



The Workforce Innovation and Opportunity Act (WIOA): *What is Vermont achieving with WIOA Title I and Title III funding?*

Presentation for the House Committee on Commerce and
Economic Development

28 January 2022

What is the Workforce Innovation and Opportunity Act (WIOA)?

- WIOA is the primary federal workforce development program and largest source of funding for workforce development in Vermont
- States have some flexibility in how they design their WIOA programs but must adhere to numerous federal requirements

Title I: Job training and related services for eligible adults, dislocated workers, and youth

Department of Labor

Title II: Adult education and literacy

Agency of Education

Title III: “Wagner-Peyser” employment services for all jobseekers

Department of Labor

Title IV: Vocational rehabilitation

Department of Disabilities, Aging and Independent Living

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Title I: Job training and related services for eligible adults, dislocated workers, and youth

Department of Labor

Examples of services:

- Occupational skills training
- Career counseling
- Job referrals and placement assistance

Title III: “Wagner-Peyser” employment services for all jobseekers

Department of Labor

Examples of services:

- Assistance accessing labor market information
- Staff-assisted job search
- Resume writing assistance

Analyzing Vermont's WIOA Title I and Title III Programs:

1. How many people are served by WIOA Title I and Title III programs relative to the level of need in Vermont?
2. Are participants connected with quality jobs?
3. Which program components are most effective?
4. How does Vermont's performance compare to other states?

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Finding 1: Based on available information, we concluded that the Title I and III programs serve a small percentage of the eligible population of Vermonters.

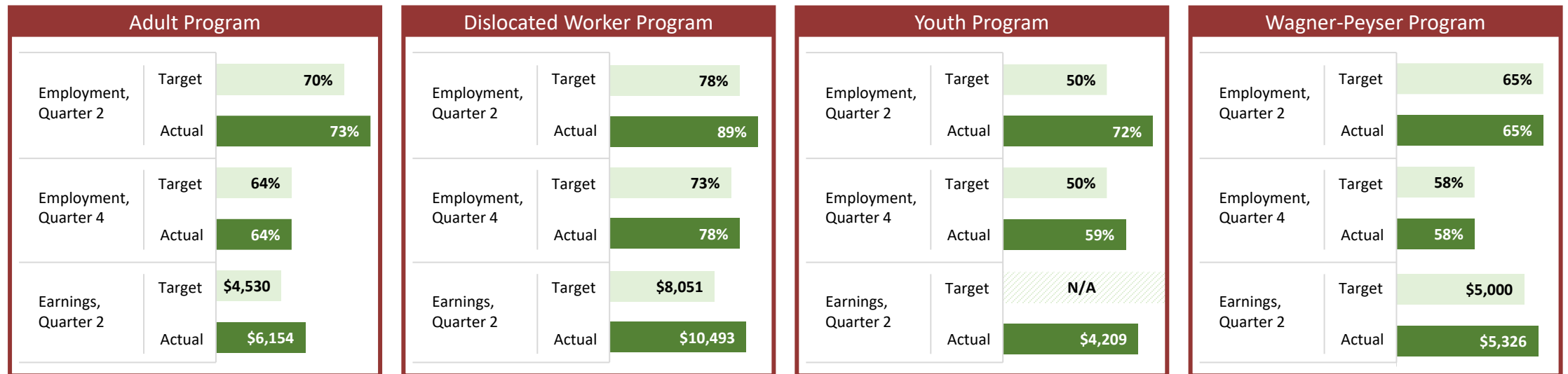
Program	# Served, PY18	Proxy to estimate potential pool of participants in 2018
Title I, Adult	275	Insufficient data to estimate; for reference, 2,583 adults participated in Reach Up.
Title I, Dislocated Worker	95	The VDOL received notice of 15 layoffs that affected 880 workers in PY18.
Title I, Youth	337	An estimated 2,100 low-income young Vermonters were not connected to a job or in school.
Title III, Wagner-Peyser	5,857	An estimated 17,261 Vermonters were unemployed, discouraged, or marginally attached to the labor force.

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The U.S. Department of Labor requires states to collect a standard set of metrics including unsubsidized employment and median quarterly earnings after exit.

Vermont WIOA Title I and Title III Program Outcomes, Program Year 2018

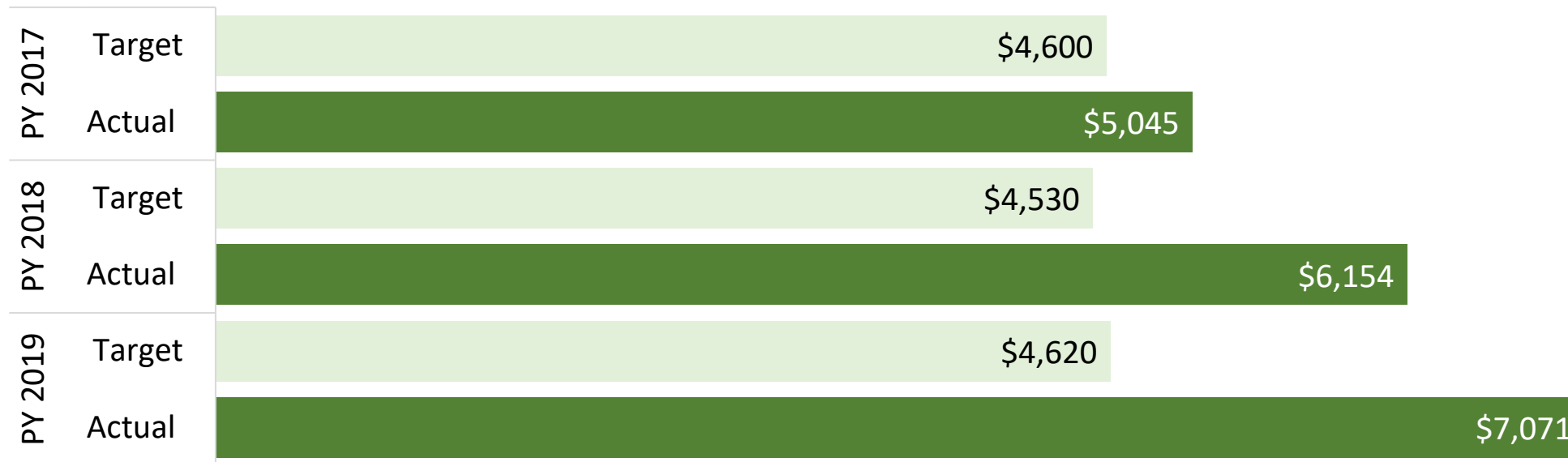


Source: VDOL Annual WIOA Report, Program Year 2018.

Note: Median Quarterly Earnings is not adjusted for hours worked and only includes participants with earnings.

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Adult median quarterly earnings targets and actuals, Program Years 2017 to 2019

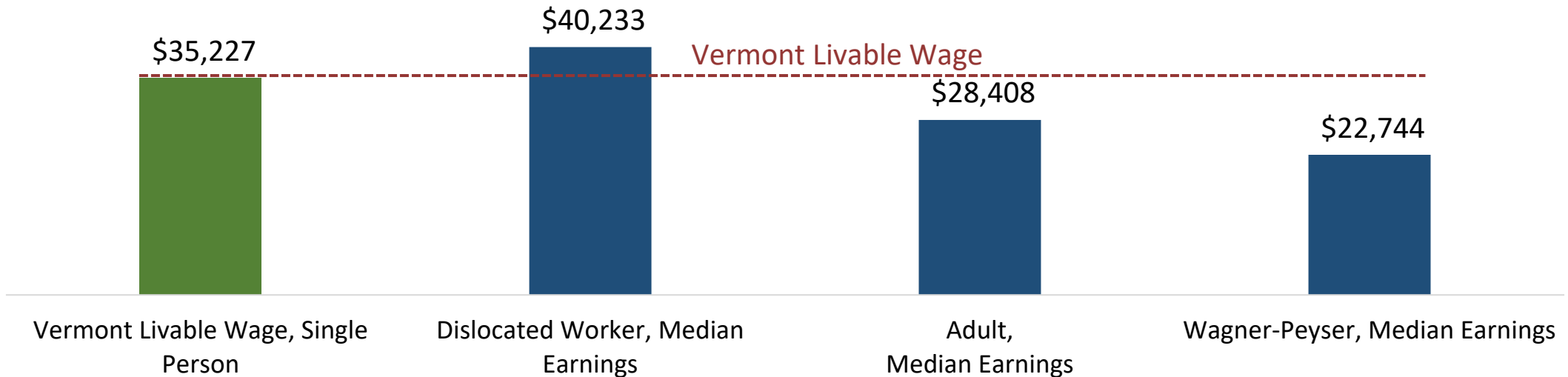


Source: VDOL Annual WIOA Reports, Program Year 2017-2019.

Note: Median Quarterly Earnings is not adjusted for hours worked and only includes participants with earnings.

Finding 2: Across programs, a significant portion of participants had lower earnings, lost employment, or remained unemployed following program exit.

Comparing median annual earnings to the Vermont Livable Wage
Among participants who exited in 2018

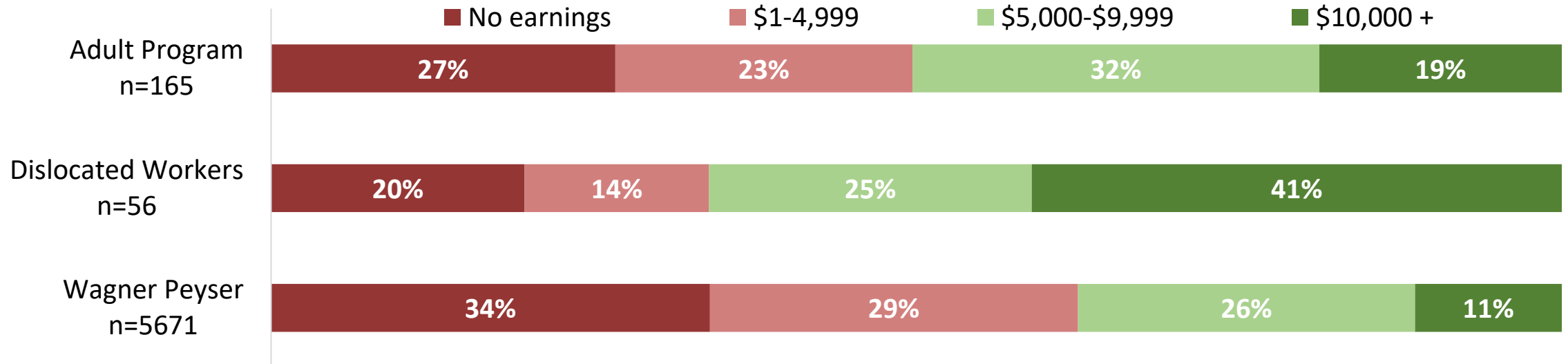


Source: Legislative Joint Fiscal Office. [Vermont Basic Needs Budget and Livable Wage](#). January 2019.; Vermont Department of Labor. Outcomes data among participants who exited in calendar year 2018.

Notes: The single person Livable Wage is an average of the rural and urban single person Livable Wage. Participants with no earnings are excluded from median earning calculations. Median quarterly earnings two quarters after exit were multiplied by four to estimate annual earnings. Median earnings are not adjusted for hours worked. The Livable Wage assumes full-time work.

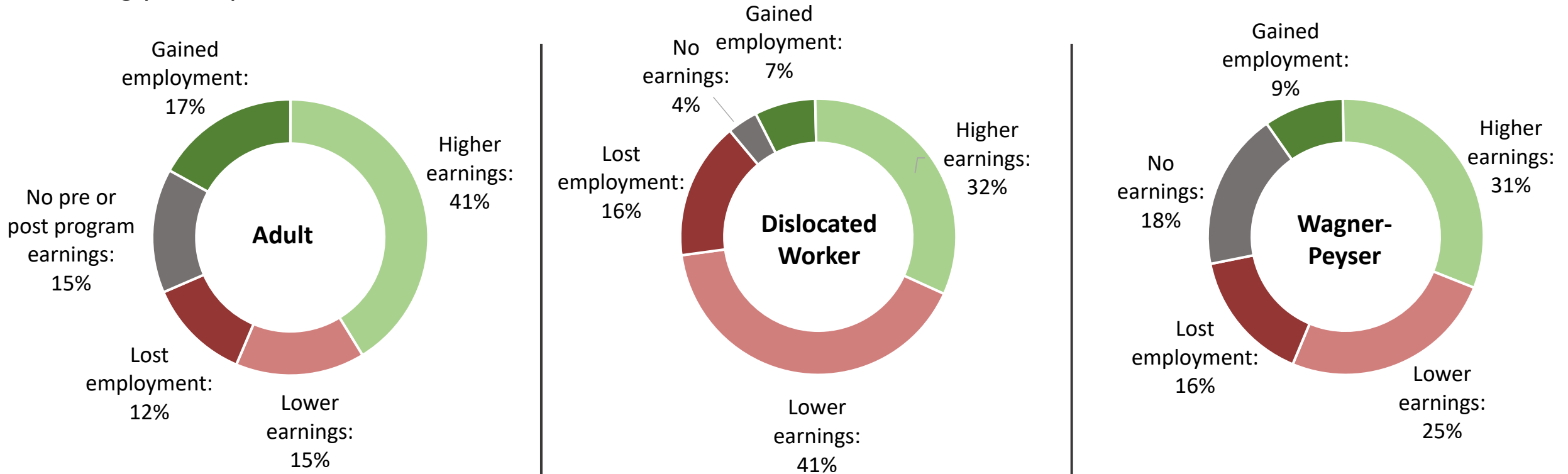
Finding 2: Across programs, a significant portion of participants had lower earnings, lost employment, or remained unemployed following program exit.

Quarterly earnings distribution two quarters after exit
Among participants who exited in 2018



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Trends in quarterly earnings, preprogram vs. two quarters after program exit
Among participants who exited in 2018



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Finding 3: Training activities were correlated with higher earnings; however, a notable percentage of participants did not complete their training or find work in a field related to their training.

Training related outcomes for Adult and Dislocated Worker participants
Among participants who exited in 2018

	Adult Program		Dislocated Workers Program	
	Career Services Only n=22	Career Services + Training n=71	Career Services Only n=14	Career Services + Training n=27
Employment, Q2	60%	81%	89%	76%
Median quarterly earnings, preprogram	\$3,079	\$3,798	\$14,366	\$10,800
Median quarterly earnings, Q2	\$6,530	\$8,229	\$8,059	\$10,533

Note: Median earnings calculations only include participants who had both preprogram and Q2 earnings.

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Finding 4: Performance varies by program and metric but Vermont falls in the bottom half for most measures.

Vermont’s Program Year 2018 national ranking out of 50 states and the District of Columbia:

Adult Program	
Metric	National Rank
Employment at Q2	Bottom 30 percent
Employment at Q4	Bottom 10 percent
Credential Attainment	Bottom 50 percent
Measurable Skills Gain	Top 10 percent

Dislocated Workers Program	
Metric	National Rank
Employment at Q2	Top 10 percent
Employment at Q4	Bottom 30 percent
Credential Attainment	Top 40 percent
Measurable Skills Gain	Top 10 percent

Youth Program	
Metric	National Rank
Employment* at Q2	Bottom 50 percent
Employment* at Q4	Bottom 20 percent
Credential Attainment	Bottom 50 percent
Measurable Skills Gain	Top 40 percent

Wagner-Peyser Program	
Metric	National Rank
Employment at Q2	Bottom 30 percent
Employment at Q4	Bottom 10 percent
Credential Attainment	N/A
Measurable Skills Gain	N/A

Source: USDOL, [WIOA PY20-21 Negotiations Tool](#).

*Note: The Youth Program measures whether participants were employed or enrolled in education or training following program exit.

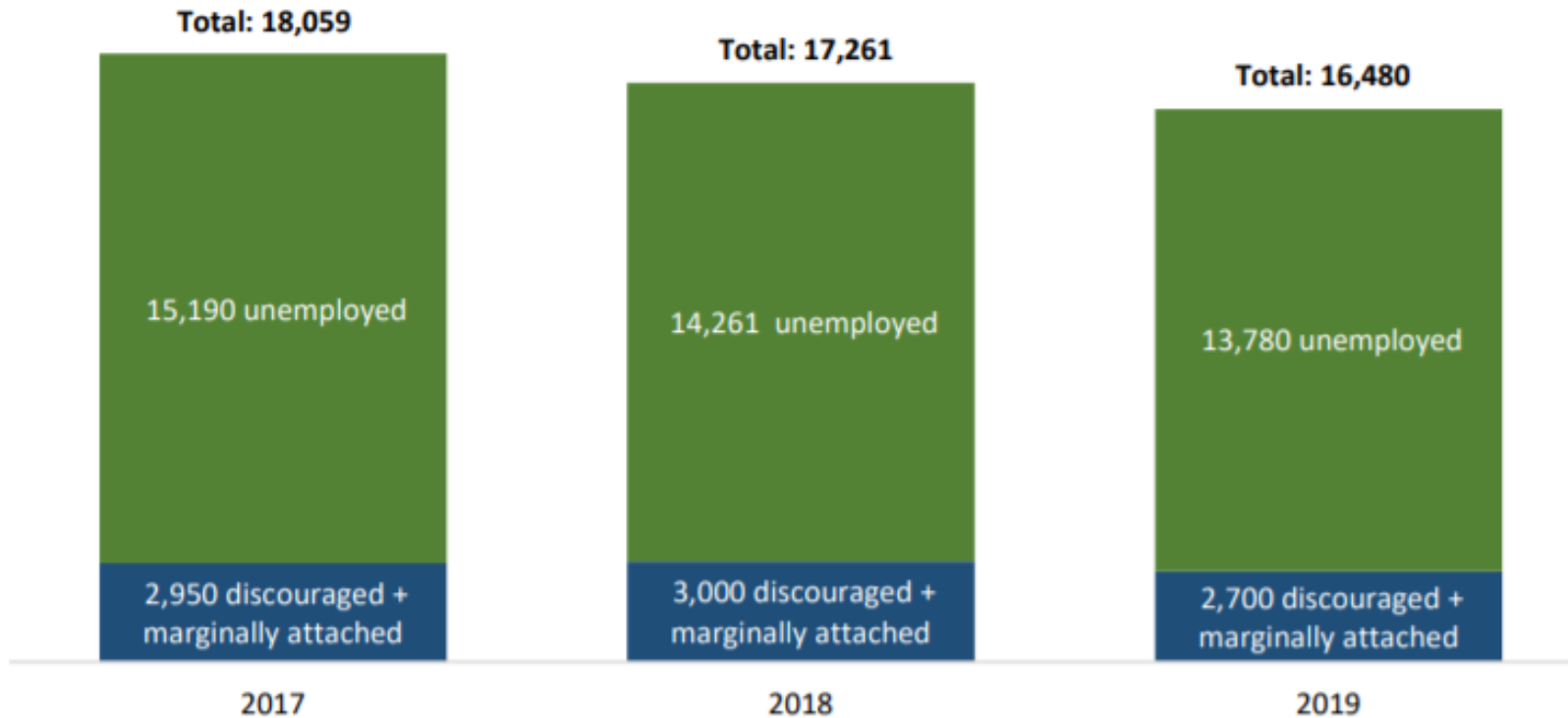
Areas for further consideration:

- Evaluate **proactive outreach strategies and partnerships** to increase enrollment among participants who may benefit from WIOA services.
- Explore **opportunities to collect additional data and conduct more rigorous evaluation** activities to inform resource allocation and assess program performance.
- Develop **formal mechanisms to collect participant feedback** regarding which program elements are most useful or effective.
- Review **opportunities for which a federal waiver may increase flexibility** to address Vermont-specific needs.

Please visit www.auditor.vermont.gov to access the full report.

Appendix

Figure 1. Average unemployed, discouraged, and marginally attached persons in Vermont, 2017-2019



Sources: 1) VDOL, Economic and Labor Market Information Division. [Statistical Record of Vermont Unemployment Insurance Program, Calendar Years 2000 to 2019](#). December 2020. 2) U.S. Bureau of Labor Statistics, [All Marginally Attached Workers for Vermont](#). Retrieved from FRED, Federal Reserve Bank of St. Louis. September 2021.

Average annual cost per participant served, WIOA Title I and Title III programs

