

TRANSMITTAL # 3

MEMORANDUM

November 18, 2010

TO: Workforce Development Council

FROM: Roger B. Madsen, Director *Roger B. Madsen*

SUBJECT: Workforce Investment Act PY09 Annual Report

ACTIONS REQUESTED: Information only.

BACKGROUND:

Each state that receives an allotment under the Workforce Investment Act must prepare and submit an Annual Report of performance to the Secretary of Labor in accordance with the Act, addressing youth, adult and dislocated worker activities.

The annual report is due no later than October 1 following each program year. This report, which includes the required performance reports and the narrative, reflects performance outcome information available at the time the Annual Report for the program year is due. This year's report includes a narrative on several activities and initiatives taking place throughout the state.

This year's annual report contains information on the state's WIA performance, including:

- Performance data on common measures, including progress of local areas in the state in achieving local performance measures;
- Information on the status of state evaluation activities;
- Information on the waivers submitted by the state;
- Information on the cost of workforce investment activities; and
- Information on participants in the workforce investment system

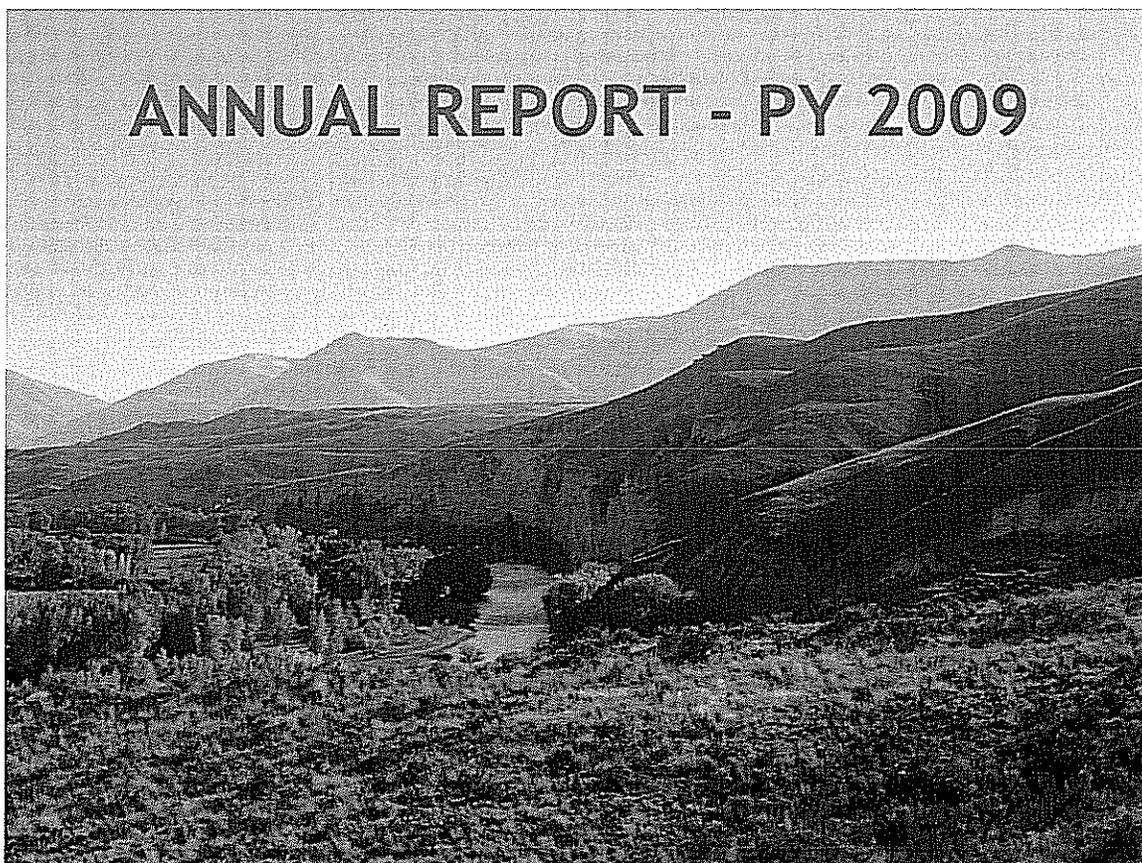
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Attachment

STATE OF
IDAHO

WORKFORCE INVESTMENT ACT

ANNUAL REPORT - PY 2009



OCTOBER 2010

WIA Title I Report for the State of Idaho

Report Narrative

(Return on Investment and Performance Data follows this section)

As a small state with limited resources, Idaho has learned that it can do more together than separately. Innovation can happen on a smaller scale and with minimal investment. This includes providing leadership at all levels to extend a hand to partner agencies, educators and legislators—in order to be viewed as essential, even indispensable—a problem solving entity rather than a problem.

Economic conditions have changed how Idaho's One Stop system has performed and operated. Previously, the majority of the system's customers could be identified by their lack of education, skill or training which has contributed to their lack of success in obtaining employment. This has changed. Idaho's current One-stop customer profile shows that approximately 50 percent of the state's active One Stop customers have identified themselves as having at least one year of college education. Of this group, almost 10% have noted they have obtained a Bachelor's degree, seven percent with an Associate's degree, a little more than two percent have a Master's degree and 230 possess a doctorate level education. Idaho's One Stop system has made changes to meet these changing demographics of our customers.

A) Unique programs & accomplishments

1) Ex-Offenders –

We have created an Ex-Offender Re-Entry Services Training program for staff and a Job Search Workshop PowerPoint presentation for the target population which has been replicated throughout the state. An Ex-Offender Re-Entry Services booklet developed to offer these One Stop customers extensive information, including the WOTC and Federal Bonding programs, to aid in their job search has been produced. As part of the program, the Idaho Department of Corrections permitted One Stop staff to suspend the ex-offender's job search requirements for several days while they learn how to write resumes, interview, and become "job ready". This included permitting sex offenders the use of One Stops computers and internet for job search purposes, which was previously not allowed.

2) Disability Navigators –

The state's Disability Program Navigators (DPN) were integral to planning and executing the first-ever *Ready, Set, Go to Work!* camp sponsored by Idaho Educational Services for the Deaf and the Blind, assisting over 20 students from across the state to learn how to prepare for the world of work,

ranging from presenting career information and the steps to finding a job, to participating in a job shadowing experience at their “dream job.” A similar effort was conducted for 22 students participating in the Idaho Youth Leadership Forum – a week-long leadership, citizenship and career development program for high school juniors and seniors with disabilities.

The wildly successful *Willing and Able: A Job Hunting Guide for Idahoans with Disabilities*, developed by the state, is moving forward in a version specifically for veterans and designed by a workgroup of DPNs, Disabled Veterans Outreach Program (DVOP) and Local Veterans Employment Representatives (LVER).

3) Professional Networking Group (PNG) -

In 2009, a One Stop center found it had an increasing number of customers laid off from high-level positions. Several of these individuals were brought together to gain an understanding of the challenges they faced, to determine how they differed from the “average” One Stop customers, and to share their experiences. Participants found the meeting beneficial and decided to meet weekly. To date, 158 individuals have attended, with meetings averaging 15-25 individuals weekly. Forty seven percent of participants confirmed finding employment at similar levels and industries before they were laid off and attributed their success to the One Stop proactively responding to their needs. This approach has since been replicated in several other One Stops in the state.

Here are some excerpts of written comments made to One Stop staff from a few of the now employed Professional Networking Group members:

State Agency Director

Just a quick note to let you know I GOT THE JOB!!!! I will miss all my new friends, but am thrilled to be back doing what I love. Thank You for all you do and have done to keep my chin up and for feeding me the great jobs. You do a wonderful job!!

Sales and Operations

I just want you to know how grateful and appreciative I am for creating the PNG group. I have been looking for a job well over a year and finally was hired a few weeks ago. I am extremely fortunate and blessed, especially in this tough job climate. One of the reasons I was hired was due to the great leadership, excellent coaching, positive attitude, and many other great attributes demonstrated.

Business Relations Manager

I want to let them (the group) know that there is light at the end of this long tunnel we've all been through, and that they shouldn't give up for a minute! All the hard work and networking pays off! The job I have now all started with a connection I made through networking, and I got a very, very nice offer - much better than I expected - so it was worth the wait!

One Stop staff also developed a tutorial for One Stops on forming job clubs “*Two Heads are Better than One*” - *A Guide to Forming a Job Club*, ([http://intranet.labor.idaho.gov/comm/job club workbook.pdf](http://intranet.labor.idaho.gov/comm/job%20club%20workbook.pdf)). It provides a practical approach to establishing job clubs similar to the PNG, supported by an extensive collection of reference materials. A similar tutorial is in the works

for other workforce agencies/organizations that may be interested in developing a job club.

- 4) During May 2010, the state hosted the national 2010 Rural Conference in Coeur d'Alene, Idaho - *Helping Rural America Rebuild and Reinvest*. Nationally recognized and innovative speakers addressed critical subjects such as job creation, developing a culture of entrepreneurship, creating opportunities for and retaining youth, key strategies for economic development, green jobs, educational initiatives to meet the demands of the future, as well as many other topics. Over 230 participants, including business and community leaders, work force and education professionals, economic development specialists, volunteers and community organizers, some from as far as Pennsylvania. These participants were able to arm themselves with critical information to help them become more effective players in economic, education and work force development of their rural communities. The conference allowed attendees to become a community voice and catalyst to start rebuilding for a stronger tomorrow.
- 5) Despite the current state of the economy, the state's workforce systems customers have managed to find support and success provided by the system's dedicated staff. The following e-mail was received by the department's administrative staff from one of the state's largest employers after One Stop staff conducted a series of Rapid Response presentations and is just one example of many received by grateful employer and job-seeking customers outlining their appreciation of One-Stop services:

L & J,

On behalf of (our company) I want to thank you for allowing the DOL presenters to be available to our transitioning employees by providing the IDOL Overview Sessions onsite at (our company) this summer. We appreciate your support and assistance. Our employees walked away with valuable information that was both timely and immediately applicable. We received a lot of great feedback from the participants regarding how appreciative they were of the information they received.

Many thanks for being a pleasure to work with. It is great to count you as part our team.

Please share our thanks with (your staff presenters) and anyone else I may have missed. They were awesome!

Best Regards,

*SK
Human Resources*

- 6) A collaborative effort with the Idaho Transportation Department has led to eight hands-on career construction day events that served nearly 4,500 students in more than 103 schools from 67 school districts. The Career Construction Day events were a great way to offer the young people of our state a look at the skilled trade's opportunities that are available to them in the future. These events were organized to address the concerns of employers,

as construction and manufacturing industries will soon be facing a severe shortage of skilled workers as the present work force retires.

With over 253 exhibitors and 160 hands-on activities, these events introduced Idaho's youth to blue-collar jobs that pay well. Local companies throughout the state supplied heavy equipment for the students to operate, which included dozers, excavators, backhoes and other large machinery items. These events received national recognition in the National Construction Career Days Center (NCCDC) e-newsletter and at their national conference in September.

B) State 15% Fund Activities

The formula WIA Governor's 15 Percent Reserve Funds continue with the same strategy used the last program year - funding basic administrative staff, offering incentives for the consortium partners, providing funding for youth in need, offering additional support for the One Stop system and providing support for optional activities. These optional activities included providing a portion of support for the Workforce Development Council funding of additional labor market information and establishing a small outreach budget. The funds also helped to provide research necessary to support Governor Otter's Health Professions Education Council and to expand data mining tools developed for statewide use.

The State of Idaho also typically allocates Governor's 15% funds equally among the state's six regions to meet a pressing workforce need. To maximize the reach of these projects, the state requires matching funds from other resources, including other federal funds. Examples of these projects include the following:

- 1) A number of health care related projects have been funded. The Governor's 15% funds were matched with funds from the hospital and nurse leaders associations for scholarships to train nurses willing to serve as nurse instructors or work in the state's rural and remote areas. A combination of funding streams brought together the One Stop with tribal, Latino and poverty organizations and public education institutions to fund CNA training for bilingual Spanish students and others in extreme poverty. Two community colleges developed nursing programs that offered opportunities for CNAs, EMTs and other entry level health care professions to move up the nurse career ladder. One of these developed into a major Community-based Job Training (CBJT) grant while another provided support for an on-line training for CNAs to become LPNs in long-term care facilities in remote areas of the region.
- 2) Youth have benefited from the investment of these monies as well. The Governor's 15% stimulus funds leveraged one dollar for every WIA dollar invested to allow for a small summer program after the bulk of stimulus funds were spent during the initial year. All of these provided opportunities for at risk, low income youth to work in natural resource areas. One is the first in the country to pair funding from Student Conservation Association, a national non-profit that trains youth in conservation and resource management, with WIA

funds to allow young people to learn job readiness and resource management skills as they work in national forests. It is expected to serve as a model in other parts of the country willing to partner in such an effort. As an extension of these and other youth efforts, the Idaho Legislature authorized the formation of the Idaho Youth Corps and allowed the state to accept private donations to finance youth work experience programs.

- 3) Governor's 15% funds were the carrot that caused partners from the region's major hospital system, a college and university, a regional poverty based CBO and the Regional Innovation Team to invest in an exploration event that allowed low-income, at risk youth to increase awareness of opportunities in health care and alternative energy. The partners paid for a variety of hands on events while the 15% funds were used for scholarships for training in these fields. In a similar approach, 15% ARRA funds have been used to bring on-line apprenticeship training in the skilled trades for rural areas with formula WIA funds used to pay for scholarships.

The opportunity afforded by the 15% funds would be lost without a stable funding source that provides adequate lead time to develop the partnerships and funding needed to sustain these efforts.

C) & E) WIA-ES Initiatives/ State Evaluation Activities

With direction from the state's Workforce Development Council, the state focused on enhancing employer services as the best way to help both of the workforce development system's customers. The state took advantage of stimulus funds to initiate its *Business Solutions* approach to focus on leading industry sectors to offer real workforce solutions to business as it creates opportunity for workers. Investment in training One Stop staff on a range of foundational and specific skills will help the newly deployed business solutions program build long term relationships with targeted employers and bring the full range of labor market information and workforce services—those offered by the department as well as those offered by the state's one stop, education and economic development partners—to help employers with their workforce needs.

This evolutionary change is not new; for many years, the state's One Stop centers have provided excellent business services, some of them moving to a higher level in offering quality employer services in a sector strategy approach. With this successful repositioning by several of the centers, it made sense for the state to implement the shift statewide while fully engaging all those impacted by this cultural move. One Stop staff members are being trained to focus on key industries and businesses identified within the regions. These targets were identified by various key regional players, economic development, industry, community leaders etc., which were viewed as regional economic engines – driving economic growth and providing individuals with strong wages and a career path.

The training plan to support the state's Business Solutions approach has followed the outline below, which should be concluded department-wide by June 2011.

Implement training for the Business Services effort.

- o The Business Solutions training schedule was successfully launched.
 - Training for Managers and Supervisors: Customer Service, Creative Thinking, Leading Change, and Communication Styles.
 - Training for Business Service Specialist: Customer Service and Creative Thinking.
 - Training for General Staff: Customer Service
 - Training on "Sector Strategies" for Management and Business Service Specialists
 - Training for Business Service Specialists staff on "How to be an Effective Business Consultant"
 - Training for Management staff on "How to Effectively Manage Outreach Staff".
 - "30 second videos" to reinforce the customer service training were developed and distributed to staff.

As a result, One Stop staff has become more proactive, conducting visits to targets on a regular basis. Recording the visits' results helps to ensure that staff listen and engage employers to gain an understanding of their workforce needs to develop solutions to address the issues, rather than simply offering a choice from a menu of services as the sole solution. This approach has helped identify which industries have the biggest economic impact in communities, allowing the leveraging of limited resources in a targeted manner, maximizing the states effectiveness in its proactive outreach efforts.

The state is currently in the process of developing measures of success and will use these to evaluate success of the program when it is implemented in the second half of PY'10.

D) State Waivers -

Federal planning guidelines stress that states should take advantage of flexibility provisions under current legislative authority to tailor service delivery and program design to fit the unique characteristics of their work force. This is done by submitting a request for a waiver of compliance to administrative rules or program requirements. As part of the planning process, the Workforce Development Council is required to review the state's currently approved waivers and request extensions if desired.

1) EXTEND THE WAIVER OF THE TIME LIMIT ON PERIOD OF INITIAL ELIGIBILITY FOR TRAINING PROVIDERS

The State of Idaho requested and received an extension of an existing waiver regarding the Workforce Investment Act's time limit on the period of initial eligibility of training providers under 20 CFR 663.530. This waiver has allowed the state's training providers to continue to participate in the WIA program, alleviating providers strong concerns with the implementation of subsequent eligibility requirements such as confidentiality and excessive administrative burden and costs associated with tracking all students. Had this waiver not been

approved, many providers would have felt compelled to remove themselves from participating in WIA, essentially denying the state the ability to continue to provide the broadest range of training options for its WIA participants.

2) STATEWIDE REGIONAL PLANNING AREA—SINGLE STATEWIDE COUNCIL

In the PY2005, the State of Idaho sought a waiver to apply 20 CFR 661.300(f), which permits a state board to carry out the roles of a local board in a single local area to a statewide regional planning area. The waiver allowed the state to address ETA's strategic priorities and to further reforms envisioned in the Workforce Investment Act. To maximize resources available for service delivery, the state continued to use the Workforce Development Council as the local workforce board throughout the state. This saved the WIA program in the state approximately \$1.5 million dollars by removing the administrative overhead of maintaining six regions throughout the state. Since then, these former administrative funds have been utilized as program funds allowing for more participants to be served.

3) UTILIZATION OF COMMON MEASURES

Since its availability, the state has sought a waiver to use of the U.S. Department of Labor's six common measures for reporting and performance purposes in lieu of the 17 WIA performance measures. By using these six common measures, Idaho has been able to eliminate duplicative administrative systems, reduce paperwork and labor costs associated with redundant data collection, and establish a simplified and streamlined performance measurement system that has saved the state significant amounts of time and money. This has allowed program resources to target a single set of goals rather than competing goals and costly processes.

4) AN EXEMPTION FROM THE COMPETITION REQUIREMENT FOR THE FOLLOW-UP, SUPPORT SERVICES AND WORK EXPERIENCE COMPONENTS, TO INCLUDE INTERNSHIP AND SUMMER WORK EXPERIENCE, AND HAVING THOSE SERVICES CATEGORIZED AS PART OF THE DESIGN FRAMEWORK WIA Section 123, Section 117(h)(4)(B)(i), and 20 CFR Part 664.400

The State of Idaho requested and received a waiver to integrate the coordination and provision of these youth activities with the elements of the state's youth program design framework delivered through Idaho's One Stop system and its 25 One Stop Career Centers, all operated by the WIA fiscal agent, the Idaho Department of Labor. Integration of these services has increased customer choice and flexibility in the customer's service strategy with greater access to WIA as well as partner program services accessed through the One Stop system. The waiver has helped to ensure an efficient, cost-effective delivery system by eliminating duplicate processes among providers for work experiences; the waiver has also allowed for a smoother flow of data that documents the delivery of youth services and the outcomes that result from youth participation.

5) AN EXEMPTION FROM THE PROHIBITION ON USING WIA YOUTH DOLLARS TO FUND INDIVIDUAL TRAINING ACCOUNTS (ITAS) FOR OLDER YOUTH
WIA Section 129 and WIA Regulations 29 CFR 664.510

The State of Idaho received a waiver to allow WIA Youth service providers to employ the use of *Individual Training Accounts* (ITAs) for out-of-school youth. An ITA allows youth to receive individual training in accordance with systems established for WIA Adult and Dislocated Worker programs. The ITA is applicable to older youth who lack the occupational skills to be successful in employment and whose individual service strategy reflects that skill training is appropriate and necessary to attain self-sufficiency. It offers service provider options for youth, maximizing efficiency and customer choice. The waiver was established to help increase the: 1) number of youth entering into employment; 2) percentage of youth receiving credentials; and, 3) number of youth being retained in employment. However, because ITAs for youth were only recently implemented, its impact will not be evident in the state's outcomes.

6) AN EXEMPTION TO ALLOW FOR AN INCREASE IN THE EMPLOYER REIMBURSEMENT FOR ON-THE-JOB TRAINING FOR SMALL- AND MEDIUM-SIZED BUSINESSES.

Pursuant to WIA Section 189 (j)(4)(B) and the WIA Federal regulations at 20 CFR 661.420, the State of Idaho requested and received waiver to increase the employer reimbursement rates for costs associated with on-the-job training under the requirements found in WIA Section 101(31)(B) and 20 CFR 663.710, from 50 percent of the OJT participant's wage rate to up to 90 percent of the participant's wage. The state has established the on-the-job training reimbursement costs based on a sliding reimbursement scale for employers, depending upon their size.

F) RETURN ON INVESTMENT

Idaho's "Return On Investment" (ROI) provides the required analysis of our workforce investment activities relative to the effect of the activities on the performance of the participants. Reviewing the level of investment (taxpayers' dollars) compared to the return on that investment (participant gains in wages, taxes, reduced public assistance) provides a measure of success beyond the required program performance standards.

Each WIA program demonstrates a positive ROI impact for the community resulting from participation in the program. For individuals enrolled in the Adult program, \$3.82 is returned to the community for each dollar spent and the investment is returned by the participant in eight months. For dislocated workers, the investment is returned in nine and a half months with those exiting the program returning \$3.95 to the community for each dollar invested.

Youth, particularly younger youth, are less likely to be directed toward immediate employment upon program completion. A primary goal for these at-risk youth is to encourage them to return to school or to assist them in continuing their education. In recognition of these goals, the analysis considers future impact resulting from

continued participation in education through high school and beyond for younger youth. Impacts for older youth who are employment directed upon program completion are computed in the same manner as adults and dislocated workers. The results of our analysis demonstrate that investments in youth are repaid in approximately 9.8 months and youth are expected to return \$3.54 to the community for each dollar invested in their training.

IDAHO
 Adult ~ Program Year 2009
 Summary at a Glance

Increased Income Tax Contributions (State & Federal)	\$944,068
Increased FICA payments	\$779,772
Reduced Public Assistance Dependency	\$707,544
TOTAL ANNUAL TAXPAYER BENEFIT	\$2,431,384
Monthly Taxpayer Benefit	\$202,615
ADULT PROGRAM COST (Expenditures, PY 2009)	\$1,621,300
Number of months to pay back Taxpayer Investment	8

IMPACT OF WIA INVESTMENT
 Adult ~ Program Year 2009
 Summary at a Glance

Annual Increased Net Earnings of Participants	\$3,762,593
Annual Increase in FICA Contributions	\$779,772
Annual Increase in Federal Income Tax Payments	\$648,961
Annual Increase in State Income Tax Payments	\$295,107
Annual Decrease in Public Assistance	\$707,544
TOTAL ANNUAL IMPACT	\$6,193,977
ADULT PROGRAM COST (Expenditures, PY 2009)	\$1,621,300

Overall Impact of Investment (Impact divided by Program Cost)

Investment	Impact
\$1.00	\$3.82

IDAHO
 Dislocated Worker ~ Program Year 2009
 Summary at a Glance

Increased Income Tax Contributions (State & Federal)	\$1,559,857
Increased FICA payments	\$1,293,389
Reduced Public Assistance Dependency	\$137,088
TOTAL ANNUAL TAXPAYER BENEFIT	\$2,990,334
Monthly Taxpayer Benefit	\$249,194
D.W. PROGRAM COST (DW & Rapid Response Expenditures, PY 2009)	\$2,339,696
Number of months to pay back Taxpayer Investment	9.4

IMPACT OF WIA INVESTMENT
 Dislocated Worker ~ Program Year 2009
 Summary at a Glance

Annual Increased Net Earnings of Participants	\$6,246,969
Annual Increase in FICA Contributions	\$1,293,389
Annual Increase in Federal Income Tax Payments	\$1,078,694
Annual Increase in State Income Tax Payments	\$481,163
Annual Decrease in Public Assistance	\$137,088
TOTAL ANNUAL IMPACT	\$9,237,302
D.W. PROGRAM COST (DW & Rapid Response Expenditures, PY 2009)	\$2,339,696

Overall Impact of Investment (Impact divided by Program Cost)

Investment	Impact
\$1.00	\$3.95

IDAHO
 Youth ~ Program Year 2009
 Summary at a Glance

Increased Income Tax Contributions (State & Federal)	\$1,136,438
Increased FICA payments	\$839,783
Reduced Public Assistance Dependency	\$96,288
TOTAL ANNUAL TAXPAYER BENEFIT	\$2,072,509
Monthly Taxpayer Benefit	\$172,709
YOUTH PROGRAM COST (Program Expenditures, PY 2009)	\$1,696,997
Number of months to pay back Taxpayer Investment	9.8

IMPACT OF WIA INVESTMENT
 Youth ~ Program Year 2009
 Summary at a Glance

Annual Increased Net Earnings of Participants	\$3,932,448
Annual Increase in FICA Contributions	\$839,783
Annual Increase in Federal Income Tax Payments	\$756,763
Annual Increase in State Income Tax Payments	\$379,675
Annual Decrease in Public Assistance	\$96,288
TOTAL ANNUAL IMPACT	\$6,004,957
YOUTH PROGRAM COST (Program Expenditures, PY 2009)	\$1,696,997

Overall Impact of Investment (Impact divided by Program Cost)

Investment	Impact
\$1.00	\$3.54

Return on Investment

BACKGROUND

Each person who applies for WIA services completes an application that supplies information on employment status, cash welfare and/or food stamps recipient status, number in the family and number of dependents. Unemployment Insurance records are also accessed for pre-program wage information. This information constitutes the raw data used as pre-program information.

Upon completion of the training, information is recorded on each individual regarding his or her employment status and earnings. This information constitutes post-program data.

For younger youth whose goal is not immediate employment, pre-program information is based on the mean earnings of those with less than a high school education as reported in the most recent Current Population Survey (CPS.) Post-program information is the mean earnings for high school graduates from the same survey. While this does not report actual earnings, it is used as an indicator of future program impact.

The raw data collected at these points is used to project and compute employment rate, net (take home) pay of the employed, FICA and federal and state income tax contributions and public assistance costs. By comparing pre-program and post-program data, we can reasonably determine the benefit of the program compared to the cost of the program.

METHODOLOGY

Federal and state income taxes paid are calculated by using federal and state tax tables, based on average income, average family size, and the most frequently occurring filing status of participants. Increased tax contributions are derived from subtracting pre-program contributions from post-program contributions.

Annual public assistance costs are calculated by multiplying the number of cash welfare recipients by the maximum monthly welfare grant times twelve; Food Stamp costs are calculated by multiplying the number of food stamp recipients by the average monthly food stamp amount times twelve. Decreased public assistance costs were derived by determining whether an individual who was on assistance at intake was working more than 25 hours a week at \$7.25 per hour. If so, she or he would not have qualified for cash assistance, so the maximum monthly benefit as of July 1, 2009, for both cash assistance and food stamp assistance was counted as savings.

FICA contributions are calculated to be 15.3 percent of gross earnings.

Net (take home) earnings of the employed are calculated by computing the annual gross income and subtracting employee FICA and income taxes. Pre-program earnings are based on earnings reported in unemployment insurance records; post-program earnings are based on employment data collected at program exit.

TAXPAYER RETURN ON INVESTMENT

The Taxpayer Return on Investment represents the rate of return of taxpayer dollars, through increased tax contributions and decreased welfare costs.

To calculate the Taxpayer Return on Investment, the Total Annual Benefit is divided by twelve to produce a Monthly Taxpayer Benefit. The Program Cost is then divided by the Monthly Taxpayer Benefit to calculate the number of months it takes to pay back the taxpayer investment in WIA for the year in question.

IMPACT OF INVESTMENT

This is a measure of the program's overall benefit to the community. When calculating the Impact of Investment, net earnings of the participants are included, as well as the increased tax contributions and decreased welfare costs. Even though these earnings are not directly returned to the taxpayer, they represent a measure of increased productivity.

ASSUMPTIONS

The ideal calculation of the return on WIA investments would contain raw data on individual participants for an entire year prior and subsequent to participation in WIA. The cost of collecting such data, however, would far outweigh the benefit of doing so. As such, these calculations rely on a number of assumptions about the data and about pre- and post-program conditions of participants. These are identified below.

In general, it is assumed that the following data, collected during program intake and exit as well as from unemployment wage records, remained constant for the entire year prior and subsequent to program participation, respectively:

- Earnings
- Employed/Unemployed Status
- Public Assistance Grant Amounts
- Family Size

OTHER ASSUMPTIONS:

Using the average income, average family size, and most frequently occurring filing status to calculate tax contributions will yield a representative, yet conservative, estimate for the individuals being counted.

Individuals are receiving all public assistance benefits for which they are eligible both prior and subsequent to program participation.

OTHER TAXPAYER BENEFITS

The benefits reflected in these calculations include only a portion of those actually accruing to the taxpayer for these programs. Other welfare costs associated with Medicaid, subsidized housing, and Supplemental Security Income, for example, will generate significant savings if no longer received by program completers. Reduced Unemployment Insurance costs may generate additional savings. These measures also reflect increased tax contributions only for state and federal income taxes, without the inclusion of local and sales taxes. Information needed to calculate these related savings, however, is either not available or cost-prohibitive to produce.

Table Section

The following tables are not applicable to the state of Idaho and are excluded from this report: –

Table A - Workforce Investment Act Customer Satisfaction Results;

Table H.2 – Older Youth (19-21) Program Results;

Table I – Outcomes for Older Youth Special Populations;

Table J – Younger Youth (14-18) Results; and

Table K – Outcomes for Younger Youth Special Populations

Table B – Adult Program Results

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	78.00%	77.7%	230
			296
Employment Retention Rate	82.00%	83.2%	288
			346
Average Earnings	\$9,000.00	\$11,972	\$3,172,574
			265

Table C – Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive Or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment	71.2%	109	72.7%	16	76.2%	32	57.7%	15
		153		22		42		26
Employment Retention	84.2%	117	90.9%	20	77.8%	28	70.8%	17
		139		22		36		24
Average Earnings	\$11469	\$1,215,698	\$11,402	\$205,232	\$9,175	\$220,205	\$8,428	\$126,412
		106		18		24		15

Table D – Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
	Entered Employment Rate	77.3%	170 220	78.9%
Employment Retention Rate	88.1%	245 278	63.2%	43 68
Average Earnings Rate	\$12,484	\$2,869,056 230	\$8,672	\$303,518 35

Table E – Dislocated Worker Program Results

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	85%
Employment Retention Rate	91%	89.8%	298 332
Average Earnings	\$12,000	\$15,472	\$4,270,228 276

Table F – Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	87.2%	34 39	81%	17 21	66%	33 50	80%
Employment Retention Rate	92.3%	24 26	75%	12 16	90.2%	37 41	82.1%	23 28
Average Earnings Rate	\$15,964	\$335,236 21	\$13,160	\$144,763 11	\$12,943	\$440,063 34	\$15,358	\$307,167 20

Table G – Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
	Entered Employment Rate	84.5%	288 341	84.4%
Employment Retention Rate	92%	218 237	84.2%	80 95
Average Earnings Rate	\$13,279	\$2,708,917 204	\$21,685	\$1,561,311 72

Table H.1 – Youth (14-21) Program Results

	Negotiated Performance Level	Actual Performance Level	
		Placement in Employment or Education	70%
Attainment of Degree or Certificate	50%	73.4%	276 376
Literacy and Numeracy Gains	30%	11.2%	11 98

Table L – Other Reported Information

	12-Month Retention Rate		12-Month Earnings (Adults & Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements in Nontraditional Employment		Wages at Entry into Employment for Those Individuals Who Entered Unsubsidized Employment		Entry in Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
	Adults	86%	307 357	\$5,261	\$1,683,598 320	14.8%	34 230	\$4,565	\$977,422 213	67.1%
Dislocated Workers	95.3%	291 325	92.4%	\$4,067,843 \$4,401,949	18.7%	68 364	\$6,811	\$2,390,730 351	68.1%	196 288

Table M – Participation Levels

	Total Participants Served	Total Exiters
Total Adult Customers	472,384	255,283
Total Adult Self-Service Only	469,710	254,154
WIA Adult	470,830	254,710
WIA Dislocated Worker	1,598	589
Total Youth (14-21)	993	476
Younger Youth (14-18)	680	307
Older Youth (19-21)	313	169
Out-of-School Youth	554	294
In-School Youth	439	182

Table N – Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$ 1,621,299
Local Dislocated Workers		\$ 1,734,025
Local Youth		\$ 1,696,996
Rapid Response (up to 25%) WIA134 (a) (2) (A)		\$ 605,670
Statewide Required Activities (Up to 15%) WIA134 (a) (2) (B)		\$ 844,328
Statewide Allowable Activities §134(a)(3)	Health Care & Data Mining	\$ 29,151
	Workforce Development shared costs	\$ 7,791
		\$
	Total of All Federal Spending Listed Above	\$ 6,539,260

Table O: Local Performance

Local Area Name Region I – Idaho Balance of State	Total Participants Served	Adults	424,903
		Dislocated Workers	1507
		Older Youth	297
		Younger Youth	643
ETA Assigned # 16005	Total Exiters	Adults	227,401
		Dislocated Workers	550
		Older Youth	162
		Younger Youth	298

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	78%	77.4%
	Dislocated Workers	85%	84.2%
	Older Youth		
Retention Rate	Adults	82%	82.6%
	Dislocated Workers	91%	89.8%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$9,000	\$11,814
	Dislocated Workers	\$12000	\$15,580
	Older Youth		
Credential/ Diploma Rate	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment/Education	Youth (14-21)	70%	66.6%
Attainment of Degree or Certificate	Youth (14-21)	50%	73%
Literacy or Numeracy Gains	Youth (14-21)	30%	11.2%
Skill Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
		YES	

Table O: Local Performance

Local Area Name Region II – East Central Idaho	Total Participants Served	Adults	45,940
		Dislocated Workers	91
		Older Youth	16
		Younger Youth	37
ETA Assigned # 16010	Total Exiters	Adults	968
		Dislocated Workers	39
		Older Youth	7
		Younger Youth	9

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	78%	88.9%
	Dislocated Workers	85%	88%
	Older Youth		
Retention Rate	Adults	82%	94.4%
	Dislocated Workers	91%	88.9%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$9,000	\$14,280
	Dislocated Workers	\$12,000	\$13,585
	Older Youth		
Credential/ Diploma Rate	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment/Education	Youth (14-21)	70%	77.8%
Attainment of Degree or Certificate	Youth (14-21)	50%	78.6%
Literacy or Numeracy Gains	Youth (14-21)	30%	0%
Skill Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
		YES	