


TRAINING AND EMPLOYMENT NOTICE	NO. 33-12
	DATE April 29, 2013

TO: AMERICAN JOB CENTERS
WIA 166 GRANTEES
STATE GOVERNORS
STATE WIA LIAISONS
STATE WORKFORCE ADMINISTRATORS
STATE WORKFOCE INVESTMENT BOARDS
LOCAL WORKFORCE INVESTMENT BOARDS
DISCRETIONARY GRANTEES

FROM: JANE OATES
Assistant Secretary 

SUBJECT: Release and Availability of Employment and Training Administration
Occasional Paper: *Implementation Evaluation of the Community-Based Job
Training Grant (CBJTG) Program*

1. Purpose. To announce the release and availability of Employment and Training Administration (ETA) Occasional Paper: *Implementation Evaluation of the Community-Based Job Training Grant (CBJTG) Program*.

2. Background. The CBJTG program, administered by the U.S. Department of Labor, ETA, was established to address a critical capacity shortage at community and technical colleges to train workers for high-growth occupations to help strengthen an industry's regional competitiveness. While enrollment at community and technical colleges continues to rise, colleges may not have the resources for facilities, up-to-date technology and equipment, and qualified faculty and instructors to train a sufficient number of workers for in-demand occupations. The CBJTG grants were developed to help community and technical colleges to design and implement sustainable training programs that effectively provide workers with the skills that industry needs. Grant recipients foster strategic partnerships with employers and industry, workforce investment boards, school districts, and other community members to ensure that the training programs are strongly linked to industry needs and increase the supply of skilled workers over the long run.

ETA provided CBJTG funding for 279 initiatives in 49 states between 2005 and 2009, through four rounds of competitive funding; between 68 and 72 grants were awarded per year. As of September 30, 2010, the time of the evaluation, 70 percent of these grants were still operational.

Funding amounts for grants awarded by ETA ranged from \$499,014 to \$3,600,768. In all four rounds, most of the grants awarded (60 percent in round 4, 71 percent in round 1) were in the \$1,000,000 to \$1,999,999 range. Only 23 grants across the four rounds (8 percent) were awarded less than \$1,000,000. All initiatives funded to start in 2007 experienced a one percent rescission in funding due to a decrease in Workforce Investment Act funding at the Federal level. A fifth and final round of 41 CBJTG grants was awarded in June 2010. These grants were not included in this evaluation as the data collection was underway at the time.

3. Description. An implementation evaluation of the CBJTG program was conducted in two phases. The first report on the implementation of the CBJTG program was released in June 2009. This report described the characteristics of the grants awarded through the end of 2008. The information presented is based on a review of available documents about the grants awarded: the three solicitations for grant applications (SGAs), awarded grantee organization statements of work, the most recent quarterly reports grantee organizations submitted to ETA, and databases maintained by ETA that include information about each grant initiative. The first report can be accessed at this link:

http://wdr.doleta.gov/research/FullText_Documents/Characteristics%20of%20the%20Community-Based%20Job%20Training%20Grant%20CBJTG%20Program%20-%20Interim%20Report.pdf

This second report is based on the second phase, providing a comprehensive picture of the different CBJTG-funded initiatives, innovations developed, implementation successes and challenges, and trends and patterns across projects. This evaluation was based on data collected through a survey of individuals at grant organizations and institutions, a review of grant documents, and site visits to 11 grant initiatives at eight grant locations. Grant documents reviewed include grant applications, quarterly progress reports, and financial reports. Survey respondents provided information on 220 of the 279 CBJTG-funded initiatives for an overall response rate of 79 percent. Listed below are some of the key findings of this phase two evaluation.

- ***Investing in Many Colleges and Multiple Industries across States and Regions.*** The CBJTG program addressed workforce issues through investments in community and technical colleges that covered a range of industries with healthcare as the dominant industry of focus by CBJTG recipients. In later rounds of the CBJTG initiative, a broader range of industries was served by the grant-funded initiatives including: advanced manufacturing, aerospace/aviation, construction, energy, and transportation. Most of the grantee organizations serving these industries were community colleges but many were also technical colleges and a few were workforce investment organizations that worked with the community and technical colleges to develop the grant-funded initiatives. Moreover, 49 states had grant-funded initiatives and a majority of grantee organizations that responded to the survey had training programs that served multi-county regions.
- ***Increasing the Supply of Workers to Meet Employer Demand.*** Nearly all of the survey respondents indicated that their grant-funded initiative addressed an insufficient supply of workers with particular occupational skills and credentials, and most identified a need to remedy the challenge of low education and skill levels in their communities. Survey respondents indicated that they thought that Web sites and their partnerships with employers and the workforce investment system were the most effective recruitment strategies. Case

study participants conveyed that they needed a community-wide approach to recruitment through presentations and partnerships that could then lead to word-of-mouth interest in the training programs. Survey respondents noted that some of the greatest challenges to recruitment were the economic downturn, the low skill level of applicants, and gaining referrals from partners.

- ***Developing Training and Pathways to Meet Current and Future Workforce Needs.*** Many survey and case study respondents indicated an emphasis on developing career pathways as a part of the education and job training programs to move participants starting in entry-level occupations to higher-skill, higher-wage positions. Most participants trained for occupations in the healthcare field but some focused on traditional trades such as welder and electrician. Training in newer fields such as nanotechnology and renewable energy was less common.
- ***Building and Maintaining Strong Partnerships to Enhance Training.*** As discussed throughout the report, partners were a key part of the CBJTG-funded initiatives, especially industry, school districts, post-secondary education institutions, and the workforce investment system. The most widely cited “significant” partner was industry, which included employers, industry associations, and chambers of commerce, with workforce investment boards and school districts equally important as partners.

4. Inquiries. To view an abstract of this publication, as well as to download the full report as a PDF, visit the ETA Research Publication Database Web site at:
<http://wdr.doleta.gov/research/keyword.cfm>.