

2012 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.

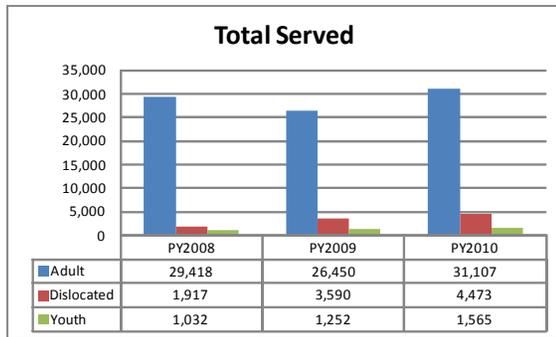
Contribution to the Result: The five workforce boards provide adults, dislocated workers, and youth with job search assistance and training to increase their success in finding and keeping work and in establishing careers.

Program Expenditures	State Funding	Federal Funding	Other Funding	Total Funding
PY 09	N/A	22,957,988	N/A	22,957,988
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



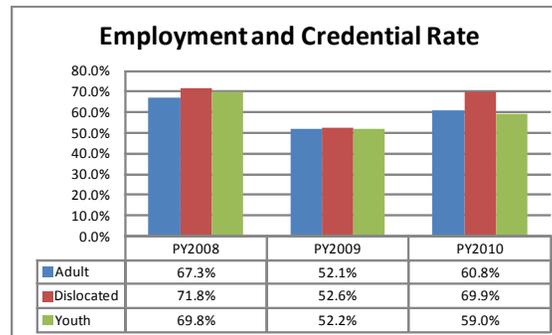
Story behind the baseline:

The services provided under Title I of the Workforce Investment Act of 1998, are designed to provide quality employment and training services to assist eligible individuals in finding and qualifying for meaningful employment. The three targeted populations are Adults, Dislocated Workers and Youth. Services are provided through One-Stop Career Centers. There are three levels of service: Core, Intensive and Training provided based on individual needs. The numbers served and exiting the program has remained relatively constant due in part to consistent year over year funding, although the recession has increased the demand and the level of service as evident in changes from PY2008 to PY2010.

Trend: ▲

How Well Did We Do It?

Percent of Participants Employed with a Credential



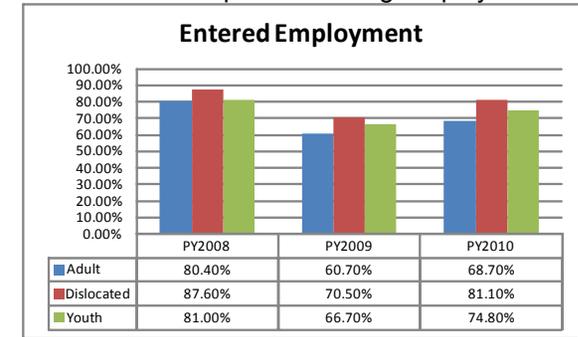
Story behind the baseline:

The sequence of services provided within the WIA program is predicated on the idea that those participants who are unable to obtain employment through core and intensive services will need some level of training and enhanced skills to return to work. Obtaining a job clearly makes someone better off, but the quality of the program is best seen when participants leave with a job and the attainment of a credential. The graph above demonstrates that a significant number of those exiting with jobs are those who received training and obtained a credential. The trend on this number is unclear given the dip in performance in PY2009.

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. The trend has decreased slightly but this is more likely to be indicative of the changes in the economy than a statement on the effectiveness of the program itself. In other words, with limited opportunities in the job market, it would be expected that the number of individuals entering employment would experience a slight dip. There is already evidence of improvement in PY2010 from the depth of the recession in PY2009.

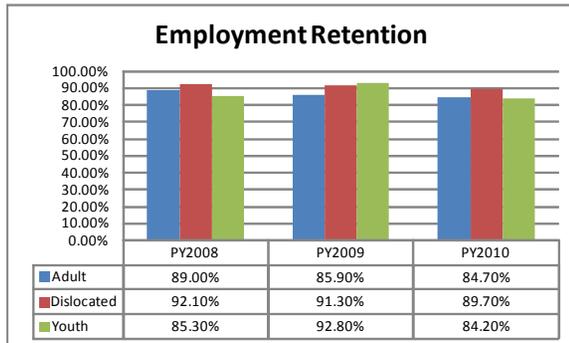
Trend: ◀▶

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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



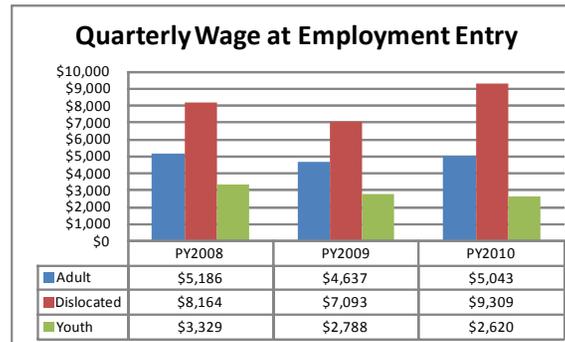
Story behind the baseline:

Employment Retention as a measure provides some very specific indicators of how well the Employment Services is meeting the needs of jobseekers and employers. One of the basic tenets of the program is to match jobseekers 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. The recession has clearly impacted many individuals, especially young workers.

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. WIA 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. This measure provides a picture of how well the program is doing in meeting the self-sufficiency goal of all three populations, in that the trend remains fairly level. If we look at the self-sufficiency standard of \$10,000 per quarter, only dislocated workers approach that standard.

Trend: ◀▶

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 end of March 2012.