

# **Title I-B Tables**

## **Introduction**

The Title I-B portion of this document contains the following sections:

- ~~///~~ A discussion of Oregon's economy and its impact on the workforce development system
- ~~///~~ A discussion of the cost of activities vs. the effect on performance
- ~~///~~ A discussion of the receipt of training vs. core and intensive services
- ~~///~~ A discussion of the evaluation
- ~~///~~ Definitions used in the tables
- ~~///~~ A guide to reading the tables
- ~~///~~ The tables

In some of the tables that follow, you will see three levels of performance – the negotiated performance level, the mandatory performance level (80% of the negotiated level) and the actual performance level. The mandatory level is the minimum qualifying level for the Department of Labor (DOL) performance.

## **Oregon's Economy: Job Recovery Begins**

The gloom of job losses in early 2003 lifted by the start of PY 2003 and gave way to strong job growth that lasted, with rare exceptions, throughout the program year. Between July 2003 and June 2004, Oregon gained an estimated 39,300 nonfarm payroll jobs. Meanwhile, the unemployment rate fell from 8.7 percent to 6.9 percent. Oregon's rate remained either highest or second-highest in the nation in the 12-month period.

At the end of PY 2003, Oregon had 22,100 fewer jobs than at the economy's pre-recession peak in November 2000. Demographers believe the state's population grew by about 125,000 over the same period. Strengthening of the economy in PY 2003 has reduced unemployment from peak levels, but rates remain much higher than the national average. High unemployment rates have decreased the Oregon workforce development system's ability to fully achieve the desired performance measures.

## **Cost of Activities vs. Effect on Performance**

This section addresses the cost of workforce investment activities relative to the effect of those activities on the performance of participants. The performance data comes from the four quarters of the Workforce Investment Act (exits of participants from October 1, 2002 through September 30, 2003).

Worksource Oregon One-Stop Centers were the main vehicle for the delivery of services within the workforce development system. While the WIA requires a center in each of Oregon's seven local workforce investment areas, it is noteworthy that Oregon's seven local workforce investment areas have more than 40 centers in operation. It is through

the WorkSource Oregon One-Stop Centers that core, intensive and training service strategies are delivered. A performance comparison of participants in those services follows, in the next section.

Oregon exceeded its negotiated levels of customer satisfaction with both participants and employers during this time period (Table A).

Older youth program (Table H) results indicate that Oregon exceeded the Entered Employment Rate and Employment Retention Rate but fell short of the Earnings Change In Six Months and the Employment and Credential Rate.

For the adult program (Table B) results show that Oregon exceeded the the Entered Employment Rate, the Earnings Change in Six Months and the Employment Credential Rate but fell short of the Employment and Retention Rate.

The dislocated worker program results (Table E) indicate that the state exceeded the Entered Employment Rate and the Employment and Credential Rate but fell short of both the Employment Retention Rate and the Earnings Replacement in Six Months.

## **Receipt of Training vs. Core and Intensive Services**

This section addresses the issues of receipt of training services compared to receipt of core and intensive services.

### **Earnings – Adult and Dislocated Workers**

A comparison between individuals who received training services and individuals who received only core and intensive services (Tables D and G) shows that those who received training services experienced significantly higher earnings (adults - \$3,796) or a higher Earnings Replacement Rate (dislocated workers - 84.38%) than those who received only core and intensive services (adults - \$2,218 and dislocated workers – 79.89%).

### **Entered Employment and Employment Retention Rates – Adults and Dislocated Worker Programs**

Tables D and G show that, for both programs, rates attained for Entered Employment for both adults and dislocated workers were higher when individuals received only core and intensive services as opposed to those who received training services. However, when comparing the Employment Retention Rate, both adults and dislocated workers had a higher rate of retention when they received training services as opposed to those who received only core and intensive services.

The Entered Employment Rate for **adults** who received only core and intensive services was 86.98%. For those who received training services, the Entered Employment Rate was 79.94% or 7% lower. The entered employment rate for **dislocated workers** who

received core and intensive services was 87.30% as opposed to 86.04% for those who received training services – a 1.26% difference.

The Employment Retention Rate for adults who received only core and intensive services was 77.62%. For adults who received training services, the Employment Retention Rate (83.92%) or 6% higher. The employment retention rate for dislocated workers who received only core and intensive services was 85.03% as opposed to 87.63% for those who received training services – a 2.6% difference.

## **State Evaluation**

Oregon's evaluation efforts have increased since the last report. Efforts have included continued emphasis on WIA performance analysis, renewed attention to improving Oregon's system-wide indicators, and a new effort to formally evaluate Oregon's incumbent worker training program.

The state has undertaken the following efforts in the area of program evaluation:

- ?? Data from our system-wide performance measures continues to be available for the employment-related indicators, basic skills attainment, and TANF caseload management. Our experience last year in using this information for the narrative portion of the Annual Report was positive and continues for the current report. This system-wide performance data is available at [www.prism.state.or.us](http://www.prism.state.or.us). The site includes analysis of the data, new this year.
- ?? Oregon is a leading state in the Integrated Performance Information project, funded by USDOL and managed by the state of Washington and the National Governor's Association. The project will issue a "blueprint" for states to follow in developing their own common measures, and is developing an ideal set of measures. This effort is influencing the improvement of Oregon's existing system-wide measures.
- ?? The Oregon Workforce Investment Board is undertaking a formal evaluation of the capacity-building impacts of the state level portion of the Employer Workforce Training Fund, Oregon's incumbent worker training program.
- ?? State staff review local area and statewide performance quarterly. Local areas are contacted about various aspects of their operations and their effect on performance.
- ?? The state and local areas continue to use Performance Matters, a performance management on-line service, which has greatly improved efforts to analyze WIA IB performance.
- ?? Annual quality assurance reviews address multiple aspects of program compliance and program improvement.

?? Oregon has participated in various evaluation efforts, including a multi-state evaluation funded by the US Department of Labor.

## WIA Annual Report Data

State Name: OR

Program Year: 2003

**Table A: Workforce Investment Act Customer Satisfaction Results**

Customer Satisfaction	Negotiated Performance Level	Actual Performance - Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	75	79.6	1,261	12,433	1,886	66.9
Employers	71	75.4	1,531	24,175	2,124	72.1

**Table B: Adult Program Results At-A-Glan**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	75	85.7	3,209
			3,746
Employment Retention Rate	83	78.8	3,168
			4,022
Earnings Change in Six Month	2,980	2,511	8,453,323
			3,367
Employment and Credential Rate	60	81.1	785
			968

**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 Rate	83.1	74	85.8	325	81.8	293	81.6	270
		89		379		358		331
Employment Retention Rate	76.7	69	74.9	314	76.8	327	77.6	264
		90		419		426		340
Earnings Change in Six Months	3,523	285,380	1,261	436,255	2,678	913,281	1,555	419,925
		81		346		341		270
Employment and Credential Rate	81.8	36	76.8	53	75.9	85	72.5	50
		44		69		112		69

**Table D: Other Outcome Information for the Adult Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	79.9	558	87	2,651
		698		3,048
Employment Retention Rate	83.9	616	77.6	2,552
		734		3,288
Earnings Change in Six Months	3,796	2,368,745	2,218	6,084,578
		624		2,743

**Table E: Dislocated Worker Program Results At-A-Glance**

	Negotiated Performance Level		Actual Performance Level	
	Entered Employment Rate	85	86.8	4,290
Employment Retention Rate	90	86	3,576	4,157
Earnings Replacement in Six Months	85	81.6	40,216,769	49,275,089
Employment and Credential Rate	60	86	1,664	1,934

**Table F: Outcomes for Dislocated Worker Special Populations**

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	82.9	484	83.9	308	79.2	507	84.3
		584		367		640		102
Employment Retention Rate	86.2	439	85	272	82.5	390	83.8	83
		509		320		473		99
Earnings Replacement Rate	75.7	5,713,518	86.8	2,474,826	68.4	4,107,391	115.8	610,137
		7,548,385		2,852,096		6,007,757		526,910
Employment And Credential Rate	81.9	194	84.5	120	72.7	136	85.1	40
		237		142		187		47

**Table G: Other Outcome Information for the Dislocated Worker Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Received Core and Intensive Services	
	Entered Employment Rate	86	1,664	87.3
1,934			3,008	
Employment Retention Rate	87.6	1,389	85	2,187
		1,585		2,572
Earnings Replacement Rate	84.5	15,161,017	80	25,055,752
		17,943,706		31,331,383

**Table H: Older Youth Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	68
Employment Retention Rate	80	79.5	300
			237
Earnings Change in Six Months	2,985	2,897	298
			735,752
Credential Rate	50	62.2	254
			242
			389

**Table I: Outcomes for Older Youth Special Populations**

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	66.7	28	50	1	62.3	38	76.6
42			2		61		252	
Employment Retention Rate	72.1	31	100	1	79.5	31	78.6	187
		43		1		39		238
Earnings Change in Six Months	2,624	97,079	6,042	6,042	2,067	68,225	2,783	562,241
		37		1		33		202
Credential Rate	47.1	24	50	1	54.1	40	61.7	195
		51		2		74		316

**Table J: Younger Youth Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
		Skill Attainment Rate	75
			4,110
Diploma or Equivalent Attainment Rate	55	70.9	616
			869
Retention Rate	58	79.3	902
			1,137

**Table K: Outcomes for Younger Youth Special Populations**

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	83.5	374	86.4	1,044	80.6	782
		448		1,208		970
Diploma or Equivalent Attainment Rate	67.5	56	79.3	180	57.6	179
		83		227		311
Retention Rate	76	98	82.1	247	79	339
		129		301		429

**Table L: Other Reported Information**

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	69.5	3,870	2,145	10,323,621	0.8	21	4,353	10,063,987	66.3	370
		5,567		4,813		2,662		2,312		558
Dislocated Workers	79.1	3,410	86.7	40,229,713	1.4	52	5,663	18,276,062	72.1	1,018
		4,312		46,411,719		3,592		3,227		1,411
Older Youth	63.4	210	2,986	794,256	0	0	2,679	423,313		
		331		266		210		158		

**Table M: Participation Levels**

	<b>Total Participants Served</b>	<b>Total Exiters</b>
<b>Adults</b>	<b>8,086</b>	<b>4,788</b>
<b>Dislocated Workers</b>	<b>8,090</b>	<b>5,337</b>
<b>Older Youth</b>	<b>837</b>	<b>418</b>
<b>Younger Youth</b>	<b>3,810</b>	<b>1,890</b>

**Table N: Cost of Program Activities**

<b>Program Activity</b>		<b>Total Federal Spending</b>
<b>Local Adults</b>		<b>\$11,069,343.00</b>
<b>Local Dislocated Workers</b>		<b>\$19,622,888.00</b>
<b>Local Youth</b>		<b>\$10,985,829.00</b>
<b>Rapid Response</b> (up to 25%) 134 (a) (2) (A)		<b>\$3,405,748.00</b>
<b>Statewide Required Activities</b> (up to 25%) 134 (a) (2) (B)		<b>\$5,178,801.00</b>
<b>Statewide Allowable Activities</b> 134 (a) (3)	<b>Program Activity Description</b>	
<b>Total of All Federal Spending Listed Above</b>		<b>\$50,262,609.00</b>

# WIA Annual Report Data

State Name: OR

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Multnomah/Washington/Tillamook Workforce Investment Board	Total Participants Served	Adults	2,462
		Dislocated Workers	3,575
		Older Youth	549
		Younger Youth	203
	Total Exiters	Adults	1,973
		Dislocated Workers	2,570
		Older Youth	274
		Younger Youth	102

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	75	77.9	
	Employers	71	74.4	
Entered Employment Rate	Adults	80	88.3	
	Dislocated Workers	86	87.3	
	Older Youth	68.5	71	
Retention Rate	Adults	85.1	71.3	
	Dislocated Workers	90.6	80.1	
	Older Youth	81	70.3	
	Younger Youth	58	63.8	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,000	2,481	
	Dislocated Workers	85	74.5	
	Older Youth (\$)	2,985	3,663	
Credential / Diploma Rate	Adults	60	62.3	
	Dislocated Workers	60	79	
	Older Youth	50	60.3	
	Younger Youth	55	65.1	
Skill Attainment Rate	Younger Youth	75	87.2	
Description of Other State Indicators of Performance				
0		0	0	
0		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	5	12

# WIA Annual Report Data

State Name: OR

Program Year: 2003

**Table O: Summary of Participants**

<b>Local Area Name:</b> Marion/Polk/Yamhill Workforce Investment Board	<b>Total Participants                  Served</b>	Adults	607
		Dislocated Workers	609
		Older Youth	157
		Younger Youth	662
	<b>Total Exiters</b>	Adults	315
		Dislocated Workers	362
		Older Youth	57
		Younger Youth	241

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	75	80.3	
	Employers	71	74	
Entered Employment Rate	Adults	75	83.5	
	Dislocated Workers	85	88.1	
	Older Youth	68	65.9	
Retention Rate	Adults	85.1	88.2	
	Dislocated Workers	90.5	92.4	
	Older Youth	81	74.5	
	Younger Youth	58	76.3	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	1,875	1,590	
	Dislocated Workers	86	84.7	
	Older Youth (\$)	2,985	2,519	
Credential / Diploma Rate	Adults	60	91.7	
	Dislocated Workers	60	85	
	Older Youth	50	61.9	
	Younger Youth	55	74.3	
Skill Attainment Rate	Younger Youth	75	76.6	
Description of Other State Indicators of Performance				
0		0	0	
0		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	5	12

# WIA Annual Report Data

State Name: OR

Program Year: 2003

**Table O: Summary of Participants**

<b>Local Area Name:</b> Benton/Linn/Lincoln Workforce Investment Board(Region 4)	<b>Total Participants                  Served</b>	Adults	227
		Dislocated Workers	401
		Older Youth	65
		Younger Youth	181
	<b>Total Exiters</b>	Adults	177
		Dislocated Workers	244
		Older Youth	27
		Younger Youth	99

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	75	81.5	
	Employers	71	75.6	
Entered Employment Rate	Adults	77	87.1	
	Dislocated Workers	86.5	93.1	
	Older Youth	69	65	
Retention Rate	Adults	85.1	89	
	Dislocated Workers	90.5	93.6	
	Older Youth	81	86.4	
	Younger Youth	58	75.8	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,400	1,475	
	Dislocated Workers	85.5	85.6	
	Older Youth (\$)	2,985	1,728	
Credential / Diploma Rate	Adults	60	96.6	
	Dislocated Workers	60	93	
	Older Youth	50	62.5	
	Younger Youth	50	73.2	
Skill Attainment Rate	Younger Youth	75	84.5	
Description of Other State Indicators of Performance				
0		0	0	
0		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	1	14

# WIA Annual Report Data

State Name: OR

Program Year: 2003

**Table O: Summary of Participants**

<b>Local Area Name:</b> Lane County Workforce Investment Board	<b>Total Participants Served</b>	Adults	439
		Dislocated Workers	658
		Older Youth	273
		Younger Youth	25
	<b>Total Exiters</b>	Adults	162
		Dislocated Workers	334
		Older Youth	34
		Younger Youth	155

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	75	83	
	Employers	71	76.8	
Entered Employment Rate	Adults	78	92.3	
	Dislocated Workers	86	93.2	
	Older Youth	68	65.2	
Retention Rate	Adults	85.1	87	
	Dislocated Workers	90.5	91.6	
	Older Youth	81	100	
	Younger Youth	58	83.7	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,200	5,082	
	Dislocated Workers	86	96.8	
	Older Youth (\$)	2,985	4,330	
Credential / Diploma Rate	Adults	60	98.4	
	Dislocated Workers	60	95	
	Older Youth	50	66.7	
	Younger Youth	60	78.3	
Skill Attainment Rate	Younger Youth	75	79.6	
Description of Other State Indicators of Performance				
0		0	0	
0		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	16

# WIA Annual Report Data

State Name: OR

Program Year: 2003

**Table O: Summary of Participants**

Local Area Name: Jackson/Josephine County Workforce Investment Board	Total Participants Served	Adults	317
		Dislocated Workers	386
		Older Youth	76
		Younger Youth	444
	Total Exiters	Adults	225
		Dislocated Workers	312
		Older Youth	50
		Younger Youth	264

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	75	86.1	
	Employers	71	74.6	
Entered Employment Rate	Adults	78	79.2	
	Dislocated Workers	86	82.9	
	Older Youth	68	76.5	
Retention Rate	Adults	84.1	87.4	
	Dislocated Workers	90.5	93.2	
	Older Youth	81	87.1	
	Younger Youth	58	80	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,980	2,884	
	Dislocated Workers	86	90.9	
	Older Youth (\$)	2,985	2,580	
Credential / Diploma Rate	Adults	60	82.1	
	Dislocated Workers	60	84	
	Older Youth	50	67.5	
	Younger Youth	50	45.5	
Skill Attainment Rate	Younger Youth	75	90.6	
Description of Other State Indicators of Performance				
0		0	0	
0		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	13

# WIA Annual Report Data

State Name: OR

Program Year: 2003

**Table O: Summary of Participants**

Local Area Name: Workforce Investment Council of Clackamas County	Total Participants Served	Adults	319
		Dislocated Workers	413
		Older Youth	506
		Younger Youth	86
	Total Exiters	Adults	102
		Dislocated Workers	172
		Older Youth	269
		Younger Youth	61

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	75	77.8	
	Employers	71	73.7	
Entered Employment Rate	Adults	75	67.8	
	Dislocated Workers	86	67.8	
	Older Youth	65	55.9	
Retention Rate	Adults	80.1	92.3	
	Dislocated Workers	90	93.9	
	Older Youth	72	76.2	
	Younger Youth	58	78.9	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,200	2,794	
	Dislocated Workers	81	73.9	
	Older Youth (\$)	2,985	2,967	
Credential / Diploma Rate	Adults	60	74.3	
	Dislocated Workers	60	70	
	Older Youth	50	50	
	Younger Youth	51	70.1	
Skill Attainment Rate	Younger Youth	75	76.7	
Description of Other State Indicators of Performance				
0		0	0	
0		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	6	10

# WIA Annual Report Data

State Name: OR

Program Year: 2003

**Table O: Summary of Participants**

<b>Local Area Name:</b> The Oregon Workforce Alliance(Regions 1 6-7 9-14)	<b>Total Participants Served</b>	Adults	4,113
		Dislocated Workers	2,767
		Older Youth	1,483
		Younger Youth	242
	<b>Total Exiters</b>	Adults	1,315
		Dislocated Workers	1,356
		Older Youth	668
		Younger Youth	99

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	75	78.7	
	Employers	71	77.1	
Entered Employment Rate	Adults	72.2	83.6	
	Dislocated Workers	83	86.5	
	Older Youth	69	76.7	
Retention Rate	Adults	81.2	80.7	
	Dislocated Workers	88.8	86.6	
	Older Youth	81	85	
	Younger Youth	58	83.8	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,000	2,515	
	Dislocated Workers	86	89.1	
	Older Youth (\$)	2,985	2,884	
Credential / Diploma Rate	Adults	60	78.8	
	Dislocated Workers	60	85	
	Older Youth	50	62.2	
	Younger Youth	57	72.3	
Skill Attainment Rate	Younger Youth	75	88.1	
Description of Other State Indicators of Performance				
0		0	0	
0		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	14