

Research and Evaluation Notes

December 2021



This issue highlights:

- Two recent evaluation reports about Registered Apprenticeships and underrepresented populations;
- The new Reemployment Services and Eligibility Assessments tab on the Clearinghouse for Labor Evaluation and Research website; and
- A logic model to demonstrate how evidence may be used to improve process design and implementation.

SELECT READING

Expanding Registered Apprenticeship in the United States: Description of the American Apprenticeship Initiative Grantees and Their Programs

This evaluation [report](#) describes implementation of the American Apprenticeship Initiative (AAI) by 45 grantees. AAI grants were designed to support the expansion of Registered Apprenticeship (RA) in H-1B-related and high-growth occupations by promoting high-quality and innovative RA programs, creating career pathways, serving populations underrepresented in apprenticeships, and using strategies that encourage employers to offer apprenticeships. The first of three reports to present the findings from the implementation study, this initial report examines the planning and implementation activities of AAI grantees including characteristics of the grantees and their partners, and the strategies they used to engage employers in registering apprenticeship programs and recruiting a diverse apprentice talent pipeline. To increase diversity, almost three-quarters of the AAI grantees implemented pre-apprenticeship activities to prepare underrepresented populations for the programs. The results indicate that about 89 percent of the pre-apprentices came from underrepresented populations. As of December 31, 2019, the AAI grantees registered almost 24,000 apprentices, with nearly 70 percent from underrepresented populations.

Other key findings include:

- Most apprentices were incumbent workers, indicating that employers use apprenticeship to train new as well as existing workers to become competent in a skilled occupation.
- Although most grantees successfully registered programs and apprentices, employer recruitment challenges remained, stemming partially from employer reluctance to develop apprenticeships.

A second implementation study report will cover detailed activities implemented by the 10 grantees selected for site visits. A third and final implementation study report will describe AAI grantees and their performance over the life of the grant.

State Experiences Expanding Registered Apprenticeship: Findings from a Federal Grant Program

This [report](#) provides actionable information on the best practices, innovative approaches, implementation challenges, and lessons learned from the State Apprenticeship Expansion (SAE) grant program. The report documents progress toward expanding RA and enhancing the participation of underrepresented groups. The SAE grants expanded apprenticeship into nontraditional industries, such as healthcare, information technology, manufacturing, and aviation. One of the goals of the grants was to increase apprenticeship opportunities for underserved groups, including workers who are women, youth, people with disabilities, veterans, Black or African American, and Latino or Hispanic. Key takeaways from the study indicate:

- More states preferred funding related technical instruction to paying for wages for on-the-job training, suggesting the importance of sustaining employer investments in apprenticeship programs that include training and mentorship.
- Intermediaries and the workforce development system are key partners in states' expansion efforts; intermediaries can build on their existing relationships with employers to help promote RA, and local areas can leverage their knowledge of local job markets.

SPOTLIGHT

- New Resource – What the Evidence Says About Employer Engagement
- Upcoming Events
 - Winter Policy Forum, National Association of State Workforce Agencies, February 15-18, 2022
 - The Power of Inclusion: Incorporating Diverse Voices in Public Policy Analysis and Management, Association for Public Policy Analysis and Management, March 27-29, 2022

- Experienced sponsors who act as advocates for apprenticeship can help to mitigate misconceptions about RA and gain employers' trust that the apprenticeship training model can also work for nontraditional industries.
- Pre-apprenticeships were cited as important training activities to serve as pipelines for RA programs.

The report also found that overcoming employers' misconception that registered apprenticeships are only for the construction industry is a challenge. The use of experienced sponsors who acted as advocates for apprenticeship helped to mitigate these misconceptions and to gain employers' trust that the apprenticeship training model can also work for nontraditional industries.

EVIDENCE IN ACTION

Reemployment Services and Eligibility Assessments Evidence in Clearinghouse for Labor Evaluation and Research

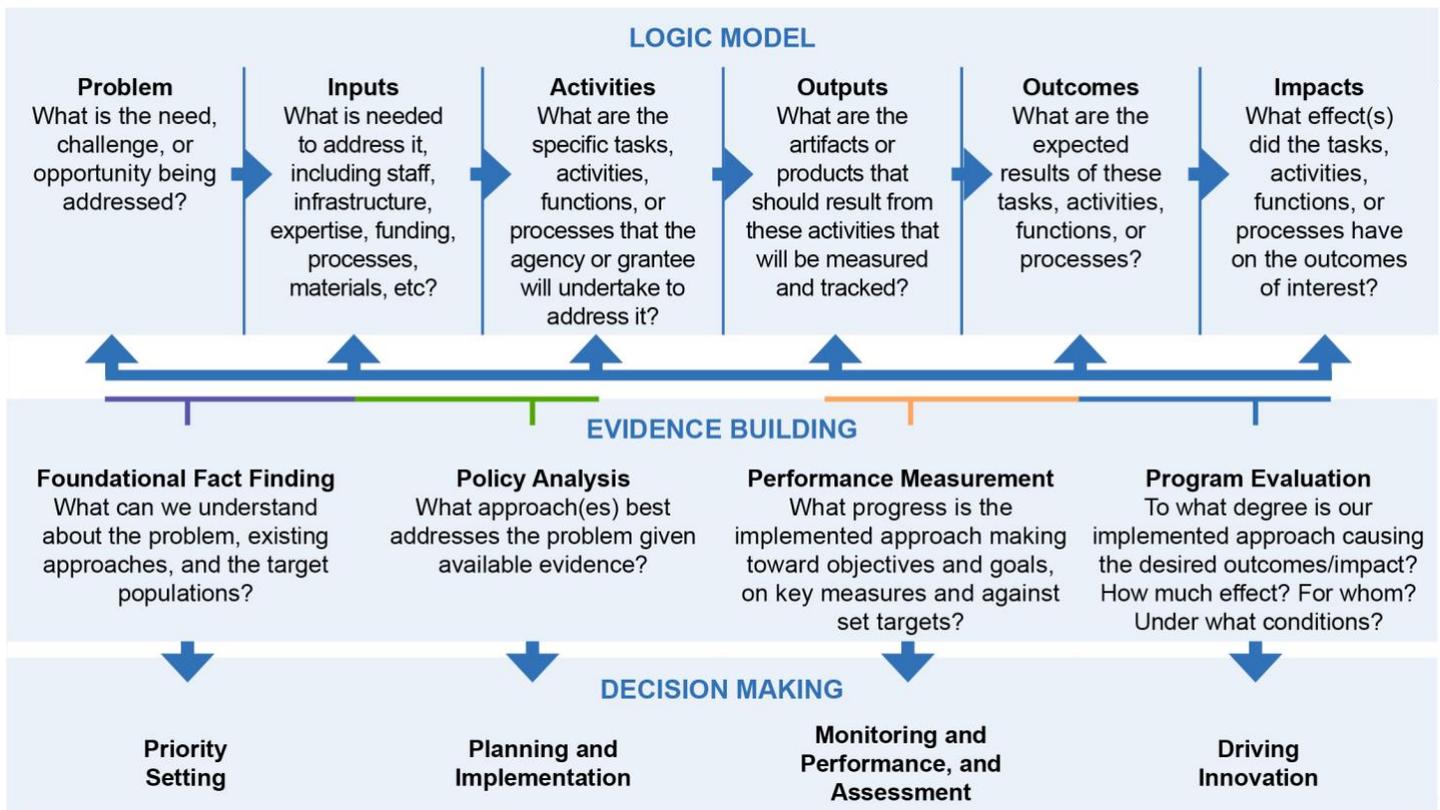
The Social Security Act provisions for Reemployment Services and Eligibility Assessments (RESEA) require states to begin conducting evaluations of RESEA interventions and service delivery strategies during Fiscal Year 2020. To support this requirement, the [Clearinghouse for Labor Evaluation and Research \(CLEAR\)](#) features an [RESEA](#) page that highlights causal studies of RESEA interventions. This page displays the CLEAR-provided evidence and intervention effectiveness ratings of high, moderate, potentially promising, or no evidence for each study. Visit CLEAR to find the RESEA evidence ratings organized by interventions, such as reemployment eligibility assessments, job search assistance, profiling, and other work search requirements.

RESEARCH IN LIVING COLOR

Evidence Guidance Worth Getting Excited About

The Office of Management and Budget released [OMB M-21-27](#) on Evidence-Based Policymaking and Annual Evaluation Plans. This guidance "reinforces the central function that evidence-building broadly, and evaluation in particular, play in realizing the goal of evidence-based policymaking" across government. The logic model (see Figure 1), *Using Evidence to Improve Agency Processes*, depicts how evidence can drive improvement in program processes and service delivery, inform policy and decision-making, and even guide the design and implementation of agency operations.

Figure 1: Using Evidence to Improve Agency Processes



United States, Office of Management and Budget. "Memorandum for Heads of Executive Departments and Agencies." The White House, M-21-27, <https://www.whitehouse.gov/wp-content/uploads/2021/06/M-21-27.pdf>

Share research and evaluation questions, suggestions, and resource needs with the Employment and Training Administration's Office of Policy Development and Research at workforcepractices@dol.gov. Archived [Research and Evaluation Notes](#) are available at the [Evaluation and Research Hub](#) in WorkforceGPS.