Evidence-Building Capacity in State Workforce Agencies

Planning and Operationalizing Evaluation and Research

Case Studies of Partnerships, and Independent Research
Pennsylvania Research and Evaluation

Keith A. Bailey, Director

Department of Labor and Industry | Center for Workforce Information and Analysis
Program Impacts or Effectiveness

Study: Commonwealth Workforce Development System (CWDS)

Question(s): Is the workforce system effective in serving the needs of both employers and job seekers? Do all partners realize parity benefits through participation in the workforce system?

Partners: State-agency WIOA partners and Local Workforce Development Boards

Research Org: Center for Workforce Information & Analysis, PA Department of Labor & Industry

Data: Administrative and program data merged with objective external data with a particular focus on feedback from the employer and job seeker communities.

Findings: No findings to report as we are in the planning stages of the project.

Purpose: Continuous improvements to CWDS to ensure maximum utility and benefit to employers and job seekers based on their diverse needs.
Study: *Unit-Record Data Access*

**Question(s):** In what ways or by what methods can unit-record data be effectively and efficiently shared among research and implementation partners while respecting the laws and regulations governing each partner?

**Partners:** State-agency WIOA partners, PA Workforce Development Board, and Local Workforce Development Boards

**Research Org:** Center for Workforce Information & Analysis, PA Department of Labor & Industry

**Data:** Administrative and program data merged with objective external data. Seeking Commonwealth-wide agency-to-agency agreement to facilitate data sharing.

**Findings:** First quarter WIOA report was incomplete and therefore inconclusive; ongoing efforts to utilize available data for non-WIOA measures of impact and effectiveness.

**Purpose:** Inform WIOA partners of current performance and connections among the partners to better understand those served by the public workforce system.
Utilizing Labor Market Information

Study: Local and Regional WIOA Planning

Question(s): Of the available workforce and economic development information, how is it best utilized to address the needs of employers and job seekers?

Partners: Local Workforce Development Boards

Research Org: Center for Workforce Information & Analysis, PA Department of Labor & Industry

Data: Various labor market and economic information; includes state and national data series.

Findings: Ongoing reviews of local and regional plans indicate the need for more extensive and intensive communication with partners to ensure the proper interpretation and application of the available data.

Purpose: Demonstrate the value of using objective data to set the context in which the public workforce system operates and to provide tools to better understand the relationship between workforce supply and workforce demand.
Addressing Customer Barriers

Study: Identifying Target Population

**Question(s):** Who is not served, but should be served, by the public workforce system?

**Partners:** PA Workforce Development Board and PA Department of Labor & Industry

**Research Org:** Center for Workforce Information & Analysis, PA Department of Labor & Industry

**Data:** Primarily demographic data supplemented with field observations

**Findings:** No findings to report as we are in the preliminary stages of the project.

**Purpose:** To inform all WIOA partners
Improving Program Administration or Operations

Study: Reducing Reporting Burdens

Question(s): Where are the opportunities for operating and programmatic efficiencies?

Partners: Allegheny County Department of Human Services (ACDHS) and PA Department of Labor & Industry

Research Org: Center for Workforce Information & Analysis, PA Department of Labor & Industry

Data: Formal Data Sharing Agreement providing unit-record access to employer and wage and salary data from the Quarterly Census of Employment and Wages program as well as administrative wage records and benefits paid from the unemployment compensation system.

Findings: No findings to report as we are developing the necessary agreements to move into the implementation stage.

Purpose: Maximize the utility of available information in order to allow ACDHS to focus on serving their clients versus expending resources to complete paperwork.
George Washington University: Research and Evaluation Partner

Burt Barnow, PhD.
Amsterdam Professor of Public Service & Economics
Trachtenberg School of Public Policy & Public Administration
Program Impacts or Effectiveness

Study Title: Young Parents Demonstration
- Research question(s): What is the impact of an employment and training intervention on the employment and earnings of young and expecting parents?
- Partners: 7 WDBs, 10 CBOs
- Research Organization: Capital Research Corporation, George Washington University, Westat, Urban Institute
- Data Agreements and sources: Participant Tracking System, National Directory of New Hires, Telephone survey
- Findings: After 8 quarters, $677 increase in earnings, no effect on employment
- Purpose:
Description of Young Parents Demonstration

- YPD is designed to provide educational and occupational skills training that fosters family economic self-sufficiency for young parents and expectant mothers, ages 16-24.

- Grantees serve young parents in high-risk categories: victims of child abuse, children of incarcerated parents, court-involved youth, youth at risk of court involvement, homeless and runaway youth, and others.

- YPD program consists of three rounds of grants totaling $15.5 million – 17 grant recipients (7 WIBS; 10 CBOs).

- YPD enrollments occurred from November 2009 through June 2014.

- 3,600 + participants were randomly assigned to treatment (T) and control (C) groups, with nearly 2,000 in Rounds I and II.
# Program Impacts or Effectiveness

Impact on Cumulative Earnings for 8 Quarters after Random Assignment

<table>
<thead>
<tr>
<th>N</th>
<th>Sample Size</th>
<th>Treatment Group Observed Mean</th>
<th>Estimated Mean without YPD, Regression-Adjusted</th>
<th>Estimated Impact</th>
<th>P-Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quarter 2 after RA</td>
<td>1,851</td>
<td>$836</td>
<td>$730</td>
<td>$106</td>
<td>.144</td>
</tr>
<tr>
<td>Quarter 4 after RA</td>
<td>1,908</td>
<td>3,346</td>
<td>2,962</td>
<td>384*</td>
<td>.071</td>
</tr>
<tr>
<td>Quarter 6 after RA</td>
<td>1,908</td>
<td>5,528</td>
<td>4,961</td>
<td>567*</td>
<td>.073</td>
</tr>
<tr>
<td>Quarter 8 after RA</td>
<td>1,886</td>
<td>7,750</td>
<td>7,073</td>
<td>677*</td>
<td>.100</td>
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</tbody>
</table>
Program Impacts or Effectiveness

Study Title: National Evaluation of the Trade Adjustment Assistance Community College and Career Training Program (TAACCCT)

- Research question(s): How did TAACCCT grantees evaluate their demonstrations and what were the impact on participants?
- Partners: 256 grantees in 4 rounds of grants
- Research Organization: Urban Institute, George Washington University, Capital Research Corporation, Jobs for the Future, NORC
- Data Agreements and sources: Each grantee determines data
- Findings: Grantees used a variety of data sources and evaluation methods; few used RCTs, but many used quasi-experimental methods
- Purpose:
Goals of the TAACCCT Grant Program

1) Increase attainment of degrees, certifications, certificates, diplomas, and other industry-recognized credentials that match the skills needed by employers to better prepare TAA-eligible workers and other adults for high-wage, high-skill employment or re-employment in growth industry sectors;

2) Introduce or replicate innovative and effective methods for designing and delivering instruction that address specific industry needs and lead to improved learning, completion, and other outcomes for TAA-eligible workers and other adults; and

3) Demonstrate improved employment outcomes.
### TAACCCT Third-Party Evaluators

**Quantitative Data Sources (Rounds 2-4)**

<table>
<thead>
<tr>
<th>Source</th>
<th>N</th>
<th>Percent</th>
<th>Not Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application data</td>
<td>50</td>
<td>24%</td>
<td>40</td>
</tr>
<tr>
<td>Administrative employment data</td>
<td>147</td>
<td>71%</td>
<td>28</td>
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<tr>
<td>Student records</td>
<td>173</td>
<td>84%</td>
<td>31</td>
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<tr>
<td>Participant survey of outcomes</td>
<td>106</td>
<td>51%</td>
<td>35</td>
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## TAACCCT Third-Party Evaluators
### Quantitative Evaluation Methods
#### (Rounds 2-4)

<table>
<thead>
<tr>
<th>Method</th>
<th>N</th>
<th>Percent</th>
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<tbody>
<tr>
<td>Experimental design</td>
<td>6</td>
<td>2%</td>
</tr>
<tr>
<td>Regression discontinuity</td>
<td>5</td>
<td>2%</td>
</tr>
<tr>
<td>Propensity score matching</td>
<td>107</td>
<td>42%</td>
</tr>
<tr>
<td>Other quasi-experimental</td>
<td>65</td>
<td>25%</td>
</tr>
<tr>
<td>Pre-post analysis</td>
<td>28</td>
<td>11%</td>
</tr>
<tr>
<td>Correlational analysis</td>
<td>16</td>
<td>6%</td>
</tr>
<tr>
<td>Cost/economic analysis</td>
<td>14</td>
<td>5%</td>
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</tbody>
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Contact Information

For questions regarding the case studies, send an email to*

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* Please use “WIOA Session: Evidence-Building Capacity for Research and Evaluation” in the subject line.