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CITY OF OAKLAND

AGENDA REPORT

2008 DEC 11 PM 4:43

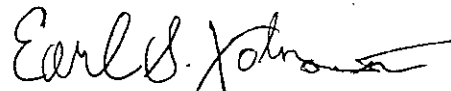
To: Office of the City Administrator
Attn: Daniel Lindheim
From: Office of the Mayor
Date: December 16, 2008

Re: **A Supplemental Report on the Informational Report on the Job Training Performance Standards of City-Funded Workforce Development Programs and the Costs-Per-Outcome of Adult Services funded under the Workforce Investment Act**

Enclosed are the following supplements to the above-titled Agenda Report, scheduled for the December 16, 2008 Community and Economic Development Committee as Item 4 (Legistar No. 07-1176):

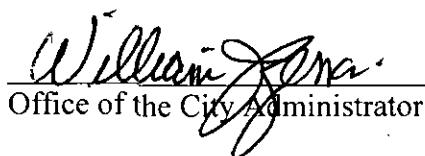
- Missing information from the City of Oakland administered Volunteers of America Bay Area (VOA) Day Labor Program for the 2007-08 program year, from Tables 11 and 12, page 17; and
- An outline of the federal Department of Labor's definition of and methodology for "Employment Retention" measures, included to provide background to the adoption of a new presentation of reported retention for WIA Adult and Dislocated Worker Services (Attachment A).

Respectfully submitted,



Earl Johnson
Office of the Mayor

APPROVED AND FORWARDED TO
COMMUNITY AND ECONOMIC
DEVELOPMENT COMMITTEE:


Office of the City Administrator

Item: 4
CED Committee
December 16, 2008

TABLE 11: VOLUNTEERS OF AMERICA BAY AREA (VOA) DAY LABOR PROGRAM TRAFFIC, 2007-08 PROGRAM YEAR

Contract Period	2007-08 Contract Amount	Annual Client Visit Goal	Actual Client Visits through 06/30/08	Percentage of Annual Goal to date
7/07 – 6/08	\$194,000	18,000	63,639	354%

TABLE 12: VOA DAY LABOR PROGRAM PLACEMENT DATA, 2007-08 PROGRAM YEAR

	Annual Placement Goal	Actual Placements through 06/30/08	Percentage of Annual Goal to date
Temporary Jobs	2,400	6,170	257%
Extended Jobs	2,400	5,379	224%
TOTALS	4,800	11,549	241%

STAFF ANALYSIS AND COMMENTS ON VOA DAY LABOR PROGRAM

- VOA’s Day Labor Program results have continued to far exceed goals in PY 2007-08, as they have since the Program’s initiation. The Day Labor Program seems to have reached a critical mass – the fact that large proportions of both Day Labor clients and employers seeking workers have chosen to operate through the VOA Center rather than on street corners has built up momentum for the Program, which in turn has resulted in a cyclic increase in numbers of service seekers. Staff also attributes the Program’s success to its on-site skill sessions, education, and service referrals.

EMPLOYMENT RETENTION¹

Methodology:

Of those who are employed in the first quarter after the exit quarter:

The number of adult participants who are employed in both the second and third quarters after the exit quarter divided by the number of adult participants who exit during the quarter.

Operational Parameters:

- This measure includes only those who are employed in the first quarter after the exit quarter (regardless of their employment status at participation).
- Individuals who are not employed in the first quarter after the exit quarter are excluded from this measure (i.e., programs will not be held accountable for these individuals under this measure).
- Employment in the first, second, and third quarters after the exit quarter does not have to be with the same employer.

Discussion:

By defining a positive outcome as employment in the first, second, and third quarters after the quarter of exit, the measure approximates retention for at least six months following participation in the program. However, a positive outcome on the retention measure does not necessarily indicate continuous employment with the same employer.

¹ From: DeRocco, Emily Stover, Assistant Secretary, Employment and Training Administration Advisory System, U.S. Department of Labor. (17 February 2006). "Common Measures Policy for the Employment and Training Administration's (ETC) Performance Accountability System and Related Performance Issues." *Training and Employment Guidance Letter No. 17-05*. Accessed 5 December 2008, <http://wdr.doleta.gov/directives/attach/TEGL17-05.pdf>