TRAINING AND EMPLOYMENT NOTICE	NO. 34-09
	DATE March 18, 2010

TO: STATE WORKFORCE AGENCIES
STATE WORKFORCE ADMINISTRATORS

FROM: JANE OATES /s/
Assistant Secretary for Employment and Training

SUBJECT: Workforce Investment Act (WIA) Adult and Dislocated Worker Training

1. Purpose. To provide a general overview of the aggregate characteristics, services, and outcomes for the population of Workforce Investment Act (WIA) Adult and Dislocated Workers who have exited the program and received training services between Program Years (PY) 2004 and PY 2008.

2. References.

- Workforce Investment Act (WIA) of 1998, Section 136
- Workforce Investment Act of 1998, title ID National Emergency Grants
- Training and Employment Guidance Letter (TEGL) No. 14-03 and TEGL No. 14-03, Change 1, *Performance Reporting Submission Procedures for the Workforce Investment Act Standardized Record Data (WIASRD), the Annual Report, and the Quarterly Reports under Title IB of the Workforce Investment Act (WIA) for Program Year (PY) 2003 and 2004*
- TEGL No. 17-05, *Common Measures Policy for the Employment and Training Administration's (ETA) Performance Accountability System and Related Performance Issues*
- TEGL No. 24-08, *Workforce Investment Act and Wagner-Peyser Act Performance Accountability Reporting for the American Recovery and Reinvestment Act of 2009*
- TEGL No. 12-09, *Joint Guidance for States Seeking to Implement Subsidized Work-Based Training Programs for Unemployed Workers*

3. Background. The primary purpose of the American Recovery and Reinvestment Act (Recovery Act) was threefold: to preserve and create jobs, to promote the nation's economic recovery and structural adjustment and to assist those individuals most severely impacted by the economic recession. In view of the additional workforce funding provided for in the Recovery Act and the subsequent employment and training services that are made manifest, the

workforce system is playing a critical role in America's economic recovery by assisting workers who are facing serious challenges navigating the ongoing global structural economic readjustment in addition to the severe malaise brought about by the economic downturn.

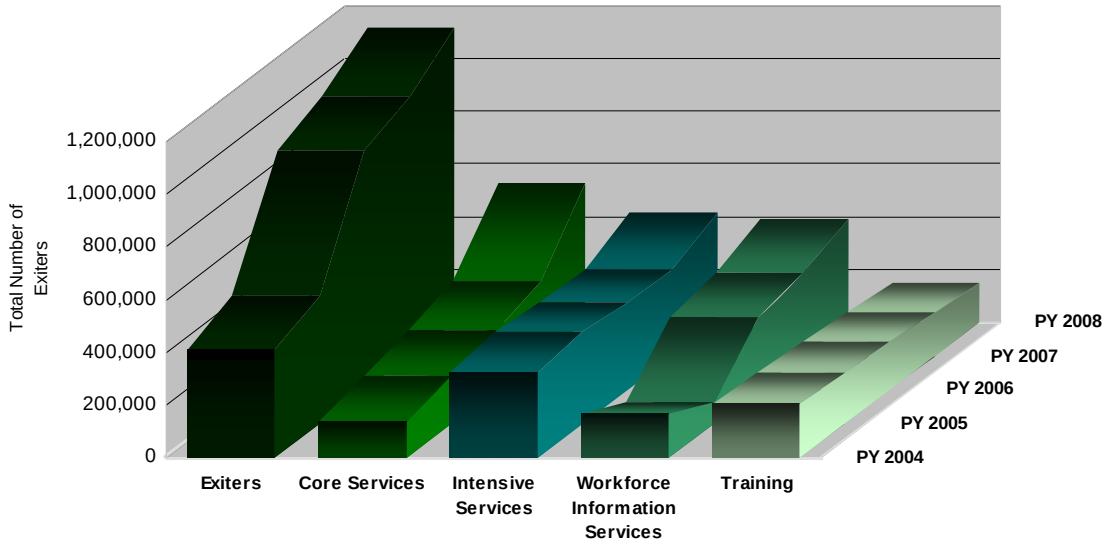
The Employment and Training Administration (ETA) has previously provided guidance to states and local areas (see TEGL 24-08) directing those entities to fully utilize the additional workforce funding to increase the number of customers served, provide more in-depth services, and significantly increase the number and proportion of those customers who receive training, particularly in emerging and high demand occupations and industries. To that end, this notice provides an overview of the recent trends in training across the past five program years. Training data contained in the state WIA Standardized Record Data (WIASRD) files provides information on aggregate trends in WIA Adult and Dislocated Worker training activities to facilitate better utilization of future training resources. The WIA Dislocated Worker numbers include those exiters who participated in state and/or local programs, as well as National Emergency Grant projects.

4. <u>Overview of Training and Other Services</u>. The following charts and tables contain aggregate national data on the types of services received by WIA Adult and Dislocated Worker program exiters who were included in the state WIASRD files from PY 2004 through PY 2008.

Chart 1 displays trends in the types of services provided to the combined population of WIA adult and dislocated workers who exited the programs during PY 2004 through PY 2008, the most recent data available[1].

[1] Program Year 2008 data span the period April 1, 2008 to March 31, 2009 rather than the July 1, 2008 to June 30, 2009 program year throughout this document due to the reporting timeframes and availability of outcomes data.

Chart 1: Types of Services – Total WIA Adult and Dislocated Worker Program Exiters



Program Year	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
Exiters	1,121,126	989,444	910,034	483,342	410,894
Core Services	526,324	286,088	225,992	178,138	134,967
Intensive Services	415,858	329,415	330,660	346,376	322,114
Workforce Information Services	389,351	314,321	278,105	81,106	167,927
Training	146,501	166,969	180,952	191,797	202,399

Source: Workforce Investment Act Standardized Record Data (WIASRD)

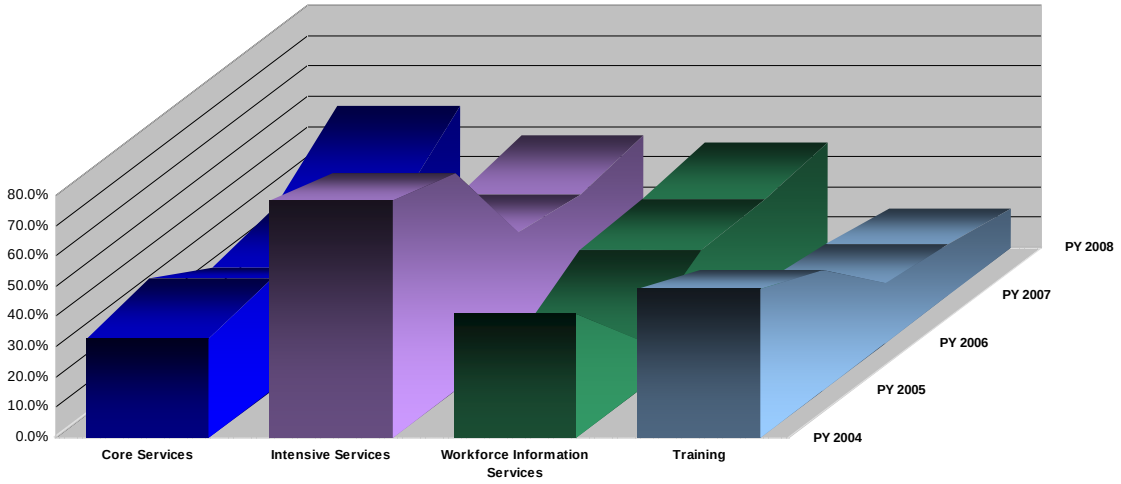
The data in chart 1 indicates:

- The total number of WIA adult and dislocated worker exiters has increased by nearly 300 percent over the five year period, going from 410,894 exiters in PY 2004 to 1,121,126 exiters in PY 2008. The most substantial increase occurred between PY 2005 and PY 2006 and was likely a function of large scale co-enrollment of Wagner-Peyser participants in WIA programs by several states[2].
- The number of exiters receiving core and workforce information services has also increased substantially with core services increasing by nearly 400 percent (particularly between PY 2007 and PY 2008) and workforce information services increasing by over 200 percent. The number of adult and dislocated worker exiters receiving intensive services has also increased, albeit not as dramatically.
- The total number of adult and dislocated worker exiters receiving training services has steadily declined between PY 2004 and PY 2008.

[2] Exiters who participated in self-service activities only are not included in the national WIASRD file used in this analysis.

Chart 2 presents the type of services received by WIA adult and dislocated worker exiters expressed as a percent of the total number of adult and dislocated worker exiters.

Chart 2: Types of Services Received by WIA Adult and Dislocated Worker Program Exiters as a Percent of Total Exiters



Program Year	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
Core Services	46.9%	28.9%	24.8%	36.9%	32.8%
Intensive Services	37.1%	33.3%	36.3%	71.7%	78.4%
Workforce Information Services	34.7%	31.8%	30.6%	16.8%	40.9%
Training	13.1%	16.9%	19.9%	39.7%	49.3%

Source: Workforce Investment Act Standardized Record Data (WIASRD)

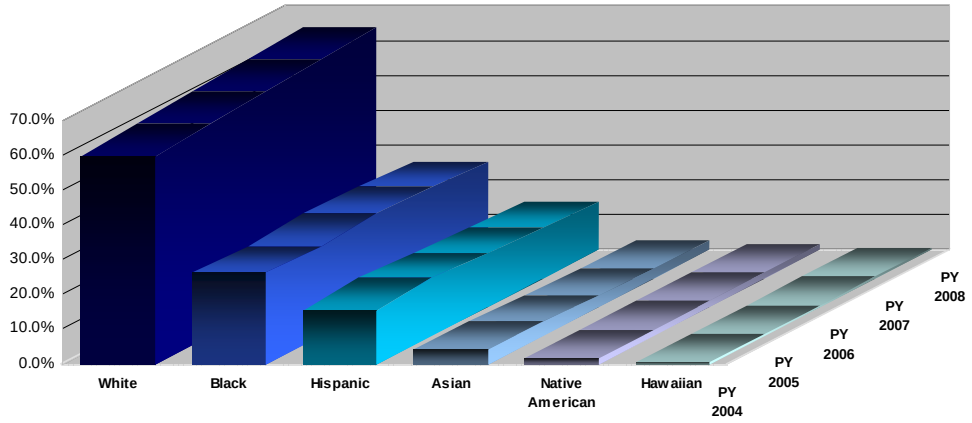
The data in chart 2 indicates:

- The percentage of adult and dislocated worker exiters receiving core services increased every program year except from PY 2005 to PY 2006. In PY 2008, nearly half of the exiters received core services.
- The percentage of exiters receiving workforce information services decreased substantially between PY 2004 to PY 2005 before increasing in each subsequent year.
- The percentage of exiters receiving intensive services decreased from approximately 78 percent to 37 percent over the period.
- The percentage of exiters receiving training decreased from approximately 50 percent of the total number of exiters in PY 2004 to just over 13 percent of the total number of exiters in PY 2008.

5. <u>Characteristics of Adult and Dislocated Worker Exiters Receiving Training</u>. The series of charts and tables in this section present information on basic demographic, employment status, public services and human capital characteristics of the set of WIA adult and dislocated worker program exiters who received training services in the PY 2004 through PY 2008 period.

Chart 3 displays a breakout of the racial and ethnicity characteristics of adult and dislocated worker exiters who received training. The percentages will not sum to 100 percent because an exiter may be classified under one or more of the race or ethnicity categories.

Chart 3: Racial Characteristics – WIA Adult and Dislocated Worker Exiters Receiving Training



Race/Ethnicity	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
White	63.9%	62.8%	61.8%	61.0%	59.6%
Black	25.3%	26.3%	26.7%	25.5%	26.4%
Hispanic	13.6%	14.5%	15.5%	16.7%	15.2%
Asian	2.6%	2.7%	3.4%	4.1%	4.4%
Native American	1.6%	1.6%	1.7%	1.7%	1.7%
Hawaiian	0.5%	0.5%	0.5%	0.5%	0.5%

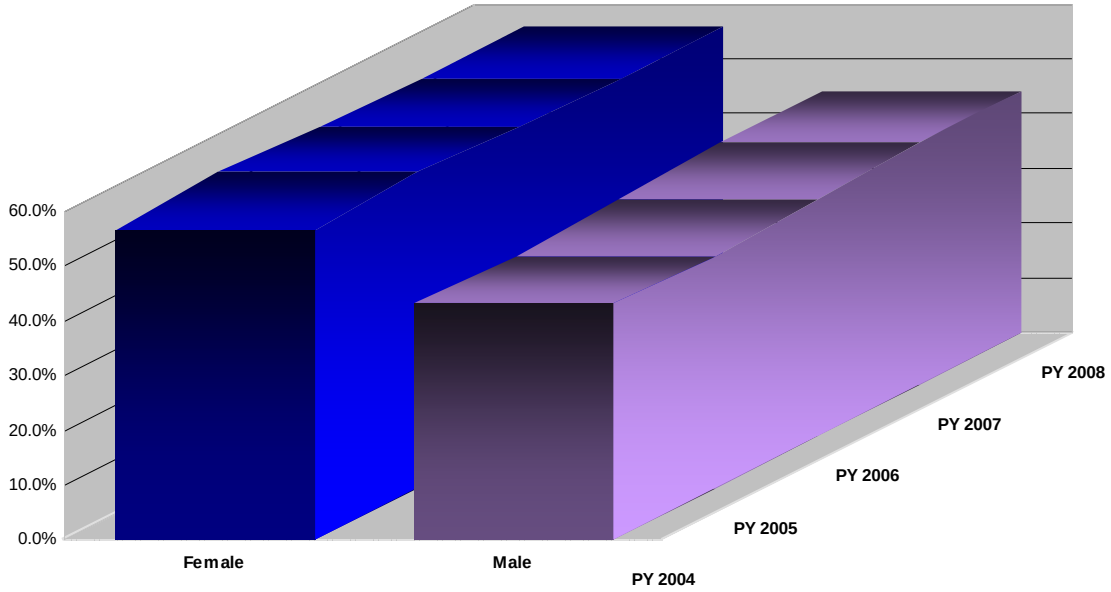
Source: Workforce Investment Act Standardized Record Data (WIASRD)

The data in Chart 3 indicates:

- The majority (approximately three-fifths) of exiters who received training were classified as white.
- Approximately 26 percent of exiters who received training were classified as black over the PY 2004 to PY 2008 period.
- Hispanic exiters constituted approximately 15 percent of all adult and dislocated workers that received training in PY 2004. This share declined slightly to 13.6 percent by PY 2008.
- Asian exiters represented 4.4 percent of all adult and dislocated worker exiters who received training in PY 2004. This share fell slightly to 2.6 percent by PY 2008.
- Native American and Hawaiian exiters represented just over 2 percent of all adult and dislocated worker exiters receiving training over the entire period.

Chart 4 presents the gender composition of adult and dislocated worker exiters in training across the period PY 2004 – PY 2008.

Chart 4: Gender – WIA Adult and Dislocated Worker Exiters Receiving Training



Gender	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
Female	55.8%	55.9%	56.6%	57.7%	56.7%
Male	44.2%	44.1%	43.4%	42.3%	43.3%

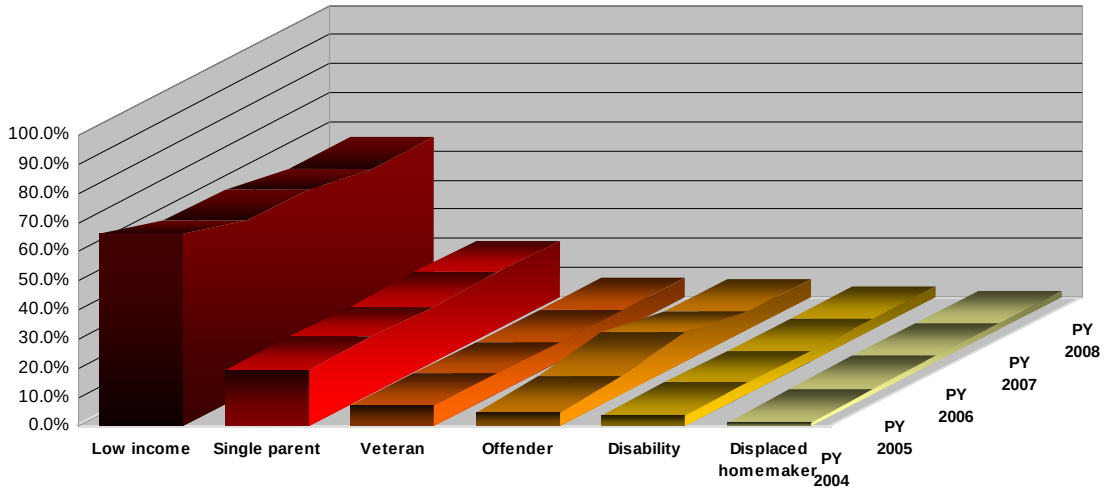
Source: Workforce Investment Act Standardized Record Data (WIASRD)

The data in chart 4 indicates:

- The gender composition of WIA adult and dislocated worker exiters that received training remained nearly constant across the period with the population of females exceeding the population of males by about 56 percent to 44 percent.

Chart 5 presents socioeconomic background characteristics of the population of WIA adult and dislocated worker exiters in training. Once again, the percentages will not sum to 100 percent because individuals may be classified into more than one category.

Chart 5: Background Characteristics – WIA Adult and Dislocated Worker Exiters Receiving Training



Background Characteristics	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
Low income	54.7%	55.1%	59.1%	59.6%	66.5%
Single parent	18.9%	19.6%	18.9%	19.8%	19.4%
Veteran	6.7%	6.8%	6.8%	7.3%	7.4%
Offender	6.0%	6.3%	10.2%	6.1%	5.0%
Disability	3.4%	3.4%	3.8%	4.1%	4.0%
Displaced homemaker	2.0%	2.1%	2.0%	1.6%	1.2%

Source: Workforce Investment Act Standardized Record Data (WIASRD)

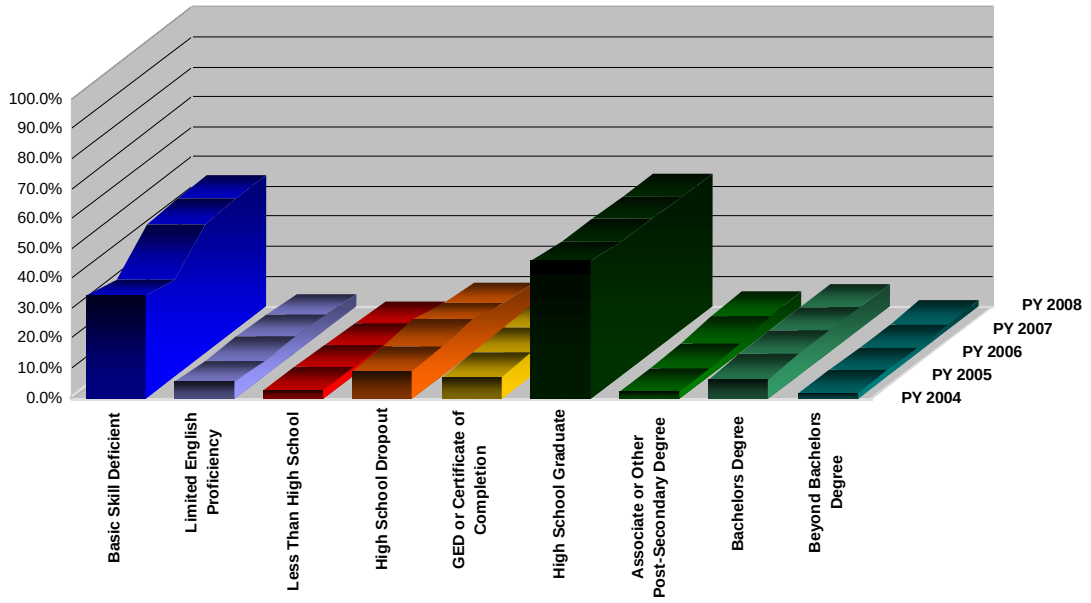
The data in chart 5 indicates:

- The proportion of low-income exiters in training fell from 66.5 percent in PY 2004 to 54.7 percent in PY 2008. The largest change occurred between PY 2004 and PY 2005, going from 66.5 percent to 59.6 percent.
- Single parents represented approximately 19 percent of the adult and dislocated worker exiters in training across the entire period.
- Veterans comprised approximately 7 percent of the exiters in training with a very minimal downward trend from PY 2004 to PY 2008.
- Persons with offender status represented 5 percent of exiters in training in PY 2004. This percentage increased to just over 10 percent in PY 2006 before falling to 6 percent by PY 2008.
- The proportion of adult and dislocated worker exiters in training with disabilities fell very slightly from 4 percent in PY 2004 to 3.4 percent in PY 2008.
- The share of displaced homemaker exiters in training climbed slightly from 1.2 percent in PY 2004 to 2 percent in PY 2008.

- On the whole, the low-income classification was the only category to demonstrate a relatively meaningful movement over the period.

Chart 6 displays the human capital characteristics of the WIA adult and dislocated worker exiters receiving training. These characteristics reflect the initial skill set of the population of exiters in training and will not sum to 100 percent due to the non-unique nature of these categories.

Chart 6: Human Capital Characteristics – WIA Adult and Dislocated Worker Exiters Receiving Training



Human Capital Characteristics	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
Basic Skill Deficient	44.0%	43.7%	42.9%	31.8%	34.5%
Limited English Proficiency	4.0%	5.0%	5.4%	4.8%	5.4%
Less Than High School	1.4%	1.8%	2.2%	2.9%	2.7%
High School Dropout	8.0%	8.9%	11.0%	9.6%	9.0%
General Educational Development Diploma (GED) or Certificate of Completion	9.1%	8.8%	8.1%	7.6%	7.0%
High School Graduate	44.3%	44.4%	44.9%	44.7%	45.9%
Associate or Other Post-Secondary Degree	5.0%	4.3%	2.9%	2.3%	2.2%
Bachelors Degree	7.6%	7.1%	7.2%	7.0%	6.3%
Beyond Bachelors Degree	1.9%	1.7%	1.6%	1.8%	1.7%

Source: Workforce Investment Act Standardized Record Data (WIASRD)

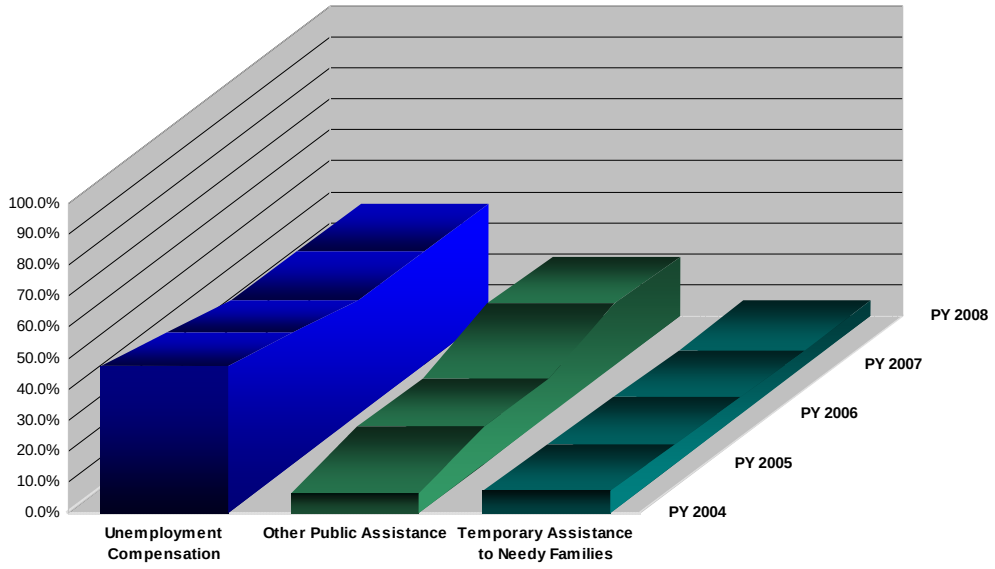
The data in chart 6 indicates:

- The proportion of adult and dislocated worker exiters receiving training who were basic skills deficient climbed from 34.5 percent in PY 2004 to 44 percent in PY 2008. This proportion fell between PY 2004 and PY 2005 before rising over the rest of the period. Exiters in training who had Limited English proficiency hovered around 5 percent over the entire period with the lowest share (4 percent) occurring in PY 2008.

- The share of adult and dislocated worker exiters in training who were high school graduates remained about 45 percent across the entire period.
- The share of exiters in training with less than a high school education fell slightly from 2.9 percent in PY 2005 to 1.4 percent in PY 2008. The share of exiters in training that dropped out of high school rose slightly from 9 percent in PY 2004 to 11 percent in PY 2006 before declining to 8 percent by PY 2008. The proportion of exiters in training with a GED or certificate of completion rose slightly from 7 percent in PY 2004 to just over 9 percent in PY 2008.
- The percentage of exiters in training with an associates or other post secondary degree rose from just over 2 percent in PY 2004 to 5 percent in PY 2008. The share of bachelor's degrees rose slightly from 6.3 percent in PY 2004 to 7.6 percent in PY 2008. The share of exiters in training with education beyond the baccalaureate level was constant at just under 2 percent across the entire period.

Chart 7 shows the composition of WIA adult and dislocated workers in training who were recipients of some other form of public assistance.

Chart 7: Recipients of Public Assistance – WIA Adult and Dislocated Worker Exiters Receiving Training



Type of Public Assistance	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
Unemployment Compensation	36.2%	36.7%	36.7%	42.5%	47.6%
Other Public Assistance	18.9%	19.8%	11.3%	12.0%	6.2%
Temporary Assistance to Needy Families	4.7%	4.8%	5.6%	6.1%	7.2%

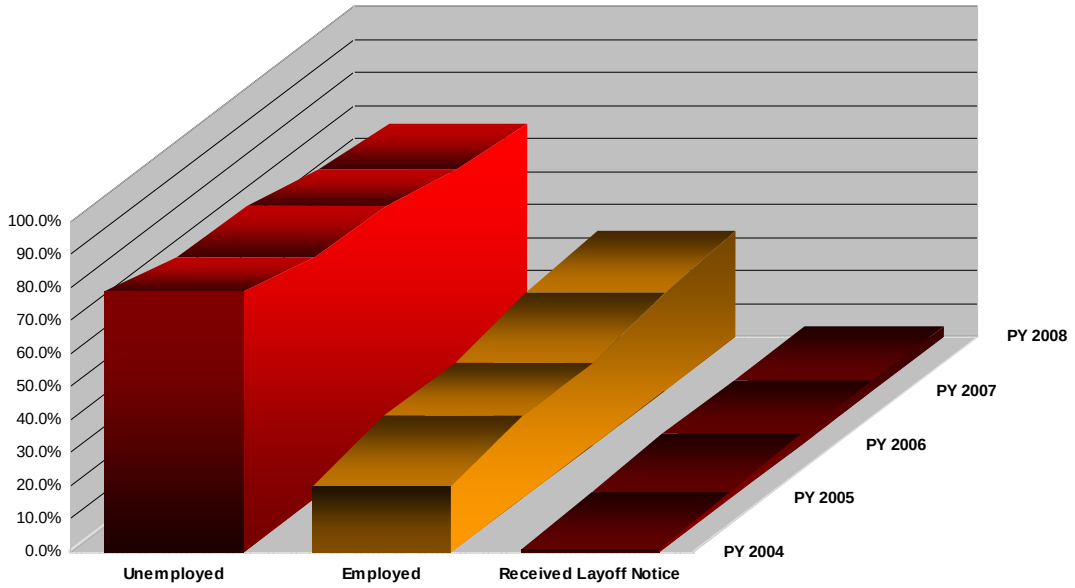
Source: Workforce Investment Act Standardized Record Data (WIASRD)

The data in chart 7 indicates:

- The share of adult and dislocated worker exiters in training who received unemployment compensation fell from approximately 47 percent in PY 2004 to just over 36 percent in PY 2008.
- The proportion of exiters receiving temporary assistance to needy families (TANF) fell slightly from 7.2 percent in PY 2004 to 4.7 percent in PY 2008. However, the share receiving some other form of public assistance rose from just over 6 percent in PY 2004 to around 12 percent in PY 2005 and PY 2006 before rising to around 19 percent by PY 2007 and PY 2008.

Chart 8 presents the employment status of the population of WIA adult and dislocated worker exiters who received training. This information will sum to 100 percent because these categories are mutually exclusive.

Chart 8: Employment Status at Registration – WIA Adult and Dislocated Worker Exiters Receiving Training



Employment Status at Registration	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
Unemployed	64.7%	66.9%	72.0%	73.1%	79.1%
Employed	31.9%	29.8%	24.8%	24.9%	19.9%
Received Layoff Notice	3.4%	3.3%	3.2%	2.1%	1.0%

Source: Workforce Investment Act Standardized Record Data (WIASRD)

The data in chart 8 indicates:

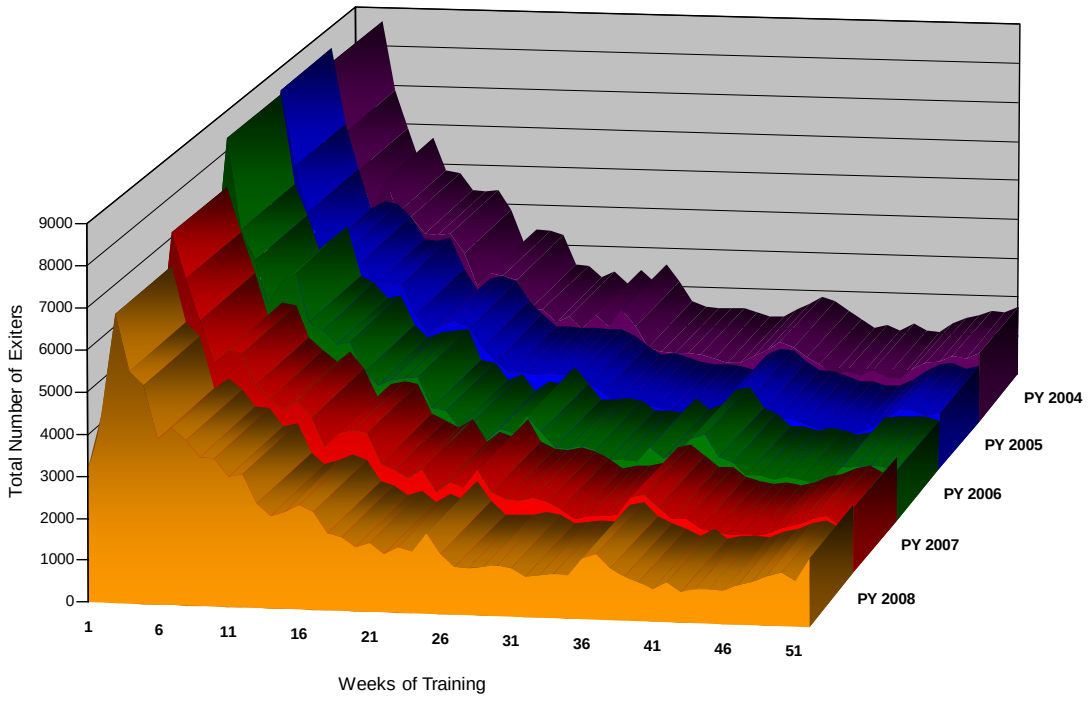
- The share of adult and dislocated worker exiters in training who were unemployed at registration fell from just over 79 percent in PY 2004 to 64.7 percent in PY 2008.
- The proportion of this population that was employed at registration rose from roughly 20 percent in PY 2004 to approximately 32 percent in PY

2008. The largest changes occurred between PY 2004 and PY 2005 as well as between PY 2006 and PY 2007.

6. <u>Characteristics of the Training Services</u>. The following series of charts and tables present information on the nature of the training services themselves. Information is provided on the distribution of the length of training in weeks, the average length of training in weeks, the type of training received, the distribution of the 20 most common occupations of training, the share of the total density of the top 20 occupations of training, the 10 most common occupations of training, the share of exiters receiving training that entered training related employment and the composition of received credentials that were associated with the training activities.

Chart 9 displays the distribution of the total number of WIA adult and dislocated worker exiters who received training for the given number of weeks, over a one year period.

Chart 9: Distribution of Length of Training – WIA Adult and Dislocated Worker Exiters Receiving Training



Weeks of Training	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
1	3,219	3,651	3,566	3,764	3,198
2	4,442	4,755	5,512	4,821	4,703
3	6,883	7,690	8,893	8,997	8,630
4	5,531	6,573	6,660	7,093	6,860
5	5,195	5,575	5,890	5,946	5,899
6	3,950	4,553	4,850	4,965	4,953
7	4,210	4,879	5,382	5,128	5,673
8	3,948	4,830	5,633	5,069	4,859
9	3,557	4,051	4,418	4,772	4,764
10	3,529	3,733	4,236	4,215	4,335
11	3,091	3,482	3,879	4,181	4,310
12	3,178	3,706	3,966	4,246	4,361
13	2,478	3,328	3,215	3,476	3,883
14	2,190	2,596	2,912	2,967	3,054
15	2,305	2,972	3,049	3,253	3,392
16	2,477	3,026	3,105	3,333	3,348
17	2,321	2,966	3,147	3,199	3,254
18	1,850	2,246	2,384	2,712	2,507
19	1,739	2,108	2,325	2,384	2,492
20	1,524	1,926	1,931	2,091	2,212
21	1,640	2,140	2,086	2,098	2,358
22	1,370	1,605	1,652	2,056	2,044
23	1,571	1,853	1,923	2,095	2,396
24	1,466	1,738	1,845	2,055	2,118
25	1,917	2,193	2,274	2,055	2,567

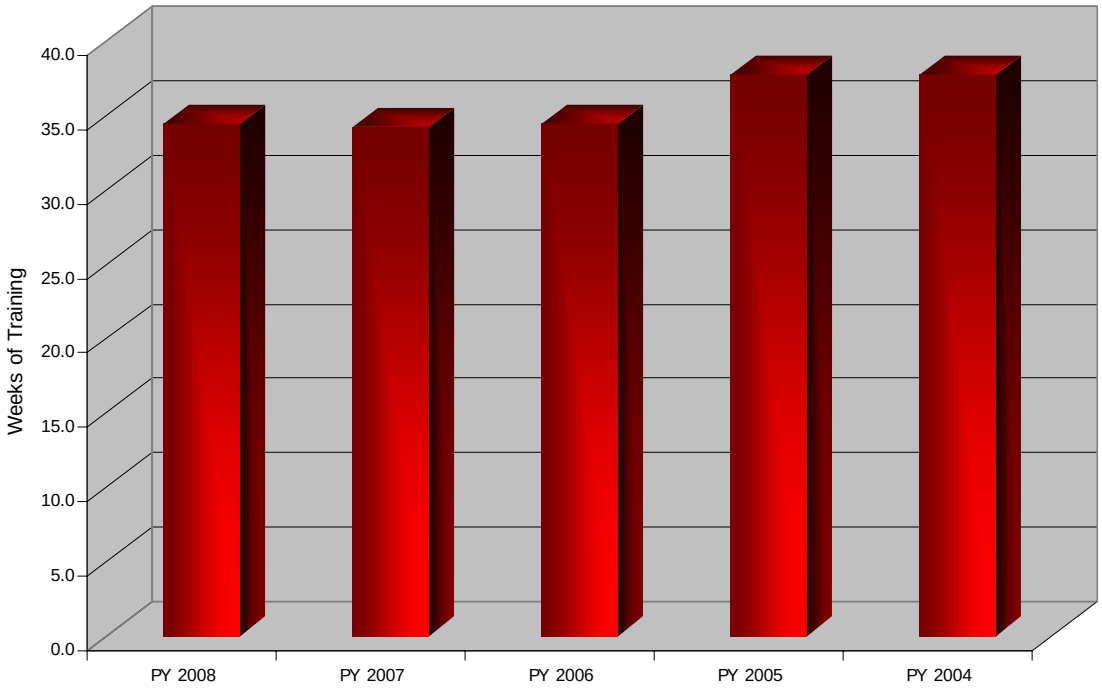
Source: Workforce Investment Act Standardized Record Data (WIASRD)

The data in chart 9 indicates:

- The number of participants receiving training for the various numbers of weeks declined each year from PY 2004 to PY 2008. This suggests that there were less exiters, on average, in training for any given number of weeks of training.
- The distribution of the number of individuals in training for the given number of weeks, however, remained nearly identical. For instance, there were spikes in the number of individuals in training for 3 weeks, 15 weeks, 24 weeks, 34 and 35 weeks, in each year.
- While the precise reason for this is difficult to determine, it likely reflects stability in the type of training being provided to many of the exiters over the period. For instance, a hypothetical truck driver training program may last 3-6 weeks and so may explain that spike in the number of individuals in training for that length of time.

Chart 10 shows the average length of training for WIA adult and dislocated worker exiters in training over the period PY 2004 to PY 2008.

Chart 10: Average Length of Training – WIA Adult and Dislocated Worker Exiters Receiving Training



Program Year	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
Average Length of Training in Weeks	34.4	34.2	34.4	37.7	37.7

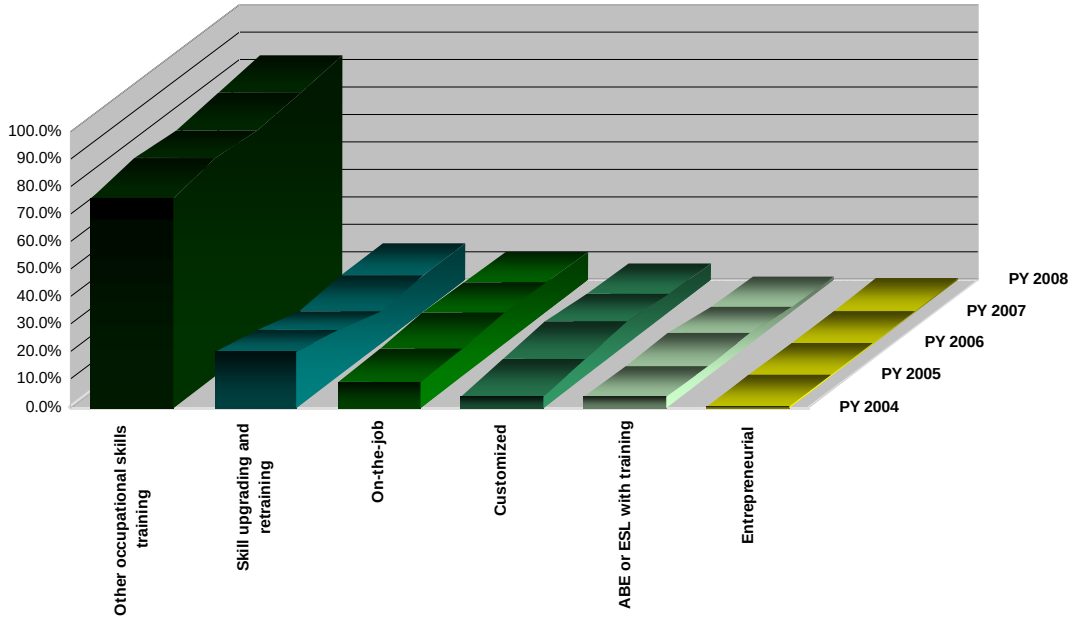
Source: Workforce Investment Act Standardized Record Data (WIASRD)

The data in chart 10 indicates:

- The average length of training for WIA adult and dislocated workers in training fell from 37.7 weeks in PY 2004/PY 2005 to 34.4 weeks in PY 2008. This finding is consistent with chart 9.

Chart 11 presents training by type for the trained adult and dislocated worker population over the period PY 2004 to PY 2008. The percentages will not sum to 100 percent because individuals may receive more than one type of training.

Chart 11: Type of Training – WIA Adult and Dislocated Worker Exiters Receiving Training



Type of Training	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
Other occupational skills training	81.4%	79.3%	77.2%	78.6%	75.7%
Skill upgrading and retraining	13.0%	13.0%	11.9%	16.7%	20.3%
On-the-job	9.9%	10.8%	11.2%	9.9%	9.2%
Customized	5.9%	6.4%	8.3%	5.8%	4.0%
ABE or ESL with training	1.3%	1.5%	3.7%	3.6%	3.7%
Entrepreneurial	0.6%	0.4%	0.1%	0.2%	0.2%

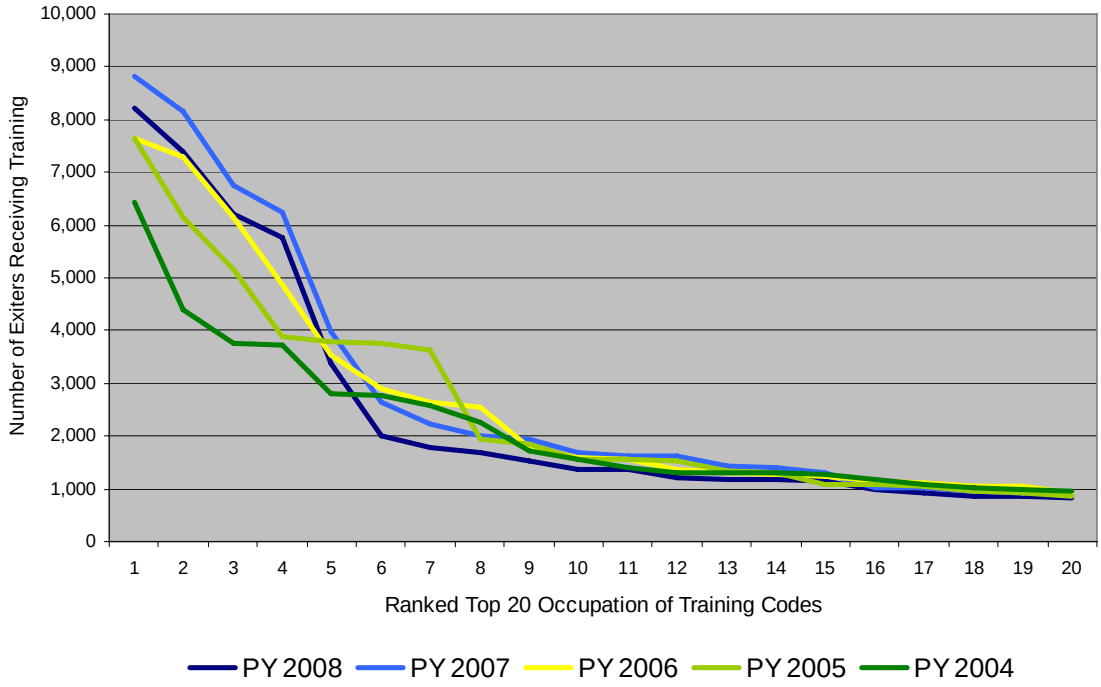
Source: Workforce Investment Act Standardized Record Data (WIASRD)

The data in chart 11 indicates:

- The most common training category was the other occupational skills training with percentages rising from 75.7 percent in PY 2004 to 81.4 percent in PY 2008.
- Skill upgrading and retraining services were the second most common category of training; however, its share fell from 20.3 percent in PY 2004 to 13 percent in PY 2008.
- The share of exiters receiving customized training rose from 4 percent in PY 2004 to 8.3 percent in PY 2006 before falling back to 5.9 percent in PY 2008.
- The percentage of exiters receiving Adult Basic Education (ABE) or English as a Second Language (ESL) in combination with training fell from approximately 3.7 percent between PY 2004 and PY 2006 to 1.3 percent in PY 2008.
- The share of exiters receiving entrepreneurial training was less than one percent over the entire period. Collection of this type of training began in PY 2005.

Chart 12 shows the ranked distribution of the number of WIA adult and dislocated worker exiters who received training by occupation code for the period PY 2004 to PY 2008.

Chart 12: Distributions of the Top 20 Training Occupations – WIA Adult and Dislocated Worker Exiters Receiving Training



Rank	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
1	8,229	8,815	7,630	7,644	6,445
2	7,379	8,166	7,293	6,144	4,382
3	6,198	6,758	6,140	5,168	3,746
4	5,780	6,253	4,863	3,870	3,724
5	3,389	3,968	3,545	3,786	2,818
6	2,021	2,640	2,893	3,746	2,765
7	1,784	2,239	2,644	3,637	2,585
8	1,696	2,012	2,546	1,947	2,270
9	1,533	1,944	1,795	1,851	1,709
10	1,367	1,699	1,577	1,567	1,560
11	1,365	1,619	1,548	1,560	1,398
12	1,224	1,612	1,383	1,518	1,317
13	1,194	1,441	1,292	1,345	1,316
14	1,188	1,411	1,269	1,293	1,294
15	1,139	1,314	1,240	1,098	1,280
16	985	1,011	1,154	1,075	1,186
17	926	1,010	1,118	1,066	1,068
18	856	963	1,054	952	1,017
19	852	915	1,049	932	977
20	817	888	913	844	967

Source: Workforce Investment Act Standardized Record Data (WIASRD)

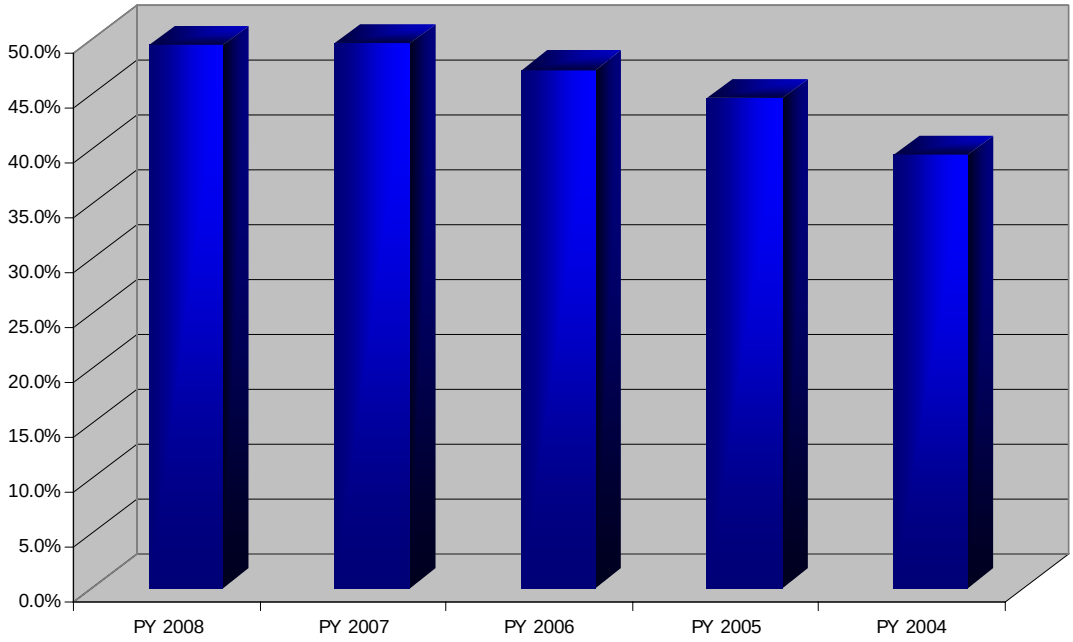
The data in chart 12 indicates:

- Training became slightly more concentrated in the top 10 occupations from PY 2004 to PY 2008. This is reflected in the graph by a larger number of exiters in the top 10 occupations in PY 2007 and PY 2008 than in the

preceding years. This gap closes considerably around the 15th most common occupation.

Chart 13 displays the share of the top 20 occupations of training from PY 2004 to PY 2008 for the population of adult and dislocated workers in training.

Chart 13: Share of the Total Density of the Top 20 Training Occupations – WIA Adult and Dislocated Worker Exiters Receiving Training



PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
49.4%	49.6%	47.2%	44.6%	39.5%

Source: Workforce Investment Act Standardized Record Data (WIASRD)

The data in chart 13 indicates:

- The concentration of training in the top 20 occupations has risen from 39.5 percent of the total occupations of training to nearly half of all occupations of training. This means that more adult and dislocated worker exiters are being trained in the 20 most common occupations of training in PY 2008 than in earlier years. This finding supports the data presented in chart 12.

Table 2 presents the top 10 occupations of training ranked from most common to least common for the population of adult and dislocated workers in training over the period PY 2004 to PY 2008.

Table 2: Top 10 Training Occupations – WIA Adult and Dislocated Worker Exiters Receiving Training

Rank	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
1	Truck Drivers, Heavy and Tractor-Trailer	Truck Drivers, Heavy and Tractor-Trailer	Truck Drivers, Heavy and Tractor-Trailer	Truck Drivers, Heavy and Tractor-Trailer	Truck Drivers, Heavy and Tractor-Trailer
2	Nursing Aides, Orderlies, and Attendants	Nursing Aides, Orderlies, and Attendants	Nursing Aides, Orderlies, and Attendants	Nursing Aides, Orderlies, and Attendants	Nursing Aides, Orderlies, and Attendants
3	Registered Nurses	Registered Nurses	Registered Nurses	Licensed Practical and Licensed Vocational Nurses	Licensed Practical and Licensed Vocational Nurses
4	Licensed Practical and Licensed Vocational Nurses	Licensed Practical and Licensed Vocational Nurses	Licensed Practical and Licensed Vocational Nurses	Registered Nurses	Registered Nurses
5	Medical Assistants	Medical Assistants	Medical Assistants	Medical Assistants	Medical Assistants
6	Production Workers, All Other	Production Workers, All Other	Customer Service Representatives	Production Workers, All Other	Office Clerks, General
7	Office Clerks, General	Truck Drivers, Light or Delivery Services	Office Clerks, General	Executive Secretaries and Administrative Assistants	Production Workers, All Other
8	Executive Secretaries and Administrative Assistants	Office Clerks, General	Medical Secretaries	Computer Support Specialists	Executive Secretaries and Administrative Assistants
9	Truck Drivers, Light or Delivery Services	Executive Secretaries and Administrative Assistants	Truck Drivers, Light or Delivery Services	Customer Service Representatives	Computer Support Specialists
10	Customer Service Representatives	Customer Service Representatives	Bookkeeping, Accounting, and Auditing Clerks	Office Clerks, General	Bookkeeping, Accounting, and Auditing Clerks

Source: Workforce Investment Act Standardized Record Data (WIASRD)

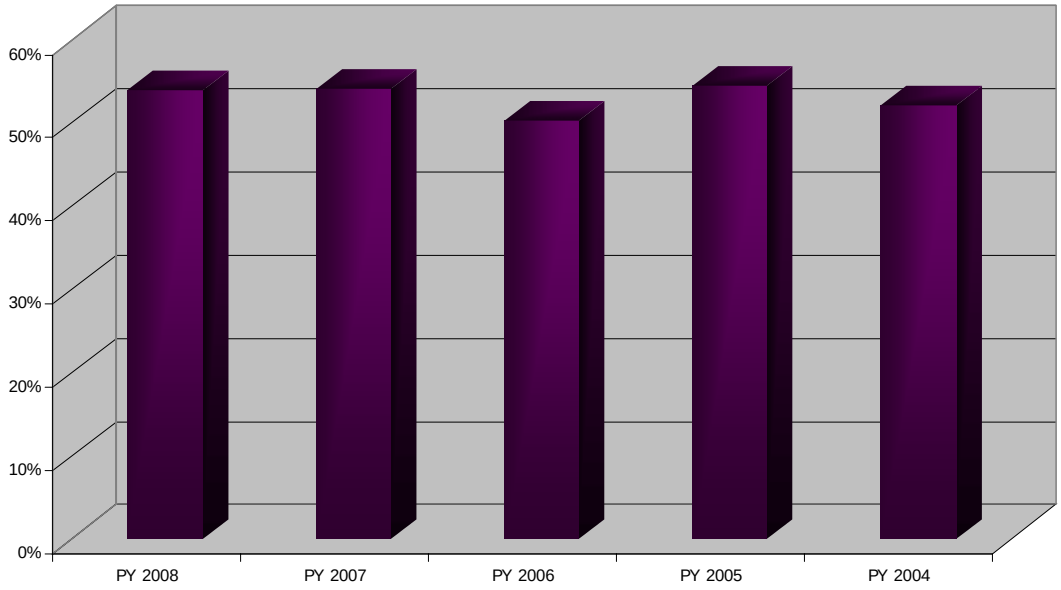
The data in table 2 indicates:

- The most common occupations of training were similar between PY 2004 and PY 2008. While the ranking of any particular occupation may fluctuate slightly, the most common occupations of training are: truck driving occupations, nursing occupations, medical assistants, general production workers, office clerks, executive secretaries and administrative assistants and customer service representatives.
- These occupations account for approximately 40 percent of all the occupations in which WIA adult and dislocated workers are trained.

Chart 14 presents the share of the WIA adult and dislocated worker exiters who entered employment in a field related to the occupation of their training services by the end of the quarter following their exit quarter. This data was drawn from

the quarters beginning October 1 and ending September 30 preceding the given program year under consideration. This was done to accommodate the 6 month lag encapsulated within the entered employment measure.

Chart 14: Entered Training Related Employment – WIA Adult and Dislocated Worker Exiters Receiving Training



PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
54%	54%	50%	55%	52%

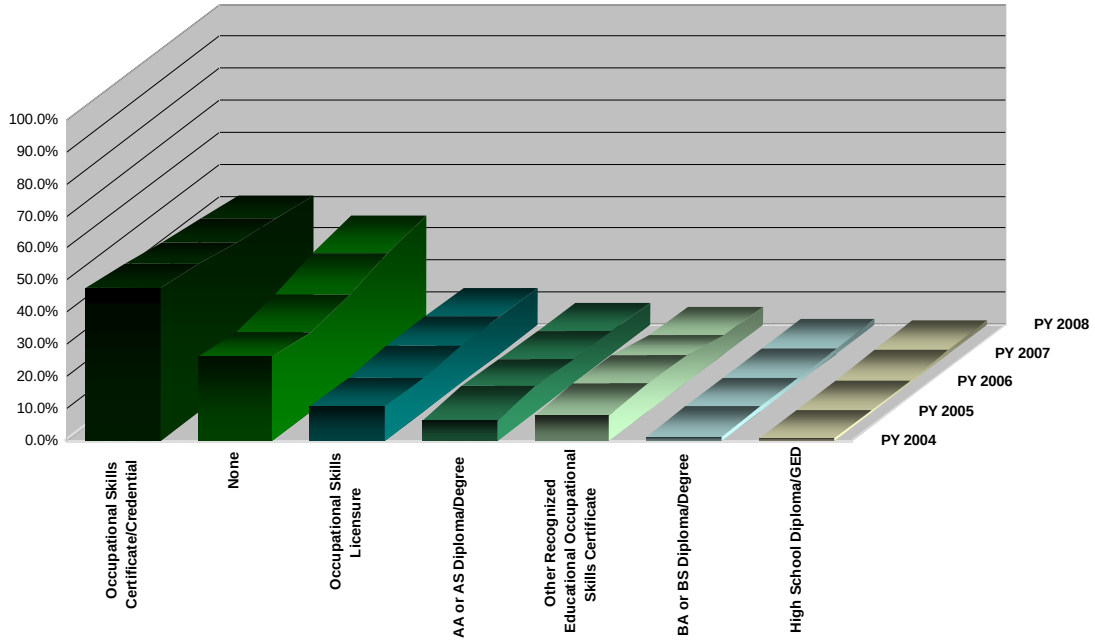
Source: Workforce Investment Act Standardized Record Data (WIASRD)

The data in chart 14 indicates:

- In general, just over half of the WIA adult and dislocated worker exiters who received training obtained employment in a field related to that training within six months. However, this result excludes approximately 40 percent of WIA adult and dislocated worker exiters that received training because they did not enter employment within six months or because the information was not known.

Chart 15 displays information on the type of recognized credential that was obtained through the training services provided to adult and dislocated worker exiters via WIA related services.

Chart 15: Type of Recognized Credential – WIA Adult and Dislocated Worker Exiters Receiving Training



Type of Recognized Credential	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
Occupational Skills Certificate/Credential	40.2%	42.2%	43.6%	46.1%	47.6%
None	33.7%	31.3%	27.1%	24.7%	26.2%
Occupational Skills Licensure	11.4%	11.4%	11.3%	10.6%	10.8%
AA or AS Diploma/Degree	6.8%	7.0%	7.3%	7.8%	6.2%
Other Recognized Educational Occupational Skills Certificate	5.2%	5.6%	8.5%	8.9%	7.6%
BA or BS Diploma/Degree	1.5%	1.5%	1.5%	1.4%	1.2%
High School Diploma/GED	1.1%	1.0%	0.7%	0.5%	0.4%

Source: Workforce Investment Act Standardized Record Data (WIASRD)

The data in chart 15 illustrates:

- The share of the WIA adult and dislocated worker population who received training and obtained an occupational skills certificate or credential consistently declined each year in the period under consideration, from 47.6 percent in PY 2004 to 40.2 percent in PY 2008. However, this type of certificate or credential remained the most common type received throughout the period.
- The share of the adult and dislocated workers receiving training that obtained an occupational skills licensure remained relatively constant at around 11 percent over the period.
- The proportion of the population that received an associate's degree remained reasonably constant over the period, peaking at 7.8 percent in PY 2005.

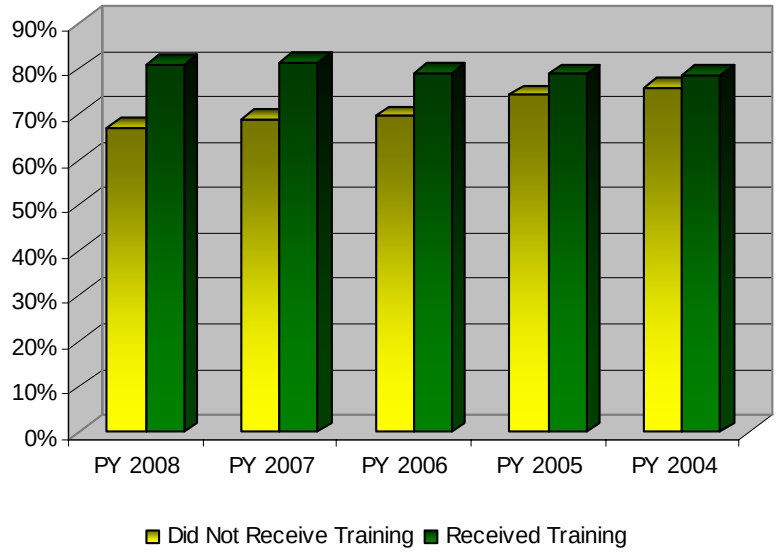
- The share receiving some other recognized educational occupational skills certificate rose from 7.6 percent in PY 2004 to 8.9 percent in PY 2005 before declining to 5.2 percent by PY 2008.
- The shares of the trained adult and dislocated worker population obtaining a bachelor's degree from their training remained relatively constant at around 1 to 1.5 percent over the period.

7. Overview of Training Outcomes.

The series of charts and tables in this section present information on entered employment, employment retention and average earnings outcomes for WIA adult and dislocated worker program exiters who received training services compared to those who did not over the period PY 2004 through PY 2008.

Chart 16 presents the entered employment rates for WIA adult exiters who received training compared to those who did not receive training. This data was drawn from the quarters beginning October 1 and ending September 30 preceding the given program year under consideration. This lag structure is defined in the entered employment measure.

Chart 16: Comparison of Entered Employment Rates – WIA Adult Exiters Receiving Training vs. WIA Adult Exiters Not Receiving Training



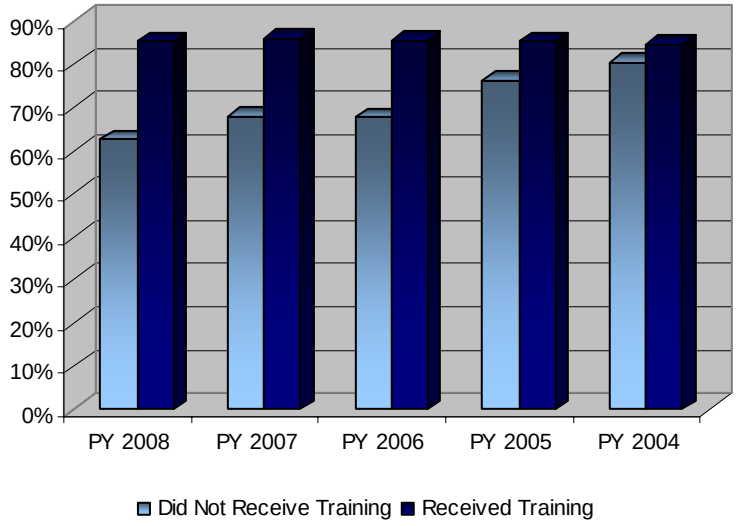
WIA Adult Exiters	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
Did Not Receive Training	66.9%	68.8%	69.5%	74.2%	75.8%
Received Training	80.8%	81.4%	79.2%	78.8%	78.5%

The data in chart 16 illustrates:

- WIA adult exiters that received training had higher entered employment rates in every year across the period when compared to WIA adult exiters who did not receive training.
- The differences between the entered employment rates have consistently widened between PY 2004 and PY 2008.

Chart 17 provides a comparison of the entered employment rates for WIA dislocated workers who received training against those WIA dislocated workers who did not receive training.

Chart 17: Comparison of Entered Employment Rates – WIA Dislocated Worker Exiters Receiving Training vs. WIA Dislocated Worker Exiters Not Receiving Training



Program Year	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
Did Not Receive Training	62.6%	68.1%	67.7%	76.4%	80.3%
Received Training	85.3%	86.1%	85.4%	85.3%	84.7%

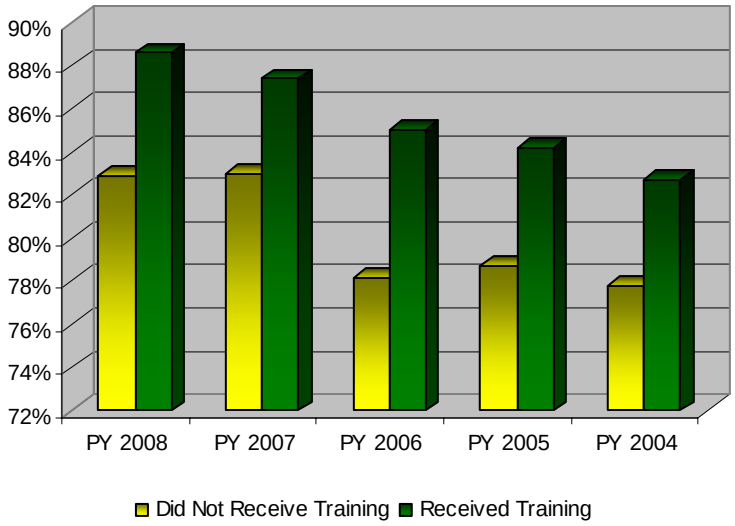
The data in chart 17 demonstrates:

- WIA dislocated worker exiters that received training had higher rates of entered employment in each of the shown program years.
- The differences between the entered employment rates have widened each year from PY 2004 to PY 2008.

Chart 18 presents the employment retention rates for WIA adult exiters receiving training as compared to those that did not receive training over the period PY 2004 to PY 2008. The remaining outcome data pertain to the quarters beginning April 1 and ending March 31 preceding the given program year under

consideration. This lag structure is utilized in accordance with the definitions for the employment retention rate as well as for average earnings.

Chart 18: Comparison of Employment Retention Rates – WIA Adult Exiters Receiving Training vs. WIA Adult Exiters Not Receiving Training



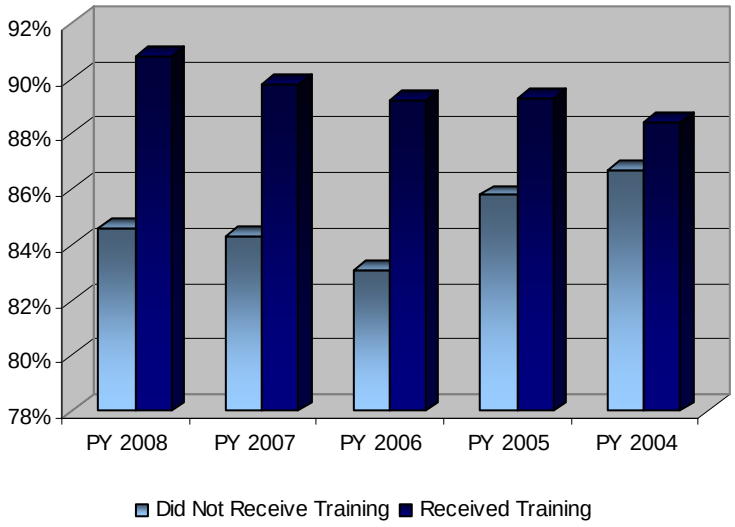
Program Year	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
Did Not Receive Training	82.9%	83.0%	78.2%	78.7%	77.8%
Received Training	88.6%	87.4%	85.0%	84.2%	82.7%

The data in Chart 18 illustrates:

- WIA adult exiters who received training had higher retention rates in every year across the period when compared to WIA adult exiters who did not receive training.
- The retention rate for WIA adult exiters who received training increased steadily across the period rising from 82.7 percent in PY 2004 to 88.6 percent in PY 2008.
- The retention rates for WIA adult exiters that did not receive training were relatively constant at approximately 78 percent from PY 2004 to PY 2006 before rising to approximately 83 percent in PY 2007 and PY 2008.

Chart 19 presents the employment retention rates for WIA dislocated worker exiters receiving training versus those WIA dislocated workers who did not receive training over the period PY 2004 to PY 2008.

Chart 19: Comparison of Employment Retention Rates – WIA Dislocated Worker Exiters Receiving Training vs. WIA Dislocated Worker Exiters Not Receiving Training



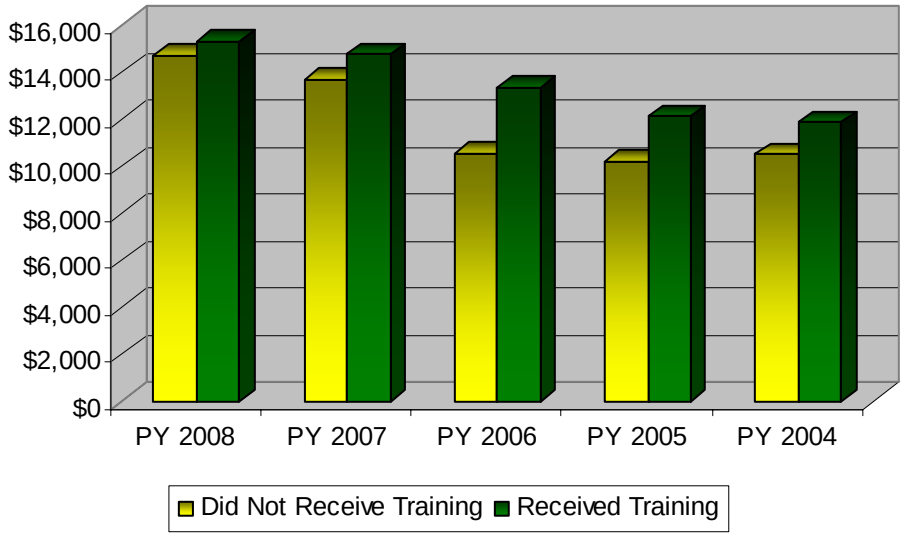
Program Year	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
Did Not Receive Training	84.6%	84.3%	83.1%	85.8%	86.7%
Received Training	90.8%	89.8%	89.2%	89.3%	88.4%

The data in Chart 19 reveals:

- Employment retention rates are consistently higher for those WIA dislocated worker exiters who received training when compared to WIA dislocated worker exiters who did not receive training.
- The employment retention rates for WIA dislocated worker exiters who received training rose slightly from 88.4 percent in PY 2004 to 90.8 percent in PY 2008.
- Employment retention rates for WIA dislocated worker exiters that did not receive training declined from 86.7 percent in PY 2004 to 83.1 percent in PY 2006; the retention rate did rise to 84.6 in PY 2008.

Chart 20 provides a comparison of the average six month earnings for WIA adult exiters who received training versus those WIA adult exiters that did not receive training over the period PY 2004 to PY 2008.

Chart 20: Comparison of Average Earnings – WIA Adult Exiters Receiving Training vs. WIA Adult Exiters Not Receiving Training



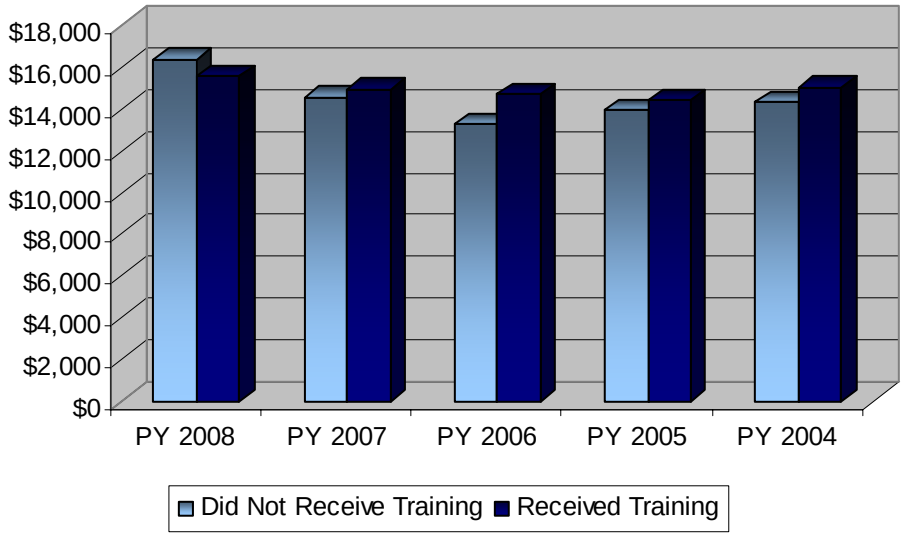
Program Year	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
Did Not Receive Training	$14,709	$13,704	$10,538	$10,220	$10,506
Received Training	$15,324	$14,771	$13,367	$12,123	$11,871

The data in Chart 20 shows:

- Average six-month earnings for WIA adult exiters who received training were larger in every year when compared to WIA adult exiters who did not receive training.
- The difference in the average earnings rose from approximately $1,300 in PY 2004 to nearly $3,000 dollars in PY 2006 before closing to a difference of just over $600 in PY 2008.

Chart 21 provides a comparison of the average six-month earnings for WIA dislocated worker exiters who received training against WIA dislocated worker exiters who did not receive training over the period PY 2004 to PY 2008.

Chart 21: Comparison of Average Earnings – WIA Dislocated Worker Exiters Receiving Training vs. WIA Dislocated Worker Exiters Not Receiving Training



Program Year	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004
Did Not Receive Training	$16,349	$14,527	$13,274	$13,926	$14,297
Received Training	$15,547	$14,908	$14,683	$14,407	$15,053

The data in Chart 21 illustrates:

- Average six month earnings for WIA dislocated worker exiters who received training were greater than WIA dislocated workers who did not receive training in every year except PY 2008.
- The differences in the average earnings were smaller than those with regard to WIA adults in every year in the shown period. However, the differences in earnings between these two WIA dislocated worker subpopulations averaged out to approximately $450 across the entire period.

8. <u>Completeness of WIASRD Training Data</u>. It is critical that states make every effort to report on all data elements completely, in order to provide as complete of a representation of the impacts of WIA training activities over time as is possible. The data on training trends and outcomes for the population of WIA Adult and Dislocated Worker program exiters who received training were extracted from the WIASRD files spanning PY 2004 through PY 2008. Within these files, several critical training-related WIASRD data elements were used to isolate and analyze this specific population of WIA exiters. These WIASRD items include: Item 335 (Date Entered Training), Item 340 (Type of Training Service #1), Item 341 (Type of Training Service #2), Item 342 (Occupational Skills Training Code), Item 604 (Entered Training-Related Employment) and Item 619

(Type of Recognized Credential). The definitions for these WIASRD items are listed in the Attachment.

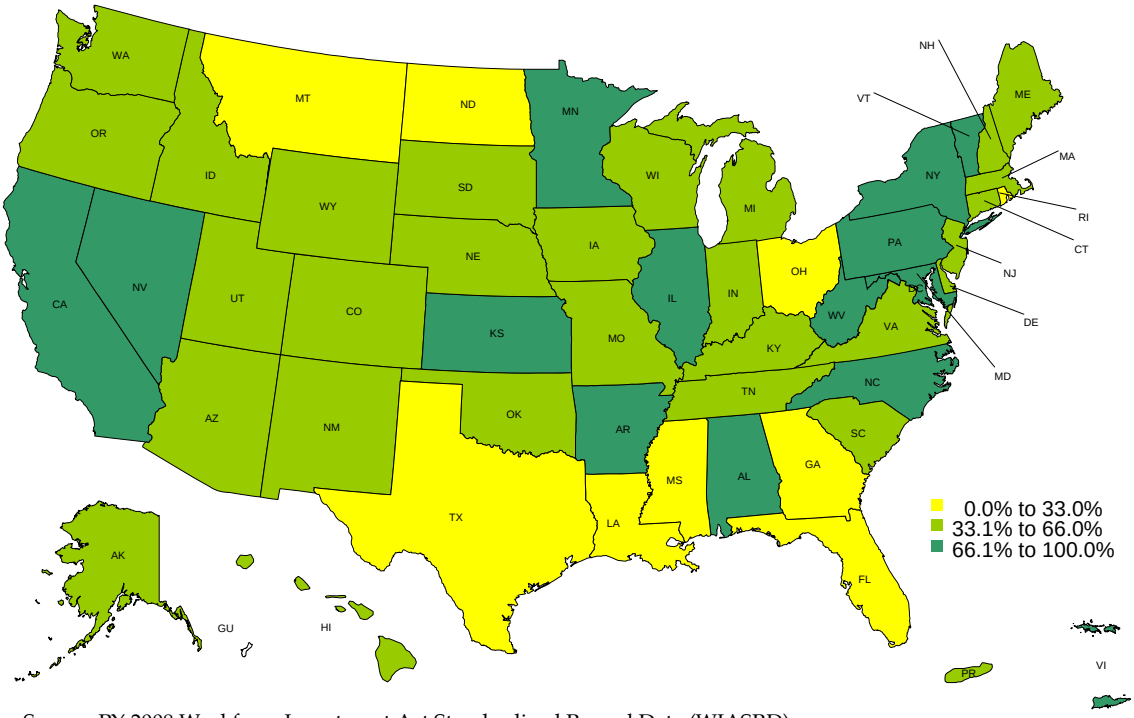
Considerable deficiencies concerning three of the training-related WIASRD elements exist, to date. These three elements are: Item 342 (Occupational Skills Training Code), Item 604 (Training-related Employment) and Item 619 (Type of Recognized Credential). Each of these items is associated with significant under-reporting and/or data entry errors. Figure 1 indicates that the majority of states/territories are missing data for item 342 (Occupation Skills Training Code) for PY 2008.

The Occupation Skills Training Codes were missing for approximately half of the adult and dislocated worker exiters who received training services in PY 2008[3]. This results in an extensive under-reporting of the occupations of training and clouds the landscape of who is trained in what occupation. In addition, Item 342 (Occupational Skills Training Code) requires states to report occupations using the Occupational Information Network (O*NET)[4] 4.0 or later codes, yet many states continue to report data using outdated coding system, such as the Dictionary of Occupational Titles (DOT), Occupational Employment Statistics (OES), and Classification of Instructional Programs (CIP) occupational classification systems.

[3] Receipt of training services is calculated using WIASRD Items 335 (Date entered Training) and 340 (Type of training service # 1), whereby Item 335 must be a valid date and Item 340 must be > 0.

[4] The O*NET program is the nation's primary source of occupational information. Central to the project is the O*NET database, containing information on hundreds of standardized and occupation-specific descriptors. The database is continually updated by surveying a broad range of workers from each occupation. Information from this database forms the heart of O*NET OnLine (http://online.onetcenter.org/), an interactive application for exploring and searching occupations. The database provides the basis for the O*NET Code Connector (http://www.onetcodeconnector.org/), a powerful keyword search that helps workforce professionals determine the correct O*NET codes for job orders, job applicants, and UI claimants. The O*NET program also provides a number of Career Exploration Tools (http://www.onetcenter.org/tools.html), a set of valuable assessment instruments for workers and students looking to find or change careers.

Figure 1. Percentage of Missing Occupational Skills Training Codes for Adult and Dislocated Workers that Received Training Services



Source: PY 2008 Workforce Investment Act Standardized Record Data (WIASRD)

WIASRD Item 604 (Training-related Employment) is significantly under reported in many states/territories. While ETA acknowledges the challenges regarding reporting this item, it appears as though exiters are being reported as not entering training-related employment when this information is unknown. WIASRD Item 619 (Type of Recognized Credential) was subject to many cases where credentials were reported for exiters who were not recorded as receiving training. Several states also reported that very few or no adults or dislocated workers received a training-related credential.

9. <u>Action Requested</u>. Please make this information available to appropriate program staff. States are requested to ensure that all performance information reported to the Department of Labor is accurate and complete. If a state is not reporting on all data elements, especially those mentioned in Section 8, the state should take appropriate steps to resolve the missing data.

10. <u>Inquiries</u>. Questions regarding performance reporting should be directed to the appropriate ETA Regional Office, or to the Office of Performance and Technology, at ETAperforms@dol.gov.

11. <u>Attachment</u>. Utilized Training-Related WIASRD Elements

ATTACHMENT
Utilized Training-Related WIASRD Elements

WIASRD Element	WIASRD Element Name	WIASRD Element Instructions
Item 335	Date entered training	Record the date on which the individual's training actually began. If multiple training services were received, record the earliest date on which the individual entered training. Otherwise, leave "blank" if the individual did not receive training services.
Item 340	Type of training service # 1	Use the appropriate code to indicate the type of approved training being provided to the individual. Record 0 or leave "blank" if the individual did not receive training services. 1 = On-the-Job Training, 2 = Skill Upgrading & Retraining, 3 = Entrepreneurial Training, 4 = ABE or ESL in Combination with Training, 5 = Customized Training, 6 = Other Occupational Skills Training
Item 341	Type of training service # 2	If the individual has received a second type of training, record the appropriate code to indicate the type of approved training being provided to the individual. Record 0 or leave blank if the individual did not receive a second training service. If the individual receives more than two training services, record the two most recent training services received by the individual.
Item 342	Occupational skills training code	Enter the 8 digit O*Net 4.0 (or later versions) code that best describes the training occupation for which the participant received training services. Record 00000000 or leave "blank" if occupational code is not available or not known. If all 8 digits of the occupational skills code are not collected, record as many digits as are available. If the individual receives multiple training services, use the occupational skills training code for the most recent training.
Item 604	Entered training-related employment	Record 1 if the employment in which the individual entered uses a substantial portion of the skills taught in the training received by the individual. This information can be based on any job held after exit and only applies to adults, dislocated workers and older youth who entered employment in the quarter after the exit quarter. Record 2 if the employment in which the individual entered does not use a substantial portion of the skills taught in the training received by the individual. Record 0 or leave "blank" if not known.
Item 619	Type of recognized credential	Use the appropriate code to record the type of recognized educational or occupational certificate/credential/diploma/degree attained by the individual who received training services. Record 0 if the individual received training services, but did not attain a recognized credential. Credentials must be attained either during participation or by the end of the third quarter after the quarter of exit from services (other than follow-up services). 1 = High School Diploma/GED, 2 = AA or AS Diploma/Degree, 3 = BA or BS Diploma/Degree, 4 = Occupational Skills Licensure, 5 = Occupational Skills Certificate/Credential, 6 = Other Recognized Educational or Occupational Skills Certificate/Credential, 0 = No, Blank=Credential not reported by state.