



# Findings from the Evaluation of the Newark/Essex Construction Careers Consortium

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# Core Findings

- The N/ECCC program significantly improves earnings of adult participants (age 20 and older).
- A variety of factors contribute to the success of the program.
- The program is more effective for adults than for youth.
  - The program is, however, as effective as other training programs at helping youth obtain favorable employment outcomes.

# Overview of the Evaluation

- The evaluation used multiple, rigorous methodologies to:
  - Establish the extent to which the N/ECCC program has been effective at helping its participants obtain union apprenticeships and increase their earnings.
  - Identify the elements of the program that have added value to the program as well as those that have detracted from the program's value.

**Finding 1:**

Despite strict entrance requirements, the N/ECCC program serves individuals with barriers to employment.

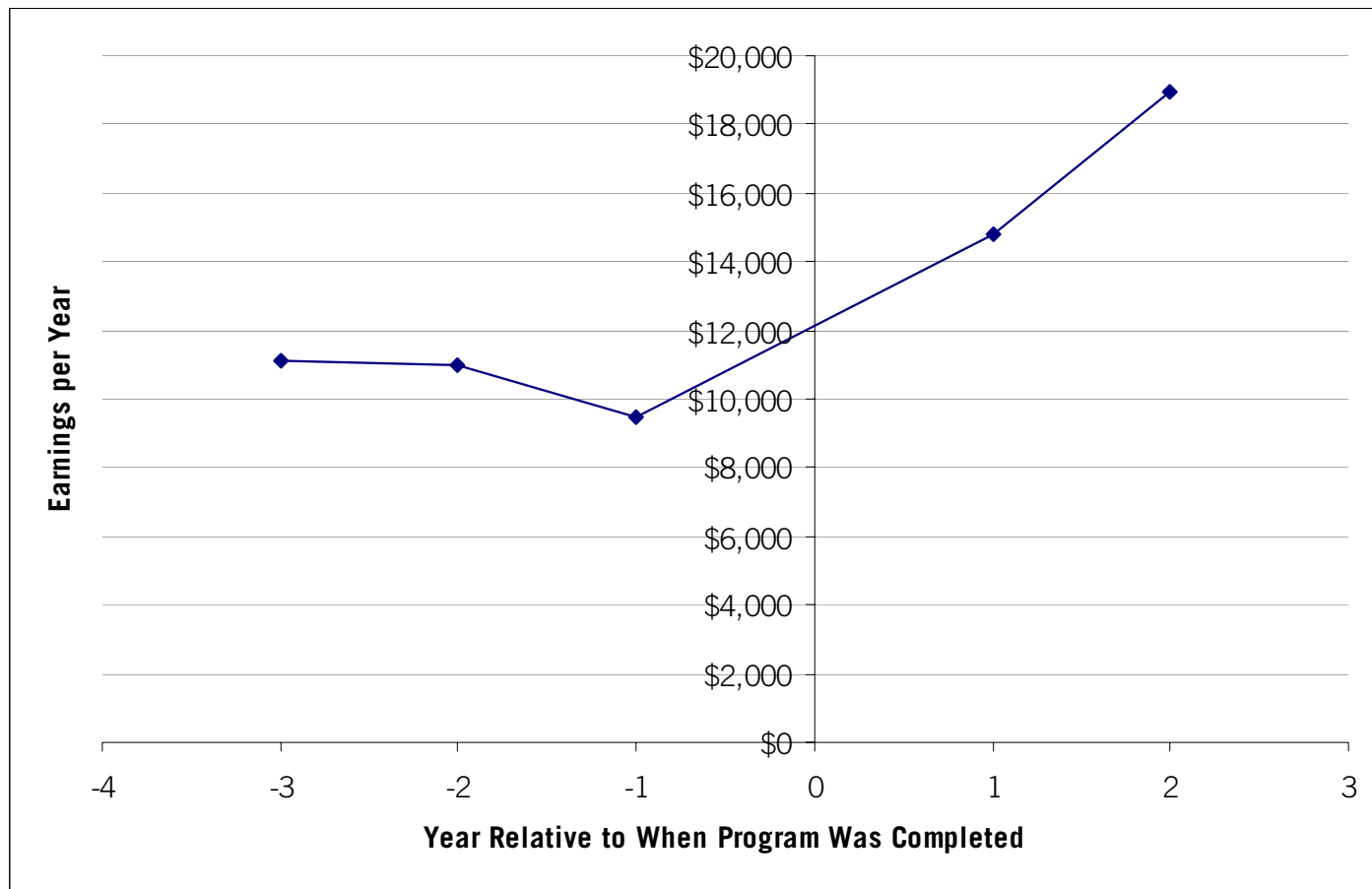
- N/ECCC participants tend to have:
  - Limited employment histories
  - Low average earnings
  - Limited academic skills
- Twelve percent of participants had formerly been incarcerated

**Finding 2:**

The N/ECCC program is effective at improving the earnings of adult participants (20 and older at enrollment).

- Half of adult participants are placed into an apprenticeship.
- In the two years after completing the program, adult graduates earn significantly more than they did before enrolling in the program.

## Average Annual Earnings of N/ECCC Program Completers Who Were 20 or Older at Enrollment



Source: New Jersey Unemployment Insurance Wage Records,  
 Provided by the New Jersey Department of Labor and Workforce Development

## Finding 2 (continued):

- N/ECCC graduates earn more than similar individuals who receive One-Stop training.
  - About \$5,000 more in the first year after training
  - About \$8,000 more in the second year after training
- N/ECCC graduates experience greater wage growth after training than this comparison group.
  - About \$5,000 more wage growth from the first year before training to the first year after training
  - About \$8,500 more wage growth from the second year before training to the second year after training

**Finding 2 (continued):**

The N/ECDC program even benefits those adults who do not obtain apprenticeships.

- In the second year after training, the N/ECDC graduates who did not obtain apprenticeships:
  - earn about \$5,000 more than comparison group members
  - experience \$5,000 more wage growth between the second year before training to the second year after training than comparison group members.



**Finding 3:**

A variety of factors contribute to the success of the program, including:

1. Close relationship between the program and unions
2. Rigor of the curriculum
3. Program components that address multiple barriers to employment
4. Predictable and flexible funding base
5. Competent and dedicated staff
6. A well-functioning consortium

**Finding 4:**

The N/ECCC program is no more successful than other forms of training at improving the employment prospects of the youngest participants (younger than 20 at the time of enrollment).

- Only 25 percent of younger graduates obtained apprenticeships
- Earnings of youth graduates were significantly lower than those of adult graduates
  - \$7,760 in the first year after graduation
  - \$10,793 in the second year after graduation

## **Finding 4 (continued):**

- N/ECCC graduates who were younger than 20 at enrollment:
  - Were as likely to be employed in any of the eight quarters after graduation as members of the comparison group
  - Earned wages that were equal to the wages of comparison group members in both the first and second years after completing training

**Recommendations:**

N/ECDC could take the following steps to further strengthen the program:

- Develop a plan for addressing the discrepancy in outcomes between youth and adult participants
- Strengthen outreach to the Hispanic community
- Strengthen the relationships with the Newark One-Stop Career Center
- Identify ways to increase the repayment rate on post-graduate loans the students receive

# Questions and Discussion