

| Shorter term | EMPLOYMENT RATES as compared to non-participants | Longer term | CITATIONS |
|---|--|-------------|--|
| 4-5pp increase immediately after program exit* | No significant difference past 1 year after exit* | | <i>Bridging the Opportunity Divide for Low-Income Youth: Implementation and Early Impacts of the Year Up Program</i> |
| 3PP increase in 1 st quarter after internships end† | No effect past 2 nd quarter after internships end | | <i>Reengaging New York City's Disconnected Youth Through Work: Implementation and Early Impacts of the Young Adult Internship Program</i> |
| 9PP increase in the year after program end* | Longer term outcomes unavailable | | <i>Tuning into Local Labor Markets: Findings from the Sectoral Impact Study</i> |
| No effect in the 1 st year after program end† | No effect in the 2 nd year after program end | | <i>More Than a Job: Final Results from the Evaluation of the Center for Employment Opportunities (CEO) Transitional Jobs Program</i> |
| No effect in the 1 st year after program end | No effect in the 3 rd year after program end | | <i>Alternative Employment Strategies for Hard-to-Employ TANF Recipients: Final Results from a Test of Transitional Jobs and Preemployment Services in Philadelphia</i> |
| 4.3PP increase in the 1 st year after random assignment* | 5.1PP increase in the 2 nd year after random assignment* | | <i>The Employment Retention and Advancement Project: Results from the Personal Roads to Individual Development and Employment (PRIDE) Program in New York City</i> |
| No effect in 1 st year after program end | Longer term outcomes unavailable | | <i>Returning from Work After Prison: Final Results from the Transitional Jobs Reentry Demonstration</i> |
| 8.6PP increase 1 st quarter after program exit* | 7.4PP increase 3 rd quarter after program exit† | | <i>The Promise of Worker Training: New Insights into the Effects of Government Funded Training Programs</i> |
| 7.8PP increase in the 5 th quarter after random assignment† | Longer term outcomes unavailable | | <i>Providing Public Workforce Services to Job Seekers: 15-month Impact Findings on the WIA Adult and Dislocated Worker Programs</i> |
| 7.8PP increase over 1 st -3 rd quarters after program exit* | 9.8PP increase over 9 th -12 th quarters after program exit* | | <i>Net Impact and Benefit-Cost Estimates of the Workforce Development System in Washington State</i> |
| 2.5PP increase in 6 th year after RA enrollment* | 1.9PP decrease in 9 th year after RA enrollment* | | <i>An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship in 10 States</i> |

Evaluations of Programs with Work-Based Learning

RESEARCH QUESTIONS

To what extent are work based learning strategies effective at raising the employment rates and earnings of program participants relative to non-participants?

What other benefits do work based learning strategies provide to participants relative to non-participants? How do these vary by target population?

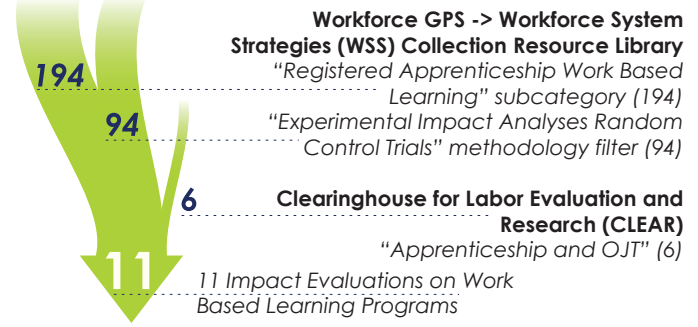


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TARGET POPULATION

- Disconnected Youth**
- Welfare Recipients**
- Disconnected Adults**
- Ex-Offenders**

WHERE WE LOOKED



This info-sheet highlights results from rigorous research studies on programs that include work based learning strategies. These studies were identified through a search of the U.S. Department of Labor's WorkforceGPS and Clearinghouse for Labor Evaluations and Research (CLEAR). See search terms on back panel "Where we Looked."

















WBL MODELS

EARNINGS GAINS

as compared to non-participants

OTHER OUTCOMES

as compared to non-participants

| | | | |
|---|---|---|---|
|  <h2>Internships</h2> | Year Up RCT n=2,544  | \$1,895 higher average earnings over sixth and seventh quarters after random assignment* | Participants were 18pp more likely to earn an industry-recognized credential (and had 1.5 more months of college enrollment per year)* |
| | Young Adult Internship Program RCT n=2,678  | \$400 over the 6 months after internships end† | 5.1PP increase in permanent employment rate after 1 year‡; 4PP increase in self-esteem‡ |
| | Per Scholas RCT n=443   | \$4,663 over the year after program exit* | Participants were 12PP more likely to have health insurance‡ |
|  <h2>Transitional Jobs</h2> | CEO RCT n=997  | No effect | Reduced recidivism by 6.9PP over 3 years after random assignment‡ |
| | TWC RCT n=1,217  | No effect | TANF & SNAP receipts decreased early on, but effects faded after 6 quarters |
| | PRIDE RCT n=2,648  | No effect | \$818 decrease in cash assistance over 2 years after random assignment* |
| | TJRD RCT n=1,813  | No effect | Employment retention bonuses boosted earnings by \$1,999 over 2 years‡ |
|  <h2>On-the-Job Training</h2> | South Dakota WIA OJT QED n=344  | \$567 in the 3 rd quarter after program exit† | Women saw 2.3x more earnings gains‡ and 1.5x more employment rate gains than men (after 3 quarters)‡ |
| | WIA Adult/Dislocated Workers RCT n=5,069  | No measurable difference between recipients of basic services such as resource centers, and workshops versus full services, including work-based learning | No effect on household receipt of public assistance |
|  <h2>Apprenticeships</h2> | Washington State Apprenticeship QED n=3,301 (short term) n=4,082 (long term)  | \$3,243 per quarter in 1 st –3 rd quarters after exit*; \$3,511 per quarter in 9 th –12 th quarters after exit* (in 2005 dollars) | Hours worked per quarter increased by 37 in 1 st –3 rd quarters after exit; 51 in 9 th –12 th quarters‡ |
| | Registered Apprenticeship (RA) in 10 States QED n=21,426  | \$6,595 in 6 th year after RA enrollment*; \$5,839 in 9 th *; estimated \$98,718 over a career* | Net social benefits of RA are \$58,888 in 9 th year; \$124,057 estimated over a career |

WORK-BASED LEARNING MODELS

Internships Paid, subsidized, or unpaid short term work experience

Transitional Jobs Temporary, subsidized jobs that usually focus on adults with multiple barriers to employment (ex-offenders, TANF recipients, etc)

On-the-Job Training Subsidized jobs for new hires to compensate for on-the-job training costs

Apprenticeship On-the-job training combined with formal job-related instruction, often connected to national skills certificates

METHODOLOGIES

RCT **Randomized Controlled Trial**
 People are randomly assigned to participate or not participate in a program

QED **Quasi-Experimental Design**
 Program participants are compared to non-participants who are selected because they closely match the participants' demographics and economic situation

Statistical significances levels are measured as follows: * = .01, † = .05, ‡ = .10

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GLOSSARY

- RA** Registered Apprenticeship
- PP** Percentage Points
- CEO** Center for Employment Opportunities
- TWC** Transitional Work Corporation
- PRIDE** Personal Roads to Individual Deployment and Employment
- TJRD** Transitional Jobs Reentry Demonstration
- WBL** Work-Based Learning
- TANF** Temporary Assistance for Needy Families
- SNAP** Supplemental Nutritional Assistance Program