

**Strategic Objective 1.2 – Provide marketable skills and knowledge to increase workers’ incomes and help them overcome barriers to the middle class through partnerships among business, education, labor, community organizations and the workforce system**

**Analysis and Future Plans**

Employment and Training Administration

In PY 2014, ETA worked to increase the number of participants earning industry-recognized credentials (a DOL Priority Goal in FY 2012-15) through investments in youth education and training under the WIA Youth (Youth), Job Corps, YouthBuild, and Reintegration of Ex-Offenders (RExO) programs, and through increased collaboration with Registered Apprenticeship program sponsors (including employers) and the workforce and education systems via the Apprenticeship program.

As noted in the narrative for Strategic Objective 1.1, implementing WIOA continues to be ETA’s primary focus in FY 2016/PY 2015.

In FY 2015, credential attainment jumped from 59.0 percent in FY 2014 to 67.1 percent in FY 2015 for the programs contributing to this DOL Priority Goal, including Adult, Dislocated Worker, National Emergency Grants (NEG), Youth, Trade Adjustment Assistance, Apprenticeship, REO, Job Corps, and YouthBuild. ETA continued working towards increasing awareness, accuracy, and focus in the workforce system on the attainment of industry recognized credentials. This work included providing guidance and technical assistance to state partners and grantees.

Literacy and numeracy outcomes (measured by the percent who gained one Adult Basic Education (ABE) level in either category) increased slightly in PY 2014 for YouthBuild participants but fell by almost two percentage points for Youth participants and fell by almost three percentage points for Job Corps students. While the literacy and numeracy gains measure decreased slightly for Youth, it continues to remain well above the target at more than four percentage points higher than the target. The literacy and numeracy rate for Job Corps’ has declined over the past two years, however, Job Corps continues to establish aggressive performance targets and was able to achieve 95 percent of the targets. Per WIOA, this measure will be replaced in PY 2016 with a measure of skills gains.

The percent of Job Corps students who earned credentials (e.g., diploma, high school equivalency, or certificate) dropped in PY 2014 by three percentage points. For the same measure, the YouthBuild result increased from 66.84 percent in PY 2013 to 68.32 percent in PY 2014, and the Youth result was slightly lower than in PY 2013. For Job Corps, industry-recognized certification attainment increased to 95.50 percent from 93.50 percent the previous year. Placement in employment, continued education, or the military increased for Job Corps, YouthBuild, and Youth participants in PY 2014 as compared to PY 2013.

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The RExO Entered Employment Rate for Non-Youth decreased by almost six percentage points in PY 2014, and the Recidivism Rate for Non-Youth increased by almost two percentage points. DOL will be working with these grantees to improve their outcomes. Additionally, due to the numerous ways recidivism rates may be measured, adult offender grantees have been reporting inconsistent rates. The recidivism rates found by Social Policy Research using state criminal records data in their random assignment evaluation of previous RExO-Adult grants were much higher than those reported by RExO-Adult grantees. To ensure accuracy, the Chief Evaluation Officer is working with ETA to develop a way to obtain program enrollees' recidivism rates directly from criminal justice system records data.

In FY 2015, the Number of Active Registered Apprentices Nationally increased to nearly 450,000. This represents a nine percent overall increase (37,554) from the start of the Fiscal Year. In September 2015, DOL awarded \$175 million in grant funding to expand Registered Apprenticeship programs in high-skilled, high-growth industries. ETA expects the new grant funding combined with a continued focus to increase the number of active apprentices through its Leaders of Excellence in Apprenticeship Development, Education and Research (LEADERS) initiative, regional Sector of Excellence in Apprenticeship (SEA) efforts, and continued Administration support will raise the number to 500,000 in FY 2016. This measure is an indicator for a DOL Priority Goal for FY 2016-17, with a target of 600,000 apprentices by September 30, 2017. Other related results include a \$157 improvement in Apprentices' six month average earnings compared to FY 2014. While the completion rate (timely receipt of a certificate) declined slightly from 46.00 to 45.15 percent in FY 2015, it still remains comparatively higher than average 2- and 4-year college graduation rates.

ETA – Increase the number of participants earning industry-recognized credentials.

*Target reached (Y), Improved (I), or Not Reached (N)		FY/PY 2011	FY/PY 2012	FY/PY 2013	FY/PY 2014	FY/PY 2015	FY/PY 2016	FY/PY 2017	What Worked	What Didn't Work	Program Performance Improvement Plan
Percent of Training Program Exiters who Earn an Industry Recognized Credential (APG)	Target	--	59.00%	59.50%	59.50%	62.90%	--	--			
	Result	--	57.20%	59.00%	64.50%	66.80%	--	--			
	Status	--	--	I	Y	Y	--	--			
Entered Employment Rate for Non-Youth/Employment in the 2nd quarter after exit (Reintegration of Ex-offenders - Adult)	Target	58.1%	58.5%	59.3%	60.6%	61.2%	TBD	TBD	As of June 30, six of the 16 grants in the first round of the Training to Work initiative have each placed over 100 enrollees in jobs.	Five of the 16 first-round Training to Work grants have extremely low entered employment rates.	Beginning in PY 2016, Employment Retention Rate will be discontinued. The new WIOA measure will be calculated based on the percent employed in the 4th quarter after program exit.
	Result	58.0% [r]	58.6%	57.8%	52.1%	--	--	--			
	Status	--	Y	N	N	--	--	--			

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*Target reached (Y), Improved (I), or Not Reached (N)		FY/PY 2011	FY/PY 2012	FY/PY 2013	FY/PY 2014	FY/PY 2015	FY/PY 2016	FY/PY 2017	What Worked	What Didn't Work	Program Performance Improvement Plan
Recidivism Rate for Non-Youth (Reintegration of Ex-offenders - Adult)	Target	22.00%	22.00%	22.00%	22.00%	22.00%	22.00%	22.00%	The Training to Work grants are showing very low recidivism rates for their enrollees.	There is a problem with the recidivism rates grantees have been reporting as Social Policy Research has found much higher recidivism rates of past enrollees based on state criminal records data.	ETA is working with the Chief Evaluation Officer to obtain recidivism rates for our adult offender enrollees directly from criminal justice system records.
	Result	12.00%	13.20%	10.59%	12.33%	--	--	--			
	Status	Y	Y	Y	Y	--	--	--			
Placement in Employment or Education (Job Corps)	Target	66.3%	74.0%[r]	65.0%	77.0%	77.5%	TBD	TBD	The increased emphasis on initial placement and long-term job market attachment have resulted in better outcomes.		In PY 2016, placement measure will be discontinued. The new WIOA measure will be calculated based on the percent placed in education, training, or employment in the 2nd quarter after program exit.
	Result	73.3%	74.6%	76.7%	79.1%	--	--	--			
	Status	Y	Y	Y	Y	--	--	--			
Attainment of Degree or Certificate (Job Corps)	Target	57.0%	65.0%[r]	58.0%	67.0%	63.0%	TBD	TBD		The new 2014 GED proved to be much more difficult than the previous version. Significantly fewer Job Corps students were able to pass the new GED test in this transition year (PY 2014).	In PY 2016, the attainment measure will be discontinued. The new WIOA measure will be calculated based on the percent placed in education, training, or employment in the 4th quarter after exit.
	Result	64.9%	70.5%	66.8%	63.5%	--	--	--			
	Status	Y	Y	Y	N	--	--	--			
Literacy and Numeracy Gains (Job Corps)	Target	60.0%	65.5%[r]	62.0%	66.5%	63.0% [r]	TBD	TBD			Beginning in PY 2016, Literacy and Numeracy Gains will be discontinued. The new WIOA measure will be credential attainment.
	Result	64.7%	69.2%	66.1%	63.2%	--	--	--			
	Status	Y	Y	Y	N	--	--	--			

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*Target reached (Y), Improved (I), or Not Reached (N)		FY/PY 2011	FY/PY 2012	FY/PY 2013	FY/PY 2014	FY/PY 2015	FY/PY 2016	FY/PY 2017	What Worked	What Didn't Work	Program Performance Improvement Plan
Percent of Job Corps Students Who Attain Industry-Recognized Certifications (Job Corps)	Target	50.0%	51.0%	70.0%	94.0%	65.0% [r]	94.5%	65.0%	Continued emphasis on attainment of Industry-Recognized Credentials (IRCs) have led to upward trending of results since PY 2011.		In PY 2015, this measure was redefined to include primary IRCs.
	Result	77.3%	89.0%	93.5%	95.5%	--	--	--			
	Status	Y	Y	Y	Y	--	--	--			
Average wage of graduates at initial placement (Job Corps)	Target	\$9.25	\$9.30	\$9.35	\$10.00	\$10.10	--	\$10.50			
	Result	\$9.60	\$9.70	\$9.90	\$10.30 [e]	--	--	--			
	Status	Y	Y	Y	Y	--	--	--			
Placement in Employment or Education (YouthBuild)	Target	41.7%	50.2%	50.0% [r]	50.4%	50.5%	TBD	TBD			In PY 2016, placement measure will be discontinued. The new WIOA measure will be calculated based on the percent placed in education, training, or employment in the 2nd quarter after program exit.
	Result	47.5%	49.6%	60.6% [r]	52.4%	--	--	--			
	Status	Y	I	Y	Y	--	--	--			
Attainment of Degree or Credential (YouthBuild)	Target	60.0%	62.9%	67.2% [r]	67.1%	67.1%	TBD	TBD			In PY 2016, the attainment measure will be discontinued. The new WIOA measure will be calculated based on the percent placed in education, training, or employment in the 4th quarter after exit.
	Result	66.2%	67.2%	66.8%	68.3%	--	--	--			
	Status	Y	Y	N	Y	--	--	--			
Literacy and Numeracy Gains (YouthBuild)	Target	52.0%	58.8%	58.5% [r]	57.8%	57.6%	TBD	TBD			See above.
	Result	58.2% [r]	59.1%	59.5%	60.5%	--	--	--			
	Status	Y	Y	Y	Y	--	--	--			

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*Target reached (Y), Improved (I), or Not Reached (N)		FY/PY 2011	FY/PY 2012	FY/PY 2013	FY/PY 2014	FY/PY 2015	FY/PY 2016	FY/PY 2017	What Worked	What Didn't Work	Program Performance Improvement Plan
Placement in Employment or Education (WIA Youth)	Target	53.3%	59.7%	66.4%	66.8%	66.9%	--	--			In PY 2016, placement measure will be discontinued. The new WIOA measure will be calculated based on the percent placed in education, training, or employment in the 2nd quarter after program exit.
	Result	59.3%	66.0%	65.4%	67.3%	--	--	--			
	Status	Y	Y	N	Y	--	--	--			
Attainment of Degree or Certificate (WIA Youth)	Target	54.7%	59.6%	62.3%	62.2%	62.2%	--	--			In PY 2016, the attainment measure will be discontinued. The new WIOA measure will be calculated based on the percent placed in education, training, or employment in the 4th quarter after exit.
	Result	62.6%	62.3%	66.6%	65.7%	--	--	--			
	Status	Y	Y	Y	Y	--	--	--			
Literacy and Numeracy Gains (WIA Youth)	Target	40.4%	40.8%	46.9%	46.2%	46.0%	--	--			Beginning in PY 2016, Literacy and Numeracy Gains will be discontinued. The new WIOA measure will be credential attainment.
	Result	47.7% [r]	47.5%	52.4%	50.7%	--	--	--			
	Status	Y	Y	Y	Y	--	--	--			
Six Months Average Earnings/Median Earning in the 2nd quarter after exit (Apprenticeship)	Target	\$19,352	\$19,352	\$19,999	\$25,201	\$25,201 [r]	\$25,642	\$26,217	The Six Months' Average Earnings for program completers was \$31,124 which is over \$6,675 more than that of all program exiters (i.e., completers or those who cancelled).	The speed of the economic recovery has helped generate new apprenticeships across the county but has not translated into ubiquitous wage gains over the last year.	Beginning in PY 2016, Six Month Average Earnings will be discontinued. The new WIOA measure will be Median Earnings of those employed in the 2nd quarter after program exit.
	Result	\$22,210	\$23,409	\$24,171	\$24,292 [r]	\$24,449	--	--			
	Status	Y	Y	Y	I	I	--	--			

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*Target reached (Y), Improved (I), or Not Reached (N)		FY/PY 2011	FY/PY 2012	FY/PY 2013	FY/PY 2014	FY/PY 2015	FY/PY 2016	FY/PY 2017	What Worked	What Didn't Work	Program Performance Improvement Plan
Number of Active Registered Apprentices	Target	--	--	--	400,000 [p]	450,000 [p]	500,000 [p]	600,000 [p]	The number of commitments from labor unions, community colleges, and industry associations to be Leaders of Excellence in Apprenticeship Development, Education and Research is now at 150 and growing.		OA continues to implement actions in support of the President's challenge to double the number of apprentices by the end of FY 2019
	Result	--	--	375,425	410,375	447,929	--	--			
	Status	--	--	--	--	--	--	--			
Apprenticeship National Completion Rate	Target	--	--	40.00%	45.00%	47.00%	48.00%	49.00%	OA works to improve timely completion of apprentices through enhanced technical assistance to program sponsors.		Timely completions are a major driver for this measure, OA will place a renewed emphasis on reducing the number of overdue apprentices in the system.
	Result	--	--	44.00%	46.00%	45.15%	--	--			
	Status	--	--	Y	Y	N	--	--			

**Sources:** Apprenticeship – Registered Apprenticeship Partners Information Data System (RAPIDS). YouthBuild – grantees’ quarterly reports. Job Corps – Job Corps Management Information System. WIA Youth – Annual State WIA performance reports (ETA-9091). APG – State/Grantee Quarterly Reports.

**Notes:** Targets for most of the programs that support this strategic objective have been revised [r] based on a regression model that accounts for the effect of unemployment rates on program performance outcomes and OMB’s assumptions about future economic conditions. The Entered Employment Rate for Non-Youth (REO) performance measure result reflects program-to-date data (since program inception in Spring 2006).