
P/PPV

Public/Private Ventures

INNOVATION. RESEARCH. ACTION.

Three Selected Organizations

- ❖ **The Wisconsin Regional Training Partnership (WRTP)** is an association of employers and unions that seeks to retain and attract high-wage jobs in Milwaukee and create career opportunities for low-income and unemployed community residents.
- ❖ **Jewish Vocational Service – Boston** is a community-based nonprofit that has provided workforce development services for more than 70 years, including operating one of three One-Stop Career Centers funded by the Workforce Investment Act in the Boston area.
- ❖ **Per Scholas** is a social venture in New York City that combines a training program with efforts to refurbish and recycle “end of life” computers and distribute them to low-income people through partnerships with nonprofits, schools and community colleges.

Key Findings

- ❖ Participants in sector-focused programs earned significantly more than control group members, with most of the earnings gains occurring in the second year.
- ❖ Participants in sector-focused programs were significantly more likely to work and, in the second year, worked more consistently than control group members.
- ❖ Program participants were significantly more likely to work in jobs with higher wages.
- ❖ Program participants were significantly more likely to work in jobs that offered benefits.
- ❖ For each subgroup analyzed, program participants had significant earnings gains as compared to their counterpart controls.

Employment Outcomes

	Total Sample (N=985) ^a		
	Treatment Impact	Control Group Mean ^b	Treatment Group Mean
Earnings			
Total Earnings, 24 Months	\$4,509***	\$24,425	\$28,934
Total Earnings, Months 13–24	\$4,011***	\$13,662	\$17,673
Ever Employed			
Ever Employed, 24 Months	5%**	83%	88%
Ever Employed, Months 13–24	5%**	79%	84%
Months Employed			
Months Employed, 24 Months	1.3***	13.6	14.9
Months Employed, Months 13–24	1.3***	7.3	8.6
Hours Worked			
Total Hours Worked, 24 Months	245**	2,089	2,334
Total Hours Worked, Months 13–24	250***	1,130	1,380
Hourly Wage—\$11 or More			
Months Working a Job Paying \$11 an Hour, 24 Months	2.0***	6.6	8.6
Months Working a Job Paying \$11 an Hour, Months 13–24	1.5***	3.9	5.4
Ever Worked a Job Paying \$11 an Hour, 24 Months	14%***	45%	59%
Ever Worked a Job Paying \$11 an Hour, Months 13–24	13%***	42%	55%
Hourly Wage—\$13 or More			
Months Working a Job Paying \$13 an Hour, 24 Months	1.2***	3.8	5.0
Months Working a Job Paying \$13 an Hour, Months 13–24	0.9***	2.3	3.2
Ever Worked a Job Paying \$13 an Hour, 24 Months	8%**	29%	37%
Ever Worked a Job Paying \$13 an Hour, Months 13–24	8%***	26%	34%

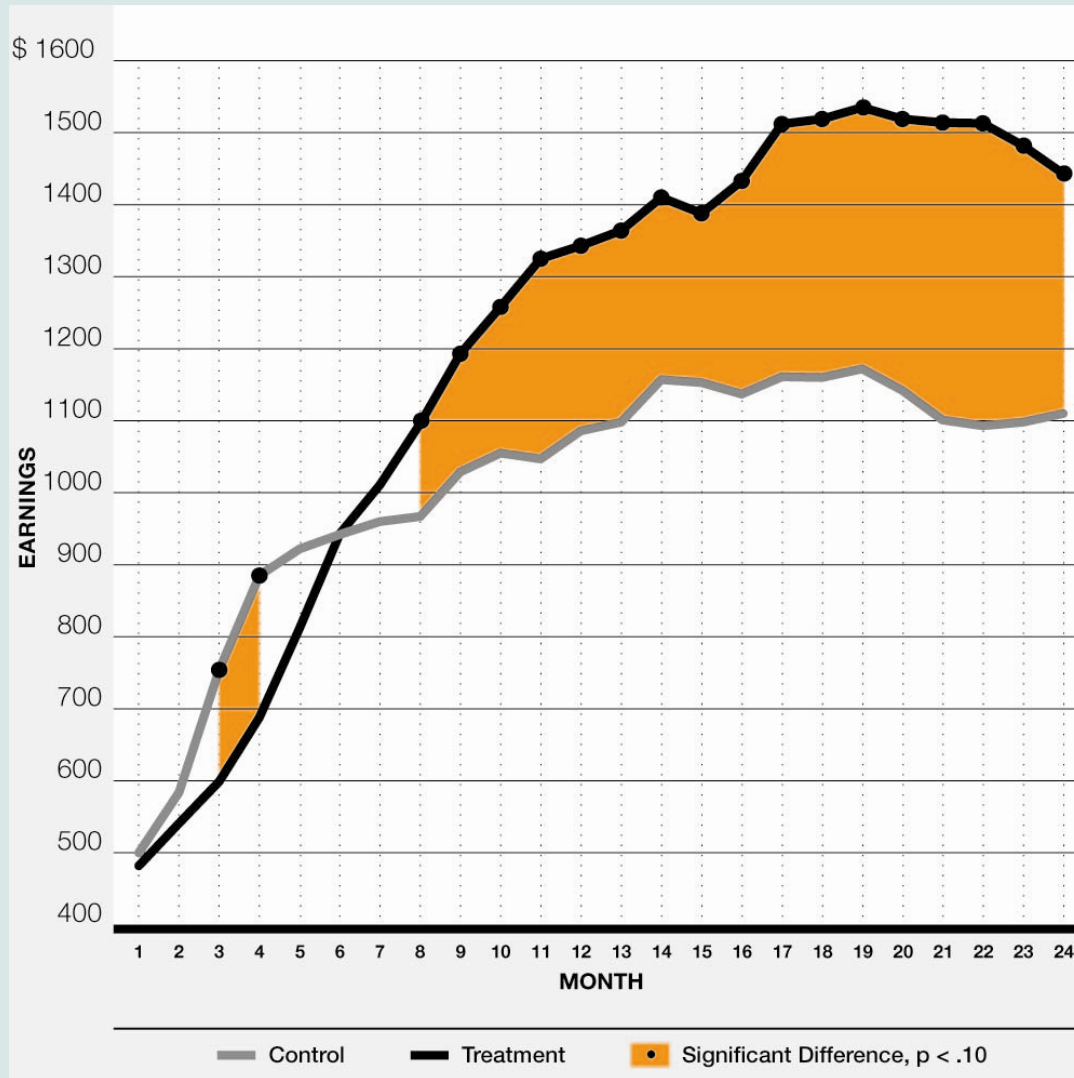
^a Twenty-nine respondents were excluded from the analysis due to missing data.

^b For each model, we produced an estimated value for the outcome of interest. The treatment group mean values in all tables represent the average of the estimated value of each outcome of interest for all members of the treatment group. Control group means represent the program participant average minus the regression coefficient of the treatment variable.

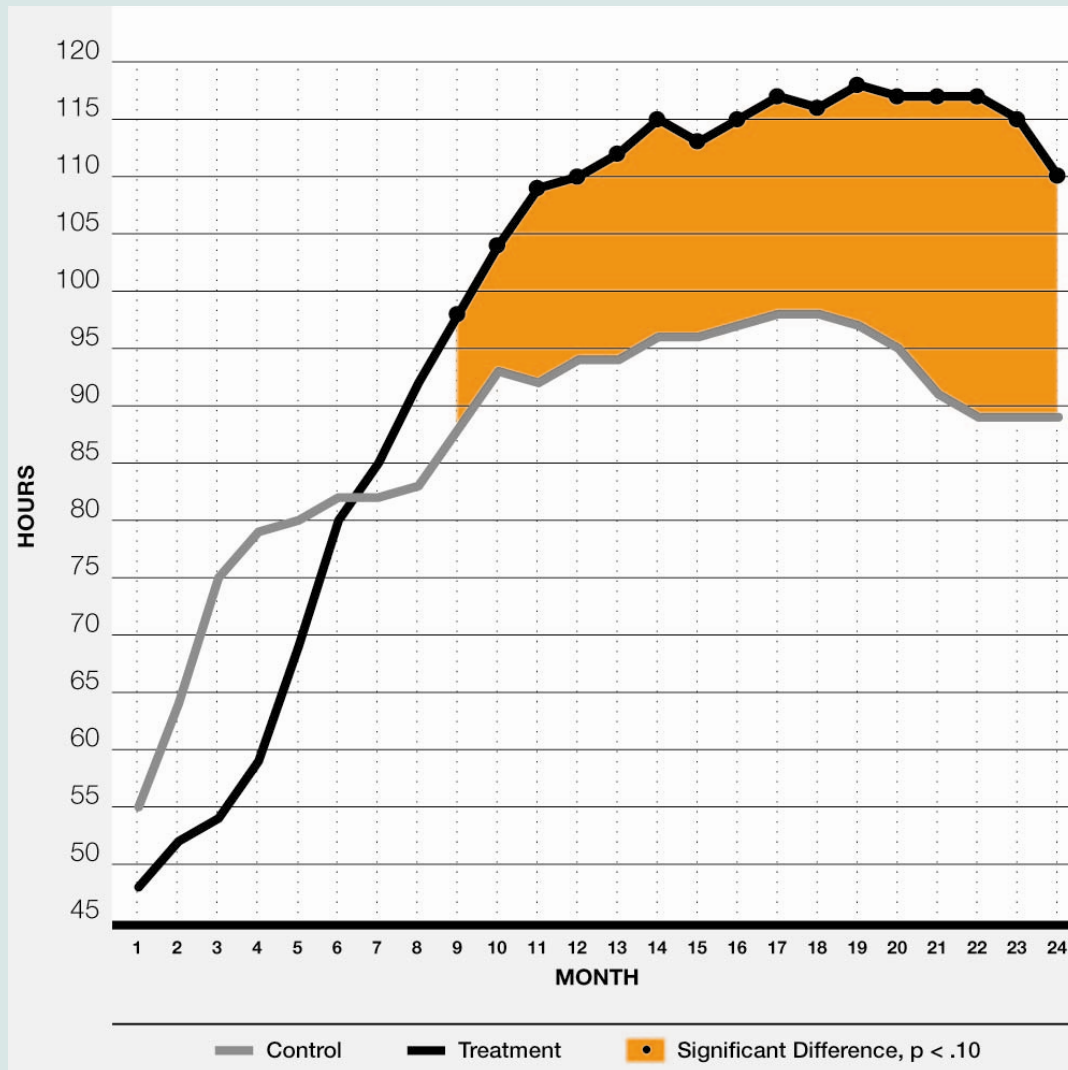
Due to rounding, the treatment impact plus the control group mean may not equal the treatment group mean exactly.

Asterisks (*) indicate statistically significant differences between treatments and controls. *p < 0.10 **p < 0.05 ***p < 0.01

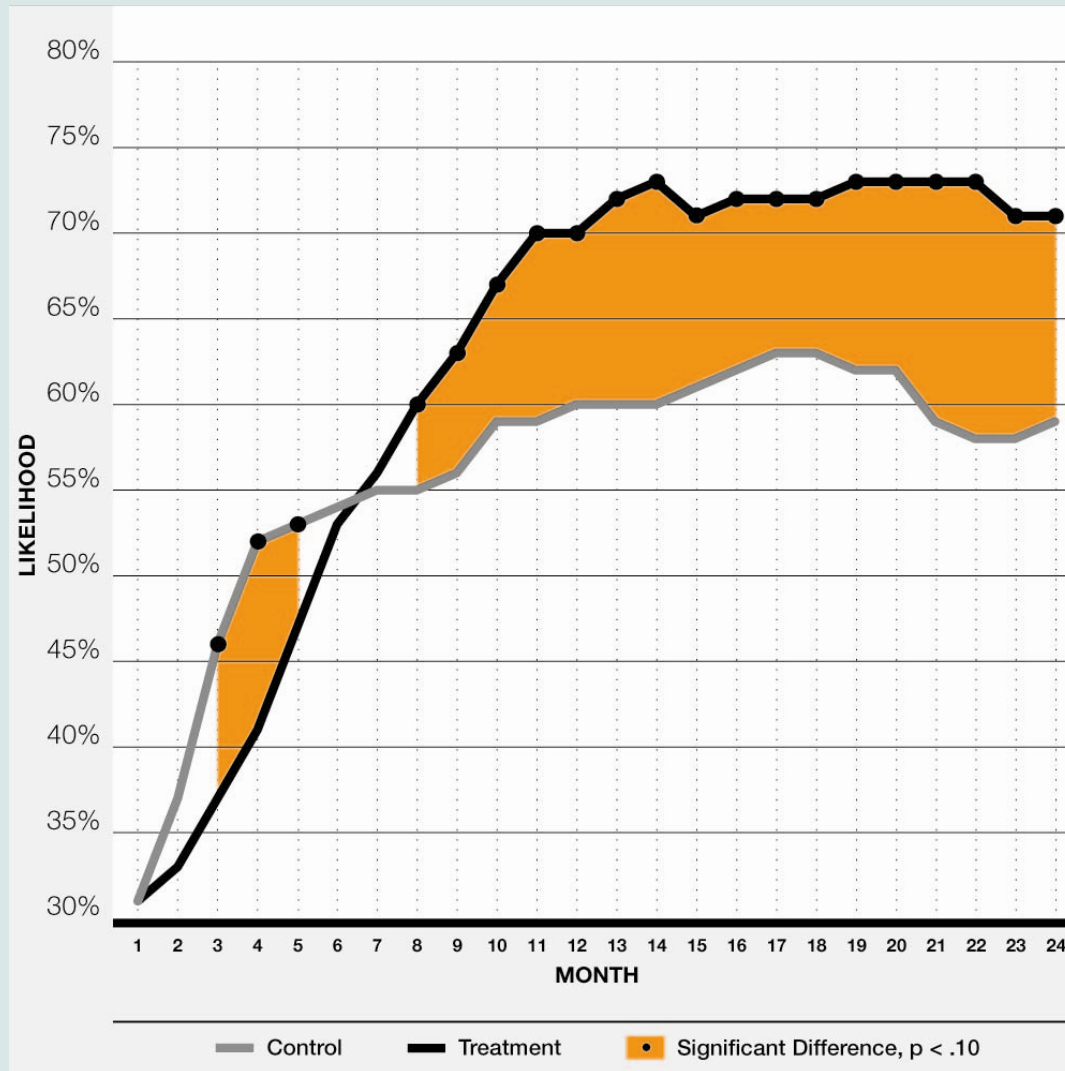
Total Earnings by Month, Total Sample



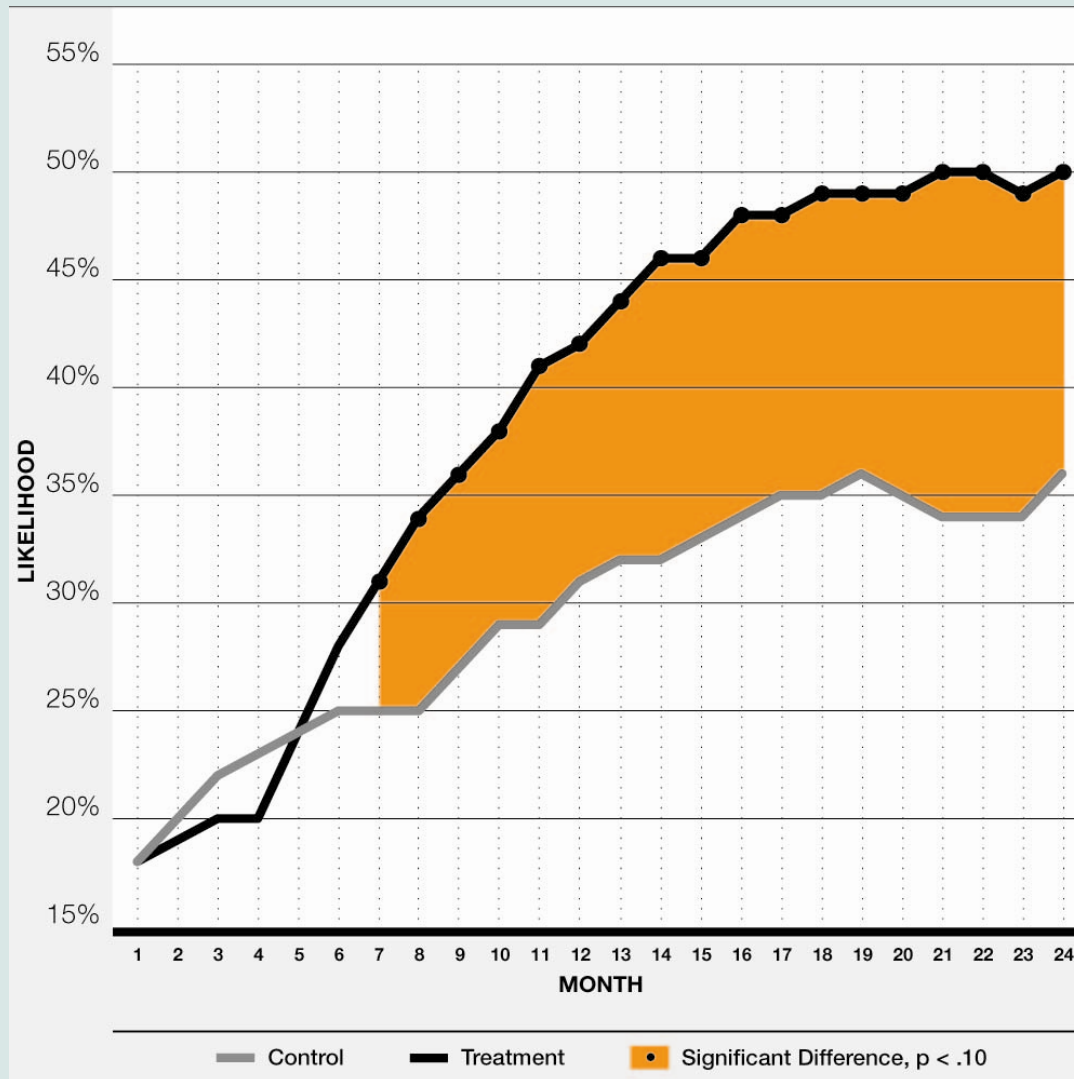
Hours Worked by Month, Total Sample



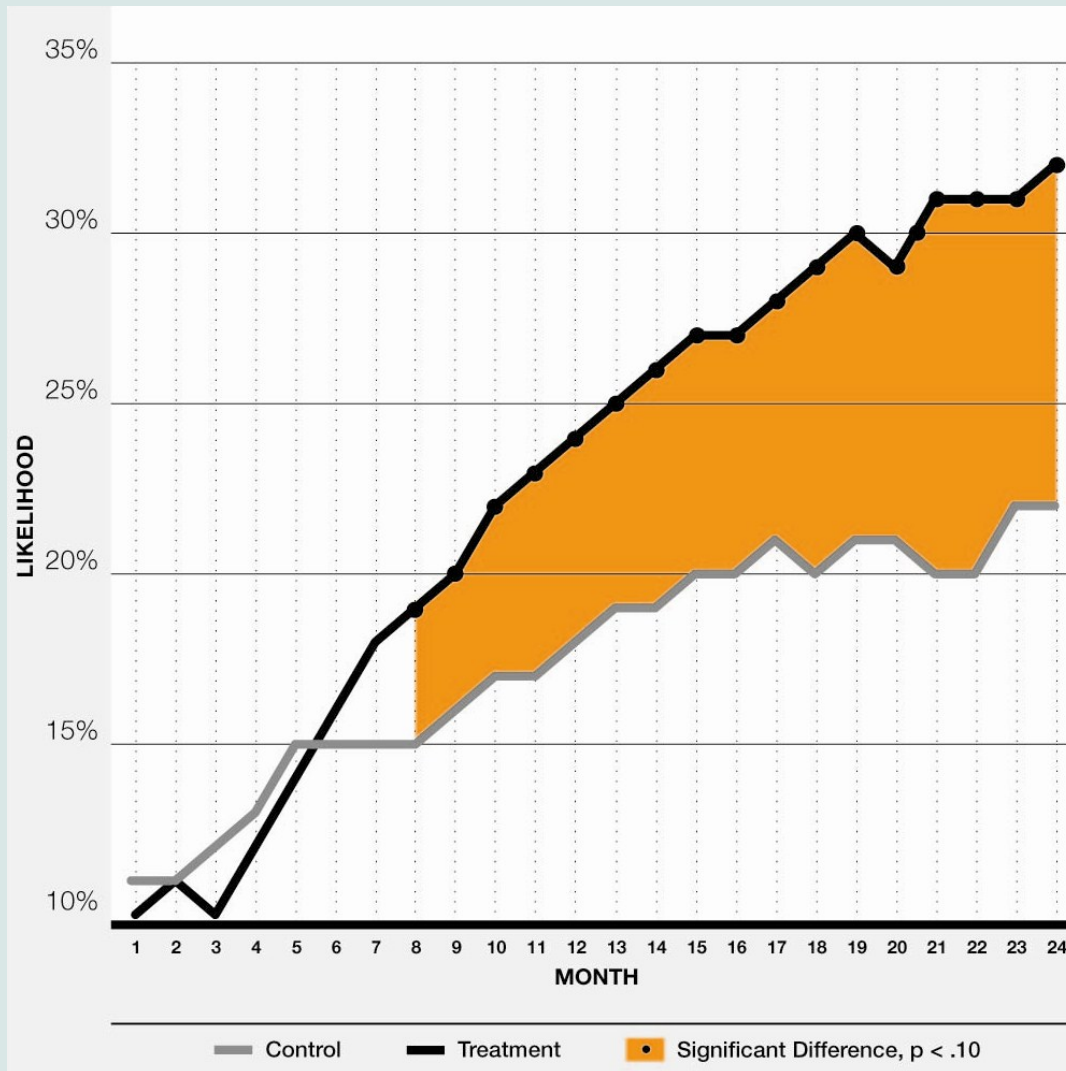
Likelihood of Employment by Month, Total Sample



Likelihood of Working a Job Paying at least \$11 an Hour by Month, Total Sample



Likelihood of Working a Job Paying at least \$13 an Hour by Month, Total Sample



Common Programmatic Elements

- ❖ Strong organizational capacity—with the ability to adapt.
- ❖ A strong link to local employers that results in an understanding of the target occupation and connections to jobs.
- ❖ Job readiness, basic skills and hands-on technical skills training offered through the lens of a specific occupation or sector.
- ❖ Recruitment, screening and intake processes that result in a good match between the applicant, the program and the target occupation.
- ❖ Individualized services to support training completion and success on the job.

Conclusions

- ❖ Mature, nonprofit-led sector-focused programs can increase the earnings of disadvantaged populations.
- ❖ Variation in approaches can be effective, but results in different effects on earnings.
- ❖ Mature, nonprofit-led sector-focused programs can be effective with a range of disadvantaged workers and job seekers.
- ❖ Nonprofit organizations can play a critical role in delivering workforce services. The three programs in this study demonstrated an adaptability that allowed them to connect disadvantaged job seekers to employers using a mix of strategies and a range of public and private funding sources.

Implications for Further Research

- ❖ How can this approach be scaled?
- ❖ Are effects similar for sector programs led by other types of institutions?
- ❖ What role do industry certifications play in increasing earnings?
- ❖ What strategies are effective for various groups of job seekers?
- ❖ What about impacts over time?

To access the full report, please visit:

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