

Social Programs That Work Review

Evidence Summary for Per Scholas Employment/Training Program for Low-Income Workers

HIGHLIGHTS:

- **PROGRAM:** An employment and training program for low-income workers that focuses on a specific economic sector—information technology.
- **EVALUATION METHODS:** Two well-conducted randomized controlled trials (RCTs) with a combined sample of 1,143 individuals.
- **KEY FINDINGS:** An increase in annual earnings of 20 to 30 percent, or approximately \$4,000-\$6,000, two to six years after random assignment.
- **OTHER:** While the program’s large effects have been replicated across two well-conducted RCTs, both studies were conducted at the same program site in the Bronx. An RCT at another site would be valuable to hopefully establish that the effects generalize across different settings.

I. Evidence rating: **NEAR TOP TIER**

The standard for Near Top Tier is:

Programs shown to meet almost all elements of the Top Tier standard, and which only need one additional step to qualify. This category primarily includes programs that meet all elements of the Top Tier standard in a single study site, but need a replication RCT to confirm the initial findings and establish that they generalize to other sites. This is best viewed as tentative evidence that the program would produce important effects if implemented faithfully in settings and populations similar to those in the original study.

II. Description of the Program:

Per Scholas is an employment and training program for low-income workers that focuses on the information technology sector. Per Scholas originated in the Bronx (a borough of New York City) and now has six program sites in the United States. Participants receive 15 weeks of occupational skills training in information technology, career readiness services (e.g., assistance in resume and interview preparation), and job development and placement services. The program maintains strong relationships

with local employers that hire workers with information technology skills, and the employers help shape the program's training curriculum and other services. Program applicants are carefully screened to identify those most likely to be capable of completing training and to succeed in the information technology field, while not being so qualified that they could easily find a job without the program's training and services. The program's cost, which was carefully measured in the second RCT, is about \$5,800 per participant (in 2013 dollars).

Per Scholas' program services varied modestly between the two RCTs. Each RCT summary below describes the version of the program that the study evaluated.

[Click here for the Per Scholas' website.](#)

III. Evidence of Effectiveness:

This program was evaluated in two well-conducted RCTs. The following summarizes the program's effects on the main outcomes measured in each study, including any such outcomes for which no or adverse effects were found.

STUDY 1

Description of the Program as Implemented in Study 1:

Per Scholas is a nonprofit, "sectoral" employment program in the South Bronx (New York City) that provides information technology job training to unemployed, disadvantaged workers who have a high school diploma or GED and test at the 10th grade or higher in English and math. Through its role as a recycling center for old computers, Per Scholas has developed strong relationships with local employers who advise them on the program's training curriculum and participate in job fairs and mock interviews. The training lasts 15 weeks (30-35 hours per week), and its goal is for participants to earn the industry-recognized A+ certification, demonstrating competency in repairing and maintaining personal electronic equipment (i.e., computers, printers, copiers, etc.) and troubleshooting computer networks. Training participants also learn job readiness skills, such as how to interview well and manage their time. After completing training, many participants receive internships with Per Scholas refurbishing old computers for use in low-income communities. Program applicants are carefully screened to identify those most likely to benefit from training and succeed in the information technology field. Once they have completed training, Per Scholas helps them find a job.

Study Design:

The study randomly assigned 443 adults (average age 33 years), who had applied for Per Scholas' training program and met its eligibility requirements, to either (i) a treatment group that participated in job training offered by Per Scholas, or (ii) a control group that did not receive Per Scholas services for two years, but could attend any other employment training programs in the community. 78 percent of the treatment group completed the training.

76 percent of sample members were male, 91 percent were African American or Latino, 74 percent were unemployed at the start of the study, all had a high school diploma or GED and 28 percent had some post-secondary education, 13 percent had been incarcerated, and 26 percent were foreign born. On average, they had earned \$10,833 during the prior year.

Key Findings:

These are the effects on the primary outcomes that the study measured at the two-year follow-up, compared to the control group. All effects shown are statistically significant at the 0.05 level unless otherwise stated.

- 32 percent increase in average earnings during the *second year* of the follow-up (\$19,343 vs. \$14,680; significant at the 0.01 level). The program had no significant effects on total earnings over the full two years, but this appears to be because the Per Scholas group’s earnings were lower than the control group’s while they were in training, delaying the program’s impact. (The program produced a non-significant 15 percent increase in earnings over the full two-year period.)
- 20 percent increase in months employed during the second year of the follow-up—8.3 months versus 6.9 months. (The program produced a 13 percent increase in months employed over the full two-year period, which was significant at the 0.10 level but not the 0.05 level.)
- 30 percent increase in the likelihood of ever working a job paying at least \$11 per hour in the second year of the follow-up (60 percent versus 46 percent), and 22 percent increase in such likelihood over the full two year period—both statistically significant.

Summary of Study Quality:

- Per Scholas was evaluated as it typically operates, thus providing evidence of its effectiveness in real-world settings.
- The study had low to moderate attrition: Outcome data were obtained for 78 percent of the original sample, and follow-up rates were virtually the same for the Per Scholas and control groups.
- Per Scholas and control group members in the follow-up sample were highly similar in their observable pre-program characteristics (e.g., demographics and employment history).
- The study measured outcomes for all Per Scholas group members regardless of whether or how long they actually participated in a program (i.e., the study used an “intention-to-treat” analysis).

- Study Limitations:
 - › Outcomes were measured through self-reports, obtained through researcher-administered surveys, and were not corroborated by official records (e.g., state unemployment insurance data on earnings and employment).
 - › The follow-up period was only two years. Longer-term follow-up is needed to determine if the sizable effects at two years persist.

STUDY 2

Description of the Program as Implemented in Study 2:

Per Scholas is a nonprofit training and employment service provider located in the Bronx, which serves low-income workers. As part of a larger demonstration project (“WorkAdvance”),¹ Per Scholas implemented an enhanced version of its usual information technology job training program that placed greater emphasis on assisting graduates with career advancement. The WorkAdvance version of the program included five key elements:

1. Screening of applicants to identify those likely to be capable of completing training and to succeed in the information technology field, while not being so qualified that they could easily find a job without the program’s training and services.
2. Career readiness services, including training, individualized coaching, and support services, to assist participants in completing training and finding employment (e.g., through assistance in resume and interview preparation).
3. Fifteen weeks of occupational skills training in the field of information technology (e.g., A Plus and/or Network Plus training for jobs such as Help Desk Technician or IT Field Technician).
4. Job development and placement services through strong relationships with employers who hire individuals with the skills the program imparts.
5. Post-employment retention and career advancement services including coaching, identifying next-step job opportunities, and assistance with rapid reemployment if workers lose their jobs.

The program’s cost, as implemented in the WorkAdvance demonstration, was \$5,754 per participant (in 2013 dollars).

¹ Three other sector-specific training and employment services programs were evaluated as part of the WorkAdvance demonstration: St. Nicks Alliance in Brooklyn, New York, which focused on environmental remediation and related occupations; Madison Strategies Group in Tulsa, Oklahoma, which focused on the transportation and manufacturing sectors; and Towards Employment in northeast Ohio, which focused on the health care and manufacturing sectors. We do not summarize the findings for these programs since they produced much smaller impacts than Per Scholas, most of which did not reach statistical significance.

Study Design:

From June 2011 through June 2013, 700 interested applicants (average age 31 years) who were either unemployed or working in a low-wage job were randomly assigned to a group that was offered Per Scholas WorkAdvance services or to a control group that was not eligible for Per Scholas services, but could receive other job training services available in the community. Eighty-seven percent of sample members were male; 81 percent were Black or Latino; 60 percent were unemployed in the quarter prior to the study; virtually all had a high school diploma or GED and 63 percent had at least some postsecondary education; 6 percent had been incarcerated; and 28 percent were foreign born.²

The study measured employment and earnings outcomes using administrative data from the federal National Directory of New Hires (NDNH) for the years 2017 and 2018 – i.e., an average of five years and six years after random assignment, respectively.³ Additionally, the study used New York unemployment insurance (UI) wage records to measure employment and earnings outcomes in the five years after random assignment. The study also conducted a survey of sample members an average of 22 months after random assignment.

Key Findings:

Per Scholas produced sizable impacts on earnings over the study's entire follow-up period. At the longest follow-up point – 2018, an average of six years after random assignment – the Per Scholas group's average earnings were \$6,281, or 20 percent, higher than the control group's earnings (\$38,404 vs. \$32,122). This effect was statistically significant ($p < 0.01$).⁴

Per Scholas increased the employment rate in the second and third years after random assignment, but this effect faded out over time. In year three, 81 percent of Per Scholas group members were employed versus 75 percent of control group members ($p < 0.05$). In years five and six, however, the effect on employment rates was near zero and not statistically significant.⁵

The study measured additional outcomes using a survey of sample members that was administered an average of 22 months after random assignment. The survey found that Per Scholas group members were significantly less likely to report receiving SNAP benefits in the prior month (13 percent of the Per Scholas group received SNAP benefits versus 24 percent of control group members; $p < 0.01$). There was no statistically significant effect on the rate of receiving benefits other

² This sample is largely similar to the sample from Study 1, with one notable exception: the Study 2 sample was substantially more educated (63 percent had some postsecondary education vs. just 28 percent of the earlier sample).

³ The exact time since random assignment ranged from four to eight years, depending on when sample members entered the study.

⁴ We focus on the earnings impacts as measured with NDNH data, rather than state UI data, since (i) the NDNH data are more comprehensive than UI data (e.g., capturing federal employment, employment in states other than New York, and self-employment in some states); and (ii) the NDNH data extend to an average of six years post-random assignment, versus five in the UI data. We note that the study's estimated earnings impacts were sizable, sustained, and statistically significant regardless of the data source – UI or NDNH.

⁵ The study estimated employment impacts for years two and three using state UI data but not NDNH data, and found positive impacts as summarized above. The study estimated employment impacts in year 5 using both state UI data and NDNH data, and found no significant impacts in either data source. The study estimated employment impacts in year 6 using NDNH data only, and found no significant impacts.

than SNAP in the prior month.⁶ In addition, Per Scholas group members were significantly more likely to report being satisfied with their lives (65 percent of the Per Scholas group did so versus 44 percent of the control group; $p < 0.01$).

Summary of Study Quality:

This was a well-conducted study. Members of the Per Scholas and control groups were highly similar in their demographic characteristics, as well as their pre-program education, employment, and earnings levels. All study participants were appropriately analyzed within the group to which they were originally assigned, consistent with an “intention-to-treat” analysis. Outcome data using NDNH and UI wage records were collected for 99 percent of sample members. There was only modest attrition on outcomes measured via the survey, with survey completion rates of approximately 78 percent for control group members and 82 percent for Per Scholas group members. The study also found that employment and earnings impacts were generally similar across all data sources (NDNH, UI, and survey), providing reassurance that these impact findings are valid.

IV. References:

Maguire, Sheila, Joshua Freely, Carol Clymer, Maureen Conway, and Deena Schwartz. “Tuning into Local Labor Markets: Findings from the Sectoral Employment Impact Study.” Public/Private Ventures: 2010. [Click here for the full study report.](#)

Hendra, R., Greenberg, D.H., Hamilton, G., Oppenheim, A., Pennington, A., Schaberg, K. & Tessler, B.L. (2016) Encouraging evidence on a sector-focused advancement strategy: two-year impacts from the WorkAdvance demonstration. MDRC. [Click here for the full study report.](#)

Schaberg, K. (2017) Can sector strategies promote longer-term effects? Three-year impacts from the WorkAdvance demonstration. MDRC. [Click here for the full study report.](#)

Schaberg, K. & Greenberg, D.H. (2020) Long-term effects of a sectoral advancement strategy. Costs, benefits, and impacts from the WorkAdvance demonstration. MDRC. [Click here for the full study report.](#)

⁶ The study also found no statistically significant impact on either the rate or amount of UI benefit receipt in 2017 and 2018, based on NDNH data.