

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 <sup>st</sup> quarter after internships end†	No effect past 2 <sup>nd</sup> 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 <sup>st</sup> year after program end†	No effect in the 2 <sup>nd</sup> 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 <sup>st</sup> year after program end	No effect in the 3 <sup>rd</sup> 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 <sup>st</sup> year after random assignment*	5.1PP increase in the 2 <sup>nd</sup> 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 <sup>st</sup> 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 <sup>st</sup> quarter after program exit*	7.4PP increase 3 <sup>rd</sup> 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 <sup>th</sup> 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 <sup>st</sup> -3 <sup>rd</sup> quarters after program exit*	9.8PP increase over 9 <sup>th</sup> -12 <sup>th</sup> 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 <sup>th</sup> year after RA enrollment*	1.9PP decrease in 9 <sup>th</sup> 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?

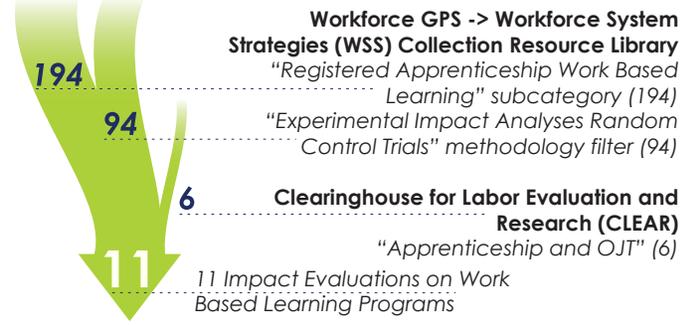


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## TARGET POPULATION

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

## WHERE WE LOOKED



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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

 <h3>Internships</h3>	<b>Year Up</b> 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)*
	<b>Young Adult Internship Program</b> 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‡
	<b>Per Scholas</b> RCT n=443  	\$4,663 over the year after program exit*	Participants were 12PP more likely to have health insurance‡
 <h3>Transitional Jobs</h3>	<b>CEO</b> RCT n=997 	No effect	Reduced recidivism by 6.9PP over 3 years after random assignment‡
	<b>TWC</b> RCT n=1,217 	No effect	TANF & SNAP receipts decreased early on, but effects faded after 6 quarters
	<b>PRIDE</b> RCT n=2,648 	No effect	\$818 decrease in cash assistance over 2 years after random assignment*
	<b>TJRD</b> RCT n=1,813 	No effect	Employment retention bonuses boosted earnings by \$1,999 over 2 years‡
 <h3>On-the-Job Training</h3>	<b>South Dakota WIA OJT</b> QED n=344 	\$567 in the 3 <sup>rd</sup> quarter after program exit†	Women saw 2.3x more earnings gains‡ and 1.5x more employment rate gains than men (after 3 quarters)‡
	<b>WIA Adult/Dislocated Workers</b> 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
 <h3>Apprenticeships</h3>	<b>Washington State Apprenticeship</b> QED n=3,301 (short term) n=4,082 (long term) 	\$3,243 per quarter in 1 <sup>st</sup> –3 <sup>rd</sup> quarters after exit*; \$3,511 per quarter in 9 <sup>th</sup> –12 <sup>th</sup> quarters after exit* (in 2005 dollars)	Hours worked per quarter increased by 37 in 1 <sup>st</sup> –3 <sup>rd</sup> quarters after exit; 51 in 9 <sup>th</sup> –12 <sup>th</sup> quarters‡
	<b>Registered Apprenticeship (RA) in 10 States</b> QED n=21,426 	\$6,595 in 6 <sup>th</sup> year after RA enrollment*; \$5,839 in 9 <sup>th</sup> *; estimated \$98,718 over a career*	Net social benefits of RA are \$58,888 in 9 <sup>th</sup> 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