

No Worker Left Behind Outcomes August 1, 2007 – December 31, 2009

No Worker Left Behind Outcomes

Who enrolled in training?	110,823	100%
Core NWLB*	48,686	44%
Job retention trainees	27,191	25%
People trying to come off public assistance	21,360	19%
Michigan Rehabilitation Services customers	13,586	12%
Where are they at in their training?	110,823	100%
Workers still in training	38,345	36% enrolled
Workers who completed training	57,855	52%
Workers who didn't complete training	14,623	13%
Who has completed training so far?	57,855	100%
Core NWLB*	20,045	35%
Job retention trainees	27,191	47%
People trying to come off public assistance	7,551	13%
Michigan Rehabilitation Services customers	3,068	5%
Have they gotten jobs? Related to training?	57,855	100%
Got/Retained Job	43,355	75% of those trained
Got a new job	16,164	
Core NWLB*	11,806	82 % related to training
Coming off public assistance	2,334	20% related to training
MRS customers	2,024	74% related to training
Retained job (job retention trainees)	27,191	
Still looking for a job	14,500	25% of those trained
Core NWLB*	8,239	
Coming off public assistance	5,217	
MRS customers	1,044	

*Core NWLB participants are those served by the nation's workforce system, i.e., unemployed and underemployed workers seeking new careers who are funded by the federal Workforce Investment Act and Trade Adjustment Assistance Act.

Key Findings as of December 31, 2009 for No Worker Left Behind

- As of December 2009, **110,823 people enrolled in No Worker Left Behind training** – a phenomenal response. Michigan is enrolling **more than double the national percentage** of people into training. It defies the conventional wisdom that adult workers aren't interested in training. Clearly, Michigan workers see that new skills and credentials increase their ability to obtain and hold jobs.
- **57,855 NWLB participants completed training** during those 29 months (52% of those enrolled). **Another 38,345 were still in training** as of December 2009, while 14,623 did not complete training.
- Most of those who enrolled in No Worker Left Behind are either (a) unemployed or underemployed workers seeking new jobs or (b) employed workers being retrained to help ensure job retention. The rest are people trying to come off public assistance or clients of Michigan Rehabilitation Services.
- **Job retention training helped 27,191 workers gain new skills** they need to keep jobs or advance to new ones while helping over 1,000 companies that employ them to diversify or otherwise transform their business and increase their ability to succeed.
- As of December 2009, **16,164 NWLB participants who were seeking a new job completed training and obtained employment**. That baseline number will increase steadily and substantially in coming months as more NWLB participants graduate and find jobs.
- One item to stress from the data is the increase in employment. Employment was at 42% during the first 18 months of NWLB (8/1/2007 – 2/28/2009). Currently the data indicates that 53% of individuals are employed.
- **The core of NWLB is unemployed and underemployed workers** seeking skills that lead to new jobs and careers. In the first 29 months of NWLB:
 - **41% of them had completed training, 53% were still in training, and just 6% had left without completing training.**
 - Of those who had completed training, **59% found a job while 41% were still looking**. That is a significant improvement over 48% and 52% respectively from the previous Outcomes Report.
 - **82% of those who had found a job got one related to their NWLB training**. That's a great indicator that NWLB is doing what Governor Granholm envisioned – training workers for in-demand jobs and meeting employer needs.
 - For the time period August 1, 2007 through June 30, 2009, among those still in training, 74% were in long-term training and 26% in short-term training; that's more than triple the national percentage in long-term training.

Workers Being Retrained -- National vs. Michigan Results

Adult & Dislocated Workers (Workforce Investment Act)

Is No Worker Left Behind a model for the nation? President Obama suggested as much when he spoke at Macomb Community College on July 14, 2009. How has our experience been different from the nation as a whole since we instituted the initiative in August 2007?

There is no national data exactly comparable to the NWLB data we keep in Michigan, but if you compare the bulk of our “core NWLB” population with the national equivalent, you find significant contrasts. Of Michigan workers still in training, 74% are in training for one year or more (more than triple the national average).

With the Workforce Investment Act up for reauthorization in Congress, the Michigan experience appears to show that a revamped national workforce system could put many more workers into training – and more substantial training targeted to in-demand jobs.

National

Data covering April 2008-March 2009

Adult & Dislocated Workers	
Long-Term Training (1 year or more)	22%

Michigan

Data covering August 2007 - June 2009

Adult & Dislocated Workers	
NWLB currently in Long-Term Training %	74%

No Worker Left Behind Outcomes: The Core of NWLB – Unemployed & Underemployed Workers

The First Twenty-Nine Months, August 1, 2007 – December 31, 2009

Enrolled	Still in Training	Employment Outcomes - Completed Training						Didn't Complete Training	
		Total	Got Job	<i>Job Related to Training</i>	Still Looking for Job				
48,686	25,635	20,045	11,806	59%	9,734	82%	8239	41%	3,006

Sources: State of Michigan One-Stop Management Information System (OSMIS)

- Training for unemployed/underemployed workers is mostly paid with funds from two federal programs:
 - The *Workforce Investment Act (WIA)*, which supports retraining and help to unemployed and underemployed workers in finding jobs; and
 - The *Trade Adjustment Assistance Act (TAA)*, which provides retraining and supportive funding for workers who lose their jobs as a result of global economic forces.

- Of the unemployed and underemployed workers who completed training, more than half found a new job and only 41% are still looking for employment; good numbers considering Michigan's economy.

- Of those who found employment, in 8 out of 10 cases it was related to their training.

No Worker Left Behind Outcomes: Job Retention Training

The First Twenty-Nine Months, August 1, 2007 – December 31, 2009

Total Trained Employees
27,191

Sources: Incumbent Worker data reported to DELEG by Michigan Works! Agencies.

- Job Retention Training tackles the problem of employers who are at risk of closing or shrinking unless they diversify, develop new customers, make new products, or otherwise transform their businesses – in ways that require employees to be retrained.
- Job Retention trainees enrolled in No Worker Left Behind are already employed but need to acquire or upgrade skills to maintain their current position or qualify for a new position with their employers.
- 27,191 employees from companies all over the state participated in training and were retained by their employers. These are good jobs saved in Michigan.

No Worker Left Behind Outcomes: People Trying to Come Off Public Assistance

The First Twenty-Nine, August 1, 2007 – December 31, 2009

Enrolled	Still in Training	Employment Outcomes - Completed Training						Didn't Complete Training	
		Total	Got Job	Job Related to Training		Still Looking for Job			
21,360	5,412	7,551	2,334	31%	459	20%	5,217	69%	8,397

Sources: State of Michigan One-Stop Management Information System (OSMIS). Variation between Enrolled in Training and the sum of Still in Training, Completed Training and Didn't Complete Training is a timing issue caused when similar reports are ran on different days (i.e. enrollments may be added between runs).

- Training for people seeking to come off public assistance is provided through the Jobs, Education & Training (JET) program, using federal Temporary Assistance to Needy Families (TANF) funding.
- Among the 21,360 people seeking to come off public assistance who enrolled in No Worker Left Behind during this period, 35% completed training, 25% are still engaged in it, and 39% dropped out without completing training. Causes of the high dropout rate among this customer set include:
 - Current federal work participation requirements are not conducive to the NWLB model. In many instances, the participant requires remedial education, which can not be counted towards the required federal performance factors.
 - Severe reduction in JET and JET Plus funding may have caused Michigan Works! Agencies (MWAs) to dramatically limit the number of participants allowed to continue with their education during FY 2009.
 - JET population faces many barriers that often inhibit their ability to complete educational objectives or maintain self sufficiency.
- Of those who completed training, about 31% found a job and 69% are still looking for employment. This is consistent with national data about the challenges faced in finding work among people coming off public assistance.

No Worker Left Behind Outcomes: Michigan Rehabilitation Services Customers

The First Twenty-Nine Months, August 1, 2007 – December 31, 2009

Enrolled	Still in Training	Employment Outcomes - Completed Training						Didn't Complete Training	
		Total	Got Job		<i>Job Related to Training</i>		Still Looking for Job		
13,586	7,298	3,068	2,024	66%	1,502	74%	1,044	34%	3,220

Sources: MRS AWARE system

- Michigan Rehabilitation Services (MRS) customers are people with disabilities.
- Unemployment among people with disabilities is usually two to three times the figure for the general population.
- Many MRS customers also face multiple barriers to employment and often require longer training and preparation for work than WIA and TAA participants. That's demonstrated by the fact that only 23% have completed training contrasted with 41% of WIA/TAA supported participants.
- Typically, MRS participants have somewhat lower outcomes than do WIA and TAA participants. However, in these data, the employment outcomes track closely with those for unemployed and underemployed participants – roughly two thirds of those who completed training got a job and one third are still looking.