### Examples of States’ Most Pressing Questions for Workforce Agency Research and Evaluation

| Program Impacts/Effectiveness | - Are the educational programs provided to offenders by the state prison helpful in obtaining employment after release?  
- What is the effectiveness of UI profiling?  
- What are optimal policies or incentive mechanisms that encourage greatest return on investment?  
- What is the relationship of TANF participation to successful workforce outcomes?  
- What is the effectiveness of refugee training services? |
|--------------------------------|---------------------------------------------------------------|
| Program Performance/Outcomes   | - Are participants making family-sustaining wages?  
- What are the workforce outcomes from training programs?  
- What are the employment and wage outcomes of degree and certificate program completers?  
- What are the outcomes of Department of Labor and Department of Public Health and Human Services workforce programs (WIOA, RESEA, TANF)?  
- What are the wage and employment outcomes of apprentices? Does the increase in wages result in sufficient tax revenue to justify an employer tax credit? |
| Development of Labor Market Data | - How are demographic changes impacting the labor force?  
- What are the demographics of minimum wage workers?  
- Where can employers find qualified workers?  
- What are the new industry clusters (e.g., advanced manufacturing)?  
- Who are the long-term unemployed? |
| Customers and their Barriers    | - What can be done to encourage higher labor force participation rates in targeted populations?  
- What tools should we create to evaluate client education and skills gaps?  
- Why are participants not successful, or why do they drop out?  
- What are the barriers to changing jobs for those currently employed?  
- What can be done to improve commuter transportation issues? |
| Program Administration/Operations | - What is the accuracy and utility value of WIOA performance measures?  
- How do we address declining research budgets but increasing demand for data and insight?  
- How can we build on programs that are working?  
- Are we maximizing services across programs, particularly across multiple agencies?  
- How can we increase the number of apprenticeships? |

SOURCE: Evidence-Building Capacity in State Workforce Agencies: Insights from a National Scan and Two State Site Visits, National Association of State Workforce Boards (Table II-1, page 18)