



MATHEMATICA
Policy Research, Inc.

Findings from the Green Jobs and Health Care Impact Evaluation

NAWRS 2017

Julie Williams
with Karin Martinson, Karen
Needels (Mathematica Policy
Research), Laura Peck

July 31, 2017



Agenda



- Grant programs and evaluation overview
- Programs evaluated
- Key impact findings
- Conclusions



MATHEMATICA
Policy Research, Inc.

Grant Programs and Evaluation Overview

Policy context



- Great Recession
- Need for post-secondary education and occupational training
- Disadvantaged adults have challenges to enrolling in & completing training
- DOL funds two occupational training grant programs, through 2009 American Recovery and Reinvestment Act (ARRA)
 - Emphasis on career pathways approach
 - Articulated training steps
 - Tailored to jobs in demand
 - Training-related supports
 - Connections to employment
- Grants operated from 2010 to 2012 / 2013

DOL funded a rigorous evaluation



- ***Impact study*** to examine effects on participants' educational and economic outcomes
 - Random assignment to treatment or control group
 - Primary data sources:
 - Baseline information form
 - 18-month follow-up survey
 - Secondary data sources
 - National Directory of New Hires (NDNH) quarterly employment & earnings data

- ***Implementation study*** to examine how grantees implemented their training programs and participation patterns among enrollees

Four purposively selected grantees



CA Green Jobs (Kern Community College District)	MI Green Jobs (Grand Rapids Community College)	MN Health Care (American Indian OIC)	TX Health Scholarship (North Central Texas College)
3 short-term green jobs courses (Foundational Power Tech course; then choose Wind and/or Solar Tech)	Short-term green jobs & other courses (e.g., Deconstruction, Wind Energy, CDL, IT); and/or remedial coursework (e.g., ESL, ABE, employability skills)	6 short-term health care courses; 2 longer-term programs (e.g., CNA, Home Health Aide, Trained Medication Aide, MOA)	8 non-credit health care programs; 1 for-credit LVN (e.g., CNA, Certified Medication Aide, Pharmacy Technician I)
Avg 2.5 months in training 66% took 2 or more courses	Avg 3.3 months in training 61% took 1 short-term course	Avg 3.2 months in training 89% took 1 short-term course	Avg 2.4 months in training 92% took 1 short-term course
n = 829	n = 277	n = 542	n = 995
Treatment Group Offered <u>Career Pathways Training & Support</u>			Treatment Group Offered <u>Financial Assistance</u>

Course sequencing here!

Training-related supports



CA Green Jobs	MI Green Jobs	MN Health Care	TX Health Scholarship
Advising: <ul style="list-style-type: none"> • Academic • Personal 	Advising: <ul style="list-style-type: none"> • Career coaching 	Advising: <ul style="list-style-type: none"> • Academic • Personal 	Advising: <ul style="list-style-type: none"> • Career
Job assistance: <ul style="list-style-type: none"> • Job search assistance • Job readiness class 	Job assistance: <ul style="list-style-type: none"> • Job search assistance 	Job assistance: <ul style="list-style-type: none"> • Job search assistance • Job readiness class 	Job assistance: <ul style="list-style-type: none"> • Job search class • Job search assistance
Employer connections	----	Employer connections	----
----	Additional supports: <ul style="list-style-type: none"> • Transportation assistance • Service referrals 	----	Additional supports: <ul style="list-style-type: none"> • Tutoring • Child care expense assistance
Tuition-free training	Tuition-free training	Tuition-free training	Partial scholarship

Programs served diverse, disadvantaged populations



Characteristic at baseline	CA Green Jobs (%)	MI Green Jobs (%)	MN Health Care (%)	TX Health Scholarship (%)
Female	10	29	79	84
Race/ethnicity				
White	73	57	21	70
Black	11	37	58	18
Hispanic	45	15	7	21
Employed	18	27	43	56
Receiving public benefit(s)	46	63	54	22
Felony conviction	12	29	2	>1

*Treatment group proportions

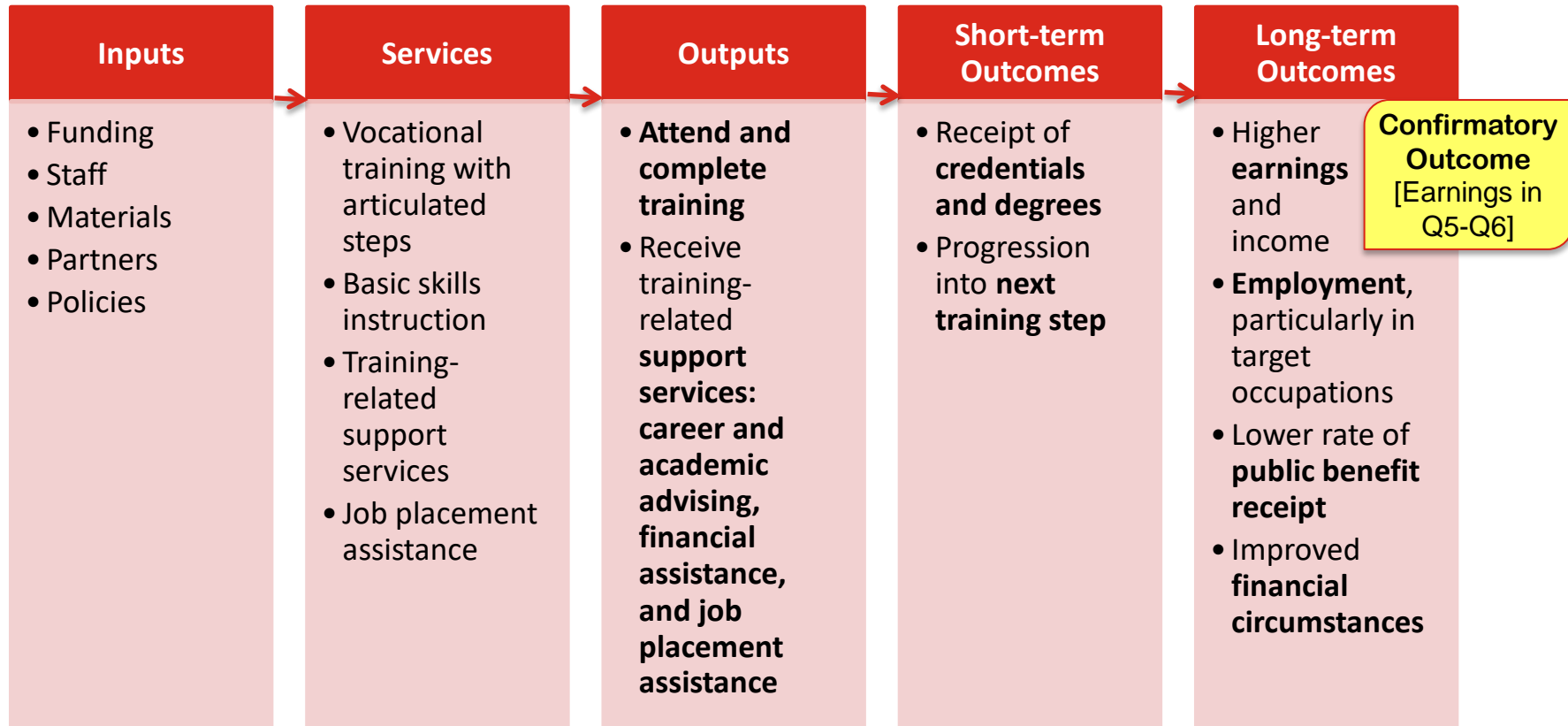
- Green Jobs programs: primarily males unemployed at program entry
- Health Care programs: primarily females, about half unemployed



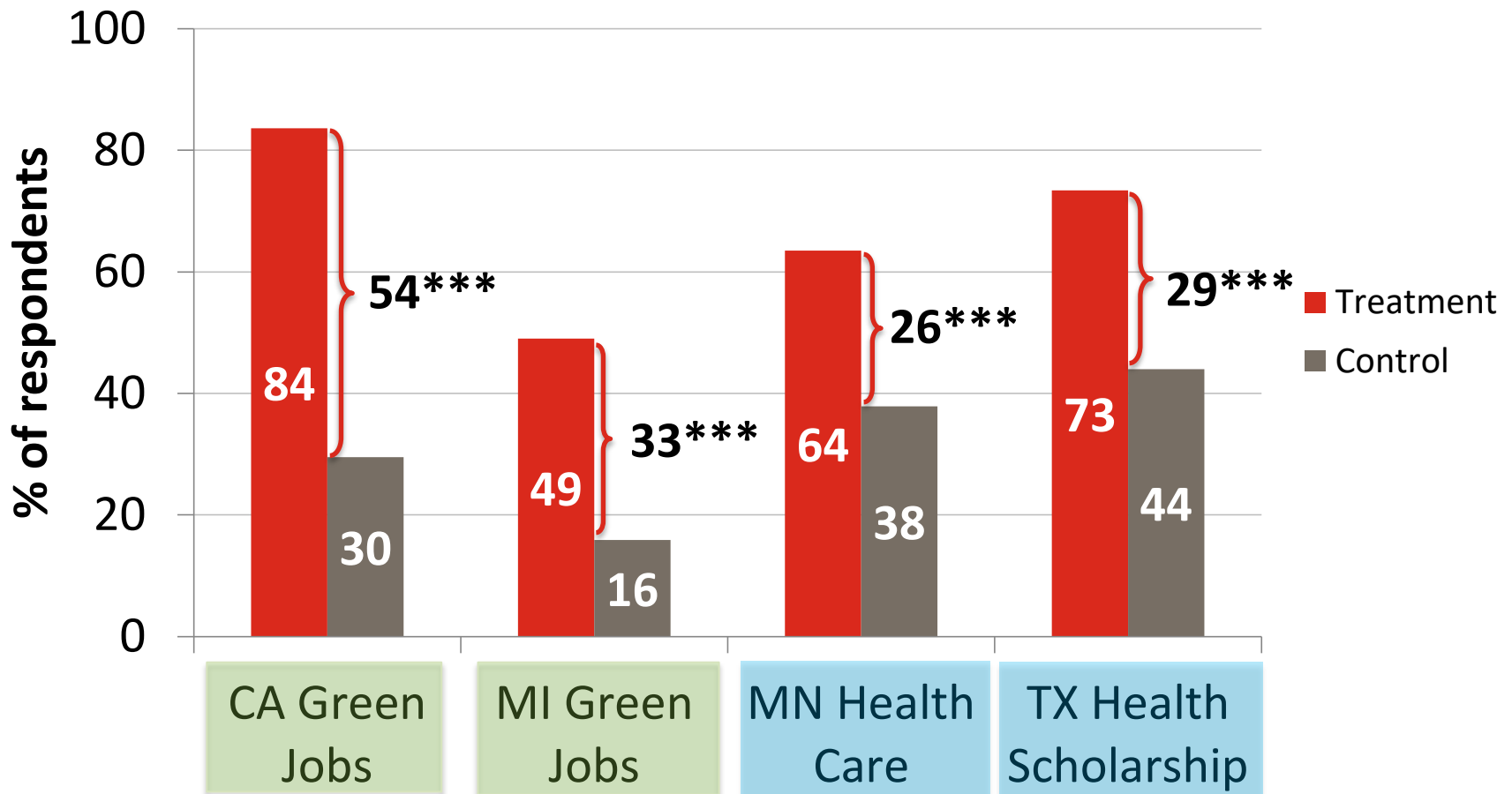
MATHEMATICA
Policy Research, Inc.

Key Impact Findings

Evaluation logic model



Output: All 4 programs increased participation in vocational training during 18-month follow-up period



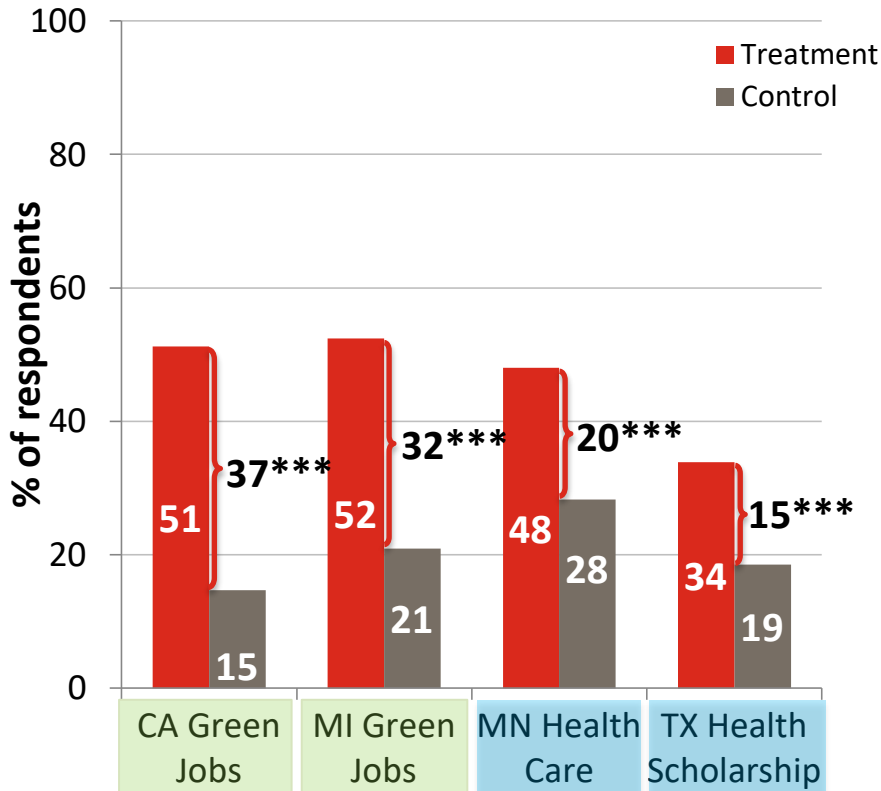
***Difference is statistically significant at the p<0.01 level

Source: 18-month follow-up survey

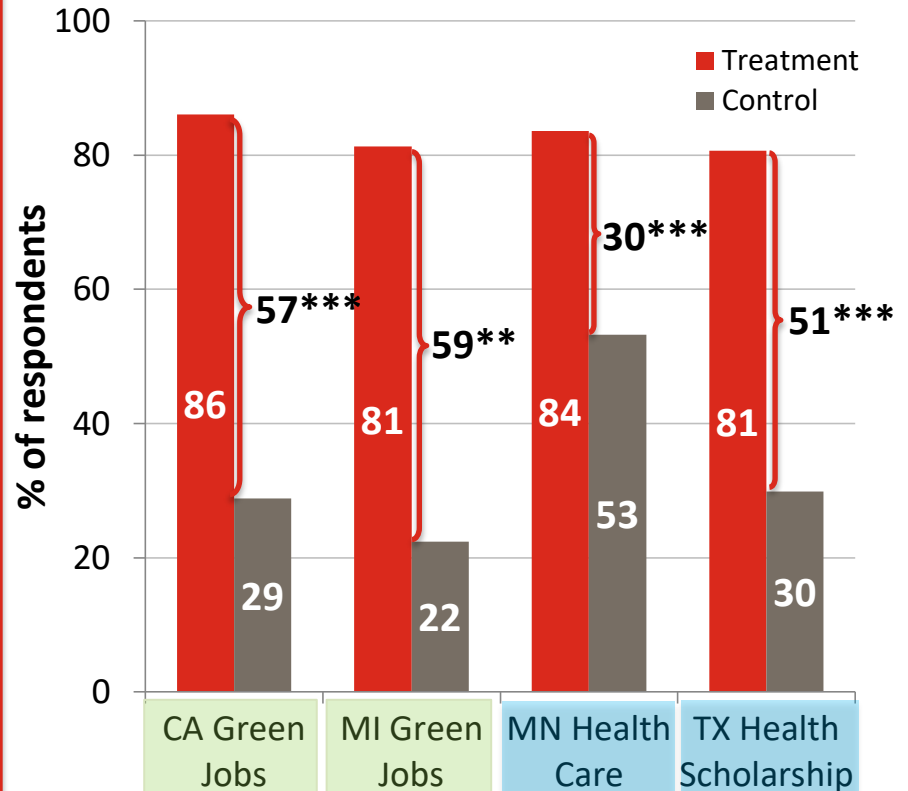
Output: All 4 programs increased receipt of training-related supports during 18-month follow-up period



Receipt of Career Advising



Receipt of Financial Assistance

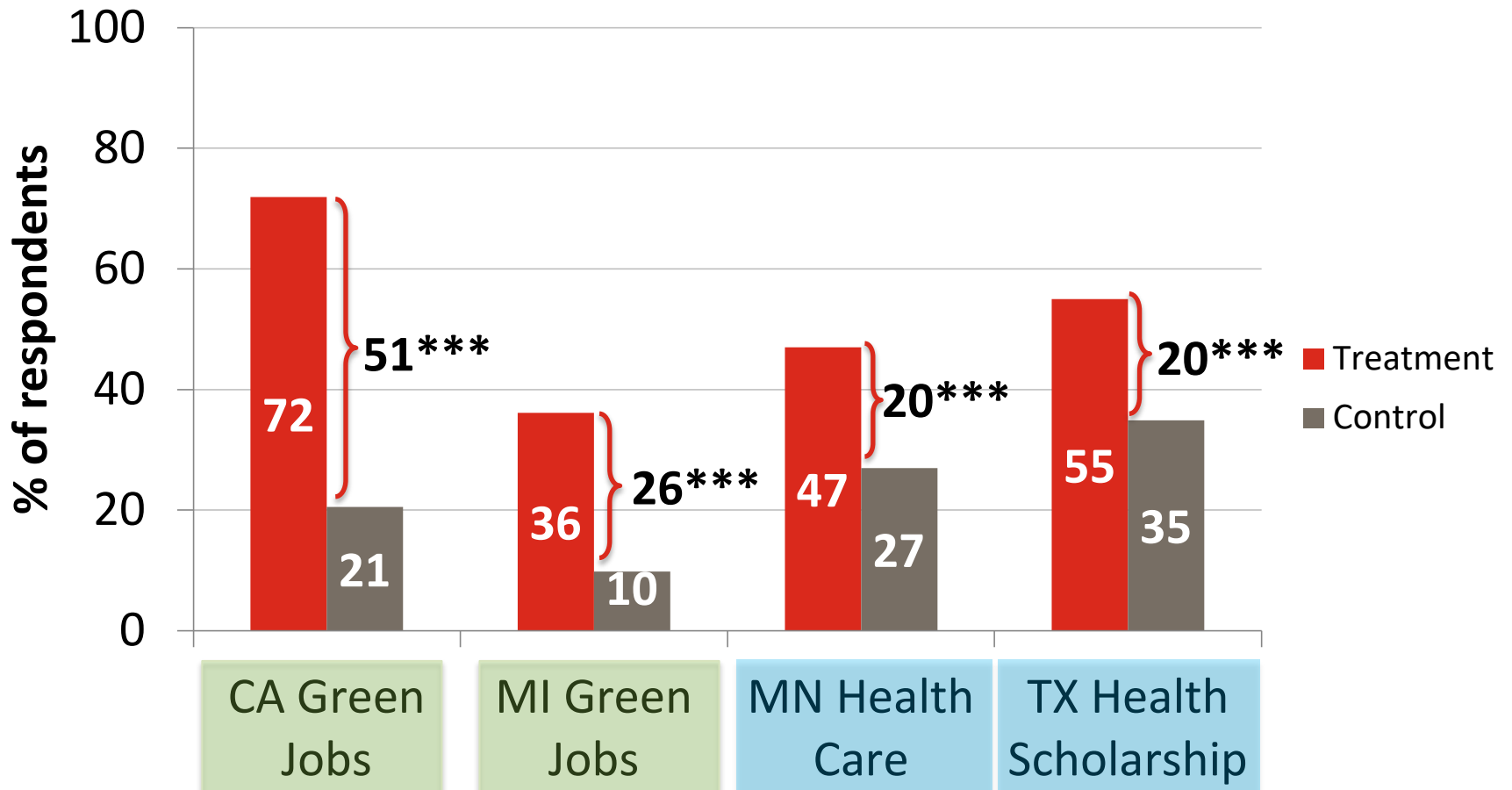


***Difference is statistically significant at the p<0.01 level.

*Difference is statistically significant at the p<0.10 level.

Source: 18-month follow-up survey

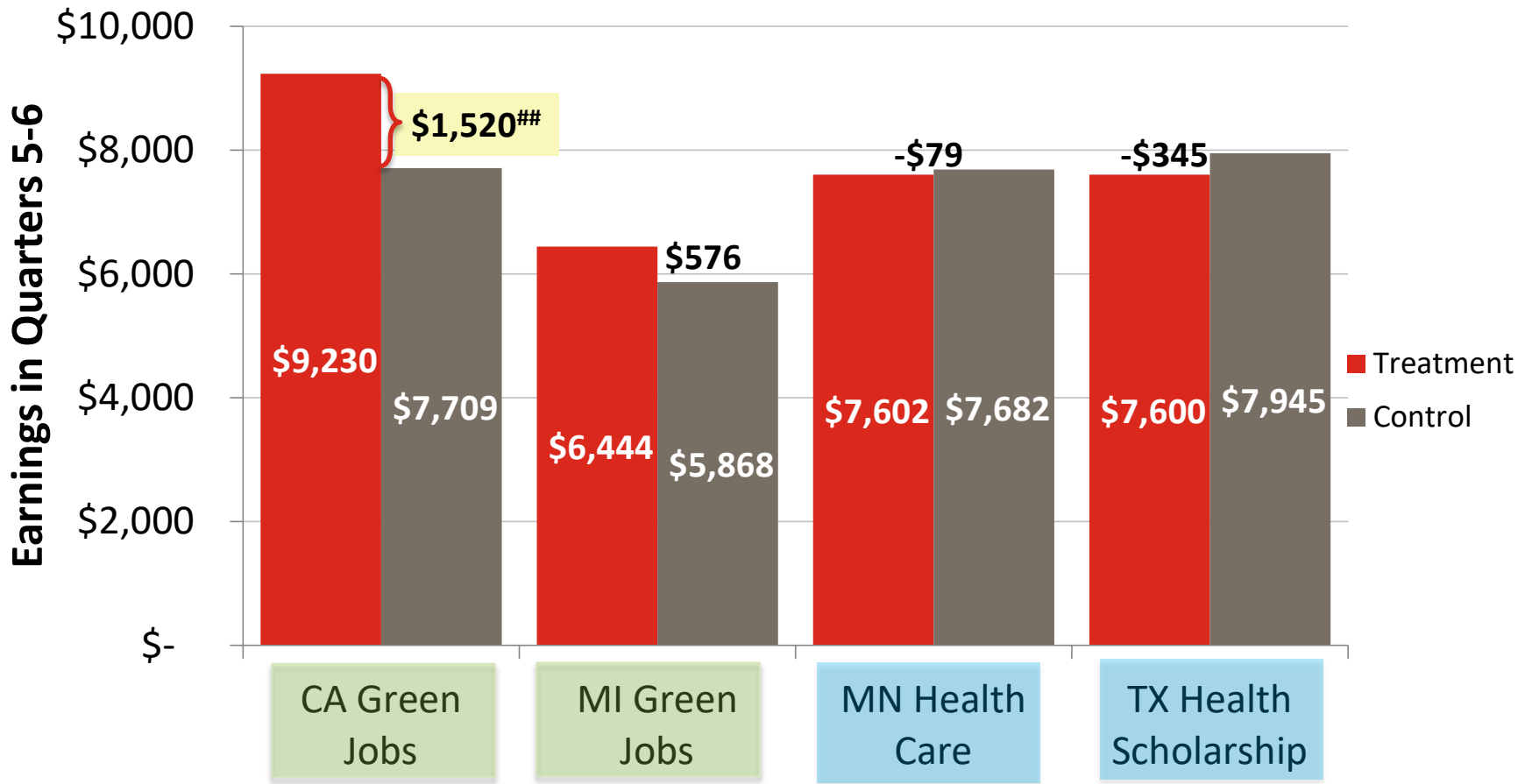
Short-term outcome: All 4 programs increased receipt of vocational credentials during 18-month follow-up period



***Difference is statistically significant at the $p < 0.01$ level

Source: 18-month follow-up survey

Long-term outcome: Only 1 program increased **total earnings in quarters 5 & 6** after random assignment



^{##}Difference is statistically significant at the $p < 0.05$ level after mc adjustment

Source: NDNH UI wage record data

Other long-term outcomes: Employment, Financial Circumstances, Public Benefit Receipt



- No evidence of impacts on employment levels
- Household income did not change
- Similar levels of public benefit receipt between treatment and control groups



MATHEMATICA
Policy Research, Inc.

Conclusions

Summary of findings



- Funding for short-term training programs helped unemployed individuals and those with work barriers to:
 - Raise participation levels in training
 - Increase receipt of vocational credentials
- But only one, CA Green Jobs, had impacts on earnings

What was the CA Green Jobs (Kern Community College District) program approach?



- Clear, structured sequence of courses
 - Foundational Power Tech course, followed by Solar Tech and/or Wind Tech
- Instructors provided academic and personal supports, as part of the classroom experience and as-requested
- Job-readiness and job placement assistance provided as part of training/integrated into curriculum
- Instructors developed relationships with employers to identify job openings and refine curriculum
 - Curriculum adapted to meet needs of industry

Evaluation cannot determine what factors are responsible for impacts, only that package of services produced impacts

Key findings and implications



- Limited earnings impacts suggest need for strategies that connect training to employment
- Relatively high level of control group participation in other services (by other providers) suggest potential for better targeting of training resources:
 - To populations not typically served by available training services
 - In areas where training is unavailable or oversubscribed
- Training was relatively short and income remained low
 - Strategies that require a more substantial investment in developing job-related skills may be needed

Thank you.

Reports available on the Abt Associates website:

AbtAssociates.com/Our-Work

and available on the DOL/ETA Research Publication Database under

ETAOP 2017-07

ETAOP 2017-08



**BOLD
THINKERS
DRIVING
REAL-WORLD
IMPACT**

MATHEMATICA
Policy Research, Inc.

