

## The Eligible Training Provider list measures program performance

**W**ith the implementation of the federal Workforce Investment Act (WIA) in 1998, a system was established to foster continuous improvement in federally funded training programs. The system is designed to provide workers with the information, advice, job search assistance, and training they need to get and keep good jobs, and provide employers with skilled workers.

Adults eligible for training are empowered to use Individual Training Accounts at qualifying institutions. The goal is to create a market-based system. Training providers have to deliver measurable results that their customers can review. Changes required by the WIA were far reaching and impact most aspects of Alaska's training systems. The Eligible Training Provider (ETP) list functions as a consumer report. It enables those seeking training to view the historical performance of individual training programs offered by providers.

### ETP is a consumer report for training

The ETP list is a list of programs that have met performance criteria established by the Alaska Human Resource Investment Council (AHRIC). If a program fulfills the criteria, clients may be sent to it for training. Although some programs are exempt from the minimum performance criteria, most occupational training programs requiring 80 or more hours of training, or that lead to a certificate or degree, must meet minimum standards before clients may be sent to them.

In addition to specific performance criteria, the ETP list provides general information about the program, including a detailed program description, program length, cost and provider contact information. This makes the ETP list useful not only for individuals using federal dollars for training, but for all those seeking education and training in Alaska.

Training program performance data in Alaska are collected in cooperation with the Alaska Commission on Postsecondary Education. The data are used to satisfy both the requirements of the WIA and performance information required by statute for certification of post-secondary institutions in Alaska. This joint effort eliminates duplicate reporting while meeting the needs of both agencies.

### ETP first came out this January

Alaska's ETP was first published in January 2002 and is constantly updated as new programs are added to the list. Each July, providers must submit updated information about their program and training participants in order for their programs to be maintained on the list. Currently, the ETP list in Alaska includes information for more than 840 programs offered by 49 training institutions, and includes most University of Alaska programs. The programs are offered from Point Barrow to Ketchikan and include subjects as varied as plumbing, wilderness medicine, and childhood education.

# Eligible Training Provider List 1

Training Provider	Number of Programs Evaluated
ABC of Alaska, Inc.	3
Academy of Hair Design	2
Aero Tech Flight Service, Inc.	1
AGC Safety Inc.	3
Alaska Computer Essentials	11
Alaska Ironworkers Apprenticeship and Training	1
Alaska Joint Electrical Apprenticeship and Training Trust	3
Alaska Vocational Technical Center	100
Alaska Laborers' Training Trust	1
Alaska Operating Engineers Apprenticeship Training	1
Alaska School of Taxidermy	1
Alaska Technical Center	19
Alaska Trowel Trades	1
Abestos Removal Specialists	1
Alaska Ironworkers	1
Alaska Medical Training Services	3
Ariel's Hair Design School	1
Career Academy	7
Center for Employment Education	10
Delta Mine Training Center	13
Denali Center	1
Double Header Beauty-Barber Training Center	1
Environmental Management Inc.	25
Fairbanks Painting and Trades	2
IBUAC Local 1 Bricklayers and Craftsmen	3
Ilisagvik College	16
Heat and Frost Insulators and Asbestos Workers Local 97	2
Indian Valley International	1
MILA Administrative Services, Inc.	1
New Frontier Vocational Technical Center	4
National Outdoor Leadership School	1
Pacific Rim Institution of Safety and Management (PRISM)	3
Project Education Residential School	3
Regional Alcohol & Drug Abuse Counselor Training Program (RADACT)	1
School of Integrating Shiatsu	2
SEGO Consultants	1
SERRC – Alaska Vocational Institute	4
Shear Allusions 2000 Training Salon	1
South Peninsula Hospital	1
Tamarack Air	1
Take Flight Alaska	5
Testing Institute of Alaska	3
Trail Boss Enterprises, Inc.	1
Trend Setters School of Beauty	1
University of Alaska Anchorage	181
University of Alaska Fairbanks	333
University of Alaska Southeast	61
Via Vita Health Project	1
Wilderness First Responder	1

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

## How to get on the ETP

To be listed on the ETP, training institutions must apply with the Workforce Investment Board responsible for the area where their training institution is located. Two regional Workforce Investment Boards serve Alaska, one for Anchorage and the Mat-Su Borough and the other for the Balance of State. Each regional board is responsible for accepting applications for eligibility and setting standards for training providers. The performance standards may not be lower than those established at the statewide level, but may be more restrictive. In practice, the standards established by the Alaska Human Resource Investment Council have been adopted by the regional boards.

Once an application has been submitted, training program description information and program participant data are analyzed to determine if the program meets the established performance criteria. Each program is evaluated individually. Although most programs have been determined eligible for training dollars, some providers do have programs that currently do not meet the performance criteria.

In order to assure the validity of the performance measures, at least 10 participants must have exited the program before eligibility is determined. Programs with fewer than 10 exiting clients are provided preliminary or interim eligibility. Up to three years of participant data are used to calculate program performance. Future or subsequent eligibility of an individual program depends on the continued success of the program's participants in obtaining employment and earnings above the threshold established by the AHRIC.

## Performance measures

The AHRIC determined this year that an individual training program must meet both an employment and an earnings standard. The performance measures are based on the outcomes of all participants that exit the program, whether or not

those individuals received federal training dollars. Currently, programs must have achieved an employment rate of 65 percent and a quarterly earnings level of \$3,500.

The employment rate is calculated by looking at the employment status of participants during the three calendar quarters after they exited the training program. If they worked during that nine month window, then they are considered employed. More than 65 percent of those exiting a program must be thus employed for the program to have passed the first hurdle towards eligibility.

## Calculating the earnings rate

The second criteria for eligibility demands that program participants have median peak earnings of \$3,500 during the three calendar quarters following exit from the program. Peak quarterly earnings during the nine months following exit from the program are determined for each program participant. Peak quarterly earnings levels are used to help insure that programs are not penalized if a student starts a job during the middle of a calendar quarter. Once participants' peak earnings are determined, all who exit a program are analyzed to determine the median peak quarterly earnings—the earnings level where half of the participants earned more and half earned less.

## Where does the data come from?

Employment and earnings information is obtained primarily from state and federal administrative records, but may be supplemented with data submitted by training providers. Using administrative data reduces the time and reporting burden for training providers while allowing more accurate and consistent data among providers.

The primary source of employment and earnings data for participants is unemployment insurance wage records maintained by the Alaska Department of Labor and Workforce Development (AKDOL). In addition, employment and earnings

data are obtained from civilian federal employers, military employers and other state employment sources. A national system is currently under development that will allow AKDOL to determine if those exiting Alaska training programs have obtained employment anywhere in the U.S. Training providers also have the option of providing employment and earnings outcome data on their program participants if that information is available. Over time, performance criteria may be adjusted to encourage continuous improvement of programs and to ensure that limited training dollars are being used efficiently and effectively.

### **The ETP list is on line**

The Eligible Training Provider list is maintained by the AKDOL Research and Analysis Section for the Workforce Investment Office. A copy of the current ETP list, supplemental information, and application forms may be found at [www.jobs.state.ak.us/training.htm](http://www.jobs.state.ak.us/training.htm).

Alaska is a leader in the use of unemployment insurance wage records to evaluate the overall performance of state and federally funded training programs. State funded employment and training programs are evaluated annually as required by the Alaska Legislature, and a report describing their performance can be found at [www.labor.state.ak.us/commish/ahric/home.htm](http://www.labor.state.ak.us/commish/ahric/home.htm).

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