



# What Works Best in Job Training and Reemployment

Jacob Alex Klerman, Senior Fellow, Abt Associates

# Plan for Talk

- Job Training
- Reemployment Services

Citations (and URLs) for studies cited at end of slide deck

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# Job Training Evaluations are Depressing

Study	Findings
Abt/OPRE HPOG 2.0 review (Judkins, et al., 2021)	<ul style="list-style-type: none"><li>• Some short-term impacts (10 of 23)</li><li>• Few longer-term impacts (3 of 14/16)</li></ul>
Abt/DOL meta-analysis (Peck et al, 2021)	<ul style="list-style-type: none"><li>• Small increase in short-term employment (~6 percentage points)</li><li>• Small increase in short-term earnings (~6%)</li><li>• Trivial increase in intermediate or long-term earnings (~1%)</li></ul>
OPRE Pathways meta-analysis (Streke & Rotz, 2022)	<ul style="list-style-type: none"><li>• Small increase in earnings (~8%)</li></ul>
DOL WIA evaluation (Fortson et al., 2017)	<ul style="list-style-type: none"><li>• No detected impact on earnings</li></ul>

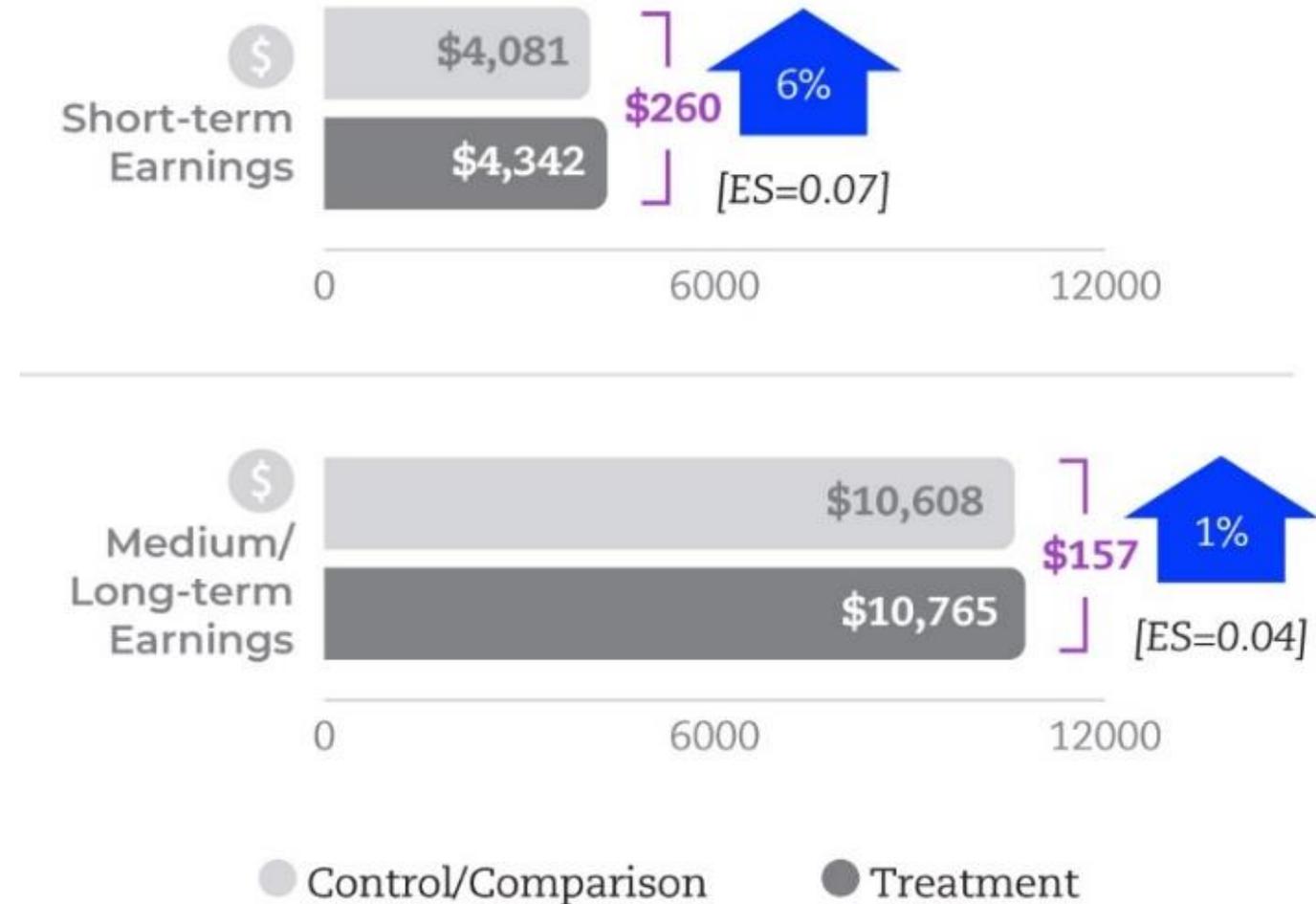
# Abt/DOL CP Meta-Analysis Results Representative



- Career Pathways (CP) job training programs increased:
  - **educational progress** (e.g., completed some credential) by a large amount; ~ 155%, 28 percentage points
  - **overall employment** by a small amount; ~ 9%, 6 percentage points

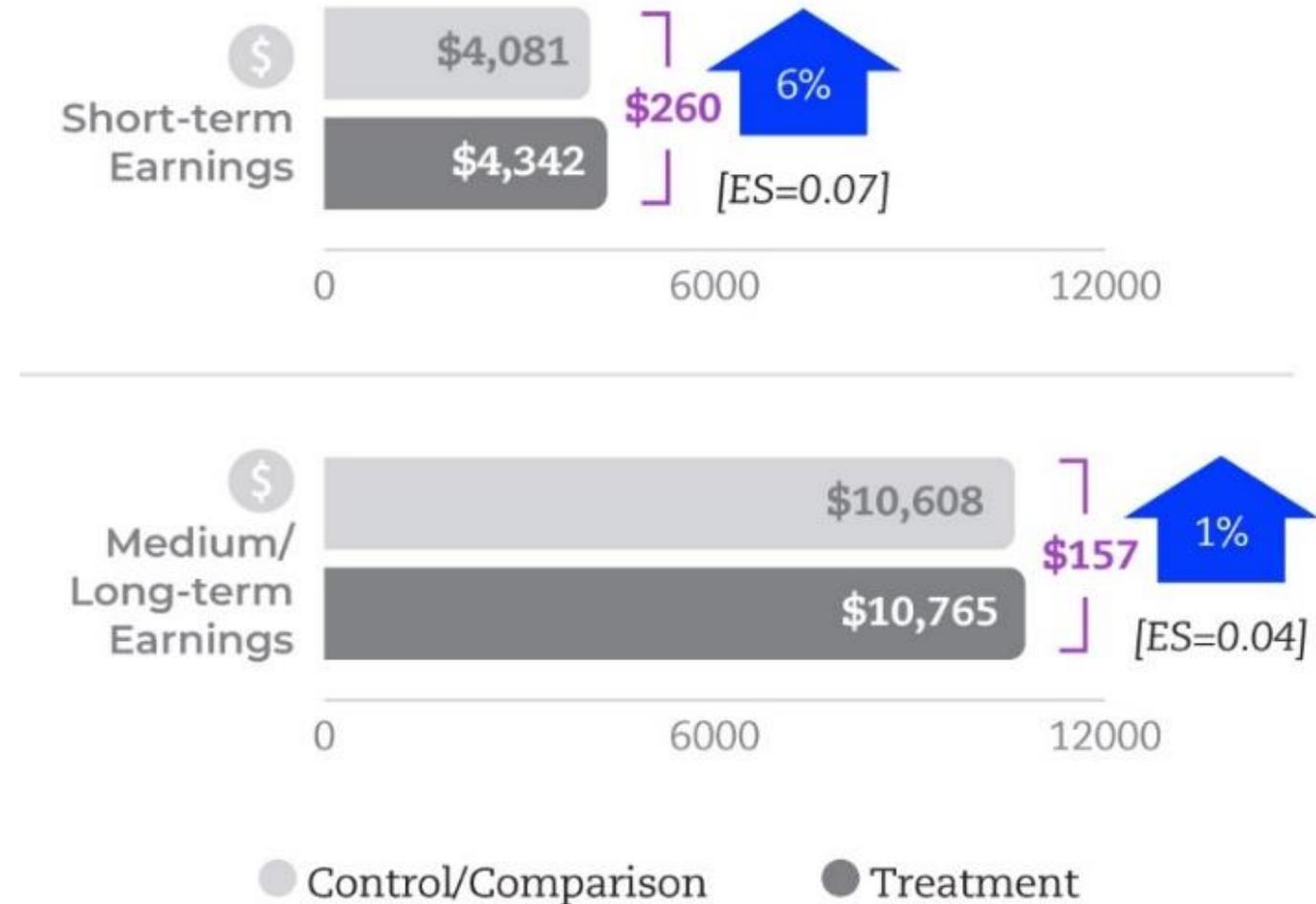
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- Did not meaningfully increase:
  - **medium/long-term earnings**; ~ 1%



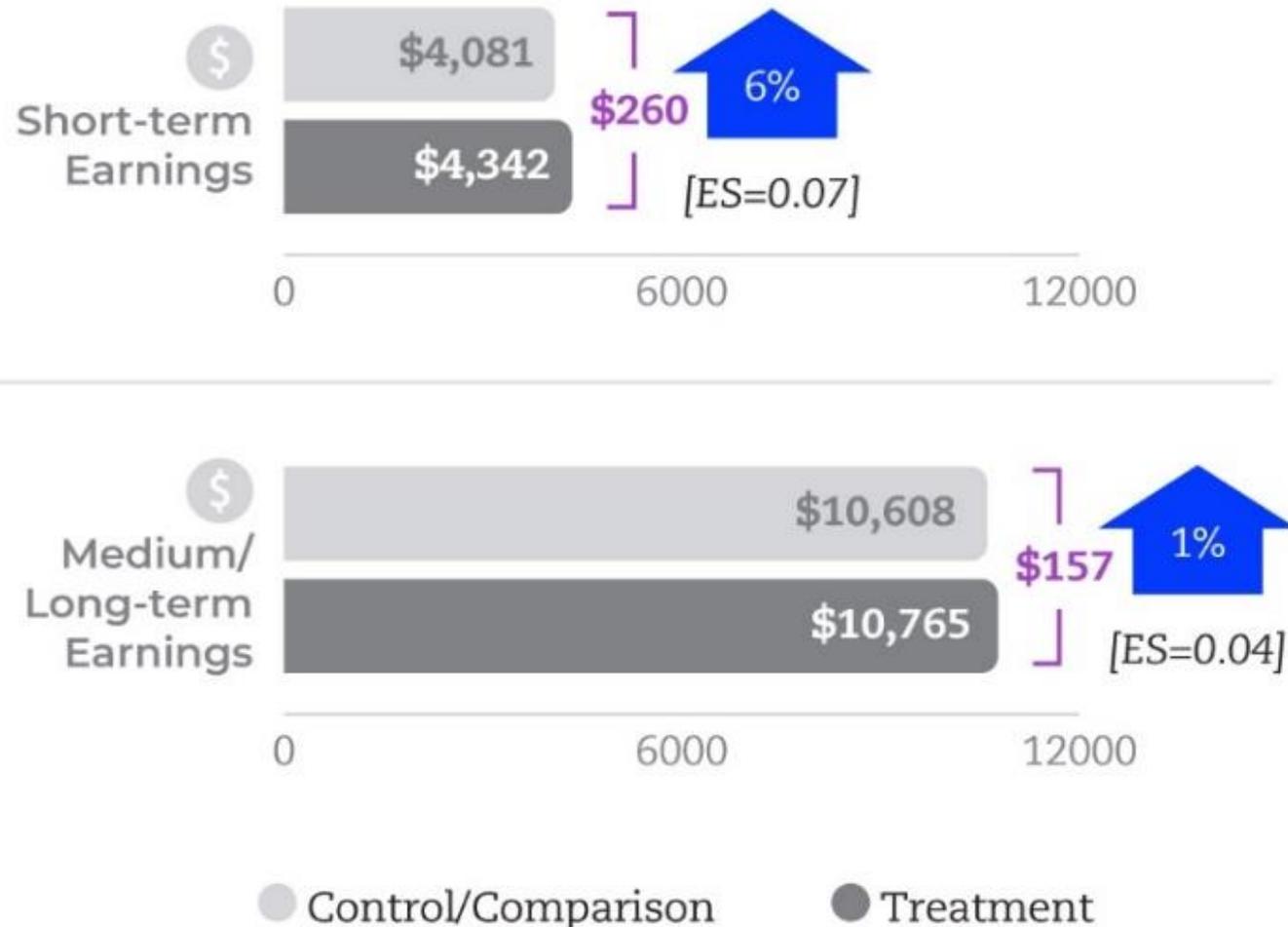
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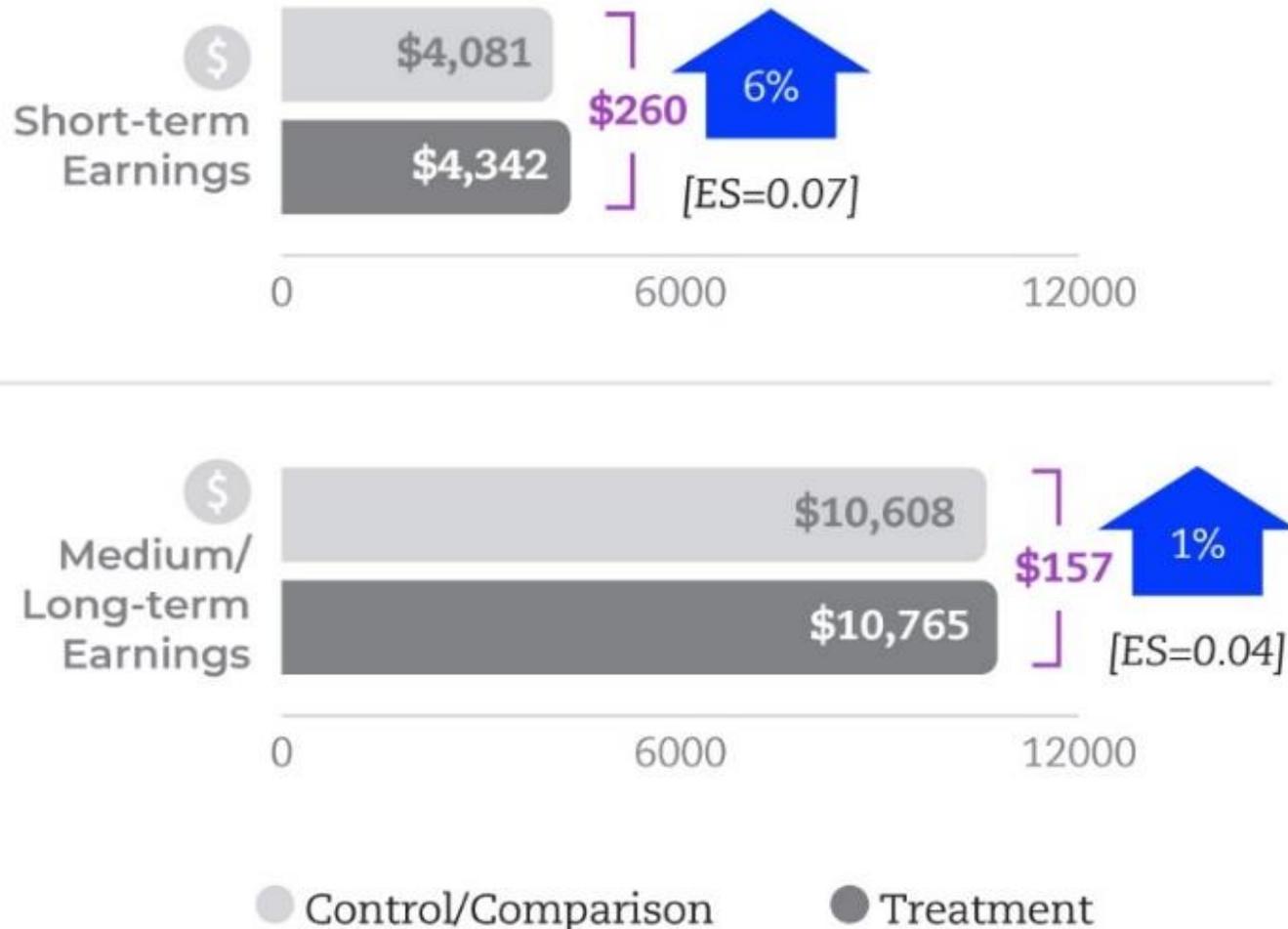
*How can this be? Huge impacts on credentials, but trivial impacts on earnings?*

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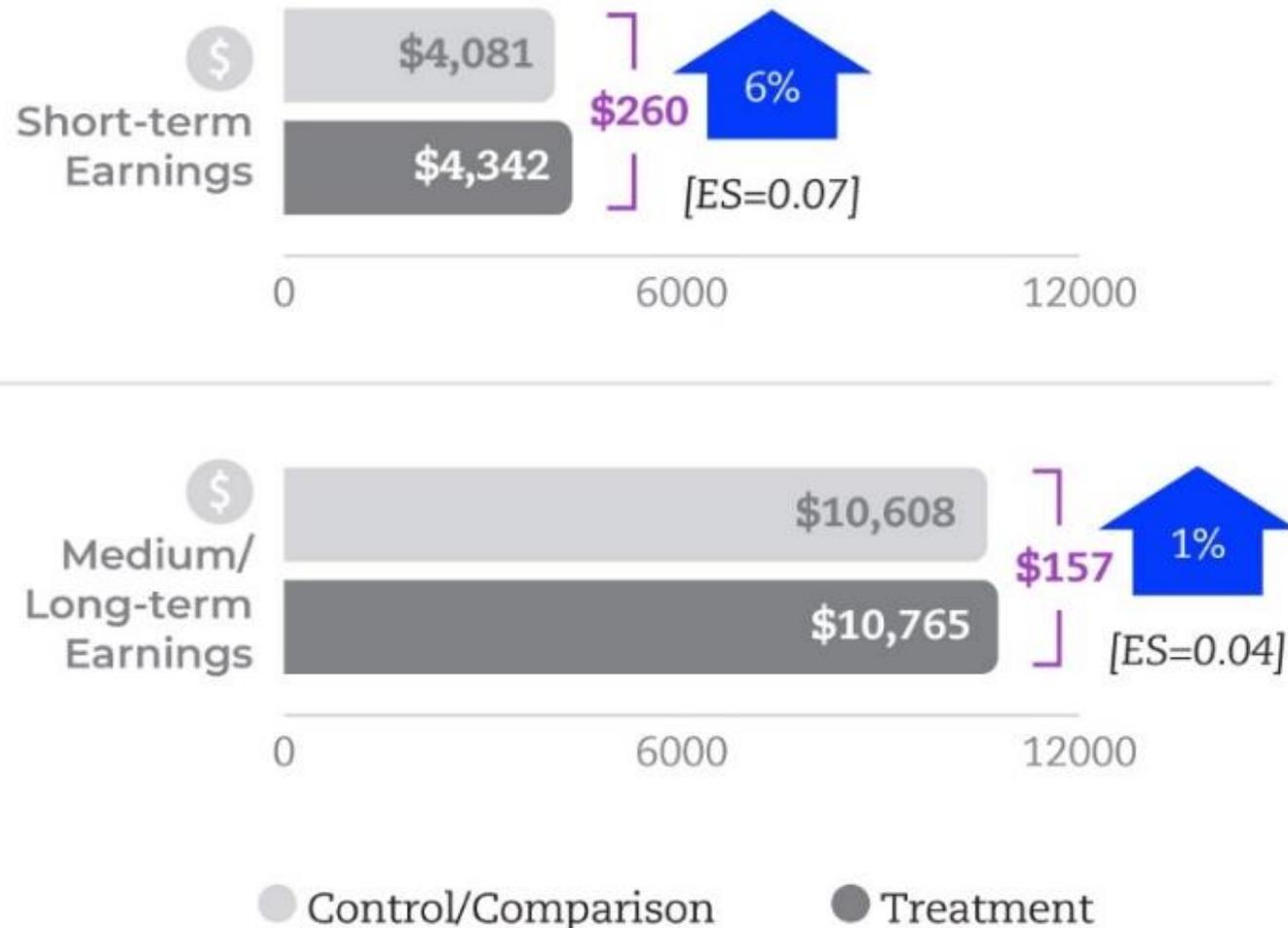
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# Why are Evaluation Results So Weak?

- Samples are too small; so, miss small—and even moderate—impacts
  - And average impacts appear to be small
  - Actual samples  $\ll$  1,000 (half to treatment, half to control)
  - Probably need to be  $\gg$  2,000

# Why are Evaluation Results So Weak?

- Samples are too small; so, miss small—and even moderate—impacts
- Estimated impacts are relative to what study members would get anyway
  - US is a “training rich environment”;  
study members will get a lot of training even without the evaluated program
  - To have impacts, programs need to be big/intensive

# Why are Evaluation Results So Weak?

- Samples are too small; so, miss small—and even moderate—impacts
- Estimated impacts are relative to what study members would get anyway
- Trainings are short (most common often include CNA, truck driver)
  - Net (of what would get without program) training length is even shorter
  - Plausible impact of a month of training is only 1-2%  
=> *moderate impacts will require long training*
  - Not clear that trainees want/can afford longer trainings
  - Not clear that trainees have the academic pre-requisites for longer trainings (remediation is long, often unsuccessful)

# 3 Programs that Appear to Work

- **Per Scholas**  
(Greenberg & Schaberg, 2020)
- **Project QUEST**  
(Roeder & Elliot, 2019)
- **Year Up**  
(Fein and Dastrup, 2022)

# 3 Programs that Appear to Work

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(Greenberg & Schaberg, 2020)
- **Project QUEST**  
(Roeder & Elliot, 2019)
- **Year Up**  
(Fein and Dastrup, 2022)
- Long-Term (> 5 year) Impacts >> 20%  
(>> \$1,000/quarter; \$4,000/year)
- Funding outside federal workforce system

# Why? Some Conjectures ...

- **Per Scholas**  
(Greenberg & Schaberg, 2020)
- **Project QUEST**  
(Roeder & Elliot, 2019)
- **Year Up**  
(Fein and Dastrup, 2022)
- Strong screening on soft (and maybe academic) skills prior to program entry
  - And, focus on soft skills during the program
- Training for higher paying occupations and career trajectories
  - Impacts through higher hourly wage; not higher employment/hours
  - Relatedly ...
- Training tends to be longer
  - Year Up: 6 month classroom, 6 month internship; stipends
  - PROJECT QUEST: >> 1 year (most LPN/LVN)
- Strong connections to employers
  - Year Up is de facto employer funded; induces sharp focus on what employers want/need
  - Per Scholas constantly refining offerings to employer demand

# Plan for Talk

- Job Training
- ***Reemployment Services***

Citations (and URLs) for studies cited at end of slide deck

# Reemployment Services More Favorable Evidence

- (voluntary)  
WIA Evaluation (“Intensive Services”): mixed evidence
  - From survey: strong evidence on earnings (~\$4,000/year) and employment
  - From UI earnings records: weaker evidence (~\$1,000 Year 2) and no evidence for employment
  - Some evidence that favorable impacts are concentrated in workers (mostly re/entrants) rather than for “displaced workers”
- (mandatory, for UI claimants)  
Reemployment and Eligibility Assessment (REA; now RESEA/Reemployment Services and Eligibility Assessment): strong evidence of moderate impacts
  - From UI earnings records: for UI weeks, employment, and earnings
  - Low intensity program; would not expect large impacts
  - Impacts concentrated shortly after service receipt
  - Impacts are much, much larger in Nevada; not clear why

# REA: Impacts by Outcome

REA Studies			
	UI Weeks	Q2 Empl.	Q2 Earn.
<b>N. Studies</b>	10	7	7
<b>% w/ impact</b>	70%	57%	71%
<b>Avg impact</b>	-0.98 weeks	2 p.p.	\$209

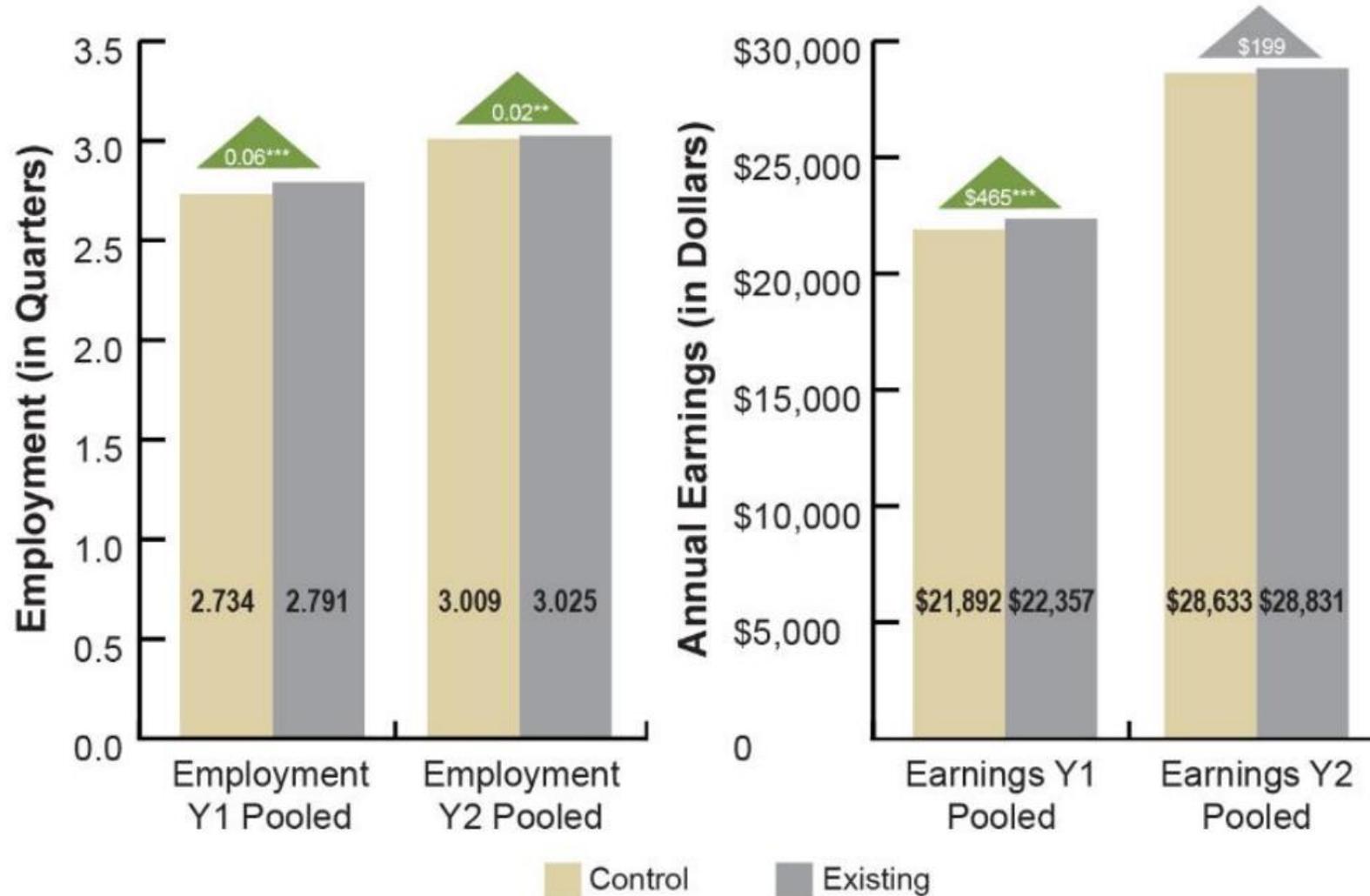
Empl. – Employment

Earn. – Earnings (2017 dollars)

p.p. – percentage points

# Abt REA Impact Study: Impacts on Employment and Earnings

Exhibit ES-3 Impacts on Employment and Earnings for Years 1 and 2 (Pooled)



# Three Possible Causal Pathways

<b>Assistance</b>	Job Search Assistance (e.g., workshops, specific job leads)	<b>R</b> eemployment (Services)
<b>Eligibility</b>	Verification of ongoing eligibility (“able and available”, sufficiently intensive job search)	<b>E</b> ligibility <b>A</b> ssessment
<b>Attendance</b>	Requirement to attend meeting (at which Assistance and Enforcement occurs)	<mechanism>

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*Abt/DOL REA Impact Study (Klerman, 2019) specifically designed to assess relative importance of these three causal pathways*

# Klerman et al. (2019) on Causal Pathways

<b>Assistance</b>	Job Search Assistance (e.g., workshops, specific job leads)	<b>Some</b>
<b>Eligibility</b>	Verification of ongoing eligibility (“able and available”, sufficiently intensive job search)	<b>Little</b>
<b>Attendance</b>	Requirement to attend meeting (at which Assistance and Enforcement occurs)	<b>Most</b>

*Consistent with results of earlier (1980s and 1990s) literature*

# On REA Meeting Attendance Rates

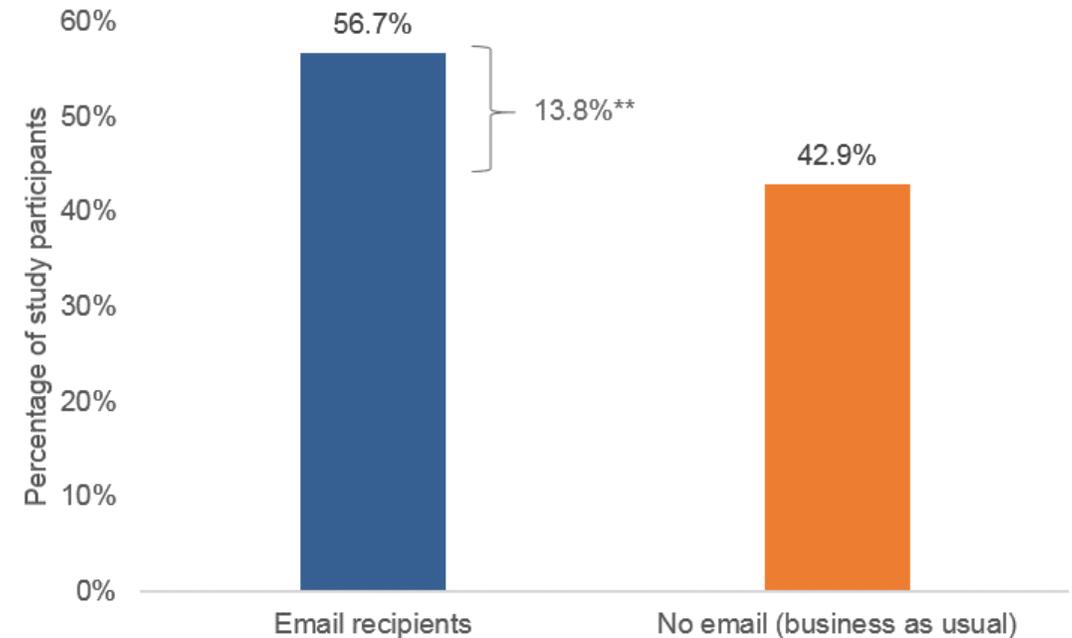
- Impact of Attendance is large because:
  - Attendance rates are low, often  $\sim \frac{1}{2}$
  - “Suspend until attend”
- Reasons for low attendance rates unclear, likely
  - Some never get/don't understand scheduling notice/letter
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- Programmatic initiatives to increase attendance
  - Better messaging (see graph to right; Darling, et al., 2017)
  - Virtual (not in-person) meetings
- Increase attendance rates will likely
  - Lower impact of “Attendance”
  - Maybe raise impact of “Assistance”

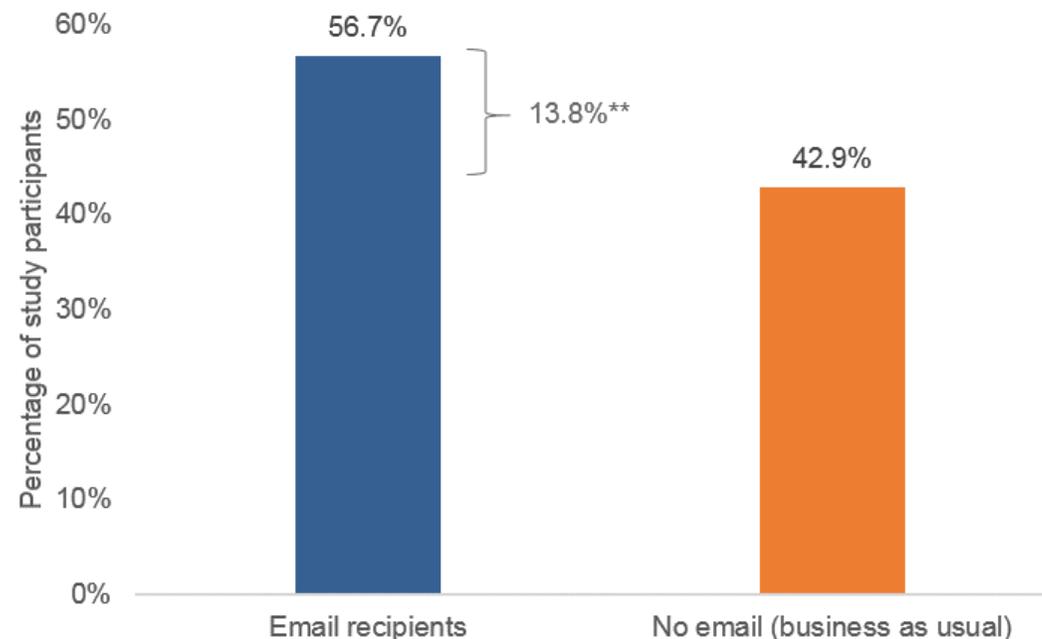
## Email Notice and REA Completion



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Email Notice and REA Completion



- Likely larger impacts of “Eligibility”, if ...
  - Enforcement were strict (caseworkers currently look the other way; making the case is bureaucratically hard)
  - If penalty was larger (not one week, but termination of benefits)

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# Contacts

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IMPACT**

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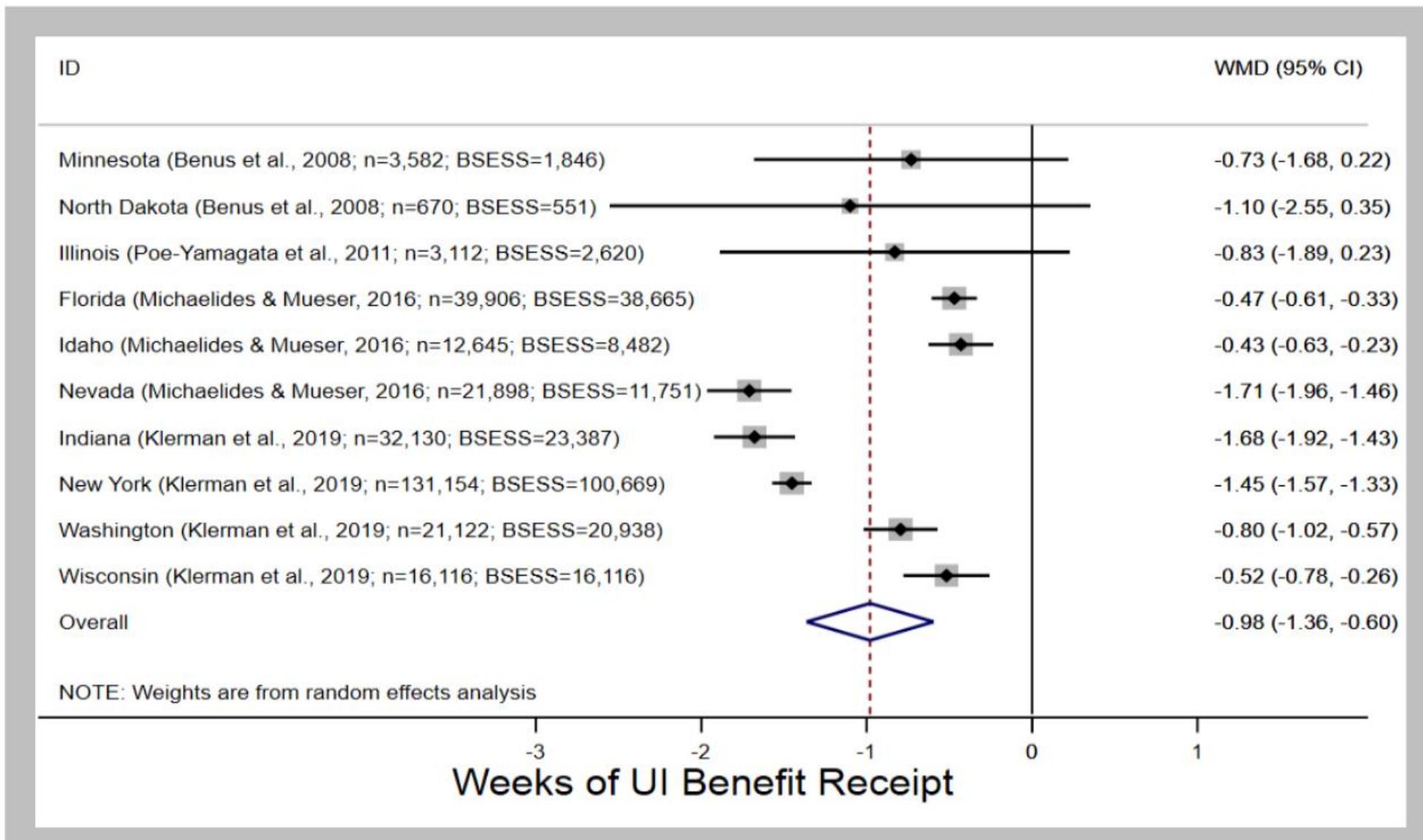
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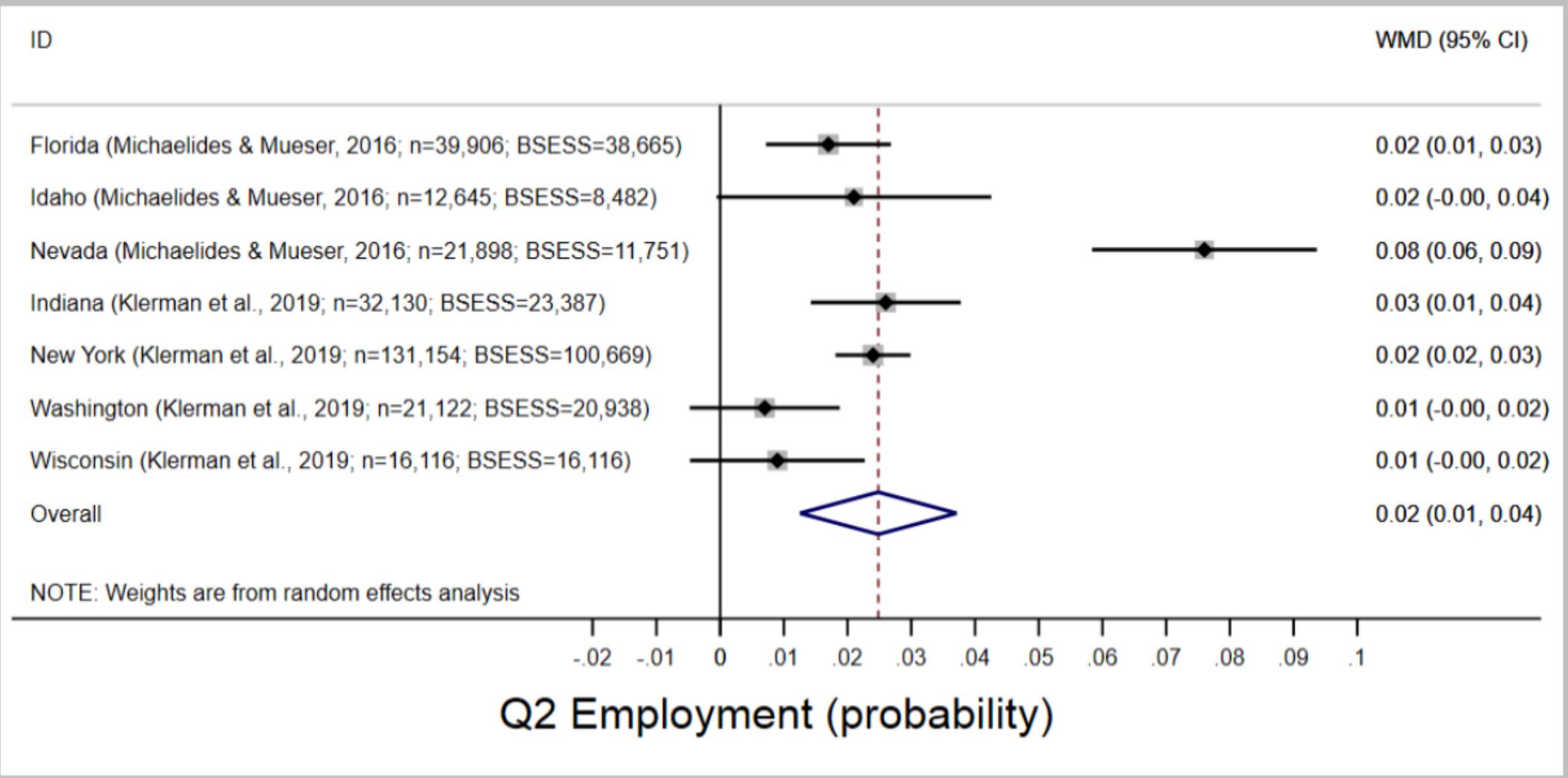
# Back Up Slides



# REA: Impacts on UI Weeks



# REA: Impacts on Q2 Employment



# REA: Impacts on Q2 Earnings

