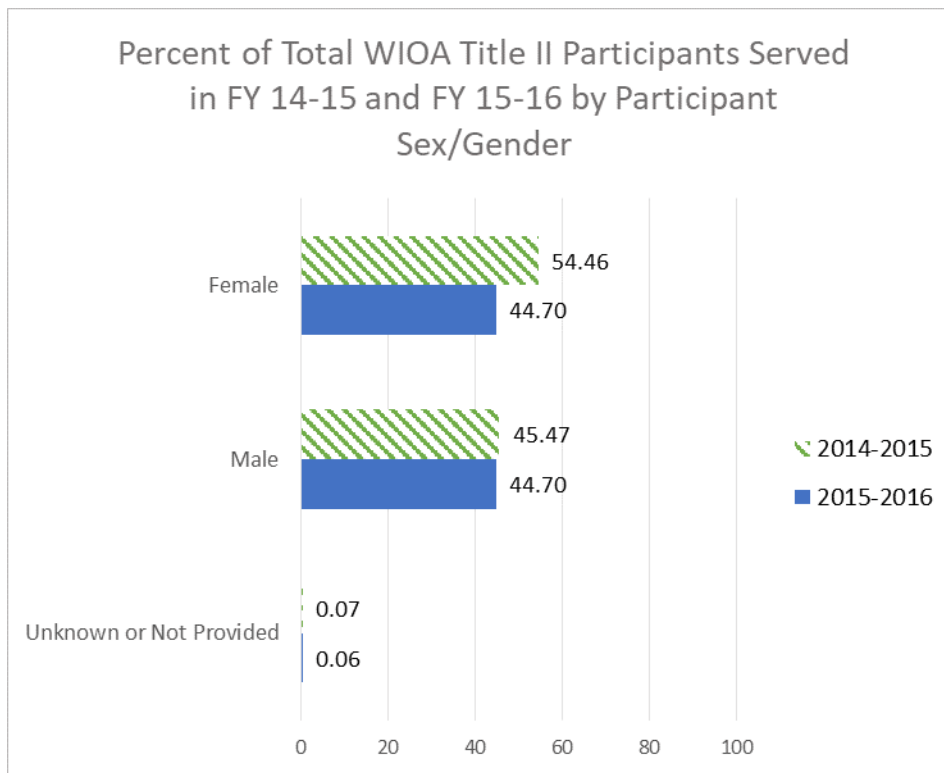
8.3.1.1 Table Set – Participant Sex/Gender

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	159,728	118,138	N/A	26,845	22.7	\$5,185	22,865	19.4	27,343	23.1	\$5,496
Female	191,311	184,504	N/A	35,236	19.1	\$4,317	37,656	20.4	37,614	20.4	\$4,650
Unknown or Not Provided	255	227	N/A	36	15.9	\$4,864	15	6.6	38	16.7	\$4,112
TOTAL	351,294	302,869	N/A	62,117	20.5	\$4,475	60,536	20.0	64,995	21.5	\$4,744

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	163,097	118,599	N/A	27,163	22.90	\$5,505	20,839	17.6	27,471	23.2	\$5,873
Female	201,512	193,758	N/A	38,315	19.77	\$4,648	35,928	18.5	39,049	20.2	\$4,943
Unknown or Not Provided	224	204	N/A	36	17.65	\$4,871	15	7.4	38	18.6	\$4,546
TOTAL	364,833	312,561	N/A	65,514	20.96	\$4,773	56,782	18.2	66,558	21.3	\$5,112

Participant sex or gender was reported as one from among three options (Male; Female; or Unknown/did not self-identify).

8.3.1.2 Figure – Program Participation by Sex/Gender



Women were the largest group served by the Title II program in both fiscal years—making up 54.5% of all participants in FY 14-15 and 55.2% of participants in FY 15-16.¹⁴

Compared with their share of the state’s overall labor force (45.4%) in both fiscal years, female participants were overrepresented by approximately 9 and 10 percentage points in each respective year.

Male participants, in turn, were underrepresented in relation to their statewide labor force share by the same amounts.

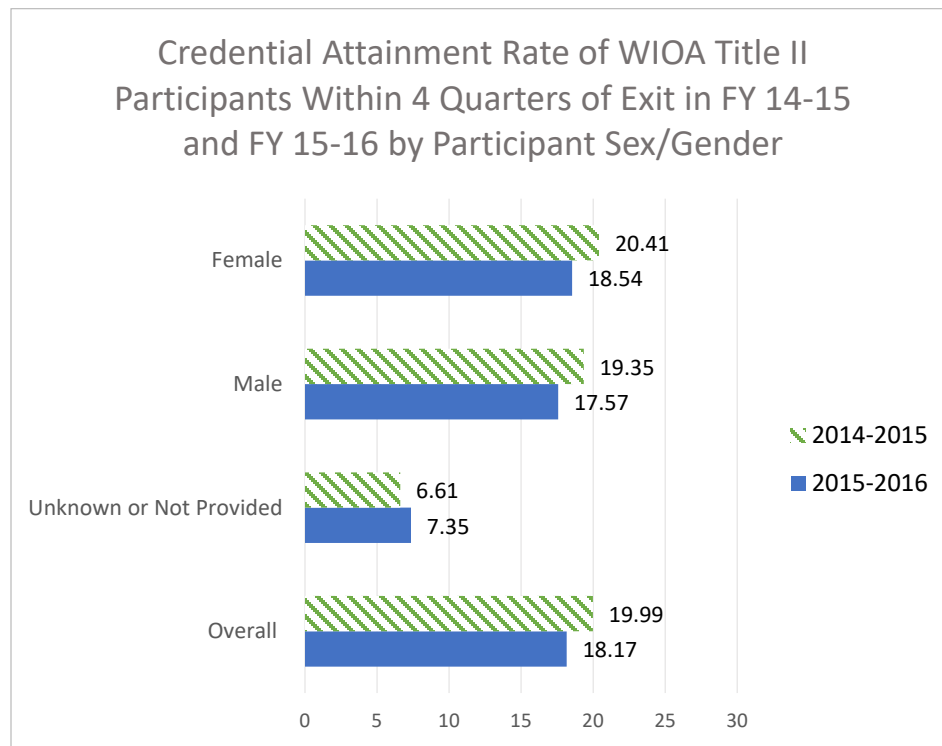
A small number of each year’s participants had gender information that was either unknown or not provided, less than a tenth of a percent (respectively, 0.07 and 0.06%) of all served in each respective fiscal year.

¹⁴ Percentage values in Figure 8.3.1.2 represent the percent share of total participants by participant sex/gender category. These values were computed by dividing the total of participants served in a given gender category by the overall total of participants enrolled in the Title II program during the noted fiscal year

Training Completion by Sex/Gender

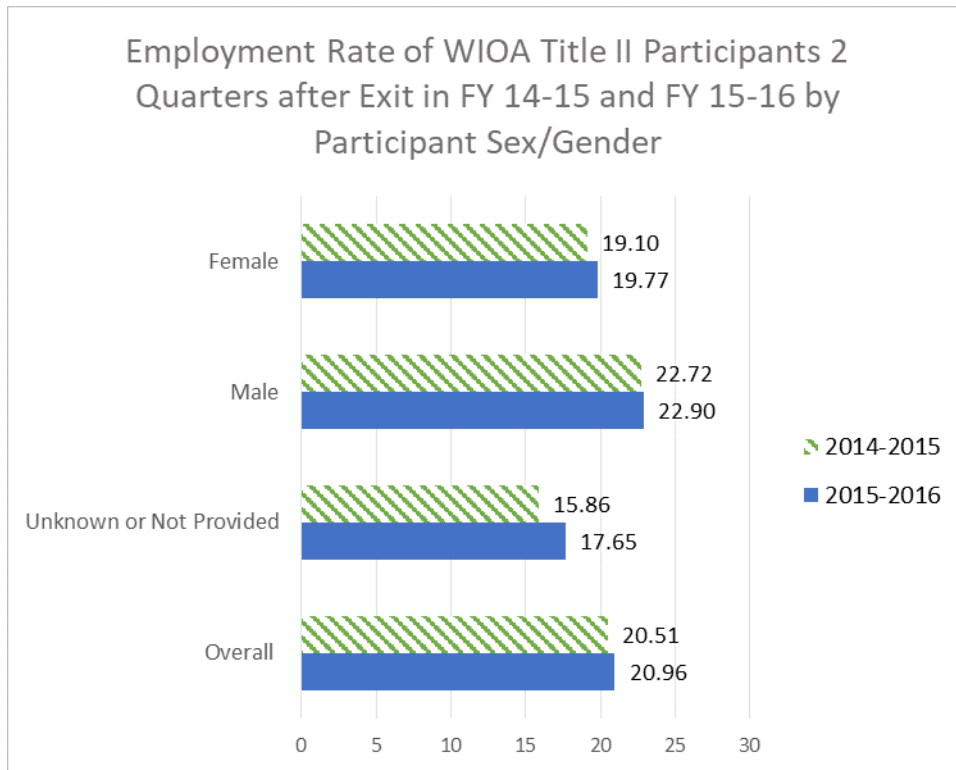
As discussed, training completion could not be reported for the fiscal years covered by this report. It is anticipated that data on participant training completion will be included in next year's Workforce Metrics Dashboard report.

8.3.1.3 Figure – Credential Attainment Rate by Sex/Gender



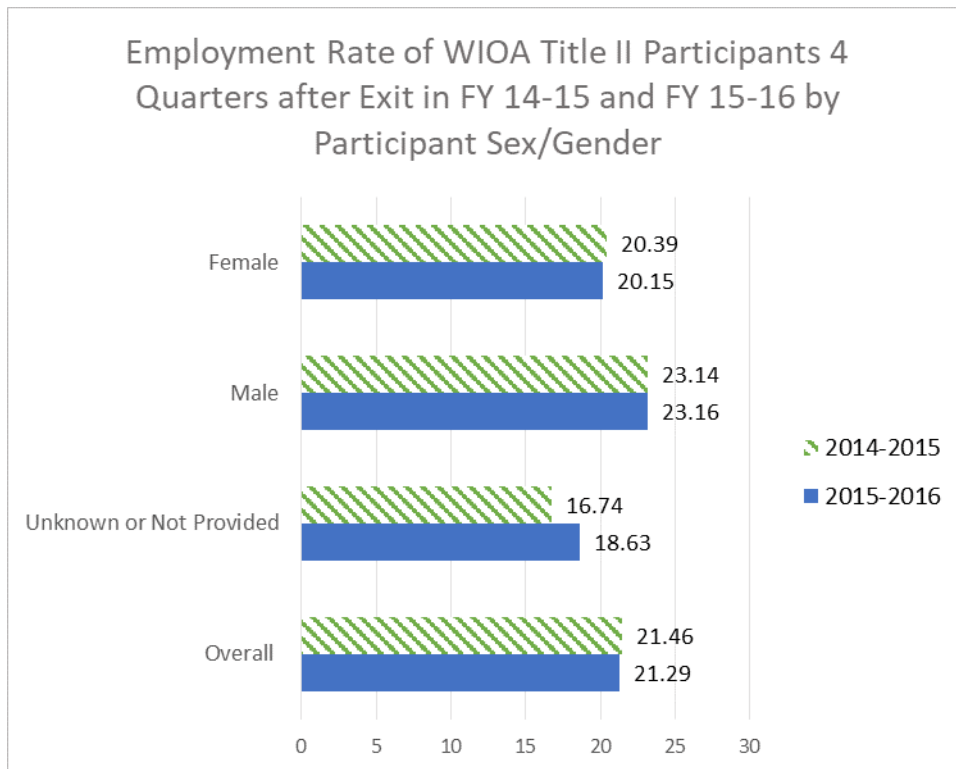
Credential attainment rates were similar for male and female Title II participants, with rates slightly higher (by about a percentage point) among women in each year: 20.4% of female participants exiting in FY 14-15 earned a recognized credential, compared with 19.4% of male participants; among participants to exit in FY 15-16, the rate among women was 18.5% compared with 17.6% among men.

8.3.1.4 Figure – 2nd Quarter Employment Rate by Sex/Gender



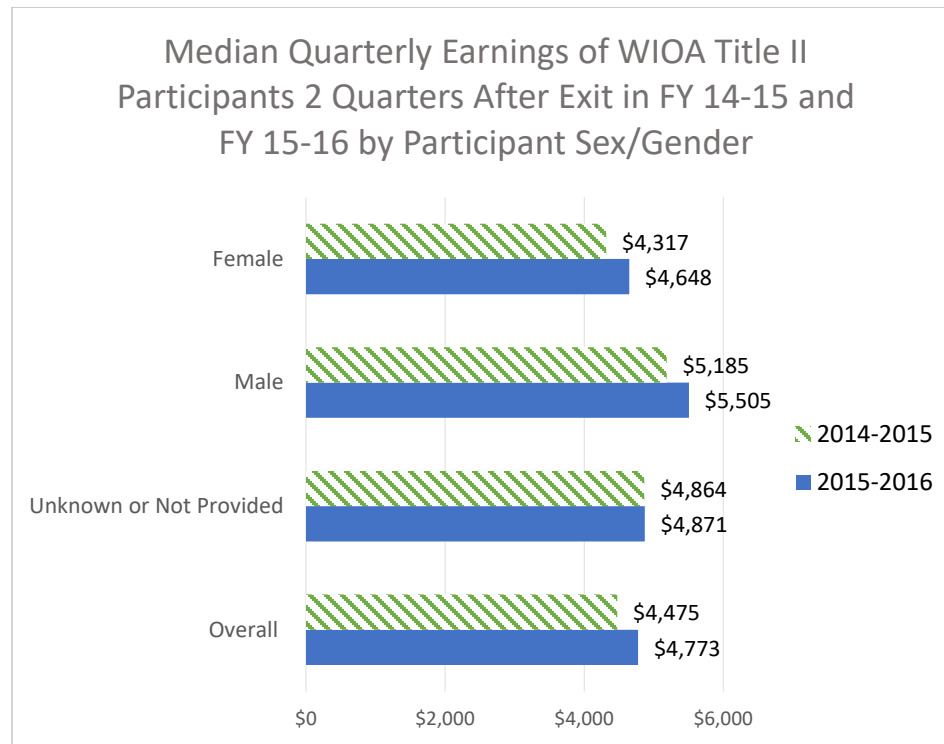
While women had slightly higher credential attainment rates, they were employed at rates lower than those of men. Two quarters after exit in FY 14-15, 22.7% of male and 19.1% of female Title II participants were employed; at the same stage after exit in FY 151-6, 22.9% of men and 19.8% of women were employed.

8.3.1.5 Figure – 4th Quarter Employment Rate by Sex/Gender



Outcomes in the fourth quarter after exit were similar to those in the second quarter after exit. Employment among male participants was 23.1% (FY 14-15) and 23.2% (FY 15-16), which were higher than women’s employment rates of 20.4% (14-15) and 20.2% (FY 15-16). The margin of difference appeared somewhat smaller in the first year’s cohort than it had been at the second-quarter stage (from +3.6 to +2.7 percentage points), suggesting that the disparity in men’s and women’s employment declined somewhat at a later stage following exit for FY 14-15 participants.

8.3.1.6 Figure – 2nd Quarter Median Earnings by Sex/Gender



In the second quarter after exit in both fiscal years, male participants' earnings outpaced those of female participants. Males' median earnings of \$5,185 were +\$869 greater than those of female participants (\$4,317). At the equivalent stage after exit in FY 15-16, male earnings of \$5,505 were +\$858 than those of female participants (\$4,648).¹⁵

Nationwide, data reported by the Bureau of Labor Statistics demonstrate women's continued earnings disadvantage in nearly all sectors of the economy, with women who were full-time wage and salary workers in 2017 earning 82% of the earnings of comparable male workers.¹⁶ The size of the disparity varies by different sectors and occupations, with women in many occupations earning less than 82% of their male counterparts' pay.¹⁷ Women are also more

¹⁵ Median earnings were calculated based upon the total range of earnings of all participants within a given participant category for whom earnings (>\$0) were reported during the second quarter following exit from the Title II program. The median represents the middle value when earnings of all participants in the group are arranged from lowest to highest. When the total range of participant earnings is an even number, the median is found by averaging the two middle values. Earnings information in the UI base wage file is employer-provided, and cannot be checked or validated in the absence of a claim

¹⁶ U.S. Bureau of Labor Statistics (August 2018). "[Highlights of women's earnings in 2017](#)".

¹⁷ A comparison of earnings on a nation-wide level reveals that even when employed in the same occupation or field, women earn less than men—while also demonstrating the variability of the magnitude of the gender pay disparity across occupations. Data compiled by the U.S. Department of Labor based on the American Community Survey detail gendered pay disparities in a range of occupations by showing women's median earnings as a percentage of men's median earnings. In nearly all cases, the direction of pay disparity favors men, and in the case of many occupations (retail salespersons, where women make 69.2% of male earnings; financial analysts, 61.5%;

likely than men to work in lower-paying sectors and occupations,¹⁸ a phenomenon known as occupational segregation.

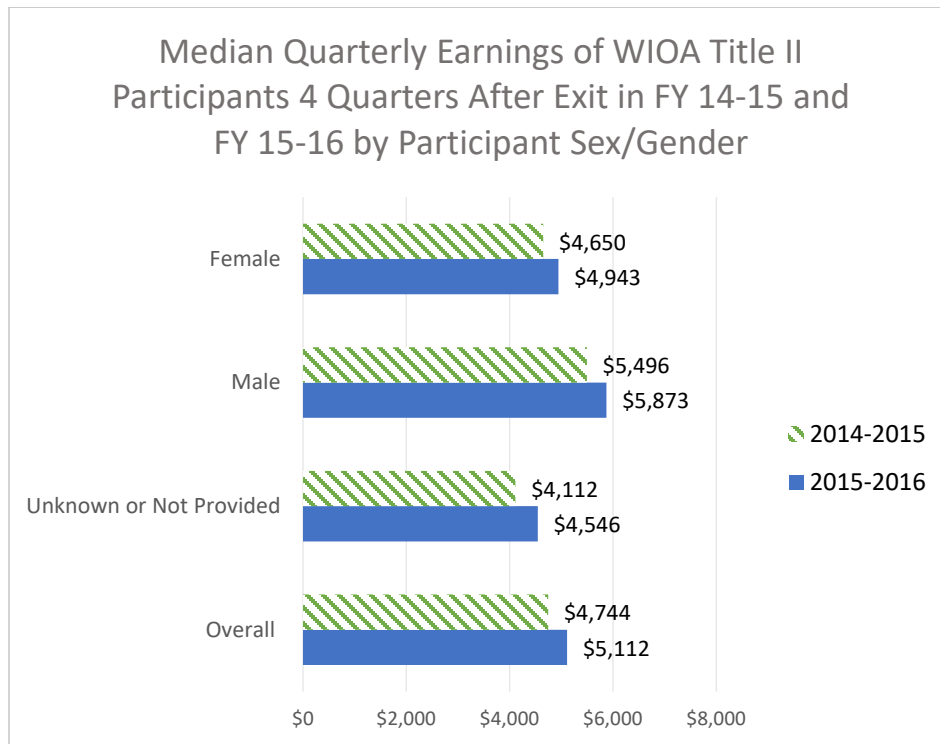
In addition, evidence suggests that women are more likely than men to completely or partially exit the labor force in order to address familial obligations such as childcare.¹⁹ Because data in this report operationalize “employment” as any reported earnings attained by a participant during the noted quarter, it is impossible to determine the extent to which gender-based discrepancy in degree of labor force participation among those counted as employed, could play a factor in explaining observed discrepancies. Any or all of the foregoing issues play a role in the observed earnings discrepancy.

real estate appraisers, 70.1%; bus drivers, 74.9%, etc.) women’s earnings fall well below 82% of men’s. Further, occupations which are female-dominated pay less across all skill and education levels (Institute for Women’s Policy Research, September 2010, “[Separate and Not Equal? Gender Segregation in the Labor Market and the Gender Wage Gap](#)”).

¹⁸ Sarah Jane Glynn. “[Explaining the Gender Wage Gap](#)” (2014) Center for American Progress.

¹⁹ Pew Research Center. “[On Pay Gap, Millennial Women Near Parity- For Now](#)” (December 11, 2013); see also, Claire Cain Miller and Liz Alderman. “[Why U.S. Women ae Leaving Jobs Behind](#)” (*New York Times*, Dec. 12, 2014),

8.3.1.7 Figure – 4th Quarter Median Earnings by Sex/Gender



Male participants' median quarterly earnings again outpaced those of female participants in the fourth quarter after exit in each fiscal year. With earnings of \$5,496 in the fourth quarter after exit in FY 14-15, earnings of male participants were + \$846 more than those of female participants (\$4,650); in the fourth quarter after exit in FY 15-16, earnings of male participants of \$5,873 were +\$930 higher than those of female participants (\$4,943).

8.4 Participant Age Group at Entry

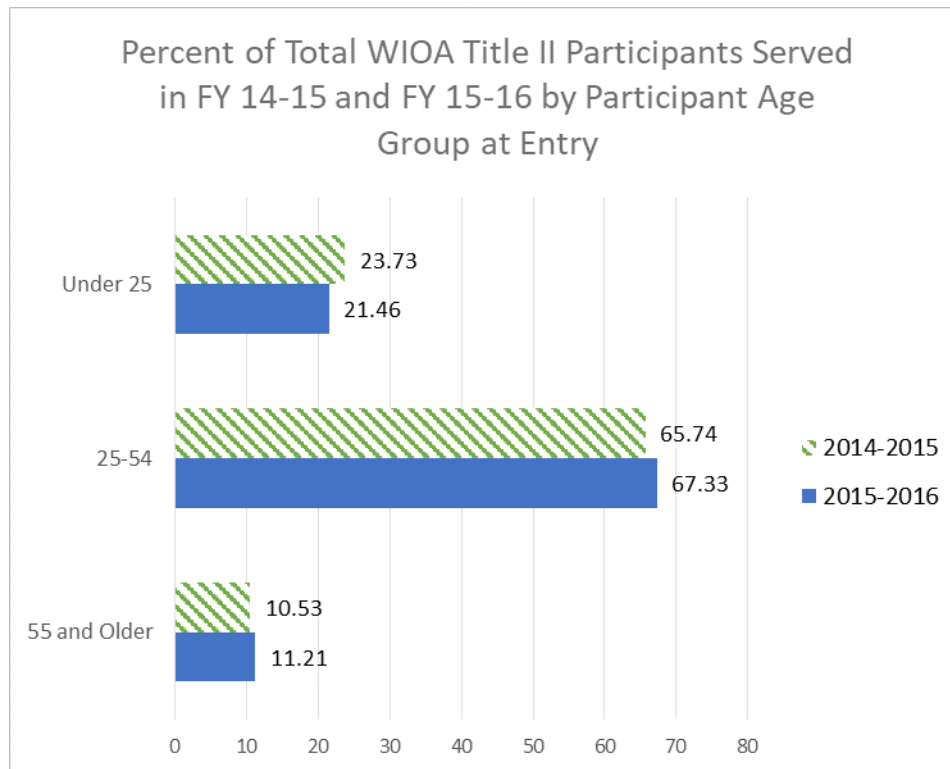
8.4.1.1 Table Set – Participant Age Group at Entry

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	83,356	75,003	Not Available	24,213	32.3	\$3,490	16,331	21.8	24,866	33.2	\$3,820
25-54	230,930	195,095	Not Available	34,925	17.9	\$5,318	37,608	19.3	36,755	18.8	\$5,470
55 and older	37,008	32,771	Not Available	2,979	9.1	\$4,877	6,597	20.1	3,374	10.3	\$4,983
Unknown	0	0	0	0	0.0	\$0	0	0.0	0	0.0	\$0
TOTAL	351,294	302,869	Not Available	62,117	20.5	\$4,475	60,536	20.0	64,995	21.5	\$4,744

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	78,296	69,335	Not Available	22,176	32.0	\$3,705	14,755	21.3	22,632	32.6	\$4,071
25-54	245,647	206,829	Not Available	39,475	19.1	\$5,460	35,877	17.3	40,062	19.4	\$5,802
55 and older	40,890	36,397	Not Available	3,863	10.6	\$4,950	6,150	16.9	3,864	10.6	\$5,257
Unknown	0	0	0	0	0.0	\$0	0	0.0	0	0.0	\$0
TOTAL	364,833	312,561	Not Available	65,514	21.0	\$4,773	56,782	18.2	66,558	21.3	\$5,112

Participant age group at entry was calculated based on the participant's date of birth.

8.4.1.2 Figure – Program Participation by Age Group at Entry



Individuals who were 25-54 at the time of program entry made up the largest category of participants served in both fiscal years, representing 65.7% of the total served in FY 14-15, and 67.3% of the total served in FY 15-16. These numbers are almost directly proportional with this population's statewide labor force participation share (65.9% and 65.8% in the respective fiscal years).²⁰

Individuals 55 and older participated in the smallest numbers, 10.5% of the total in FY 14-15 and 11.2% of the total in FY 15-16. These participation shares were approximately -10 percentage points smaller relative to statewide population estimates of labor force participation.

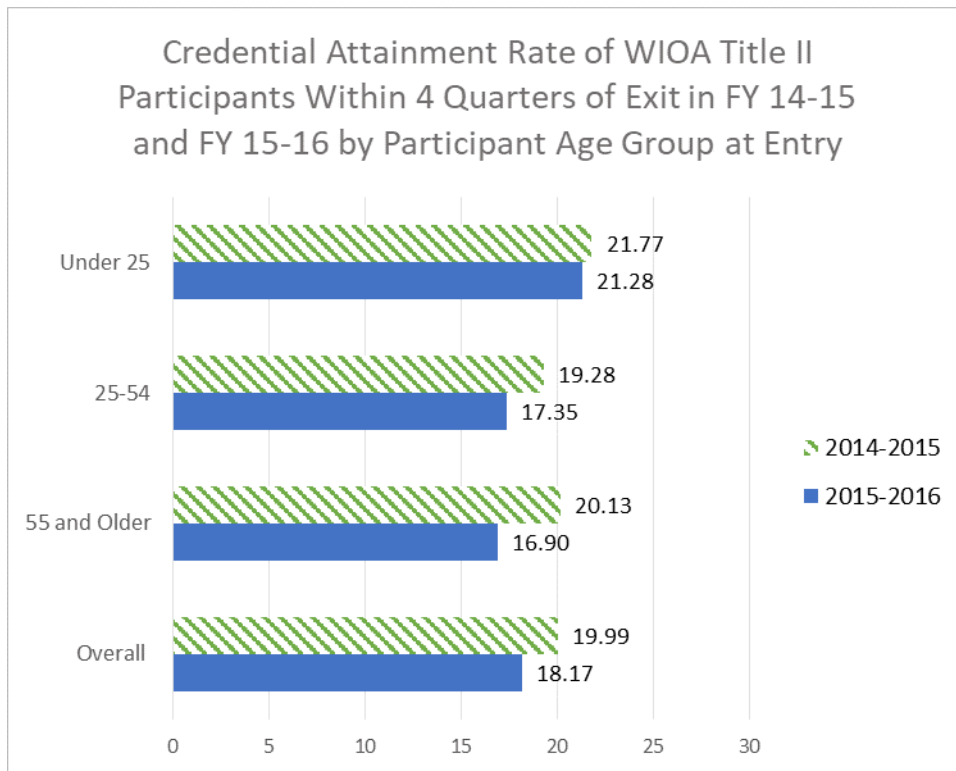
It is possible that underrepresentation of this age category is simply linked with a lesser likelihood that individuals closer to the end of their working lives will be participants in educational programs, such as Title II. It should be remembered that the comparator in statewide estimates is individuals in the labor force, which captures all those who are working or seeking work.

²⁰ Percentage values in Figure 8.4.1.2 represent the percent share of total participants by participant age at entry. These values were computed by dividing the total of participants served in a given age category (shown in Table Set 8.4.1.1) by the overall total of participants enrolled in the Title II program during the noted fiscal year.

Training Completion by Age Group at Entry

As discussed, training completion could not be reported for the fiscal years covered by this report due to unavailability of data. It is anticipated that data on participant training completion will be included in next year's Workforce Metrics Dashboard report.

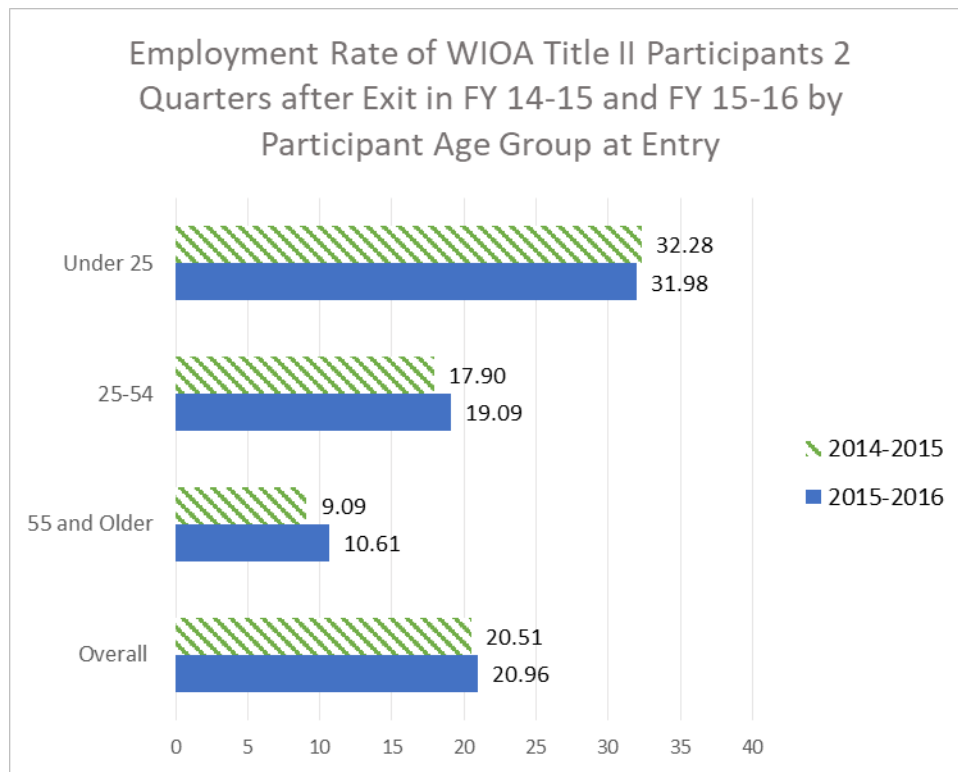
8.4.1.3 Figure – Credential Attainment Rate by Age Group at Entry



The highest rates of credential attainment within a year of program exit were found among those under 25, at 21.8% (FY 14-15) and 21.3% (FY 15-16). These rates were respectively 1.8 and 3.1 percentage points higher than the rate among all exiting participants.

Of participants to exit in FY 14-15, Title II participants in the middle age range (25-54) at entry had the lowest rate of credential attainment, 19.3% or -0.7 percentage points less than the overall rate. Among participants to exit in the following year, the oldest participants (55 and older at time of entry) had lowest credential attainment, 16.9% (-1.3 percentage points below the overall rate).

8.4.1.4 Figure – 2nd Quarter Employment Rate by Age Group at Entry

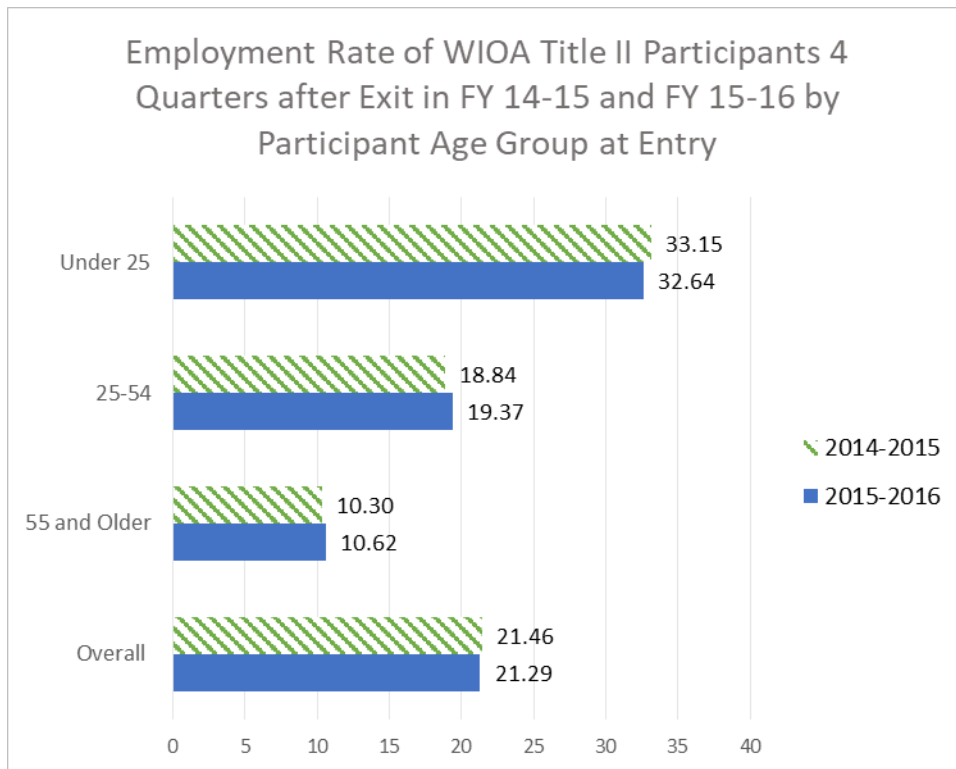


Two quarters after exit in both years, employment was highest among those under 25 at the time of entry, 32.3% and 32.0%. These rates were +11.8 and +11 percentage points higher than overall rates among exiters in each year.²¹

Participants 55 and older at the time of entry saw the lowest rates of second quarter post-exit employment, 9.1% following exit in FY 14-15 and 10.6% following exit in FY 15-16. These rates were -11.4 and -10.3 percentage points below the respective years' program rates.

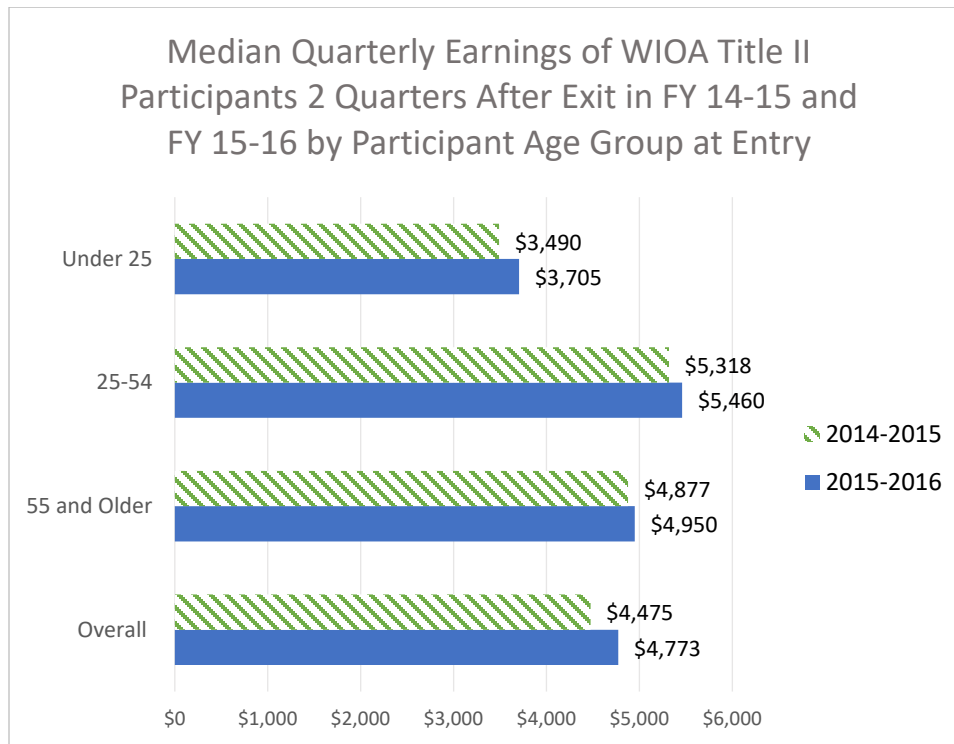
²¹ Percentage values shown in Figure 8.4.1.4 represent group-specific employment rates at the second quarter following program exit in the specified fiscal year, and were computed as described earlier in this chapter.

8.4.1.5 Figure – 4th Quarter Employment Rate by Age Group at Entry



In the fourth quarter after exit, relationships between employment rates among participants in the three age categories remained similar as at the second quarter after exit. Once again, employment was highest among the youngest participants and lowest among the oldest.

8.4.1.6 Figure – 2nd Quarter Median Earnings by Age Group at Entry

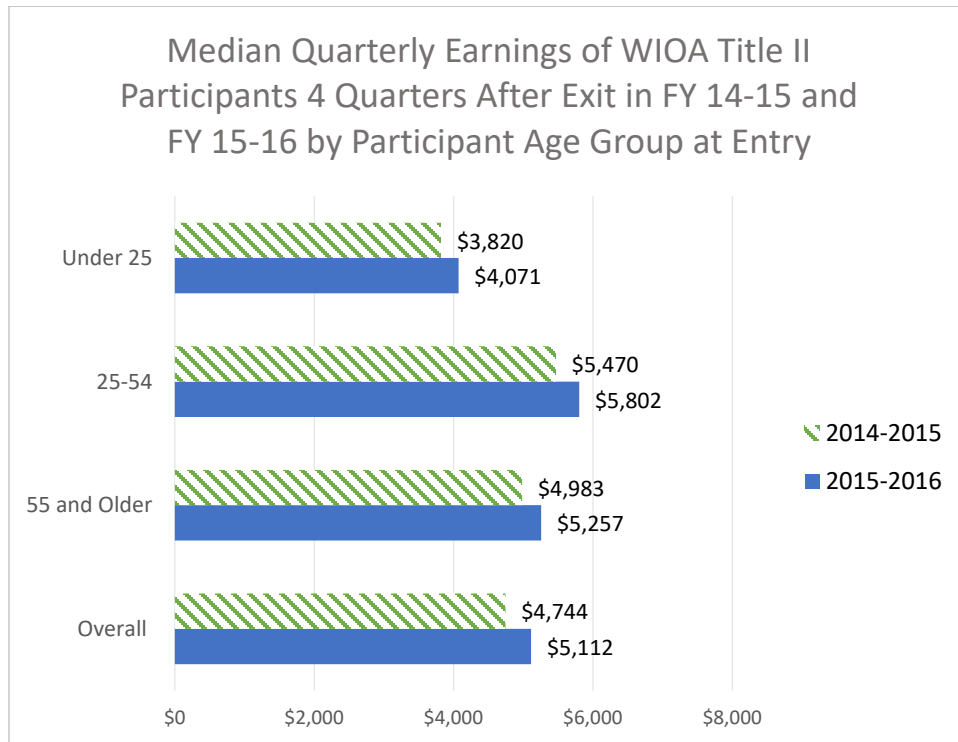


Participants 25-54 at the time of entry had highest earnings among participants to exit in both years, \$5,318 in the second quarter following exit in FY 14-15 and \$5,460 two quarters after exit in FY 15-16. These earnings exceeded earnings of all participants by +\$843 following exit in FY 14-15, and +\$647 following exit in FY 15-16²².

Lowest earnings were found among participants who were under 25 at entry, \$3,490 following exit in FY 14-15 and \$3,705 following exit in FY 15-16. These earnings were -\$985 and -\$1,068 below the program-wide medians among each year's participants.

²² Median earnings were computed for each participant category in the manner described earlier in this chapter.

8.4.1.7 Figure – 4th Quarter Median Earnings by Age Group at Entry



Four quarters after exit, participants in the middle age range continued to earn most, and the youngest participants continued to earn least. Relationships between the two groups' earnings also stayed similar, with earnings of those in the 25-54 range exceeding the program-wide median by +\$725 (among participants who exited in FY 14-15) and by +\$690 (among those who exited in FY 15-16). Youngest participants' earnings of \$3,820 (FY 14-15) and \$4,071 (FY 15-16) were -\$925 and -\$1,041 less than median earnings among all participants.

8.5 Participant Veteran Status

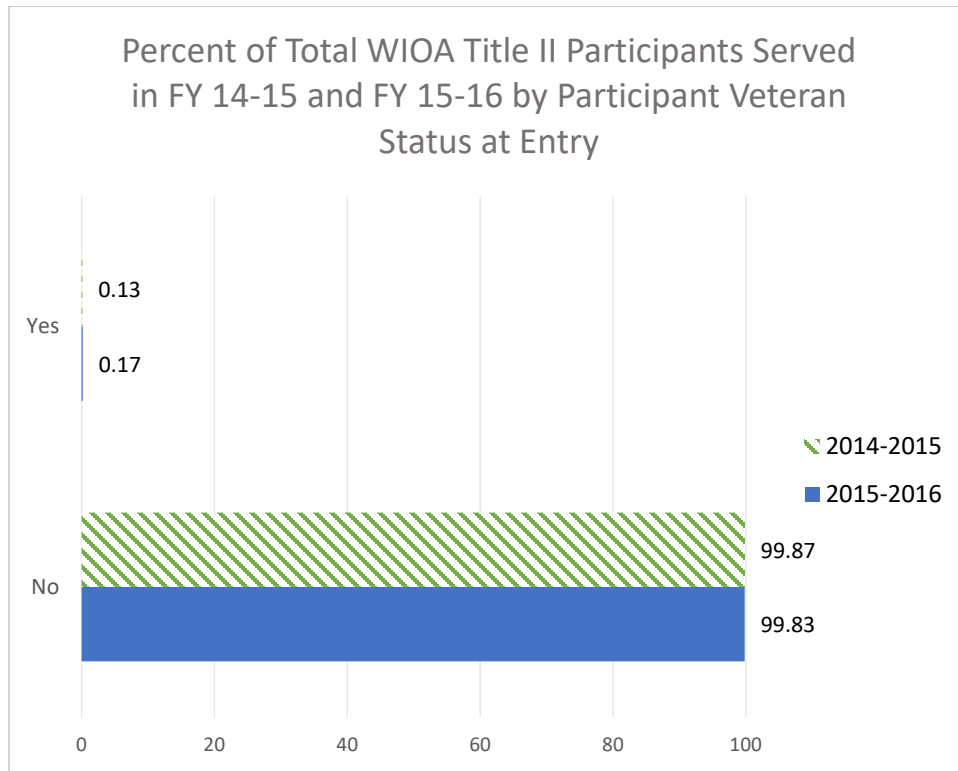
8.5.1.1 Table Set – Participant Veteran Status

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	456	397	Not Available	81	20.4	\$5,718	73	18.4	75	18.9	\$5,381
No	350,838	302,472	Not Available	62,036	20.5	\$4,741	60,463	20.0	64,920	21.5	\$5,037
Not Applicable	0	0	Not Available	0	0.0	\$0	0	0.0	0	0.0	\$0
Unknown	0	0	Not Available	0	0.0	\$0	0	0.0	0	0.0	\$0
TOTAL	351,294	302,869	Not Available	62,117	20.5	\$4,475	60,536	20.0	64,995	21.5	\$4,744

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	624	535	Not Available	141	26.4	\$6,082	55	10.3	143	26.7	\$5,945
No	364,209	312,026	Not Available	65,373	21.0	\$5,034	56,727	18.2	66,415	21.3	\$5,333
Not Applicable	0	0	Not Available	0	0.0	0	0	0.0	0	0.0	0.00
Unknown	0	0	Not Available	0	0.0	\$0	0	0.0	0	0.0	\$0
TOTAL	364,833	312,561	Not Available	65,514	21.0	\$4,773	56,782	18.2	66,558	21.3	\$5,112

Whether or not a Title II participant was a veteran was reported at the time of program entry.

8.5.1.2 Figure – Program Participation by Veteran Status at Entry



Veterans made up small shares of each fiscal year’s Title II participant total—respectively, just 0.1% in FY 14-15 and 0.2% in FY 15-16.

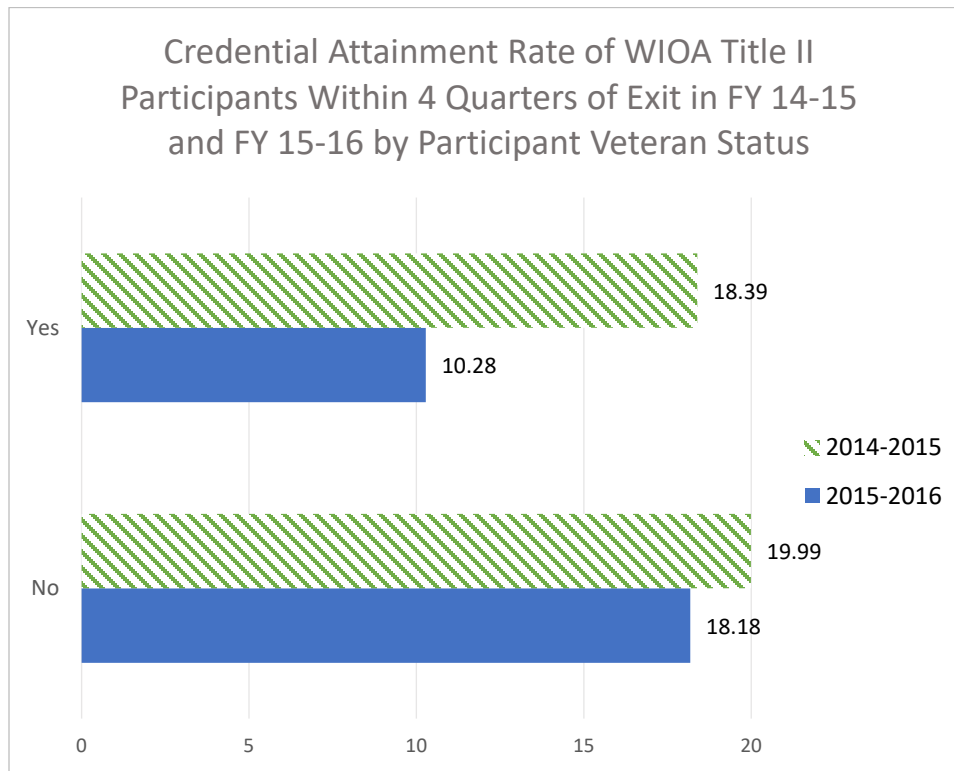
Compared with estimates of the state labor force, of which veterans comprise 4.8% and 4.7% veterans were noticeably underrepresented in the Title II program.

Veteran status is self-reported in the Title II program. It appears possible that individual participants who may lack U.S. citizenship (or alternatively, legal status) may underreport their status as veterans, leading to the appearance of underrepresentation. On the other hand, it is also possible that the service needs profile of Title II participants as requiring intervention in basic skills, could reflect genuine underrepresentation of veterans.

Training Completion by Veteran Status

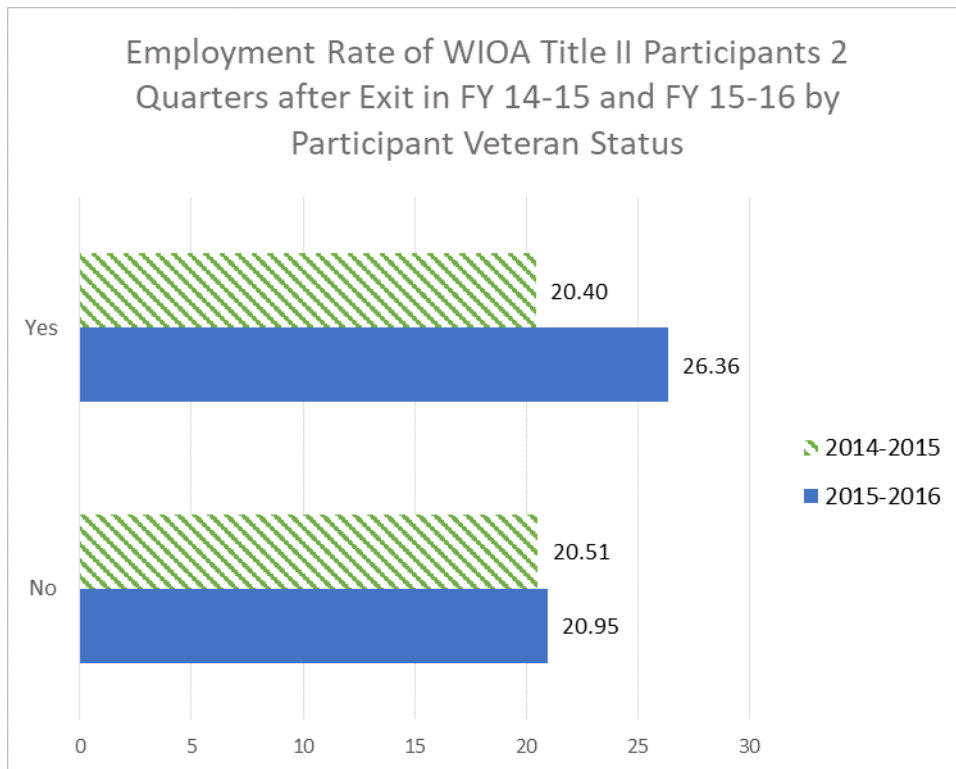
As discussed, training completion could not be reported for the fiscal years covered by this report due to unavailability of data.

8.5.1.3 Figure – Credential Attainment Rate by Veteran Status



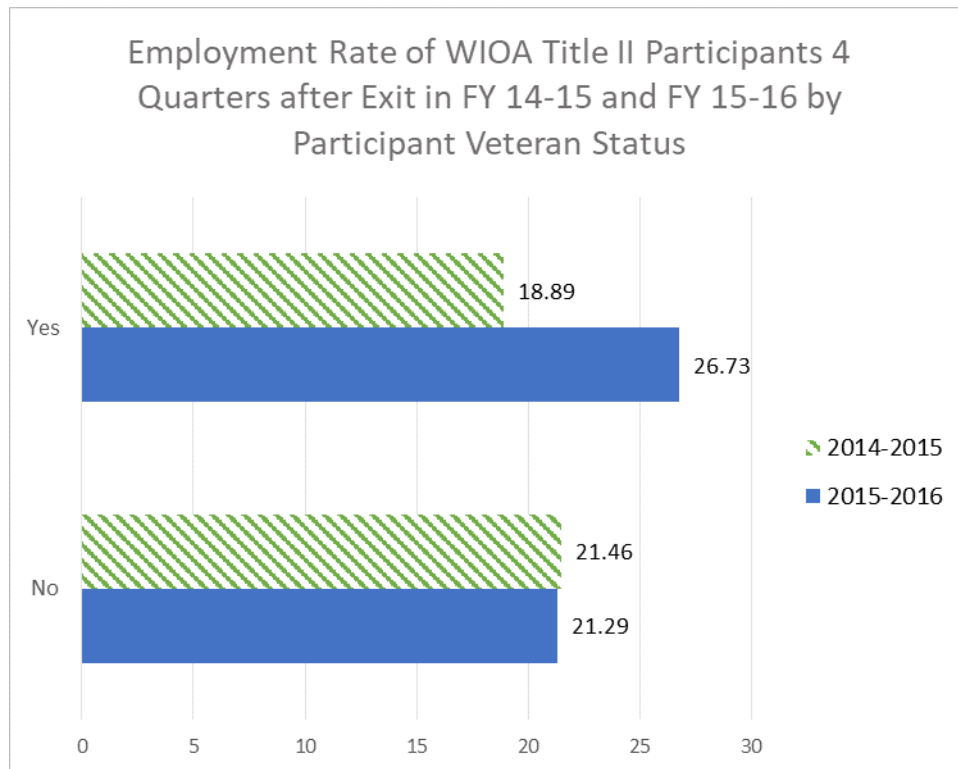
Credential attainment rates of non-veterans were higher than those of non-veterans, with 20.0% of non-veterans earning a recognized credential within four quarters after exit in FY 14-15 compared with 18.4% of veterans, and 18.2% of non-veterans compared with just 10.3% of veterans earning a credential within four quarters of exit in FY 15-16.

8.5.1.4 Figure – 2nd Quarter Employment Rate by Veteran Status



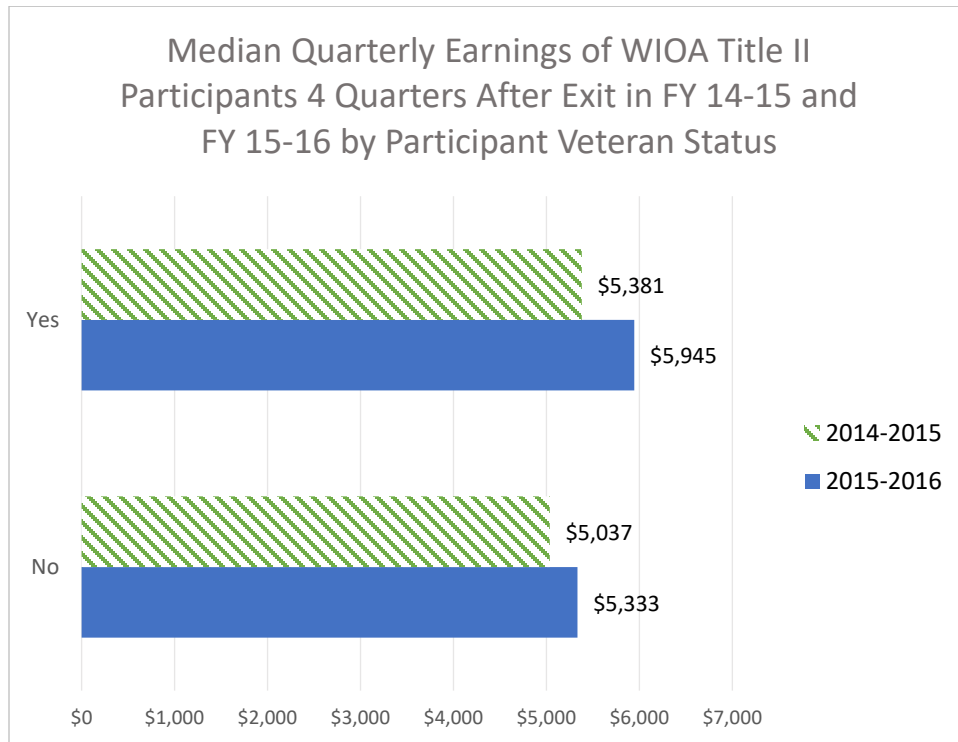
Among Title II participants who exited in FY 14-15, employment rates of veterans and non-veterans were the same (20.4% and 20.5%). Among participants who exited in FY 15-16, veterans' rate of employment was higher at 26.4% than the rate among non-veterans (21.0%).

8.5.1.5 Figure – 4th Quarter Employment Rate by Veteran Status



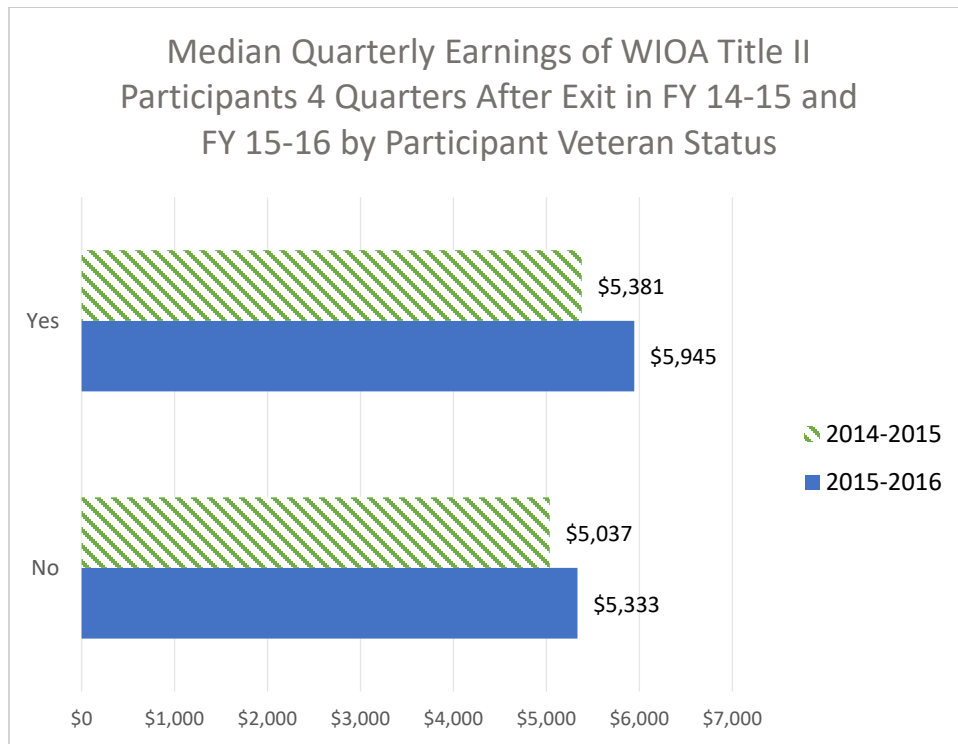
There was no discernable pattern in employment rates from the second two the fourth quarter. Among participants who exited in FY 14-15, veterans' employment rate (18.9%) was lower than that of non-veterans (21.5%). Among the following year's exit cohort, as at the second quarter the rate of employment among veterans was higher, 26.7% compared with non-veterans' 21.3%.

8.5.1.6 Figure – 2nd Quarter Median Earnings by Veteran Status



Among participants exiting in both years, earnings of veterans were higher than those of non-veterans: veterans earned \$5,718 two quarters after exit in FY 14-15, +\$977 greater than non-veterans' \$4,741; among participants to exit in F 15-16, the difference was even greater, with veterans' earnings of \$6,082 exceeding non-veterans' earnings of \$5,034 by +\$ 1,048.

8.5.1.7 Figure – 4th Quarter Median Earnings by Veteran Status



A year after exit, veterans continued to out-earn non-veterans among both years' exit cohorts, however the magnitude of difference decreased: four quarters after exit in FY 14-15, veterans' earnings of \$5,381 were +\$344 greater than non-veterans' earnings of \$5,037. At the same stage after exit in FY 15-16, veterans' earnings of \$5,945 were +\$611 larger than the \$5,333 earned by non-veterans.

8.6 Training Completion Status

8.6.1.1 Table Set – Training Completion Status

FY 2014-2015									
Training Completion Status	# Exited	2 Quarters After Exit			4 Quarters After Exit				
		# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
Yes	0	0	0.0	\$0	0	0.0	0	0.0	\$0
No	0	0	0.0	\$0	0	0.0	0	0.0	\$0
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	302,869	62,117	20.5	\$4,475	60,536	20.0	64,995	21.5	\$4,744
TOTAL	302,869	62,117	20.5	\$4,475	60,536	20.0	64,995	21.5	\$4,744

FY 2015-2016									
Training Completion Status	# Exited	2 Quarters After Exit			4 Quarters After Exit				
		# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
Yes	0	0	0.0	\$0	0	0.0	0	0.0	\$0
No	0	0	0.0	\$0	0	0.0	0	0.0	\$0
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	312,561	65,514	21.0	\$4,773	56,782	18.2	66,558	21.3	\$5,112
TOTAL	312,561	65,514	21.0	\$4,773	56,782	18.2	66,558	21.3	\$5,112

Because collection of service type data commenced after the period covered in this report, data on training service status is unavailable. Analysis is therefore not possible for this outcome, and figures have not been created.

As of FY 16-17, CDE is collecting data on all measurable skills gain indicators (including milestones, skills progressions, and postsecondary transcripts / reports cards) which may be used to derive training completion status. As completion data becomes available, it will be included in future versions of the workforce metrics dashboard report. Service descriptions are available in Appendix E.

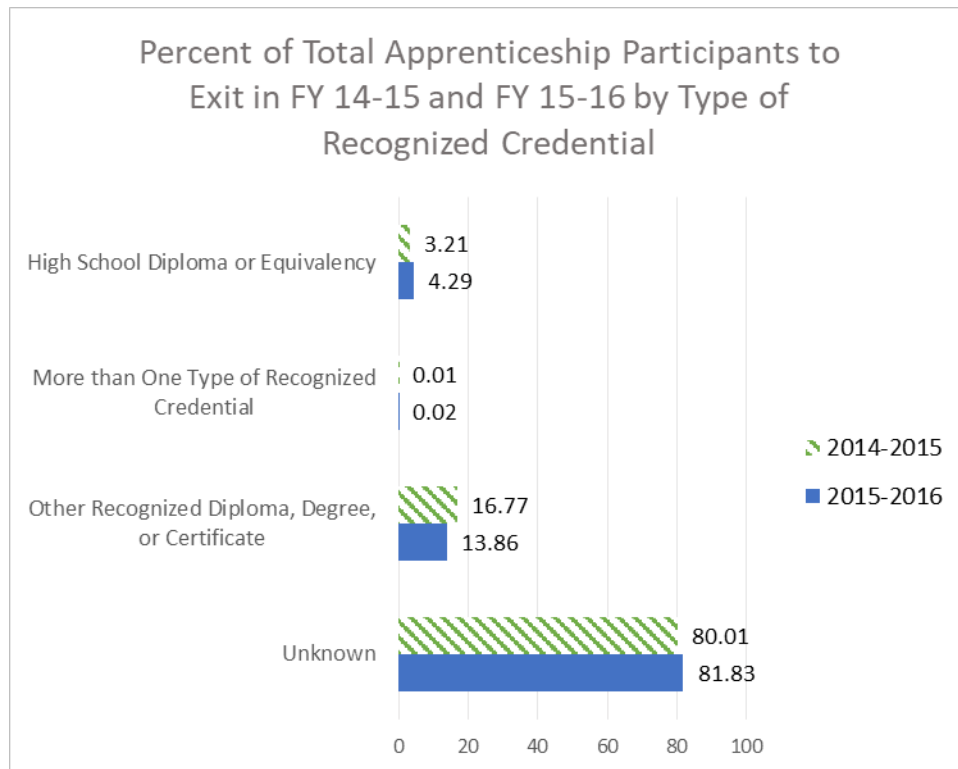
8.7 Type of Recognized Credential

8.7.1.1 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	0	0	0.0	\$0	0	0.0	0	0.0	\$0
High School Diploma or Equivalency	9,714	3,526	36.3	\$4,113	9,714	16.0	3,648	37.6	\$4,436
Associate's Degree	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Bachelor's Degree	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Post-Graduate Degree	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Occupational Skills License	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Occupational Skills Certificate	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Occupational Certification	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Other Recognized Diploma, Degree, or Certificate	50,801	9,113	17.9	\$4,589	50,801	83.9	9,827	19.3	\$4,775
Other Award (Non-Credit or Credit)	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Other	0	0	0.0	\$0	0	0.0	0	0.0	\$0
More than One Type of Recognized Credential	21	9	42.9	\$2,837	21	0.0	8	38.1	\$3,709
Not Applicable	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Unknown	242,333	49,469	20.4	\$4,759	0	0.0	51,512	21.3	\$5,056
TOTAL	302,869	62,117	20.5	\$4,475	60,536	100.0	64,995	21.5	\$4,744

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	0	0	0.0	\$0	0	0.0	0	0.0	\$0
High School Diploma or Equivalency	13,416	4,961	37.0	\$4,404	13,416	23.6	5,101	38.0	\$4,780
Associate's Degree	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Bachelor's Degree	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Post-Graduate Degree	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Occupational Skills License	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Occupational Skills Certificate	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Occupational Certification	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Other Recognized Diploma, Degree, or Certificate	43,307	8,354	19.3	\$4,763	43,307	76.3	8,621	19.9	\$5,104
Other Award (Non-Credit or Credit)	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Other	0	0	0.0	\$0	0	0.0	0	0.0	\$0
More than One Type of Recognized Credential	59	23	39.0	\$3,195	59	0.1	21	35.6	\$2,712
Not Applicable	0	0	0.0	\$0	0	0.0	0	0.0	\$0
Unknown	255,779	52,176	20.4	\$5,069	0	0.0	52,815	20.6	\$5,365
TOTAL	312,561	65,514	21.0	\$4,773	56,782	100.0	66,558	21.3	\$5,112

8.7.1.2 Figure – Credential Attainment by Earned Credential Type



Interpreting data shown in Figure 8.7.1.2 above requires added context.

Title II is an adult education program that addresses literacy needs of individuals by providing adults with the skills and knowledge necessary to: (a) gain employment or better their current employment; (b) obtain a HSD or HSE certificate; (c) attain skills necessary to enter postsecondary education and training; (d) exit public welfare and become self-sufficient; (e) learn to speak, read, and write the English language; (f) master basic academic skills to help their children succeed in school; and (g) become U.S. citizens, exercise their civic responsibilities, and participate in a democratic society.

The service population of the Title II program consists of individuals who lack a high school degree and both require and benefit from training and other interventions to improve basic skills, literacy, and other forms of competencies that are prerequisite to their ability to enroll in postsecondary education, build both general and occupationally-specific skills, and earn both educational and/or occupational credentials down the road.

Due to the combination of program and service population characteristics thus described, most participants in Title II will not earn a credential in a given program year. Apart from optionally-reported non-program credentials that participants may attain, the sole program-awarded credential is a HSD or HSE which is the culmination of a multi-year process.

In FY 14-15, 3.2% of all Title II participants to exit earned a high school degree within a year of exit. In FY 15-16, a similar 4.3% did so.

Nearly 17% of Title II participants who exited in FY 14-15 and nearly 14% who exited in FY 15-16 were reported as having earned a different type of credential. In this context of Title II, “other recognized diploma, degree, or certificate” may refer to a non-program credential that a Title II participant earned and which was recorded by the local provider at entry or in follow-up. However, especially given the large numbers of credentials reported in the “Other...” category (coupled with the unlikelihood that large numbers of Title II participants are earning non-high school degree credentials shortly following exit, given the service population profile described) is an artifact of reporting practices.²³

Most Title II participants will not earn a program credential in a given year of participation, for the simple reason that many recognized gains Title II participants may achieve are not associated with final attainment of a credential. As noted in this chapter’s introduction, these include achievement or improvement of employment; attainment of necessary prerequisite skills to enter postsecondary education and training, and/or to gain self-sufficiency; as well as achievement of linguistic and literacy skills and tools to participate in civic and democratic life. Attainment of a HSD or HSE is merely one of program-recognized achievement, however the only one which translates to achievement of a recognized credential in data tables shown.

Therefore, most participants will make incremental—often significant—gains within a given fiscal year period (for example, a participant who progresses a grade level) that do not result in attainment of a credential in that same year simply because the participant has not yet completed his or her full, multi-year, high school degree requirements in the observed fiscal year. Unlike some other workforce programs for which outcomes are described in this report, the Title II program does not offer or centrally track credentials other than a HSD diploma or HSE.

However, in the data received there is no way to distinguish participants known to have received no credential from participants whose attainment status was unknown. Due to this, all individuals without a specific type of reported credential were classified as being of “unknown” credential attainment status. This was 80% of all Title II participants to exit in FY 14-15 and 81.8% of all Title II participants to exit in FY 15-16.

²³ Some Title II local providers utilize a different reporting program to record and track participant data, with the information later imported into TopsPro Enterprise (TE), the centralized Title II reporting program employed by CDE. It is possible that the prevalence of credentials reported in the “Other...” category is an effect of the process of importing data from third-party programs into TE. Percent values shown in Figure 8.7.1.2 display a breakout of credential attainment by credential type. These values are computed by dividing the number of participants who attained a particular credential type by the total of credential-attainers from each respective exit year. CDE began collecting date of credential attainment effective calendar year 2016. Therefore, data for this outcome is available only from January 1, 2016 on. For credential attainment prior to January 1, 2016, CAAL-Skills was obliged to provide date of exit as date of credential attainment, for those participants who exited in a given fiscal year and who were reported to have earned a recognized credential.

Currently, Title II is unable to reliably track participants' attainment of other credential types (such as occupational certifications) because of a lack of capacity to cross-identify Title II participant data with data tracked by other state credentialing agencies, such as the Department of Consumer Affairs, the California Community Colleges Chancellor's Office, or the Department of Industrial Relations' Division of Apprenticeship Standards.

To give a sense of the numeric scope of credential attainment this may obscure, the Department of Consumer Affairs alone reported that, in each of the two fiscal years 14-15 and 15-16, over 250,000 new occupational or professional licenses were issued. It is impossible to know how many of these newly-issued credentials (in areas ranging from nursing to contracting, optometry, automotive work, cosmetology, accounting, court reporting, and numerous other fields) went to individuals who were or had recently been enrolled in the Title II program.²⁴

Similarly, the California Community Colleges Chancellor's Office reported that 74,911 students attained an associate's degree in academic year 15-16, with a further 52,286 earning a Chancellor's Office Approved Credit Certificate, and additional numbers of students attaining non-credit and other award types in each year.²⁵ It appears possible or likely that many Title II exiters who successfully attain a secondary degree go on to achieve an AA, enroll in career technical (CTE) education, and/or transfer to a four-year college. However, the extent or nature of Title II participants' matriculation in the state's community college system is currently non-tracked and therefore unknown.

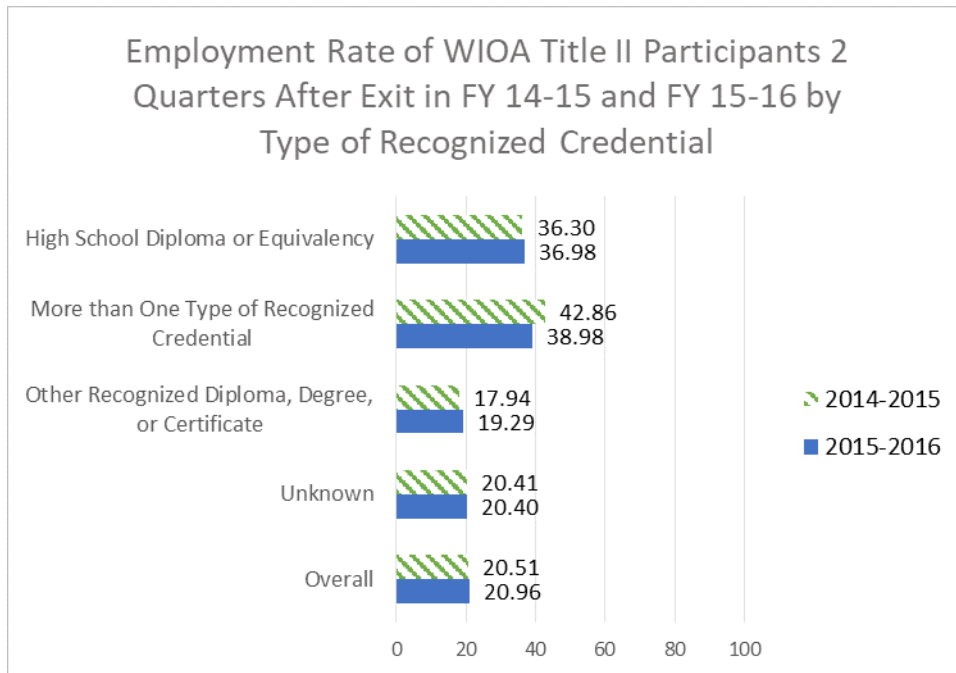
Finally, the extent to which former Title II participants may be entering and completing state registered apprenticeship programs (see discussion and data on these programs elsewhere in this report) is not currently tracked.

As a means of addressing credential-tracking challenges and improving credential attainment tracking, CDE recently completed an MOU with the CCCCCO to identify students enrolled and completing a credential in that system. A data match across these two educational entities will be performed, prior to October 1 of 2019. It is hoped and expected that this matching process will improve tracking of Title II participant credentials, and that this new information will be captured in future reports of the Workforce Metrics Dashboard.

²⁴ California Department of Consumer Affairs. [DCA Annual Licensing Statistics](#). DCA reports that 255,927 new licenses were issued in FY 14-15 and 272,198 new licenses issued in FY 15-16 ("Annual Statistics: [New Licenses](#)," FY 14-15 and FY 15-16). The agency places the total numbers of active licenses at more than 3 million in FY 14-15 and more than 3.5 million in FY 15-16 ("[Annual Statistics: Active Licenses](#)," FY 14-15 and FY 15-16).

²⁵ California Community Colleges [Student Success Metrics](#). Please note that numbers of awards reported here describe awards issued to all enrolled community college students, not only participants in CTE. This explains the discrepancy with credential attainment totals reported in this report's chapter on CTE through the Community College system. For reasons discussed in this report's chapter on career technical education through the California Community Colleges Chancellor's Office, reported totals may undercount credentials issued locally by individual community colleges but not tracked by the Chancellor's Office. This would mean that total credential issuance by the California community college system may be higher than these numbers suggest.

8.7.1.3 Figure – 2nd Quarter Employment by Earned Credential Type



Employment was highest among participants who earned more than one type of credential, at 42.9% following exit in FY 14-15 and 39.0% following exit in FY 15-16. These rates were considerably higher than each year’s aggregate rates, of 20.5% and 21.0% respectively.

Individuals in this category—which was very small in each year— may have attained a high school degree in combination with a different credential such as an occupational certification.

Employment was also high, especially among FY 15-16 exiters, among participants who earned a high school degree (at 37.0%).

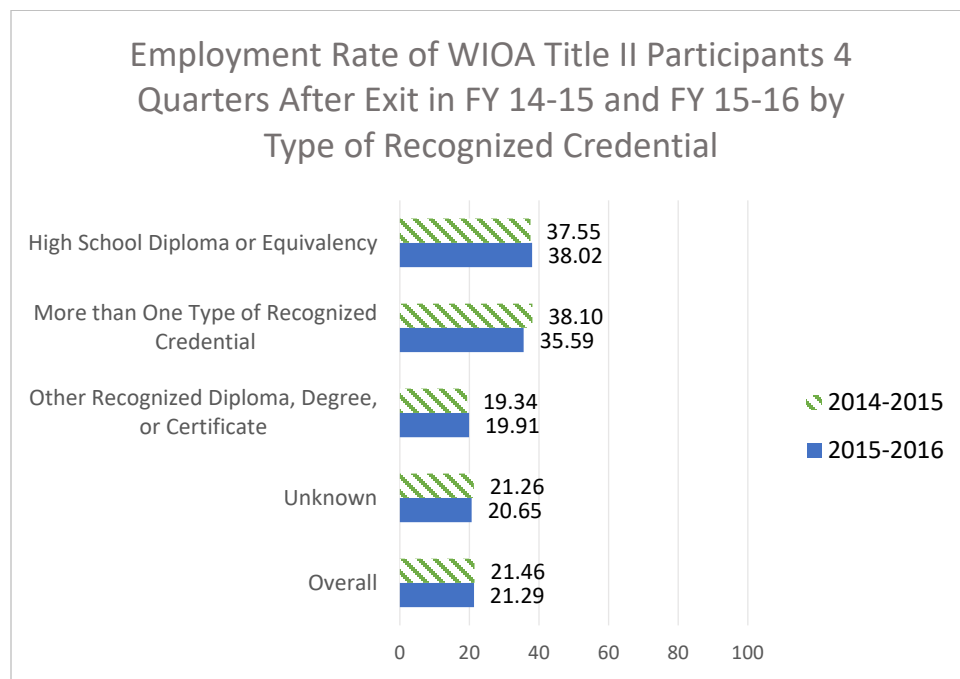
Lowest employment rates were seen among participants whose credential earned was classified as “other,” with rates of just 17.9% and 19.3% for FY 14-15 and FY 15-16 respectively. Given the large size of the category, these rates were similar to aggregate rates among all participants.

As discussed, the vast majority of credentials attained by participants in this program are likely to be either a HSD or HSE degree, because these represent the only types of credentials attainable and reportable as an outcome of participating in this program.

Because Title II is operated at the local level, collection and reporting of participant information, including attainment of non-program credentials reported on as part of participant demographic information, is performed locally.

It appears that, in the present program data, any reported non-program participant credentials were reported within the “Other Recognized Diploma, Degree, or Certificate” category.

8.7.1.4 Figure – 4th Quarter Employment by Earned Credential Type

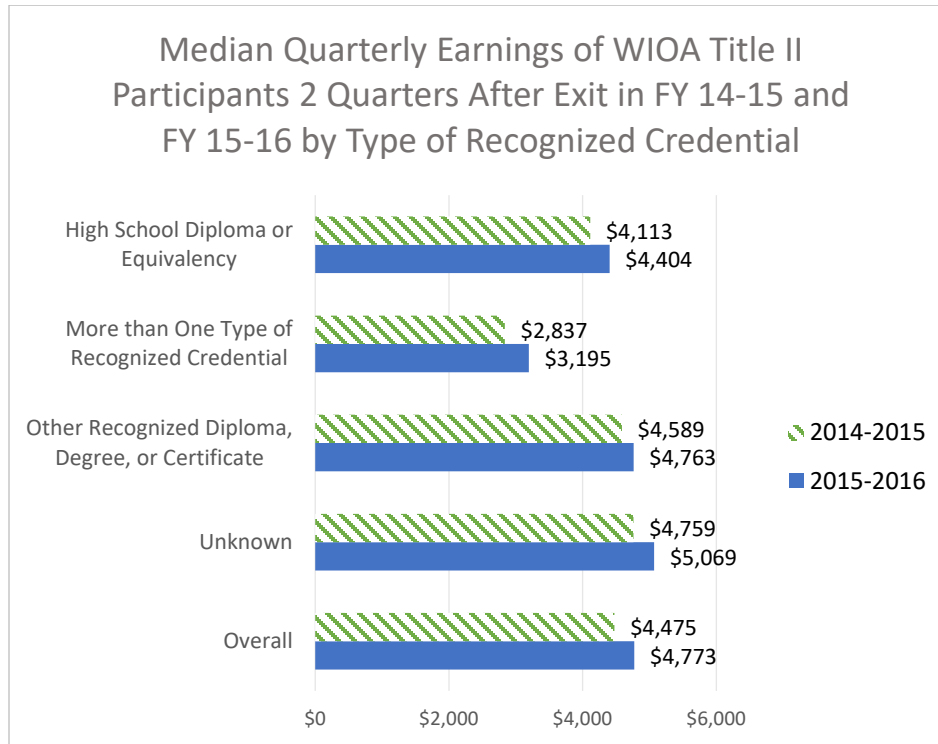


A year after exiting from the Title II program, employment rates continued to be highest among the same two categories of participants as in the second quarter: those who earned a HSD or HSE, and those with more than one credential. And they continued to substantially exceed aggregate rates among all Title II participants to have exited in each year, which were 21.5% (FY 14-15) and 21.3% (FY 15-16) respectively.

Four quarters after exit in FY 14-15, participants who earned more than one credential type continued to see the highest rate of employment, 38.1%. Among participants who exited in FY 15-16, employment was highest among participants who earned a high school degree at 38.0%. These rates again exceeded the aggregate (21.5% for participants who exited in FY 14-15 and 21.3% for those who exited in FY 15-16) by large margins.

Employment continued to be lowest among individuals with an “other” type of credential, 19.3% one year after exit in FY 14-15 and 19.9% a year after exit in FY 15-16.

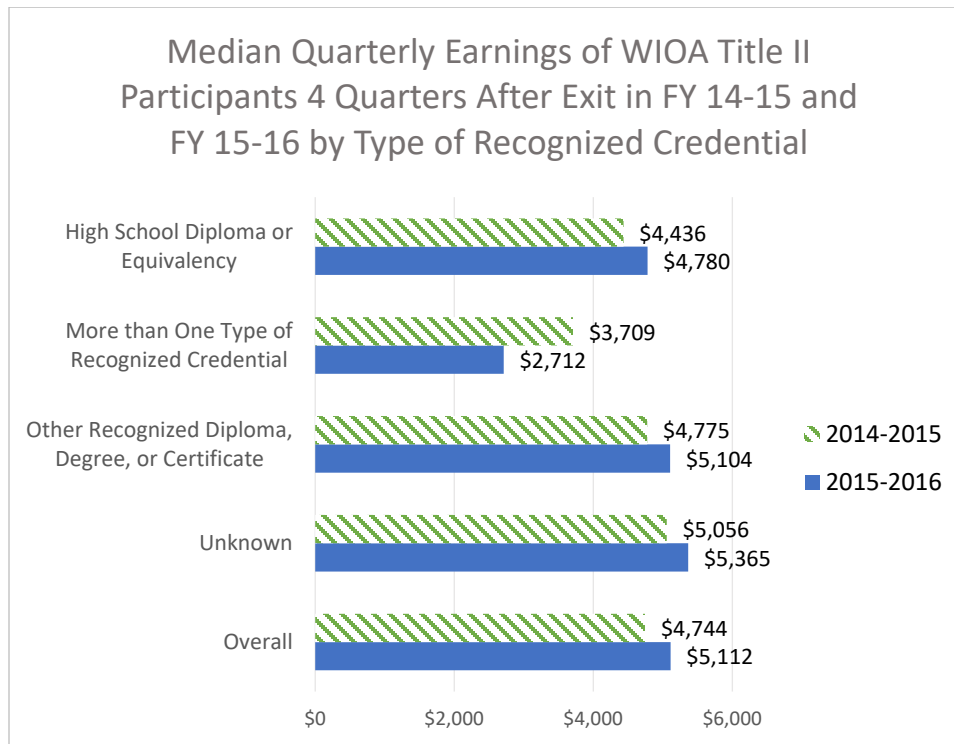
8.7.1.5 Figure – 2nd Quarter Median Earnings by Earned Credential Type



Two quarters following exit in both fiscal years, participants who earned an “other” credential type had highest earnings, of \$4,759 in the second quarter after exit in FY 14-15 and \$5,069 two quarters after exit in FY 15-16. Compared with program-wide medians of \$4,475 and \$4,773, earnings of these participants were +\$284 and +\$296 higher.

Title II participants earning more than one credential type saw the lowest earnings, of \$2,837 two quarters after exit in FY 14-15 and \$3,195 two quarters after exit in 15-16. These participants’ earnings were approximately -\$1,600 lower than each year’s program-wide median. It is difficult to interpret this outcome substantively. This was an extremely small category of participants in each year.

8.7.1.6 Figure – 4th Quarter Median Earnings by Earned Credential Type



Categories remained the same in the fourth quarter after exit from the Title II program. While the three highest-earning categories' earnings appeared to remain in about the same relationship with each other. Among the lowest-earners, the difference from the overall median decreased somewhat among FY 14-15 exiters, but rose among FY 15-16 exiters. Again, the small size of this category might explain the greater fluctuation as a result of changes in a small number of participants' employment statuses or earnings from Q2 to Q4.

8.8 Industry / Sector of Employment

8.8.1.1 Table Set – Industry/Sector of Employment

FY 2014-2015						
Industry / Sector Description	2 Quarters After Exit			4 Quarters After Exit		
	# Employed	% Employed	Median Earnings	# Employed	% Employed	Median Earnings
Agriculture, Forestry, Fishing, and Hunting	2,071	3.3	\$3,508	2,227	3.4	\$4,037
Mining, Quarrying, and Oil and Gas Extraction	30	0.0	\$16,264	30	0.0	\$12,968
Utilities	62	0.1	\$15,555	67	0.1	\$14,256
Construction	2,528	4.1	\$7,740	2,645	4.1	\$7,839
Manufacturing	4,590	7.4	\$7,022	4,730	7.3	\$6,954
Wholesale Trade	2,020	3.3	\$6,501	2,153	3.3	\$6,807
Retail Trade	11,282	18.2	\$3,736	10,685	16.4	\$4,128
Transportation and Warehousing	1,490	2.4	\$5,946	1,597	2.5	\$5,896
Information	464	0.7	\$4,602	503	0.8	\$5,333
Finance and Insurance	897	1.4	\$6,766	992	1.5	\$6,793
Real Estate, and Rental and Leasing	715	1.2	\$6,441	740	1.1	\$6,257
Professional, Scientific, and Technical Services	1,742	2.8	\$5,379	1,789	2.8	\$5,817
Management of Companies and Enterprises	46	0.1	\$7,429	48	0.1	\$8,078
Administrative and Support and Waste Management and Remediation Services	9,412	15.2	\$4,210	8,950	13.8	\$4,544
Educational Services	2,415	3.9	\$3,915	2,687	4.1	\$4,118
Health Care and Social Assistance	6,497	10.5	\$5,148	9,148	14.1	\$4,838
Arts, Entertainment, and Recreation	1,079	1.7	\$3,789	1,081	1.7	\$4,011
Accommodation and Food Services	10,228	16.5	\$3,648	10,186	15.7	\$3,977
Other Services (except Public Administration)	2,281	3.7	\$3,999	2,359	3.6	\$4,230
Public Administration	814	1.3	\$8,454	937	1.4	\$8,548
Other	0	0.0	\$0	0	0.0	\$0
Not Applicable	0	0.0	\$0	0	0.0	\$0
Unknown	1,454	2.3	\$5,316	1,441	2.2	\$5,236
TOTAL	62,117	20.5	\$4,475	64,995	21.5	\$4,744

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	2,524	3.9	\$3,055	2,332	3.5	\$3,963
Mining, Quarrying, and Oil and Gas Extraction	39	0.1	\$11,510	50	0.1	\$13,161
Utilities	64	0.1	\$15,977	62	0.1	\$16,284
Construction	2,692	4.1	\$7,778	2,843	4.3	\$8,157
Manufacturing	4,593	7.0	\$7,294	4,797	7.2	\$7,520
Wholesale Trade	2,208	3.4	\$6,997	2,372	3.6	\$7,226
Retail Trade	10,971	16.7	\$4,031	10,346	15.5	\$4,363
Transportation and Warehousing	1,860	2.8	\$5,642	1,875	2.8	\$6,154
Information	523	0.8	\$4,789	528	0.8	\$5,079
Finance and Insurance	927	1.4	\$7,163	1,013	1.5	\$7,459
Real Estate, and Rental and Leasing	688	1.1	\$6,633	763	1.1	\$6,710
Professional, Scientific, and Technical Services	1,696	2.6	\$5,885	1,717	2.6	\$6,160
Management of Companies and Enterprises	61	0.1	\$8,154	66	0.1	\$7,966
Administrative and Support and Waste Management and Remediation Services	9,570	14.6	\$4,530	9,281	13.9	\$4,731
Educational Services	2,592	4.0	\$4,352	2,807	4.2	\$4,466
Health Care and Social Assistance	9,234	14.1	\$4,906	9,983	15.0	\$5,165
Arts, Entertainment, and Recreation	952	1.5	\$4,010	1,052	1.6	\$4,329
Accommodation and Food Services	9,709	14.8	\$4,079	9,859	14.8	\$4,255
Other Services (except Public Administration)	2,171	3.3	\$4,305	2,352	3.5	\$4,559
Public Administration	921	1.4	\$8,581	976	1.5	\$9,374
Other	0	0.0	\$0	0	0.0	\$0
Not Applicable	0	0.0	\$0	0	0.0	\$0
Unknown	1,519	2.3	\$5,403	1,484	2.2	\$5,793
TOTAL	65,514	21.0	\$4,773	66,558	21.3	\$5,112

8.8.1.2 Figure – 2nd Quarter Employment by Industry/Sector

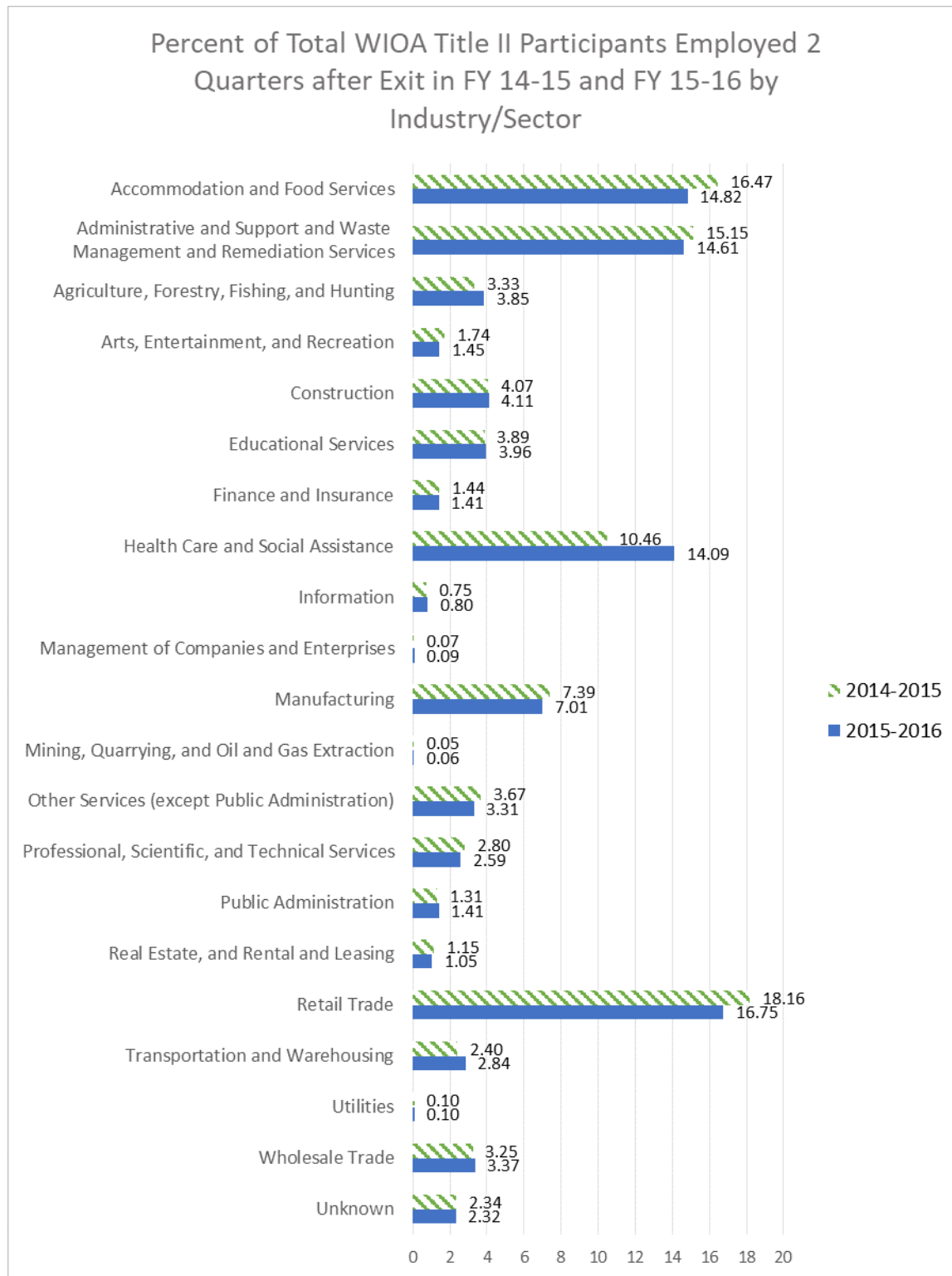


Figure 8.8.1.2 displays a percentage distribution of employed former Title II participants according to the industry sector in which they were working, two quarters after their exit from the program.²⁶

In the second quarter after exit in both fiscal years, the single largest employment sector of former Title II participants was retail, employing 18.2% of wage-earning former Title II participants in the second quarter after program exit in FY 14-15, and 16.7% of their counterparts to exit in FY 15-16.

Second- and third- largest sectors of employment were also the same across participants exiting in each year: accommodation and food service (which includes restaurants, lodging, and all food service establishments) was next-largest and employed 16.5% of wage-earning exiters from FY 14-15 and a smaller share (14.8%) from FY 15-16. Third-largest was administrative and waste management (a sector that includes occupations such as janitors, groundskeepers, security guards, and office clerks) accounting for 15.2% of employed FY 14-15 exiters and 14.6% of their FY 15-16 counterparts.

Still, compared with shares of the state's labor force working in retail and in accommodation/food services, former Title II participants were overrepresented: as a basis for comparison, about 9% and 10% of the state's labor force during each FY 14-15 and FY 15-16 was employed in each of these sectors.

Given that jobs in the retail and accommodation and food sectors are frequently low-paying and may not offer full-time hours, overrepresentation of former participants in these sectors may be cause for concern.

Jobs in Accommodation and Food Services sector (NAICS 72) are often low-paying, offering non-supervisory workers an average of just 24.9 weekly hours,²⁷ and (in California) quarterly pay of just \$5,295 (FY 14-15) and \$5,570 (FY 15-16). Food preparation is one of three occupational groups that comprise a majority of the state's low wage jobs. Retail is also a low-wage sector, with earnings from FY 14-15 and 15-16 that were among the state's three lowest in FY 14-15 and FY 15-16 alike.

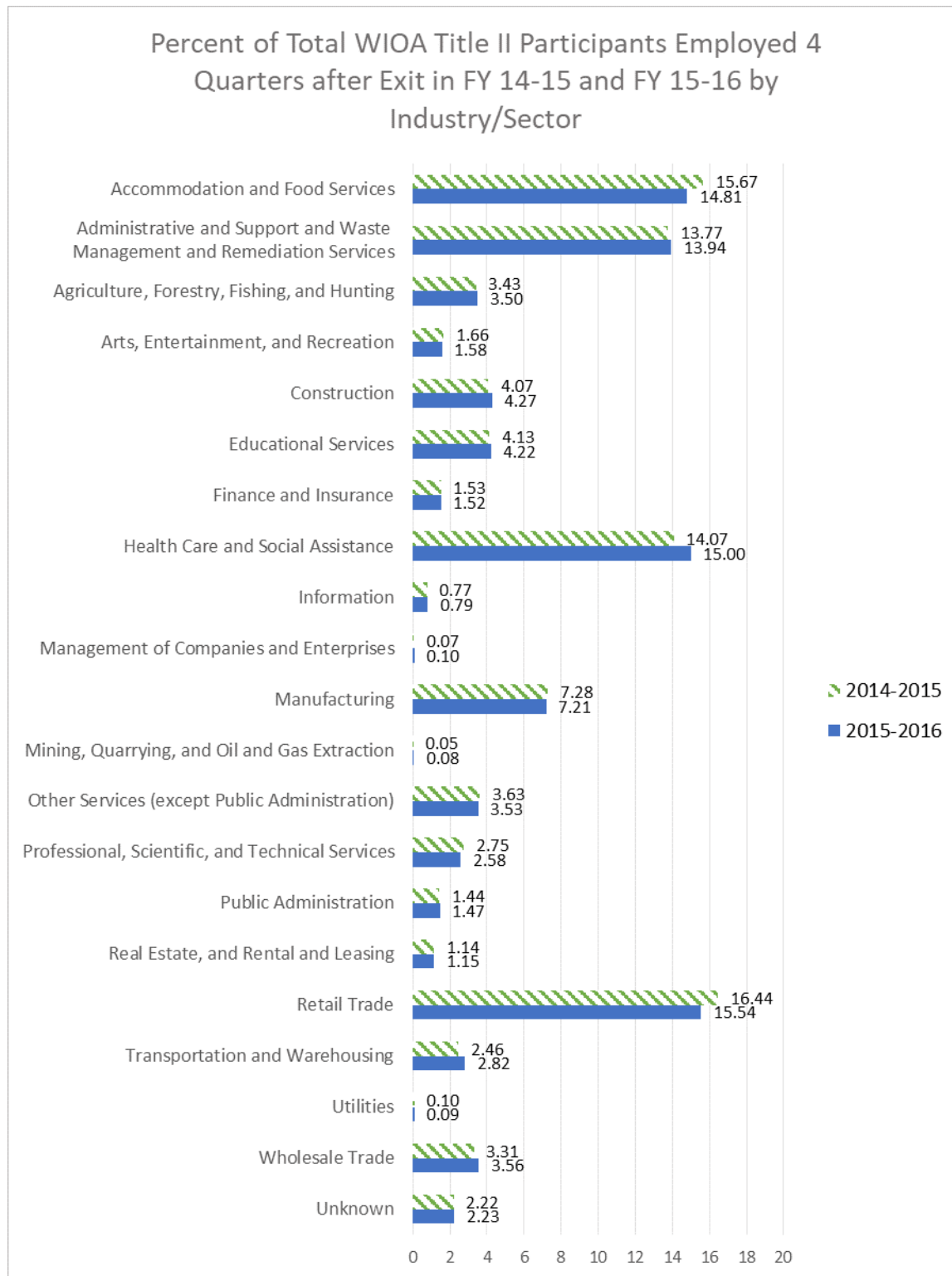
²⁶ In the figure (and associated Table Set 8.8.1.1), values shown are percent shares of total employed participants by industry sector, and do *not* represent sector-specific employment rates. For sector employment rates to be derived, numbers of exited participants who *sought* employment within each sector would need to be known. For example: Table Set 8.8.1.1 demonstrates that, in the second quarter after exit in FY 14-15, 287 former Title II participants found employment in the Information sector. To know the employment rate associated with that sector, it would be necessary to divide this number by the number who sought Information-sector employment. For instance: if the number who sought employment in Information was 500, then the employment rate for Title II participants entering this sector would be 287/500, or 57.4%. However, since the actual denominator value is not known, the rate cannot be calculated.

²⁷ "[Industries at a Glance: Accommodation and Food Services \(NAICS 72\)](#)." U.S. Bureau of Labor Statistics.

On the other hand, it is also possible that Title II participants may be working in both sectors on a deliberate part-time basis (for example, a part-time job at a fast food establishment) while they are simultaneously engaged in continuing education (for example, pursuing a bachelor's degree). Unfortunately, reliance on employer-provided data from the base wage file means that it is not possible (as it is through use of survey data obtained by the CPS and ACS, for example, both of which ask respondents about their job-seeking behavior) to determine hours worked, or whether an individual's employment level reflects a preference or a case of underemployment.

It is possible that a recently-approved MOU enabling data-matching from Title II participants to the community college system will provide greater availability of information on the educational trajectories of Title II participants and exiters in future versions of this report. Utilities, management, information, and the mining/extraction sector employed no or few (<1%) former Title II participants following exit in either year. However, each of these sectors employ relatively small shares of the statewide labor force and sector occupations may, in many cases, require more advanced training to access.

8.8.1.3 Figure – 4th Quarter Employment by Industry Sector



Retail trade remained the largest employer of former Title II participants one year following exit. The sector employed 16.4% of wage-earning participants to have exited in FY 14-15, and 15.5% of their counterparts who exited in FY 15-16.

Among participants who exited in FY 14-15, the next-largest employment sector remained accommodation and food service, 15.7%; among participants who exited the following year, the next-largest employer was health care and social service (15.0%) with accommodation and food service third-largest (14.8%).

The Health Care and Social Assistance sector comprises establishments providing health care and social assistance for individuals. The sector includes both health care and social assistance because it is sometimes difficult to distinguish between the boundaries of these two activities. The health care and social assistance sector consists of the sub-sectors of ambulatory health care services; hospitals; nursing and residential care facilities; and social assistance.²⁸

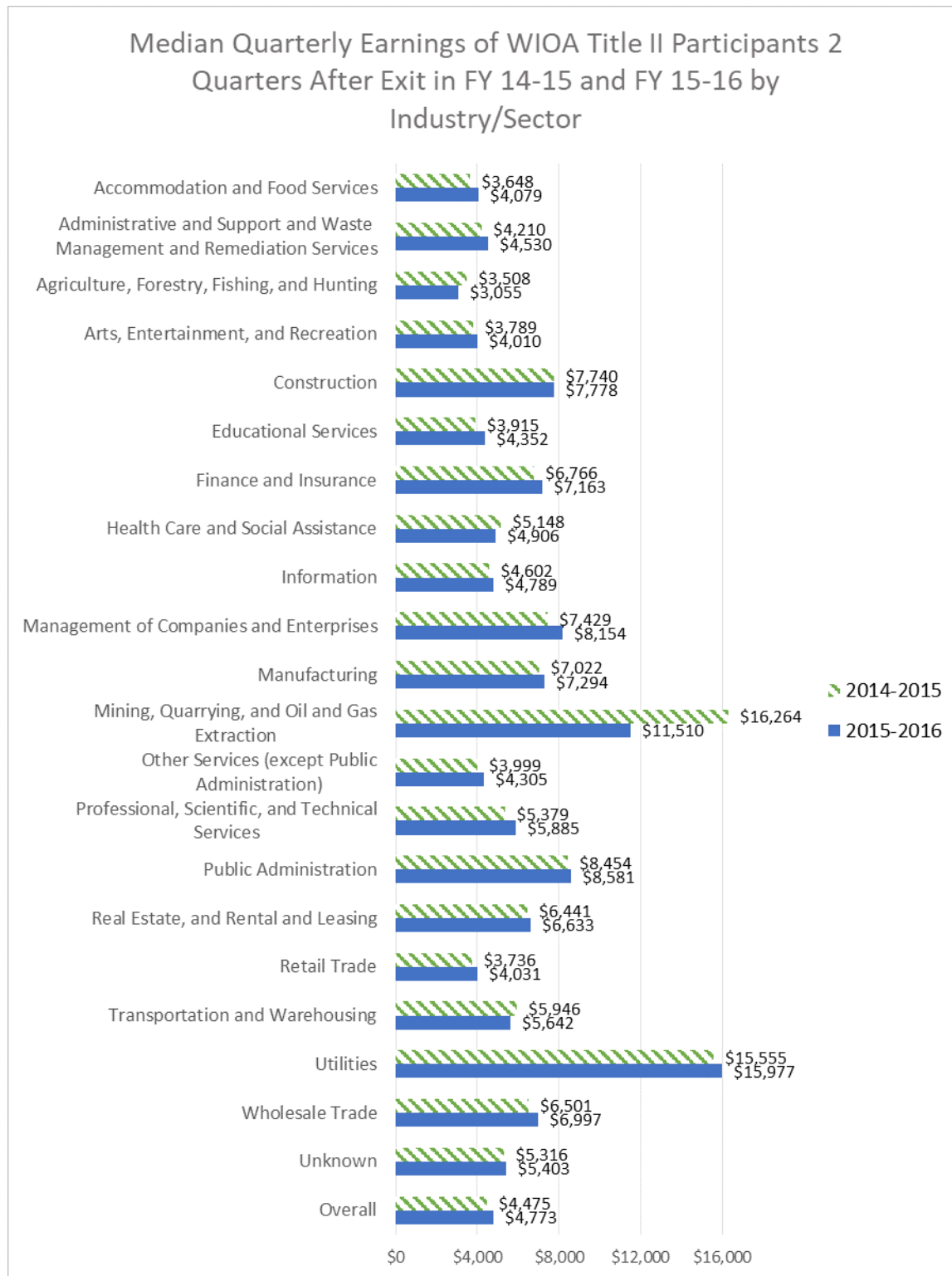
Health Care and Social Assistance is among the fastest-growing sectors in the state, projected to add 607,400 jobs by 2026, translating to 23.9% growth. Among its constituent occupations, the largest single occupation is that of home health aide—also the occupation associated with lowest median sector-wide earnings, of just \$25,190 annually.²⁹

The same sectors that employed fewest former Title II participants two quarters after exit continued to do so in the fourth quarter after exit.

²⁸ [“Industries at a Glance: Health Care and Social Assistance \(NAICS 62\).”](#) U.S. Bureau of Labor Statistics.

²⁹ Ibid

8.8.1.4 Figure – 2nd Quarter Median Earnings by Industry/Sector



The sectors paying most were among those employing fewest individuals in each year: mining, quarrying and oil and gas extraction. Participants employed in Mining, Quarrying and Oil and Gas Extraction two quarters after their program exit during FY 14-15 earned median pay of \$16,264, which was more than three times the program-wide median of \$4,475.

Utilities, which also employed few of either year's participants, was the highest-paying sector among FY 15-16 exiters, offering median earnings of \$15,977 which were also over 3 times the program-wide median for that year (of \$4,773).

However, participant earnings in both Utilities and Mining fell substantially below statewide sector medians which in the Mining sector were \$34,806 (in FY 14-15) and in Utilities were \$30,588 (in FY 15-16).

Statewide median earnings are based on a range that includes the earnings of workers in all occupations in this sector, including more highly-paid ones—in Mining sector, supervisory or managerial positions (median yearly pay of \$76,750), or mining and geological and/or safety engineering occupations (median pay of \$92,230). Similarly in Utilities, earnings range from relatively lower-paying (meter readers) to high-paying (electrical engineers).³⁰ Recent Title II participants are likely to be concentrated in lower-paying sector occupations, or might have been employed on either a part-time basis or only for limited period during the quarter. The statewide median is likely to be higher than a median based on a range that includes only or mostly entry-level earnings data.

Former participants employed in Agriculture, Forestry, Fishing, and Hunting saw both years' lowest earnings with participants earning quarter pay of just \$3,508 two quarters after exit in FY 14-15 and \$3,055 after exit in FY 15-16. Earnings of participants employed in this sector following exit in FY 14-15 were about \$1,000 lower than the median among all participants to exit in that year. Two quarters after exit in the following year, however, sector earnings were over \$1,700 less than the program median. Why earnings of these participants were so much lower following exit in the second fiscal year compared with the first is unknown.

The Agriculture, Forestry, Fishing and Hunting sector comprises establishments primarily engaged in growing crops, raising animals, harvesting timber, and harvesting fish and other animals from a farm, ranch, or their natural habitats.³¹

Statewide, median earnings in this sector were also among the lowest—at \$7,386 quarterly in FY 14-15, and \$7,779 in FY 15-16. Still, median earnings of former Title II participants employed in this sector were less than half the statewide median in each year.

It is important to remember that the statewide median earnings value is calculated based on a range including earnings from all occupations within an industry sector. In Agriculture, Forestry,

³⁰ "[Industries at a Glance: Utilities \(NAICS 22\)](#)." U.S. Bureau of Labor Statistics.

³¹ "[Industries at a Glance: Agriculture, Forestry, Hunting, and Fishing \(NAICS 11\)](#)." U.S. Bureau of Labor Statistics.

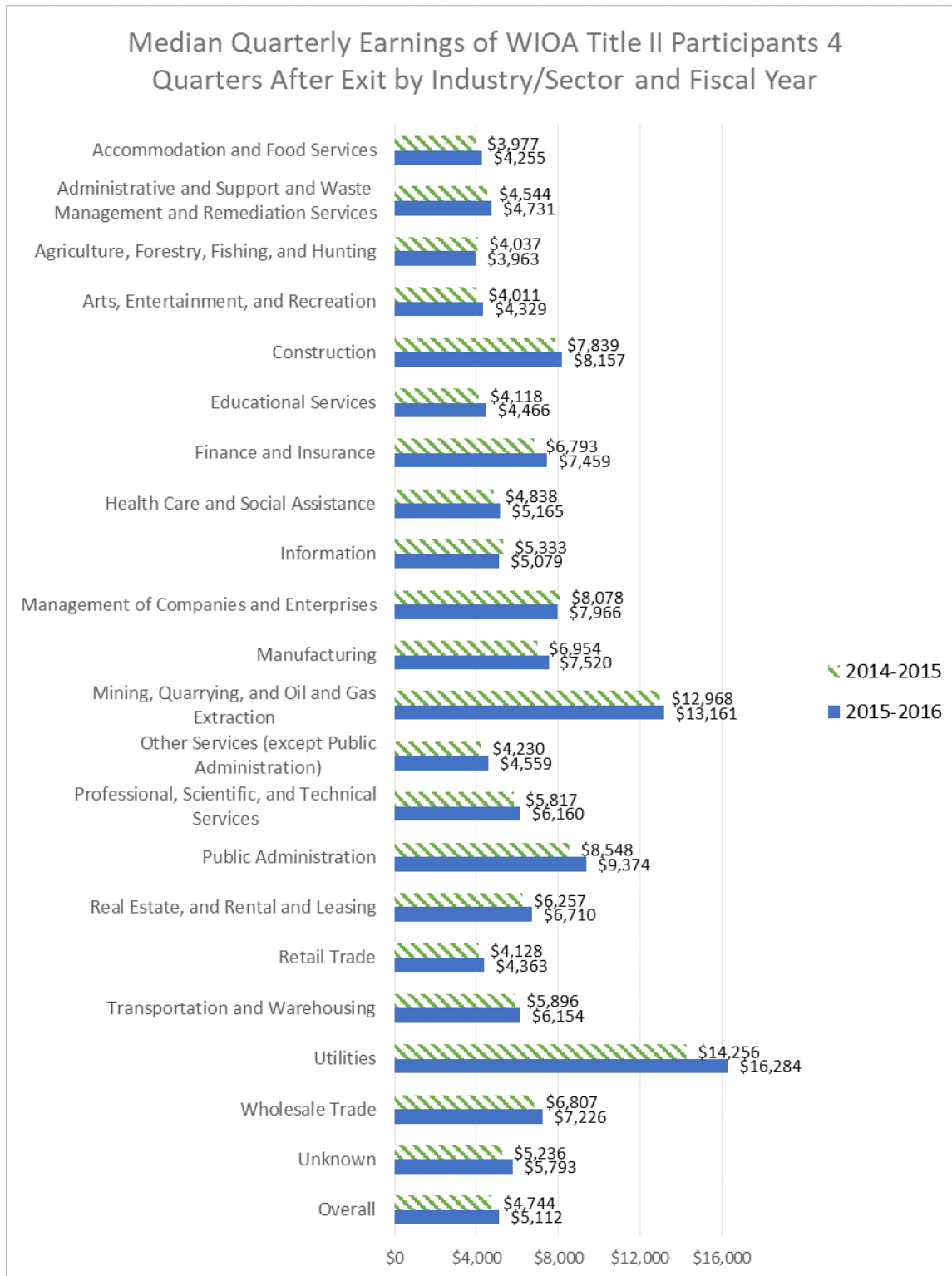
Fishing and Hunting, this includes supervisory positions paying \$44,820 annually, to much lower-paid positions of farmworkers and laborers, who earn \$24,180 annually.³² Given earnings figures reported for former Title II participants, it seems likely that these individuals are employed as laborers. If this is the case, an additional consideration is that annual earnings may be even lower than suggested by the quarterly pay reported here due to the seasonality of farm labor employment.

Accommodation and food services was FY 14-15's next-lowest-paying sector (\$3,674); among participants to exit in FY 15-16, the next-lowest (arts, entertainment and recreation) afforded employed participants earnings of \$4,030. While objectively low,³³ these were about \$1,000 higher than earnings in the agricultural sector.

³² "[Industries at a Glance: Agriculture, Forestry, Fishing, and Hunting \(NAICS 11\)](#)." U.S. Bureau of Labor Statistics.

³³ Federal Poverty Guidelines for 2015 establish \$20,090 annually for a three-person household, translating to \$5,023 quarterly. See: <https://aspe.hhs.gov/2014-poverty-guidelines> and <https://aspe.hhs.gov/2015-poverty-guidelines>.

8.8.1.5 Figure – 4th Quarter Median Earnings by Industry/Sector



Four quarters after exit in FY 14-15, earnings of former Title II participants working in Utilities were again highest, \$14,256. Utilities was also the highest-paying sector for FY 15-16 participants at the one-year stage.

Accommodation and Food Services was the lowest-paying sector for FY 14-15 exiters one year after program exit, offering quarter earnings of \$3,977—although sectors of Arts, Entertainment and Recreation (\$4,011) and Agriculture, Forestry, Fishing and Hunting (\$4,037) were close. The Accommodation and Food Services sector—which includes hotels, restaurants, and other types of food preparation and the individuals who work serving and/or preparing food—was in the years of the report among the state’s largest growth sectors but also among its lowest-paying (see Chapter 3).³⁴ Compared with median sector earnings in the state (of \$5,295), median earnings quarterly of Title II participants were still over -\$1,000 lower.

Among participants exiting in the second fiscal year, Agriculture, Forestry, Fishing and Hunting the lowest-paying sector, offering quarter earnings of just \$3,963 (-\$1,149 lower than the overall median). Participant earnings in the Accommodation and Food Services (\$4,255) and Arts, Entertainment, and Recreation (\$4,329) sectors appeared slightly higher.

³⁴ LMID, Occupational Guide “[Waiters and Waitresses](#)”

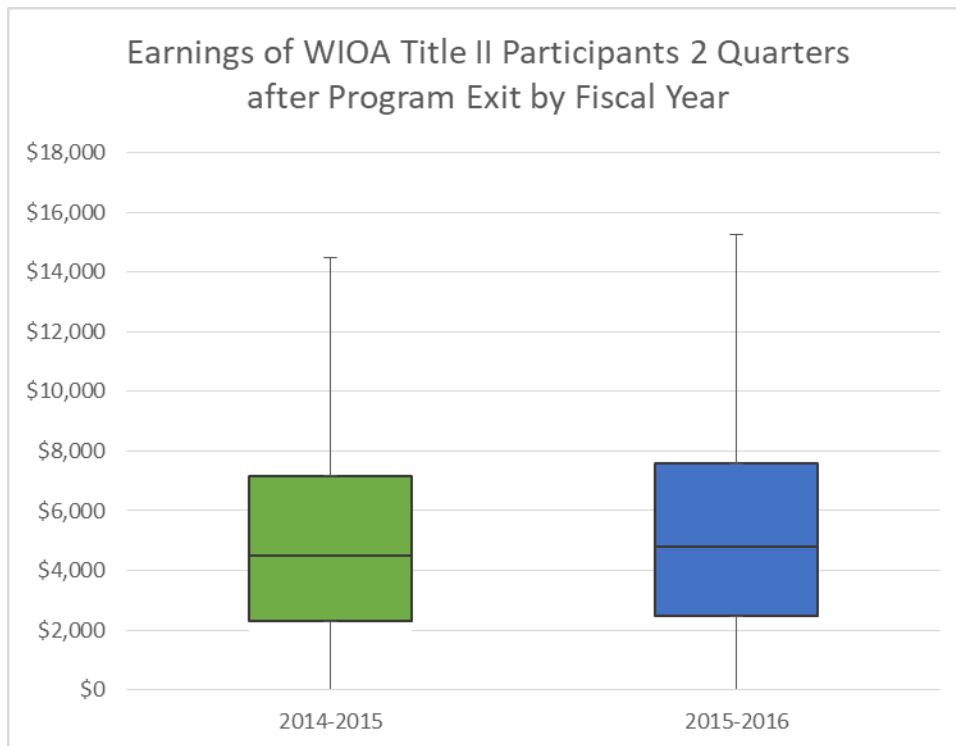
8.9 Quarterly Earnings

8.9.1.1 Table Set – Quarterly Earnings

FY 2014-2015					
Quarter After Exit	Minimum Earnings	Lower Quartile	Median Earnings	Upper Quartile	Maximum Earnings
Second	\$0	\$2,287	\$4,475	\$7,170	\$14,495
Fourth	\$0	\$2,495	\$4,744	\$7,339	\$14,605

FY 2015-2016					
Quarter After Exit	Minimum Earnings	Lower Quartile	Median Earnings	Upper Quartile	Maximum Earnings
Second	\$0	\$2,440	\$4,773	\$7,471	\$15,018
Fourth	\$0	\$2,660	\$5,112	\$7,883	\$15,717

8.9.1.2 Figure – 2nd Quarter Earnings



The box plot shown in Figure 8.9.1.2 summarizes Title II participant earnings outcomes using five statistics: the lowest and highest individual participant earnings values in the range; and values of the 25th, 50th (median)³⁵ and 75th, percentiles of earnings. The lower edge of the box represents the 25th percentile, the upper edge the 75th, with the median shown by a horizontal line down the middle. The highest and lowest participant earnings are shown by the whiskers.³⁶

Boxplots make it possible to describe three aspects of a distribution: location (values of low, middle, and high participant earnings); dispersion (how wide or narrow the range from lowest

³⁵ Median earnings were calculated based using the range of earnings of all participants employed in the second quarter following exit from this program for whom earnings (>\$0) were reported at any point during this quarter period. The median represents the middle value when earnings of all participants in the group are arranged from lowest to highest. When the total range of participant earnings is an even number, the median is found by averaging the two middle values.

³⁶ In Table Set 8.9.1.1 and both box-and-whisker plots, upper whiskers are not drawn to actual participant earnings values but rather to the distributions' upper inner fences (equivalent to the value of the 75th percentile or Q3 plus one-and-a-half times the inter-quartile distance). This has been done to exclude extreme or outlier values in the upper range from both years' cohorts to avoid misrepresenting the data's trend visually, and to preserve participant confidentiality by avoiding display of individual earnings values. Low earnings values are actual participant earnings values, however confidentiality concerns did not apply because multiple participants shared this same low value in each year. Since the EDD Tax Branch lacks the resources to validate all employer-reported earnings, it cannot be determined further what very low participant earnings in the data may represent in substantive terms. In both years' participant data, the maximum individual earnings data points were outliers, or data points that lie far from the rest of the data.

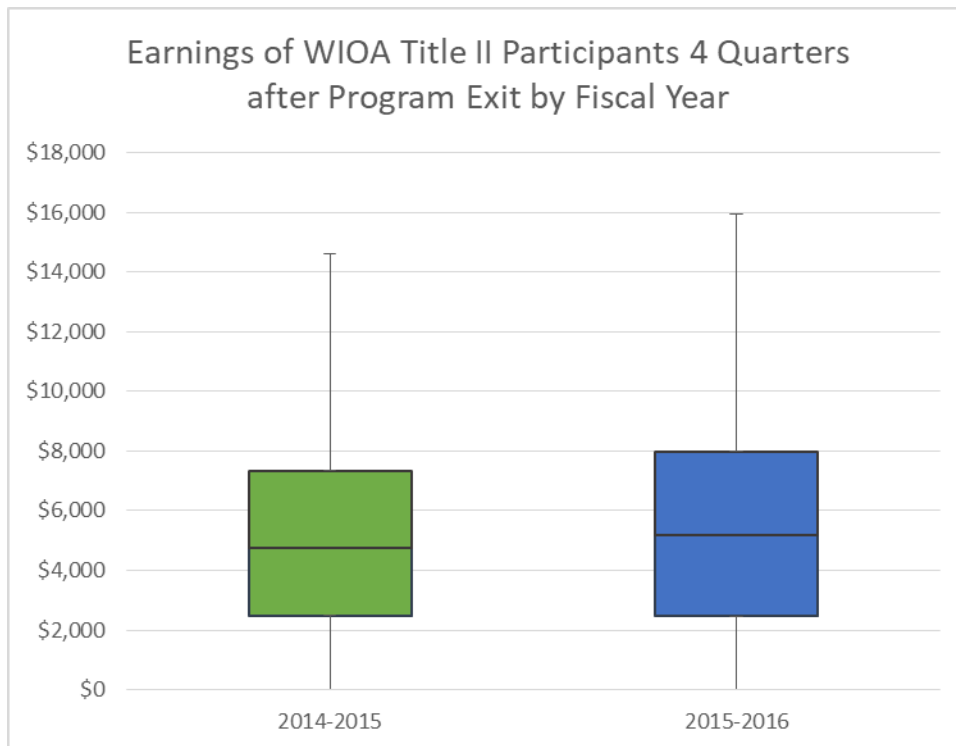
to highest earning values is); and approximate shape (how data are distributed within that range).

Among both years' exit cohorts, earnings in each of the first three quartiles were similarly spread out. Two quarters after exit in FY 14-15, the lowest 25% of earnings ranged from \$0.01 to the lower quartile value (bottom of the "box") of \$2,287, the next quartile from \$2,287 to the median of \$4,475, and the third quartile slightly more spread out from the median to the upper quartile value of \$7,170. Another way to describe the data is to note that the middle 50% of participant earnings fell between \$2,287 and \$7,170, an inter-quartile range of \$4,883.

Earnings of participants who exited in FY 15-16 were higher compared with the previous year's cohort, which may reflect a different stage in the business cycle. Again, the earnings in each of the first three quartiles had similar spread. The first quartile of earnings ranged from \$0.02 to \$2,440, the next quartile from \$2,440 to \$4,773 (the median), and the third again somewhat wider from the median to the upper quartile value of \$7,471. The middle 50% of earnings, from the 25th to 75th percentile values, was wider than at the same stage after exit in FY 14-15, \$7,471-\$2,440 or \$5,031.

In both years, earnings in the highest quartile of earnings were spread over a wider area—covering nearly the same area as the bottom 75% of the data combined. This characteristic of participant earnings data was echoed in most programs in the report. The highest non-outlier earnings ranged to \$14,495 for participants who exited in FY 14-15, and to \$15,018 for their counterparts who exited in FY 15-16.

8.9.1.3 Figure – 4th Quarter Earnings



A year after exit, earnings of Title II participants with an exit year in FY 14-15 were both higher, and more tightly clustered than two quarters after exit. At the same stage following exit in FY 15-16, participant earnings appeared higher at all points in the distribution, but also more widely dispersed; this was an effect of larger increases in the middle and upper parts of the distribution compared with smaller increases in the lower portion.

For Title II participants with exits in both years, earnings remained much more dispersed in the upper half of the distribution, indicating a wider range of earnings values among higher-earning individuals as was true in the second quarter.

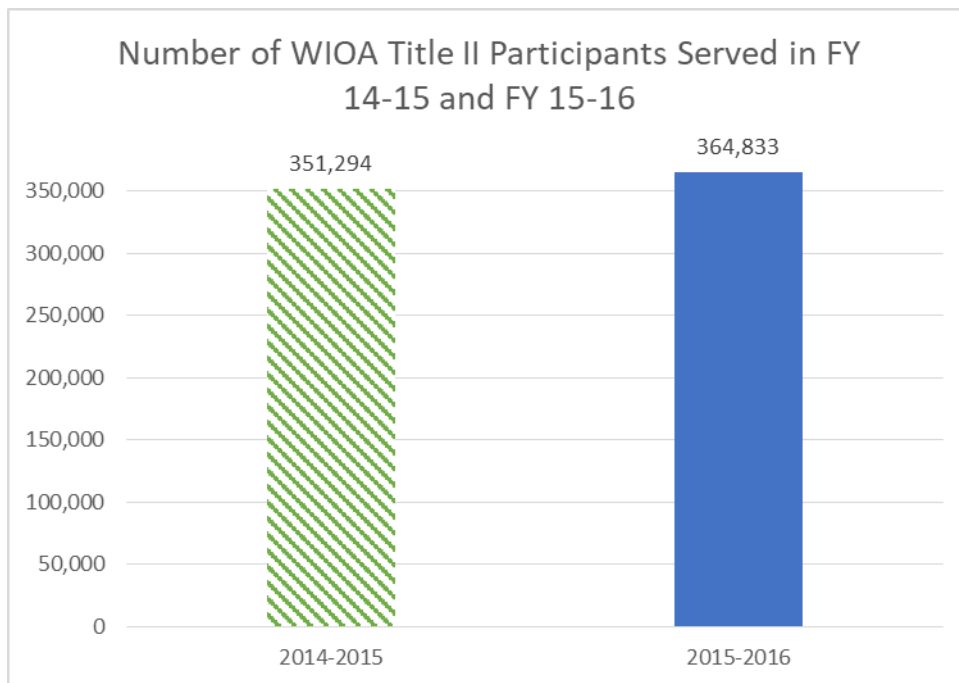
8.10 Program Performance

8.10.1.1 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 Title II	351,294	302,869	Not Available	62,117	20.5	\$4,475	60,536	20.0	64,995	21.5	\$4,744

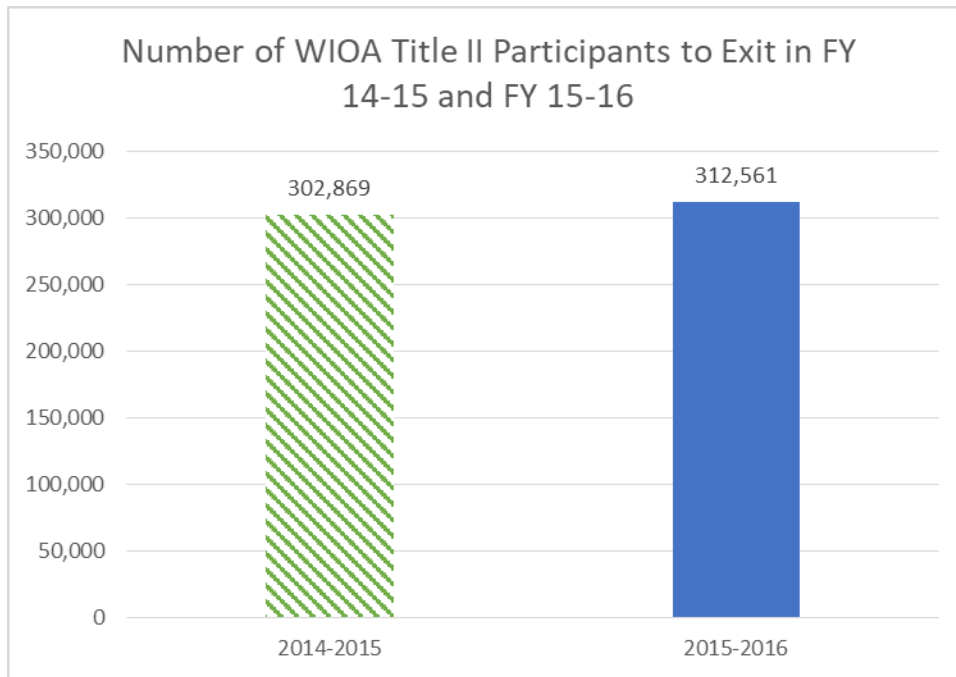
FY 2015-2016											
Program	# Served	# Exited	# Completed Training	2 Quarters After Exit			4 Quarters After Exit				
				# Employed	% Employed	Median Earnings	# Attained Credential	% Attained Credential	# Employed	% Employed	Median Earnings
WIOA Title II	364,833	312,561	Not Available	65,514	21.0	\$4,773	56,782	18.2	66,558	21.3	\$5,112

8.10.1.2 Figure – Program Participation



Participation in the WIOA Title II program increased from 351,294 individuals in FY 14-15 +3.85% to 364,833 individual participants in FY 15-16.

8.10.1.3 Figure – Program Exit

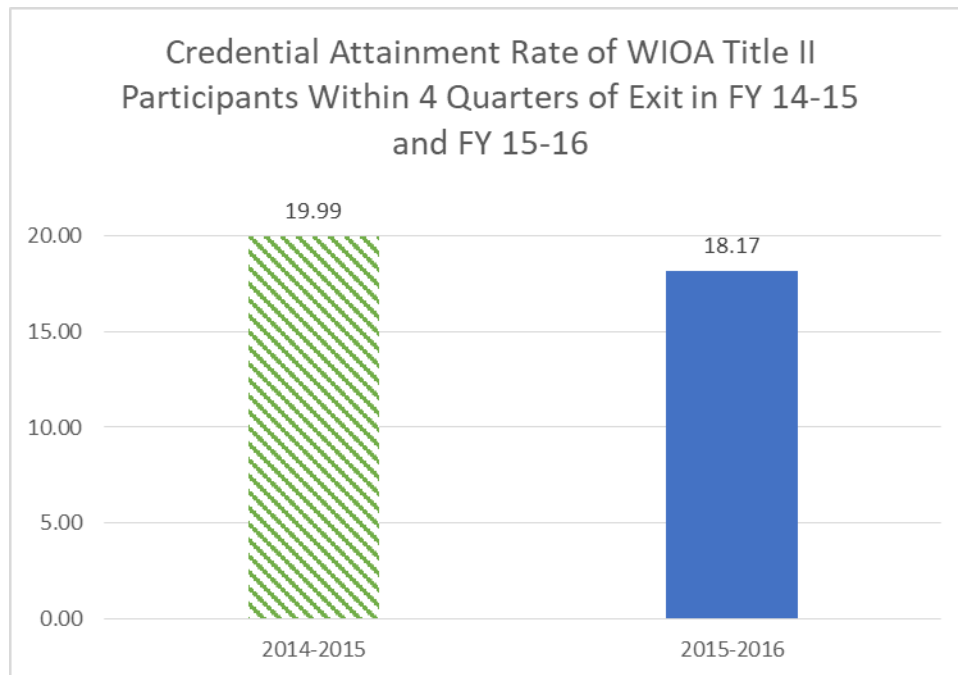


During FY 14-15, 302,869 Title II participants exited from their program during the course of the fiscal year, compared with 312,561 participants to do so in FY 15-16. The year-to-year change in exit numbers was similar in percentage change terms (+3.2%) to the change in overall participant numbers.

Training Completion

As discussed, training completion data was not available for the fiscal years covered in this report. However, beginning in FY 16-17, CDE is collecting data on all measurable skills gain indicators (including milestones, skills progressions, and postsecondary transcripts / reports cards). Therefore, training completion outcomes will be available to be reported beginning with FY 16-17 data.

8.10.1.4 Figure – Credential Attainment Rate



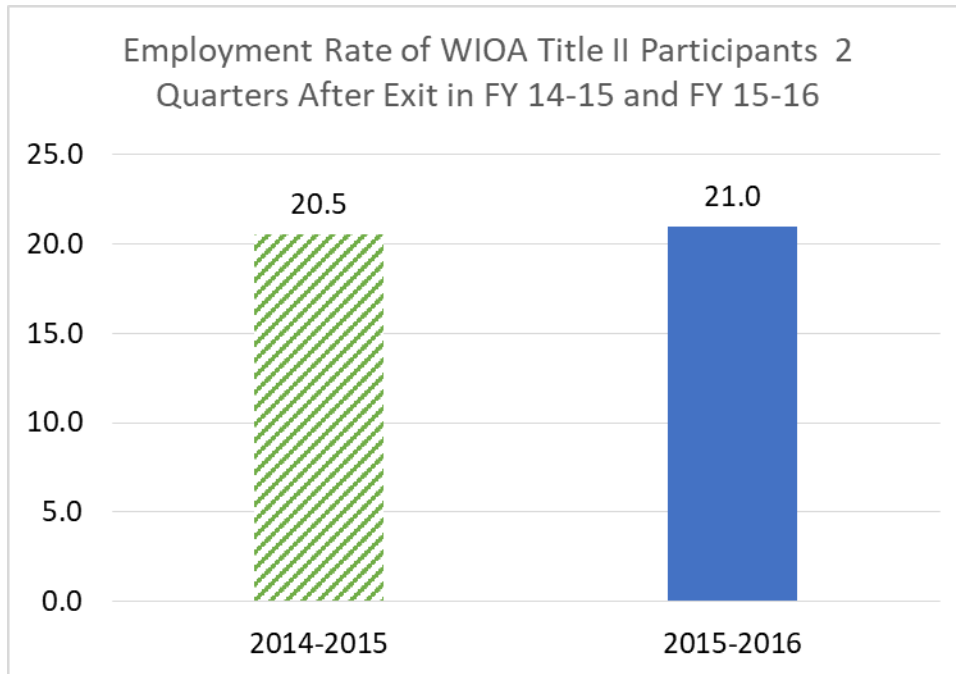
The percentage of WIOA Title II participants to earn a recognized credential within four quarters of exit decreased slightly from 20.0% within four quarters of exit during FY 14-15 to 18.2% within four quarters of exit in FY 15-16.

As discussed, non-program credentials (that is, credentials other than a HSD or HSE) are not centrally tracked by this program. This means that many credentials that Title II participants may attain during or shortly after their Title II participation cannot currently be reported. This potentially includes the many occupational and professional licenses whose issue is overseen by the state Department of Consumer Affairs, credentials issued and tracked by the California Community Colleges Chancellor's Office, as well as apprenticeship certifications overseen by the Department of Industrial Relations' Division of Apprenticeship Standards. Lack of a centralized database which would enable cross-identification of Title II participants with the records of other credential-awarding bodies means that it is impossible to know how many non-program credentials are being attained by Title II participants.

As a means of addressing this challenge and improving credential attainment tracking, CDE recently completed an MOU with the CCCCO to identify students enrolled and completing a credential in that system. A data match across these two educational entities will be performed, prior to October 1 of 2019. It is hoped and expected that this matching process will improve tracking of Title II participant credentials.

Even if the data capture recently-incarcerated (but exited) individuals, members of this population face substantial barriers to employment post-release.³⁷

8.10.1.5 Figure – 2nd Quarter Employment Rate of WIOA Title II Participants After Exit

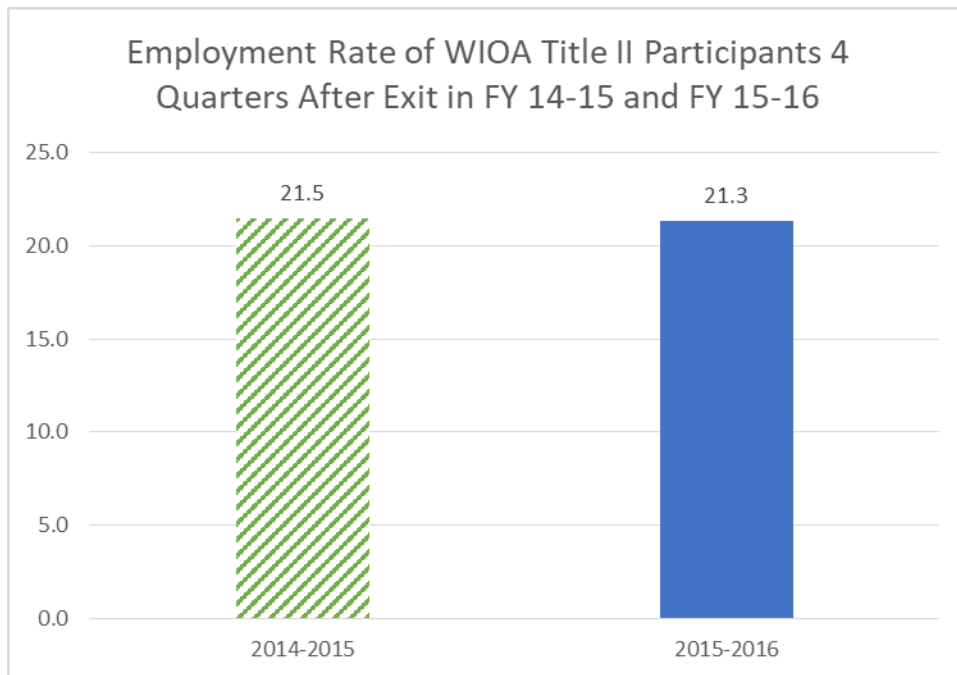


The employment rate of program participants at the 2nd quarter after exit remained virtually unchanged from two quarters after exit in FY 14-15 to the same stage after exit in FY 15-16, at 20.5% and 21.0% respectively (a change of one-half of one percentage point).

Again, it is possible that inclusion of participants who were incarcerated at the time served affected employment outcomes for this program in both fiscal years of exit.

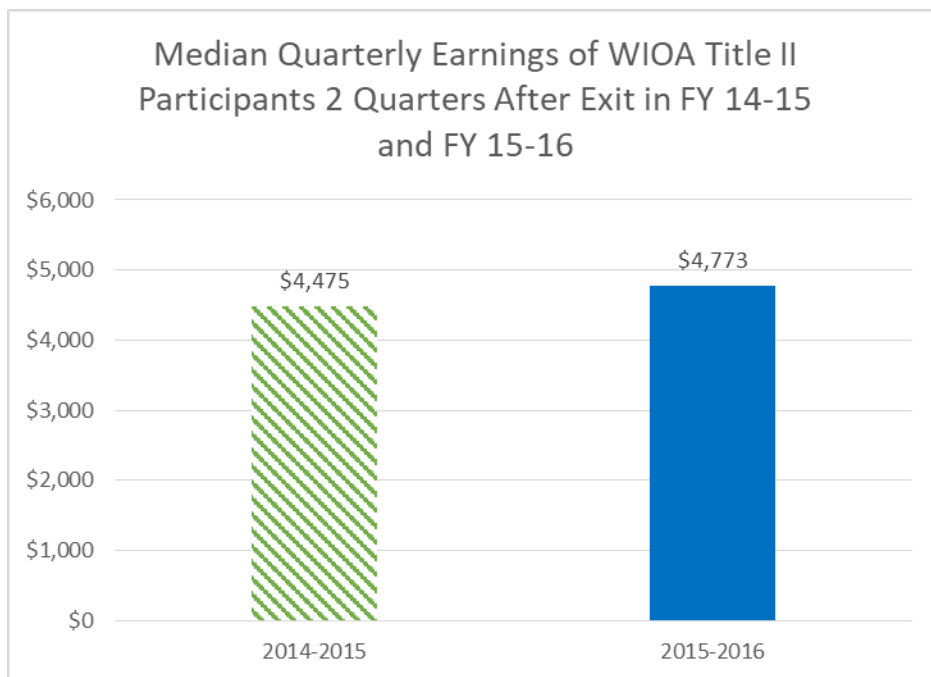
³⁷ For a variety of recent research on this topic, please see available resources in [CWDB's Corrections-Workforce Research Library](#).

8.10.1.6 Figure – 4th Quarter Employment Rate of WIOA Title II Participants After Exit



Rates of Title II participant employment in the fourth quarter following program exit were nearly identical from FY 14-15 (21.5%) to FY 15-16 (21.3%).

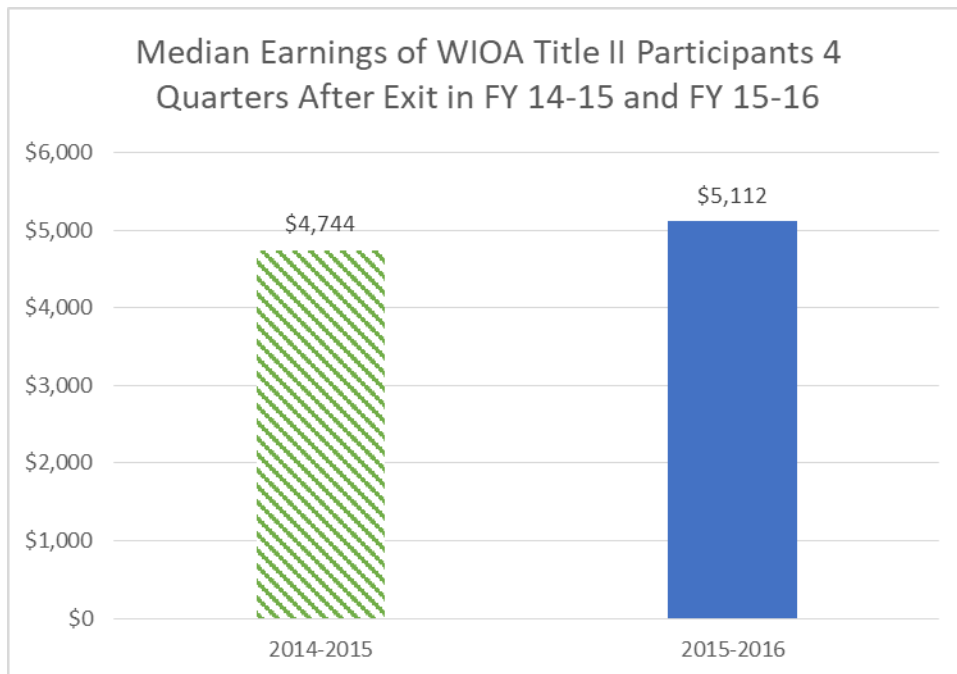
8.10.1.7 Figure – 2nd Quarter Median Earnings of WIOA Title II Participants After Exit



Participants' median quarterly earnings from the second quarter after program during FY 15-16 were +\$298 higher (at \$4,773) compared with those of participants from the same stage after exit in FY 14-15 (\$4,475).

It is possible that inclusion of participants who were incarcerated at the time served affected employment outcomes for this program in both fiscal years of exit.

8.10.1.8 *Figure – 4th Quarter Median Earnings of WIOA Title II Participants After Exit*



Earnings of former Title II participants from the fourth quarter after exit in FY 15-16 (\$5,112) were +\$368 higher than those of participants who exited in FY 14-15 (\$4,744), at the same point after exit.