Iowa New Jobs Training Program (260E) Pilot Outcomes Report

EXECUTIVE SUMMARY

Iowa Workforce Development and Kirkwood Community College | February 2011

Why we are sharing this study

This is the available employee-level analysis connecting 260E participant records with Iowa unemployment-insurance wage records over time. We are sharing it because it informs questions about wage growth, retention, continued Iowa employment, and the feasibility of longitudinal measurement. It also shows why broader statewide analysis is needed.

What the study examined

The study matched Kirkwood participant records to Iowa wage records and followed initial hires and internal transfers in four projects: three manufacturing employers and one finance and insurance employer. It compared 2002, the first year after training, with 2009, seven years later. Replacement employees were excluded.

Key findings referenced in the legislative review

- **Wage growth.** Median sponsoring-employer wages increased 39.3%, 23.0%, 25.3%, and 40.0% across the four projects.
- **Employer retention.** In 2009, the projects retained 9 of 60, 44 of 50, 18 of 48, and 89 of 220 participants.
- **Continued Iowa employment.** Among those leaving sponsors, 27, 3, 16, and 82 participants were working for other Iowa employers.
- **Iowa wages.** The four groups generated more than $97 million in cumulative wages from Iowa employment.
- **Evaluation capacity.** Administrative records can track employment and earnings over multiple years.

How to interpret the findings

The pilot provides useful evidence of wage gains and continued benefits when workers move to other Iowa employers. It should not be treated as statewide. It covered only four projects, excluded some employment and work outside Iowa, and could not explain whether wage changes resulted from training, tenure, promotion, inflation, or other factors. It supports a statewide longitudinal outcomes framework.

Source: Iowa Workforce Development and Kirkwood Community College, Iowa New Jobs Training Program (260E) Pilot Outcomes Report, February 2011.