



# PATHWAYS TO WORK

Evidence Clearinghouse

## Snapshots of Three Approaches to Improving Employment Outcomes for People with Low Incomes

October 13, 2022

3:00-4:00pm ET

# What you can expect today

- **Introductions**
- **Context: Goals of the Pathways Clearinghouse and website demonstration**
- **Overview: What are Evidence Snapshots?**
- **Breakout discussions**
  - Employment coaching
  - Financial incentives
  - Subsidized employment and transitional jobs

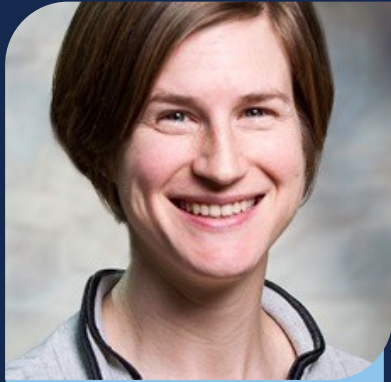


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[pathwaystowork.acf.hhs.gov](http://pathwaystowork.acf.hhs.gov)

# Panelists



**Siri  
Warkentien**



**Sarah  
Dolfin**



**Lindsay  
Cattell**



**Jillian  
Stein**



**Sam  
Elkin**



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# What is the Pathways Clearinghouse?



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# Goals of the Pathways Clearinghouse

 U.S. Department of Health & Human Services

 Administration for Children & Families

 Office of Planning, Research & Evaluation

Site search



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## Pathways to Work Evidence Clearinghouse


The Pathways to Work Evidence Clearinghouse is a comprehensive, transparent, and systematic assessment of the effectiveness of interventions designed to help job seekers with low incomes succeed in the labor market.


[Learn more](#)



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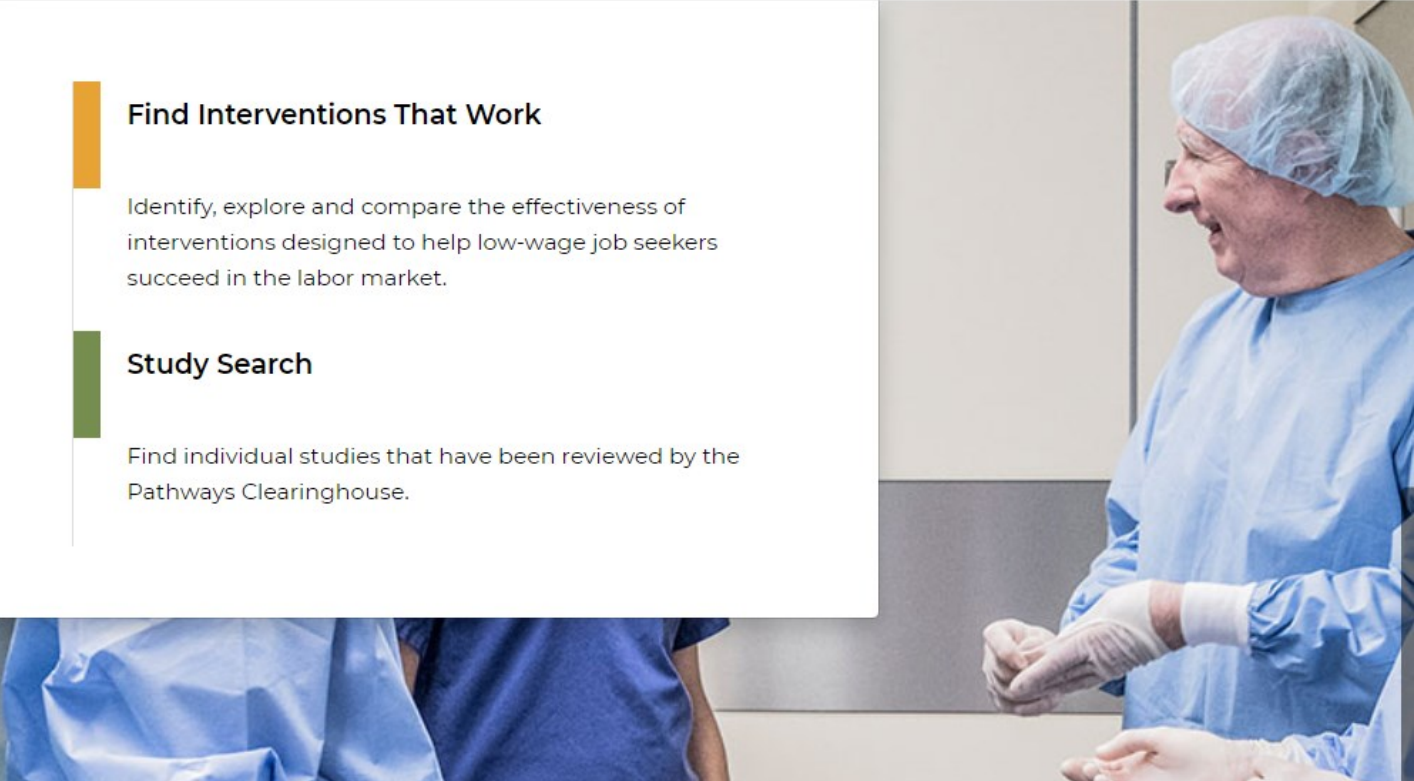
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### Find Interventions That Work

Identify, explore and compare the effectiveness of interventions designed to help low-wage job seekers succeed in the labor market.

### Study Search

Find individual studies that have been reviewed by the Pathways Clearinghouse.





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The Pathways to Work Evidence Clearinghouse is a comprehensive, transparent, and systematic assessment of the effectiveness of interventions designed to help job seekers with low incomes succeed in the labor market.

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- [Developmental Interventions](#)
- [Case Studies](#)
- [Publications and Multimedia](#)
- [Evidence Snapshots](#)



# Evidence Snapshots



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# Evidence Snapshots

- Draw on interventions that the Pathways Clearinghouse has reviewed
- Summarize what we know about programs that use a specific service or a common service-delivery strategy



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# Select an Evidence Snapshot!

## Employment Coaching



### What is employment coaching?

The Pathways to Work Evidence Clearinghouse defines employment coaching as intensive, collaborative assistance with identifying and addressing employment barriers and goals. However, employment coaching can be defined in different ways and the Pathways Clearinghouse relied on authors' language and definitions to classify interventions.

### What are evidence snapshots?

Evidence snapshots are short briefs on the effectiveness of programs that use a common approach to service provision. These briefs draw on interventions that the Pathways Clearinghouse has reviewed. They summarize what we know about programs that use a specific service (such as employment coaching) or a common service-delivery strategy (such as career pathways).

### What is the Pathways Clearinghouse?

The Pathways Clearinghouse identifies interventions that aim to improve employment and earnings for populations with low income, especially public benefits recipients. The Pathways Clearinghouse conducts a transparent, comprehensive search for evidence of such interventions.

The primary case manager working with the client is often the employment coach, but other staff may also provide support, such as transportation assistance.

## Financial Incentives



### What are financial incentives?

The Pathways to Work Evidence Clearinghouse defines financial incentives as bonuses that clients receive for engaging in specific activities or achieving certain goals.

### What are evidence snapshots?

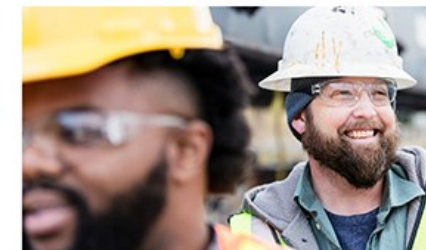
Evidence snapshots are short briefs on the effectiveness of programs that use a common approach to service provision. These briefs draw on interventions that the Pathways Clearinghouse has reviewed. They summarize what we know about programs that use a specific service (such as financial incentives) or a common service-delivery strategy (such as career pathways).

### What is the Pathways Clearinghouse?

The Pathways Clearinghouse identifies interventions that aim to improve employment and earnings outcomes for populations with low incomes, especially public benefits recipients. The Pathways Clearinghouse conducts a transparent, comprehensive search for studies of such interventions, rates the quality of those studies to

Although many of these incentives are provided as cash to recipients, they

## Subsidized Employment and Transitional Jobs



### What do we mean by subsidized employment and transitional jobs?

The Pathways to Work Evidence Clearinghouse defines subsidized employment as employment that is partially or fully paid for by an external funder (not the employer), and transitional jobs as jobs meant to integrate those who have been out of the workforce (for example, people who were formerly incarcerated) back into the workforce. Transitional jobs can be paid or unpaid.

### What are evidence snapshots?

Evidence snapshots are short briefs on the effectiveness of programs that use a common approach to service provision. These briefs draw on interventions that the Pathways Clearinghouse has reviewed. They summarize what we know about programs that use a specific service (such as subsidized employment or transitional jobs) or a common service-delivery strategy (such as career pathways).

### What is the Pathways Clearinghouse?

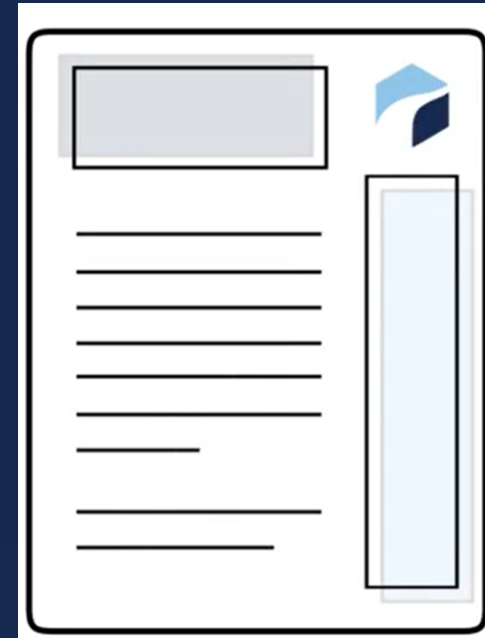
The Pathways Clearinghouse identifies interventions that aim to improve employment and earnings outcomes for populations with low incomes, especially public

This brief summarizes evidence from the Pathways to Work Evidence Clearinghouse about interventions providing subsidized employment or transitional jobs—two related strategies for helping people with low incomes improve employment and earnings outcomes.

Subsidized employment refers to jobs for which at least some of a worker's wages are paid by an organization other than the employer (typically, though not always, the government). Interventions that provide subsidized employment have been used for various purposes, including providing income to people during periods of high unemployment, helping people develop skills needed for success in the labor market, helping individuals find jobs they would not find otherwise, and encouraging employers to hire individuals they might not otherwise consider (Cumming and Bloom 2020). There are different models of subsidized employment interventions serving people with low incomes. Some place clients in temporary positions. These positions are often fully funded by the program and are often within the organization implementing the intervention or within partner public or nonprofit agencies. Others subsidize an individual's wages in hopes that the job will become

# Content of the Evidence Snapshots

- Background description of the approach or service strategy
- List of the interventions and a summary of their impacts
- Highlights of key takeaways across interventions





# What is employment coaching?

- Intensive, collaborative assistance with identifying and addressing employment barriers and goals
- Primary case manager working with the client is often the employment coach
- Defined in different ways across employment studies



# Nature of the interventions

- 16 interventions included an employment coaching component
- Only 1 intervention used employment coaching as the primary service
- Other services were offered, including case management, soft skills training, work readiness activities, supportive services, and employment retention services
- Length of services: between 5 weeks and 3 years
- Populations, settings, and timing of interventions that used employment coaching also varied



# What does the evidence say?



## Earnings

Short-term **\$696 per year**

Long-term **\$639 per year**



## Employment

Short-term **1 percentage point**

Long-term **1 percentage point**





# What does the evidence say?



## Public benefit receipt

Short-term

**0 percentage points**

Long-term

**1 percentage point**

## Public benefit amount

Short-term

**\$30 per year**

Long-term

**\$137 per year**

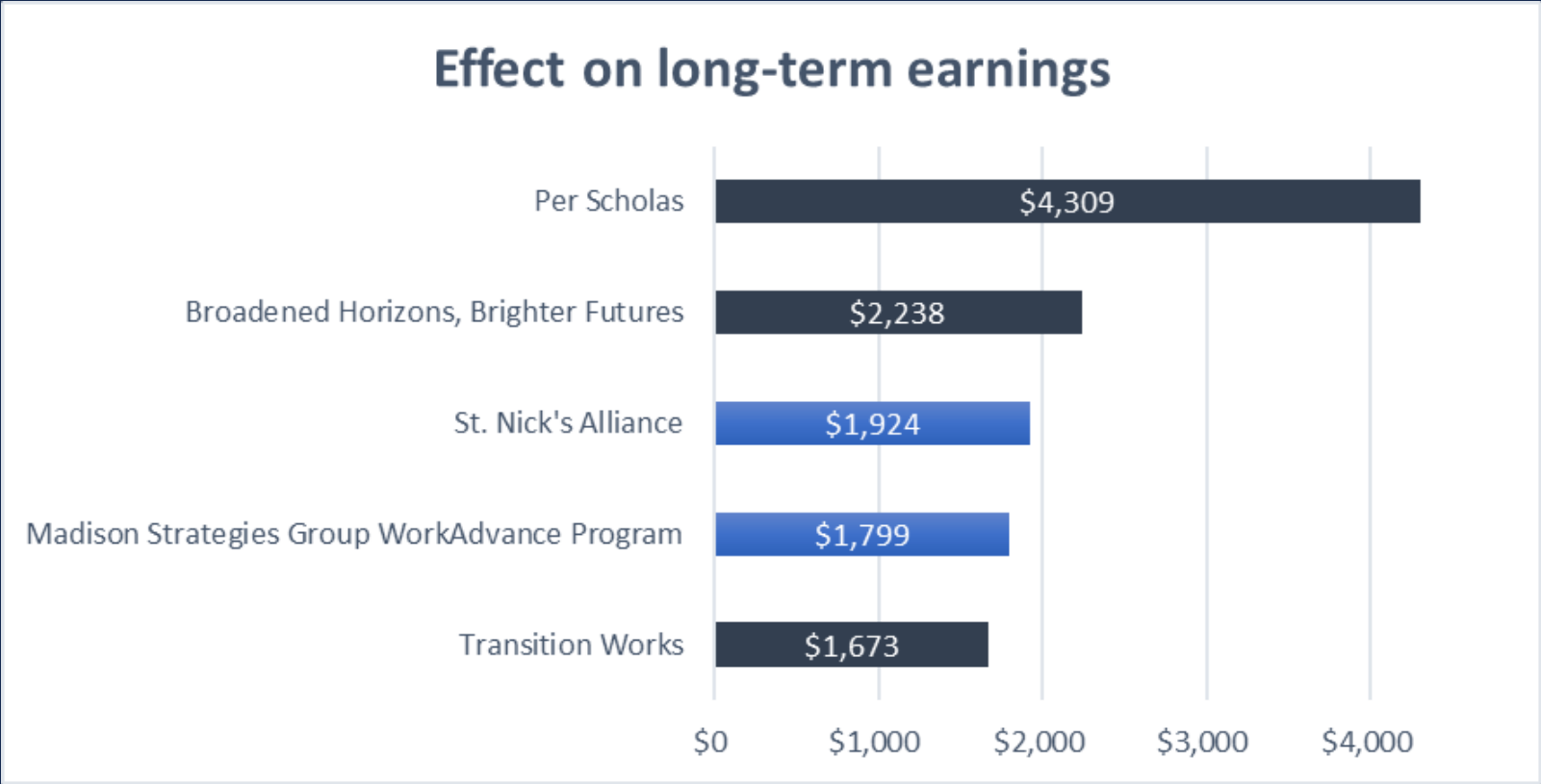


## Education and training

**13 percentage points**



# What does the evidence say



# Discussion



Why do you think average effects on employment were limited? What might explain those findings?



What stands out about the interventions that produced the largest effects? What might explain their success?



Has anyone considered using an employment coaching approach? How does this snapshot inform your thinking?



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# Breakout: Financial incentives



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# What are financial incentives?

- Bonuses that clients receive for engaging in specific activities or achieving certain goals
- Administered by state government agencies, local nonprofits, workforce agencies, and community colleges
- Program staff may establish eligibility, monitor clients' progress toward their goals, and provide clients with incentives



# Nature of the interventions

- 16 interventions used financial incentives as a primary service
- Other services were offered, including supportive services, case management, work readiness activities, training, sanctions, and education
- Length of services: between 6 weeks and 3 years
- Clients of financial incentive interventions were most often cash assistance recipients, parents, or people with low incomes



# What does the evidence say?



## Earnings

Short-term

**\$1,092 per...**

Long-term

**\$858 per year**



## Employment

Short-term

**3 percentage points**

Long-term

**2 percentage points**



# What does the evidence say?



## Public benefit receipt

Short-term **-1 percentage point**

Long-term **-3 percentage points**

## Public benefit amount

Short-term **\$161 per year**

Long-term **-\$86 per year**



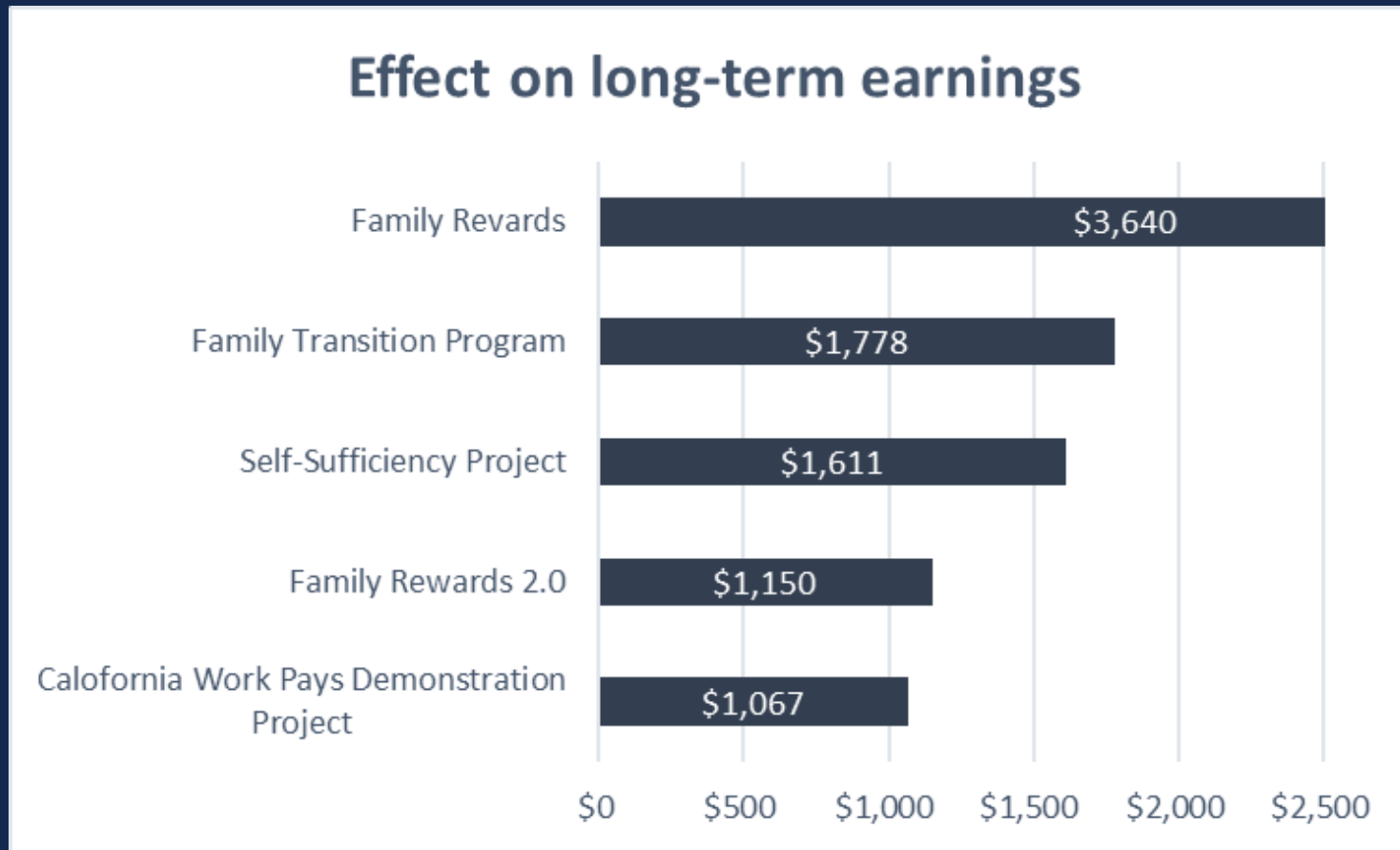
## Education and training

2 percentage points





# What does the evidence say?



# Discussion



What may be causing financial incentives interventions to increase earnings?



What stands out about the interventions that increased earnings? What might explain their success?



Do the findings strengthen support for the use of financial incentives as a strategy? Why or why not?



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# Breakout: Subsidized employment and transitional jobs



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# What do we mean by subsidized employment and transitional jobs?

- **Subsidized employment**
  - Jobs for which at least some of a worker's wages are paid by an organization other than the employer.
- **Transitional jobs**
  - Opportunities for groups with particularly low rates of employment or people who have been outside the workforce for an extended period
  - Meant to help people build their work skills



# Nature of the interventions

- 17 interventions included subsidized employment or transitional jobs as the primary service
- Other services were offered, including case management, work readiness activities, training, soft skills training, financial incentives, supportive services, and employment retention services.
- Length of job placements: between 10 weeks and 6 months
- A combination of noncustodial parents or people who were formerly incarcerated (both largely male populations) and TANF recipients (largely female)

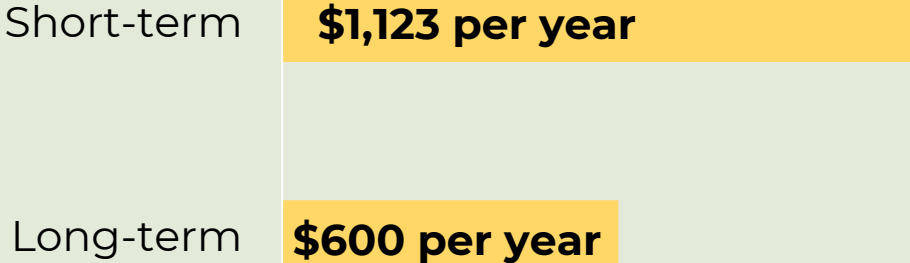




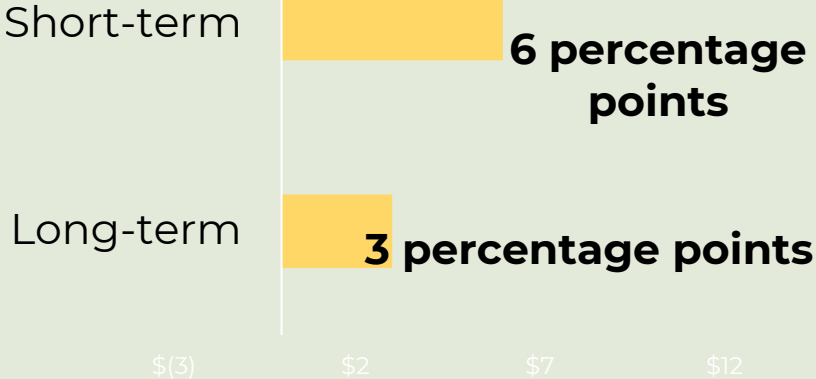
# What does the evidence say?



## Earnings



## Employment



# What does the evidence say?



## Public benefit receipt

Short-term **0 percentage point**  
Long-term **-2 percentage points**

## Public benefit amount

Short-term **-\$299 per year**  
Long-term **-\$237 per year**



## Education and training

4 percentage points

# What does the evidence say?



# Discussion



Why do you think only one subsidized employment/transitional jobs intervention increased earnings in the long term?



What stands out about the interventions that produced the largest effects on earnings?  
What might explain their success?



How might you use the information from this evidence snapshot to inform your work?



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- Follow @MathematicaNow or @OPRE\_ACF on social media for the latest updates, and use #PathwaystoWork
- Join the Pathways to Work email list
- Visit the site:  
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Looking for new ways to help the most vulnerable job seekers? The #PathwaystoWork Evidence Clearinghouse from @OPRE\_ACF combines data, evidence, and strategy in one simple package. Sign-up for the 7/15 virtual tour: [event.on24.com/eventRegistrat...](https://event.on24.com/eventRegistrat...)

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Introducing the Pathways to Work Evidence Clearinghouse  
We invite you to visit the Pathways to Work Evidence Clearinghouse, a new resource funded by the Office of Planning, Research, and Evaluation (OPRE) in th...  
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# For more information



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