

# WIA Title I Report for the State of Idaho

## Part A. Return on Investment

Idaho's "Return on Investment" provides the required analysis of our workforce investment activities relative to the effect of the activities on the performance of the participants. Reviewing the level of investment (taxpayers' dollars) vs. the return on that investment (participant gains in wages, taxes, reduced public assistance) provides another look at the success of the programs beyond the required performance standards.

For each of our major programs, these demonstrate a positive impact on the community resulting from participation in the program. For individuals enrolled in the Adult program, \$2.59 is returned to the community for each dollar spent and the investment is returned by the participant within twelve months. For dislocated workers, the investment is returned in ten months with those leaving the program returning \$3.51 to the community for each dollar invested.

Youth, particularly younger youth, are less likely to be directed toward immediate employment upon completion. A primary goal for these at-risk youth is to encourage them to return to school or to assist them in continuing their education. In recognition of these goals, we have considered future impact resulting from continued participation in education through high school and beyond for younger youth. Impact for older youth who are employment directed is computed in the same manner as adults and dislocated workers. The results of our analysis demonstrate that investments in youth are repaid within 21.5 months and youth are expected to return \$1.62 to the community for each dollar invested in their training.

IDAHO  
Adult ~ Program Year 2002  
Summary at a Glance

Increased Income Tax Contributions (State & Federal)	\$1,301,392
Increased FICA payments	\$1,091,583
Reduced Public Assistance Dependency	\$813,216
<b>TOTAL ANNUAL TAXPAYER BENEFIT</b>	<b>\$3,206,191</b>
Monthly Taxpayer Benefit	\$267,183
<b>ADULT PROGRAM COST (Expenditures, PY 2002)</b>	<b>\$3,275,669</b>
Number of months to pay back Taxpayer Investment	12

IMPACT OF WIA INVESTMENT  
Adult ~ Program Year 2002  
Summary at a Glance

Annual Increased Net Earnings of Participants	\$5,287,341
Annual Increase in FICA Contributions	\$1,091,583
Annual Increase in Federal Income Tax Payments	\$897,180
Annual Increase in State Income Tax Payments	\$404,212
Annual Decrease in Public Assistance	\$813,216
<b>TOTAL ANNUAL IMPACT</b>	<b>\$8,493,532</b>
<b>ADULT PROGRAM COST (Expenditures, PY 2002)</b>	<b>\$3,275,669</b>

Overall Impact of Investment (Impact divided by Program Cost)

Investment	Impact
\$1.00	\$2.59

IDAHO  
Dislocated Worker ~ Program Year 2002  
Summary at a Glance

Increased Income Tax Contributions (State & Federal)	\$3,097,760
Increased FICA payments	\$2,541,008
Reduced Public Assistance Dependency	\$261,924
<b>TOTAL ANNUAL TAXPAYER BENEFIT</b>	<b>\$5,900,692</b>
Monthly Taxpayer Benefit	\$491,724
D.W. PROGRAM COST (DW, Rapid Response, State 15% Expenditures, PY 2002)	\$5,154,286
Number of months to pay back Taxpayer Investment	10.48

IMPACT OF WIA INVESTMENT  
Dislocated Worker ~ Program Year 2002  
Summary at a Glance

Annual Increased Net Earnings of Participants	\$12,239,637
Annual Increase in FICA Contributions	\$2,541,008
Annual Increase in Federal Income Tax Payments	\$2,135,307
Annual Increase in State Income Tax Payments	\$962,453
Annual Decrease in Public Assistance	\$261,924
<b>TOTAL ANNUAL IMPACT</b>	<b>\$18,140,329</b>
D.W. PROGRAM COST (DW, Rapid Response, State 15% Expenditures, PY 2002)	\$5,154,286

Overall Impact of Investment (Impact divided by Program Cost)

Investment	Impact
\$1.00	\$3.51

IDAHO  
Youth ~ Program Year 2002  
Summary at a Glance

Increased Income Tax Contributions (State & Federal)	\$1,125,063
Increased FICA payments	\$849,860
Reduced Public Assistance Dependency	\$108,348
<b>TOTAL ANNUAL TAXPAYER BENEFIT</b>	<b>\$2,083,271</b>
Monthly Taxpayer Benefit	\$173,813
<b>YOUTH PROGRAM COST (Program Expenditures, PY 2002)</b>	<b>\$3,746,722</b>
Number of months to pay back Taxpayer Investment	21.5

IMPACT OF WIA INVESTMENT  
Youth ~ Program Year 2002  
Summary at a Glance

Annual Increased Net Earnings of Participants	\$4,004,646
Annual Increase in FICA Contributions	\$849,860
Annual Increase in Federal Income Tax Payments	\$757,741
Annual Increase in State Income Tax Payments	\$367,322
Annual Decrease in Public Assistance	\$108,348
<b>TOTAL ANNUAL IMPACT</b>	<b>\$6,087,917</b>
<b>YOUTH PROGRAM COST (Program Expenditures, PY 2002)</b>	<b>\$3,746,722</b>

Overall Impact of Investment (Impact divided by Program Cost)

Investment	Impact
\$1.00	\$1.62

# Return on Investment

## BACKGROUND

Each person who applies for WIA services completes an application which supplies information on employment status, case welfare and/or food stamps recipient status, number in the family and number of dependents. Unemployment insurance records are also accessed for pre-program wage information. This information constitutes the raw data used as pre-program information.

Upon completion of the training, information is recorded on each individual regarding his or her employment status and earnings. This information constitutes post-program data.

For younger youth whose goal is not immediate employment, pre-program information is based on the mean income of those with less than a high school education as reported in the most current CPS survey. Post-program information is the mean income for high school graduates from the same survey. While this does not report actual income, it is used as an indicator of future program impact.

The raw data collected at these points is used to project and compute employment rate, net (take home) pay of the employed, FICA and federal and state income tax contributions and public assistance costs. By comparing pre-program and post-program data, we can reasonably determine the benefit of the program compared to the cost of the program.

## METHODOLOGY

Federal and state income taxes paid are calculated by using federal and state tax tables, based on average income, average family size, and the most frequently occurring filing status of participants. Increased tax contributions are derived from subtracting pre-program contributions from post-program contributions.

Annual public assistance costs are calculated by multiplying the number of cash welfare recipients by the maximum monthly welfare grant times twelve; Food Stamp costs are calculated by multiplying the number of food stamp recipients by the average monthly food stamp amount times twelve. Decreased public assistance costs were derived by determining whether an individual who was on assistance at intake was working more than 25 hours a week at \$6 per hour. If so, s/he would not have qualified for cash assistance, so the maximum monthly benefit as of July 1, 2003, for both cash assistance and food stamp assistance was counted as savings.

FICA contributions are calculated to be 15.3 percent of gross earnings.

Net (take home) earnings of the employed are calculated by computing the annual gross income and subtracting employee FICA and income taxes. Pre-program earnings are based on earnings reported in unemployment insurance records; post-program earnings are based on employment data collected at program exit.

## Taxpayer Return on Investment

The Taxpayer Return on Investment represents the rate of return of taxpayer dollars, through increased tax contributions and decreased welfare costs.

To calculate the Taxpayer Return on Investment, the Total Annual Benefit is divided by twelve to produce a Monthly Taxpayer Benefit. The Program Cost is then divided by the Monthly Taxpayer Benefit to calculate the number of months it takes to pay back the taxpayer investment in WIA for the year in question.

## IMPACT OF INVESTMENT

This is a measure of the program's overall benefit to the community.

When calculating the Impact of Investment, net earnings of the participants are included, as well as the increased tax contributions and decreased welfare costs. Even though these earnings are not directly returned to the taxpayer, they represent a measure of increased productivity.

## ASSUMPTIONS

The ideal calculation of the return on WIA investments would contain raw data on individual participants for an entire year prior and subsequent to participation in WIA. The cost of collecting such data, however, would far outweigh the benefit of doing so. As such, these calculations rely on a number of assumptions about the data and about pre- and post-program conditions of participants. These are identified below:

In general, it is assumed that the following data, collected during program intake and exit as well as from unemployment wage records, remained constant for the entire year prior and subsequent to program participation, respectively:

- Earnings
- Employed/Unemployed Status
- Public Assistance Grant Amounts
- Family Size

### Other Assumptions:

Using the average income, average family size, and most frequently occurring filing status to calculate tax contributions will yield a representative, yet conservative, estimate for the individuals being counted.

Individuals are receiving all public assistance benefits for which they are eligible both prior and subsequent to program participation.

## OTHER TAXPAYER BENEFITS

The benefits reflected in these calculations include only a portion of those actually accruing to the taxpayer for these programs. Other welfare costs associated with Medicaid, subsidized housing, and Supplemental Security Income, for example, will generate significant savings if no longer received by program completers. Reduced Unemployment Insurance costs may generate additional savings. These measures also reflect increased tax contributions only for state and federal income taxes, without the inclusion of local and sales taxes. Information needed to calculate these related savings, however, is either not available or cost-prohibitive to produce.

# Part B. Evaluation of Activities

## IDAHO'S FOCUS FOR WIA

The Workforce Development Council and local *IdahoWorks* Boards have provided the necessary direction to successfully implement the WIA throughout the state. Thanks in large part to this leadership; Idaho has met all its federally established statewide performance goals for WIA during the last program year.

## CHALLENGE

Features that make Idaho special also bring challenges, and for WIA there is no exception. Idaho is predominantly rural, with a large geographical area and a population of 1.3 million. By its very nature, stretching programs with limited funding is always difficult.

An issue impacting WIA in Idaho is cost allocation among One Stop partners. During program year 2002, five one stop centers piloted a cost sharing methodology based on the relative share of customers using the centers. With only one exception, partners were unable to provide data to allow a cross match of files with programs operating full time in the Centers. The data indicated however, that participation in the centers by partners who did not maintain a full time presence, was so limited as to be considered immaterial for cost allocation purposes. A sixth center allocated a percentage of space in the center and shared costs among the 11 partners who visited on a part-time or rotating basis. This is a model that will be considered for use in the five centers that will need to develop an alternative model. We believe the initial methodology is sound and could be workable if data sharing, controlled to protect customer privacy, could be authorized among one stop partner agencies.

While partners other than "Labor" programs have a minimal physical presence in the centers, customer service continues to be provided through referrals. Full-time staff at the One Stop center provide orientations on available services to all partners and customers to insure service recognition throughout the region.

## FUTURE EVALUATIONS

During the last program year, the State performed a survey to assess the availability of Workforce Development Services. The State coordinated with the university system to design and implement this study. The survey work is nearing completion and will be available for analysis during the calendar year.

Using WIA Incentive Funds, the State funded pilots in each of the six Workforce Investment Areas to improve services to our business customers. Pilots will be evaluated during PY 2003 to identify those practices that prove most effective in improving services to business.

## WIA Annual Report Data

State Name: ID

Program Year: 2002

**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	70	84.2	1,482	1,908	1,908	77.7
Employers	68	84.4	25	27	27	92.6

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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	72	89	307
			345
Employment Retention Rate	81	88.7	430
			485
Earnings Change in Six Month	3,700	3,878	1,667,417
			430
Employment and Credential Rate	47	67.6	284
			420



**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	91.7	22	91.5	43	85.9	55	80.4	37
		24		47		64		46
Employment Retention Rate	83.3	20	88.5	46	89	65	81.8	36
		24		52		73		44
Earnings Change in Six Months	4,921	103,331	2,232	104,895	3,685	224,814	608	22,507
		21		47		61		37
Employment and Credential Rate	66.7	14	63.8	30	58.1	36	44.8	13
		21		47		62		29

**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	89.5	231	87.4	76
		258		87
Employment Retention Rate	88.6	343	88.8	87
		387		98
Earnings Change in Six Months	4,164	1,428,178	2,750	239,239
		343		87

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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	77	93.1	806
			866
Employment Retention Rate	88	91.6	738
			806
Earnings Replacement in Six Months	94	90.6	8,610,490
			9,502,197
Employment and Credential Rate	47	69.9	395
			565

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

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	90.6	135	91.8	56	84.4	76	100	38
		149		61		90		38
Employment Retention Rate	88.1	119	89.3	50	90.8	69	76.3	29
		135		56		76		38
Earnings Replacement Rate	94.3	1,519,746	92.1	461,626	76.7	620,667	305.9	239,419
		1,610,800		501,350		809,309		78,272
Employment And Credential Rate	67.4	58	63	29	68.4	39	90.9	30
		86		46		57		33

**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	93.3	527	92.7	279
		565		301
Employment Retention Rate	93	490	88.9	248
		527		279
Earnings Replacement Rate	89.8	5,296,278	91.9	3,314,212
		5,896,558		3,605,639

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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	70	86.8	66
			76
Employment Retention Rate	81	86.2	81
			94
Earnings Change in Six Months	2,800	2,910	221,186
			76
Credential Rate	37	55.6	60
			108

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

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
Entered Employment Rate	100	6	0	0	92.9	13	85.5	53
		6		1		14		62
Employment Retention Rate	71.4	5	0	0	94.7	18	85.3	64
		7		1		19		75
Earnings Change in Six Months	2,569	12,846	0	0	2,815	36,597	1,992	115,530
		5		1		13		58
Credential Rate	55.6	5	0	0	52.2	12	47.7	42
		9		1		23		88

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

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	74	87.2	891
			1,022
Diploma or Equivalent Attainment Rate	55	74.6	208
			279
Retention Rate	56	79.9	187
			234

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

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	77.2	61	92.9	329	75.8	207
		79		354		273
Diploma or Equivalent Attainment Rate	57.1	12	89.2	74	50	42
		21		83		84
Retention Rate	54.5	6	85.3	58	74.3	78
		11		68		105

**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	83.4	341	4,356	1,476,772	10.4	32	3,913	1,072,292	84.2	165
		409		339		307		274		196
Dislocated Workers	92.3	752	98.6	8,005,703	7.3	56	6,073	4,420,904	78.3	382
		815		8,120,944		767		728		488
Older Youth	89.3	67	4,490	278,372	13.6	9	2,350	133,940		
		75		62		66		57		

**Table M: Participation Levels**

	Total Participants Served	Total Exiters
Adults	1,111	537
Dislocated Workers	2,087	935
Older Youth	292	147
Younger Youth	1,003	453

**Table N: Cost of Program Activities**

Program Activity			Total Federal Spending
Local Adults			\$3,275,669.00
Local Dislocated Workers			\$3,545,539.00
Local Youth			\$3,746,722.00
Rapid Response (up to 25%) 134 (a) (2) (A)			\$1,285,590.00
Statewide Required Activities (up to 25%) 134 (a) (2) (B)			\$1,480,234.00
Statewide Allowable Activities 134 (a) (3)	Program Activity Description	Statewide Misc. Activities (older wkr pilot, LMI, additional dislocated wkr srvcs, mktng, JobLine).	\$521,090.00
Total of All Federal Spending Listed Above			\$13,854,844.00

# WIA Annual Report Data

State Name: ID

Program Year: 2002

Table O: Summary of Participants

Local Area Name: North Idaho Workforce Investment Board Area 1	Total Participants Served	Adults	407
		Dislocated Workers	419
		Older Youth	85
		Younger Youth	322
	Total Exiters	Adults	204
		Dislocated Workers	215
		Older Youth	39
		Younger Youth	140

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	84.2
	Employers	68	87.7
Entered Employment Rate	Adults	72	84.4
	Dislocated Workers	77	93.2
	Older Youth	70	78.3
Retention Rate	Adults	81	88.3
	Dislocated Workers	88	90.9
	Older Youth	81	93.1
	Younger Youth	56	72
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,700	3,147.79
	Dislocated Workers	94	95.33
	Older Youth (\$)	2,800	3,219.66
Credential / Diploma Rate	Adults	47	59
	Dislocated Workers	47	59.6
	Older Youth	37	47.2
	Younger Youth	55	63.1
Skill Attainment Rate	Younger Youth	74	85.2
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			Exceeded Yes

# WIA Annual Report Data

State Name: ID

Program Year: 2002

Table O: Summary of Participants

Local Area Name: North Central Idaho Works Board Area 2	Total Participants Served	Adults	110
		Dislocated Workers	156
		Older Youth	37
		Younger Youth	89
	Total Exiters	Adults	56
		Dislocated Workers	94
		Older Youth	16
		Younger Youth	52

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	82.4
	Employers	68	85.4
Entered Employment Rate	Adults	72	86.4
	Dislocated Workers	77	93.8
	Older Youth	70	83.3
Retention Rate	Adults	81	93.4
	Dislocated Workers	88	88.3
	Older Youth	81	81
	Younger Youth	56	87.5
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,700	4,094.93
	Dislocated Workers	94	86.8
	Older Youth (\$)	2,800	2,344.25
Credential / Diploma Rate	Adults	47	56.8
	Dislocated Workers	47	64.9
	Older Youth	37	33.3
	Younger Youth	55	77.8
Skill Attainment Rate	Younger Youth	74	83.5
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			Yes
			Exceeded



# WIA Annual Report Data

State Name: ID

Program Year: 2002

**Table O: Summary of Participants**

Local Area Name: Worksource Workforce Investment Board Area 3	Total Participants Served	Adults	296
		Dislocated Workers	949
		Older Youth	87
		Younger Youth	259
	Total Exiters	Adults	153
		Dislocated Workers	406
		Older Youth	56
		Younger Youth	142

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	76.2
	Employers	68	83.3
Entered Employment Rate	Adults	72	97.8
	Dislocated Workers	77	91.5
	Older Youth	70	90.5
Retention Rate	Adults	81	84.4
	Dislocated Workers	88	93.5
	Older Youth	81	81.8
	Younger Youth	56	82.4
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,700	3,664.61
	Dislocated Workers	94	83.7
	Older Youth (\$)	2,800	2,534.02
Credential / Diploma Rate	Adults	47	75.4
	Dislocated Workers	47	76.2
	Older Youth	37	70.8
	Younger Youth	55	78.5
Skill Attainment Rate	Younger Youth	74	85
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			Yes
			Exceeded

# WIA Annual Report Data

State Name: ID

Program Year: 2002

Table O: Summary of Participants

Local Area Name: South Central Idaho Works! Area 4	Total Participants Served	Adults	123
		Dislocated Workers	179
		Older Youth	21
		Younger Youth	144
	Total Exiters	Adults	56
		Dislocated Workers	74
		Older Youth	11
		Younger Youth	37

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	91.4
	Employers	68	81.9
Entered Employment Rate	Adults	72	93.1
	Dislocated Workers	77	96.8
	Older Youth	70	100
Retention Rate	Adults	81	94.2
	Dislocated Workers	88	86.9
	Older Youth	81	100
	Younger Youth	56	93.3
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,700	5,552.56
	Dislocated Workers	94	99.1
	Older Youth (\$)	2,800	6,803.82
Credential / Diploma Rate	Adults	47	68.2
	Dislocated Workers	47	59.1
	Older Youth	37	100
	Younger Youth	55	62.5
Skill Attainment Rate	Younger Youth	74	93.5
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			Yes

# WIA Annual Report Data

State Name: ID

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Southeast Idaho Works Board Area 5	Total Participants Served	Adults	82
		Dislocated Workers	289
		Older Youth	39
		Younger Youth	99
	Total Exiters	Adults	35
		Dislocated Workers	101
		Older Youth	13
		Younger Youth	47

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	81.6
	Employers	68	0
Entered Employment Rate	Adults	72	93.3
	Dislocated Workers	77	97.1
	Older Youth	70	100
Retention Rate	Adults	81	83.3
	Dislocated Workers	88	92.5
	Older Youth	81	100
	Younger Youth	56	89.5
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,700	4,908.95
	Dislocated Workers	94	107.5
	Older Youth (\$)	2,800	5,080.92
Credential / Diploma Rate	Adults	47	86.2
	Dislocated Workers	47	79.6
	Older Youth	37	66.7
	Younger Youth	55	94.9
Skill Attainment Rate	Younger Youth	74	94.2
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			Yes

# WIA Annual Report Data

State Name: ID

Program Year: 2002

Table O: Summary of Participants

Local Area Name: East-Central Idaho WIB Area 6	Total Participants Served	Adults	93
		Dislocated Workers	95
		Older Youth	23
		Younger Youth	90
	Total Exiters	Adults	33
		Dislocated Workers	45
		Older Youth	12
		Younger Youth	35

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	85.6
	Employers	68	0
Entered Employment Rate	Adults	72	81
	Dislocated Workers	77	92.7
	Older Youth	70	100
Retention Rate	Adults	81	94.1
	Dislocated Workers	88	90.5
	Older Youth	81	70
	Younger Youth	56	81.3
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,700	4,742.35
	Dislocated Workers	94	93.4
	Older Youth (\$)	2,800	1,118.15
Credential / Diploma Rate	Adults	47	79.3
	Dislocated Workers	47	70.3
	Older Youth	37	58.3
	Younger Youth	55	70
Skill Attainment Rate	Younger Youth	74	88
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			Yes
			Exceeded