

Research and Evaluation Notes



December 2022

To support the public workforce system's research and evaluation efforts, these notes share:

- Select research and evaluation initiatives, reports, and resources relevant to the nation's workforce development system, Workforce Innovation and Opportunity Act (WIOA) programs, and select populations; and
- Technical assistance (TA) efforts to support positive customer and program outcomes through research, evaluation, and evidence-based program design.

Highlights from this issue:

- Select Reading features three evaluation reports and five issue briefs about the American Apprenticeship Initiative.
- Evidence in Action highlights reentry studies provided by the Clearinghouse for Labor Evaluation and Research (CLEAR) and Crime Solutions, a National Institute of Justice clearinghouse of justice-related programs and practices.
- Research in Living Color presents training outcomes from an evaluation of Washington State's integrated basic education and skills training (I-BEST) program.

SELECT READING

Reports from the Evaluation of the American Apprenticeship Initiative: Apprentice Outcomes and Employer Engagement

Expanding registered apprenticeship into new sectors and to underrepresented populations was the intent of the American Apprenticeship Initiative (AAI). [An evaluation of AAI](#) gathered evidence about the effectiveness of registered apprenticeship for apprentices and employers. The AAI evaluation included an outcomes study, a return-on-investment (ROI) study, and a study of an employer demonstration. The first of three reports to present the findings from the implementation study was featured in the [December 2021 issue of the R&E Notes](#).

The [outcomes study](#) presented findings on the characteristics, program experiences, and outcomes of AAI apprentices and pre-apprentices. Most AAI apprentices were from underrepresented groups, such as women, people of color, or veterans. AAI apprentices and pre-apprentices had high completion and employment rates. Annual earnings across all AAI apprentices grew by 49 percent, with the greatest earnings growth occurring for apprentices in computer/Information Technology and healthcare occupations.

Two AAI reports focused on the return on investment ([ROI](#)) from apprenticeship investments and the [impact of employer engagement efforts](#) on employers' take-up of registered apprenticeship. The ROI study documented the costs, benefits, and ROI estimates employers experienced by investing in apprenticeship. Two-thirds of surveyed employers indicated a positive return; the median ROI was \$144 for every \$100 invested. The employer engagement report found that 12 percent of employers in a demonstration treatment group registered at least one apprenticeship program, while no employers in the control group registered any apprenticeship programs. This difference represented a statistically significant impact of the consultative sales approach on the grantees' employer registration of apprenticeship programs.

Five issue briefs feature [apprenticeship experiences of women and people of color](#), [expanding registered apprenticeship through WIOA Title I](#), [indirect benefits of apprenticeship to employers](#), [earnings growth of AAI apprentices](#), and [the costs to employers of generating apprenticeships](#). All reports and issue briefs are accessible in the ETA Publication Database.

SPOTLIGHT

The 8th Annual National Apprenticeship Week (NAW) celebrated Registered Apprenticeship as a proven and industry-driven training model from November 14–20, 2022. Reflections from the week's events are available on the [Apprenticeship.gov](#) website.

EVIDENCE IN ACTION

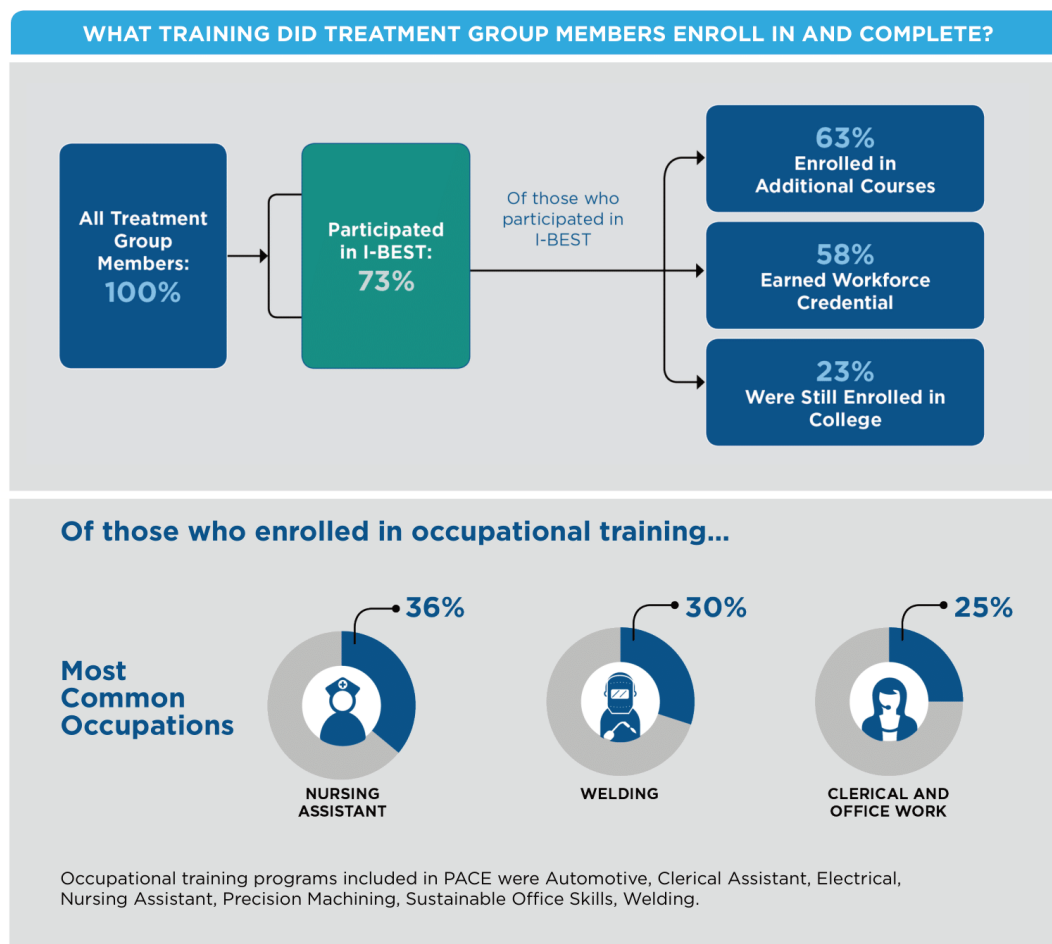
Online Research Reviews of Employment and Reentry Programs

Two research resources are available to state and local workforce development practitioners interested in proven reentry strategies. The Clearinghouse for Labor Evaluation and Research (CLEAR) offers a scan of employment and reentry programs that serve incarcerated and formerly incarcerated individuals. The [Reentry](#) research includes rigorous studies that examine the effectiveness of a range of interventions, including employment and skill development services. CLEAR assesses the rigor of a study's design to determine the strength of causal evidence and assigns a high, moderate, or low rating for each study. The National Institute of Justice also maintains a clearinghouse called [Crime Solutions](#) that helps justice professionals identify promising programs and practices for their communities. While it was developed for justice professionals, studies about reentry programs and practices available in the online database can be used to inform workforce development programs that focus on the transition of individuals from prison into the community.

RESEARCH IN LIVING COLOR

Visual Graphics of Interim Training Outcomes Tell a Story

Findings from early implementation and impact studies can provide useful information to workforce system practitioners. As illustrated in the [Washington State's Integrated Basic Education and Skills Training \(I-BEST\): Findings from the Implementation and Early Impact Report](#), of the 73 percent of randomly assigned adults in the study, more than half enrolled in additional courses or earned workforce credentials. Of those individuals who enrolled in occupational training programs, the most commonly selected occupations were nursing assistant, welding, and clerical/office work.



Source: *Washington State's Integrated Basic Education and Skills Training (I-BEST): Findings from the Implementation and Early Impact Report*, p. 2. https://www.acf.hhs.gov/sites/default/files/documents/opre/pace_i_best_brief_05_07_19_sxf_508.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.