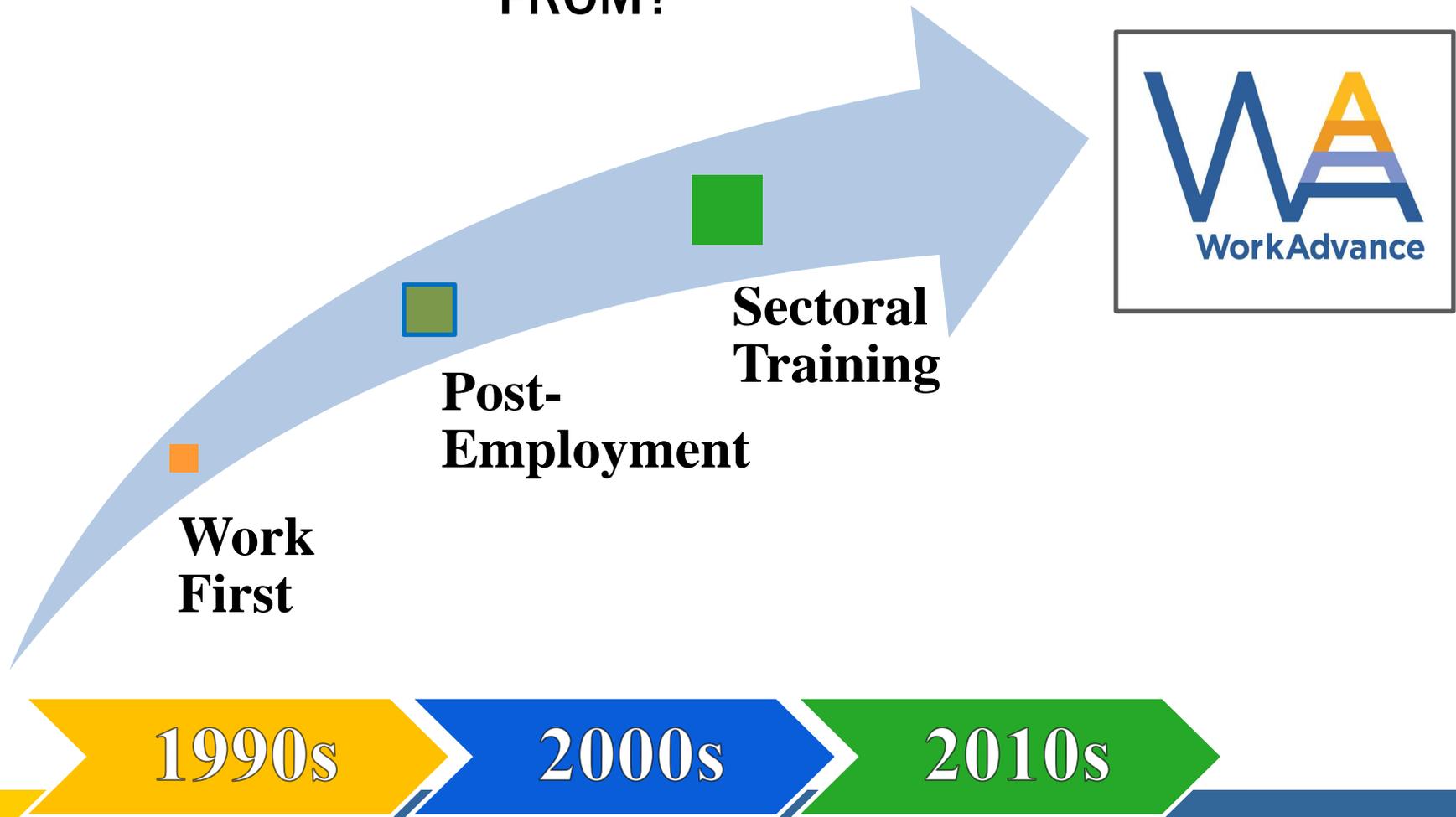




**Building Stronger Programs
through Rigorous Evaluations**

WHERE DID WORKADVANCE COME FROM?



Mid-1990s: Welfare-to-Work Studies

Rapid job placement (“Work First”) succeeded in moving people from welfare to work but in the long term most people get stuck in a “low pay, no pay” cycle and don’t see earnings growth to move out of poverty. Not all job placements equal.

Late 1990s-Early 2000s: Employment Retention and Advancement Study

Attempt to enhance work first but retention and advancement elusive: need more than just placement and career counseling/case management

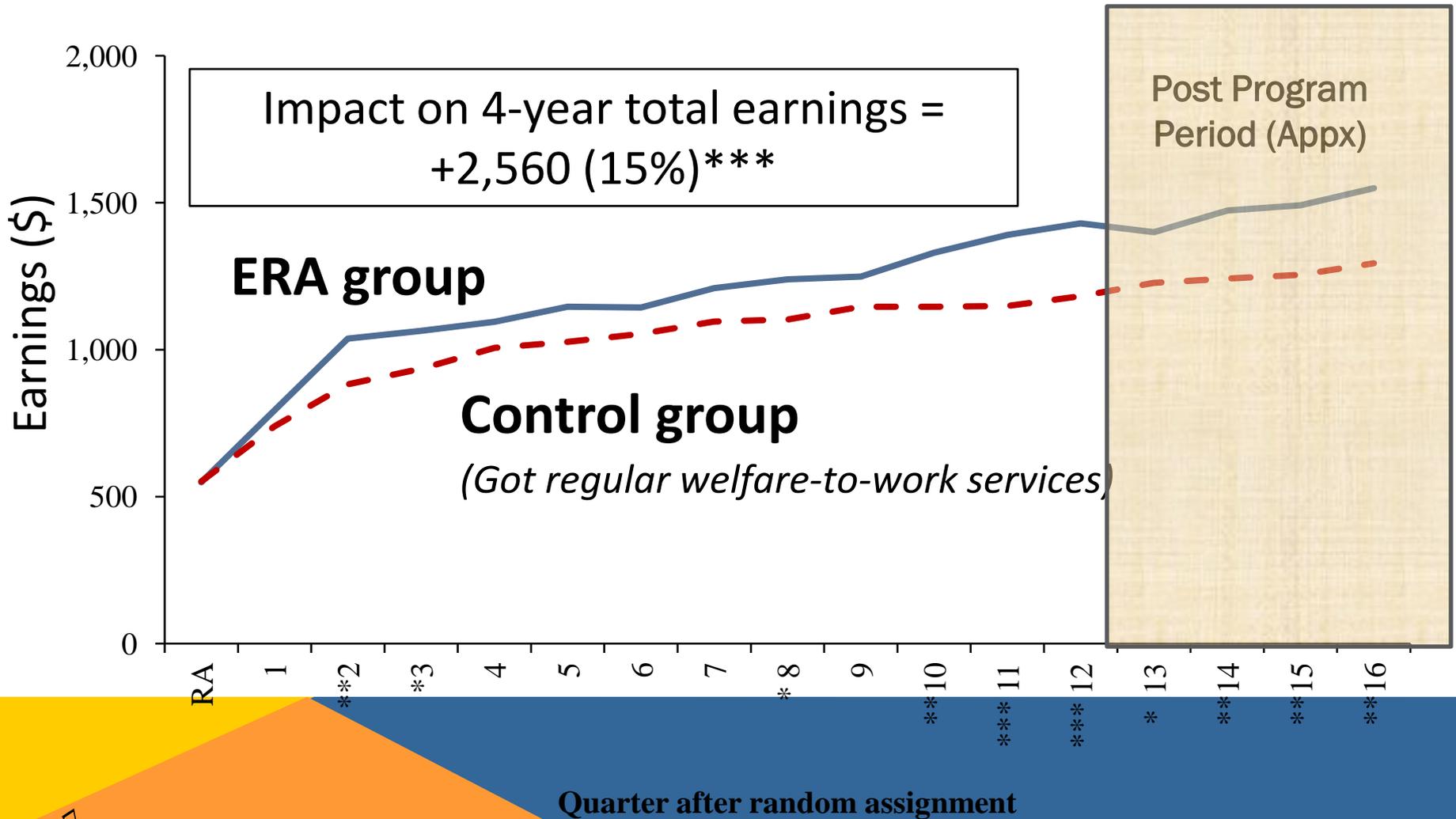
RETENTION AND ADVANCEMENT SERVICES: A CAUTIONARY TALE

- Of the 12 models in the ERA evaluation, three had statistically significant impacts on total earnings.
 - The nine unsuccessful approaches offered mostly placement + traditional case management (barrier removal etc).
 - Programs had only weak (or no) linkages with employers
 - Results from the (earlier) post-employment services demonstration were disappointing.
- 

WHAT WORKED

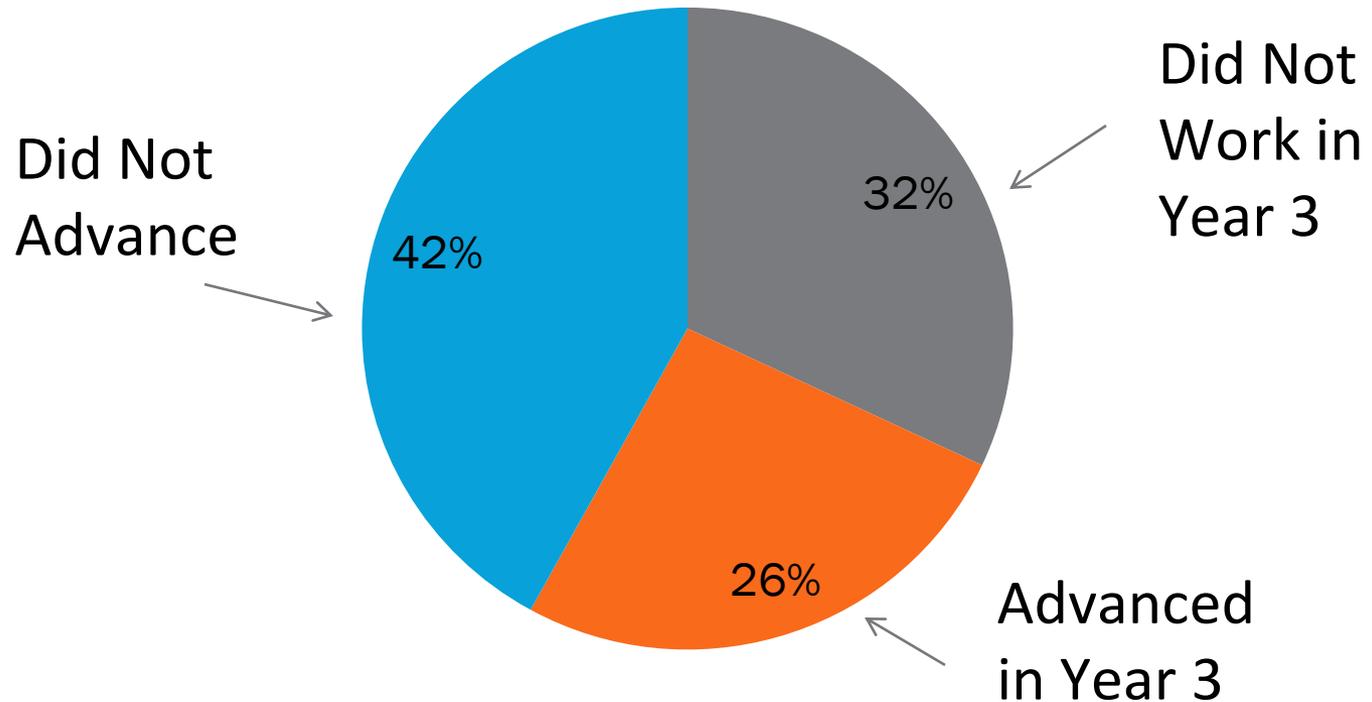
1. Job placement by provider with close employer ties in specific sectors *plus* post-placement support (Chicago)
2. Financial incentives for full-time work *plus* post-placement support (Texas)
3. Proactive reemployment *plus* post-placement support (Riverside)

POSTEMPLOYMENT SERVICES TO MAINTAIN/EXTEND GAINS: IMPACTS IN CORPUS CHRISTI CONTINUED WELL PAST THE PROGRAM PERIOD



UNDERLYING ADVANCEMENT TRENDS

Earnings Growth Among the ERA Sample, Year 1 to 3



*Individuals “advanced” only if their earnings increased by more than 10 percent.

Targeting matters: those who entered ERA with moderate labor market attachment in the prior year had positive economic impacts.

Outcome, Years 1-3	ERA Group	Control Group	(Impact)	Subgroup Significance
<u>Subgroup: Number of Quarters Employed in Prior Year</u>				
Unattached: (0-1 quarters)				
Total earnings (\$)	14,934	15,523	-592 *	††
Semi-Attached (2-3 quarters)				
Total earnings (\$)	22,850	21,743	1,107 **	
Attached: (4 quarters)				
Total earnings (\$)	31,379	31,487	-108	

Early 2000s: UK ERA

Movement back towards human capital but important reminder that training has to be demand driven

UK ERA: No association between training impacts and earnings impacts

- Impact on course taking: 21.1%***
- Impact on obtaining qualifications: 16.2%**
- Impact on total 4 year earnings: 3.1% (ns)

Why no payoff to training?

Possible reasons:

- Unrealistic expectations about “dream job”?
Training areas not driven by *demand* for workers
- Advisers were employment ‘generalists’
- No assistance in making transition between specific training and specific job openings

Mid 2000s: Work Advancement and Support Centers (WASC) Demonstration

**Some promise from training + advancement coaching
but labor market expertise in workforce system was
less than expected.**

WASC: TRAINING+ADVANCEMENT SERVICES APPEARS TO HAVE LED TO EARNINGS GAINS, BUT EFFECTS HAVEN'T HELD UP IN THE LONG TERM

	Dayton	San Diego	Bridgeport
Took voc. courses Year 1	+13 pp *** (65%)	+6 pp * (39%)	+18 pp *** (89%)
Average earnings Year 3	+\$1,144 * (8%)	\$-427 (-3%)	+\$2244[?] (18%)
Average earnings Year 4	+\$939 (7%)	\$39 (0%)	n/a

[?] Estimate computed based on group level data.

MID-LATE 2000S: SECTORAL PROGRAMS

Impressive results but for a less disadvantaged population (similar to the “strongly attached” group in ERA). Unclear whether these programs can be scaled up and whether effects will last in the long term.

SECTOR STUDY BY P/PV

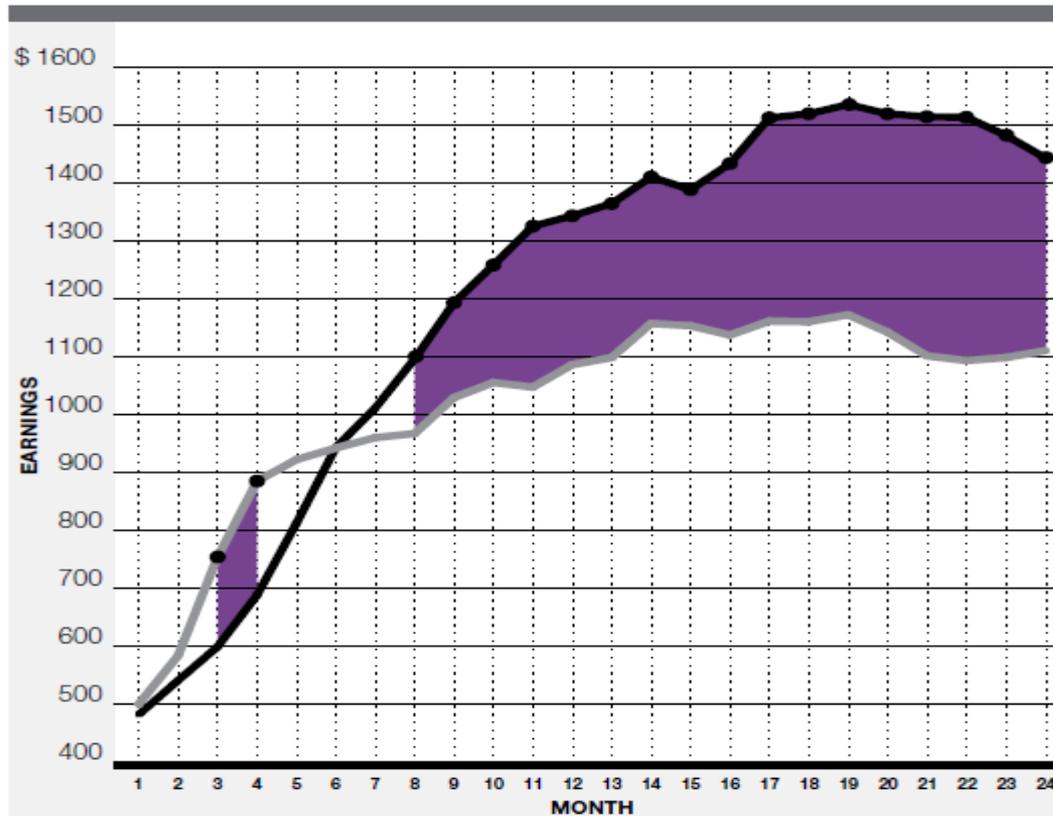
- Tested sector training programs in 3 cities
- Sectors/occupations: manufacturing, medical billing, computer recycling and other IT
- 2-year random assignment study showed substantial positive impacts on employment and earnings
- Earnings impacts:
 - 18% over 2 years
 - 29% in 2nd year (after training)

P/PV study:

Combined impacts of 3 sectors

Figure 1

Total Earnings by Month, Total Sample





UNSUCCESSFUL PROGRAMS ...

- Train people and hope for the best rather than assessing real job openings and employer needs.
- Offer advice and guidance not jobs and classes
- Quick placement, little value added
- Recruit either people who would do fine without program or people who need more than program

PROMISING PROGRAMS

- All aspects of program influenced by employers and labor market
 - Targeted training for specific industry/occupations
 - ‘Smart screening’
 - Effective brokering
- 



RESEARCH QUESTIONS

Did WA improve employment and earnings outcomes?

Does WA lead to increased take-up and completion of training?

Can the WA model be implemented by new sector providers?

Is it possible to achieve same results as the PPV study in a much weaker labor market, different sectors?

Do participants remain in the sectors they are trained for? Do they remain on a career track?

What are the best practices of the program, to inform the workforce development field?

What are the policy implications of WorkAdvance?



PROGRESS TO DATE

- All sites launched program services in Fall 2011
- Working with sites to enhance MIS systems
- Pilot assessments under way
- Completed a pilot survey
- Collecting UI wage data
- 18-month survey to launch in December
- Continued monitoring and technical assistance