

Oklahoma WIOA Wage Progression Evaluation

Program Years 2016-2018



June 2020

Introduction

There are six core programs under the Workforce Innovation and Opportunity Act (WIOA). The Oklahoma Office of Workforce Development (OOWD) represents Title I, which includes Adult, Dislocated Worker, and Youth Programs. There are six primary indicators of WIOA Performance for Title I programs: (1) Employment Rate 2nd Quarter after Exit, (2) Employment Rate 4th Quarter after Exit, (3) Median Earnings 2nd Quarter after Exit, (4) Credential Attainment, (5) Measurable Skills Gains, and (6) Effectiveness in Serving Employers. The purpose of this report is to further evaluate the Median Earnings 2nd Quarter after Exit performance indicator. Specifically, what are the median earnings of participants before program participation as compared to the median earnings of participants after their participation in the WIOA Adult Program in Oklahoma?

Methodology

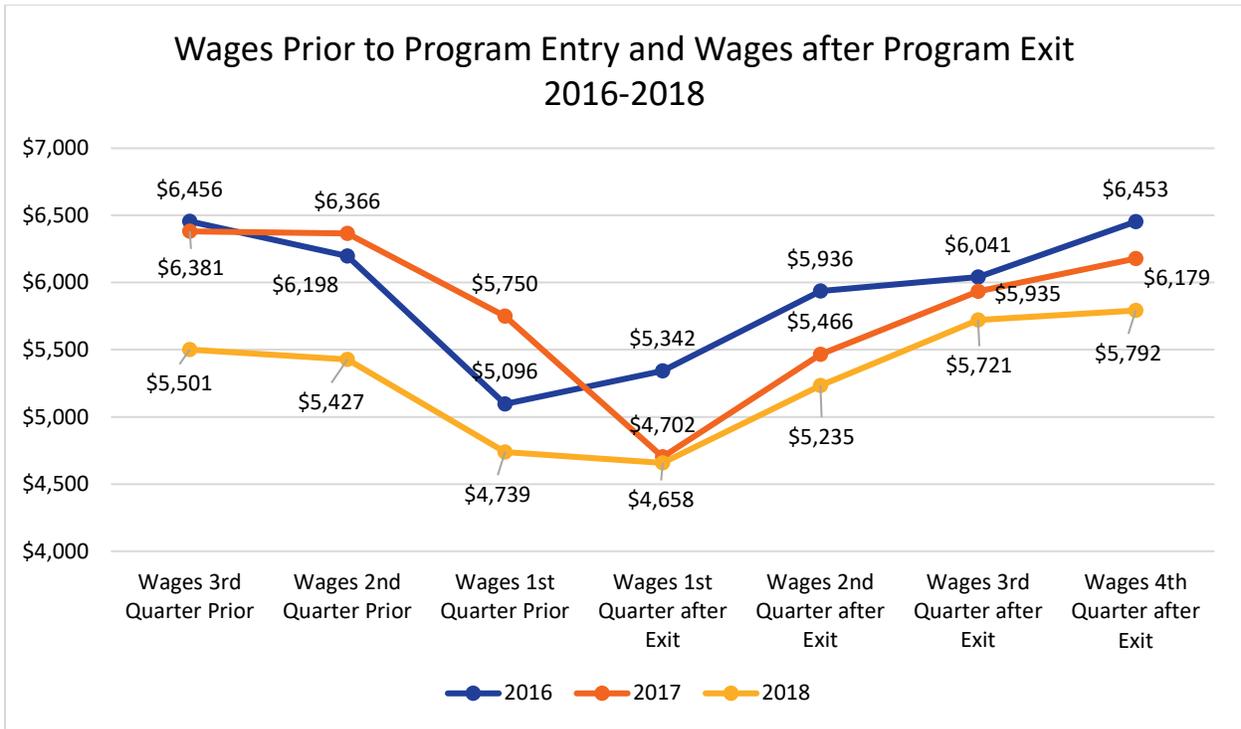
The data was retrieved from the Department of Labor's (DOL) Participant Individual Record Layout (PIRL). The PIRL tracks a robust amount of data per participant related to demographics and program outcomes in addition to the six primary indicators of performance. Quarterly earnings are measured primarily by Unemployment Insurance (UI) wage matching, providing accurate wage data for analysis. UI wage matches are collected for seven quarters. Three quarters are before entry into the adult program: (1) Wages 3rd Quarter before Entrance, (2) Wages 2nd Quarter before Entrance, and (3) Wages 1st Quarter before Entrance. Four quarters are after program exit: (1) Wages 1st Quarter after Exit, (2) Wages 2nd Quarter after Exit, (3) Wages 3rd Quarter after Exit, and (4) Wages 4th Quarter after Exit.

The PIRL is updated every quarter with new participant data. The version for this analysis was the data certified for Program Year 2019 Quarter 3. For this analysis, participants were grouped by the year they exited the program. Participation length differs for all participants, so the program entrance dates differ for each participant. Additionally, some exit based information is not yet available. Only those that had wages were included in the analysis.

Findings

Since the implementation of WIOA, there have been four complete program years. Program Year 2016 started July 2015 and ended June 2016. Program Year 2017 includes July 2016 through June 2017. Program Year 2018 includes July 2017 through June 2018. Lastly, Program Year 2019 started July 2018 and ended June 2019. Program Year 2019 was excluded from this analysis due to the time lag from the exit based performance indicators. Figure 1 combines the wage data for Program Year 2016, Program Year 2017, and Program Year 2018.

Figure 1: Adult Participants with 2016-2018 Exit



The trends are similar among the three program years. Participants experience a decrease in their wages leading up to the date they enter the WIOA Adult Program in Oklahoma. Once participants exit the program, they experience an increase of wages over a year. Generally, they regain the same level of earnings.

Figure 2: Adult Participants with 2016 Exit

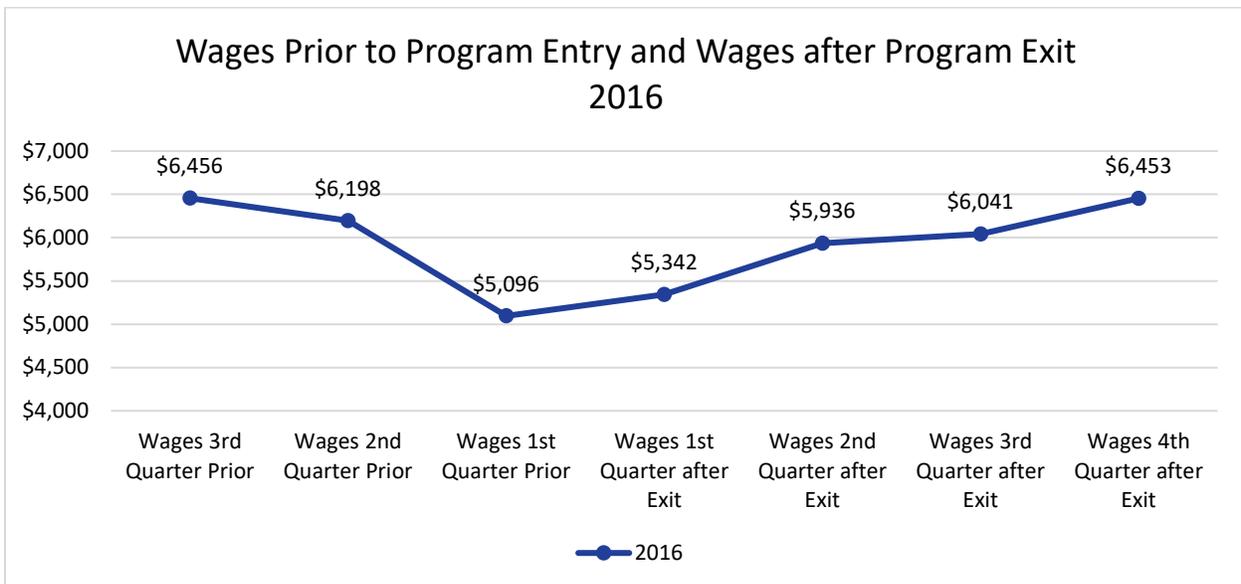


Figure 2 above provides the wage earnings progression for Program Year 2016. The median earnings the 3rd quarter prior to entrance was \$6,456 and decreased to the lowest point at \$5,096. The median earnings of participants increased from \$5,342 the first quarter after exit to \$6,453 the fourth quarter after exit.

Figure 3: Adult Participants with 2017 Exit

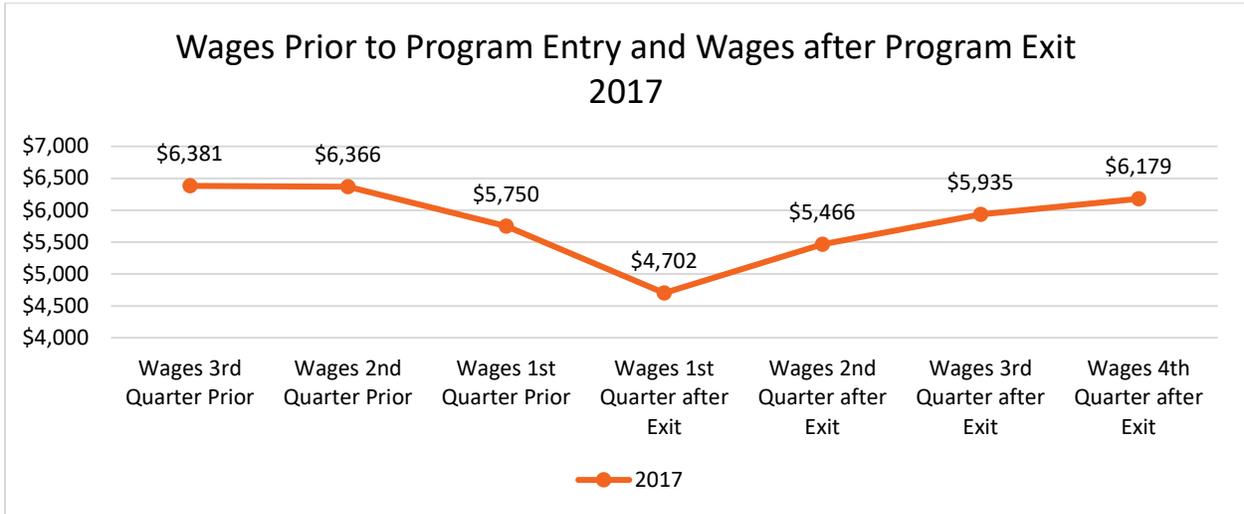


Figure 3 above provides the wage earnings progression for Program Year 2017. The lowest wage point was during the first quarter after exit at \$4,702. The median earnings the 3rd quarter prior to participation was \$6,381 and dropped to \$5,750 the 1st quarter prior to entrance. After program exit, the median earnings of participants increased to \$6,179.

Figure 4: Adult Participants with 2018 Exit

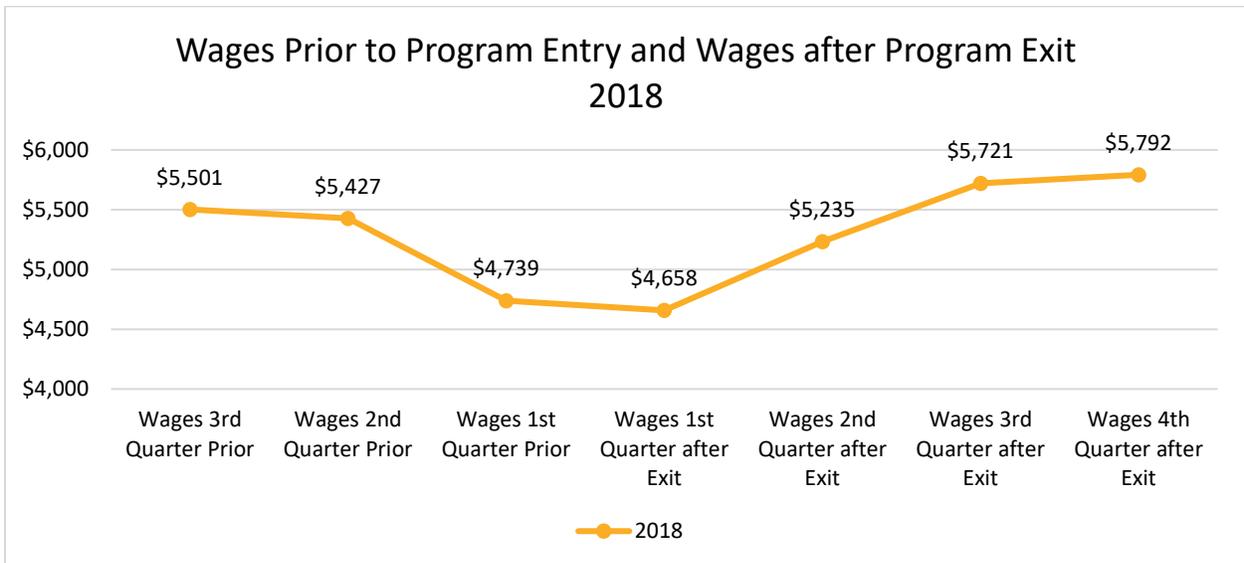


Figure 4 above provides the wage earnings progression for Program Year 2018. Wage data for this cohort is still being collected, as not all has been reported at this time. Based on the wage data available as of Program Year 2019 Quarter 3, the following trend follows the previous program years. Wages of participants before program entrance decreased from \$5,501 the 3rd quarter prior to entrance to \$4,739 the 1st quarter before entrance to Oklahoma's WIOA adult program.

Conclusion

This wage progression evaluation shows that the WIOA adult program in Oklahoma is effective in terms of increasing participants' quarterly wages. Overall, participants were experiencing a decrease in their wages before they sought assistance from one of our local areas. After receiving WIOA resources from one of our local areas, participants' wages increased to a level they had before seeking assistance. Services include, but not limited to, career counseling, job search assistance, assessment of skill levels, supportive services, workforce preparation activities, and follow up services.