



Illinois Works Pre-Apprenticeship Program Evaluation

BRIAN RICHARD

YOLANDA CLARK

OCTOBER 24, 2022



Agenda

- Illinois Works Continuous Improvement Model
- Approaches to evaluating Illinois Works programs
- Grantee involvement in the process



NORTHERN ILLINOIS UNIVERSITY

Center for Governmental Studies

Outreach, Engagement and Regional Development



Illinois
Department of Commerce
& Economic Opportunity
JB Pritzker, Governor

Illinois Works

Continuous Program Improvement Model

- Ongoing assessment of performance outcomes designed to
 - Identify opportunities for incremental and innovative enhancements.
 - Bring gradual and/or innovative improvements to service delivery processes
- Achieved through
 - Measuring program performance
 - Measuring outcomes
 - Benchmarking against program goals
 - Brainstorming opportunities for improvement
 - Implementing new strategies

Source: IL DCEO (2022). *Illinois Works Pre-Apprenticeship Program: 2022 Grantee Manual*.



Illinois Works Continuous Program Improvement Model



Source: IL DCEO (2022). *Illinois Works Pre-Apprenticeship Program: 2022 Grantee Manual*.



Program Evaluation

- Employs empirical analysis using program and other data to describe the operation of a program, measure the program impacts on outcomes of policy and program interest, and/or determine cost effectiveness of the program to *identify improvements, best practices, and/or what works and does not work*.
- Illinois Works uses a longitudinal evaluation model that looks at all programs and their combined outcomes and impacts through time (up to ten years).

Source: IL DCEO (2022). *Illinois Works Pre-Apprenticeship Program: 2022 Grantee Manual*.

Program Performance

- Performance management processes or systems use goals, measurement, analysis, and data-driven reviews to improve program results and the effectiveness and efficiency of agency operations.
- Performance information promotes data-driven decision-making.
- Program performance data also feeds into evaluations.

Source: US Department of Labor (2018). *Evaluation Toolkit: Key Elements for State Workforce Agencies*.



Performance

- Illinois Works Customer Demographics

	Female				Male				Total Female	Total Male	Total
	Black	Hispanic	White	Other	Black	Hispanic	White	Other			
Participants	187	34	28	13	614	144	128	31	262	917	1,179
Percent of Total	15.9%	2.9%	2.4%	1.1%	52.1%	12.2%	10.9%	2.6%	22.2%	77.8%	

Source: Illinois Works Reporting System.

Performance

- Illinois Works Customer Status and Outcomes

	Female				Male				All Female	All Male	Overall
	Black	Hispanic	White	Other	Black	Hispanic	White	Other			
Complete	4%	9%	4%	8%	7%	28%	5%	16%	5%	10%	9%
Complete & In Transition	33%	56%	50%	46%	29%	17%	31%	23%	39%	27%	30%
Administrative Withdrawal	11%	3%	14%	8%	11%	5%	4%	3%	10%	9%	9%
Enrolled	31%	15%	29%	31%	31%	34%	53%	42%	29%	35%	33%
Post Program Active Tracking	3%	3%	0%	8%	3%	9%	2%	3%	3%	4%	4%
NCCER/NABTU Credential	19%	53%	18%	46%	23%	38%	34%	23%	24%	27%	26%

Source: Illinois Works Reporting System.

Monitoring

- Systematic, routine and ongoing collection and review of project or program implementation in relationship to the stated plan or requirements (e.g., are participants receiving services consistent with program intent; is the program in compliance with the “rules”).
- Monitoring results of monitoring maybe used for program management or evaluations.

Source: US Department of Labor (2018). *Evaluation Toolkit: Key Elements for State Workforce Agencies*.



NORTHERN ILLINOIS UNIVERSITY

Center for Governmental Studies

Outreach, Engagement and Regional Development



Illinois
Department of Commerce
& Economic Opportunity
JB Pritzker, Governor

Evaluation: Implementation Studies

- Document program operation or compares it against goals, across locations, or over time;
- Describe and analyze “what happened and why” in the design, implementation, administration, and operation of programs;
- Are generally used to determine whether a program is being carried out in a manner consistent with its goals, design, or other planned aspects.

Source: US Department of Labor (2018). *Evaluation Toolkit: Key Elements for State Workforce Agencies*.

Evaluation: Outcome Studies

- Compare individual outcomes against goals, across programs or locations, or over time
- Determine if programs achieve the desired results or assess the effectiveness of programs to produce change
 - Longitudinal
 - Cross-sectional

Source: US Department of Labor (2018). *Evaluation Toolkit: Key Elements for State Workforce Agencies*.



NORTHERN ILLINOIS UNIVERSITY

Center for Governmental Studies

Outreach, Engagement and Regional Development



Illinois
Department of Commerce
& Economic Opportunity
JB Pritzker, Governor

Longitudinal Evaluation

- A correlational study that documents variables over an extended period of time. For purposes of Illinois Works, evaluation will look into program outcomes and impacts up to 10 years after a participant exited the pre-apprenticeship program.

Source: IL DCEO (2022). *Illinois Works Pre-Apprenticeship Program: 2022 Grantee Manual*.



NORTHERN ILLINOIS UNIVERSITY

Center for Governmental Studies

Outreach, Engagement and Regional Development



Illinois
Department of Commerce
& Economic Opportunity
JB Pritzker, Governor

Illinois Works Upcoming Evaluation Activities

- Implementation Study
 - Identify challenges
 - Document (potentially) effective practices
- Outcome study
 - Short term metrics: enrollment, completions, and transitions
 - Long term metrics:
 - Registered Apprenticeship enrollment and completion
 - Employment and earnings

Illinois Works Evaluation Timeline

- IWRS data analysis
 - ongoing
- Interviews and/or focus groups
 - November – December 2022
- Preliminary Evaluation Report
 - April 2023
- Final Evaluation Report
 - June 2023

Source: US Department of Labor (2018). *Evaluation Toolkit: Key Elements for State Workforce Agencies*.

Illinois Works Evaluation: Role of Grantees

- Accurate and timely collection and reporting of data in IWRS
- Conduct follow-up activities with alumni on a quarterly basis for one calendar year after program exit
- Cooperation with organizing and participating in interviews, focus groups, and surveys

Source: IL DCEO (2022). *Illinois Works Pre-Apprenticeship Program: 2022 Grantee Manual*.



NORTHERN ILLINOIS UNIVERSITY

Center for Governmental Studies

Outreach, Engagement and Regional Development



Illinois
Department of Commerce
& Economic Opportunity
JB Pritzker, Governor