



Evaluation Under WIOA: Planning and Performing an Evaluation

May 6, 2020

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Moderator:

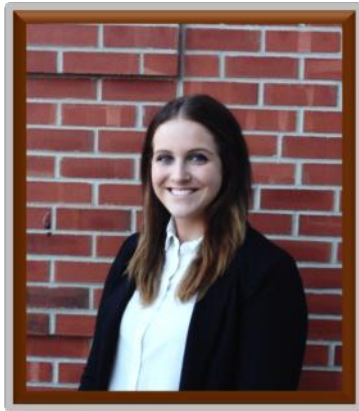


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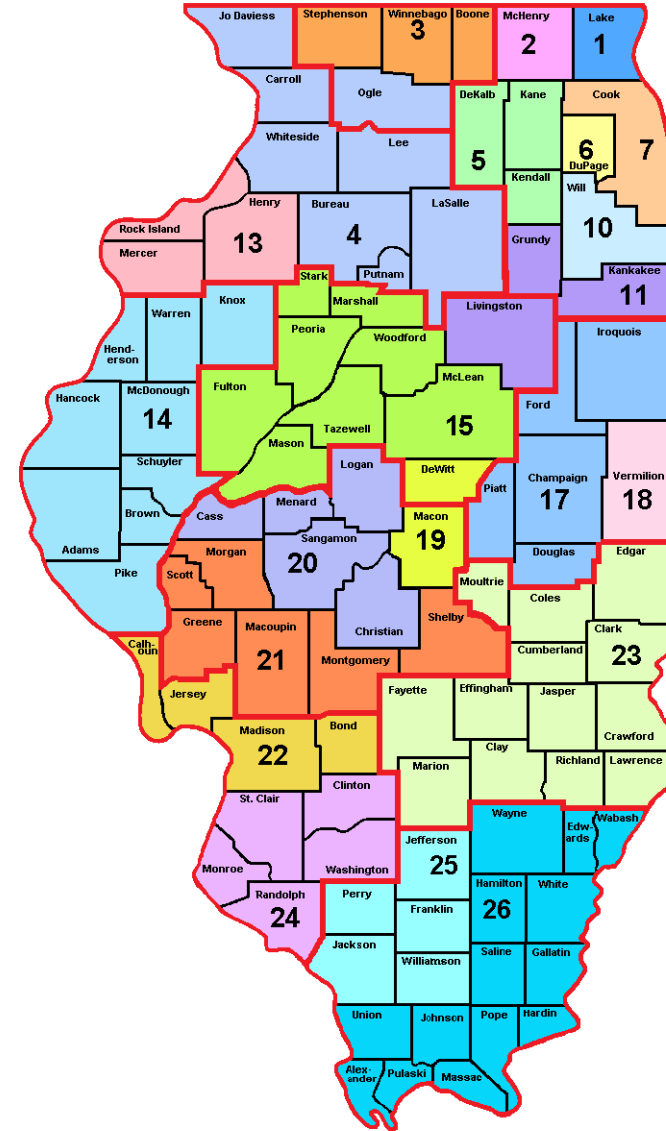
Illinois State University

Objectives:



- ✓ Welcome and Introduction
- ✓ Mechanics of an Evaluation
- ✓ Selecting an Evaluator
- ✓ Resources, Wrap-up and Next Steps

Where is Your Local Area?





Discussion Question

What's the first thing that comes to your mind when you hear the term "evaluation"?

Mechanics of an Evaluation



What Do You Want to Learn?

Ultimately, how well is the workforce development system working?

What Do You Want to Learn?

How do you get to more specific questions?

- State law and regulation
- Governor's priorities
- State Workforce Board priorities
- Local Workforce Board priorities
- New initiatives
- Changing economic conditions

What Do You Want to Learn?

Examples of specific questions —

- How well was a new program or service for low-income adults implemented?
- What were the employment outcomes of a specific apprenticeship program?
- Did dislocated workers who received services from their local AJC find work more quickly than those who did not?
- What were the costs per participant for a new program designed for out-of-school youth?

Evaluation Design

Your specific research question(s) should drive your evaluation design...

Evaluation Design

- How well was a new program or service for low-income adults implemented? (Implementation study)
- What were the employment outcomes of a specific apprenticeship program? (Outcome study)
- Did dislocated workers who received services from their local AJC find work more quickly than those who did not? (Impact study)
- What were the costs per participant for a new program designed for out-of-school youth? (Cost study)

Evaluation Design

- Logic model to map out the relevant process:
 - Inputs
 - Activities
 - Outputs
 - Outcomes

Evaluation Design

- Literature review to learn from previous evaluations
- Look for evaluations:
 - With similar research questions
 - Of similar programs or services
 - Conducted by other states, federal agencies, universities or research institutions

Evaluation Design

- Data collection plan to ensure you have the right data to answer your question(s)
 - Individual-level program administrative data
 - Aggregate-level program administrative data
 - Program cost data
 - Survey results
 - Individual interview results



Selecting an Evaluator

Evaluator Options

- In-house team
- Partnership with university or other research institution
- Third-party evaluator

Evaluator Options

- In-house teams:
 - Requires staff with the necessary knowledge, skills and abilities for a given evaluation
 - Requires that qualified staff have the time needed to conduct the evaluation
 - Take into account the perceived objectivity of the team
 - May pool resources across multiple WIOA agencies

Evaluator Options

- Partnership with university or other research institution
 - Access staff with the necessary knowledge, skills and abilities for a given evaluation
 - Limit costs by leveraging existing research capacity
 - Limits shortcomings in the perception of objectivity

Evaluator Options

- Third-party evaluator
 - Access a team with the exact expertise for a specific evaluation
 - Likely the most costly option
 - Avoids any shortcomings in perceived objectivity

Resources, Wrap-up and Next Steps

Examples of Implementation Studies

- Who Are the COVID-19 Unemployed in Oregon?
<https://www.qualityinfo.org/-/who-are-the-covid-19-unemployed-in-oregon->
- Who Are the Working Poor? <https://www.qualityinfo.org/-/who-are-the-working-poor->
- Michigan Earn and Learn:
<https://socialimpactresearchcenter.issuelab.org/resource/michigan-earn-and-learn-an-outcome-implementation-evaluation-of-a-transitional-job-and-training-program.html>

Examples of Outcome Studies

- Michigan Earn and Learn:
<https://socialimpactresearchcenter.issuelab.org/resource/michigan-earn-and-learn-an-outcome-implementation-evaluation-of-a-transitional-job-and-training-program.html>
- Career and Technical Education in Utah:
<https://jobs.utah.gov/wi/pubs/reports/cteutah.pdf>

Examples of Impact Studies

- Workforce Outcomes of WIA On-The-Job Training in Ohio:
<http://www.ohioanalytics.gov/Reports/WorkforceOutcomes-WIA-OJT.stm>
- Assessment of the Effect of WorkSource Job-Search Services:
[https://esdorchardstorage.blob.core.windows.net/esdwa/Default/ESDWAGOV/labor-market-info/Libraries/Special-reports/WorkSource/worksource-net-impact-study-2013-10%20\(1\).pdf](https://esdorchardstorage.blob.core.windows.net/esdwa/Default/ESDWAGOV/labor-market-info/Libraries/Special-reports/WorkSource/worksource-net-impact-study-2013-10%20(1).pdf)

Example of Cost Study

- Career and Technical Education in Utah:
<https://jobs.utah.gov/wi/pubs/reports/cteutah.pdf>

Additional Resources

- Evidence-Building Capacity in State Workforce Agencies:
https://www.naswa.org/system/files/document/evidence-building_capacity_in_state_workforce_agencies.pdf
- WIOA Evaluation Toolkit:
<https://evalhub.workforcegps.org/resources/2018/09/07/19/58/WIOA-Evaluation-Toolkit>



Your Cross-Agency State Evaluation Peer Learning Cohort Team

- Francisco Alvarado, Illinois Department of Human Services, Division of Rehabilitation Services (Title IV)
- Lisa Bly-Jones, The Workforce Connection (Title I – Local)
- Tory Davis, Illinois Department of Employment Security (Title III)
- Ewa Gallagher, Illinois Department of Employment Security (Title III)
- Kathy Olesen-Tracey, Illinois Community College Board (Title II)
- Mark Burgess, Illinois Department of Commerce and Economic Opportunity (Title I) — Team Lead, *mark.a.burgess@Illinois.gov*



Upcoming Event

- 📌 Evaluation under WIOA: Reporting Evaluation Results
 - 📅 **May 13, 2020**





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thank you