### TARGET POPULATION

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

### Target Population: Employment Rates as Compared to Non-Participants

<table>
<thead>
<tr>
<th>Shorter Term Event</th>
<th>Longer Term Outcome</th>
<th>Citations</th>
</tr>
</thead>
<tbody>
<tr>
<td>4-5pp increase immediately after program exit*</td>
<td>No significant difference past 1 year after exit*</td>
<td><em>Bridging the Opportunity Divide for Low-Income Youth: Implementation and Early Impacts of the Year Up Program</em></td>
</tr>
<tr>
<td>3pp increase in 1st quarter after internships end†</td>
<td>No effect past 2nd quarter after internships end</td>
<td><em>Reengaging New York City’s Disconnected Youth Through Work: Implementation and Early Impacts of the Young Adult Internship Program</em></td>
</tr>
<tr>
<td>9pp increase in the year after program end*</td>
<td>Longer term outcomes unavailable</td>
<td><em>Tuning into Local Labor Markets: Findings from the Sectoral Impact Study</em></td>
</tr>
<tr>
<td>No effect in the 1st year after program end†</td>
<td>No effect in the 2nd year after program end</td>
<td><em>More Than a Job: Final Results from the Evaluation of the Center for Employment Opportunities (CEO) Transitional Jobs Program</em></td>
</tr>
<tr>
<td>No effect in the 1st year after program end</td>
<td>No effect in the 3rd year after program end</td>
<td><em>Alternative Employment Strategies for Hard-to-Employ TANF Recipients: Final Results from a Test of Transitional Jobs and Preemployment Services in Philadelphia</em></td>
</tr>
<tr>
<td>4.3pp increase in the 1st year after random assignment*</td>
<td>5.1pp increase in the 2nd year after random assignment*</td>
<td><em>The Employment Retention and Advancement Project: Results from the Personal Roads to Individual Development and Employment (PRIDE) Program in New York City</em></td>
</tr>
<tr>
<td>No effect in 1st year after program end</td>
<td>Longer term outcomes unavailable</td>
<td><em>Returning from Work After Prison: Final Results from the Transitional Jobs Reentry Demonstration</em></td>
</tr>
<tr>
<td>8.6pp increase 1st quarter after program exit*</td>
<td>7.4pp increase 3rd quarter after program exit†</td>
<td><em>The Promise of Worker Training: New Insights into the Effects of Government Funded Training Programs</em></td>
</tr>
<tr>
<td>7.8pp increase in the 5th quarter after random assignment†</td>
<td>Longer term outcomes unavailable</td>
<td><em>Providing Public Workforce Services to Job Seekers: 15-month Impact Findings on the WIA Adult and Dislocated Worker Programs</em></td>
</tr>
<tr>
<td>7.8pp increase over 1st-3rd quarters after program exit*</td>
<td>9.8pp increase over 9th-12th quarters after program exit*</td>
<td><em>Net Impact and Benefit-Cost Estimates of the Workforce Development System in Washington State</em></td>
</tr>
<tr>
<td>2.5pp increase in 6th year after RA enrollment*</td>
<td>1.9pp decrease in 9th year after RA enrollment*</td>
<td><em>An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship in 10 States</em></td>
</tr>
</tbody>
</table>

### 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?**

### Where We Looked

- **11 Impact Evaluations on Work Based Learning Programs**
- **194 Workforce GPS -> Workforce System Strategies (WSS) Collection Resource Library**
  - “Registered Apprenticeship Work Based Learning” subcategory (194)
  - “Experimental Impact Analyses Random Control Trials” methodology filter (94)
- **94 Clearinghouse for Labor Evaluation and Research (CLEAR)**
  - “Apprenticeship and OJT” (6)

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.”
### Internships

**Year Up**  
RCT  
*n=2,544*  
$1,895 higher average earnings over sixth and seventh quarters after random assignment*

**Young Adult Internship Program**  
RCT  
*n=2,678*  
$400 over the 6 months after internships end†

**Per Scholas**  
RCT  
*n=443*  
$4,663 over the year after program exit*

**Other Outcomes**

Participants were 18pp more likely to earn an industry-recognized credential (and had 1.5 more months of college enrollment per year)*

5.1PP increase in permanent employment rate after 1 year†; 4PP increase in self-esteem†

Participants were 12PP more likely to have health insurance‡

### Transitional Jobs

**CEO**  
RCT  
*n=997*  
No effect

Reduced recidivism by 6.9PP over 3 years after random assignment†

**TWC**  
RCT  
*n=1,217*  
No effect

TANF & SNAP receipts decreased early on, but effects faded after 6 quarters

**PRIDE**  
RCT  
*n=2,648*  
No effect

$818 decrease in cash assistance over 2 years after random assignment*

**TJRD**  
RCT  
*n=1,813*  
No effect

Employment retention bonuses boosted earnings by $1,999 over 2 years‡

### On-the-Job Training

**South Dakota WIA OJT**  
QED  
*n=344*  
$567 in the 3rd quarter after program exit†

Women saw 2.3x more earnings gains† and 1.5x more employment rate gains than men (after 3 quarters)†

**WIA Adult/ Dislocated Workers**  
RCT  
*n=5,069*  
No measurable difference between recipients of basic services such as resource centers, and workshops verus full services, including work-based learning

No effect on household receipt of public assistance

### Apprenticeships

**Washington State Apprenticeship**  
QED  
*n=3,301 [short term] n=4,082 [long term]*  
$3,243 per quarter in 1st–3rd quarters after exit*;  
$3,511 per quarter in 9th–12th quarters after exit* (in 2005 dollars)

Hours worked per quarter increased by 37 in 1st–3rd quarters after exit; 51 in 9th–12th quarters†

**Registered Apprenticeship (RA) in 10 States**  
QED  
*n=21,426*  
$6,595 in 6th year after RA enrollment*; $5,839 in 9th*; estimated $98,718 over a career*

Net social benefits of RA are $58,888 in 9th 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

### 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