

Examples of States' Most Pressing Questions for Workforce Agency Research and Evaluation

Program Impacts/ Effectiveness	<ul style="list-style-type: none"> • Are the educational programs provided to offenders by the state prison helpful in obtaining employment after release? • What is the effectiveness of UI profiling? • What are optimal policies or incentive mechanisms that encourage greatest return on investment? • What is the relationship of TANF participation to successful workforce outcomes? • What is the effectiveness of refugee training services?
Program Performance/ Outcomes	<ul style="list-style-type: none"> • Are participants making family-sustaining wages? • What are the workforce outcomes from training programs? • What are the employment and wage outcomes of degree and certificate program completers? • What are the outcomes of Department of Labor and Department of Public Health and Human Services workforce programs (WIOA, RESEA, TANF)? • What are the wage and employment outcomes of apprentices? Does the increase in wages result in sufficient tax revenue to justify an employer tax credit?
Development of Labor Market Data	<ul style="list-style-type: none"> • How are demographic changes impacting the labor force? • What are the demographics of minimum wage workers? • Where can employers find qualified workers? • What are the new industry clusters (e.g., advanced manufacturing)? • Who are the long-term unemployed?
Customers and their Barriers	<ul style="list-style-type: none"> • What can be done to encourage higher labor force participation rates in targeted populations? • What tools should we create to evaluate client education and skills gaps? • Why are participants not successful, or why do they drop out? • What are the barriers to changing jobs for those currently employed? • What can be done to improve commuter transportation issues?
Program Administration/ Operations	<ul style="list-style-type: none"> • What is the accuracy and utility value of WIOA performance measures? • How do we address declining research budgets but increasing demand for data and insight? • How can we build on programs that are working? • Are we maximizing services across programs, particularly across multiple agencies? • How can we increase the number of apprenticeships?

SOURCE: Evidence-Building Capacity in State Workforce Agencies: Insights from a National Scan and Two State Site Visits, National Association of State Workforce Boards (Table II-1, page 18)