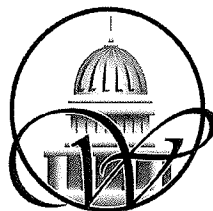


AB2019-010  
4-23-2019  
Tawnya Sayers

# Workforce Training Results 2019

**Workforce Training and Education Coordinating Board**  
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# WORKFORCE TRAINING RESULTS

## 2019 EXECUTIVE SUMMARY

Although Washington's overall unemployment rates are at historic lows, not all populations have made the same employment and earnings gains when compared to the general population. Even so, this report, which offers details on employment, wages, and completion rates among workforce participants, shows mostly positive results. By using common methods and applying them across a wide range of workforce programs, Workforce Training Results offers a comprehensive and consistent, program-by-program look at Washington's workforce system.

### Introduction

The following questions and others concerning our state's workforce development system are a driving force behind this publication and the efforts of the Workforce Training and Education Coordinating Board (Workforce Board).

- Did participants of workforce programs get the skills they needed?
- After leaving the program, were participants employed?
- How much did they earn?
- Did the participant and public get a good return on investment?

These four questions are the basis for Washington's Workforce Core Measures. Adopted in 1996 after extensive research and stakeholder work, core measures were created to provide a common framework to measure our workforce system's progress across a wide variety of programs. While each program typically has multiple performance measures, many of them mandated by the U.S. Department of Labor and the U.S. Department of Education, these state core measures give Washington policymakers, workforce professionals, and the public a consistent look at the results of our workforce system.

These performance measures have stood the test of time by being both balanced and revealing. These state-developed measures were a major source for the National Governors Association in making recommendations to Congress about performance measurement for the federal workforce development system. The recent reauthorization of much of that federal system through the Workforce Innovation and Opportunity Act (WIOA) includes new performance measures very similar to the State Core measures that have been used in Washington for over 15 years.

In addition to these performance measures, we also summarize the strengths of our state's workforce programs, along with areas for improvement and further research.

## Who We Are

The Workforce Board is a partnership of business, labor, and government dedicated to helping Washington residents obtain and succeed in family-wage jobs, while meeting employers' needs for skilled workers. We are the state's performance accountability agent, working on behalf of Washington's citizens and employers.

To achieve these objectives, the Workforce Board tracks the results of 12 of the state's largest workforce programs. These programs account for about 95 percent of the federal and state dollars spent on our state's workforce training system – just over \$1 billion per year.

Our workforce participants have a broad range of ages, abilities and backgrounds—from high school students who require relevant, applied learning to stay in school, to low-skilled working adults who need more education to earn a living wage, to the recently laid off retooling for new careers.

This publication summary provides a system-wide view plus a dashboard look at each of the state's 12 major workforce programs. For more detailed program results see:  
[www.wtb.wa.gov/WorkforceTrainingResults.asp](http://www.wtb.wa.gov/WorkforceTrainingResults.asp)

## How We Track Results - Workforce Core Measures

The following questions, and their answers, provide a simple and reliable way to analyze our system's progress.

### Did Program Participants Get the Skills They Needed?

**Desired Outcome:** Washington's workforce possesses the skills and abilities required in the workplace.

Participants in workforce development programs acquire a variety of skills and abilities by participating in these programs. In many programs, the attainment of skills and abilities is marked by participants receiving diplomas, certificates, degrees, or other credentials. The Skill Attainment Core Measure is the percentage or number of participants leaving the program who achieved the appropriate skill gains or were awarded the relevant educational or skill credential. The Workforce Board measures this indicator through administrative records. It's important to note that Workforce Training Results measures skill attainment rates for ALL participants, not just those who receive training.

### After Leaving the Program, Were Participants Employed?

**Desired Outcome:** Washington's workers are employed.

The Workforce Board evaluates the labor market outcomes of program participants by examining their employment and earnings during the third quarter after leaving a program. The Employment Core Measure for adults is the percentage of former program participants with employment seven to nine months after leaving the program, using records from state and federal employment records. The measure for programs serving youth uses the same data sources but also looks at school records to account for students pursuing further education.

## How Much Do Program Participants Earn?

**Desired Outcome:** Washington's workers achieve a family-wage standard of living.

The Earnings Core Measure is the median earnings of employed program participants seven to nine months after leaving the program, excluding former participants who are enrolled in further education during that quarter. Data comes from state employment records. The Workforce Board looks at the third quarter for employment and earnings because experience has shown that the third quarter provides the most reliable information for gauging, within a useful period of time, the program's lasting effect on participants.

## Did the Participant and Public Get a Good Return on Investment?

**Desired Outcome:** Workforce development programs provide returns that exceed program costs.

Every four years, the Workforce Board conducts net impact and cost-benefit analyses of workforce development programs. The Taxpayer Return on Investment Measure is the net impact on all tax revenue and social welfare payments compared to the cost of the services. The Participant Return on Investment Measure is the net impact on participant earnings and employer provided benefits compared to the cost of the services.

This part of the study examined earnings and employment of program participants with those of individuals who did not participate in a workforce program, but had similar characteristics and faced the same regional labor market at the same time.

# Apprenticeship

Training that combines classroom instruction with paid, on-the-job training under the supervision of a journey-level craft person or trade professional. Apprenticeships are governed by the Washington State Apprenticeship and Training Council and administered by the Department of Labor and Industries (L&I).

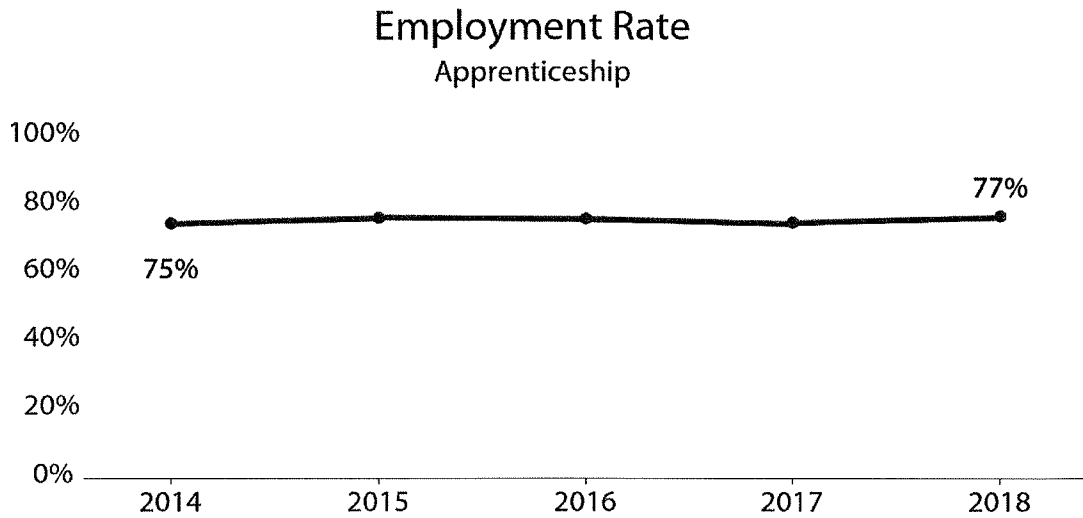
## State Core Indicator Results

<b>Employment</b> - Percentage of participants who were employed, as reported to the Employment Security Department during the third quarter after leaving the program.*	All 77% Completers 91%
<b>Earnings</b> - Median annualized earnings six to nine months after leaving the program. (Quarterly earnings are the result of hourly wage rates and the number of hours worked in a calendar quarter. To derive annualized earnings, quarterly earnings are multiplied by four.)	All \$56,200 Completers \$80,600
<b>Skills</b> - Percentage of participants who obtained an appropriate credential. (Percentage based on all participants, including those who did not receive training through the program.)	42%
<b>Net Employment Impact</b> - Difference between the employment rate for all participants and the control group of non-participants, measured between two and three years after leaving the program.	Not Significant
<b>Net Earnings Impact</b> - Difference between the average annualized earnings for all participants and the control group of non-participants, measured between two and three years after leaving the program.	\$14,500
<b>Participant Return on Public Investment</b> - The ratio of the present values of additional lifetime participant earnings and employee benefits to public costs of the program. Additional lifetime participant earnings and benefits are additional earnings and employee benefits received (minus participant program costs, taxes on added income, and any loss in unemployment insurance benefits), when compared to the non-participant control group.	\$71 to 1
<b>Taxpayer Return on Investment</b> - The ratio of the present values of projected additional lifetime taxes paid by the participant (plus any decrease in unemployment insurance benefits), in comparison to the public costs of the program. Additional taxes are those additional taxes projected to be paid in comparison to the taxes projected to be paid by the non-participant control group. Change in unemployment insurance benefits is the change in benefits paid to participants compared to the non-participant control group.	\$36 to 1

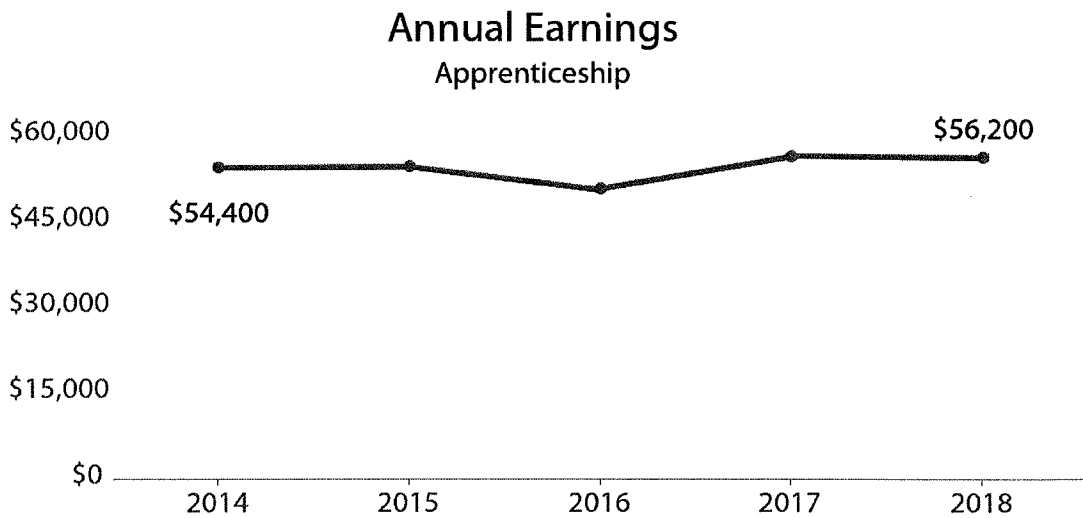
\*Includes some out-of-state employment data but not all of it and does not include data on self-employment.

# Employment & Earning Indicators Over Time

**Employment Rate** - Percent of Participants with Reported Employment in Third Quarter after Exiting Program



**Earnings** - Median Annualized Earnings of Participants in Third Quarter after Exiting Program (Q1 2018 dollars)



# Basic Education for Adults

Literacy and math instruction for adults whose skills are at or below the eighth grade level, GED Test Preparation, high school completion for adults who want to earn an adult high school diploma and ESL instruction. Students receiving both basic skills instruction and job training are included in the evaluation of the professional-technical training or worker retraining programs and not in the evaluation of basic skills instruction. Students receive basic skills instruction at community and technical colleges (98 percent) and other organizations such as libraries and community-based organizations (2 percent).

## State Core Indicator Results

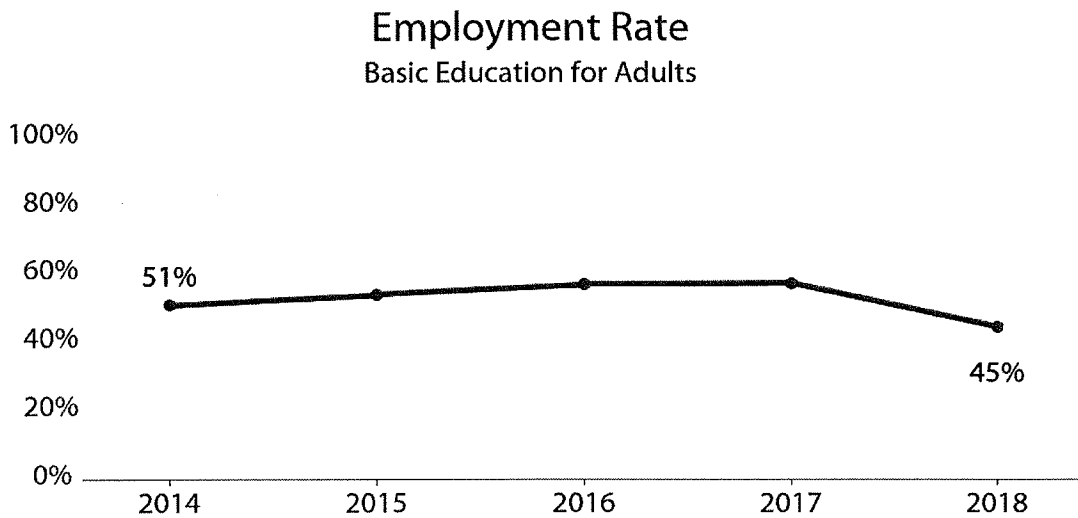
<b>Employment</b> - Percentage of participants who were employed, as reported to the Employment Security Department during the third quarter after leaving the program.*	45%
<b>Earnings</b> - Median annualized earnings six to nine months after leaving the program. (Quarterly earnings are the result of hourly wage rates and the number of hours worked in a calendar quarter. To derive annualized earnings, quarterly earnings are multiplied by four.)	\$22,700
<b>Skills</b> - Percentage of participants who obtained an appropriate credential. (Percentage based on all participants, including those who did not receive training through the program.)	N/A
<b>Net Employment Impact</b> - Difference between the employment rate for all participants and the control group of non-participants, measured between two and three years after leaving the program.	2.9 percentage points
<b>Net Earnings Impact</b> - Difference between the average annualized earnings for all participants and the control group of non-participants, measured between two and three years after leaving the program.	\$0
<b>Participant Return on Public Investment</b> - The ratio of the present values of additional lifetime participant earnings and employee benefits to public costs of the program. Additional lifetime participant earnings and benefits are additional earnings and employee benefits received (minus participant program costs, taxes on added income, and any loss in unemployment insurance benefits), when compared to the non-participant control group.	\$0 to 1
<b>Taxpayer Return on Investment</b> - The ratio of the present values of projected additional lifetime taxes paid by the participant (plus any decrease in unemployment insurance benefits), in comparison to the public costs of the program. Additional taxes are those additional taxes projected to be paid in comparison to the taxes projected to be paid by the non-participant control group. Change in unemployment insurance benefits is the change in benefits paid to participants compared to the non-participant control group.	\$0 to 1

\*Includes some out-of-state employment data but not all of it and does not include data on self-employment.

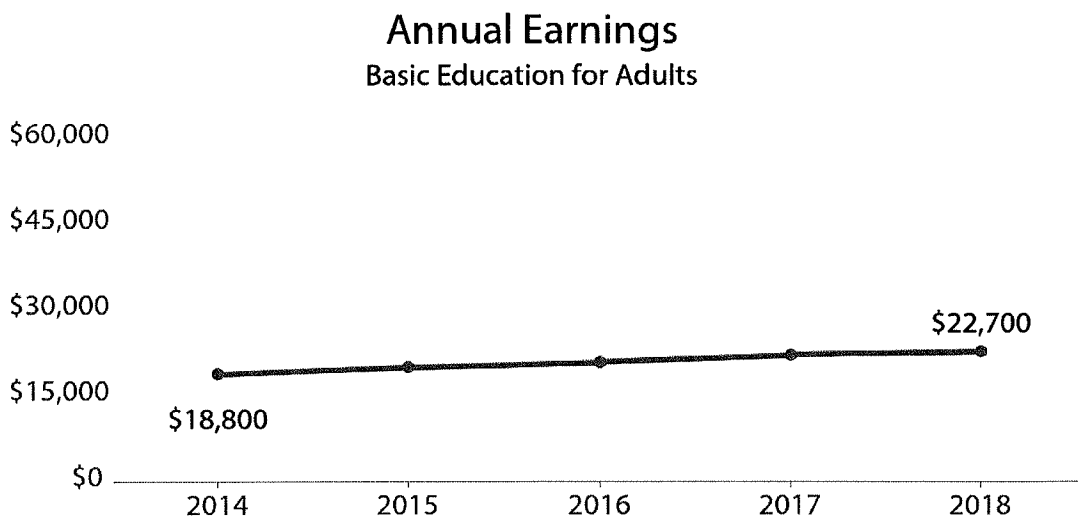


# Employment & Earning Indicators Over Time

**Employment Rate** - Percent of Participants with Reported Employment in Third Quarter after Exiting Program



**Earnings** - Median Annualized Earnings of Participants in Third Quarter after Exiting Program (Q1 2018 dollars)



# Community and Technical College Professional-Technical Education

Training and education for a vocational associate of arts degree or a vocational certificate at Washington's 34 community and technical colleges.

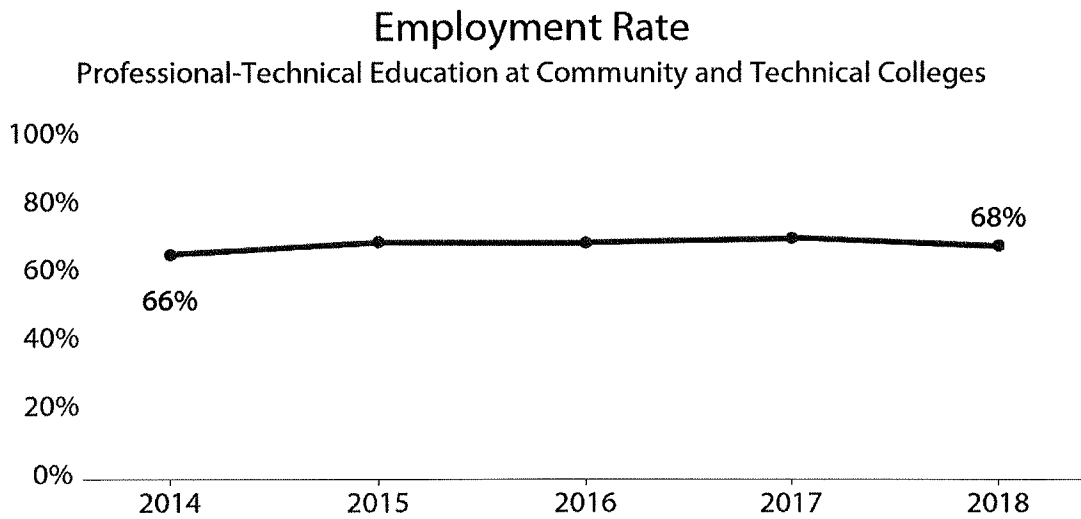
## State Core Indicator Results

<b>Employment</b> - Percentage of participants who were employed, as reported to the Employment Security Department during the third quarter after leaving the program.*	All 68% Completers 73%
<b>Earnings</b> - Median annualized earnings six to nine months after leaving the program. (Quarterly earnings are the result of hourly wage rates and the number of hours worked in a calendar quarter. To derive annualized earnings, quarterly earnings are multiplied by four.)	All \$32,100 Completers \$34,700
<b>Skills</b> - Percentage of participants who obtained an appropriate credential. (Percentage based on all participants, including those who did not receive training through the program.)	61%
<b>Net Employment Impact</b> - Difference between the employment rate for all participants and the control group of non-participants, measured between two and three years after leaving the program.	2.8 percentage points
<b>Net Earnings Impact</b> - Difference between the average annualized earnings for all participants and the control group of non-participants, measured between two and three years after leaving the program.	\$5,800
<b>Participant Return on Public Investment</b> - The ratio of the present values of additional lifetime participant earnings and employee benefits to public costs of the program. Additional lifetime participant earnings and benefits are additional earnings and employee benefits received (minus participant program costs, taxes on added income, and any loss in unemployment insurance benefits), when compared to the non-participant control group.	\$15 to 1
<b>Taxpayer Return on Investment</b> - The ratio of the present values of projected additional lifetime taxes paid by the participant (plus any decrease in unemployment insurance benefits), in comparison to the public costs of the program. Additional taxes are those additional taxes projected to be paid in comparison to the taxes projected to be paid by the non-participant control group. Change in unemployment insurance benefits is the change in benefits paid to participants compared to the non-participant control group.	\$4 to 1

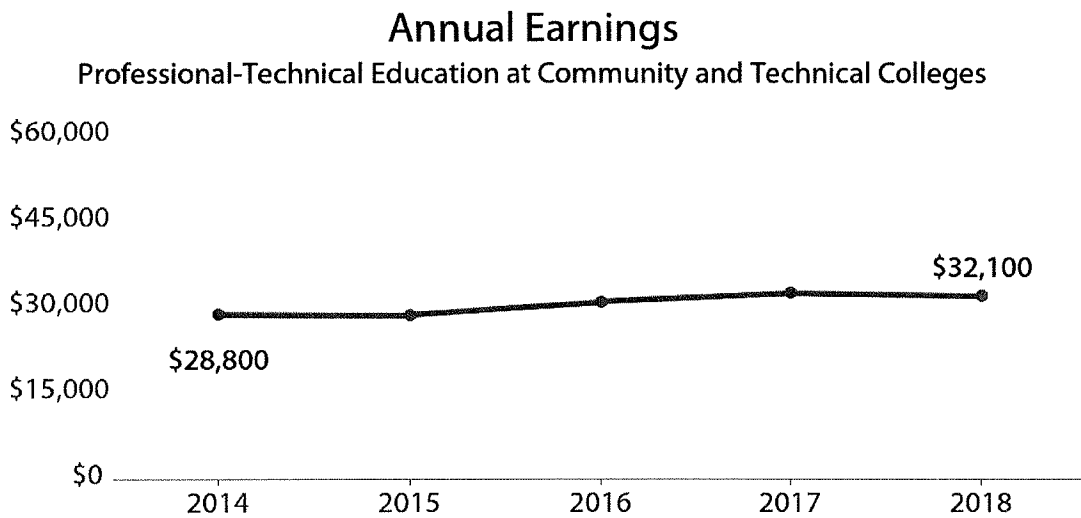
\*Includes some out-of-state employment data but not all of it and does not include data on self-employment.

# Employment & Earning Indicators Over Time

**Employment Rate** - Percent of Participants with Reported Employment in Third Quarter after Exiting Program



**Earnings** - Median Annualized Earnings of Participants in Third Quarter after Exiting Program (Q1 2018 dollars)



# Department of Services for the Blind (Vocational Rehabilitation)

Vocational rehabilitation services, counseling, training, and assistive technology to help participants achieve successful employment outcomes. To receive services, an individual must be legally blind or have a visual disability that causes an impediment to employment, and vocational rehabilitation services are required for the individual to prepare for, enter, engage in, or retain employment.

## State Core Indicator Results

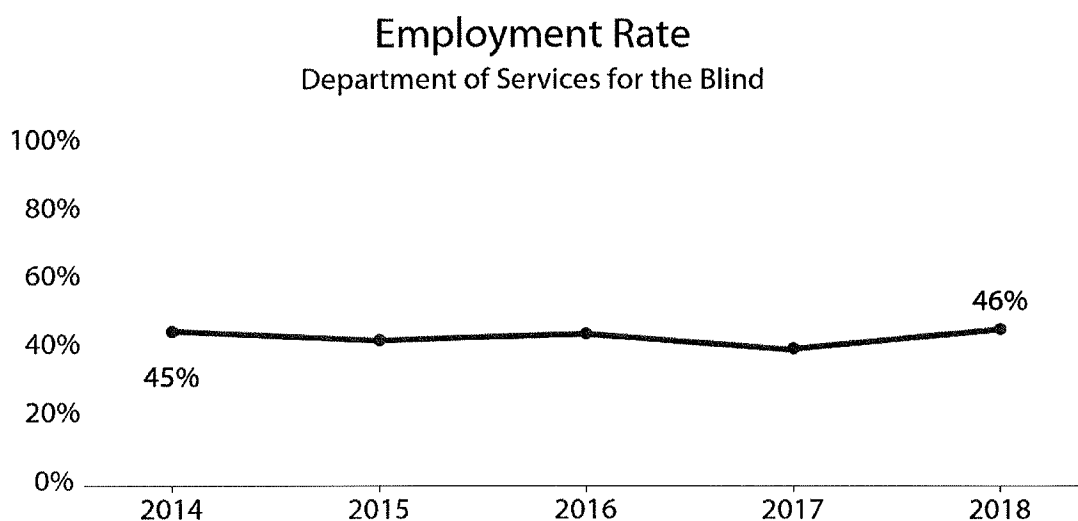
<b>Employment</b> - Percentage of participants who were employed, as reported to the Employment Security Department during the third quarter after leaving the program.*	All 46% Completers 73%
<b>Earnings</b> - Median annualized earnings six to nine months after leaving the program. (Quarterly earnings are the result of hourly wage rates and the number of hours worked in a calendar quarter. To derive annualized earnings, quarterly earnings are multiplied by four.)	All \$22,400 Completers \$27,000
<b>Skills</b> - Percentage of participants who obtained an appropriate credential. (Percentage based on all participants, including those who did not receive training through the program.)**	50%
<b>Net Employment Impact</b> - Difference between the employment rate for all participants and the control group of non-participants, measured between two and three years after leaving the program.	N/A
<b>Net Earnings Impact</b> - Difference between the average annualized earnings for all participants and the control group of non-participants, measured between two and three years after leaving the program.	N/A
<b>Participant Return on Public Investment</b> - The ratio of the present values of additional lifetime participant earnings and employee benefits to public costs of the program. Additional lifetime participant earnings and benefits are additional earnings and employee benefits received (minus participant program costs, taxes on added income, and any loss in unemployment insurance benefits), when compared to the non-participant control group.	N/A
<b>Taxpayer Return on Investment</b> - The ratio of the present values of projected additional lifetime taxes paid by the participant (plus any decrease in unemployment insurance benefits), in comparison to the public costs of the program. Additional taxes are those additional taxes projected to be paid in comparison to the taxes projected to be paid by the non-participant control group. Change in unemployment insurance benefits is the change in benefits paid to participants compared to the non-participant control group.	N/A

\*Includes some out-of-state employment data but not all of it and does not include data on self-employment.

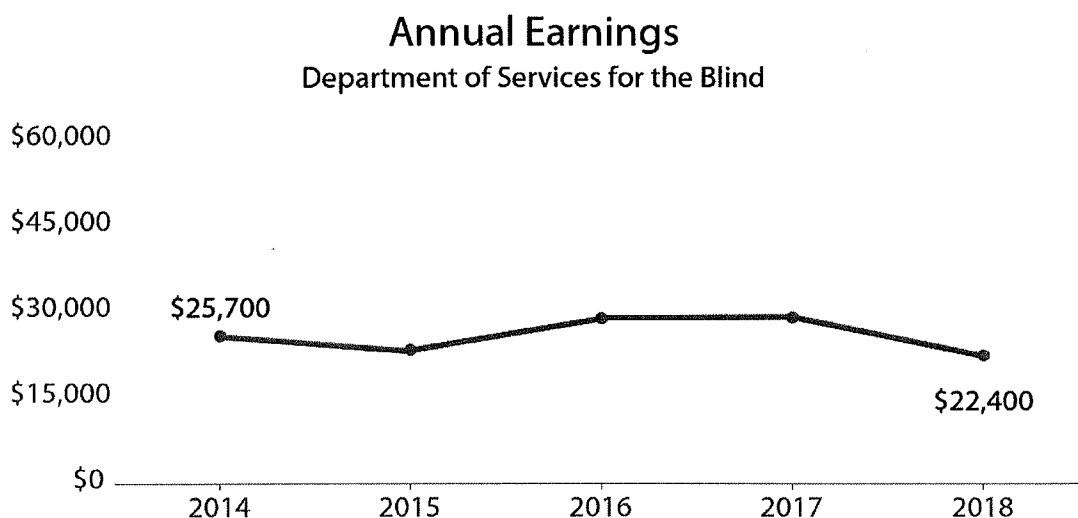
\*\*Completed rehabilitation plan.

# Employment & Earning Indicators Over Time

**Employment Rate** - Percent of Participants with Reported Employment in Third Quarter after Exiting Program



**Earnings** - Median Annualized Earnings of Participants in Third Quarter after Exiting Program (Q1 2018 dollars)



## Division of Vocational Rehabilitation (DVR)

Services to help eligible individuals with disabilities become employed. Eligibility requires that the individual have a physical, mental, or sensory impairment that constitutes or results in a substantial impediment to employment and that they need DVR services to enter or retain employment.

### State Core Indicator Results

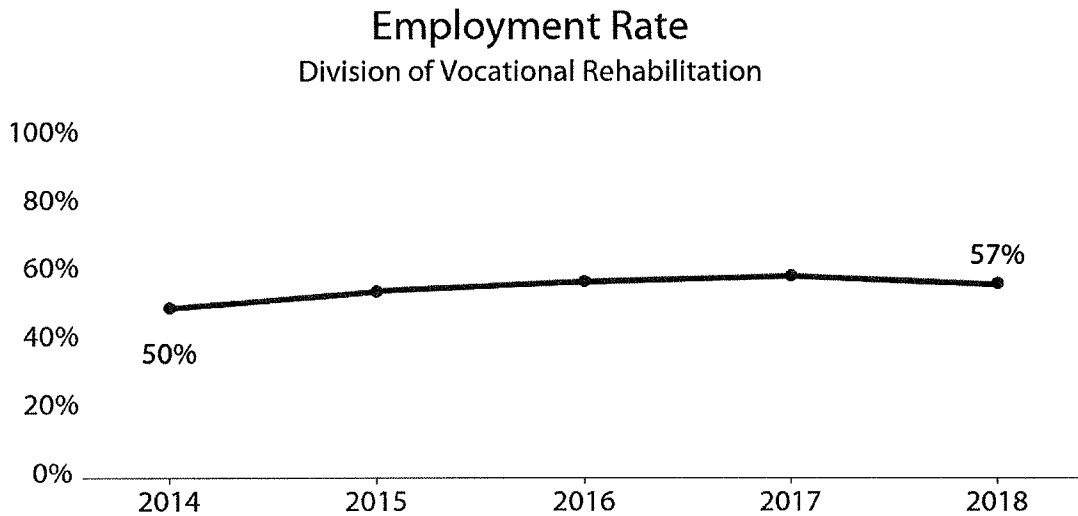
<b>Employment</b> - Percentage of participants who were employed, as reported to the Employment Security Department during the third quarter after leaving the program.*	All 57% Completers 78%
<b>Earnings</b> - Median annualized earnings six to nine months after leaving the program. (Quarterly earnings are the result of hourly wage rates and the number of hours worked in a calendar quarter. To derive annualized earnings, quarterly earnings are multiplied by four.)	All \$15,100 Completers \$15,000
<b>Skills</b> - Percentage of participants who obtained an appropriate credential. (Percentage based on all participants, including those who did not receive training through the program.)**	58%
<b>Net Employment Impact</b> - The impact that program participation had on participant employment rates, measured between two and three years after leaving the program.	2.4 percentage points
<b>Net Earnings Impact</b> - The impact that program participation had on program participant's average annual earnings, measured between two and three years after leaving the program.	\$1,000
<b>Participant Return on Public Investment</b> - The ratio of the present values of additional lifetime participant earnings and employee benefits to public costs of the program. Additional lifetime participant earnings and benefits are additional earnings and employee benefits received (minus participant program costs, taxes on added income, and any loss in unemployment insurance benefits), when compared to the non-participant control group.	\$2 to 1
<b>Taxpayer Return on Investment</b> - The ratio of the present values of projected additional lifetime taxes paid by the participant (plus any decrease in unemployment insurance benefits), in comparison to the public costs of the program. Additional taxes are those additional taxes projected to be paid in comparison to the taxes projected to be paid by the non-participant control group. Change in unemployment insurance benefits is the change in benefits paid to participants compared to the non-participant control group.	\$1 to 1

\*Includes some out-of-state employment data but not all of it and does not include data on self-employment.

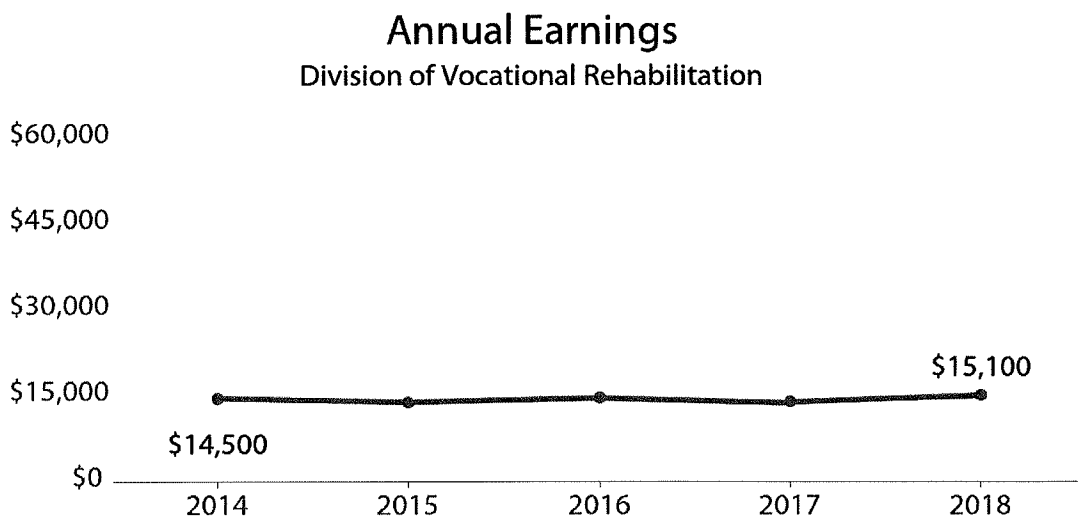
\*\*Completed rehabilitation plan.

# Employment & Earning Indicators Over Time

**Employment Rate** - Percent of Participants with Reported Employment in Third Quarter after Exiting Program



**Earnings** - Median Annualized Earnings of Participants in Third Quarter after Exiting Program (Q1 2018 dollars)



# Private Career Schools

Training provided by private colleges and schools for students intending to complete vocational certificates or degrees. The schools are licensed by the Workforce Board.

## State Core Indicator Results

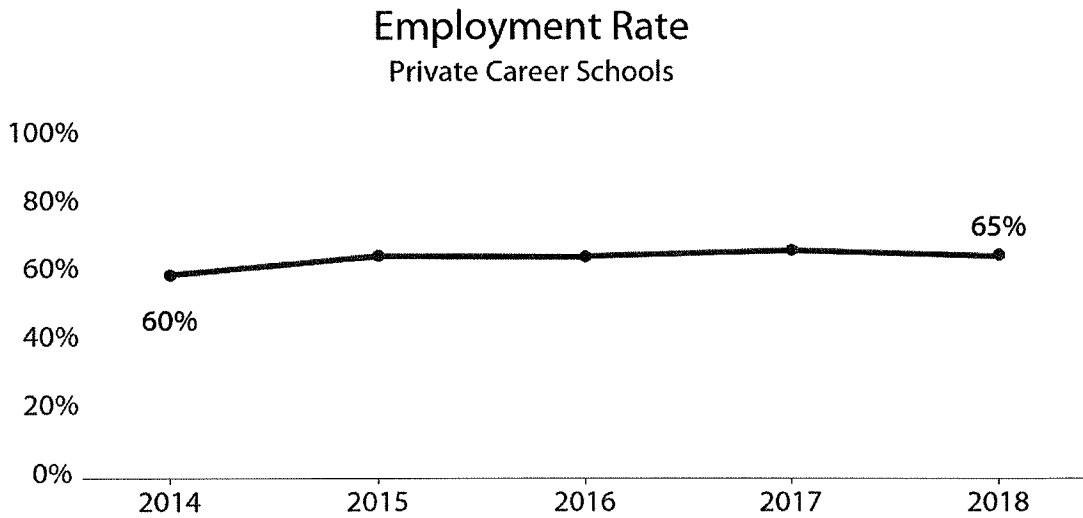
<b>Employment</b> - Percentage of participants who were employed, as reported to the Employment Security Department during the third quarter after leaving the program.*	All 65% Completers 67%
<b>Earnings</b> - Median annualized earnings six to nine months after leaving the program. (Quarterly earnings are the result of hourly wage rates and the number of hours worked in a calendar quarter. To derive annualized earnings, quarterly earnings are multiplied by four.)	All \$29,200 Completers \$30,400
<b>Skills</b> - Percentage of participants who obtained an appropriate credential. (Percentage based on all participants, including those who did not receive training through the program.)	86%
<b>Net Employment Impact</b> - Difference between the employment rate for all participants and the control group of non-participants, measured between two and three years after leaving the program.	Not Significant
<b>Net Earnings Impact</b> - Difference between the average annualized earnings for all participants and the control group of non-participants, measured between two and three years after leaving the program.	\$2,100
<b>Participant Return on Public Investment</b> - The ratio of the present values of additional lifetime participant earnings and employee benefits to public costs of the program. Additional lifetime participant earnings and benefits are additional earnings and employee benefits received (minus participant program costs, taxes on added income, and any loss in unemployment insurance benefits), when compared to the non-participant control group.	N/A
<b>Taxpayer Return on Investment</b> - The ratio of the present values of projected additional lifetime taxes paid by the participant (plus any decrease in unemployment insurance benefits), in comparison to the public costs of the program. Additional taxes are those additional taxes projected to be paid in comparison to the taxes projected to be paid by the non-participant control group. Change in unemployment insurance benefits is the change in benefits paid to participants compared to the non-participant control group.	N/A

\*Includes some out-of-state employment data but not all of it and does not include data on self-employment.

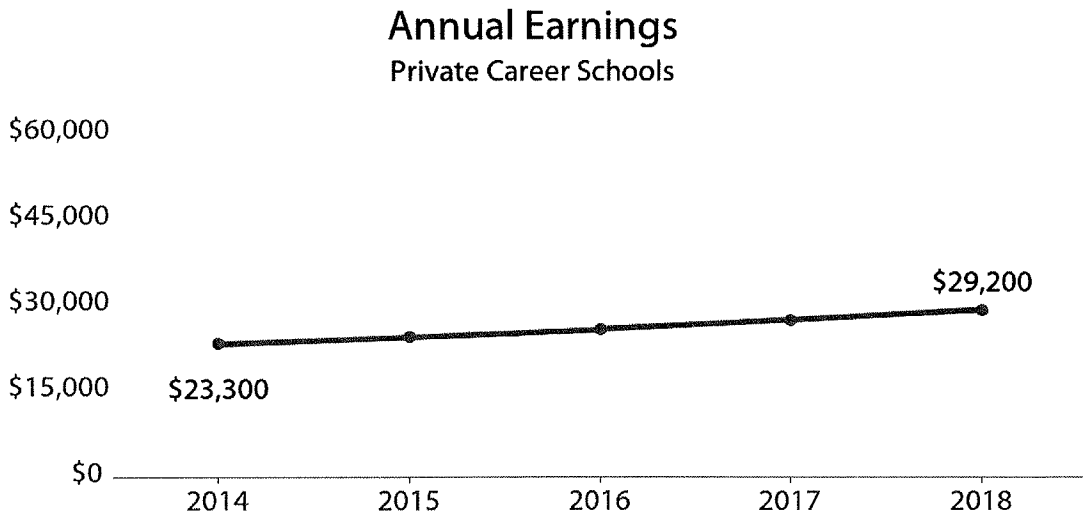


# Employment & Earning Indicators Over Time

**Employment Rate** - Percent of Participants with Reported Employment in Third Quarter after Exiting Program



**Earnings** - Median Annualized Earnings of Participants in Third Quarter after Exiting Program (Q1 2018 dollars)



## Secondary Career and Technical Education (CTE)

Career and technical education helps prepare students for successful roles in families, careers, and communities. Programs are designed to develop the skills, understanding, and attitudes needed by workers in their occupations. Instructional programs organized within career pathways include agriculture, family and consumer sciences, trade and industry, marketing education, business education, diversified occupations, technology education, cosmetology, health education, and others.

### State Core Indicator Results

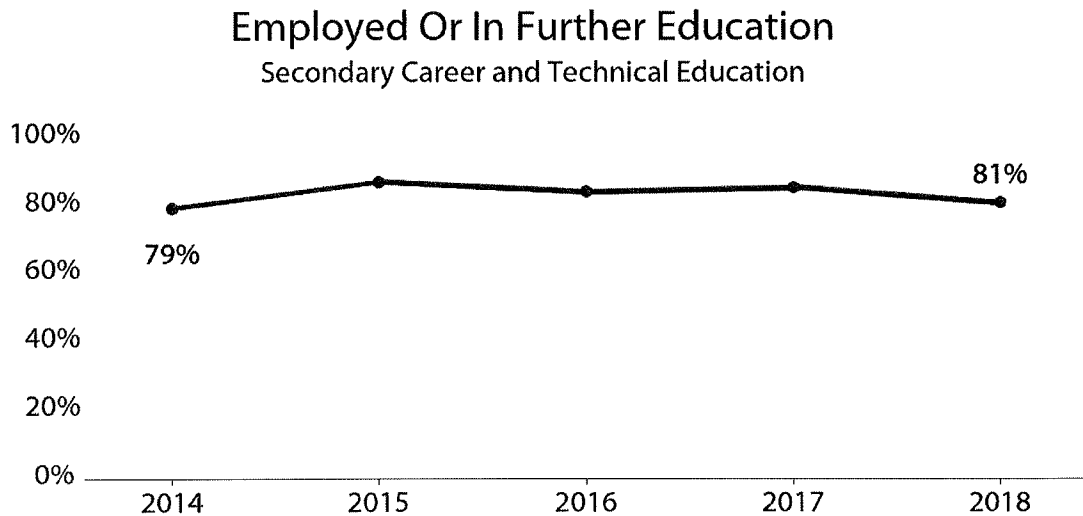
<b>Employment or Further Education</b> - Percentage of participants who were employed, as reported to the Employment Security Department during the third quarter after leaving the program.*	81%
<b>Earnings</b> - Median annualized earnings six to nine months after leaving the program. (Quarterly earnings are the result of hourly wage rates and the number of hours worked in a calendar quarter. To derive annualized earnings, quarterly earnings are multiplied by four.)**	\$16,000
<b>Skills</b> - Percentage of participants who obtained an appropriate credential. (Percentage based on all participants, including those who did not receive training through the program.)	57%
<b>Net Employment Impact</b> - Difference between the employment rate for all participants and the control group of non-participants, measured between two and three years after leaving the program.	2.9 percentage points
<b>Net Earnings Impact</b> - Difference between the average annualized earnings for all participants and the control group of non-participants, measured between two and three years after leaving the program.	\$1,000
<b>Participant Return on Public Investment</b> - The ratio of the present values of additional lifetime participant earnings and employee benefits to public costs of the program. Additional lifetime participant earnings and benefits are additional earnings and employee benefits received (minus participant program costs, taxes on added income, and any loss in unemployment insurance benefits), when compared to the non-participant control group.	\$26 to 1
<b>Taxpayer Return on Investment</b> - The ratio of the present values of projected additional lifetime taxes paid by the participant (plus any decrease in unemployment insurance benefits), in comparison to the public costs of the program. Additional taxes are those additional taxes projected to be paid in comparison to the taxes projected to be paid by the non-participant control group. Change in unemployment insurance benefits is the change in benefits paid to participants compared to the non-participant control group.	\$7 to 1

\*Includes some out-of-state employment data but not all of it and does not include data on self-employment.

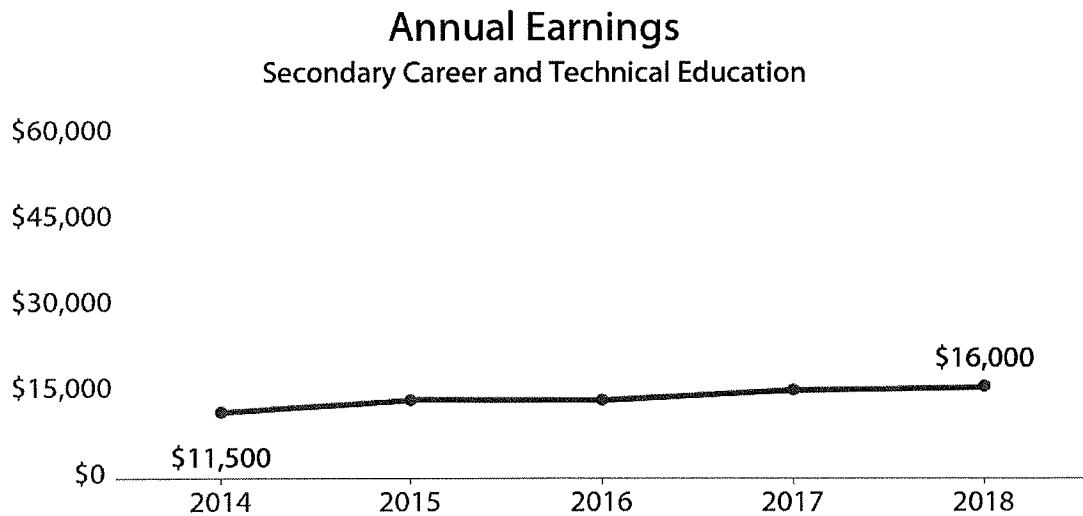
\*\*Excludes those enrolled in postsecondary education.

# Employment & Earning Indicators Over Time

**Employment or Further Education Rate** - Percent of Participants with Reported Employment in Third Quarter after Exiting Program



**Earnings** - Median Annualized Earnings of Participants in Third Quarter after Exiting Program (Q1 2018 dollars)



## Worker Retraining at Community and Technical Colleges

The Worker Retraining program provides dislocated workers and the long-term unemployed with access to job retraining for a new career. Program enrollments vary from year to year in response to layoffs. During recessions the need increases. The industries from which students are laid off also vary over time. About one percent of worker retraining students receive their training at private career schools. This evaluation, however, is limited to training at the state's 34 community and technical colleges. The colleges provide training in occupational skills and basic skills and literacy. Qualifying students may receive financial assistance to help with their tuition.

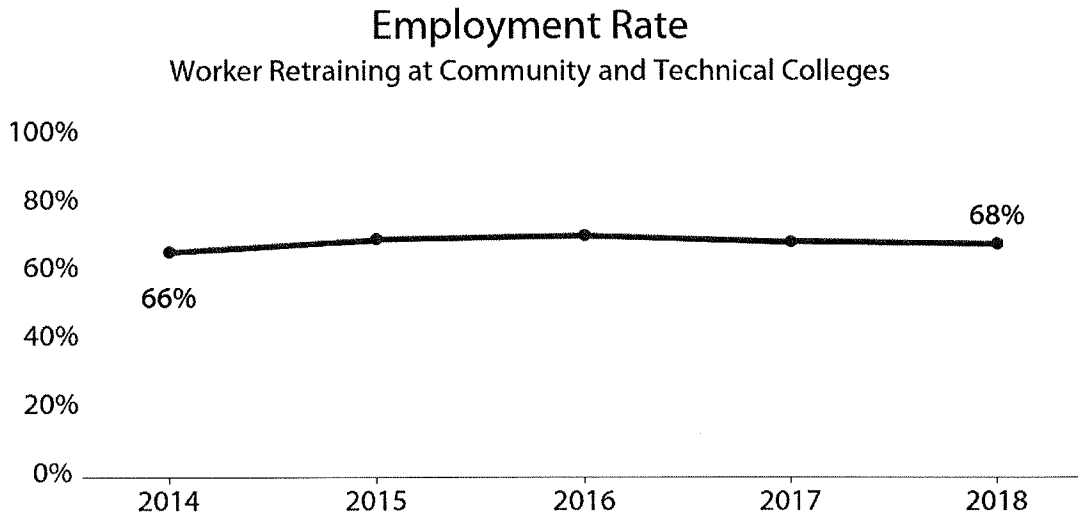
### State Core Indicator Results

<b>Employment</b> - Percentage of participants who were employed, as reported to the Employment Security Department during the third quarter after leaving the program.*	All 68% Completers 71%
<b>Earnings</b> - Median annualized earnings six to nine months after leaving the program. (Quarterly earnings are the result of hourly wage rates and the number of hours worked in a calendar quarter. To derive annualized earnings, quarterly earnings are multiplied by four.)	All \$33,700 Completers \$35,500
<b>Skills</b> - Percentage of participants who obtained an appropriate credential. (Percentage based on all participants, including those who did not receive training through the program.)	62%
<b>Net Employment Impact</b> - Difference between the employment rate for all participants and the control group of non-participants, measured between two and three years after leaving the program.	1.1 percentage points
<b>Net Earnings Impact</b> - Difference between the average annualized earnings for all participants and the control group of non-participants, measured between two and three years after leaving the program.	\$4,800
<b>Participant Return on Public Investment</b> - The ratio of the present values of additional lifetime participant earnings and employee benefits to public costs of the program. Additional lifetime participant earnings and benefits are additional earnings and employee benefits received (minus participant program costs, taxes on added income, and any loss in unemployment insurance benefits), when compared to the non-participant control group.	\$17 to 1
<b>Taxpayer Return on Investment</b> - The ratio of the present values of projected additional lifetime taxes paid by the participant (plus any decrease in unemployment insurance benefits), in comparison to the public costs of the program. Additional taxes are those additional taxes projected to be paid in comparison to the taxes projected to be paid by the non-participant control group. Change in unemployment insurance benefits is the change in benefits paid to participants compared to the non-participant control group.	\$5 to 1

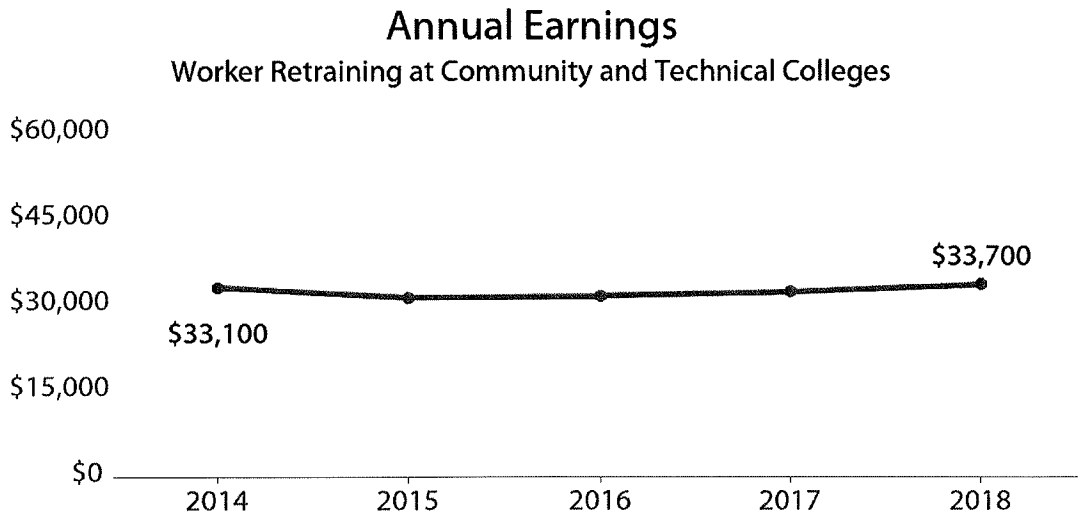
\*Includes some out-of-state employment data but not all of it and does not include data on self-employment.

# Employment & Earning Indicators Over Time

**Employment Rate** - Percent of Participants with Reported Employment in Third Quarter after Exiting Program



**Earnings** - Median Annualized Earnings of Participants in Third Quarter after Exiting Program (Q1 2018 dollars)



# WorkFirst

Washington's welfare-to-work program is based on the 1996 federal Temporary Assistance to Needy Families (TANF) welfare reform legislation. The aim of WorkFirst is to help low-income families become self-sufficient by providing training and support services necessary for parents to get a job, keep a job, and move up a career ladder. This study is limited to WorkFirst participants who enrolled in an employment or training component.

## State Core Indicator Results

<b>Employment</b> - Percentage of participants who were employed, as reported to the Employment Security Department during the third quarter after leaving the program.*	59%
<b>Earnings</b> - Median annualized earnings six to nine months after leaving the program. (Quarterly earnings are the result of hourly wage rates and the number of hours worked in a calendar quarter. To derive annualized earnings, quarterly earnings are multiplied by four.)	\$20,200
<b>Skills</b> - Percentage of participants who obtained an appropriate credential. (Percentage based on all participants, including those who did not receive training through the program.)	N/A
<b>Net Employment Impact</b> - The impact that program participation had on participant employment rates, measured between two and three years after leaving the program.	N/A
<b>Net Earnings Impact</b> - The impact that program participation had on program participant's average annual earnings, measured between two and three years after leaving the program.	N/A
<b>Participant Return on Public Investment</b> - The ratio of the present values of additional lifetime participant earnings and employee benefits to public costs of the program. Additional lifetime participant earnings and benefits are additional earnings and employee benefits received (minus participant program costs, taxes on added income, and any loss in unemployment insurance benefits), when compared to the non-participant control group.	N/A
<b>Taxpayer Return on Investment</b> - The ratio of the present values of projected additional lifetime taxes paid by the participant (plus any decrease in unemployment insurance benefits), in comparison to the public costs of the program. Additional taxes are those additional taxes projected to be paid in comparison to the taxes projected to be paid by the non-participant control group. Change in unemployment insurance benefits is the change in benefits paid to participants compared to the non-participant control group.	N/A

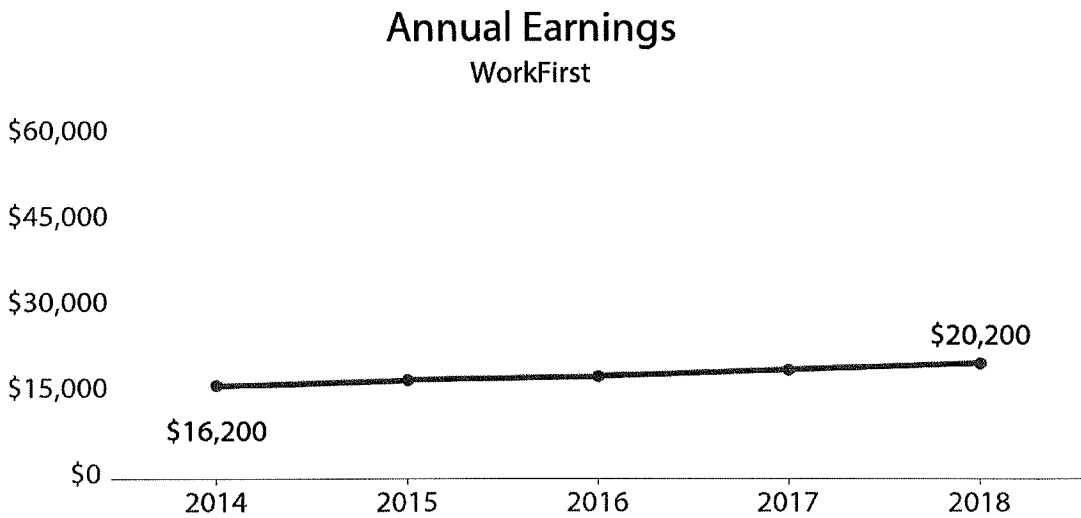
\*Includes some out-of-state employment data but not all of it and does not include data on self-employment.

# Employment & Earning Indicators Over Time

**Employment Rate** - Percent of Participants with Reported Employment in Third Quarter after Exiting Program



**Earnings** - Median Annualized Earnings of Participants in Third Quarter after Exiting Program (Q1 2018 dollars)



# Workforce Innovation and Opportunity Act Title I-B Adult Program

The WIOA program prepares individuals for employment by providing core services, access to job training, and other services. Core services, which are available to all adults, include skill assessment, labor market information, consumer reports on training programs, and job search and placement assistance. Intensive services are available for eligible adults unable to obtain jobs through core services alone. Priority is given to welfare and low-income clients. Services may include more intensive assessments, individual counseling, employment planning, and prevocational training. WIOA Title I may also pay for vocational training. The state's Employment Security Department administers the program. The 12 regional Workforce Development Councils oversee WIOA activities in local areas.

## State Core Indicator Results

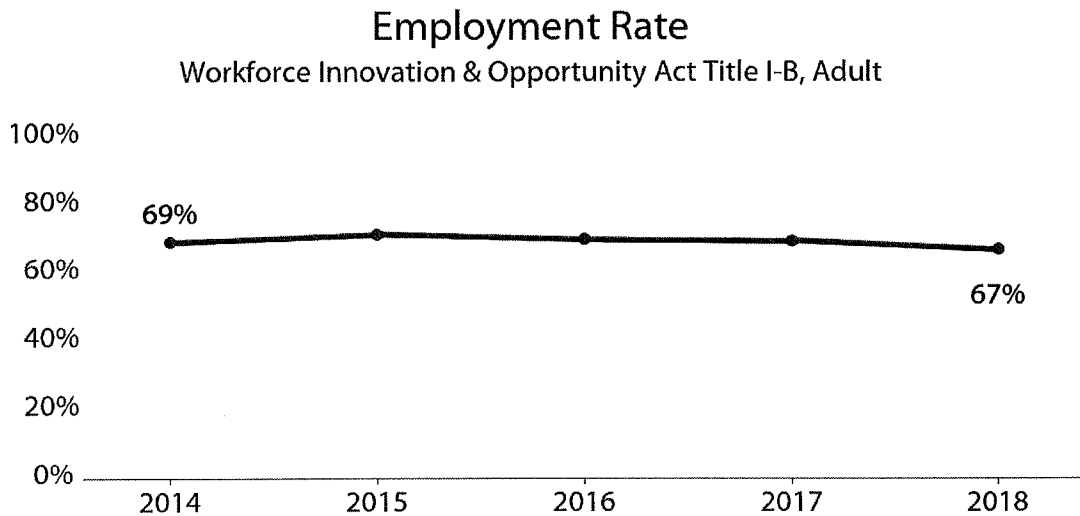
<b>Employment</b> - Percentage of participants who were employed, as reported to the Employment Security Department during the third quarter after leaving the program.*	67%
<b>Earnings</b> - Median annualized earnings six to nine months after leaving the program. (Quarterly earnings are the result of hourly wage rates and the number of hours worked in a calendar quarter. To derive annualized earnings, quarterly earnings are multiplied by four.)	\$32,900
<b>Skills</b> - Percentage of participants who obtained an appropriate credential. (Percentage based on all participants, including those who did not receive training through the program.)	66%
<b>Net Employment Impact</b> - The impact that program participation had on participant employment rates, measured between two and three years after leaving the program.	4.1 percentage points
<b>Net Earnings Impact</b> - The impact that program participation had on program participant's average annual earnings, measured between two and three years after leaving the program.	\$5,500
<b>Participant Return on Public Investment</b> - The ratio of the present values of additional lifetime participant earnings and employee benefits to public costs of the program. Additional lifetime participant earnings and benefits are additional earnings and employee benefits received (minus participant program costs, taxes on added income, and any loss in unemployment insurance benefits), when compared to the non-participant control group.	\$52 to 1
<b>Taxpayer Return on Investment</b> - The ratio of the present values of projected additional lifetime taxes paid by the participant (plus any decrease in unemployment insurance benefits), in comparison to the public costs of the program. Additional taxes are those additional taxes projected to be paid in comparison to the taxes projected to be paid by the non-participant control group. Change in unemployment insurance benefits is the change in benefits paid to participants compared to the non-participant control group.	\$10 to 1

\*Includes some out-of-state employment data but not all of it and does not include data on self-employment.

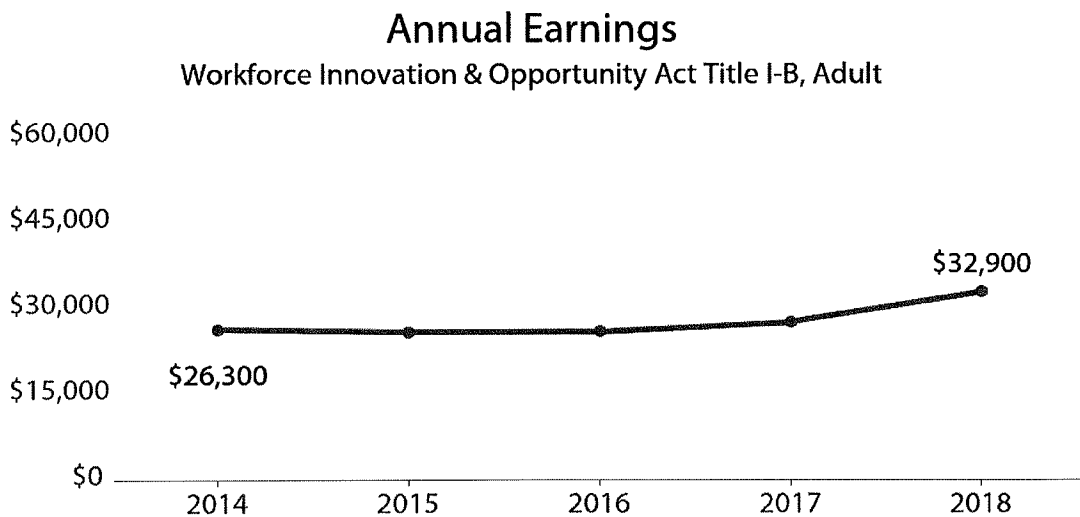


# Employment & Earning Indicators Over Time

**Employment Rate** - Percent of Participants with Reported Employment in Third Quarter after Exiting Program



**Earnings** - Median Annualized Earnings of Participants in Third Quarter after Exiting Program (Q1 2018 dollars)



# Workforce Innovation and Opportunity Act Title I-B Program for Dislocated Workers

The WIOA Dislocated Worker program provides employment and training services; and establishes early intervention for workers and firms facing substantial layoffs. In general, dislocated workers are people who lost jobs due to plant closures, company downsizing, or some other significant change in market conditions. In most cases, participants must be unlikely to return to their occupation, and must be eligible for (or have exhausted) unemployment compensation. The 12 regional Workforce Development Councils oversee WIOA activities in local areas.

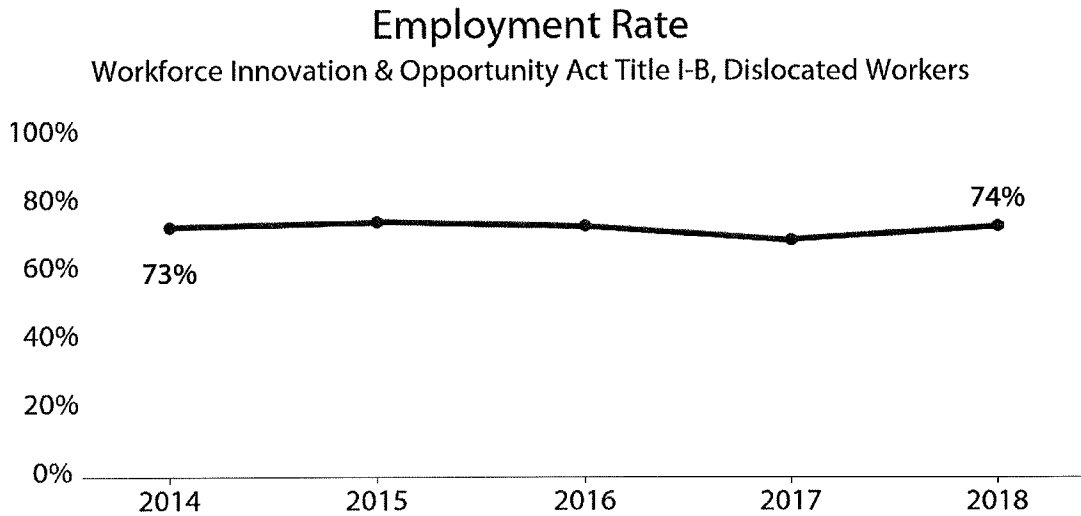
## State Core Indicator Results

<b>Employment</b> - Percentage of participants who were employed, as reported to the Employment Security Department during the third quarter after leaving the program.*	74%
<b>Earnings</b> - Median annualized earnings six to nine months after leaving the program. (Quarterly earnings are the result of hourly wage rates and the number of hours worked in a calendar quarter. To derive annualized earnings, quarterly earnings are multiplied by four.)	\$38,200
<b>Skills</b> - Percentage of participants who obtained an appropriate credential. (Percentage based on all participants, including those who did not receive training through the program.)	70%
<b>Net Employment Impact</b> - The impact that program participation had on participant employment rates, measured between two and three years after leaving the program.	7.4 percentage points
<b>Net Earnings Impact</b> - The impact that program participation had on program participant's average annual earnings, measured between two and three years after leaving the program.	\$6,100
<b>Participant Return on Public Investment</b> - The ratio of the present values of additional lifetime participant earnings and employee benefits to public costs of the program. Additional lifetime participant earnings and benefits are additional earnings and employee benefits received (minus participant program costs, taxes on added income, and any loss in unemployment insurance benefits), when compared to the non-participant control group.	\$29 to 1
<b>Taxpayer Return on Investment</b> - The ratio of the present values of projected additional lifetime taxes paid by the participant (plus any decrease in unemployment insurance benefits), in comparison to the public costs of the program. Additional taxes are those additional taxes projected to be paid in comparison to the taxes projected to be paid by the non-participant control group. Change in unemployment insurance benefits is the change in benefits paid to participants compared to the non-participant control group.	\$8 to 1

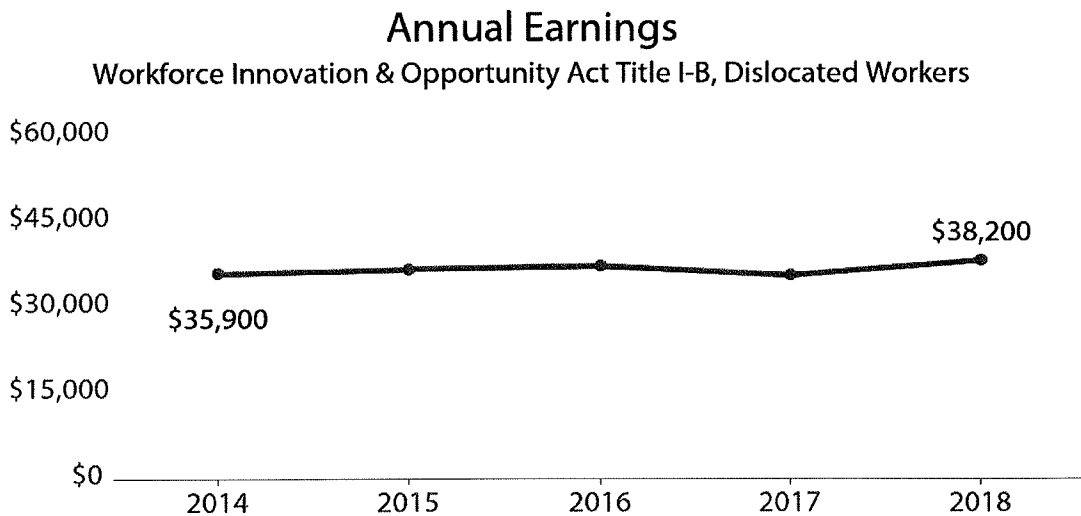
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# Employment & Earning Indicators Over Time

**Employment Rate** - Percent of Participants with Reported Employment in Third Quarter after Exiting Program



**Earnings** - Median Annualized Earnings of Participants in Third Quarter after Exiting Program (Q1 2018 dollars)



# Workforce Innovation and Opportunity Act Title I-B Youth Program

The WIOA Youth Program prepares youth for academic and employment success. To receive services, youth must be 14 through 24 years old, low income, and meet other criteria such as needing assistance to complete an educational program or secure and hold employment. The state Employment Security Department administers the program at the state level. The 12 regional Workforce Development Councils oversee WIOA activities in local areas. Local youth councils assist with the program.

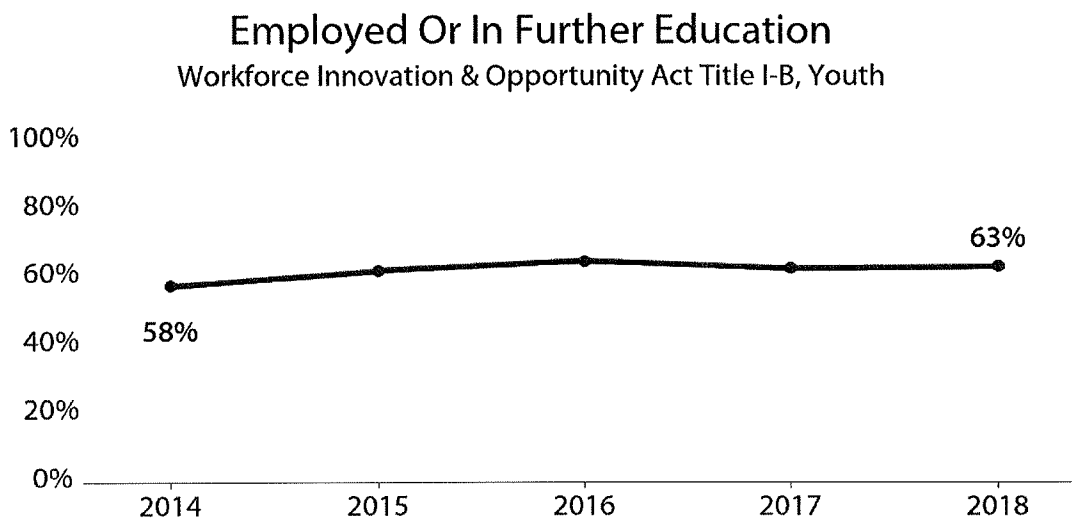
## State Core Indicator Results

<b>Employment or Further Education</b> - Percentage of participants who were employed, as reported to the Employment Security Department during the third quarter after leaving the program.*	63%
<b>Earnings</b> - Median annualized earnings six to nine months after leaving the program. (Quarterly earnings are the result of hourly wage rates and the number of hours worked in a calendar quarter. To derive annualized earnings, quarterly earnings are multiplied by four.)	\$15,800
<b>Skills</b> - Percentage of participants who obtained an appropriate credential. (Percentage based on all participants, including those who did not receive training through the program.)	89%
<b>Net Employment Impact</b> - The impact that program participation had on participant employment rates, measured between two and three years after leaving the program.	6.7 percentage points
<b>Net Earnings Impact</b> - The impact that program participation had on program participant's average annual earnings, measured between two and three years after leaving the program.	\$1,100
<b>Participant Return on Public Investment</b> - The ratio of the present values of additional lifetime participant earnings and employee benefits to public costs of the program. Additional lifetime participant earnings and benefits are additional earnings and employee benefits received (minus participant program costs, taxes on added income, and any loss in unemployment insurance benefits), when compared to the non-participant control group.	\$10 to 1
<b>Taxpayer Return on Investment</b> - The ratio of the present values of projected additional lifetime taxes paid by the participant (plus any decrease in unemployment insurance benefits), in comparison to the public costs of the program. Additional taxes are those additional taxes projected to be paid in comparison to the taxes projected to be paid by the non-participant control group. Change in unemployment insurance benefits is the change in benefits paid to participants compared to the non-participant control group.	\$2 to 1

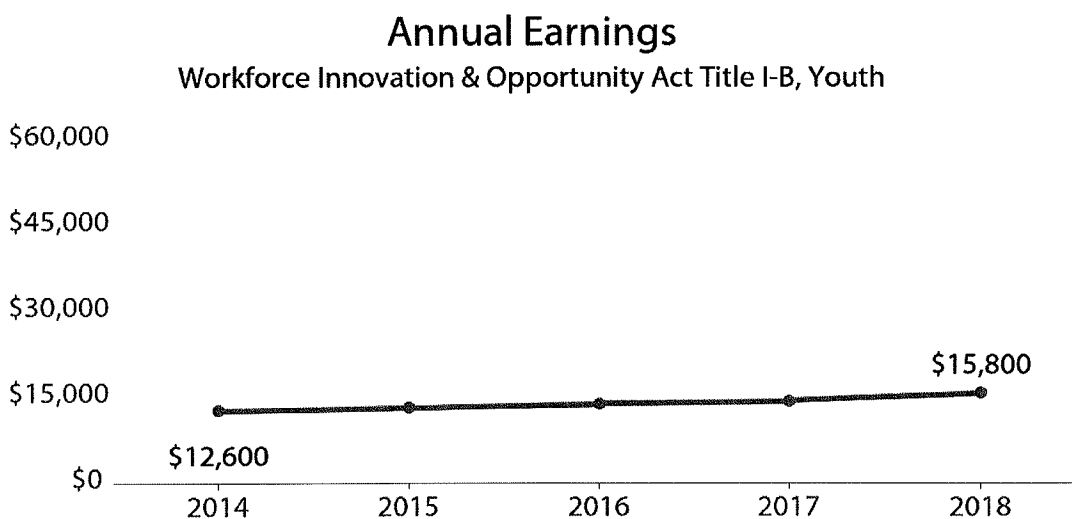
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## Employment & Earning Indicators Over Time

**Employment or Further Education Rate** - Percent of Participants with Reported Employment in Third Quarter after Exiting Program



**Earnings** - Median Annualized Earnings of Participants in Third Quarter after Exiting Program (Q1 2018 dollars)



## Data Sources

- Program Participant Data is generally provided by the program's administering agency and is delineated by participant exit date. One year worth of program participants is defined as those exiting between July 1st and June 30th.
- Employment data is collected from state payroll tax records in WA, OR and ID as well as (federal payroll records) from the US Department of Personnel.
- Data on Further Education is drawn from the National Student Clearinghouse and Washington State Board for Community and Technical Colleges (SBCTC).
- Outcomes are considered for the third quarter after exit.
- The index used for inflation adjustment is a consumer price index from the Bureau of Economic Analysis (BEA).
- All dollar figures are inflation-adjusted to the first quarter of 2018.
- Outcomes (employment and earnings) are measured six to nine months after participants exit. Charts and tables with these measures are labeled according to the last observation year. That means, for example, that measures for those who exited a program in 2016-17, are labeled 2018.

# WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD

## Our Vision

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Washington's Workforce Training and Education Coordinating Board is an active and effective partnership of labor, business, and government leaders guiding the best workforce development system in the world.

## Our Mission

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The Workforce Training and Education Coordinating Board's mission is to bring business, labor, and the public sector together to shape strategies to best meet the state and local workforce and employer needs of Washington in order to create and sustain a high-skill, high-wage economy.

To fulfill this mission, Board members, with the support of staff, work together to:

- ▶ Advise the Governor and Legislature on workforce development policy.
- ▶ Promote a system of workforce development that responds to the lifelong learning needs of the current and future workforce.
- ▶ Advocate for the nonbaccalaureate training and education needs of workers and employers.
- ▶ Facilitate innovations in workforce development policy and practices.
- ▶ Ensure system quality and accountability by evaluating results and supporting high standards and continuous improvement.

## Board Members

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### Perry England, Chair

#### *Representing Labor*

**Jeff Johnson**  
Washington State Labor Council

**Greg Christiansen**  
Pacific Northwest Ironworkers  
Apprenticeship Trust

**Beth Thew**  
Spokane Regional Labor Council, AFL-  
CIO

#### *Representing Government*

**Chris Reykdal**  
Office of Superintendent of Public  
Instruction

**Jan Yoshiwara**  
State Board for Community and  
Technical Colleges

**Suzi LeVine**  
Employment Security Department

#### *Representing Business*

**Creigh H. Agnew**  
Slade Gorton International Policy Center

**Gary Chandler**  
Association of Washington Business

**Lee Anne Caylor**  
Microsoft Corporation

## Participating Officials

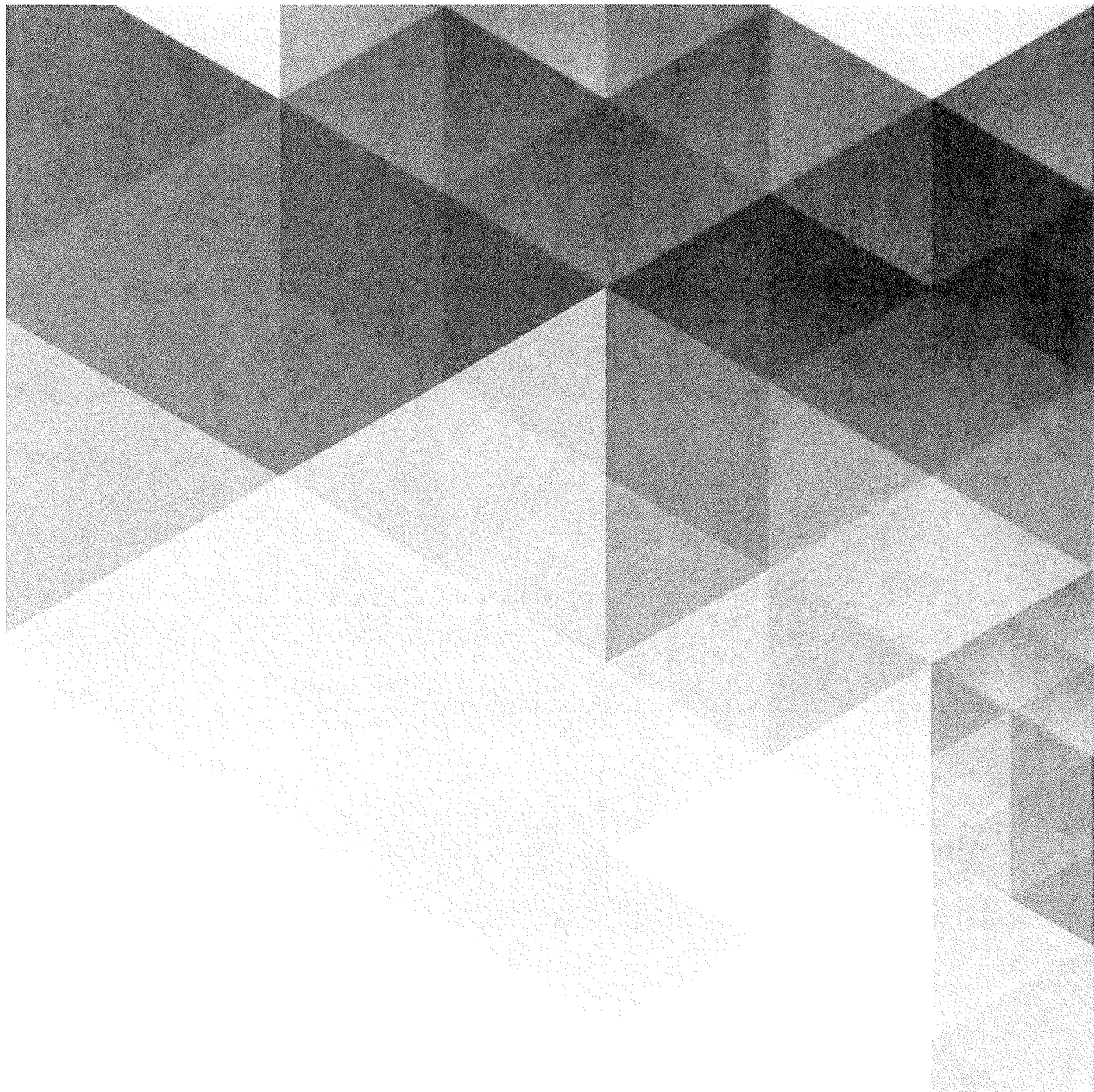
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**Chris Alejano**  
TAF Academy

**Cheryl Strange**  
Department of Social and Health  
Services

**Mark Mattke**  
Spokane Area Workforce Development  
Council

**Brian Bonlender**  
Department of Commerce



**Workforce Training and Education Coordinating Board**

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