

## WIOA Adult Training Strategy Report

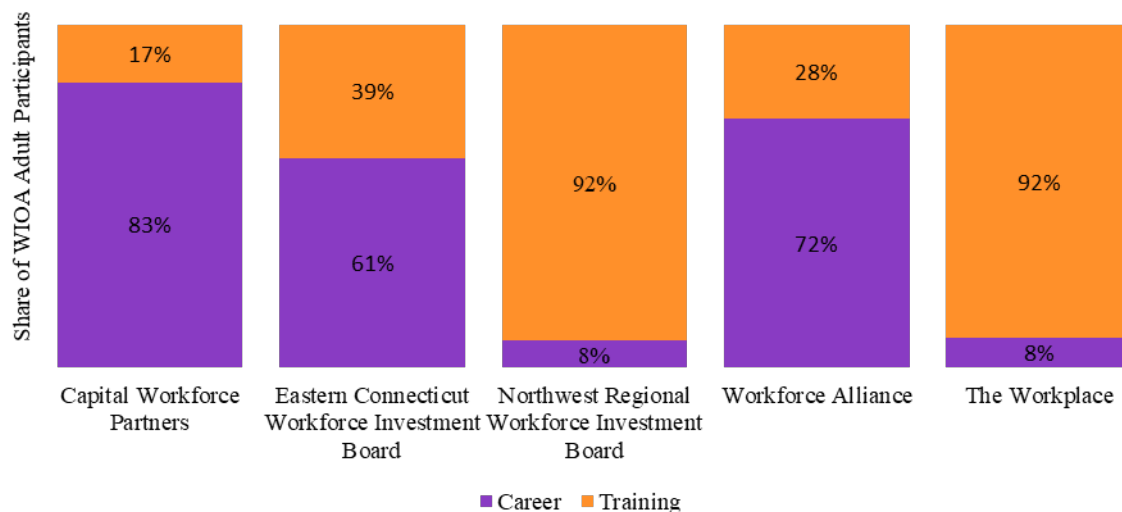
The Training Strategy Report includes a descriptive analysis of the 2018 Workforce Innovation and Opportunity Act (WIOA) Adult data and introduces basic performance metrics and methods to conduct a return on investment (ROI) analysis for WIOA programs. The WIOA Adult program funds individualized career and training services for individuals 18 years and older, with priority given to public assistance recipients, low-income individuals, and individuals who are basic skills deficient. Individualized career services under WIOA Adult include specialized skill assessments, career counseling, career planning, short-term prevocational services, internships, financial literacy services, and English language education programs. Training services under WIOA Adult include occupational skills training, on-the-job training, incumbent working training, entrepreneurial training, job readiness training, adult education and literacy services, and customized training.

The report uses data from the Participant Individual Record Layout (PIRL), which was developed collaboratively by the U.S. Departments of Labor and Education as a part of WIOA performance accountability provisions. The PIRL contains wage, demographic, geographic, and public assistance information necessary to conduct a ROI analysis for WIOA programs.

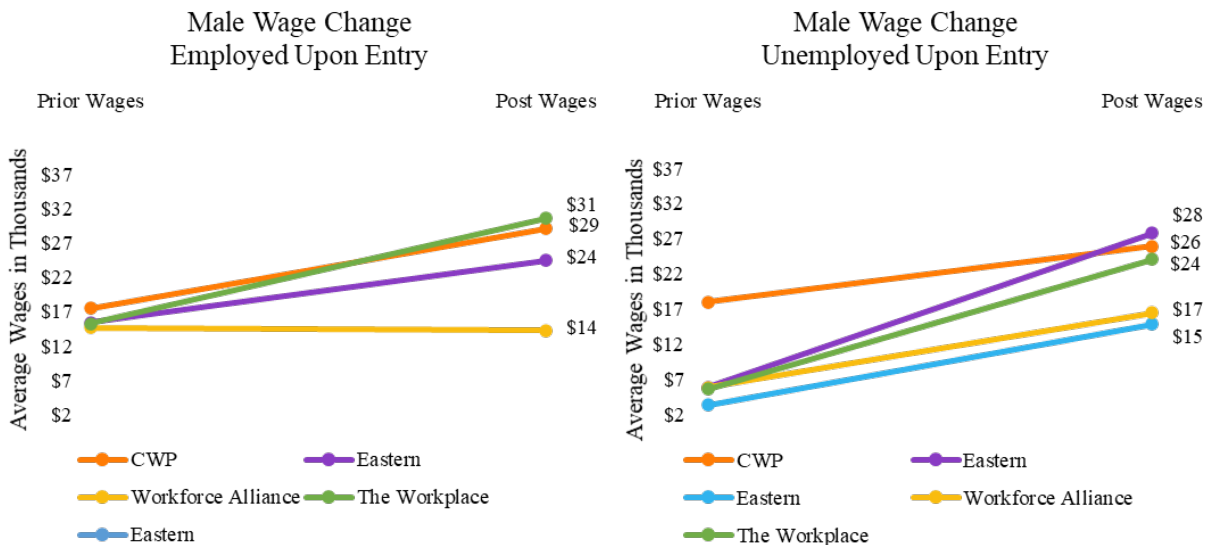
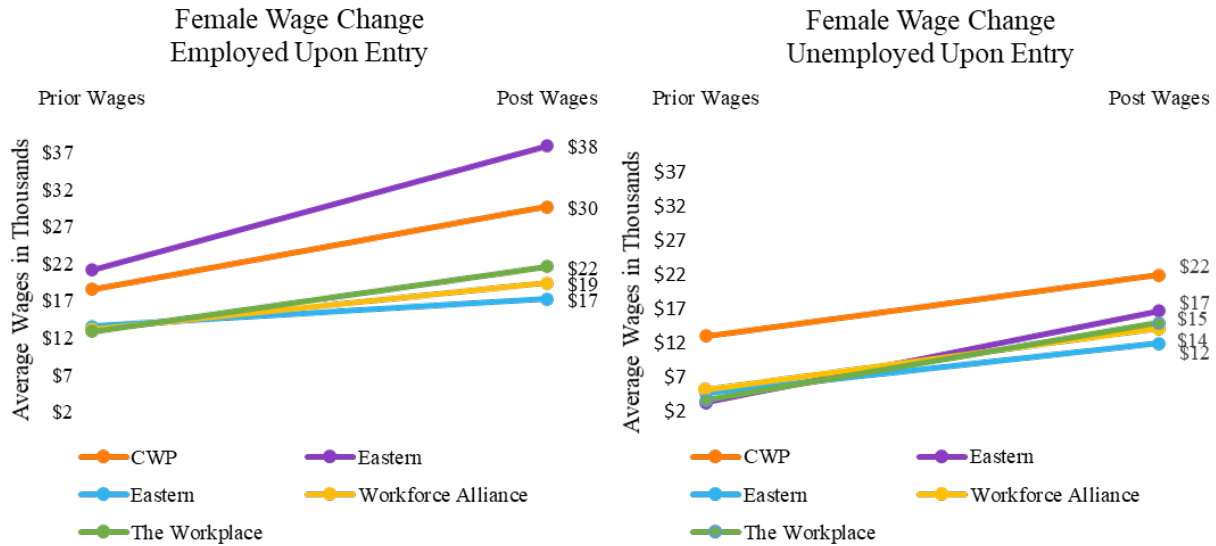
### 2018 WIOA Adult Training Descriptive Analysis

The descriptive analysis of the 2018 WIOA adult data explores the wage gains, training status, and program costs by gender, region, and pre-enrollment employment status. There was regional variation in the share of Adult services recipients enrolled in Training Services or Career Services. For example, 92 percent of Adult services recipients, at The Workplace, were enrolled in Training Services, whereas 17 percent of Adult services recipients, at Capital Workforce Partners, were enrolled in Training Services.

Share of WIOA Adult Individualized Career Services and Training Services by Workforce Development Board



There was also significant variation in average wage gains by gender, region, and pre-enrollment employment status. For employment status and gender, employed and unemployed women gained \$9,038 and \$9,835, respectively, while employed and unemployed men gained \$11,240 and \$13,474, respectively.



\* Male Wage Change Employed Upon Entry for the Northwest WDB suppressed due to small population size.

## Return on Investment Methods

The ROI of public workforce program participation is typically measured from the government’s perspective, rather than that of the participant. Benefits to government include tax receipt increases due to increased earnings and employment, decreases in public benefits usage (SNAP,

TANF, Unemployment Insurance), and reduced incarceration. Costs include program expenditures and foregone tax receipts while a participant is in training. The most basic method employed to calculate ROI measures incremental program impacts based on deviations of program participants from their past earnings trajectories. Researchers have also implemented more complex designs, such as propensity score matching, to measure participant-level benefits that are directly attributable to public workforce programs. These methods require those receiving services to be compared to a control group of similar individuals that did not receive services.

## **Concluding Strategy**

A future ROI analysis could develop a quasi-experimental design, which requires a detailed data match to a comparable cohort of individuals who did not receive training. The control group should be matched on demographic characteristics, pre-program labor market experience, post-program labor market experience, and post-program participation in public assistance or unemployment compensation. For small workforce training programs, a simple before-and-after method, along with basic descriptive analyses, could be implemented to assess a program's return on investment, including cost savings both from wage gains and decreased reliance on public assistance. In the report, [Return on Investment for Virginia's Public Workforce Development Programs](#), the ROI of Virginia's Workforce Investment Act (WIA), Trade Adjustment Assistance (TAA), and Wagner-Peyser Act (WP) programs was estimated using both propensity score matching and the before-and-after method.