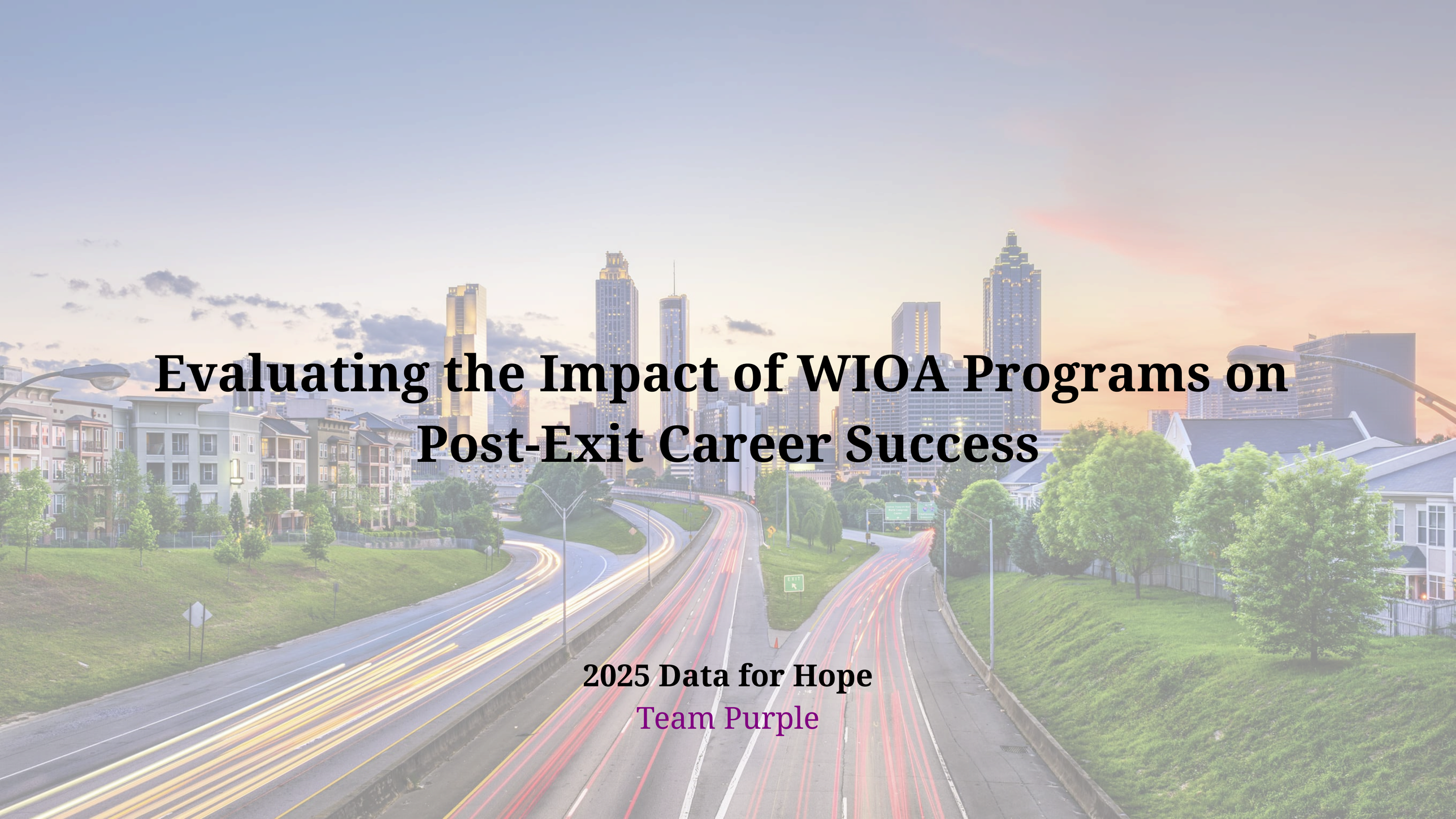


Evaluating the Impact of WIOA Programs on Post-Exit Career Success

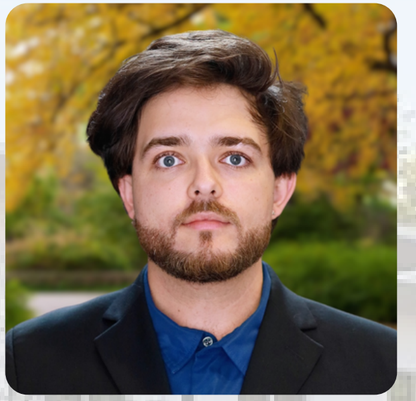
2025 Data for Hope

Team Purple

Meet the Team

Andy Dang

Tommy Pan



Ian Poe

Executive Summary

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Need for Change

lack of upward mobility + overall growth in GA → greater importance of WIOA

Project Goal

<u>To increase awareness + participation of programming →</u>

What value does WIOA bring to its participants?

<u>To incorporate data-informed decisionmaking to expand grant/funding avenue →</u>

Is there an significant difference between WIOA participants v.s. general ACS?

Analysis

A majority of WIOA participants witness improvements in outcomes

Compared to ACS, there exist a statistical significance of wage increases for WD participants

(*LWDA 13 + 6 Did not saw increase)

Next Steps

Construct community-oriented impact report to increase awareness + participation

Implement data-informed evidence into future grant applications + funding appeals

Need for Change: Atlanta ranked last for upward mobility in the top 50 metros in the U.S; but it's also fast growing, an opportunity to turn the tide

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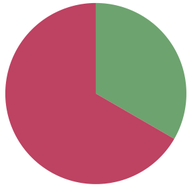
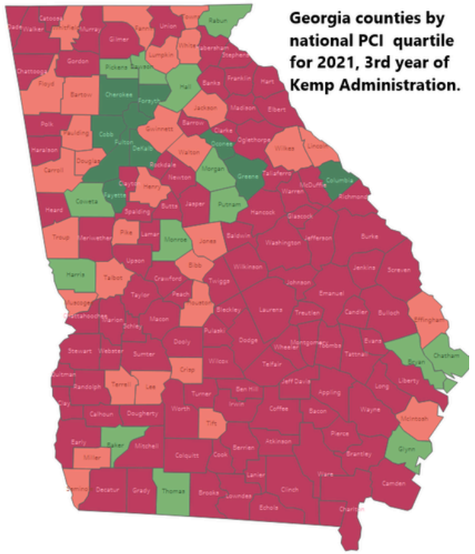
Georgians lack economic mobility



Over 2/3 of counties in Georgia ranks at the bottom quartile for Per Capita Income (PCI)[1]



Georgia counties by national PCI quartile for 2021, 3rd year of Kemp Administration.

A recent rise in private sector investments + need for labor

2023 Talent Gap

Education Level	Certificate (< Bachelor's)	Associate Degree	Bachelor's Degree
2023 Awards Conferred	52,109	17,737	54,794
*2023 Related Entry-Level Job Postings**	106,073	36,296	74,227
Gap	(53,964)	(18,559)	(19,433)

Morgan Stanley, amazon, Xebia, ANDERSEN WINDOWS & DOORS, qcells, PRIZEPICKS, target, Cargill, DURACELL, StubHub, AIG, gray, BLACKHALL STUDIOS, HONDA Development & Manufacturing, gerresheimer

Project goal: Justify the continued investment of WIOA by highlighting program outcomes to increase participation + utilize statistical methods to measure significance as grant evidence

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Improve Economic Mobility of Georgians

Evidence

Highlight economic outcomes of WIOA participants

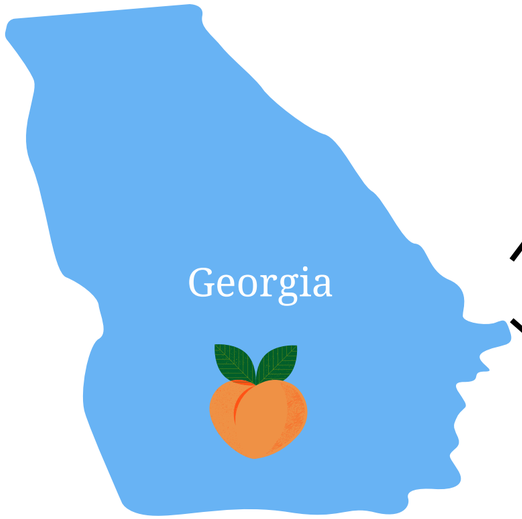
Utilize statistical methods to measure outcome significance

Goal

Increase
Awareness + Participation in WIOA

Strengthen
rationale for WIOA existence and its partners

Method Overview: Measure WIOA program effectiveness by comparing against ACS baseline



WIOA Participants
- Wage before Entry
- Wage after Entry

ACS Demographic Info
- average wage before
- average wage after

Distinguish between…
the change in wage as due to intervention (training/career services, etc) or overall economic shift

Data Preparation: Using demographics to group WIOA participants that matches to respective broader ACS data

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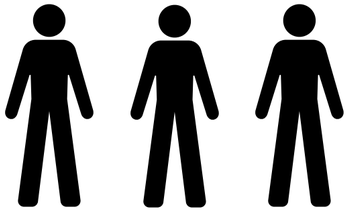
Motivation:

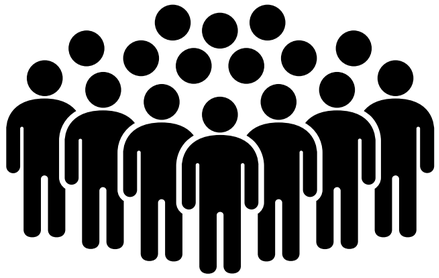
varying demographics may have different outcomes due to systematic variability of access to resources, job prospects, economic mobility, and more

Data Granularity

WIOA



ACS



Demographics of interest

*LWDA's area codes

Race

Sex

Disability

In each location, conduct stratified sampling of WIOA participants to match the aggregate proportions of ACS

Statistical Method: After balancing for demographics, compare the difference in wages between participants (WIOA) v.s. non-participants (ACS)

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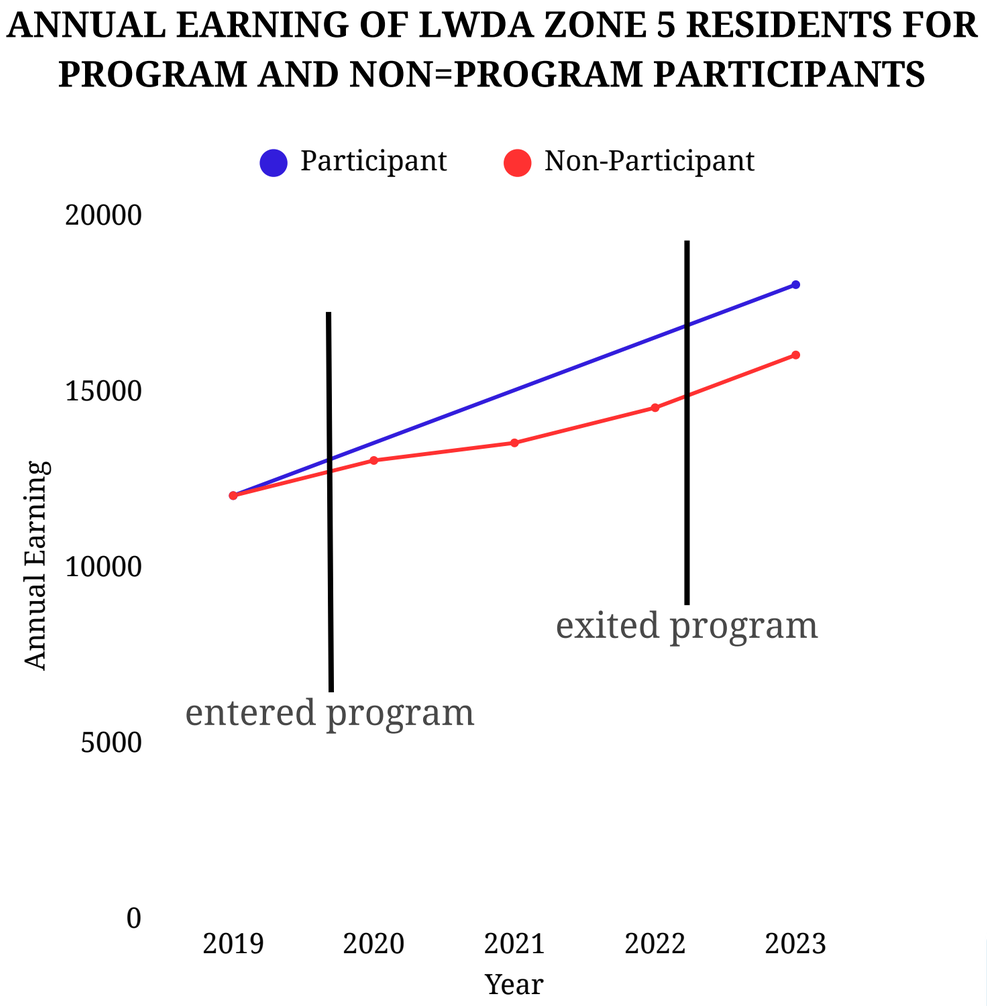

Example walkthrough:

- Non-Participants (serving as the baseline to represent the natural progression of earnings) -> **33% increase wages**
- WIOA Participants from the **same region → 50% increase in annual earnings during the same timeframe.**
- This differential suggests that participation in the WIOA program is associated with a **17 percentage point increase in earnings** beyond what would be expected from normal market progression alone.

Main Idea

Compare the change in earnings of participants and non-participants in the same timeframe/location/demographics

Results : High-level outcomes show that WIOA participation increases job obtainment, wage, and credentials for a majority of Georgians

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For participants **employed** before WIOA (~37K)

+50%
Positive Wage Growth

$3.4K
Median Increase in Salary Across Q1

For participants **unemployed** before WIOA (~130K)

+60%
Employed by Q1 of exit

$6.5K
Median Q1 Salary

For participants **enrolled** in training programs (~11K)

+79%
Completion Rate

+65%
Received credential within 1 year of completion

Main Idea

Storytelling matters; these simple, easy to understand metrics will increase knowledge of workforce development and participation in GA

Results : After balancing for demographic differences, there exists a significant difference between WIOA outcomes improvements and ACS

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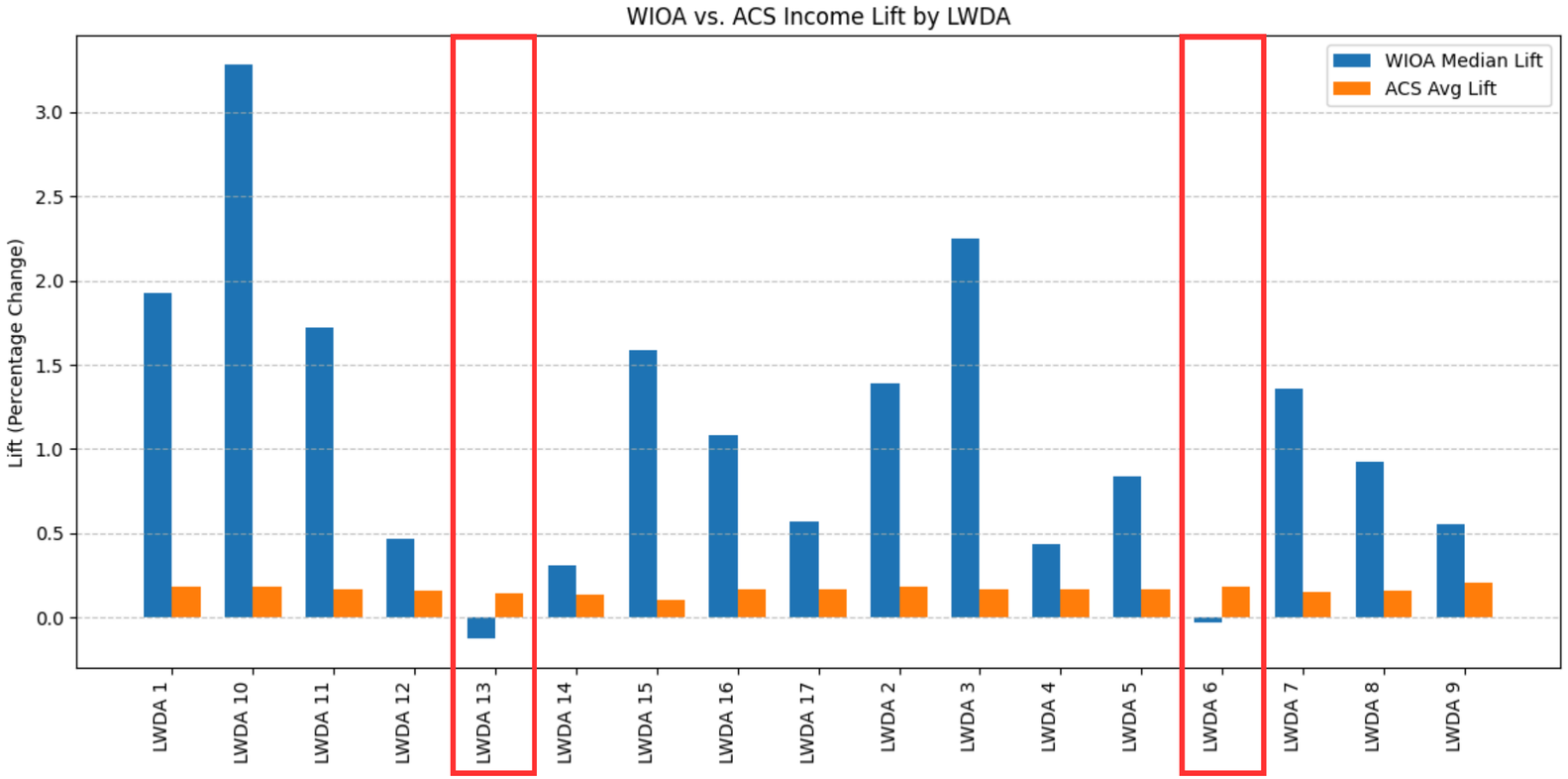
Out of 17 LWDA locations in GA

15

saw a significant increase in wages over ACS



*LWDA 13 + 6 did not see increase

Next Steps: Workforce Development of Georgia needs to communicate tangible benefits to Georgians + future-proof disruptions

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Why was there no stratification of outcomes by "demographics?"

Given the current political climate, we believe that workforce development of GA will increase itslikelihood of continued funding + external grants by focusing on the improvements of Georgians as a whole.

Given the **positive outcomes** of WIOA participants across employed, unemployed, and training:

- Construct "**community** impact reports" of overall workforce development in GA
- Communicate impact with local job board locations to increase participation

Given the **statistical significance** of wage improvement of participants v.s. non-participants:

- Implement Data Integration of ACS into WIOA data gathering to streamline statistical analysis
- Utilize data-informed evidence for community/private grants

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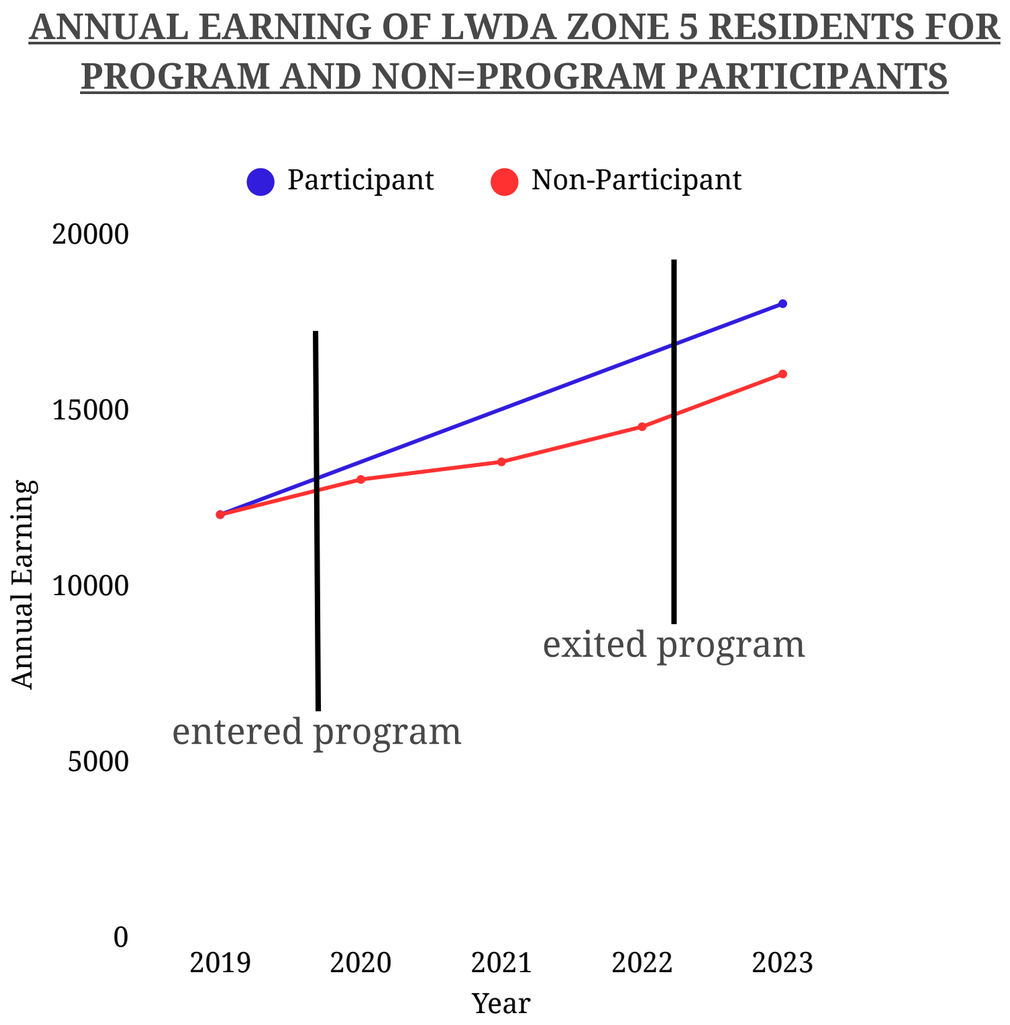
THANK YOU

APPENDIX

Model



Compare the Change in Annual Earning over the Years for Participant vs Non-Participant

Example walkthrough:

- Non-Participants (serving as the baseline to represent the natural progression of earnings) experienced a **33% increase in annual earnings over five years.**
- WIOA Participants from the **same region** observed a 50% increase in annual earnings during the same timeframe.
- This differential suggests that participation in the WIOA program is associated with a 17 percentage point uplift in earnings beyond what would be expected from normal market progression alone.

Compare the performance of participants and non-participants