

TalentNEO

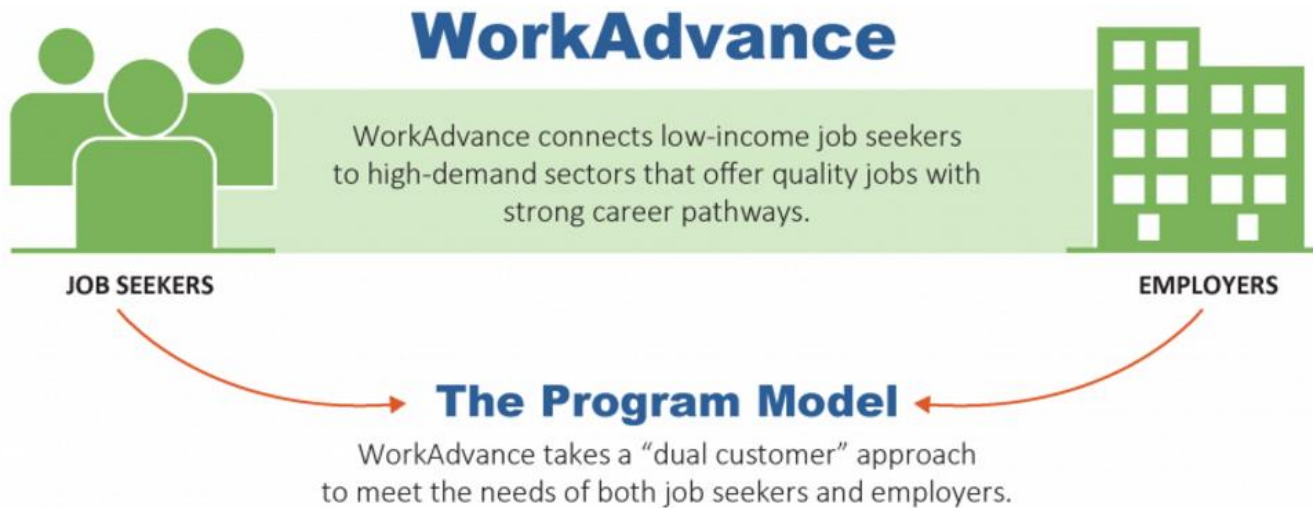
Connecting Employers and Job-Seekers Through a Common Language—Skills.

WorkAdvance and Career Pathway Programs

TalentNEO Year 2 Kick Off

11-2-16

A decline in earnings among workers without postsecondary credentials has increased the need for services that help low-skilled job seekers enter and advance in the labor market.



Middle-skill jobs are growing in many sectors and often require sector-specific skills and credentials, which has increased the need for employer input in providing services to job seekers.



Graphic courtesy of MDRC: <http://www.mdrc.org/publication/workadvance-promising-sector-focused-strategy>

WorkAdvance—Good News!

Results: WorkAdvance by the Numbers

Participation

- Program group participants accessed services (pre-placement services, enrollment and completion of occupational skills training, job search assistance and post-employment coaching) nearly 1.5 to 6 times as often as control group participants

Employment

- Participants were approximately 1.5 to 3 times as likely to be employed in a targeted sector

Earnings

- Annual earnings increased significantly at three of four sites
- Earnings and employment rates increased for long-term unemployed
- Impacts on earnings were evident across all ethnic groups (African American, White, Latino/Hispanic)

Participation

Compared to the control group, the Northeast Ohio program group was:

- 1.5 times as likely to receive career readiness services
- Nearly 4 times as likely to receive occupational skills training, and more than 4 times as likely to complete,
- 2 times as likely to receive job search assistance, and;
- Nearly 3 times as likely to receive post-employment coaching

Employment

- 48% as likely to work in the targeted sectors of health care and manufacturing
- More likely to be working regular shift, fulltime, permanent job, and jobs with opportunities for career advancement

Earnings

- Saw 14% increase in earnings (later enrollees saw a 22%, or \$3,000 a year, increase), which primarily came from more time in the workforce and working more regular hours

Participation

- 460 Individuals placed
- 600+ Employers hired

Employment

- Of those placed, 220 advanced
- Individuals 10 times more likely to have advanced if received post-employment coaching
- Individuals with criminal backgrounds got jobs and advanced at the same rate as those without

Earnings

- 26% average wage increase among those who advanced

Face of WorkAdvance in NEO:

- Participants earned less than 200% of poverty level at enrollment
- 56% women; 44% men
- 27% with criminal background
- 74% African American
- 80% with High School Diploma/GED
- High percent food stamp recipients

Panelists

Chelsea Mills

Director of Business Services
Towards Employment

Rick McIntosh

Executive Director
Project Learn of Summit County

Danita Logan

Career Coach
Compass Family and Community Services