



Welcome to

National H-1B Ready to Work Grantee Convening

Advancing the Impact of the Ready to Work Grants

DAY 1 - March 14th

Plenary Session:

Opening Plenary: Ready to Work's Sustained Impact

Day 1: March 14th

Time: 8:30am- 9:15am

Speaker(s): **Robin Fernkas**, Division Director, U.S. Department of Labor,
Employment and Training Administration, Office of Workforce
Investment, Division of Strategic Investments

Megan Baird, Program Manager, H-1B Grants, U.S. Department of
Labor, Employment and Training Administration, Office of Workforce
Investment, Division of Strategic Investments

Changing Face of Long-term Unemployed Workers - *THEN*

When RTW Started:

- 2007-2009 Great Recession was marked by an historic increase in extreme long-term unemployed
- 2014 (RTW Grant Opportunity Announced)
 - Unemployment rate 6.6%
 - 10.2 million were unemployed
 - 3.6 million (35%) were long-term unemployed 27 weeks or longer
 - 2.5 million were long-term unemployed for 52 weeks or longer

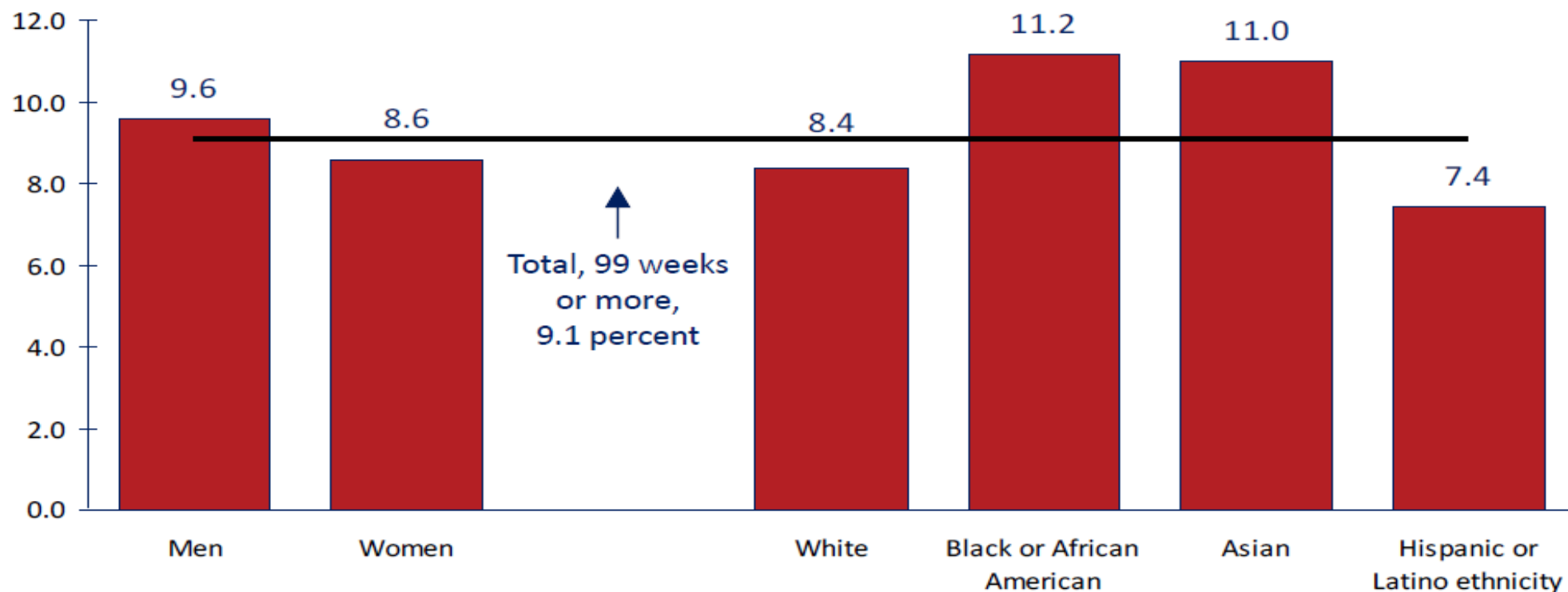
Changing Face of Long-term Unemployed Workers - *THEN*

When RTW Started:

- 6 years after beginning of recession, number of long-term unemployed still made up a greater share of unemployed than any previous recession
 - Almost one in ten unemployed in 2015 were jobless for 99 weeks or longer (9.1% of all unemployed)
 - Men, black or African American, and Asians were most more likely to be jobless for 99 weeks or longer
- Older workers were more unlikely than younger workers to be unemployed long term
- As duration of unemployment increased, the likelihood of finding a job declined

Incidence of extreme long-term unemployment (99 weeks or more) by sex and race

Percent of total unemployed

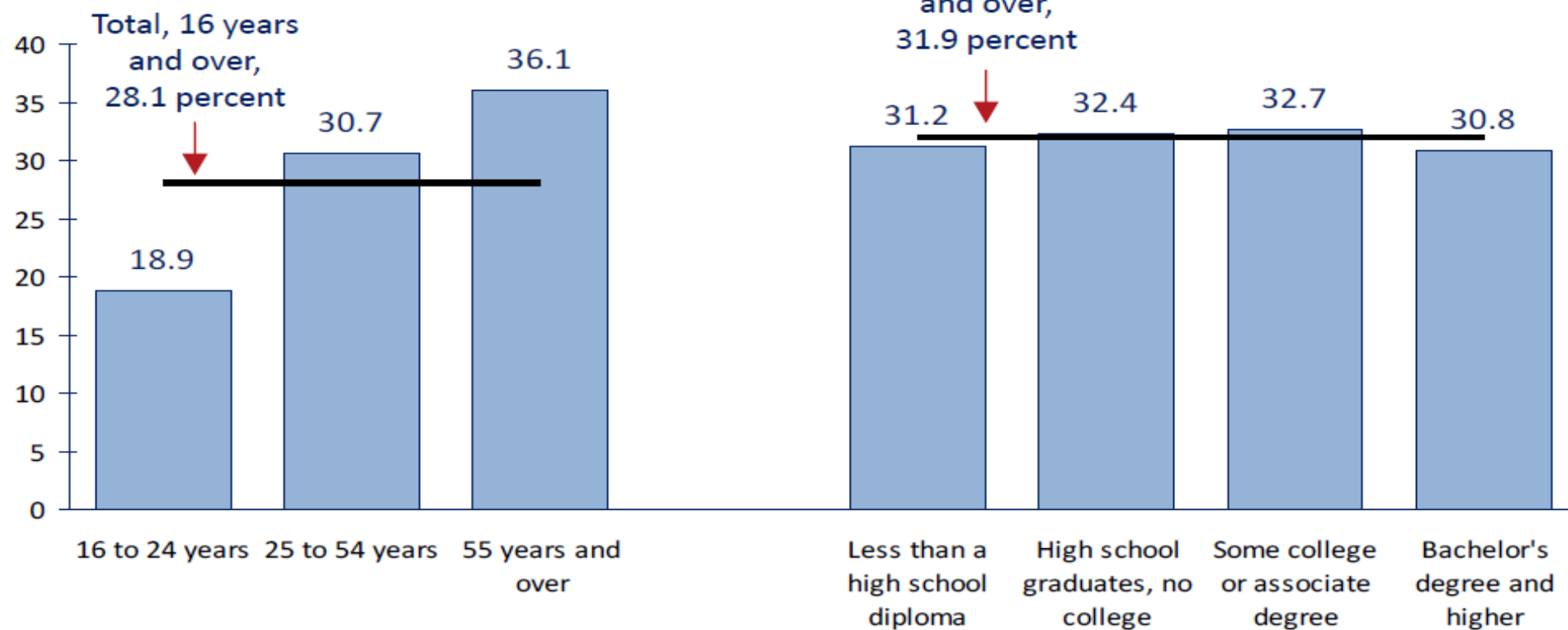


NOTE: Data are 2015 annual averages. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Incidence is defined as the percentage of all unemployed who were jobless for 99 weeks or longer.



Incidence of long-term unemployment (27 weeks or more) by age and education

Percent of total unemployed

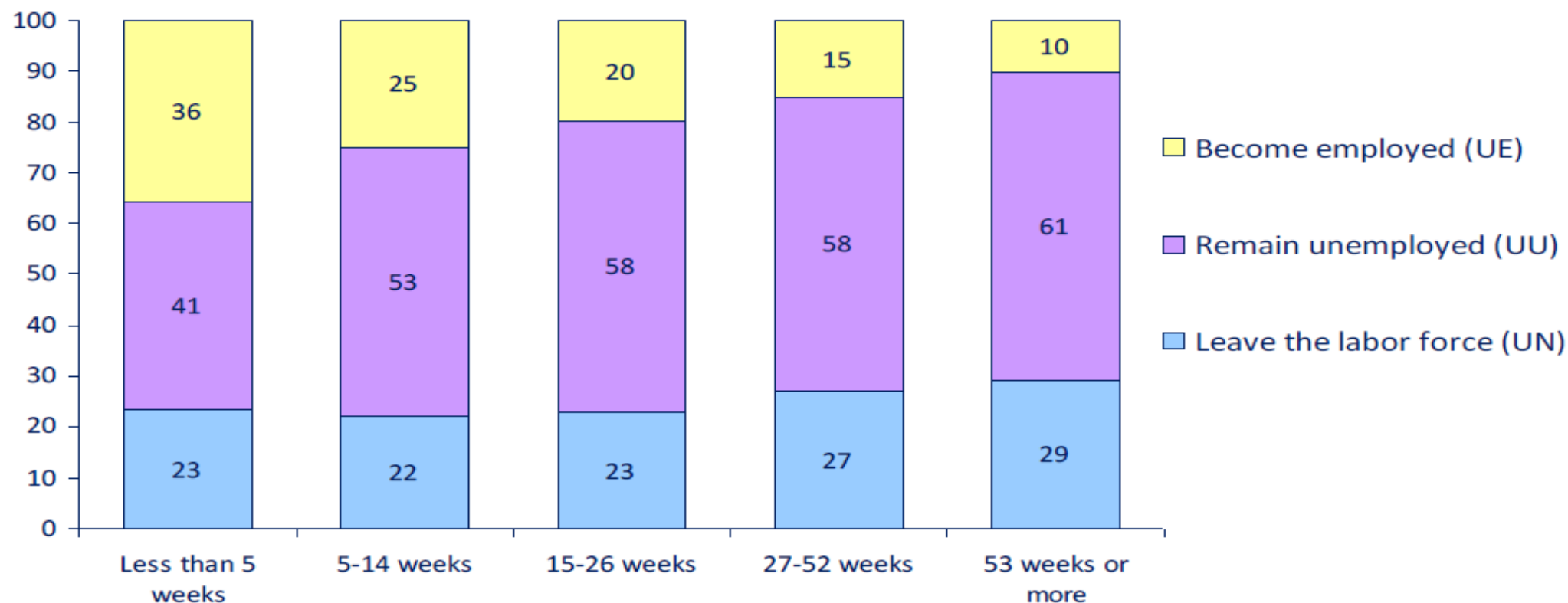


NOTE: Data are 2015 annual averages. Educational attainment estimates refer to persons age 25 and over. Incidence is defined as the percentage of all unemployed who were jobless for 27 weeks or longer.



As duration of unemployment increases, the likelihood of finding a job declines

Percent distribution of those unemployed in the prior month



NOTE: Data are 2015 annual averages.



Changing Face of Long-term Unemployed Workers - *NOW*

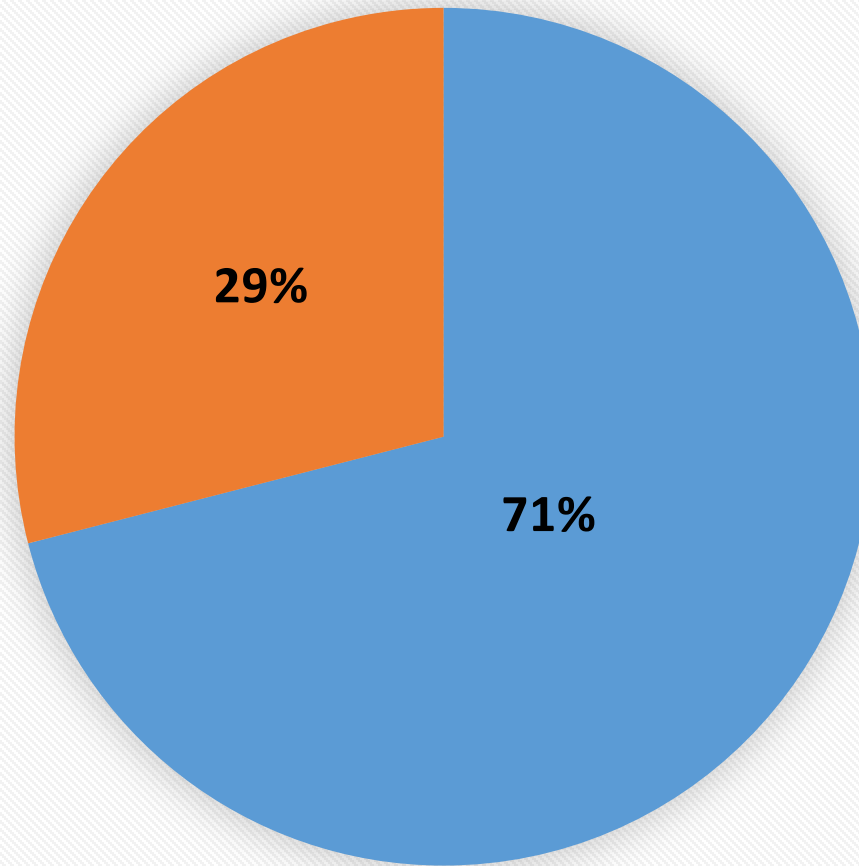
Now

- **2018**

- Unemployment rate 4.1%
 - 6.7 million are unemployed
 - 1.4 million (20.7%) are long-term unemployed 27 weeks or longer
 - 2.5 million are long-term unemployed for 52 weeks or longer
- Long-term unemployed workers are less likely to be placed directly into employment, and require more support services and training.

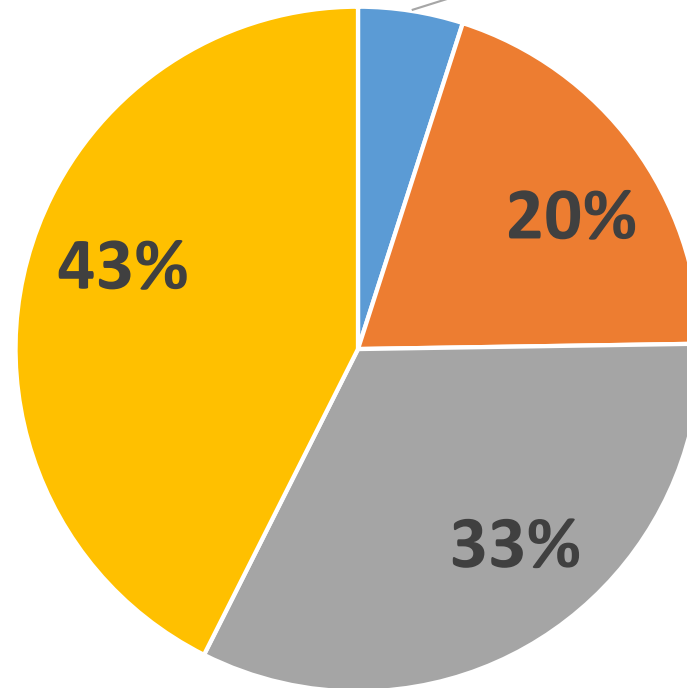
RTW Type of Long-term Unemployed Workers Served

- LTU (unemployed 27 + weeks)
- Underemployed LTU (episodic, short-term, PT employment)



RTW Demographics

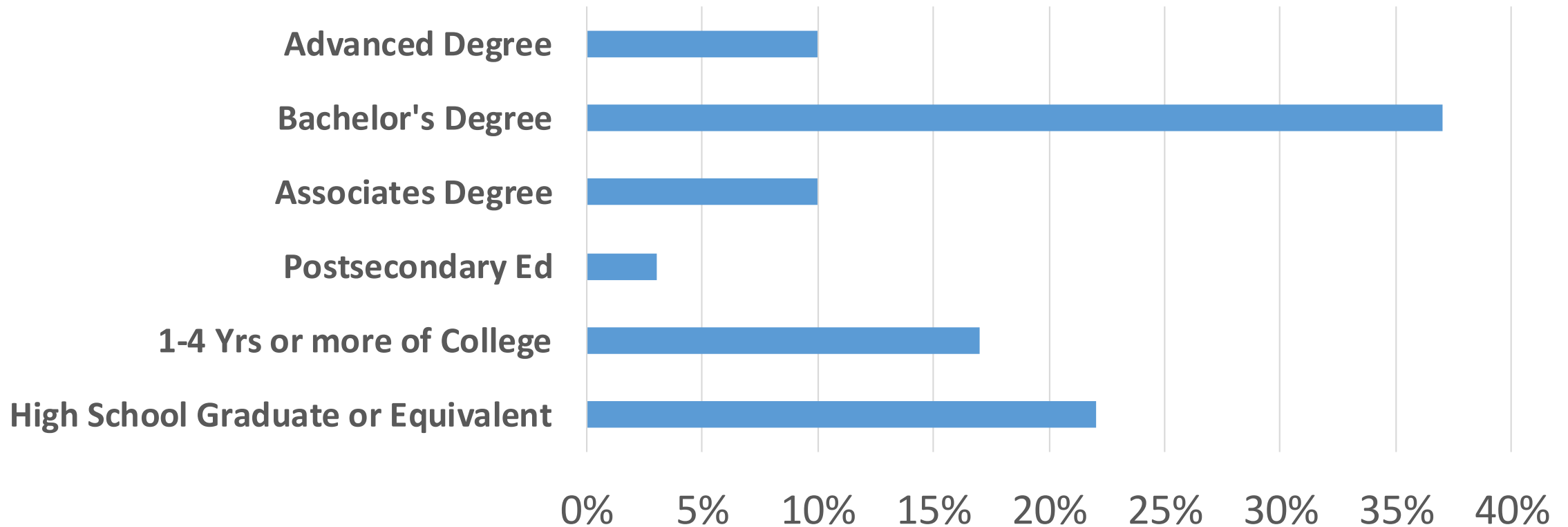
Age at Enrollment 5%



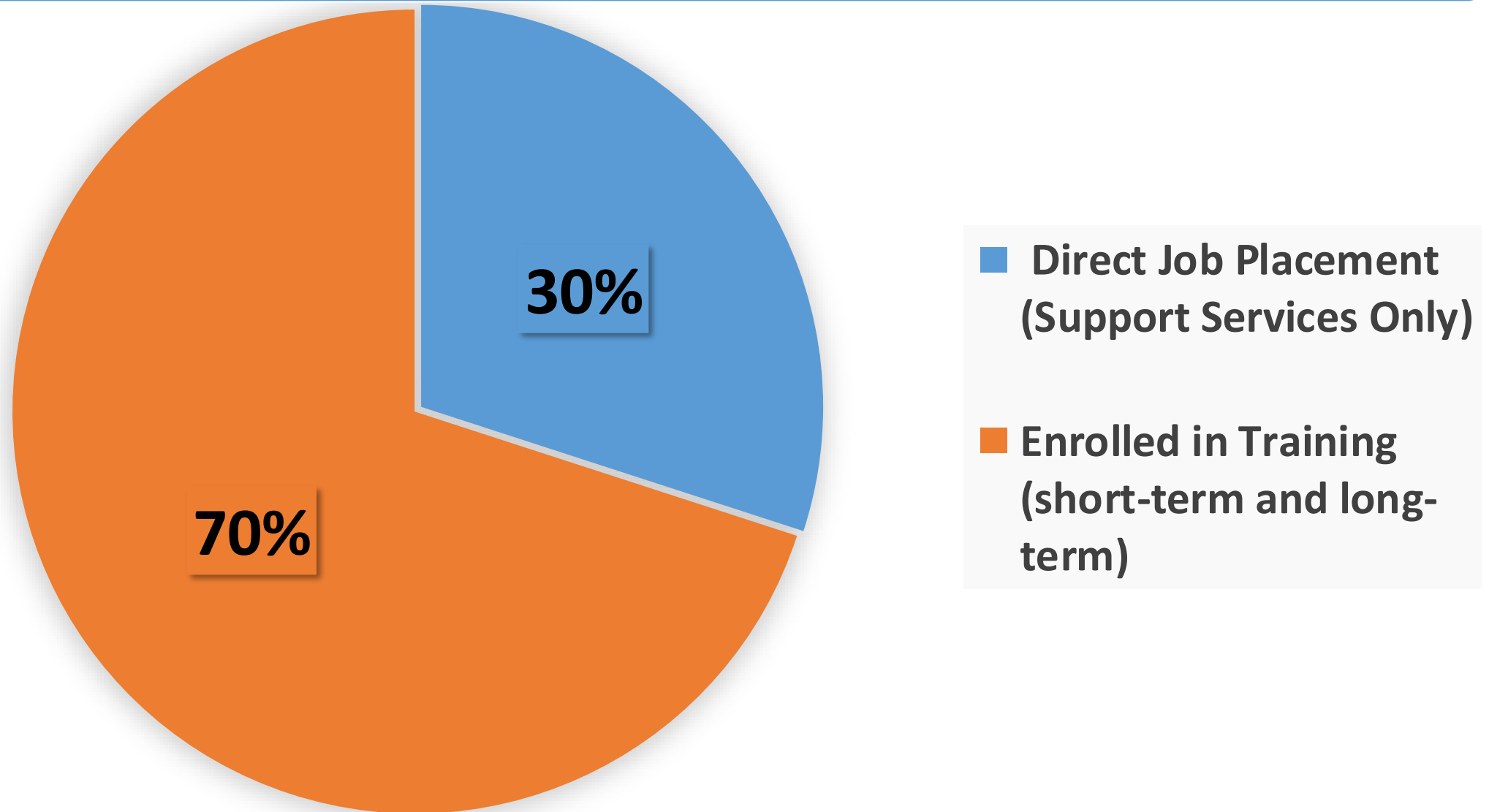
■ 18-21 ■ 22-29 ■ 30-44 ■ 45 +

Education Level at Enrollment

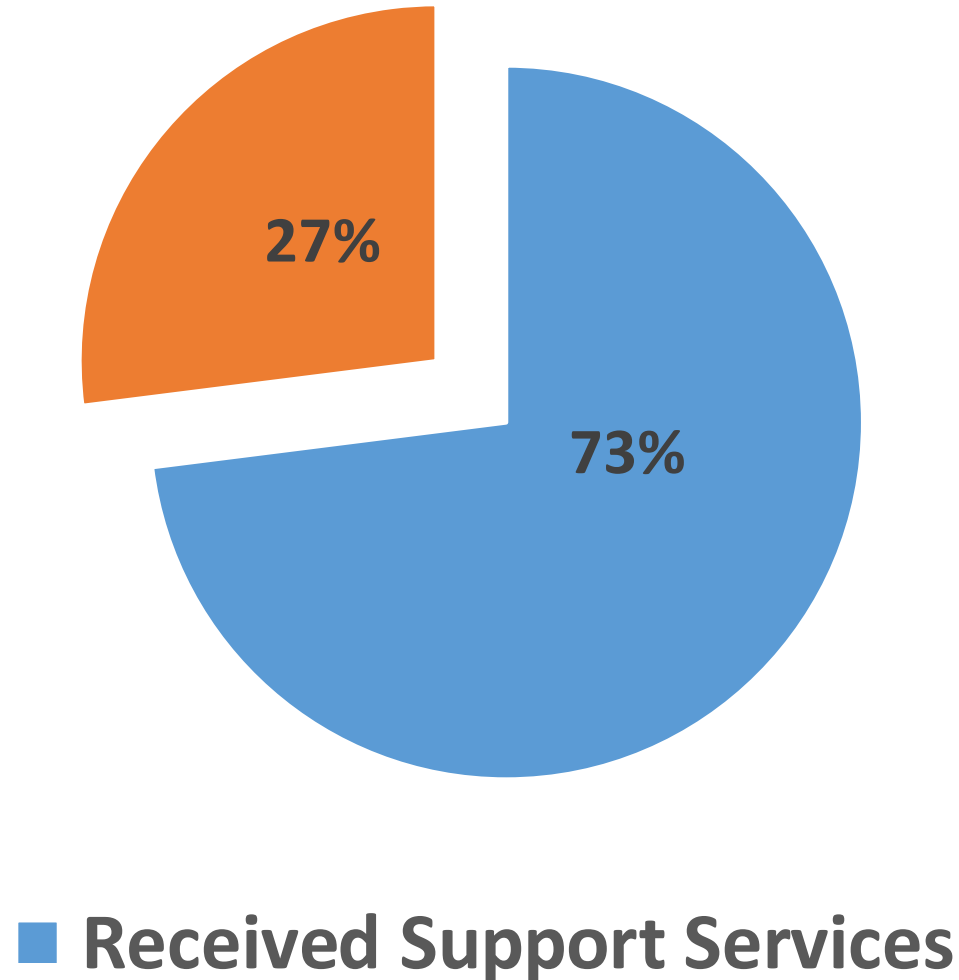
Ready To Work



RTW Addressing Training Needs - LTU Workers



RTW Addressing Support Needs - LTU Workers





Plenary Session:

Opening Plenary: Ready to Work's Sustained Impact

Day 1: March 14th

Time: 8:30am- 9:15am

Featured Speaker:

Rosemary Lahasky, Deputy Assistant Secretary, U.S
Department of Labor, Employment and Training
Administration

Plenary Session: The Employers Perspective on Long-term Unemployed

Day 1: March 14th

Time: 9:15am- 10:15am

Moderator: Amanda Ahlstrand, Administrator, U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment

Speaker(s): Barbara Bungy, Chief Operating Officer, Philadelphia FIGHT, representing District 1199C & Healthcare

Brad Rhorer, Assistant Senior Manager, Subaru of Indiana Automotive, Inc., representing Tecumseh Area Partnership & Advanced Manufacturing

Dan Farber, President/CEO of BrightLights USA dba BLUSA Defense Manufacturing, representing New Jersey Council of Community Colleges & Advanced Manufacturing

Deborah Carter, Director of Global Talent Development from Rackspace Hosting representing Project Quest & IT

Heather Terenzio, CEO, TechTonic Group, representing City and County of Denver & IT

Deborah Carter, Director of Global Talent Development from Rackspace Hosting representing Project Quest & IT

- <https://youtu.be/k9HFiQ3Ff2Y>

Concurrent Sessions Part 1:

Strategies to Re-employ Long-term Unemployed Workers

Breakout Rooms

Day 1: March 14th

Time: 10:30am- 11:30am

N-5432A - Work-Based Learning: On the Job Training (OJT) & Apprenticeship

N-5437B - Job Placement & Employer Engagement: Employer Relationships – Flip or Flop?

N-5437C - Job Placement: Turning the Tables - Reverse Job Fairs

Plenary & Breakout Session:

Sustainability Planning

Day 1: March 14th

Time: 12:45pm- 2:00pm

Moderator: **Ayreen Cadwallader**, Workforce Analyst, U.S. Department of Labor,
Employment and Training Administration, Office of Workforce
Investment, Division of Strategic Investments

Facilitator(s): **Kisha Toppin**, TA Coach, High Impact Partners

Erika Humphrey, TA Coach Lead, High Impact Partners

Speaker(s): **Elizabeth Ojeda**, Project Administrator, City and County of Denver

Sandino Thompson, Executive Director, It's My Community Inc.



TECHNOLOGY EMPLOYMENT
IN COLORADO PARTNERSHIP

Denver TEC-P Sustainability of Ready To Work

January 23-24, 2018
Washington D.C.



TECHNOLOGY EMPLOYMENT
IN COLORADO PARTNERSHIP

What is the innovation to be sustained

- **IT Registered Apprenticeship – software developer**
- **24 week paid training – classroom and work experience**
- **Career pathway for industry certifications**
- **Fill in-demand occupations with pre-screened and qualified talent**
- **Increased retention due to development of career pathways**
- **Mid to high skilled employment**
- **Expand entry level opportunities**



TECHNOLOGY EMPLOYMENT
IN COLORADO PARTNERSHIP

How will the innovation be sustained

- Collaboration with industry employers thru expanded sector partnership (Denver Metro Tech Partnership-DMTP)
- Establish future priorities for the industry based on data and trends
- Identify funding resources through workforce, foundations, and employers
- State of Colorado apprenticeship initiative
- Connect certifications/skills with specific employer needs



TECHNOLOGY EMPLOYMENT
IN COLORADO PARTNERSHIP

What is the impact to the individual

- **Career pathways established through industry recognized training**
- **High skilled-high demand-high paying occupations**
- **Greater employment opportunities for entry level in-demand occupations**
- **Earn as you learn model vs incurred education debt**
- **Dynamic – continuous change based on industry need**



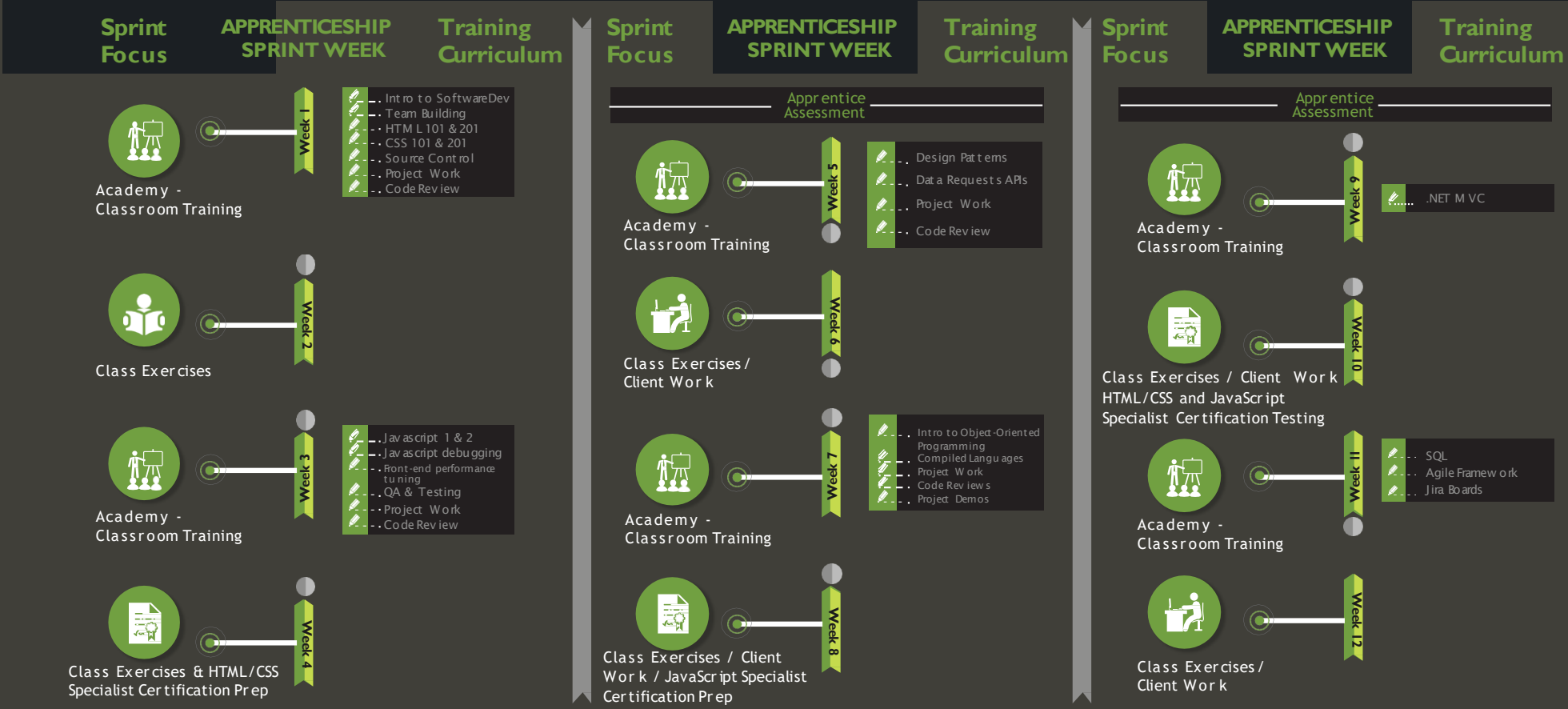
TECHNOLOGY EMPLOYMENT
IN COLORADO PARTNERSHIP

Career Pathway: Software Development Apprenticeship

- 24 week program (competency based)
- 12 week classroom based training
- Certification testing in the following areas:
 - HTML/CSS
 - Javascript
- 12 week on the job training
- Certificate of Completion of Software Developer Apprenticeship



APPRENTICESHIP PROGRAM CURRICULUM



Sprint Focus

APPRENTICESHIP SPRINT WEEK

Training Curriculum

3 Month Appr entice Assessment



Class Exercises / Client Work



Week 13

On t he job training



Class Exercises / Client Work



Week 14

On t he job training



Class Exercises / Client Work



Week 15

On t he job training



Class Exercises / Client Work



Week 16

On t he job training

Sprint Focus

APPRENTICESHIP SPRINT WEEK

Training Curriculum

4 Month Appr entice Assessment



Class Exercises / Client Work



Week 17

On t he job training



Class Exercises / Client Work



Week 18

On t he job training



Class Exercises / Client Work



Week 19

On t he job training



Class Exercises / Client Work



Week 20

On t he job training

Sprint Focus

APPRENTICESHIP SPRINT WEEK

Training Curriculum

5 Month Appr entice Assessment



Class Exercises / Client Work



Week 21

On t he job training



Class Exercises / Client Work



Week 22

On t he job training



Class Exercises / Client Work



Week 23

On t he job training



Class Exercises / Client Work



Week 24

On t he job training

Final Appr entice Assessment

Cer tificate of Completion of Apprenticeship



TECHNOLOGY EMPLOYMENT
IN COLORADO PARTNERSHIP

Contacts:

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 - 720-785-3672
 - jemery@arapahogov.com

WORK READY OKLAHOMA

Ready To Work: Sustainable Practices



**PRESENTED BY
SANDINO L. THOMPSON**

Executive Director - IMCI



Work Ready Oklahoma + Ready To Work:

- **Work Ready Oklahoma (WRO)** delivers evidence-based solutions that are aligned with workforce needs to empower long-term unemployed, other unemployed, and incumbent workers throughout Oklahoma to succeed in a globally competitive environment. The state faces an acute shortage of workers in middle and high skilled industries/occupations.
- The WRO collaborative identified oil and gas and manufacturing industries, but chose education as RTW's most sustainable practice due to the continued need in the state.



Industry Outlook: Teacher Shortage

Teacher shortage “emergency” grows in Oklahoma

OKLAHOMA CITY - Teachers are in such high demand in Oklahoma, the situation has been called an emergency - literally.

Oklahoma City recruits bilingual teachers in Puerto Rico to address growing Latino population

Puerto Rico, a U.S. territory, has many qualified teachers who are American citizens and are familiar with the culture. Forty-eight percent of the district's 46,000 students are Hispanic and about 47 percent speak Spanish at home.

Crisis hits Oklahoma classrooms with teacher shortage, quality concerns

■ Oklahoma schools, in better salaries in neig

Why Are There 1,000 Unfilled Teaching Jobs in Oklahoma?

Both Oklahoma City Public Schools and Tulsa Public Schools started the year with about 80 vacancies, and never did fill them all.

Why Education?

The Facts:

- During the 2016 – 2017 school year there were over 500 teacher vacancies with 1,000+ emergency certifications issued.
- Reaching national headlines, Oklahoma's statewide teacher shortage was seen as an opportunity for WRO to bridge the gap to identify, recruit, and train incumbent workers and long-term unemployed talent.
- Partnering with the largest school district in the state, WRO identified a strategy to impact the long-term unemployed, incumbent workers, and the education system as a whole.

The Program

- WRO partnered with the largest school district in the state, Oklahoma City Public Schools, with over 4,600 employees.
- Developed a system to recruit long-term unemployed talent, including under-employed paraprofessionals, engaging these individuals to pursue an education career pathway and earn their teaching credentials.
- Following this, an upskilling program was designed to take teachers and other administrators into positions of leadership while backfilling those positions with long-term unemployed.
- WRO was able to create a 9-month long program as opposed to what would have been a 2+ year program with OKCPS to quickly employ and promote talent.

Three Core Pillars

Alternative Certification:


Identify workers to receive alternative certification. WRO pays for continued education as well as professional development training.

Master's Program:

Worked with an accredited university to reduce a 2+ year Master's in Education program to a program that can be completed in 9 months to quickly employ and promote talent.

Upskilling:

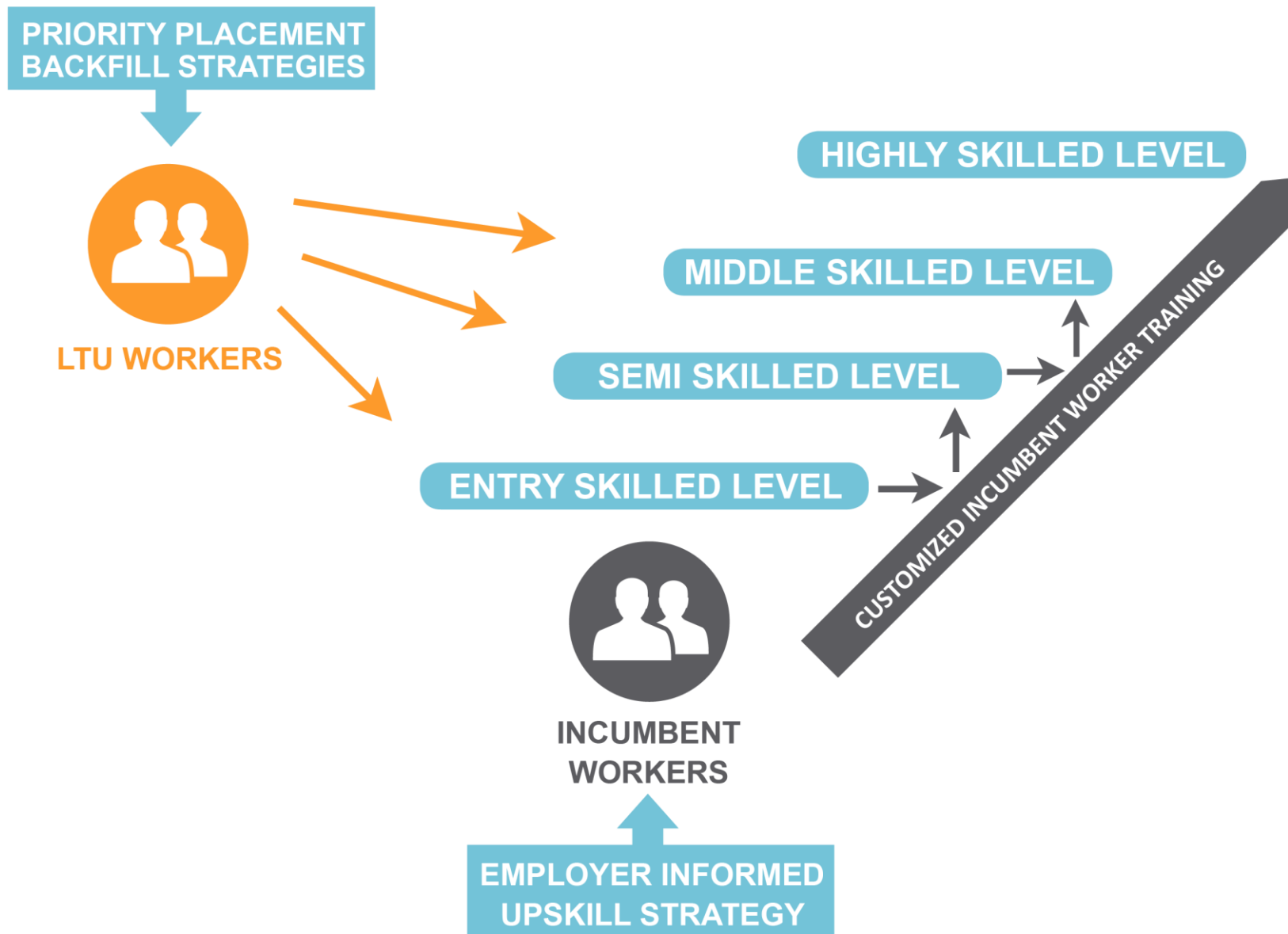
Upskill incumbent teachers to fill much needed administrative and leadership roles while backfilling teaching positions with the long-term unemployed

UPWARD MOBILITY	INDUSTRY SECTOR	EDUCATION 
	LEVEL IV ACCESS	School Principal
	LEVEL IV CREDENTIALS	Marzano Supervision / Evaluation Certification
	LEVEL IV UPSKILL TRAINING + EXPERIENCE	
	LEVEL III ACCESS	Administration Aide, Assistant Principal
	LEVEL III CREDENTIALS	Master's Degree Administrative Leadership Training + Master Teacher / Mentor Exp.
	LEVEL III UPSKILL TRAINING + EXPERIENCE	
	LEVEL II ACCESS	Certified Teacher (Elementary, Middle or Secondary)
	LEVEL II CREDENTIALS	Bachelor's Degree Teacher Certification CEU and PD Hours
	LEVEL II UPSKILL TRAINING + EXPERIENCE	
	LEVEL I ACCESS	Paraprofessional (Elementary, Middle or Secondary)
	LEVEL I CREDENTIALS	Certified Paraprofessional A.S. Degree CEU and PD Hours
	LEVEL I UPSKILL TRAINING + EXPERIENCE	
	ENTRY LEVEL	Classroom Assistant, Clerical

Education Career Pathway

The Highlights

- **WRO has provided the state with:**
 - 93 individuals currently on the education track
 - 45 educational placements
 - 43 incumbent participants earning their Administrator's Certification
 - 8 individuals earning their Master's in Education
 - 5 paraprofessionals completing education training
- **Through the upskilling program, WRO has established two cohorts.**
 - 28 Master Teachers will attain their Masters in Education Leadership and Administrative Certification allowing them to level-up to Instructional Coach I & II and Dean of Instruction
 - 15 Administrative Interns will attain their Marzano Supervision/Evaluation Certification allowing them to level-up to Assistant Principal



The Impact

- The biggest impact of RTW is creating a pipeline of qualified talent in the education field while employing long-term unemployed in Oklahoma.
- Taking what we've learned and improving practices, WRO will propel forward to assist statewide school districts in developing leaders internally and recruiting externally, while creating more stability in providing education to students.
- Expanding partnerships with the University of Central Oklahoma, OKCPS Foundation, Southern Nazarene University, and Teach For America this program model is scalable and replicable to other areas of the state, including Tulsa Public Schools, our state's second largest school district.





Comments or Questions?

Sandino L. Thompson

Executive Director

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www.itsmycommunity.org

www.workreadyoklahoma.com





Small Group Exercise

In small groups share the status of your sustainability action plan and receive strategies, tips and feedback with your peers on one of the four strategies:

- 1) Program Evaluation
- 2) Developing a Succession Plan
- 3) Partnerships
- 4) Funding Stability

Concurrent Sessions Part 2:

Strategies to Re-employ Long-term Unemployed Workers

Breakout Rooms

Day 1: March 14th

Time: 2:15pm- 3:15pm

N-5432A - Career Pathways: Sharing the Impact of Technology Training Career Pathways in the Bay Area

N-5437C - Job Placement: The Evolution of Sector-Driven Efforts to Support Career Exploration and Job Placement

N-5437D - Training Design: Using our "Training On-Demand" Model for Effective Job Placement Results

Program Evaluation:

Building Evidence- The Evaluation of the Ready to Work Partnership Grant Program

Day 1: March 14th

Time: 3:00pm- 4:30pm

Moderator: **Monica A. Evans, Ph.D.**, Workforce Analyst, U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Division of Strategic Investments

Speaker(s): **Molly Irwin, Ph.D.**, Chief Evaluation Officer, Chief Evaluation Office, U.S. Department of Labor

Gloria Salas-Kos, MPAff., Senior Program Analyst, Division of Research and Evaluation, U.S. Department of Labor, Employment and Training Administration

Elizabeth Copson, MCP, Associate, RTW Evaluation Task Lead, Abt Associates

Megan Lizik, MHRIR, Senior Evaluation Specialist, Chief Evaluation Office, U.S. Department of Labor

Building Evidence: Evaluation of the Ready to Work Partnership Grant Program

March 14, 2018

U.S. Department of Labor, Chief Evaluation Office

U.S. Department of Labor, Office of Policy
Development and Research



Building Evidence: Evaluation of the Ready to Work Partnership Grant Program

- **Speakers:**

- **Molly Irwin, Ph.D.**, Chief Evaluation Officer, Chief Evaluation Office, U.S. Department of Labor
- **Gloria Salas-Kos, MPAff.**, Senior Program Analyst, Division of Research and Evaluation, U.S. Department of Labor, Employment and Training Administration
- **Elizabeth Copson, MCP**, Associate, RTW Evaluation Task Lead, Abt Associates
- **Megan Lizik, MHRIR**, Senior Evaluation Specialist, Chief Evaluation Office, U.S. Department of Labor

Today's Objectives:



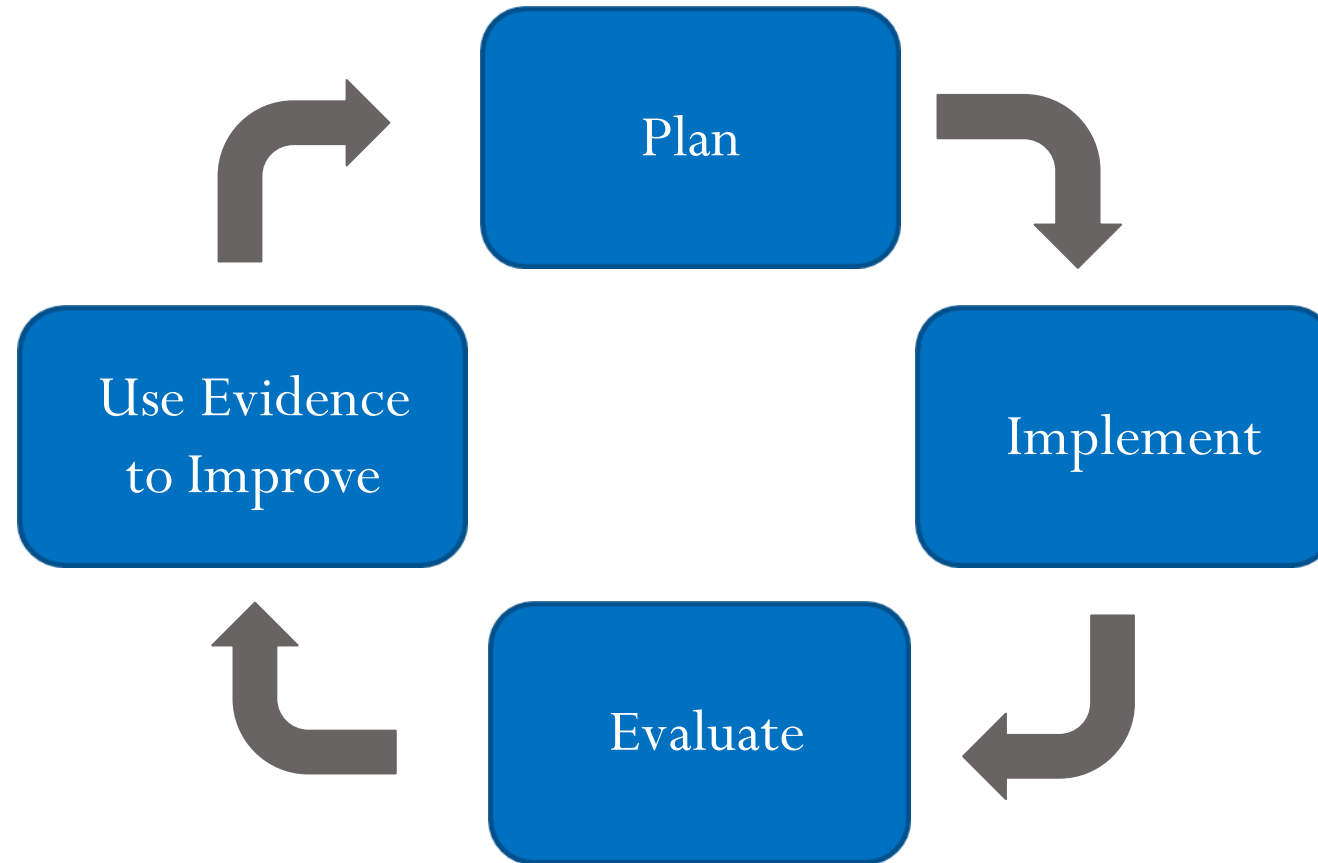
- ✓ Why the focus on evidence
- ✓ About the Ready to Work (RTW) Partnership grant evaluation
- ✓ Early implementation findings
- ✓ Adding to the evidence base
- ✓ Questions

Why the Focus on Evidence

Why focus on evidence?

- Increased emphasis on evidence-based policymaking at all levels of government and in the private sector; for example:
 - The President's FY18 budget: *An effective and efficient Federal government requires evidence—evidence about where needs are greatest, what works and what does not work, where and how programs could be improved...*
 - The Commission on Evidence-Based Policymaking
 - Evidence reviews and tiered-evidence funding initiatives
 - Private philanthropic organizations calling for evaluation and the use of evidence
- DOL evaluations address research questions posed by programs and other stakeholders, which add to the evidence base. The answers can increase informed decision making and continuous improvement in program design.

Use of Evaluation in Policy/Program Implementation



What We Know Now

- *Job search assistance* strategies primarily increase the speed at which people find jobs, rather than affecting the quality of jobs they attain
- *Subsidized employment* programs:
 - Produced large increases in employment and earnings for the period of subsidy
 - Evidence is mixed regarding lasting improvements
 - Some non-economic gains including reduced involvement in criminal justice system and improved school outcomes for children

What We Know Now (continued)

- While some studies of *job training* programs produced small, favorable employment and earnings impacts, many showed no evidence of impact
 - Many had short duration (less than 3 months) and high drop-out rates (over 50 percent)
- Initial results for several programs using *career pathways* approaches are promising in terms of education and economic gains
- Career pathways programs typically include:
 - Sector-focused training
 - Manageable training steps
 - Strong connections to the labor market
 - Range of supports in addition to training

What the RTW Evaluation Adds to the Evidence Base

- Evidence on providing “service” mix including job search and readiness, training, work-based training based on assessment
 - What service mix appears effective for long-term unemployed
 - What services are utilized
- Evidence on education and employment outcomes for a more highly educated and long-term unemployed population
- Implications on how to adapt to changing job markets
- Strategies for incorporating mental health and financial counseling into employment and training programs
- Information on high-growth industries

Where Grantees Fit In

As partners in building evidence-based workforce programs so we can continue to improve the programs and outcomes for the people we serve

About the Ready to Work Partnership Grant Evaluation

Policy Context

- Large job loss and long unemployment spells during 2008-2009 recession
- Unemployment and underemployment continued for some even as the economy recovered
- Continued interest in training for high-growth industries and occupations
 - In particular, those using H-1B visas to hire foreign workers

Independent Evaluation

- DOL contracted with Abt Associates and its partner MEF Associates to conduct a rigorous evaluation of RTW grantee programs.
 - **Implementation study** to examine how grantees implemented their programs including organizational structure and partnerships, recruitment and enrollment, and, services and supports
 - **Impact study** using random assignment design to examine effects on participants' educational and economic outcomes, particularly receipt of training and services, attainment of credentials, and employment and earnings

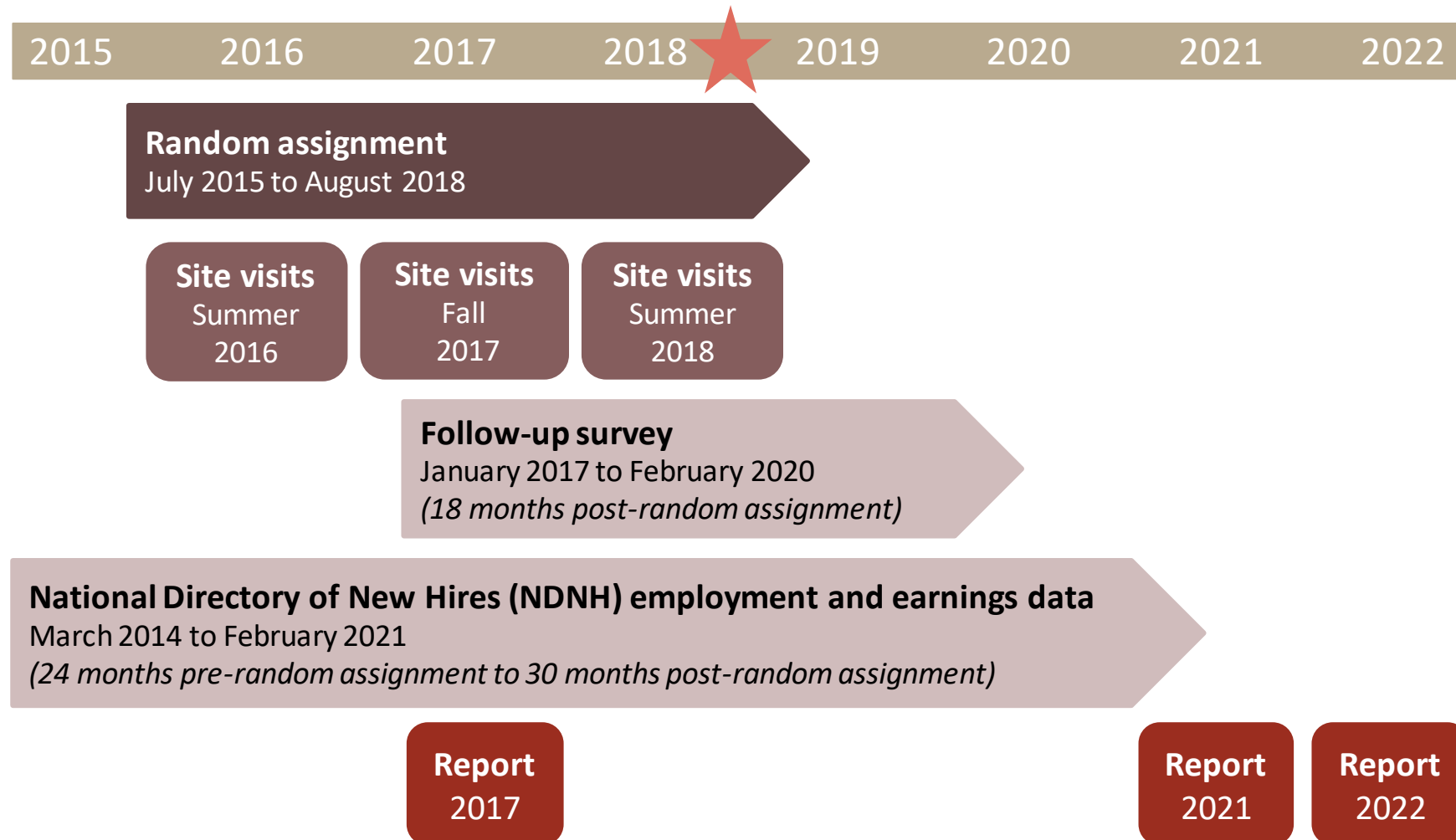
RTW Impact Study Design

Expected outputs	Short-term outcomes	Long-term outcomes
<p>What is the impact on...</p> <ul style="list-style-type: none"> ▪ participation in education and training services? ▪ the range of supports received (i.e., advising, financial aid assistance, and employment assistance)? 	<p>What is the impact on...</p> <ul style="list-style-type: none"> ▪ educational attainment, including receipt of credentials from training? ▪ factors that affect participants' ability to work, such as access to transportation or affordable childcare? 	<p>What is the impact on...</p> <ul style="list-style-type: none"> ▪ employment levels and earnings? ▪ characteristics of jobs, including wages, benefits, and sector of employment? ▪ participants' total income and receipt of public assistance benefits?
<p>Confirmatory outcome: average quarterly earnings</p> <ul style="list-style-type: none"> ▪ Interim report: 12-18 months (5-6 quarters) post-randomization ▪ Final report: 12-30 months (5-10 quarters) post-randomization 		

Four Grantees in RTW Evaluation, Purposively Selected

Grantee	Program	Location	Target Industries
Anne Arundel Workforce Development Corporation (AAWDC)	Maryland Tech Connection	Maryland: 12 counties and Baltimore City	IT and Bioscience
Jewish Vocational Service (JVS)	JVS Skills to Work in Technology	California: San Francisco and Contra Costa Counties	IT
RochesterWorks!	Finger Lakes Hired	New York: Monroe County, including Rochester	IT; Healthcare; Advanced Manufacturing
Worksystems, Inc.	Reboot Northwest	Oregon and Washington: Portland-Vancouver Metropolitan Region	IT; Advanced Manufacturing

Evaluation Timeline



Early Implementation Findings

First RTW Report: Early Implementation Report

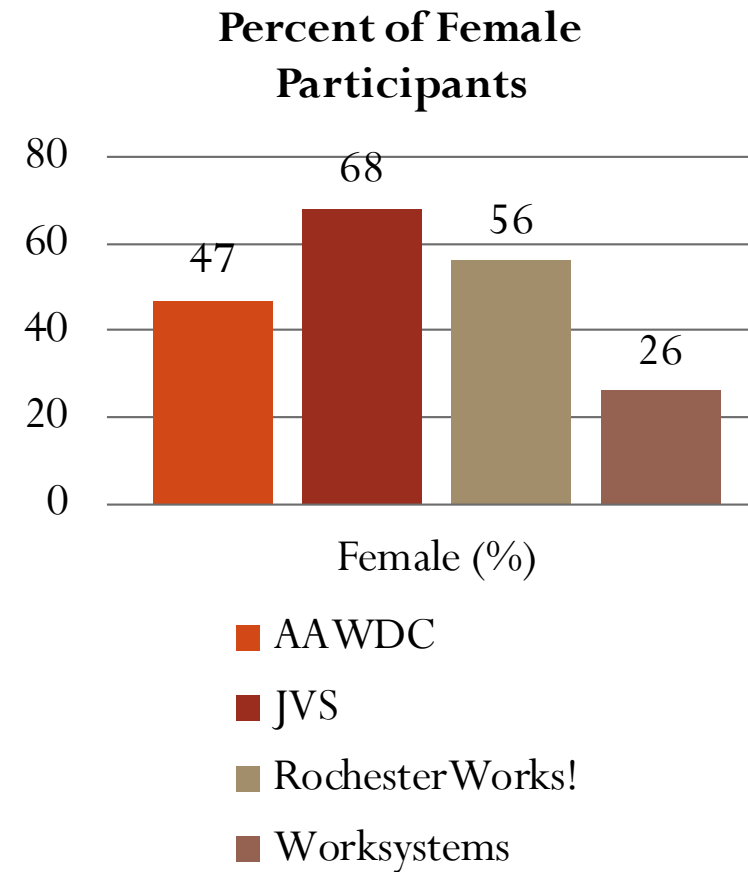
- Early Implementation Report completed in August 2017:
<https://www.dol.gov/asp/evaluation/completed-studies/RTW-Implementation-Report.pdf>
- Describes for four grantees' programs:
 - Program context
 - Target population
 - Organizational structure and staffing
 - Recruitment
 - Specific services and supports
- Through first year of program operations: Summer 2016

Overview of Grantee Programs

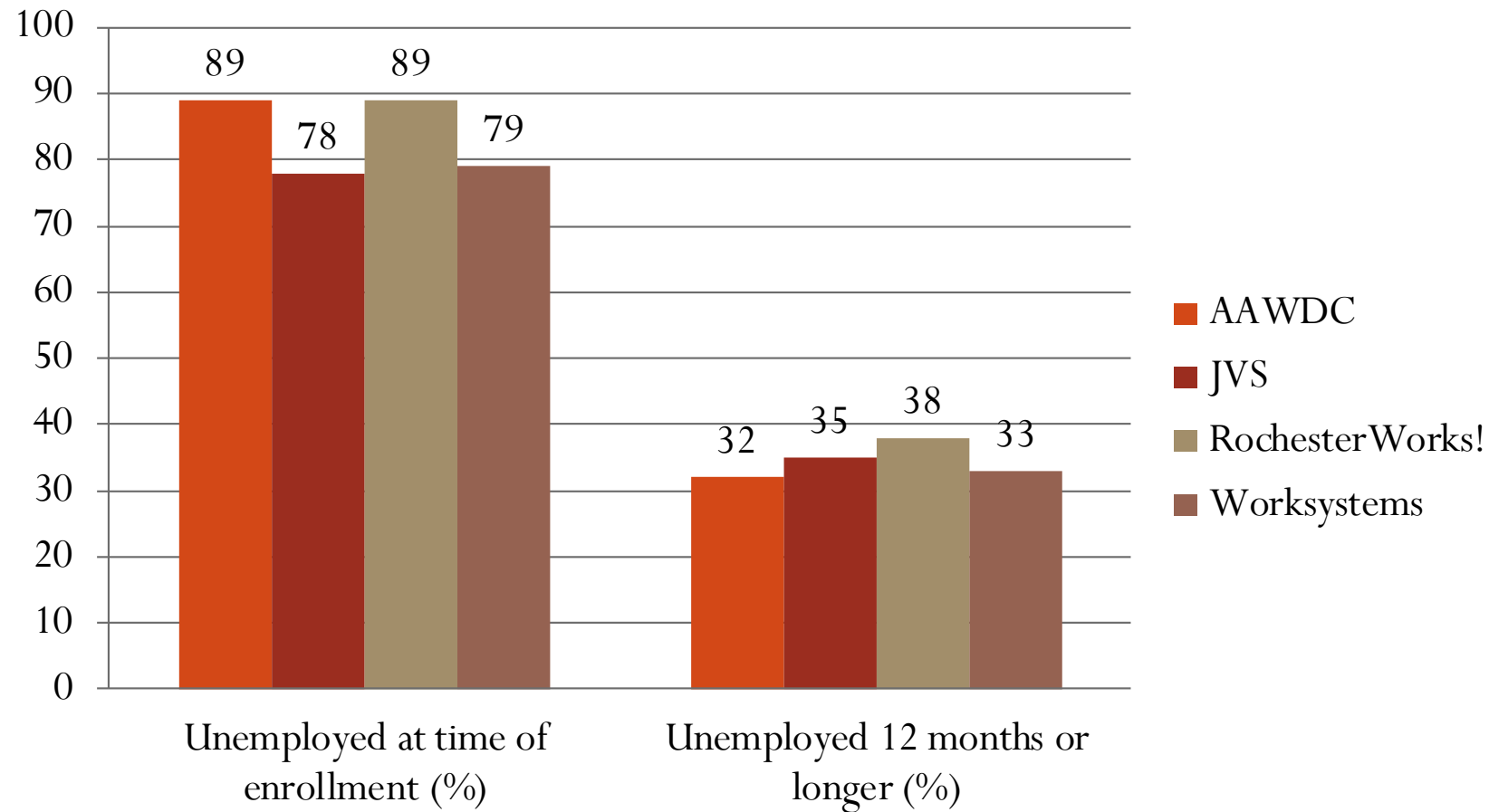
AAWDC	JVS	RochesterWorks!	Worksystems
<ul style="list-style-type: none"> • One-on-one support from Career Coach • Development of employment plan • Two-week job readiness workshop with mental health component, public benefits screening • Tuition for training in IT or bioscience • Paid work-based training • Industry Navigators identify jobs openings with employers 	<ul style="list-style-type: none"> • Three IT trainings in Microsoft Office, Digital Marketing, Salesforce Administration • Job search and job readiness activities coordinated with training • Paid work experience as part of Salesforce program • Peer group activities to support job search and networking 	<ul style="list-style-type: none"> • One-on-one support from Education & Employment Specialist • Assessment of career goals and service needs • Priority enrollment in existing job readiness workshop • Tuition assistance for training in healthcare, advanced manufacturing, IT • Access to College Liaison • Paid work-based training 	<ul style="list-style-type: none"> • One-on-one support from Career Coach • Assessment of career goals and service needs • Workshop on industry information and job search skills • Tuition assistance for training in IT or advanced manufacturing • Paid work-based training • Supportive service assistance, including for behavioral health issues

Age and Sex of Treatment Group

Average age of participants
was 45 years old

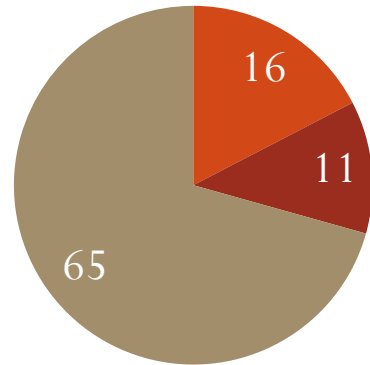


Employment Status of Treatment Group: High Levels of Unemployment

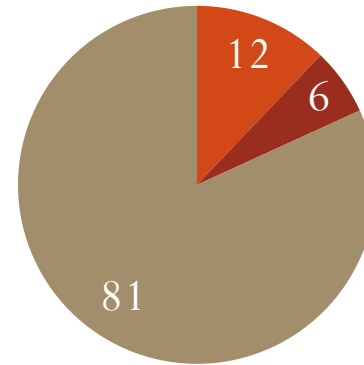


Education Level of Treatment Group: High Levels of Education

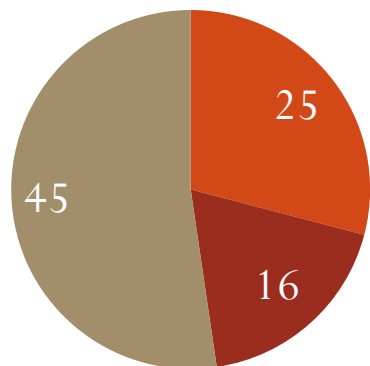
AAWDC



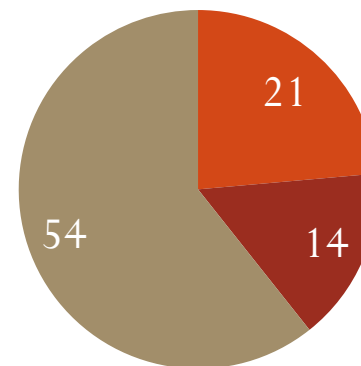
JVS



RochesterWorks!

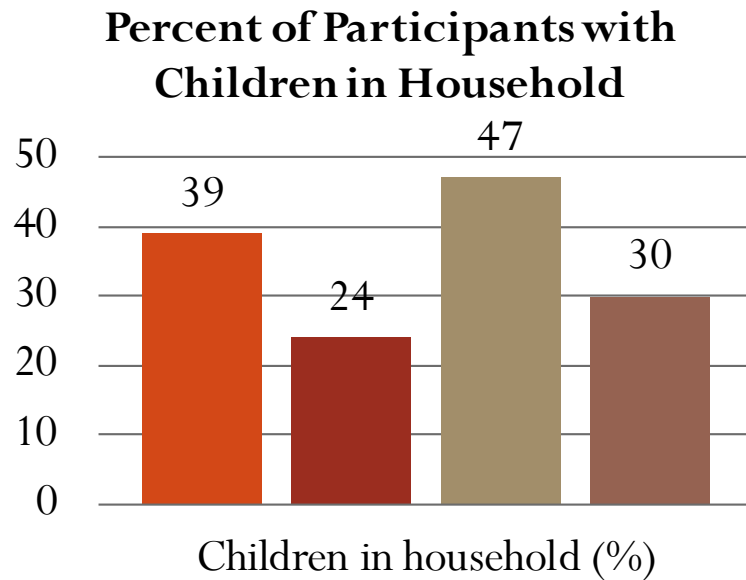


Worksystems

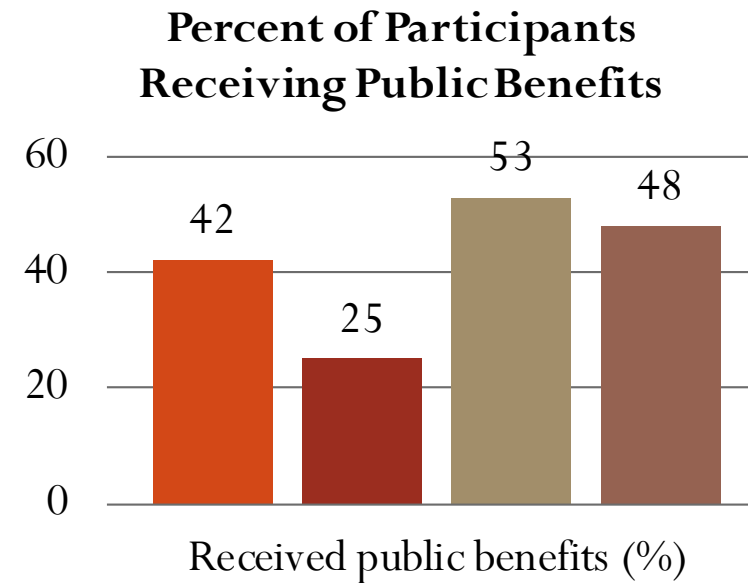


- Some college but no degree (%)
- Technical or associate's degree (%)
- Bachelor's or master's degree (%)

Children in Household and Public Benefits Receipt among Treatment Group



■ AAWDC
■ JVS
■ RochesterWorks!
■ Worksystems



■ AAWDC
■ JVS
■ RochesterWorks!
■ Worksystems

Services Targeted to Long-Term Unemployed Population

- Employment readiness activities, typically workshops to:
 - Reorient participants back to the world of work
 - Build job search skills and industry knowledge
- Access to specialized assistance
 - Mental or behavioral health issues
 - Sessions/courses developed by outside organization
- One-on-one assistance from grant-funded staff during all phases of the program (3 grantees)

Services Targeted to Long-Term Unemployed Population (continued)

- Occupational training typically provided through existing programs
 - Often community colleges, and tuition paid by the grant
 - Typically short-term certificate programs (less than 6 months) but longer-term available (up to two years)
- Paid work-based training positions available
 - But less frequently used
 - Time needed to develop connections with employers and identify short-term training positions

Overall Operations

- Recruitment was challenging and grantees made outreach a priority
 - Dedicated grant-funded staff
 - Hiring of external resources to support staff
 - Use of social media
 - Engagement of community partners with similar constituents
 - Use of unemployment insurance system

Overall Operations (continued)

- Grantees generally served wide geographic areas (up to 12 counties)
 - Helped with recruitment, but required attention to coordination and consistency
- Grantees worked with employers
 - Supported program design
 - Helped to identify employment opportunities

Adding to the Evidence Base

What the RTW Evaluation Will Add to the Evidence Base

- Evidence on RTW grantees' "service" mix and promising strategies for the long-term unemployed
- Evidence on education and employment outcomes for a more highly educated and long-term unemployed population
- Build evidence on training and employment in high-growth industries
- Implications on how to adapt to changing job markets
- Strategies for incorporating mental health and financial counseling into employment and training programs

When Will We Know More?

- Interim Report (March 2021)
 - Updated implementation findings from second- and third-rounds of grantee site visits
 - Analysis of program participation patterns based on grantee administrative data
 - Interim impact results based on survey and quarterly wage reporting data (National Directory of New Hires (NDNH)) through 18 months of follow-up
- Final Report (March 2022)
 - Impact results from NDNH data based on 30 months of follow-up

Other Resources

- CLEAR (DOL) <https://clear.dol.gov/>: identifies and summarizes studies in labor topics, and also assesses the strength of the methodology of studies that estimate causal impact
- Workforce System Strategies (DOL) <https://strategies.workforcegps.org/>
- What Works Clearinghouse (ED) <https://ies.ed.gov/ncee/wwc/>
- Employment Strategies for Low Income Adults Evidence Review (HHS) <https://employmentstrategies.acf.hhs.gov/>

Questions?

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Thank you!

National H-1B Ready to Work Grantee Convening

Advancing the Impact of the Ready to Work Grants

DAY 1 - March 14th

NETWORKING OPPORTUNITY

@ Alibi, 237 2nd St. NW