



COMMONWEALTH CORPORATION

JAN/FEB 2005

## Older Worker and CBO Grants Awarded

**C**ommonwealth Corporation, on behalf of the Department of Workforce Development, has awarded seven grants as part of its Community-Based Organizations (CBO) and Older Worker Education and Training Program. Grants awarded will help the unemployed find employment, improve employment for low-wage workers or low-income individuals, increase wages to a sufficient level to support a family, or place individuals on a career path leading to better employment and higher wages.

Building upon the work of the BayStateWorks Program, formerly known as the Building Essential Skills through Training (BEST) Program, the CBO/Older Worker grants target two types of organizations. Grantees for CBO grants are community-based non-profit organizations, while the awardees for older worker funding are providers of workforce development and job skills training services. Projects will seek to have a positive economic impact in

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## New Brief Looks at Training Impact

**C**ommCorp's Center for Research and Evaluation recently released the Research and Evaluation Brief, *Training Impact After Five Years: Earnings and Employment Effects Persist*. The brief presents the findings of an evaluation which analyzed whether the earnings and employment impacts of Massachusetts workforce development programs persist five years after the program intervention.

The study found that workforce development programs continue to have a uniformly positive effect on the earnings and employment of disadvantaged adults five years after program intervention. However, program impacts diminish modestly between the third and fifth year after program participation. For the entire sample,

estimates indicate that program participation increased average earnings by \$1,882 five years after program-intervention, down somewhat from the \$2,324 earnings increases three years after program intervention. Similar declines are found for men and women. Still, for all groups, the program impacts five years after program intervention remain positive and statistically significant.

Participation in Massachusetts' workforce development programs increases earnings by 21% above what earnings would have been without receiving the training services five years after program intervention. This is comparable to the training effect of 25% three years after program intervention, when the training impact estimate is at its

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## CBOs

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regions with high levels of unemployment or a high concentration of low-skilled workers.

### Recipients of the CBO and Older Worker Education and Training Program

#### Community Based Organization Projects

- Neighborhood Development Corporation of Jamaica Plain - \$146,832
- Community Work Services - \$199,831
- Action, Inc. - \$200,000

#### Older Worker Projects

- Operation A.B.L.E. of Greater Boston - \$200,000
- Cambridge College - \$195,761

#### CBO and Older Worker Projects

- Lutheran Community Services of Southern New England - \$130,000
- Jewish Vocational Services - \$184,150

## New Brief

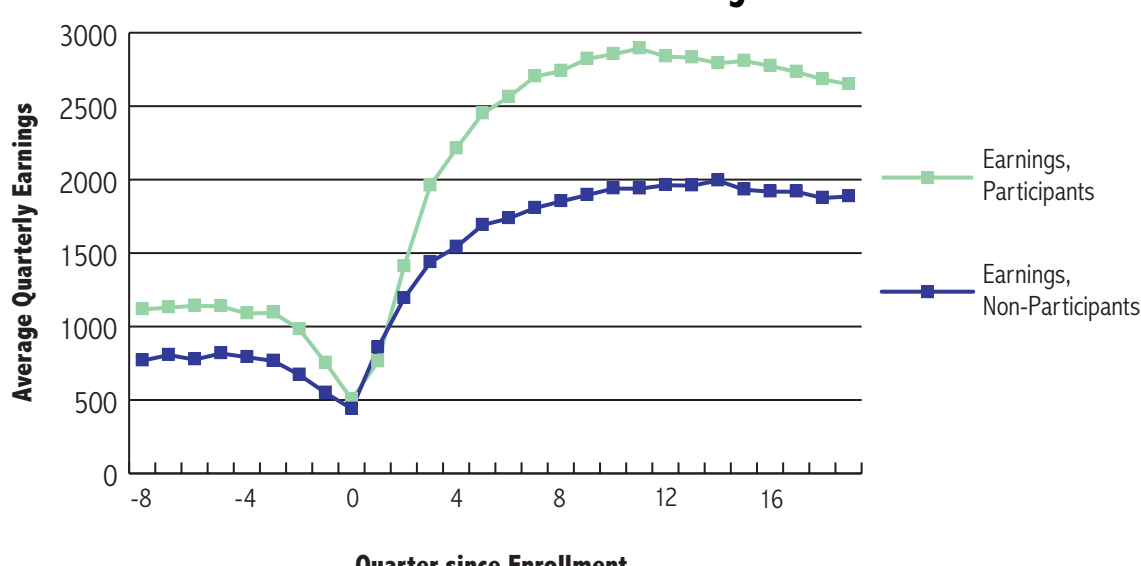
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peak during the period of analysis.

Diminishing program impact on employment over time appears to account for some of the modest declines in program impact on earnings between the third and fifth program intervention years. In particular, program participation is estimated to increase employment by 6% five years after program intervention, compared with 9% two years after program intervention when the training impact estimate is at its peak during the period of analysis. Still, the program impact on employment remains statistically significant five years after program intervention. The results of this study imply that Massachusetts' workforce development programs appear to be contributing to significant human capital (i.e., skills) enhancements of program participants even five years after program intervention.

To view the brief, visit [www/commcorp.org/cre](http://www/commcorp.org/cre).

**Average Quarterly Earnings  
Two Year Pre- and Five Years Post-Program Intervention**



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