



# Research and Evaluation Notes

June 2024

To support the public workforce system's research and evaluation (R&E) efforts, these notes share:

- Select R&E initiatives, reports, and resources relevant to the Workforce Innovation and Opportunity Act (WIOA) programs, services, and customers.
- Technical assistance (TA) information to support positive customer and service delivery outcomes through research, evaluation, and evidence-based program design.

Highlights from this issue:

- Three reports about an evaluation of grant programs that were developed to prepare workers for high-tech fields that employ large numbers of H-1B workers.
- A brief that summarizes research about selected interventions that used case management as their primary service; and
- An exhibit from a report that examines wage disparities by gender and race/ethnicity among workers in mid-level occupations.

## SELECT READING

### [Evaluation of the TechHire and Strengthening Working Families Initiative Grant Programs](#)

Recently the H-1B [TechHire](#) and [Strengthening Working Families Initiative](#) (SWFI) grants were created to prepare workers for high-tech fields, such as information technology, which employ large numbers of H-1B workers. In 2016, the U.S. Department of Labor Employment and Training Administration awarded \$150 million to 39 TechHire grants assisting individuals with barriers to employment in 25 states and \$54 million to 14 SWFI grants in 13 states targeting parents with low incomes for whom child care access was a barrier to advancement. A major goal of the two programs was making training more accessible and completion achievable for participants. Evaluation of these grant programs included examination of their implementation, outcomes, and impact, as discussed below.

In the 2021 [Implementation Study Report](#), grantees noted challenges such as recruitment of qualified applicants and helping participants pass credential exams. Grantees also reported success connecting the workforce and child care systems to help participants identify appropriate child care, access subsidies, and work with child care providers. According to the 2021 [Early Outcomes Study Report](#), several program strategies were positively correlated with training and employment outcomes. They include employer involvement in curriculum development, assessment of social skills, use of multiple entry/exit points, and referral to child care assistance. Findings detailed in the 2023 [Two-Year Impact Report](#) indicate that more TechHire/SWFI clients had finished training than would have without the program. SWFI had effects on receiving help to locate child care in a convenient location and receiving help to find alternatives to regular child care in an emergency. Also, both grant programs had an impact on employment for one subgroup, the long-term unemployed. To further explore initiatives that support working families, refer to [Affordable Child Care Challenges and Solutions for Low-Income Parents Pursuing Training and Employment](#) and [Implementation Lessons for Practitioners from the TechHire and SWFI Randomized Controlled Trial](#).

## SPOTLIGHT

- New Guidance – [Training and Employment Notice 29-23: Evaluation Requirements and Options under Title I of the Workforce Innovation and Opportunity Act \(WIOA\)](#), May 6, 2024
- Upcoming Event – [National Association of State Workforce Agencies \(NASWA\) Summit](#), September 25–26, 2024, New Orleans. The 2024 NASWA Summit will feature an exhibitor showcase, general sessions, and concurrent sessions. This year's theme is Celebrate, Innovate, Elevate. Regular registration is available until September 3, 2024.

## EVIDENCE IN ACTION

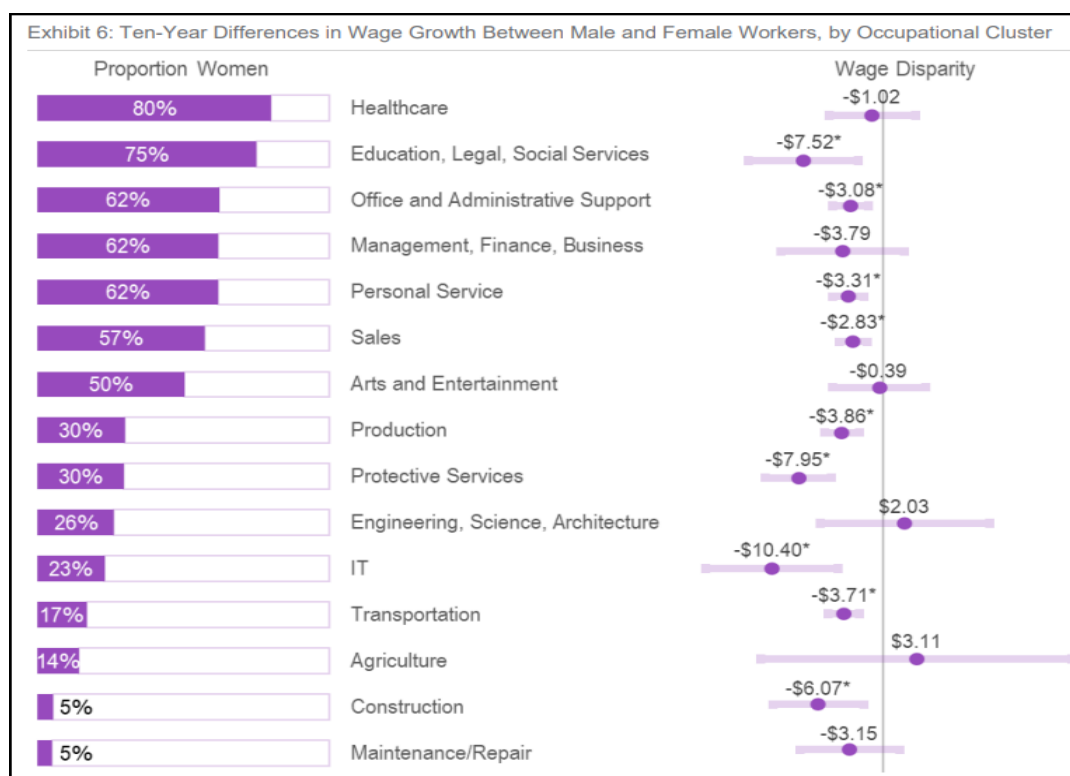
### Evidence Snapshot: Case Management

This 2024 brief from the [Pathways to Work Evidence Clearinghouse](#) describes research on 21 interventions that used case management as a primary service. The evidence snapshot examined the impact that the selected interventions had on four domains: (1) earnings, (2) employment, (3) receipt of public benefits, and (4) education and training, and used data from 27 high- or moderate-quality studies that were published through May 2022. Key findings were that 18 case management interventions, on average, produced modest earnings increases, but there were no or minimal effects on employment across these interventions. Also, three case management interventions produced improvements in outcomes in two or more of the domains.

## RESEARCH IN LIVING COLOR

### Wage Growth Disparities by Gender and Race/Ethnicity Among Entrants to Mid-Level Occupations in the United States: Findings from the Career Trajectories and Occupational Transitions Study

A 2021 [report](#) describes differences in wage growth trends among workers in mid-level occupations with postsecondary education requirements. The researchers use panel surveys that follow individuals for decades to examine wage growth as much as 10 years after the workers entered their occupations. The exhibit below depicts wage disparities between male and female workers within 15 occupational clusters. The bars on the left side of the graph show the proportion of occupational cluster entrants who are women. The data points on the right side represent the estimated difference in average wage growth for women, compared to men (where the vertical line represents average wage growth for men). Data points to the right of the vertical line indicate that, on average, women who enter the occupational cluster experience greater wage growth than men. Data points to the left indicate that women's average wage growth lags that of men.



Source: Clarkwest, A., Kappil, T., Schwartz, D., Hashizume, M., & Martinson, K. (2021). Wage growth disparities by gender and race/ethnicity among entrants to mid-level occupations in the United States: Findings from the Career Trajectories and Occupational Transitions Study. Abt Associates.

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](mailto:workforcepractices@dol.gov).  
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