

Agency Mission: To contribute leadership and resources to increase the skills, knowledge, and career opportunities of Oregonians.

KPM #5	DISLOCATED WORKER WAGES Percentage of dislocated workers who obtained employment with at least 80% of prior earnings	Measure since: 2006
Goal	Goal 2: Oregon’s workforce is well-trained and has access to a wide variety of training programs	
Oregon Context	OBM 12: Pay per worker	
Data source	WIA Title IB Database	
Owner	CCWD WIA Title IB Programs, 503-378-8648	

1. **OUR STRATEGY**

CCWD works with community colleges and workforce training boards and providers to develop short-term curricula and trainings in high-wage, high-demand occupations identified by the state’s Workforce Response Teams. These programs give dislocated workers the opportunity to quickly adapt their skills to new jobs without losing earning power. The Department also works to use federal and state funds to leverage additional private investment in training for demand occupations.

2. **ABOUT THE TARGETS**

The targets for 2006 and 2007 were set at the highest level of actual performance during the period from 2003 to 2005. Targets for 2008 and 2009 are increased 2% from the previous year’s target. Higher is better.

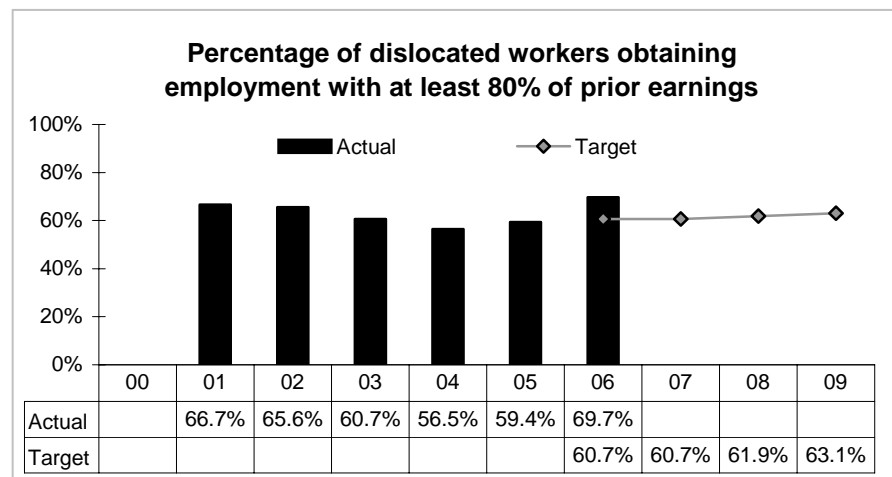
3. **HOW WE ARE DOING**

In 2006, 69.7% of dislocated workers found employment with wages that were at least 80% of the wages they earned in prior employment. This result is Oregon’s highest performance yet on this measure.

4. **HOW WE COMPARE**

Although the construction of this measure is unique to Oregon, all states report to the US Department of Labor on a similar measure—earnings change for dislocated workers. During the period from April 2004 through March 2005, dislocated workers in Oregon earned an average of \$2,673 less in the 2nd and 3rd quarters after exiting than in the 2nd and 3rd quarters prior to entering. Dislocated workers in Washington earned \$1,782 less after exit, and, nationally, dislocated workers earned an average of \$478 more after exit.⁸

5. **FACTORS AFFECTING RESULTS**



⁸ Social Policy Research Associates. *PY 2005 WIASRD Data Book*. Prepared for the Office of Performance and Technology Employment and Training Administration: US Department of Labor. Retrieved on August 27, 2007 from http://www.doleta.gov/Performance/results/PY_2005_WIASRD_DataBook_Rev%208-14-2007.pdf.

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The early-decade recession caused high unemployment and depressed wages for Oregon's workers and job seekers. High-wage jobs were lost at a faster rate than low-wage jobs, causing some dislocated workers to accept lower wages when they found new jobs. By 2004, job growth in high-wage industries began to recover,⁹ and the decline in Oregon's unemployment rate, from a high of 8.5% in mid-2003 to 5.5% by June of 2006, has helped drive up wages across most industries.¹⁰

6. WHAT NEEDS TO BE DONE

To increase the efficiency of service delivery and direct more existing resources towards targeted training services, Oregon's workforce partners are working together to eliminate duplicate services and facilitate simpler transitions between services by co-locating workforce partners' service offices and making all core services available through One-Stop centers. CCWD is also expanding its work with individual community colleges and businesses to further develop career pathways targeting high-wage, high-demand occupations.

7. ABOUT THE DATA

Reporting cycle: Oregon fiscal year. A Dislocated Worker is someone 18 and older who loses their job due to no fault of their own, receives layoff notice or notice of company closure. Workforce Investment Act (WIA) Title IB Dislocated Worker exiters are matched with Oregon Employment Department wage records to identify individuals with wages in the 1st, 2nd, and 3rd quarters after exit. The sum of 2nd and 3rd quarter post-exit wages is divided by the sum of 2nd and 3rd quarter pre-enrollment wages to determine the measure result.

⁹ Moore, E. "Low wage industries continue to fuel Oregon job growth figures." Oregon Employment Department: August 2006. Retrieved on August 15, 2007 from <http://www.qualityinfo.org/olmisj/ArticleReader?itemid=00003923&print=1>.

¹⁰ Oregon Employment Department. "Unemployment rates by labor market area." Retrieved on August 15, 2007 from <http://www.qualityinfo.org/olmisj/OlmisZine?zineid=00000011>.