Introduction to TechHire	Introduction to Grantees	TechHire by the Numbers	Coaching and Intensive Service Models	Short-Term and Accelerated Training	Intensive Career Pathway Training	COVID-19 Implications	Conclusion

TechHire by the Numbers

The H-1B TechHire program aimed to provide training and supportive services to populations with barriers to employment, specifically out-of-school youth ages 17 to 29. TechHire participants received training and supportive services, completed training, earned industry-recognized credentials, gained work experiences, and obtained employment. This section provides a snapshot of TechHire grantee performance overall, focusing on participant outcomes and demographics, and a breakdown of their training experiences as of the grant's end date on December 31, 2020.[1] However, 29 grantees received period-of-performance extensions ranging from three to 12 months. As such, all data and outcomes provided in this section should not be considered final. For a more detailed breakdown of data, please see Appendix A.

Program Success

Figure 1: Grantee Performance versus Target Benchmarks

TechHire Partnership grantees have surpassed the target benchmark for "Participants Served" despite disruptions and delays caused by the pandemic. Grantees have also surpassed their

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[1] Note: This document provides a snapshot of the data as of December 202 but does not portray all final outcomes.

benchmark for serving youth, ages 17 to 29 years old, the primary target population for the grant program. With many grantees continuing to train participants beyond June 2020, it is important to note that final performance data for H-1B performance measures will be reported by the Department of Labor for the quarter ending December 31, 2021. It is likely that grantees will exceed target benchmarks for other performance measures at the conclusion of their programs.[2]

Participant Success

Figure 2: Participant Training and Credential Outcomes

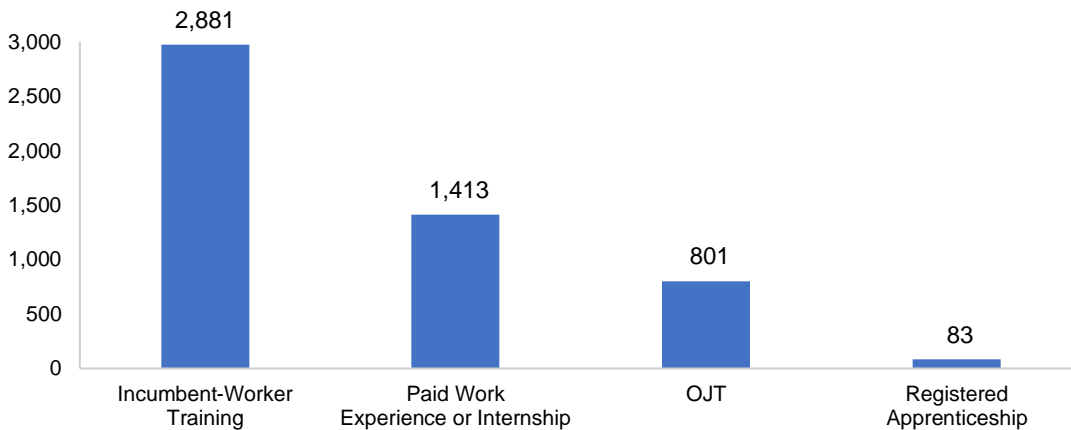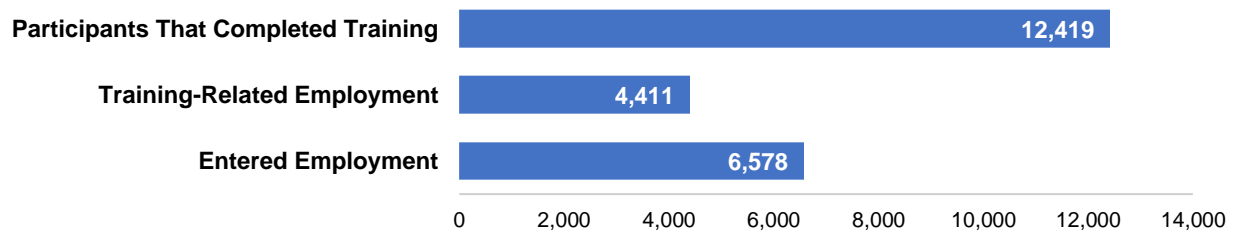| Performance Category	Outcome as of December 30, 2020
Total Participants That Began Education or Job Training	19,069
Participants That Completed Education or Job Training	12,419
Completers That Obtained Credential(s)	9,289
Total Number of Credentials Received	14,080

As of December 31, 2020, TechHire grantees served 20,820 participants, with 19,069 participants enrolled in education or job training activities. Of those that began training, 12,419 participants completed training, resulting in a completion rate of approximately 84 percent to its target goal (14,844). About 76 percent of those that completed training earned a credential (target goal= 12,190), and many participants earned multiple credentials totaling 14,080.[3]

TechHire Partnership grantees offered a variety of training models and related work experiences. Education and training activities included incumbent-worker training, paid work experience or internship, on-the-job training (OJT), and Registered Apprenticeship. These aggregate outcomes are reflected in the Quarterly Performance Reports (QPR) submitted by grantees.

Of the 19,069 participants enrolled in education or job training activities, Figure 4 displays the total number of participants enrolled in other types of training strategies.

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[2] Grant cumulative total ending December 31, 2020 (all grants).

[3] The U.S. Department of Labor provides guidance on credentials in Training and Employment Guidance Letter (TEGL) 15-10: *Increasing Credential, Degree, and Certificate Attainment by Participants of the Public Workforce System.* See more at: https://wdr.doleta.gov/directives/attach/TEGL15-10.pdf.
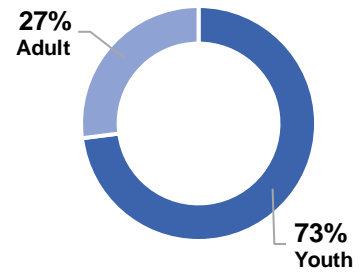
Figure 3: Other Types of Training Strategies

Figure 4: Participant Employment Outcomes

Of the 12,419 participants that completed their TechHire training or education program,[4] 4,411 participants entered training-related employment by getting a job in the industry related to their training. This outcome shows that approximately 35 percent of participants that completed the program entered training-related employment. As for "Entered Employment" outcomes 6,578 participants became employed during the grant period of performance. This Entered Employment outcome is independent from program completion since grantees may report employment at any time during program participation. With many participants still in training as of December 2020, grantees expect additional participants to be placed into employment opportunities in the coming months.

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[4] Training-Related Employment is based on program completion, yet Entered Employment can be reported at any time.

TechHire Participants Target Population: Youth and Young Adults, Ages 17 to 29[5]
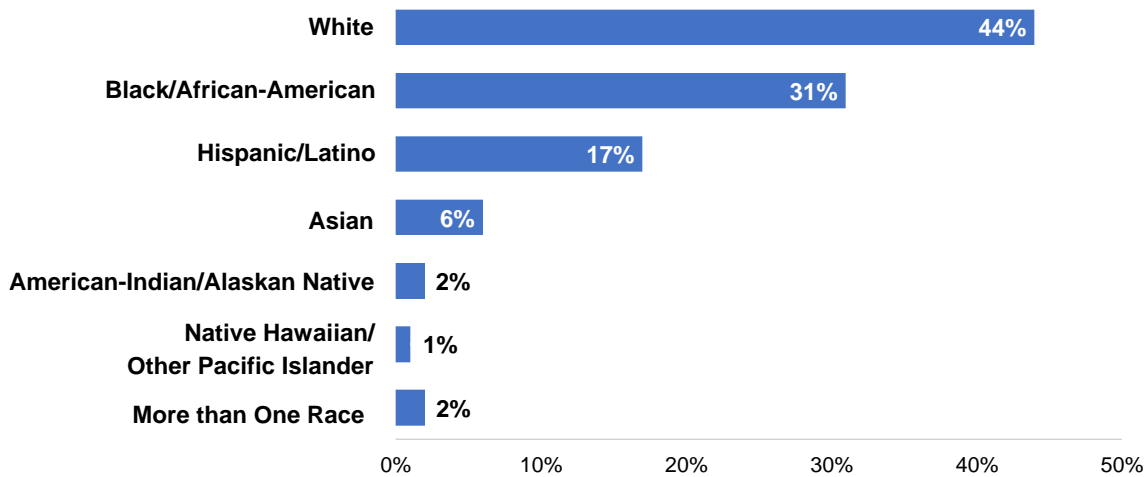
As intended, the majority of participants (15,137) served through the TechHire Partnership grant program were youth or young adults ages 17 to 29 with barriers to training or finding employment.[6] Adults from other target populations (individuals with Limited English Proficiency, individuals with disabilities, individuals with a criminal record) comprised the remaining 5,683 participants.

27%
Adult

73%
Youth

TechHire Participants by Race and Ethnicity

Most TechHire participants identified as white (9,261; 44 percent), followed by Black or African American (6,536; 31 percent), and then Hispanic/Latino (3,554; 17 percent).
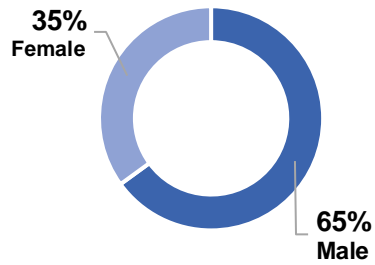
Figure 5: TechHire Participants by Race and Ethnicity

Race/Ethnicity	Percentage
White	44%
Black/African-American	31%
Hispanic/Latino	17%
Asian	6%
American-Indian/Alaskan Native	2%
Native Hawaiian/Other Pacific Islander	1%
More than One Race	2%

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[5] Based on Quarterly Progress Report data.

[6] This figure varies slightly from the "Youth, Ages 17 to 29" figure provided in the TechHire Partnership Grant Infographics (see Appendix A). This discrepancy is due to a logic rule that prevents using raw data to determine demographics for this population of participants. Therefore, aggregate data was used to determine demographic breakdown for the infographics.

TechHire Participants by Gender

Figure 6: TechHire Participants by Gender

Men, at 65 percent, made up the majority of TechHire participants (13,450), with women making up 35 percent (7,225).

This H-1B TechHire case study was developed by JFF (Contract DOL-ETA-17-F-00005) and its partners Maher & Maher and ICF on behalf of the U.S. Department of Labor, Employment and Training Administration.