HIRE AMERICANS

Leveraging the United States Workforce Development Network: Success Stories from Across the Nation

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Prepared By:
COSA
California Workforce Association
U.S. Conference of Mayors Workforce Development Council
Michigan Works!
Lotus Advisory Ltd.
HIRE AMERICANS

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Success Stories from Across the Nation

Executive Summary

Economists and the stock market have been celebrating the low unemployment rate indicating the United States has achieved a sustained period of full employment. However, in communities across the country, there are Americans who are either underemployed or stuck in low wage jobs with limited earning potential and businesses that have had to either reach out to other countries, or let job openings go unfilled because of a dearth of skilled labor.

The United States has an established nationwide network of over 500 locally-controlled workforce development boards (a.k.a. WDBs) created through the 2014 Workforce Innovation and Opportunity Act (WIOA)—bipartisan legislation that received almost unanimous support in Congress. These boards serve workers and job creators in communities across the country. They serve urban, suburban, and rural economies – all competing globally for jobs, new technologies, and profit. In addition, as shown in Appendix C, WDBs provide a return on investment of $1.72 for every $1 in public funds spent.

LANSING, MICHIGAN – FRANCHINO MOLD & ENGINEERING

“[O]ne of the most important priorities-and biggest obstacles-to our future growth is finding, training and retaining a skilled workforce. We can buy the best equipment and the most [advanced] machinery available, but if we don't have anyone to program or operate these machines and put together our molds and dies, we can’t be successful and we certainly can’t grow... We are fortunate to have built important working partnerships with... the Capital Area Michigan Works! and the Capital Area Manufacturing Council, both of which have been instrumental in helping to solve the skilled trade talent gap.” – Brad Rusthoven, Human Resources Manager, Franchino Mold & Engineering

The data only tell part of the story. To quote President Trump: “Far too often in Washington, we get our heads wrapped around a number and a statistic. And we look at and we forget the faces and the families and the businesses that are behind those numbers.”

This paper provides real world examples of the people and employers who have benefitted from local workforce development programs. As our country enters a new phase of its economic growth, the nation’s workforce development network is ready to be a partner to achieve the Administration’s and Congress’ “Buy American, Hire American” vision.

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Business Is the Decision Maker for the WIOA System

Each of the workforce development boards (WDBs) is comprised of local business leaders who provide direct input on training needs by identifying what specific skills and certifications are required to fill the open job positions. (Refer to Appendix B for a sample list of companies and industries.) WDBs are demand-driven. WDBs work in tandem with businesses to develop and fund job training, convene key partners to identify the unique industry skill needs in their local areas, and set up industry-specific training with local education partners.

Companies turn to the WDBs to assist them with recruiting, hiring events, and screening potential candidates when they need to hire a large number of people in a very short timeframe. In addition, WDBs collaborate closely with local economic development groups. The local WDB’s services are typically part of business incentive packages used to attract U.S. and foreign companies looking to move to or expand in those regions.

<table>
<thead>
<tr>
<th>Company</th>
<th>Services</th>
<th>WDB</th>
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<tbody>
<tr>
<td>S.M. Wilson &amp; Co.</td>
<td>-Recruitment and hiring events &lt;br&gt;-Pre-apprenticeship programs and training for building trades (carpenters, laborers, electricians, bricklayers)</td>
<td>SLATE &lt;br&gt;Saint Louis, MO</td>
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<td>Saint Louis, MO</td>
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<tr>
<td>Eataly</td>
<td>-Recruitment and training strategy and services to hire and train 550 employees</td>
<td>Boston Private Industry Council &lt;br&gt;Boston, MA</td>
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<td>Boston, MA</td>
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<tr>
<td>Station Casinos</td>
<td>-On-the-job-training for salaried workforce &lt;br&gt;-Hiring events and jobseeker trainings</td>
<td>Southern Nevada WDB &lt;br&gt;Las Vegas, NV</td>
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<td>Las Vegas, NV</td>
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AUSTIN, TEXAS – RYDER SYSTEMS, INC.

“Ryder had a unique challenge of tightening budget not allowing resource expansion, multiple simultaneous strategic initiatives starting, and aparse leadership talent pool highlighted by recent succession planning. I could not imagine a more perfect near term solution to solve all three other than the very successful military fellows program.” - Jimmy Fitzpatrick, Group Director, Ryder Systems, Inc.

MIDLAND, MICHIGAN – THE DOW CHEMICAL COMPANY

“As a company that drives innovations to help address many of the world’s most challenging problems, it is imperative that we find and retain the candidates who are prepared with the necessary skills for a career with Dow. Great Lakes Bay Michigan Works! is an excellent partner in helping us find those talented individuals.... Michigan Works! is an essential organization that connects employers and potential employees with life changing opportunities.” - Craig Tausk, North America Labor Relations, The Dow Chemical Company

GIBSONIA, PENNSYLVANIA – HAMPTON MECHANICAL

“The partnership that Hampton Mechanical has with Partner4Work is an effort to train and develop a lasting construction workforce in the merit shop sheet metal and HVAC trades,” Boyd said. “There is plenty of construction work in western PA and Hampton Mechanical is always looking for candidates to fill positions. The partnership has been successful because our goals are aligned. We all want to create and retain a well-trained and safe workforce.” – Jason Boyd, President, Hampton Mechanical
Manufacturers in the U.S. continue to find ways to innovate to compete globally. The rapid technology changes require potential workers and current employees to continue to learn and develop new skills. Manufacturers and industry associations partner with their local WDBs to set up specific on-the-job-training (OJT) programs, apprenticeships, and training and certification programs at local community colleges.

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<tr>
<th>Company</th>
<th>Services</th>
<th>WDB</th>
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<tr>
<td>Keurig Green Mountain</td>
<td>On-the-job-training (OJT)</td>
<td>Workforce Connections</td>
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<tr>
<td>Production Facility</td>
<td>Recruiting, screening</td>
<td>Knoxville, TN</td>
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<tr>
<td>Knoxville, TN</td>
<td>Prepare potential applicants</td>
<td></td>
</tr>
<tr>
<td>Calpipe Industries, Inc.</td>
<td>Recruiting, hiring events</td>
<td>Northwest Indiana Workforce Board</td>
</tr>
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<td>Hobart, IN</td>
<td>Prepare potential applicants</td>
<td>Valparaiso, IN</td>
</tr>
<tr>
<td>Northrop Grumman</td>
<td>Recruiting, screening to hire 200/annually</td>
<td>Los Angeles County Workforce Board</td>
</tr>
<tr>
<td>Palmdale, CA</td>
<td>Prepare potential applicants</td>
<td>Development Board</td>
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<td></td>
<td>Partnership with Antelope College</td>
<td>Los Angeles, CA</td>
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**HILLMAN, MICHIGAN – PATCHWOOD PRODUCTS**

Patchwood Products, a veteran-owned small business, manufactures hard and soft wood pallets. Through the workforce skills training, Patchwood Products has been able to seek larger contracts and hire new employees. “Michigan Works! Northeast Consortium has been very helpful in providing information on programs that have and would benefit and grow my business. I would recommend Michigan Works! to any business.” – James Paczkowski, Founder/Owner/Veteran, Patchwood Products

**EL PASO, TEXAS – THE TORO COMPANY**

“The Skills Development Fund gives our employees the training they need to learn new manufacturing technologies and apply these skills with confidence. This means streamlined production and cost savings for the business.” – Ana Wagoner, Human Resources Manager, The Toro Company El Paso Manufacturing Plant

**MODESTO, CALIFORNIA – E&J GALLO WINERY**

“Opportunity Stanislaus has worked well with our company in respect to our vocational training goals, including supporting reprofiling of our Workkeys testing practices and working with us on other efforts such as the Careers in Manufacturing (CIM) program. They are also working with us and several other companies in shaping a new regional training center, which, when fully operational, will be a major benefit to the community and help support our needs.” – Patrick Dodd, Senior Director, Corporate Workforce Development, E&J Gallo Winery
As international companies look to establish or expand their presence in the U.S., local economic development groups partner with their WDBs to establish custom hiring and training programs, providing local workers an opportunity to prepare for new career opportunities.

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<tr>
<th>Company</th>
<th>Services</th>
<th>WDB</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beretta</td>
<td>Recruiting, training to hire for jobs supporting new manufacturing, USA HQ, and R&amp;D facilities.</td>
<td>North Tennessee Workforce Board Workforce Essentials Clarksville, TN</td>
</tr>
<tr>
<td>Electric Vehicles International</td>
<td>Recruiting and training for machinists, electrical harness design engineers and administrative staff to support HQ, design, and manufacturing facility.</td>
<td>San Joaquin County WDB San Joaquin County Worknet Stockton, CA</td>
</tr>
</tbody>
</table>

**WILDWOOD, FLORIDA – AGROMILLORA GROUP**

“When we looked into expanding into the Florida market, CareerSource Central Florida provided us with the guidance and local talent and expertise we needed to help us make the most informed decision. Partnering with a local workforce board who introduced us to a specially-skilled workforce and gave us opportunities to train the talent we needed was invaluable to our success in Sumter County.” - Carles Sumarroca, President, Agromillora Group (HQ: Barcelona, Spain)

**ROGERS CITY, MICHIGAN – CARMEUSE LIME & STONE**

“We have recently been upgrading our facilities and processes within the operation to more automated systems. With these technical advancements and changes, however, our employees are in need of continuous education and training in order for them to not only comprehend and run, but also maintain these new electronic and automated systems. This training, although critical, can be quite costly at times. Thanks to funding from the STTF grant, we have been able to provide this training for a large number of our employees, which is a big reason as to why we’ve been so successful in our implementation and transition.” - Erika Comerford, HR Generalist, Carmeuse (HQ: Andienne, Belgium)

**MELBOURNE, FLORIDA – EMBRAER, S.A.**

“CareerSource Brevard has been a critical factor in our success. Its coordination on training and recruiting have been of inestimable value, not only for Embraer Engineering & Technology Center, but for all of Embraer’s efforts in Brevard County. CareerSource continues to be a valuable contribution to our success.” – Walter Pinto, Managing Director, Embraer (HQ: Sao Jose de Campos, Brazil)
Workforce Development Programs and Services for Veterans

“There is no elevator to success. I literally took the stairs!” – Simone, Army Veteran, Knoxville, TN

Veterans are eligible to take advantage of local workforce development programs to help them transition to civilian jobs. Many WDBs partner with chambers of commerce, industry groups, and community colleges to establish apprenticeship, hiring, and training programs that are designed specifically for veterans and their spouses. The career specialists work individually with veterans helping them translate their military skills into civilian job skills.

KILLEEN, TEXAS – SUPERVISOR AT SEMICONDUCTOR MANUFACTURER

“While on active duty, I was a Combat Engineer First Sergeant, I chose the Hiring Our Heroes Corporate Fellowship Program because I thought that it would be a great way to gain a bit of experience that I otherwise may not have the chance to gain while finishing my military career.... While in the program I learned that a guy like me, without any semiconductor experience whatsoever, had something to offer a major company like Applied Materials. My leadership understandings and training meshed perfectly with the needs of the business unit I was assigned to. [I] couldn’t be happier with the direction my future is headed!” – Orlando, Army Veteran, Workforce Solutions of Central Texas client

LAKEWOOD, WASHINGTON – TOWER HAND

“I never knew there were so many people that are here to help when we leave the military. This makes a huge difference – I did not know how I was going to get what I needed to keep my job.” – Jourdre, Veteran, Tacoma-Pierce County Employment and Training Consortium client and Communications Tower Technician Program graduate

BREvard County, FLORIDA – HOTel SALES MANAGER

“Being a military spouse, I have held many different positions and jobs. It was...very helpful having someone like [Military Family Employment Advocate] Crystal as an asset, as I just moved to the area and had no work contacts for myself.” – B., CareerSource Brevard County client

sACRAMENTO, CALIFORNIA – LINeman APPRENTICE

“Many of the challenges one faces in the military teach you about how far you can go. For example, rappelling helps to teach rigging and overcoming a fear of heights. I use this daily while ascending, descending, or working on poles. I loved it instantly. That SMUD linemen are trained to do long line work while hanging from a helicopter is pretty cool.” – Josh, Army Veteran, Sacramento Works/SETA client and Veterans Employment-Related Assistance Program participant

ONAway, MICHigan – UTILity Worker

“Michigan Works! has helped me in many ways: finding a job, through schooling, job searching, and VA benefits. [Talent Specialist] Yolanda was very friendly and helpful and spent a lot of time and effort helping me.” – Brent, Navy Veteran, Michigan Works! Northeast Consortium client and North Central Michigan College CNC training graduate
Appendix A: 2014 Workforce Innovation and Opportunity Act (WIOA) Background

The 2014 Workforce Investment and Opportunity Act (WIOA) restored power to the state and local Workforce Development Boards (WDBs). By shifting power from Washington, DC to the locals, it has allowed WDBs to be more responsive and tailor programs to the demands of the local businesses.

“This bipartisan legislation will help ensure the job training programs in Kentucky and across the country are effective and provide the support people need to help get them back to work.... While there are job openings in several sectors such as manufacturing, employers are having difficulty finding workers who have the skills to fill those vacancies. This bill takes the right steps to help strengthen job training programs to help fill these gaps and get people back to work in good paying jobs.”  

Sen. Mitch McConnell (R-KY)

WIOA also directs WDBs to collaborate regionally to ensure that all partners in the region are coordinated to respond to business and jobseeker needs.

"[In 2013], the federal government spent more than $145 million in Tennessee through a maze of programs trying to help Tennesseans find jobs, and this legislation simplifies that maze. This bill will help our nation’s workers gain the skills to find jobs and give governors and local workforce boards the freedom and flexibility to make job training meet their local needs."  

Sen. Lamar Alexander (R-TN)

Congress made WIOA a bipartisan priority—a near-unanimous passage in both houses of Congress—with agreed upon funding levels to allow for enough resources so that the spirit of the bill can be achieved in practice.

“After receiving overwhelming, bipartisan support in the Senate, today’s vote in the House goes to show that both chambers of Congress are still capable of breaking through the gridlock and investing in American workers and the economy... Today, we can definitively say that both chambers of Congress agree, and I’m thrilled that this long overdue legislation is now headed for the President’s desk to become law.”  

Sen. Patty Murray (D-WA)

“This year’s vote is the culmination of a long process of legislating the old-fashioned way: discussion, negotiation and compromise... The bipartisan, bicameral process through which The Workforce Innovation and Opportunity Act was developed serves as an example of what we can accomplish when we work together. This legislation is important for the millions of Americans who are looking for work and for the employers who have 4.6 million job opportunities that remain unfilled due to the skills gap. Closing this gap will specifically improve the lives of many American job seekers, while generally helping our economy grow.”  

Rep. Virginia Foxx (R-NC)

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4 Ibid.

5 Ibid.
## Appendix B: Sample WDB Companies

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<thead>
<tr>
<th>3D Parts Manufacturing</th>
<th>Athens Services</th>
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<tr>
<td>3P Consulting</td>
<td>ATI</td>
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<td>702 Regis Consulting</td>
<td>Auction.com</td>
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<td>AAA</td>
<td>Autodesk</td>
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<td>Abacus Security Services</td>
<td>Aztec Contractors, Inc.</td>
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<td>ABC Design &amp; Consulting</td>
<td>B&amp;D Quality Cleaners</td>
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<td>A-C Trucking</td>
<td>Bacon &amp; Company</td>
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<td>Accurate Performance Machining</td>
<td>Balfour Beatty Construction</td>
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<td>ADP Inc.</td>
<td>Banc Home Loans</td>
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<td>AFLAC</td>
<td>Bank of America - Merrill Lynch</td>
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<td>African American Chamber of Commerce</td>
<td>Bank of Nevada</td>
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<td>Agrecom</td>
<td>Bank of the Sierra</td>
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<td>Aiello, Goodrich &amp; Teuscher, CPAs</td>
<td>Bank of the West</td>
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<td>Air Tro, Inc</td>
<td>Banny's Restaurant and Catering</td>
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<td>AIRes</td>
<td>Bantam Associates</td>
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<td>AJ Associates</td>
<td>Bay Ship &amp; Yacht</td>
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<td>Ajax</td>
<td>Bay Valley Foods</td>
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<td>Alcoa Fastening Systems</td>
<td>Bayer Health Care</td>
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<td>Alion Energy</td>
<td>Beard Land Improvement</td>
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<td>All Phase Security</td>
<td>Bedrock Resources, Inc.</td>
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<td>All Valley Printing</td>
<td>Behavioral Health Services</td>
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<td>Allegheny Health Network</td>
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<td>Allison Transmission</td>
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<td>Allison Tutoring</td>
<td>Bigby Financial Planning</td>
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<td>Allstate Insurance</td>
<td>Black Oak Casino Resort</td>
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<td>Alpine Deli</td>
<td>Blanco Ordoñez Mata &amp; Wallace, P.C.</td>
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<td>Amada Miyachi America, Inc</td>
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<td>Amazon</td>
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<td>American Licorice Company</td>
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<td>C&amp;H Sugar</td>
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<td>C&amp;S Waste Solutions</td>
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<td>Argus Lending</td>
<td>Cal Bay Consulting Group</td>
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<td>Associated General Contractors, Houston Chapter</td>
<td>Cal Energy</td>
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<td>AT&amp;T</td>
<td>Calgon Carbon</td>
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California Electric Supply
California Lutheran University
CalOptima
Calpine Corporation
CALTRENDS Automotive Products
Camarena Health
Cameo Global
Cannon Corporation
Career College of California
Carlile, Patchen & Murphy, LLP
Carnegie Library
Carobar Business Solutions
Casa Coloma Health Care Center
CBS Interactive
CDR Financial Services
Cedars Sinai Medical Center
Celadon Group
Cenetri Group
Center
Centinela Hospital Medical Center
Central Florida Chapter Associated Builders and Contractors, Inc.
Central Florida Regional Hospital
Chambers County Abstract Co, Inc.
Changing Tides Family Services
Charles Diaz Trucking
Chevron
CHG Structural
Chromatic Lithographers
CIBA Real Estate
Circle C Farms
Cisco Systems
Citizens Business Bank
Citizens Finance
Clark Pacific
Classic Chevrolet Sugar Land
Clinica Sierra Vista
Coast Hills Federal Credit Union
Cogburn Realty
Coldstone Creamery
Coldwell Banker
Colonial Life
Columbus 2020
Columbus Chamber
Comcast NBC Universal
Comfort Inn
Community Action Partnership of Sonoma County
Community Development Services
Community Health Network Foundation
Computershare
Convaid
Cook Brown, LLP
Copper Harbor Company
Copy Central
Corwin, a SAGE Company
Covestro
Creekside Convalescent Hospital
Crossroads Diversified Services
Cummins
Cushman & Wakefield
CVS Health Corp
Cygnnet Stamping Company
Dalton Trucking
Data Path Inc
Davies Consulting
DDHX Enterprises
Del Air Mechanical
Del Norte Ambulance
Delaware North Corporation
Deliver the Mission
Dellan 2
DeVry
Diligence Security and Training
DiNicola Law Group
Diverse Staffing Solutions
Diversified Systems Inc.
DMG Mori
Dominican Hospital
Don’s Mobile Glass
Dow Chemical
Dr. Frank Benest Consulting
Duke Energy
Duracite
Earthbound Farm
East Tennessee Children’s Hospital
Eastern Bank
Economic Vitality Corporation
Edgewater Systems
Edward Jones
Electrical
Elliott, Lewis, Lieber & Stumpf
Empire College
Engineered Profiles, LLC
EnPower Systems Inc
Enviro-Tech Services
EO Products
EQT
Eversource
Exchange Bank
Experis
Explozo’s Custom Tattoos
Express Employment Professionals
Express Payments
Facility Development Corporation
Family Eye Care
Farmacia Santa Ana
Federal Reserve Bank of Dallas
Federated Insurance
Fiesta Auto Insurance
FinanceStaff
Fine Print Graphic Design
First Alarm
First Northern Bank
FirstLight Federal Credit Union
Five Crowns Marketing
Five Rivers Hospitality
Focus Management Financial
Ford Motor Company Assembly Plant
Forum
Foster Farms
Frank M. Booth Inc
Frontier Trail, Inc
FTG, Inc
Funworks
GAF
Gainer & Associates
Gardena General Insurance Agency
Gardena Memorial Hospital
Gaw Van Male
Gazebo Gardens, Inc
Gazelle Transportation Inc
GE Appliances
GE Global Software
Genentech
Genesis Consultants
Genzyme Corporation
German Auto Repair
GKN Aerospace
Glen West Management
Glendale Adventist Medical Center
Glow Touch Technologies
Golden Star Technology, Inc
Golden State Express
Golden Valley Health Centers
Goldman Sachs
Goodman & Herbert
Goodwill Industries
Google
Greater Boston Chamber of Commerce
Greater Houston Partnership
Greater Louisville Inc.
Greensmith Marketing LLC
Grimbleby-Coleman, CPA’s
Grow Strategically
Gully & Larsen
Haas Automation
Hacienda
Hagge Ranch
Haley House Bakery Café
Hanford Mall
Hanson, Walter & Associates, Inc.
Happy Kids Preschool & Childcare
Hartnell College
HCD, Incorporated
Headwaters, SC
Healdsburg District Hospital
Heryford Building Materials
Heskamp & Associates, LLC
Hire Universe LLC – dba Executive Team Advantage
Hi-Tech Engineering
HKS Architects, Inc.
HMBD Insurance
Homac Architects, Inc.
Home Depot
Horizon Bank
Hospice by the Bay
Hough Construction
Houston-Johnson, Inc. – Logistics
HSTAR, inc
Humana
Humboldt Investment Capital
Hutton Sherer Marketing
HWR Engineering & Science
Hyatt Regency Monterey
Hyatt Regency Orlando / Central Florida Hotel & Lodging
IHHS Public Authority
Image Masters
Imperial Printers
Indiana Beverage
Indiana Plan
Indiana Regional Council of Carpenters
Industrial Lock and Security
Infinity Staffing
Infolink
Jabil Circuit
Jain Irrigation, INc
JaneyCo
Jawbone
Jaxx Manufacturing
Jazz
John B. Sanfilippo & Son
John Minniear General Contractor
NorthBay Healthcare Foundation
Northeastern University
Northrop Grumman Corporation
Northwestern Mutual
Norton Healthcare
NVHCA Perry Foundation
O’Brien’s Market
OC Children’s Therapeutic Center
Oilar Marketing and Management
Olam West Coast
Omnium Group
OneAmerica
Optimum Zendejas Home Loans
OPUS Communication
Orange Coast Dental
Originate
Orland Bowl
Ortiz Insurance Agency
P & J’s Bookkeeping & Tax Services
P & L Specialties
Pacific Clinics
Pacific Coast Companies
Pacific Financial Management
Pacific Gas & Electric
Pacific Mountain Logistics
Pacific Western Bank
Package One
Packaging Logic
Palo Alto Medical Foundation
Pangenera
Paramount
Parasec
PathPoint
Patton Sales Corp
PCL Industrial Services Inc
Peach Tree Health
Peacock Cap Golf Club
PEAR Strategies
Pelican Products
Peninsula Packing
Penn National Gaming
Pepisco
Perez & Morris LLP
PermaCity Corporation
Petaluma Health Center
PhoneStop
Photography by Elyse Destout
Pine, Pedroncelli & Aguilar
Pipitone Group
Placer Independent Resource Services
Placer School for Adults
Plasterers & Cement Masons Joint Apprenticeship Training Committee
Plumbers & Steamfitters Local 440
PNC
Polestar Computers
Power Paragon/L-3 Communications
Premier Medical Transportation
PricewaterhouseCoopers LLC
PRIDE Industries
Pride Staff
Pro Staff/3Terro
Prompt Ambulance
Proofpoint Systems
Proteus
Providence St. Joseph Medical Center
Provident Bank
Prudential California Realty
Pure Health Lifestyle
QUALCOMM
Quality Inn & Suites
Rager’s Abbey Flooring & Window
RDI Corporation
Reborn Cabinets
Recology
RED Architecture
Reece Legal Search Inc
Reilly Foods
RemX Specialty Staffing
Renaissance ClubSport
Republic Services
Rexam Beverage Can Americas
Rexon Interior Design
Richard Health & Associates
Rideout Health
Rigo’s Auto
Riverside Medical Clinic
Rogers Remodel
Rouse Properties
Royalty Carpet Mills
Rubecon Construction
S. Martinelli and Company
Sabert Corporation
Sabor Farms
Salesforce.com
Salinas Valley Chamber of Commerce
Salters Distributing
San Benito Heating
San Diego Gas & Electric
San Francisco Premium Outlets
Santa Cruz County Bank
Santa Cruz Seaside Company
Sarbdeep Atwal Attorney at Law
Sasser Specialties
Schrader Manufacturing
Seagate Technology
Seaside Printing
Seminis Vegetable Seeds
ServiceMaster
SERVPRO
Sharp Health Care
Shaw & Petersen Insurance
Shell Oil
Shell Pipeline Company
SHN Consulting Engineers
Shoffner-Kalthoff Mechanical
Sierra Pacific Home and Comfort
Sierra Vista Regional Medical Center
Signal Hill Petroleum
Silva Dental
Simcoach Games
Sims Metal Management
Sintex Security Services
Sir Speedy Printing
Six Flags Discovery Kingdom
SlingShot SV
Small Precision Tools
Smoot Construction
So. NV Operating Engineers/JATC Local #12
Solar City
Solecon
Solid Waste Solutions
Soltek Pacific Construction Company
Sonic.net
Sonoma County Lodging Association
Sonoma County Office of Education
Sonoma County Tourism
Sonora Regional Medical Center
Sourcewise
South Bay Credit Union
South Lake Hospital
South Texas Project Nuclear Operating Company
Southern California Edison
Southern California Gas Company
SpaceX
Spectrum Advertising
Spencer 4 Hire Security
St. Joseph Health System
Staffing Solutions
Stanislaus Surgical Hospital
Staples
STAPLES Center
Star 1 Investigations
Starbucks
State Farm Insurance

State Street Corporation
Station Casinos
Steamatic Las Vegas
Stemke Consulting Group
Sterling Synergy
Stifel, Nicolaus & Company
Stirling Development
Stop and Go Markets
Strategic Wealth Advisors
Strictly Business Consulting
Strong Mountain, Inc
StubHub Center
Sue’s Place
Sunrun
Supplemental Health Care
Sutter Health
Synergy Solutions
Tanimura & Antle Fresh Foods
Target
Taylor Trim & Supply
TechShop
Tejon Ranch
Terra la Vita Bella
TerraLink Consulting
Tesel Petroleum
Tesoro Corporation
Texas Gas Service
TGIF Auto Body Inc
The Arlington Group
The Boeing Company
The Brad Pollak Company
The Dardanelle Group
The Freeman Company
The Glass Doctor
The Irvine Company
The Law Offices of Duarte & Menezes, LLP
The Moote Group
The Penstar Group
The Plus Group, Inc
The Rios Company
The Safety Center
The Sage Group
The Scoop Frozen Yogurt Shop
The Westin Boston Waterfront
The Woodlands Area Economic Development Partnership
TiVo
Tom’s Snowmobile and Service
Total Roof Services Corp.
Travis Credit Union
Triumph Aerostructures
Tucker Technology
Tufts Medical Center
Appendix C: WIOA Title I Return on Investment (ROI)

Data from FY 2015 shows a $1.72 return on investment from federal taxes on wages and savings on Temporary Assistance for Needy Families (TANF) funding for every $1 in public funds spent on Title I Adult, Dislocated Worker, and Youth funding. This ROI does not include the system’s broader impact on the families of participants, as a study on the subject states, “socioeconomic status is a huge driver of educational attainment.” Full funding of WIOA programs strengthen our economy.

<table>
<thead>
<tr>
<th>WIA Title I Adult, DW, Youth Programs (Ending PY 2015)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Total number of WIA Title I termed</td>
<td>2,182,065</td>
</tr>
<tr>
<td>B. Total number of WIA Title I terminees that were placed in jobs</td>
<td>1,635,849</td>
</tr>
<tr>
<td>C. % of Title I placements that were receiving TANF at time of enrollment</td>
<td>11%</td>
</tr>
<tr>
<td>D. Total WIA Title I expenses for the program year</td>
<td>$ 2,616,868,000</td>
</tr>
<tr>
<td>E. Total Annual Wages Earned by WIA Title I Participants</td>
<td>$ 12,102,801,460</td>
</tr>
<tr>
<td>F. Total Government Taxes Paid by WIA Title I Participants</td>
<td>$ 3,340,373,203</td>
</tr>
<tr>
<td>G. Total Annual Welfare Savings on Placements</td>
<td>$ 1,148,758,602</td>
</tr>
<tr>
<td>H. Total WIA Title I Annual Return to Government</td>
<td>$ 4,489,131,805</td>
</tr>
<tr>
<td>Return Per $1 Spent</td>
<td>$ 1.72</td>
</tr>
</tbody>
</table>

6Source: Data from FutureWork (futureworksystems.com) from Department of Labor for Program Year ending June, 2016.