

2013 Program Report Card: Workforce Investment Act Program (CT Department of Labor)

Quality of Life Result: All Connecticut working age residents have jobs that provide financial self-sufficiency.

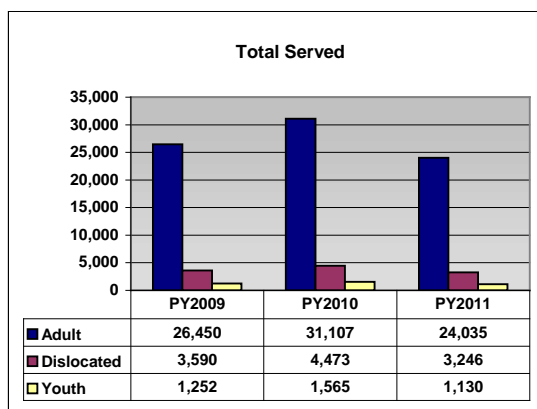
Contribution to the Result: The five workforce boards provide adults, dislocated workers, and youth with job search assistance and training to increase their success in finding and keeping work and in establishing careers.

Program Expenditures	State Funding	Federal Funding	Other Funding	Total Funding
Actual PY 10	N/A	30,454,160	N/A	30,454,160
Actual PY 11	N/A	28,619,579	N/A	28,619,579

Partners: Employers, municipal government, state agencies, community agencies.

How Much Did We Do?

Number of Participants Exited



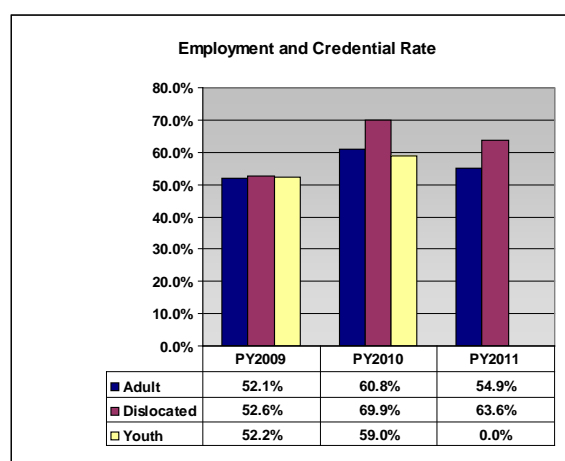
Story behind the baseline:

During Program Year 2011, the CTDOL and five workforce investment boards worked with individuals facing difficult economic conditions, including a lack of job opportunities and limited job creation. These factors and others have placed significant importance on the need for One-Stop system services for the Adult, Dislocated Worker and Youth populations. The One-Stop system saw increasing numbers of long-term unemployed individuals, who lacked the requisite skills to obtain employment. The decrease in Adult, Dislocated Worker and Youth populations served correlates to an increased trend toward more core and intensive services and longer training programs, which resulted in individuals being in the WIA system for longer durations and increases in the cost per participant (+\$1,498 or 69%) and cost per exiter (\$1,239 or 29%). The Dislocated Worker program served 3,246 and many of these workers continued to experience difficulty in obtaining employment with wages comparable to their prior employment.

Trend: ◀▶

How Well Did We Do It?

Percent of Participants Employed with a Credential



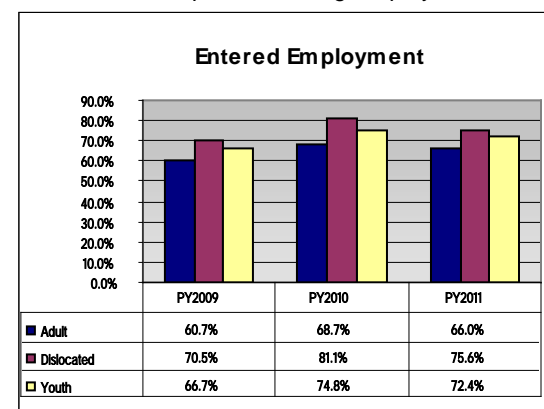
Story behind the baseline:

The services provided within the WIA program is predicated on the idea that participants who are unable to obtain employment through core and intensive services will need a level of training and enhanced skills to return to work. The graph demonstrates the percentage of participants who exited the WIA program with a credential and entered employment in the first quarter after their exit. The system experienced slight decreases in Adult and Dislocated Worker populations, which can be attributed to the economic conditions resulting in limited job growth. The One-Stop system continues to serve increasing Adult and Dislocated Worker populations in need of re-training. This population can be characterized as long-term unemployed, due to their lack of requisite skills needed to obtain employment. The WIA system saw increases in the percent of Adult and Dislocated Workers receiving a credential and obtaining employment.

Trend: ◀▶

Is Anyone Better Off?

Percent of Participants Entering Employment



Story behind the baseline:

WIA is designed to improve the ability of the participants to return to work; the Entered Employment measure indicates how well WIA services have accomplished this primary outcome. Over the previous program year, the outcomes for all three targeted groups: Adults, Dislocated Workers and Youth decreased slightly. However, this trend does not accurately represent the effectiveness of the program, but rather the tight labor market that continues to offer minimal job opportunities and/or replacements. From Program Year 2009 to Program Year 2011, increases were seen in all of the WIA targeted groups, which reflects the many positive achievements; initiatives and quality services delivered by the Department of Labor and its workforce investment partners.

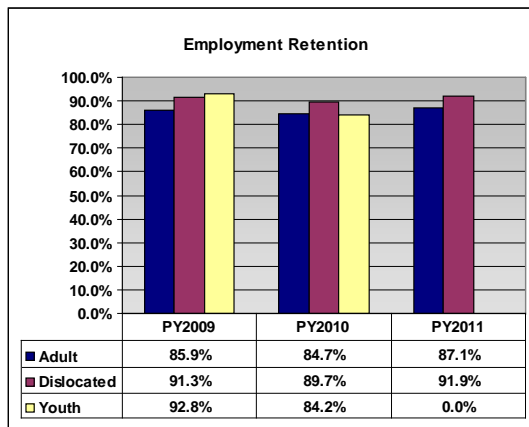
Trend: ◀▶

2013 Program Report Card: Workforce Investment Act Program (CT Department of Labor)

Quality of Life Result: All Connecticut working age residents have jobs that provide financial self-sufficiency.

Is Anyone Better Off?

Percent of Participants Retaining Employment



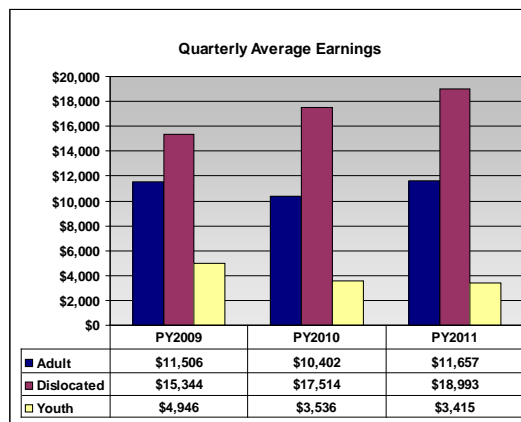
Story behind the baseline:

Employment Retention as a measure provides some very specific indicators of how well the One-Stop System is meeting the needs of job seekers and employers. One of the basic tenets of the program is to match job seekers with employers. Retention for two calendar quarters clearly demonstrates that the match between the two was sufficient for the employment relationship to continue; it was a good fit for employer and worker. The trend in this measure illustrates that the assessment and employment planning process for participants in the WIA program has been successful in matching the participant with appropriate services, including training, ultimately leading to an appropriate match between job seeker and employment opportunity. Despite the tight labor market, the One-Stop System continues to successfully prepare its Adult and Dislocated Worker participants for employment. Over the previous program year, the One-Stop system has experienced significant increases in its Adult and Dislocated Worker participants who retain unsubsidized employment six months after entry.

Trend: ▲

Is Anyone Better Off?

Change in Weekly Wages from pre- to post-program services



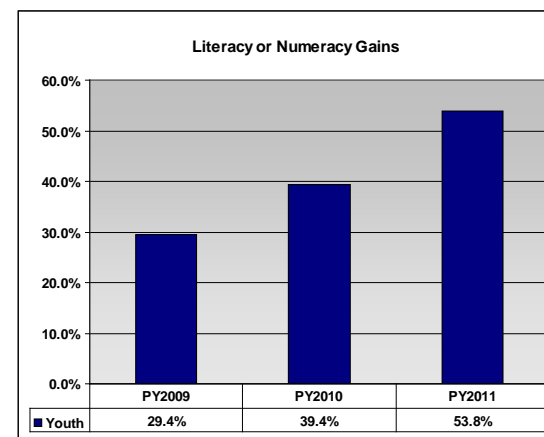
Story behind the baseline:

Tracking of wages is a solid indicator of the future ability of the all participants to become self-sufficient, whether it is individually or as part of a family unit. The Workforce Investment Act program prioritizes the low-income worker for participation in the Adult program. This population tends to have a weaker attachment to the job market and lower wages; the Dislocated Worker, in contrast, tends to have a strong connection to the labor market and higher wages at the time of separation from employment. Youth present a different challenge in that they may have little or no attachment to the labor market and thus very low wages if any at all. It is important to recognize the quarterly average earnings for the Adult and Dislocated Worker populations have increased in an extremely tight labor market, where job opportunities and wages have seen little or no improvement since 2009.

Trend: ◀▶

How are the Youth Performing?

Percent of Youth with Literacy/Numeracy Gains (ages 14 to 21)



Story behind the baseline:

WIA defines literacy/numeracy as the ability to read, write, speak in English, compute, and solve problems at levels of proficiency necessary to function on the job, in the family of the individual, and in society. A substantial portion of the adolescent population is in a "literacy crisis." This literacy crisis is true for many of the youth in the WIA program. They lack sophisticated literacy and numeracy skills at the same time that the literacy and numeracy demands of education and living-wage jobs are growing. This crisis is most evident among our most disconnected youth, especially those who have dropped out of school and mirrors the economic, ethnic, and racial disparities in our society. CTDOL and its One-Stop partners continue to emphasize and implement a systematic approach where a broad range of coordinated services such as: opportunities for assistance in both academic and occupational learning, development of leadership skills, and preparation for further education, additional training, and eventual employment are offered. This effort has resulted in continued substantial increases in the percentage of WIA Youth achieving gains in Literacy and Numeracy development.

Trend: ▲

2013 Program Report Card: Workforce Investment Act Program (CT Department of Labor)

Quality of Life Result: All Connecticut working age residents have jobs that provide financial self-sufficiency.

Proposed Actions to Turn the Curve:

To better support the objectives in the WIA program the agency is combining the efforts of the Talent Tracking and Identification Task Force that has been commissioned to develop short, mid and long term solutions to improve the matching capabilities of the Employment Services and the entire Workforce Development System.

A three-pronged approach will be taken to achieve desired outcomes – 1) internal agency planning, 2) external partnership development and strengthening and 3) increased employer participation to ensure the planned approaches will meet the identification of jobseekers that meet their workforce needs.

Labor Market Information will be compiled and utilized to target employer outreach and services to growing industries and occupations using regional business service teams.

Data Development Agenda:

Several efforts to improve data collection and analysis are underway. The Employment and Training Division has realigned and a Performance and Accountability unit has been created and will be dedicated a number of staff to performance reporting.

In addition, our Employment and Training Division is in the Business Requirements gathering phase for procuring a new MIS for Employment and Training programs. This phase is projected to be complete by the fall of 2013.