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Since its inception in 1982, a distinguishing feature of ETP has been its willingness to let independent evaluators take a hard look at the program. Over the years these evaluations have kept ETP's focus on maximizing the program's impact on trainees, employers and the state's economy. In 2003 my colleagues and I brought together this stream of research in a book *Training the Works: Lessons from California's Employment Training Panel Program*, published by the Upjohn Institute for Employment Research. Our overall conclusion was that ETP helps increase the productivity and competitiveness of California workers and companies, and was a good investment of state funds. Today, as the state faces a turbulent economy and complex policy environment, ETP has abstracted some of our key findings to inform the budget debate in the white papers presented here. For a complete explanation of how this research was done you may refer to our book available through the Upjohn Institute <http://www.upjohninst.org/publications/titles/ttw.html> .

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