



# **PATHWAYS TO WORK**

Evidence Clearinghouse



## **Digging Deeper Into What Works: What Services Improve Labor Market Outcomes, and for Whom?**

Technical Appendices

# DIGGING DEEPER INTO WHAT WORKS: WHAT SERVICES IMPROVE LABOR MARKET OUTCOMES, AND FOR WHOM?

## TECHNICAL APPENDICES

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This document contains three appendices to *Digging Deeper Into What Works: What Services Improve Labor Market Outcomes, and for Whom?*

[Appendix A: Technical Details](#) describes the calculations we used to obtain the findings presented in the report. This section includes information about how we calculated the effect sizes from the original studies and developed Bayesian meta-regression models.

[Appendix B: Supplemental Materials](#) provides supplemental analyses and the full results for each analysis presented in the report.

[Appendix C: Citations Included in the Pathways Clearinghouse](#) lists the citations for the studies included in the Pathways Clearinghouse, including but not limited to the studies contributing findings to the Bayesian meta-analysis data set.

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## Appendix A: Technical Details

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## Introduction

This appendix provides further technical details on the Bayesian meta-regression model the Pathways Clearinghouse used to combine and contrast findings across studies and interventions. Meta-regression (a form of meta-analysis) enabled us to combine the findings catalogued by the Pathways Clearinghouse into meaningful conclusions about what most likely works, for whom, and in what context (Higgins and Green 2011). Meta-analysis is a technique used to synthesize findings across studies, for example, by averaging impact estimates. Meta-regression is a tool used in meta-analysis to investigate how each of several factors are related to intervention impacts, while holding all other factors constant.

Meta-regression builds on standard regression models, which are used to examine the relationship between an outcome variable (for example, earnings) and one or more explanatory variables (for example, demographic characteristics). But there are some differences between regression and meta-regression. A meta-regression analyzes outcomes from different studies rather than outcomes from different people. In meta-regression, the outcome variable is the effect size, and the explanatory variables are characteristics of studies that might influence the size of that effect.

Bayesian meta-regression is a methodologically advanced form of meta-regression that uses Bayesian methods to estimate the relationship between impact estimates and study characteristics. Using Bayesian estimation techniques can be very beneficial, as they enable us to estimate relationships with little applicable data (for example, the effects of services with few relevant studies) and avoid overfitting. This is possible because the model only estimates differences to the extent that the data allows, and otherwise estimates are pooled back toward an overall relationship. The Bayesian approach also has the benefit of estimating a full probability distribution of true effects, which we can then use to calculate the probability that an intervention with given characteristics can improve outcomes by a certain amount. Our approach enables us to model the relationship between study characteristics and estimated impacts in a way that captures some of the complexity inherent in these relationships. For example, we are able to model not just the average true impact of an intervention, but also the amount of variation (or the spread) in the true impact of that intervention. For example, a given intervention may have a high true impact with high variation, indicating that different implementations of that intervention may have a wide spread in their effects. The Bayesian approach also allows for the possibility that true intervention effects might come from a distribution that is skewed, meaning it could be possible that true effects are more likely to be above than below average (instead of being perfectly symmetric). See Section C below for further details of our model specification.

We estimated our Bayesian statistical models by using a technique known as Markov Chain Monte Carlo (MCMC). Estimation using MCMC makes it possible to estimate a realistic and flexible model that enables us to answer the research questions of interest to this report. In particular, this technique makes it possible to estimate models with a large number of parameters and more complex relationships among those parameters than a traditional meta-regression.

### A. Calculation of effect sizes and their variances

When possible, the Pathways to Work Evidence Clearinghouse team calculated effect sizes as Hedges'  $g$ , the ratio between the estimated impact of the intervention and the standard deviation pooled across intervention and comparison groups. In particular, we calculated Hedges'  $g$  as:

$$g = \frac{\omega(y_i - y_c)}{S}$$

where  $y_i$  and  $y_c$  are the means of the outcome for the intervention and comparison groups,  $\omega$  is an adjustment for sample size (Hedges 1982; Hedges and Olkin 1985), and  $S$  is the pooled standard deviation of the outcome.  $\omega$  and  $S$  may further be calculated as:

$$\omega = 1 - \frac{3}{4(n_i + n_c) - 9}$$

$$S = \sqrt{\frac{(n_i - 1)s_i^2 + (n_c - 1)s_c^2}{n_i + n_c - 2}}$$

where  $n_i$  and  $n_c$  are the number of people in the intervention and comparison groups, and  $s_i^2$  and  $s_c^2$  are the variances of the outcome for the intervention and comparison groups. Furthermore, we define the variance of an effect size,  $g$ , as:

$$\sigma^2 = \frac{1}{n_i} + \frac{1}{n_c} + \frac{g^2}{2(n_i + n_c)}$$

Hedges'  $g$  is one of the most widely used effect size estimates (Hedges and Olkin 1985), but some systematic reviews and meta-analyses use alternative indices to estimate effect sizes for binary variables (that is, those that take on values of 0 and 1 only, such as employment). For example, the What Works Clearinghouse of the U.S. Department of Education, Institute of Education Sciences uses the Cox index (What Works Clearinghouse 2020). Although research has shown that using the Cox index can be preferable to using Hedges'  $g$ , this research is based on assumptions that are unlikely to hold for the key binary outcomes of interest to the Pathways Clearinghouse (Sánchez-Meca et al. 2003). For example, the Cox index produces artificially large effect sizes when most people in the sample have a 0 or 1 value for the outcome of interest, a condition that holds for employment and benefit receipt in some studies the Pathways Clearinghouse has reviewed. This analysis therefore uses Hedges'  $g$  for both binary and nonbinary variables.

Researchers have developed a wide variety of alternative formulas for computing  $g$  (for example, see Lipsey and Wilson 2001), and the actual calculation of an effect size from a study depends on the type of statistics reported (for example, t-statistics, F-tests, or regression coefficients). Rotz et al. (2020) provides further details on the formulas the Pathways Clearinghouse used based on the data reported.

To ensure the meta-analysis results are consistent and interpretable, we coded all effect sizes such that positive values indicated a favorable treatment effect. In particular, because the Pathways Clearinghouse aims to explore studies that help people become more economically self-sufficient, decreases in public benefit receipt were viewed as favorable outcomes. Therefore, we converted decreases in public benefit receipt into positive effect sizes (and increases into negative effect sizes). We made this change for 779 public benefit receipt effect sizes.

In addition, we used an alternative measure of the effect size,  $ES_{alt}$ , when study authors did not provide sufficient information for us to estimate Hedges'  $g$ . To calculate  $ES_{alt}$ , we used (1) the study's measure of an intervention's impact and (2) a nationally representative measure of the standard deviation of the



outcome, based on the Integrated Public Use Microdata Series version of the Current Population Survey (CPS; Flood et al. 2018). The CPS is a nationally representative survey of U.S. households that has consistently collected information on income and employment since 1962. We used the CPS to calculate one standard deviation for each outcome in each year from 1990 to 2019.<sup>1</sup> In other words, we use the same  $S$  to construct effect sizes for the same outcome in different studies.

To estimate the appropriate standard deviations using national data, we first identified the people in the CPS who could reasonably be considered to have low income. Ideally, this would include people with low earnings potential and not those who have low earnings as the result of temporary investments in education or unemployment (for example, a graduate student pursuing an advanced degree or a highly skilled individual who was recently laid off). To identify people with lower earnings potential, we first ran a regression analysis using education, age, gender, and race and ethnicity to predict income within each CPS survey year from 1990 to 2019 (including only people ages 16 to 65). We then defined people as having low income if their predicted income was in the bottom 20 percent of the distribution of predictions. We selected this threshold because about 20 percent of adults in the United States participate in government assistance programs in any given month (Irving and Loveless 2015). Finally, we used the actual outcome values for this population to estimate outcome standard deviations.

We used the CPS to calculate standard deviations for several key outcomes (see Rotz et al. 2020 for further details):<sup>2</sup>

- Annual earnings (CPS wage and salary income)
- Monthly earnings (CPS wage and salary income)
- Quarterly earnings (CPS wage and salary income)
- Annual cash-based public assistance income
- Monthly cash-based public assistance income
- Number of months received cash-based public assistance in past year
- Annual value of food stamps or Supplemental Nutrition Assistance Program (SNAP) benefits
- Monthly value of food stamps or SNAP benefits (only available from 1995 to 2014)
- Number of months received food stamps or SNAP benefits in past year
- Hourly wage rates
- Weekly earnings in current job

Hedges'  $g$  and  $ES_{alt}$  answer slightly different research questions by comparing impact estimates against the variation of the outcome in different samples. Using study data to calculate effect sizes produced estimates of the size of an intervention's effects relative to variation in the outcome for study participants (Hedges'  $g$ ). Using national data to calculate effect sizes produced estimates of the size of effects relative to variation in the outcome across the U.S. population of people with low incomes ( $ES_{alt}$ ). We used Hedges'  $g$  in our analysis whenever it was available. The two approaches produce similar average effect sizes (Streke and Rotz 2021).

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<sup>1</sup> For outcomes measured across multiple years, we used the standard deviation associated with the median year.

<sup>2</sup> All listed outcomes are continuous. Standard deviations for binary outcomes can be calculated based on the means of these variables, making the use of nationally representative data unnecessary.

For the Bayesian meta-regression, we also need information on the precision of estimates, encoded in the standard error. If a study reported the standard error of its estimates, we directly use those values (possible in 11 percent of cases). For other cases, standard errors were not directly reported, but studies reported  $p$ -values, which we used to impute standard errors using a  $t$ -distribution with  $N-2$  degrees of freedom (31 percent of cases):

$$se = \frac{|g|}{\text{inv}t_{n_i+n_c-2}(p)}$$

For the remaining 57 percent of cases for which neither standard errors nor precise  $p$ -values were reported, we imputed standard errors based on sample sizes. For studies that listed their impacts as unadjusted mean differences, we estimated the standard error as  $\sqrt{\frac{1}{n_i} + \frac{1}{n_c}}$  (relying on the fact that, given the use of standardized units, the standard deviation is 1). For studies that reported adjusted mean differences, we adjusted the simple  $n$ -based standard error according to the average ratio of the  $n$ -based standard error to the reported standard error for the studies that reported their standard error and reported adjusted mean differences. This ratio, 0.9375, reflects the average reduction in standard error because of covariates.

## B. Sample selection

To create the analytic sample for this report, we began with all 2,100 findings (impact estimates) catalogued in the first two waves of the Pathways Clearinghouse reviews, which took place in fall 2019 and summer 2020, that belonged to high- and moderate-rated outcomes and studies (that is, those generated using methods that support the conclusion that the intervention itself—rather than an outside, confounding factor—caused the observed change in outcomes). We then applied the following restrictions:

- **Drop half of findings from intervention versus intervention comparisons.** Sixty findings are mirrored duplicates of other findings, reflecting intervention versus intervention comparisons. For example, if a study compares intervention A to intervention B, we only include those estimates once, rather than including them once as an impact for A versus B, and again, reversed, as an impact for B versus A. Because those duplicated observations would not be independent from each other, they would cause bias in our Bayesian meta-regression models if included.
- **Drop findings where the effect size is missing.** Two hundred and seventy-five findings were missing the information (typically, the standard deviation of the outcome) needed to calculate an effect size and were dropped.
- **Drop findings where the standard error cannot be calculated.** Twelve findings did not report the standard error of the estimate or a  $p$ -value, and were missing the intervention and comparison group sample sizes, which are required to impute standard errors when they are not directly reported.

Following these sample restrictions, the remaining analytic sample for this report included 1,753 findings, drawn from 183 studies of 127 interventions.<sup>3</sup>

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<sup>3</sup> In cases where outcomes are compared between an intervention group and two different comparison groups, we consider these comparisons as belonging to the same intervention for the purposes of estimating our model.

**Table A.1. Populations and primary services in Pathways studies**

	Number of studies	Number of findings
<b>Primary service</b>		
Employment services	37	352
Case management and other support	25	243
Employment retention services	19	233
Incentives and sanctions	24	229
Work and work-based learning	24	217
Training	29	207
Subsidized and transitional employment	16	179
Education	9	93
<b>Population of focus</b>		
Women	83	918
Eligible for cash assistance	79	875
Racial or ethnic minority <sup>a</sup>	74	730
Single parents	50	574
Young adults	13	149
People with disabilities	10	77
People with prior justice system involvement	10	69

Source: Pathways Clearinghouse database.

<sup>a</sup> Racial or ethnic minority is defined as reported sample members who were Black, Hispanic, Asian, or another racial or ethnic minority group. Because of data constraints, we were not able to examine effects separately for specific racial or ethnic groups.

## C. Bayesian meta-regression models

We used two meta-regression models for our analysis. Both models use a Bayesian random effects meta-regression approach. A random effects model assumes that the true impact might differ across findings, studies, or interventions. We estimated a main model specification that enables us to model impact estimates as a function of a rich set of characteristics of the intervention, study, and findings. This main model includes study-level random effects to account for the clustering of findings within studies, but does not account for the clustering of studies within interventions. We exclude the intervention level of this hierarchy because most interventions are only examined in one study (72 percent). This makes it difficult (in terms of model convergence) to include both intervention characteristics and an intervention-level random effect in our model. To assess the effectiveness of each intervention, we therefore estimated a second, simpler model that includes an intervention-level random effect.

### 1. Main model specification

In our main model specification, we model each finding as follows:

$$y_i \sim N(\theta_i + \beta se_i, se_i)$$

Each impact estimate,  $y_i$ , is the reported impact estimate, in effect size units, of finding  $i$ . Each impact estimate is distributed according to normal sampling error, governed by the standard error of that estimate,  $se_i$  (the standard error is a measure of the precision of each impact estimate). We model the

mean of the distribution as having two components:  $\theta_i$  is the true underlying effect that  $y_i$  seeks to estimate, and  $\beta se_i$  represents an adjustment for potential file-drawer bias, whereby researchers may perform multiple estimations and report the most favorable. We further decompose the true effect,  $\theta_i$ , as a function of a rich set of intervention, study, and finding characteristics. We model this as follows:

$$\theta_i = \theta^{Int} + \theta_{p[i]}^{Prim} + Sec_i \theta^{Sec} + Sec_i \theta_{p[i]}^{PrimSec} + FOC_i \theta^{Foc} + FOC_i * FOC_i \theta^{Foc*Foc} + FOC_i \theta_{p[i]}^{PrimFoc} + \theta_{o[i]}^{Out} + \theta_{o[i]p[i]}^{PrimOut} + \theta_{t[i]}^{Time} + \theta_{p[i]t[i]}^{PrimTime} + \theta_i^{Find} + \theta_i^{Study}$$

Where:

- $\theta^{Int}$  is the overall effect (intercept) common to all findings in the Pathways Clearinghouse
- $\theta^{Prim}$  captures the effect of each primary service, indexed by  $p[i]$
- $\theta^{Sec}$  captures the effect of each secondary service offered. Because secondary services are not mutually exclusive (meaning that a study can fall in more than one secondary service category), these effects are multiplied by a vector of indicators,  $Sec_i$ , indexing which secondary services were offered
- $\theta^{PrimSec}$  captures the effect of interactions between the primary service and secondary services offered
- $\theta^{Foc}$  captures the effect of the focal population for the study. As with secondary services, focal populations are not mutually exclusive, so these effects are multiplied by a vector of indicators,  $FOC_i$ , indexing which focal populations were part of the study
- $\theta^{Foc*Foc}$  captures the effect of interactions between focal populations
- $\theta^{PrimFoc}$  captures the effect of interactions between primary service and focal populations
- $\theta^{Out}$  captures the effect of different outcome types (earnings, employment, benefit receipt, and education and training), indexed by  $o[i]$
- $\theta^{PrimOut}$  captures the effect of interactions between primary service and outcome types
- $\theta^{Time}$  captures the effect of the outcome time period (short term, long term, very long term), indexed by  $t[i]$
- $\theta^{PrimTime}$  captures the effect of interactions between primary service and outcome time period
- $\theta^{Find}$  is a set of random effects capturing the idiosyncratic effect specific to each finding
  - We model these as coming from a skewed-t distribution, with parameters for degrees of freedom and skew estimated in the model
  - These random effects are heteroskedastic, allowing for more or less idiosyncrasy depending on characteristics, with their standard deviation,  $\sigma_i$  modeled as  $\ln(\sigma_i) = \sigma^{Int} + \sigma_{p[i]}^{Prim} + FOC_i \sigma^{Foc} + FOC_i * FOC_i \sigma^{FocFoc} + \sigma_{o[i]}^{Out} + \sigma_{t[i]}^{Time}$ 
    - $\sigma^{Int}$  captures overall variation
    - $\sigma^{Prim}$  allows different variation for different primary services
    - $\sigma^{Foc}$  and  $\sigma^{FocFoc}$  allow different variation for different combinations of focal populations
    - $\sigma^{Out}$  allows different variation for different outcomes
    - $\sigma^{Time}$  allows different variation for different time periods

- $\theta^{Study}$  is a set of random effects capturing idiosyncratic effects for each study, allowing different findings from the same study to be correlated with one another:
  - As with  $\theta^{Find}$ , we model these as coming from a skewed-t distribution, and estimate the degrees of freedom and skew.
  - These random effects are also heteroskedastic, with standard deviation decomposed analogously to  $\theta^{Find}$

In a Bayesian approach, we must specify prior distributions for each parameter in the model. The priors we use are as follows:

- We use generic, weakly informative, and normally distributed,  $N(0,1)$ , priors for  $\beta$  and  $\theta^{Int}$
- $\theta^{Prim}, \theta^{Sec}, \theta^{PrimSec}, \theta^{Foc}, \theta^{Foc*Foc}, \theta^{PrimFoc}, \theta^{Out}, \theta^{PrimOut}, \theta^{Time}, \theta^{PrimTime}$  are modeled as random effects, each with a hyperprior standard deviation—for example  $\theta^{Prim} \sim N(0, \sigma_{\theta^{Prim}})$ . These standard deviations in turn are modeled together, and we estimate the mean and standard deviation of these hyperpriors—for example,  $\sigma_{\theta^{Prim}} \sim N^+(\mu_{\sigma}, \sigma_{\sigma})$ . These second order priors in turn have weakly informative priors, using the standard half-normal distribution,  $N^+(0,1)$
- For the components of the log-standard deviation of  $\theta^{Find}$  and  $\theta^{Study}$ , we use the following priors:
  - $N(-2,2)$  for  $\sigma^{Int}$
  - For  $\sigma^{Prim}, \sigma^{Foc}$ , and  $\sigma^{Foc*Foc}$ , we use random effects where we estimate the hyperprior standard deviation of those effects—for example  $\sigma^{Prim} \sim N(0, \sigma_{\sigma^{Prim}})$ —and we use a prior of  $N^+(0,.5)$  for those hyperpriors. Unlike for the  $\theta$  terms, we do not have enough terms to estimate the mean and standard deviation of the hyperpriors
  - For  $\sigma^{Out}$  and  $\sigma^{Time}$ , we do not have enough terms to estimate their standard deviation, so instead each term has a  $N(0,.5)$  prior
- For the degrees of freedom of  $\theta^{Find}$  and  $\theta^{Study}$ , we use a prior of  $\Gamma(2,.1)$ , per Juárez and Steel (2010)
- For the skewness of  $\theta^{Find}$  and  $\theta^{Study}$ , we use a prior of  $2 * (\beta(1.5,1.5) - 0.5)$

## 2. Intervention-level model specification

As with the main model, we assume impact estimates,  $y_i$ , are distributed according to normal sampling error, governed by the standard error of that estimate,  $se_i$ , and we again decompose the mean of the distribution into  $\theta_i$ , the true underlying effect, and  $\beta se_i$ , the bias term. For this model, we decompose  $\theta_i$  as follows:

$$\theta_i = \theta^{Int} + \theta_i^{Find} + \theta_i^{Study} + \theta_i^{Intervention}$$

Where:

- $\theta^{Int}$  is the overall effect
- $\theta^{Find}$  captures finding-level idiosyncrasy, inclusive of outcome and timing effects
- $\theta^{Study}$  captures study-level idiosyncrasy, inclusive of focal population effects
- $\theta^{Intervention}$  captures intervention-level idiosyncrasy, inclusive of service effects

- As in the main model, the idiosyncratic terms are distributed according to separate skewed-t distributions (with degrees of freedom and skew estimated separately for each level of the hierarchy)
- Unlike the main model, the idiosyncratic terms are not heteroskedastic, and we estimate three simple standard deviations, one for each level

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## **Appendix B: Supplemental Materials**



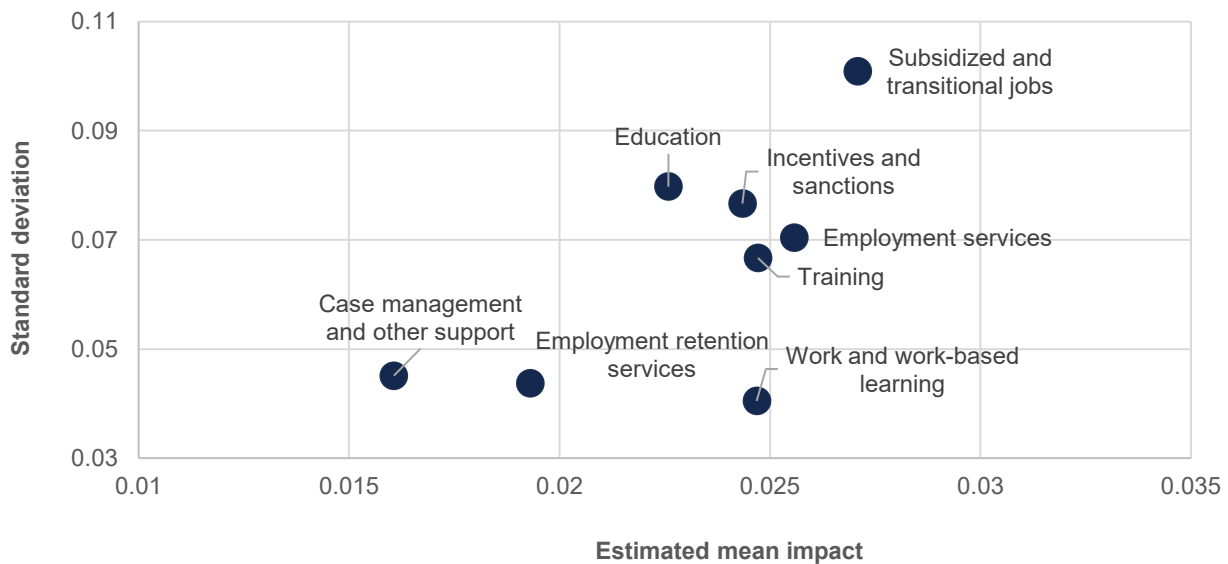
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### A. Estimated average impacts and their spread, by primary service

Using our main model, we estimated the average of the true impact and its standard deviation for each of the eight primary service categories. The estimated average impact (expressed in effect sizes) tells us how large the average effect of a given primary service is on labor market outcomes. The estimated standard deviation tells us the amount of variation in that impact across studies. A higher standard deviation indicates a higher level of variation in the impacts of a given primary service; a lower standard deviation indicates that impacts of that service tended to cluster closer to the average.

As Figure B.1 shows, average impacts cluster around 0.025 for many primary services, including work and work-based learning, training, employment services, and incentives and sanctions. However, the amount of variation in the impacts of each of these primary services differs. Compared with other primary service categories, the subsidized and transitional jobs category has both a high average impact and a high standard deviation, indicating there is a relatively high level of variability in the impacts of this primary service. Work and work-based learning, in contrast, has a high average impact and comparatively low standard deviation, indicating a relatively low level of variability in the impacts. This combination of a relatively high mean impact and low variability indicates that interventions with this primary service category would be more consistently likely to have impacts, relative to another primary service like subsidized and transitional jobs that has a high mean impact but also high variation (high standard deviation). Case management and other support has a lower average impact and a lower standard deviation, indicating less variation but a lower magnitude of impacts.

**Figure B.1. Estimated average impact and standard deviation, by primary service**



Source: Pathways Clearinghouse database.

B. Additional tables

The Pathways Clearinghouse team broke each intervention down into its component services using a list of 26 common employment-related services. The team selected the 26 services based on those catalogued in related systematic reviews and expert feedback. All interventions included at least one service, and most included several. The average intervention in the Pathways Clearinghouse involved six services, including a mix of services intended to increase participant skills, help participants find or retain jobs, and help participants overcome or manage barriers to employment (see Rotz and Langan 2021 for further details). We then grouped each service into one of 8 service categories. To provide richer information about services and to group together similar interventions, the Pathways Clearinghouse team also catalogued the primary service that was most central to each intervention into one of these eight major categories. Each intervention was assigned exactly one primary service.

**Table B.1. Services catalogued by the Pathways Clearinghouse team**

Service	Definition
<b>Case management or other supports</b>	
Case management	Meeting, typically one-on-one, with an employment specialist or counselor who helps assess needs and refers clients to other available services. Case management can take place before or during employment and can focus on employment or on mental health or substance abuse.
Health services	Services to support the mental or physical health of clients.
Substance use disorder treatment and mental health services	Services to treat clients for substance use disorder or mental health diagnoses.
Physical health services	Services to address clients' physical health concerns.
Financial education	Education that helps people make informed decisions about their financial resources, such as providing information on budgeting or loans.
<b>Education</b>	
Education	Services to support educational attainment, such as GED support, adult basic education, or postsecondary education.
<b>Training</b>	
Training	Any type of training program.
Occupational or sectoral training	Training that is tied to a particular occupation, such as truck driving or welding.
<b>Employment retention services</b>	
Employment retention services	Supplementary services provided when a client already has a job. These could include ongoing case management to address barriers or to assess progress toward career goals.
<b>Incentives and sanctions</b>	
Financial incentives	Bonuses that clients receive for engaging in a specific activity or achieving a certain goal.
Sanctions	Reductions in payment for failing to comply with mandated services.
Supportive services	Money or vouchers to fund child care, transportation (such as gas cards or bus passes), or other supports to help clients search for work or engage in a training program.
<b>Employment services</b>	

**APPENDIX Digging Deeper Into What Works: What Services Improve Labor Market Outcomes, and for Whom?**

<b>Service</b>	<b>Definition</b>
Work-readiness activities	Services not related to education or training that aim to help job seekers find a job. These can include initial assessments to identify employment barriers, formalized assessments to identify skills and interests, help designing a resume and cover letter, job search assistance, or help developing an individual employment plan.
Employment coaching	Intensive assistance with identifying barriers and goals and helping clients address them. Also known as life coaching.
Job development or job placement	Assistance getting placed in a job. Typically, a client visits a career center and meets with a counselor who works with employers to identify or create a specific opening for the client.
Job search assistance	Assistance identifying potential jobs and preparing resumes and cover letters.
Soft-skills training	Training in so-called soft skills, such as punctuality, manners, professional dress, interactions with colleagues, or conflict management. Sometimes also called life skills training.
<b>Work and work-based learning</b>	
Work and work-based learning	Paid or unpaid (such as internships) work experience or training that occurs in a work setting.
Apprenticeships	An organized or structured form of learning on the job, typically in a skilled trade, but typically not subsidized.
Individual Placement and Support	The integrated provision of job placement services and supports such as mental health counseling.
Unpaid work experience	Work experience that is voluntary or unpaid, such as an unpaid internship.
Work experience	Work experience, including in paid and unpaid jobs.
<b>Subsidized and transitional employment</b>	
Subsidized employment	Employment that is partially or fully paid for by an external funder (not the employer).
On-the-job training	An agreement between the workforce system and an employer in which the workforce system pays all or part of the wages for a client working for an approved employer in an approved occupation for a specified period. At the end of that time, the employer can hire the worker but without the wage subsidy.
Transitional jobs	Jobs that are meant to integrate those who have been out of the workforce (for example, former prisoners) into the community. They can be paid or unpaid.

**Table B.2. Intervention average effect sizes**

Intervention name	Estimated average impact	Estimated standard deviation	Probability of any improvement	Probability of improvement equivalent to \$1,000 or more	Probability of improvement equivalent to \$2,500 or more
About Face plus Individual Placement and Support	0.044	0.071	74.81	41.50	10.57
Atlanta Human Capital Development Program	0.042	0.068	75.96	39.97	9.19
Atlanta Labor Force Attachment	0.057	0.067	85.12	50.84	12.33
Atlanta Urban League Minority Female Single Parent Program	0.023	0.071	60.89	29.07	6.99
Back to Work	0.041	0.069	74.50	39.69	9.44
Breaking Barriers	0.038	0.072	70.64	37.88	9.84
Bridges to Pathways	0.032	0.071	66.71	33.92	8.35
Broadened Horizons, Brighter Futures	0.019	0.067	58.23	25.16	5.61
Building Nebraska Families	0.024	0.067	62.79	28.00	6.25
California Work Pays Demonstration Project	0.036	0.068	71.11	35.99	8.27
Career Builders	0.000	0.067	44.11	17.02	3.94
Center for Employment Opportunities Prisoner Reentry Program	0.020	0.067	59.24	25.86	5.78
Center for Employment Training's Minority Female Single Parent Program	0.023	0.070	61.01	28.89	6.85
Chicago Employment Retention and Advancement	0.025	0.067	63.71	28.85	6.44
Child Support Noncustodial Parent Employment Demonstration	0.014	0.066	54.69	22.33	4.96
Cleveland Employment Retention and Advancement	0.023	0.068	61.54	27.96	6.34
Community Connections Individual Placement and Support	0.033	0.074	66.37	35.21	9.79
Connecticut's Jobs First Program	0.008	0.067	49.61	19.76	4.51
Delaware's A Better Chance Welfare Reform Program	0.038	0.068	72.83	37.33	8.54
Enhanced Early Head Start	0.014	0.067	54.69	22.99	5.17
Enhanced Job Club	0.004	0.066	47.00	18.20	4.16
Families Achieving Success Today	0.055	0.074	79.38	49.15	14.59
Family Rewards	0.020	0.066	59.79	25.54	5.63
Family Rewards 2.0	0.002	0.066	45.04	17.28	3.99
Family Self-Sufficiency program	0.014	0.066	54.32	22.30	4.96
Family Transition Program	0.048	0.068	79.04	44.26	10.60
Florida's Project Independence	0.045	0.067	78.00	41.76	9.58
Future Steps	0.006	0.066	48.37	18.95	4.33

**APPENDIX Digging Deeper Into What Works: What Services Improve Labor Market Outcomes, and for Whom?**

<b>Intervention name</b>	<b>Estimated average impact</b>	<b>Estimated standard deviation</b>	<b>Probability of any improvement</b>	<b>Probability of improvement equivalent to \$1,000 or more</b>	<b>Probability of improvement equivalent to \$2,500 or more</b>
Good Transitions	0.087	0.073	92.64	71.41	26.41
Grameen America Program	0.038	0.073	69.91	38.22	10.31
Grand Rapids Human Capital Development Program	0.042	0.068	76.10	40.02	9.20
Grand Rapids Labor Force Attachment Program	0.041	0.067	75.77	39.14	8.85
Greater Avenues for Independence	0.068	0.066	91.21	59.72	15.14
Health Profession Opportunity Grants 1.0	0.016	0.067	56.58	23.78	5.35
Health Profession Opportunity Grants 1.0-Emergency Assistance	0.033	0.070	67.91	34.44	8.18
Health Profession Opportunity Grants 1.0-Facilitated Peer Support	0.003	0.068	46.22	18.39	4.23
Health Profession Opportunity Grants 1.0-Noncash Incentives	0.013	0.068	53.53	22.89	5.19
Indiana Welfare Reform Initiative	0.059	0.066	87.17	51.93	12.25
Individualized Job Search Assistance	0.035	0.067	71.58	34.61	7.69
Individualized Job Search Assistance with Training	0.027	0.066	65.43	29.39	6.47
Inoculation Against Setbacks Module	0.042	0.080	69.86	39.61	12.74
Integrated Basic Education and Skills Training	0.144	0.193	80.99	58.64	35.64
Integrated Case Management	0.044	0.067	78.17	40.78	9.20
Job Corps	0.022	0.067	61.21	26.59	5.91
Jobs-First Greater Avenues for Independence Program	0.138	0.069	99.14	95.10	58.60
Jobs-Plus Community Revitalization Initiative for Public Housing Families	0.027	0.068	64.62	29.93	6.73
Los Angeles County Transitional Subsidized Employment Program-On-the-Job Training	0.015	0.066	55.52	22.88	5.10
Los Angeles County Transitional Subsidized Employment Program-Paid Work Experience	0.037	0.066	73.00	35.44	7.80
Los Angeles Reconnections Career Academy Program	-0.005	0.067	40.00	15.09	3.56
Los Angeles Regional Initiative for Social Enterprise Pilot Program	0.035	0.070	69.20	35.54	8.57
Madison Strategies Group WorkAdvance Program	0.032	0.068	68.58	33.41	7.60
Michigan Opportunity and Skills Training Followed by Work First	0.030	0.067	67.38	31.43	6.97

**APPENDIX Digging Deeper Into What Works: What Services Improve Labor Market Outcomes, and for Whom?**

<b>Intervention name</b>	<b>Estimated average impact</b>	<b>Estimated standard deviation</b>	<b>Probability of any improvement</b>	<b>Probability of improvement equivalent to \$1,000 or more</b>	<b>Probability of improvement equivalent to \$2,500 or more</b>
Minnesota Family Investment Program	0.055	0.068	83.55	49.46	12.12
Minnesota Family Investment Program Incentives Only	0.020	0.067	59.55	25.97	5.79
Minnesota Subsidized and Transitional Employment Demonstration	0.052	0.071	79.59	47.60	12.74
Minnesota Tier 2	0.007	0.066	49.04	19.22	4.39
Moving Up South Carolina	0.012	0.066	52.62	21.12	4.74
National Guard Youth Challenge	0.092	0.075	92.83	73.19	30.11
New Hope	0.034	0.068	69.99	34.15	7.73
New Visions Self-Sufficiency and Lifelong Learning Project	-0.005	0.068	40.81	15.59	3.65
Next STEP (Subsidized Transitional Employment Program)	0.010	0.067	51.30	20.74	4.71
Noncustodial Parent Choices PEER Curriculum Enhancement Pilot	0.010	0.069	51.36	21.54	4.92
Oklahoma City's Education, Training, and Employment Program	0.033	0.067	69.80	33.40	7.40
Parent Success Initiative	0.072	0.072	88.48	61.61	19.37
Parents' Fair Share	0.023	0.067	61.83	27.71	6.17
Partners for a Competitive Workforce: Advanced Manufacturing Partnership	0.122	0.082	95.40	83.40	48.36
Partners for a Competitive Workforce: Construction Sector Partnership	0.028	0.069	65.15	31.25	7.18
Partners for a Competitive Workforce: Health Careers Collaborative of Greater Cincinnati	0.247	0.109	97.81	94.02	87.43
Pathways to Healthcare	0.047	0.075	74.41	44.09	13.34
Pathways to Prosperity	0.027	0.071	63.30	30.99	7.61
Patient Care Pathway Program	0.029	0.071	64.99	32.75	8.14
Paycheck Plus	0.028	0.067	65.58	30.32	6.71
Paycheck Plus: Employment Referral Services	0.027	0.068	64.89	30.37	6.88
Per Scholas Sectoral Employment Program	0.040	0.069	73.59	38.65	9.13
Personal Roads to Individual Development and Employment	0.051	0.067	81.77	46.07	10.84
Portland Job Opportunities and Basic Skills Training Program	0.104	0.073	95.87	81.23	35.97
Post-Assistance Self-Sufficiency program	0.041	0.068	75.01	38.82	8.88

**APPENDIX Digging Deeper Into What Works: What Services Improve Labor Market Outcomes, and for Whom?**

<b>Intervention name</b>	<b>Estimated average impact</b>	<b>Estimated standard deviation</b>	<b>Probability of any improvement</b>	<b>Probability of improvement equivalent to \$1,000 or more</b>	<b>Probability of improvement equivalent to \$2,500 or more</b>
Post-Employment Services Demonstration	0.019	0.065	58.56	24.16	5.32
Progress Towards Retention, Opportunities, Growth, Enhancement and Self-Sufficiency	-0.001	0.066	43.05	16.32	3.79
Project NetWork Case Management	0.023	0.066	62.36	27.27	6.02
Project Quality Employment Through Skills Training	0.054	0.071	81.22	48.90	12.97
Public Health Nursing	0.054	0.080	76.18	46.95	16.36
Reach for Success	0.011	0.066	52.19	21.04	4.71
Ready, Willing and Able Pathways2Work	0.076	0.072	89.93	64.52	20.97
RecycleForce	0.132	0.078	97.21	88.79	54.84
Riverside Human Capital Development Program	0.061	0.069	85.17	53.82	14.29
Riverside Labor Force Attachment	0.062	0.068	86.97	54.61	13.94
STEP Forward	0.040	0.070	72.51	39.04	9.69
Second Chance Act Adult Demonstration	0.040	0.074	70.85	39.40	10.98
Self-Sufficiency Project-Plus	0.020	0.068	59.34	26.22	5.91
St. Nick's Alliance WorkAdvance Program	0.050	0.071	78.58	45.61	11.96
Structured Job Search Assistance (SJSA)	0.025	0.067	63.26	28.06	6.20
Success Through Employment Preparation	0.012	0.067	52.52	21.41	4.82
Supporting Families Through Work	0.051	0.069	80.08	46.40	11.64
Teenage Parent Demonstration	0.061	0.069	85.98	53.93	14.05
Texas Employment Retention and Advancement	0.008	0.065	49.61	19.15	4.34
The San Diego Saturation Work Initiative Model	0.049	0.067	80.36	44.51	10.40
The Self-Sufficiency Project	0.115	0.069	98.19	88.45	41.70
Towards Employment WorkAdvance Program	0.018	0.067	57.84	24.67	5.49
Traditional Case Management	0.049	0.068	80.19	45.15	10.72
Training Focused Program	-0.002	0.066	42.06	15.83	3.71
Transition WORKS	0.024	0.067	62.82	28.40	6.29
Transition, Advancement, and Growth Program	0.005	0.066	47.39	18.32	4.18
Transitional Jobs Program at the Transitional Work Corporation	0.027	0.067	64.89	29.43	6.48



**APPENDIX Digging Deeper Into What Works: What Services Improve Labor Market Outcomes, and for Whom?**

<b>Intervention name</b>	<b>Estimated average impact</b>	<b>Estimated standard deviation</b>	<b>Probability of any improvement</b>	<b>Probability of improvement equivalent to \$1,000 or more</b>	<b>Probability of improvement equivalent to \$2,500 or more</b>
Transitional Jobs Reentry Demonstration	0.020	0.067	59.17	25.87	5.83
TransitionsSF	0.106	0.075	95.51	80.90	37.29
Urban Alliance's High School Internship Program	0.026	0.068	64.08	30.03	6.81
Valley Initiative for Development and Advancement	0.045	0.072	75.13	42.41	11.16
Valuing Individual Success and Increasing Opportunities Now	-0.026	0.070	28.09	10.25	2.60
Virginia Independence Program	0.005	0.066	46.99	18.04	4.12
Virginia Independence Program with Virginia Initiative for Employment not Welfare	0.017	0.065	57.21	23.34	5.14
Vocational Coaches to Enhance Multisystemic Therapy for Emerging Adults	0.038	0.076	68.59	38.04	11.46
Welfare Restructuring Project	0.005	0.066	47.36	18.31	4.18
Welfare Restructuring Project Incentives Only	0.023	0.065	62.22	26.28	5.74
Welfare-to-Work Vouchers	0.019	0.066	58.34	24.32	5.38
Wider Opportunities for Women's Minority Female Single Parent Program	0.035	0.070	69.15	35.71	8.66
Wisconsin Regional Training Partnership Sectoral Employment Program	0.058	0.079	78.22	49.53	17.20
Wisconsin Regional Training Partnership Manufacturing Pathway	0.281	0.160	96.68	90.89	80.65
Work Advancement and Support Center Demonstration	-0.002	0.066	42.22	15.93	3.73
Work Advancement and Support Center Demonstration with Incentive Payments	0.037	0.068	71.65	36.47	8.43
Work Plus	0.008	0.066	49.28	19.19	4.36
Workforce Training Academy Connect	0.047	0.076	73.81	43.53	13.45
Working toward Wellness	0.020	0.069	58.77	26.58	6.09
YVLifeSet	0.050	0.073	77.71	46.16	13.07
Year Up	0.039	0.068	73.31	37.30	8.51
Young Adult Internship Program	0.024	0.067	62.51	27.55	6.05
YouthBuild	0.012	0.067	53.22	22.10	4.96

Source: Pathways Clearinghouse database.

Notes: See Appendix A for further details on estimation methods.

**Table B.3. Probability that combinations of primary services and other services can improve average outcomes**

	Intervention also offered...							
	Case management and other support	Education	Employment retention services	Employment services	Incentives and sanctions	Subsidized and transitional jobs	Training	Work and work-based learning
<b>Primary service</b>								
Case management and other supports	59.00	60.89	53.22	53.99	69.13	55.66	54.97	70.11
Education	55.63	56.12	56.91	58.42	52.78	54.96	51.63	59.80
Employment retention services	52.49	63.28	64.00	75.37	56.22	52.97	54.34	75.97
Employment services	60.74	75.89	51.90	61.57	53.23	60.64	65.22	84.10
Incentives and sanctions	51.29	67.16	62.52	67.21	58.27	59.27	62.19	69.42
Subsidized and transitional jobs	56.91	56.70	58.50	65.45	53.64	55.79	58.00	67.27
Training	50.46	60.30	63.74	70.84	52.08	56.23	59.45	74.96
Work and work-based learning	66.39	76.86	76.83	80.06	68.55	61.72	63.72	72.00

Source: Pathways Clearinghouse database.

Notes: See Appendix A for further details on estimation methods. This table gives the probability that a given combination can improve outcomes in any outcome domain. The probabilities on the diagonals from top left to bottom right (for example, case management combined with case management) are the probability that this primary service improves outcomes (with no interaction).

**Table B.4. Probability that combinations of primary services and other services can improve average outcomes by an equivalent of \$1,000 in annual earnings**

	Intervention also offered...							
	Case management and other supports	Education	Employment retention services	Employment services	Incentives and sanctions	Subsidized and transitional jobs	Training	Work and work-based learning
<b>Primary service</b>								
Case management and other supports	18.40	20.86	17.21	17.33	25.93	18.31	17.74	26.87
Education	29.84	30.60	31.04	31.91	27.84	29.41	27.16	33.15
Employment retention services	15.98	21.47	19.75	28.80	17.62	16.58	16.98	32.19
Employment services	27.97	40.75	23.17	28.60	23.76	28.25	31.43	49.85
Incentives and sanctions	24.28	35.31	31.79	34.91	28.34	29.57	31.66	37.16
Subsidized and transitional jobs	32.78	32.68	33.96	39.29	30.43	31.68	33.45	41.29
Training	23.75	30.00	32.62	38.14	24.82	27.26	29.77	42.58
Work and work-based learning	21.24	28.62	28.47	29.87	22.39	18.80	19.84	20.57

Source: Pathways Clearinghouse database.

Notes: See Appendix A for further details on estimation methods. This table gives the probability that a given combination can improve outcomes in any outcome domain by an equivalent of \$1,000 in annual earnings. We transformed standardized effect sizes into dollar equivalents in terms of annual earnings based on standard deviations from the Current Population Survey (see Rotz et al. 2020). We used \$20,917 as the reference standard deviation. Thus, an improvement of \$1,000 is equivalent to an effect size of 0.048 standard deviations. The probabilities on the diagonals (for example, case management combined with case management) are the probability that this primary service improves outcomes (with no interaction).

**Table B.5. Probability that combinations of primary services and other services can improve outcomes by an equivalent of \$2,500 in annual earnings**

	Intervention also offered...							
	Case management and other supports	Education	Employment retention services	Employment services	Incentives and sanctions	Subsidized and transitional jobs	Training	Work and work-based learning
<b>Primary service</b>								
Case management and other supports	2.31	3.28	2.77	2.76	4.10	2.92	2.82	4.22
Education	10.22	9.75	10.66	11.02	9.53	10.14	9.39	11.51
Employment retention services	2.56	3.22	2.31	4.21	2.79	2.65	2.66	4.84
Employment services	7.44	11.14	6.28	7.14	6.44	7.57	8.38	14.04
Incentives and sanctions	7.38	10.74	9.61	10.53	7.93	8.98	9.54	11.29
Subsidized and transitional jobs	12.95	12.99	13.46	15.64	12.06	11.91	13.25	16.60
Training	6.97	8.74	9.66	11.27	7.34	8.00	7.81	12.94
Work and work-based learning	3.04	3.90	3.88	4.02	3.14	2.77	2.83	2.33

Source: Pathways Clearinghouse database.

Notes: See Appendix A for further details on estimation methods. This table gives the probability that a given combination can improve outcomes in any outcome domain by an effect size equivalent to \$2,500 in annual earnings. We transformed standardized effect sizes into dollar equivalents in terms of annual earnings based on standard deviations from the Current Population Survey (see Rotz et al. 2020). We used \$20,917 as the reference standard deviation. Thus, an improvement of \$2,500 is equivalent to an effect size of 0.120 standard deviations. The probabilities on the diagonals (for example, case management combined with case management) are the probability that this primary service improves outcomes (with no interaction).

**Table B.6. Probability that primary service can improve outcomes based on characteristics of study participants**

	Cash assistance recipients	People with disabilities	People with prior justice system involvement	Racial or ethnic minorities	Single parents	Women	Young adults
<b>Primary service</b>							
Case management and other supports	56.56	68.09	57.16	74.41	57.73	53.20	54.52
Education	55.72	61.27	53.86	60.79	60.55	56.44	50.40
Employment retention services	62.82	72.18	59.67	76.13	70.90	70.62	54.95
Employment services	64.17	73.86	57.35	66.87	67.65	57.41	55.13
Incentives and sanctions	54.18	67.96	54.70	56.95	64.43	56.78	51.78
Subsidized and transitional jobs	52.47	65.54	50.48	63.95	60.23	57.40	50.02
Training	60.53	64.59	56.19	66.39	63.97	63.47	47.29
Work and work-based learning	65.06	87.41	65.47	74.45	85.12	80.44	63.10

Source: Pathways Clearinghouse database.

Notes: See Appendix A for further details on estimation methods. This table gives the probability that a given combination can improve outcomes in any outcome domain. Focal populations are defined based on whether a study sample consisted of at least 80 percent of individuals from a given group

**Table B.7. Probability that primary service can improve outcomes by an equivalent of \$1,000 in annual earnings, based on characteristics of study participants**

	Cash assistance recipients	People with disabilities	People with prior justice system involvement	Racial or ethnic minorities	Single parents	Women	Young adults
<b>Primary service</b>							
Case management and other supports	16.30	21.01	22.57	22.01	16.23	15.99	21.00
Education	29.18	32.44	32.78	30.40	32.26	30.90	30.05
Employment retention services	18.20	21.89	23.09	21.70	21.48	23.74	20.37
Employment services	30.71	31.82	30.90	27.71	30.21	25.62	29.49
Incentives and sanctions	26.31	29.62	30.61	23.88	30.15	27.03	28.82
Subsidized and transitional jobs	30.31	33.02	31.98	34.07	32.86	32.36	31.92
Training	28.93	31.78	31.74	30.63	31.21	32.76	25.22
Work and work-based learning	17.65	24.74	23.61	16.96	26.25	25.49	22.58

Source: Pathways Clearinghouse database.

Notes: See Appendix A for further details on estimation methods. This table gives the probability that a given combination can improve outcomes in any outcome domain by an equivalent of \$1,000 in annual earnings. We transformed standardized effect sizes into dollar equivalents in terms of annual earnings based on standard deviations from the Current Population Survey (see Rotz et al. 2020). We used \$20,917 as the reference standard deviation. Thus, an improvement of \$1,000 is equivalent to an effect size of 0.048 standard deviations.

**Table B.8. Probability that primary service can improve outcomes by an equivalent of \$2,500 in annual earnings based on characteristics of study participants**

	Cash assistance recipients	People with disabilities	People with prior justice system involvement	Racial or ethnic minorities	Single parents	Women	Young adults
<b>Primary service</b>							
Case management and other supports	2.09	2.02	4.18	2.03	1.78	2.04	3.90
Education	8.94	9.38	13.24	7.96	9.50	9.88	11.95
Employment retention services	2.19	1.91	4.05	1.85	2.15	2.75	3.61
Employment services	8.33	5.61	10.38	5.62	6.65	6.25	10.09
Incentives and sanctions	8.00	5.88	11.20	5.53	7.49	7.36	10.78
Subsidized and transitional jobs	12.30	9.02	14.98	10.94	11.18	11.96	15.21
Training	7.13	7.63	10.81	6.41	7.49	8.81	8.30
Work and work-based learning	2.40	1.57	4.02	1.49	2.37	2.70	3.97

Source: Pathways Clearinghouse database.

Notes: See Appendix A for further details on estimation methods. This table gives the probability that a given combination can improve outcomes in any outcome domain by an effect size equivalent to \$2,500 in annual earnings. We transformed standardized effect sizes into dollar equivalents in terms of annual earnings based on standard deviations from the Current Population Survey (see Rotz et al. 2020). We used \$20,917 as the reference standard deviation. Thus, an improvement of \$2,500 is equivalent to an effect size of 0.120 standard deviations.

## **Appendix C: Citations Included in the Pathways Clearinghouse**



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- Aber, J. Lawrence, Pamela Morris, Sharon Wolf, and Juliette Berg (2016). The impact of a holistic conditional cash transfer program in New York City on parental financial investment, student time use, and educational processes and outcomes, *Journal of Research on Educational Effectiveness* 9(3): 334–363. Available at <https://www.tandfonline.com/doi/full/10.1080/19345747.2015.1107925>.
- Anderson, Chloe, Mary Farrell, Asaph Glosser and Bret Barden (2019). *Testing two subsidized employment models for TANF recipients: Final impacts and costs of the Los Angeles County Transitional Subsidized Employment Program*, OPRE Report #2019-71, Washington, DC: Office of Planning, Research, and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services. Available at [https://www.acf.hhs.gov/sites/default/files/opre/stedla\\_final\\_2019\\_508.pdf](https://www.acf.hhs.gov/sites/default/files/opre/stedla_final_2019_508.pdf).
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