

# JOB TRAINING PROGRAMS THAT WORK



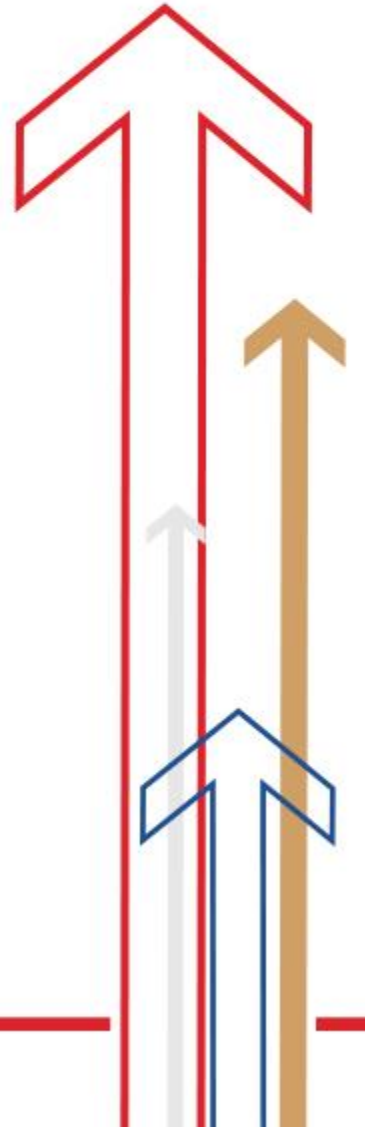
Economic Impact of Job Training Programs in Metro Atlanta

ATLANTA  
**CareerRise**



# How Could an Organization Participate?

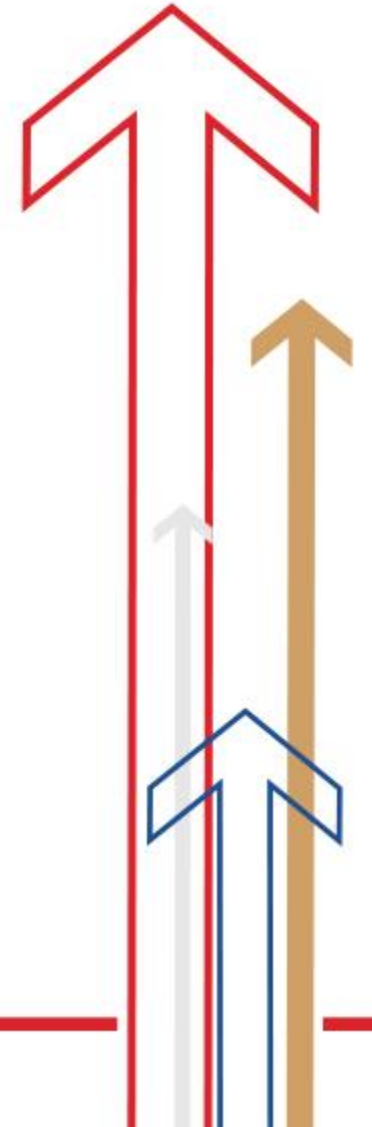
- Community based workforce development agencies
- Implementing programs that were
  - Short-term
  - Driven by industry demand and community need
  - Outcome based
- Providing program data from 2015 and/or 2016 cohorts



# Participating Nonprofits

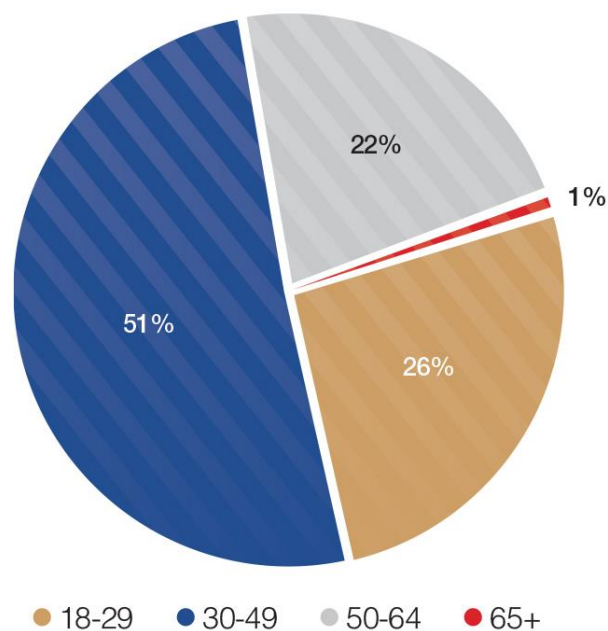
Participating Nonprofits	Program Names
Construction Education Foundation of Georgia (CEFGA)	Construction Ready
Goodwill of North Georgia	Advanced Manufacturing and Maintenance Electronics, Soldering, Assembly & Training Floor Installation Program Floor Tech/Custodial Skills
Latin American Association	Certified Nurses Aid
Per Scholas Atlanta	Information Technology
The Center for Working Families	Certified Nurses Aid Training
Urban League of Greater Atlanta	Training 2 Work

**809 Program Participants**

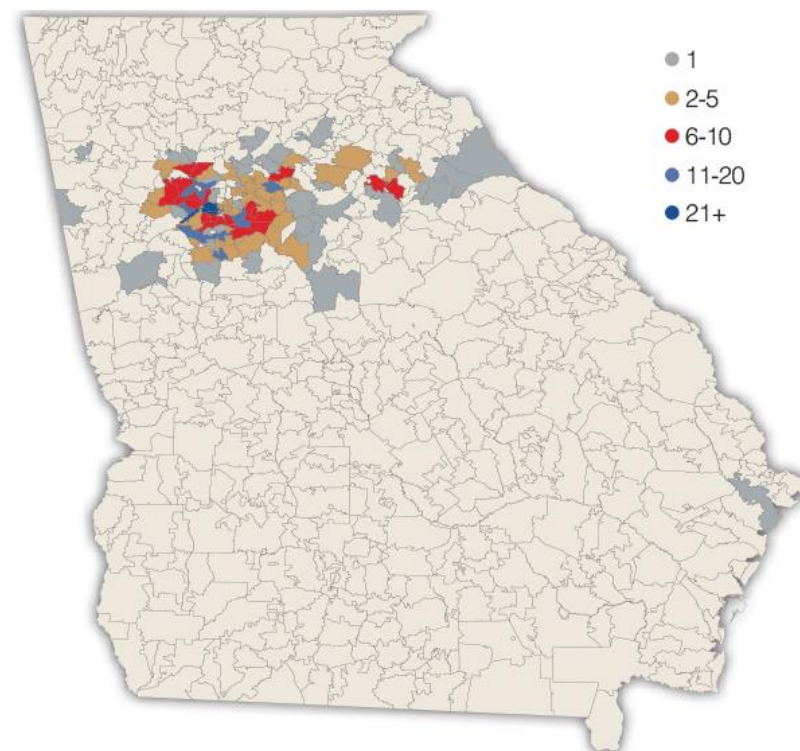


# Who are the Program Participants?

## Program Participants by Age



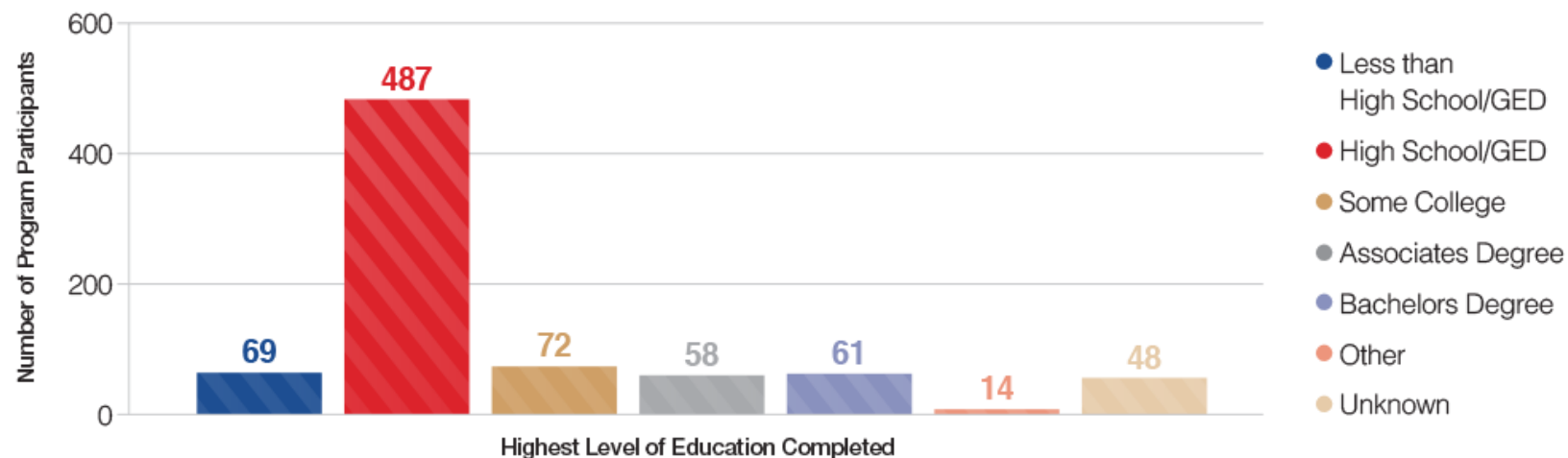
## Program Participants by Zip Code



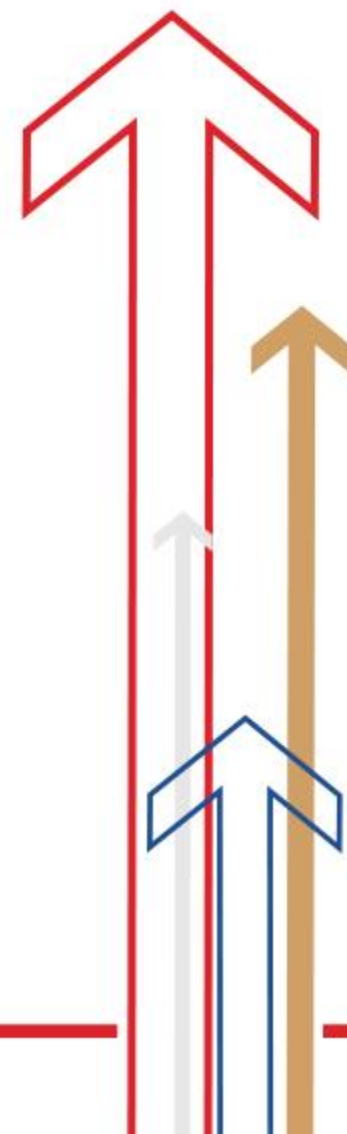
**84%** of program participants were **UNEMPLOYED** at the start of their program

# Barriers to Employment

Program Participants: Educational Achievement



**47%** of program participants reported having a **CRIMINAL HISTORY**



# Job Training is Highly Successful

**93%**

Program Completion Rate

**78%**

Program completers employed  
post-program retention

**47%↑**

Increase in hourly wage for  
program participants who were  
employed at intake and post-  
program retention

**85%**

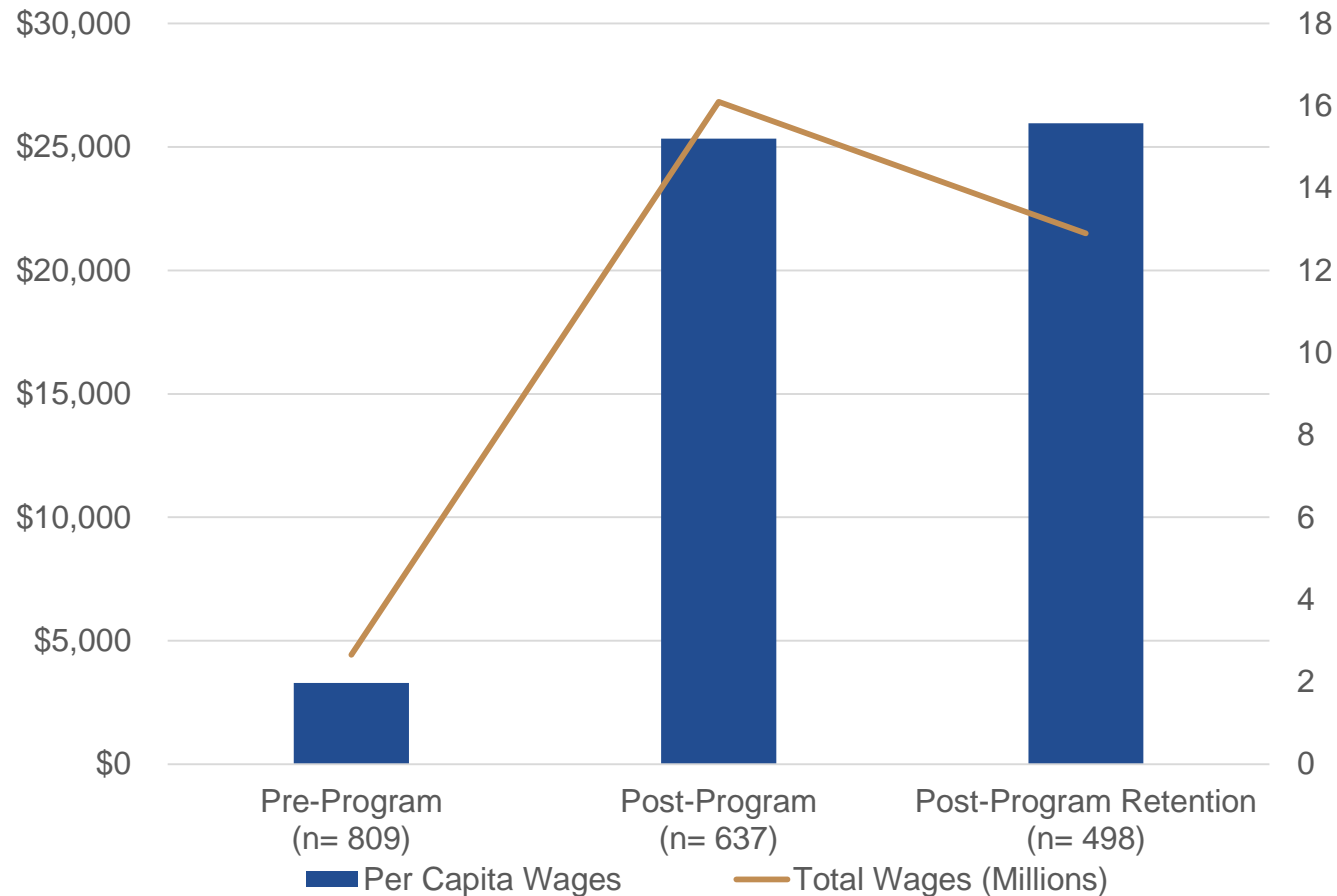
Program completers employed  
post-program

**\$12.98**

Post-program retention  
average hourly wage

# Job Training Stimulates Economic Growth

## Per Capita Wages and Total Wages



**689%** ↑

Per Capita Wage from Pre-Program to Post-Program Retention

### Average Hourly Wage

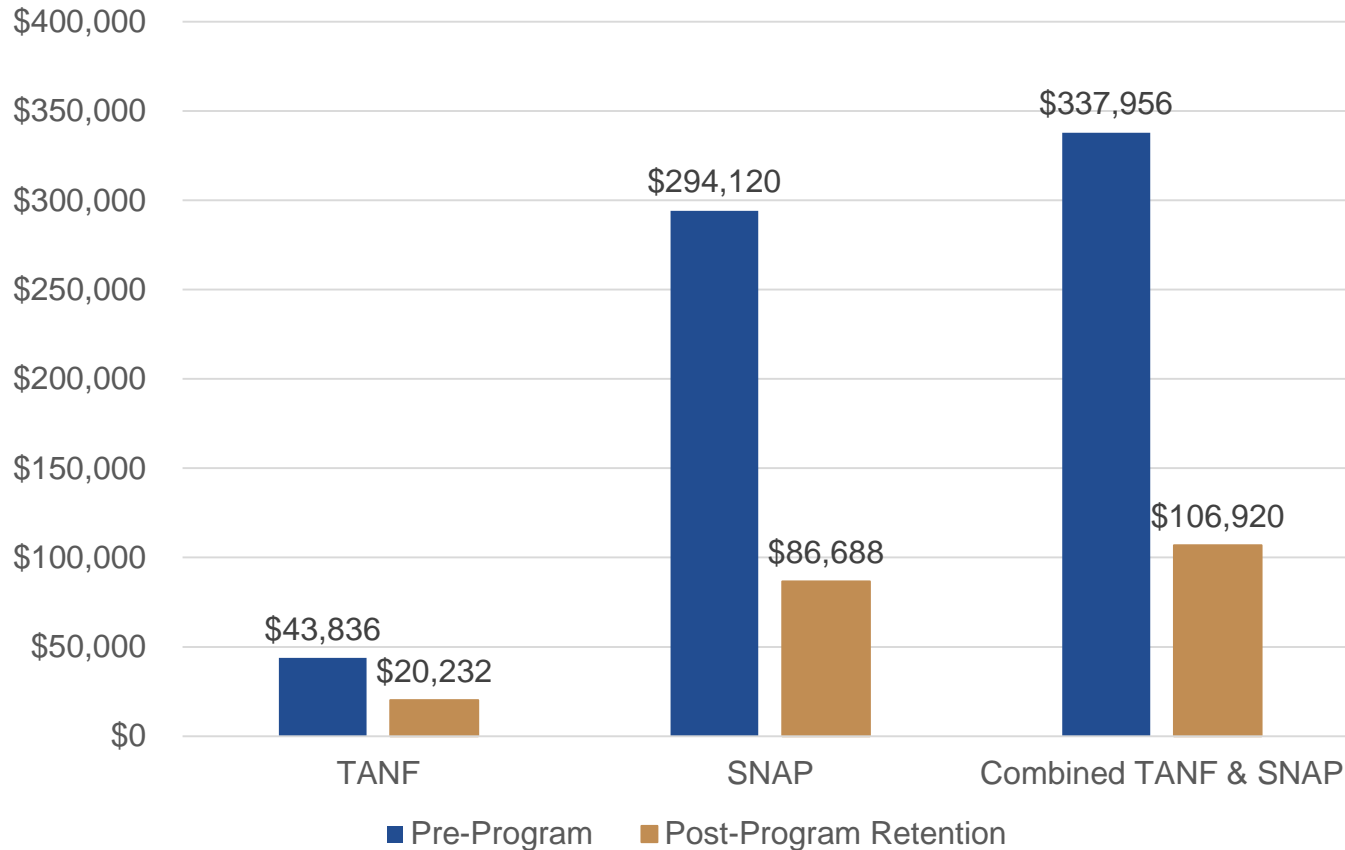
Pre-Program \$10.55

Post-Program \$12.67

Post-Program Retention \$12.98

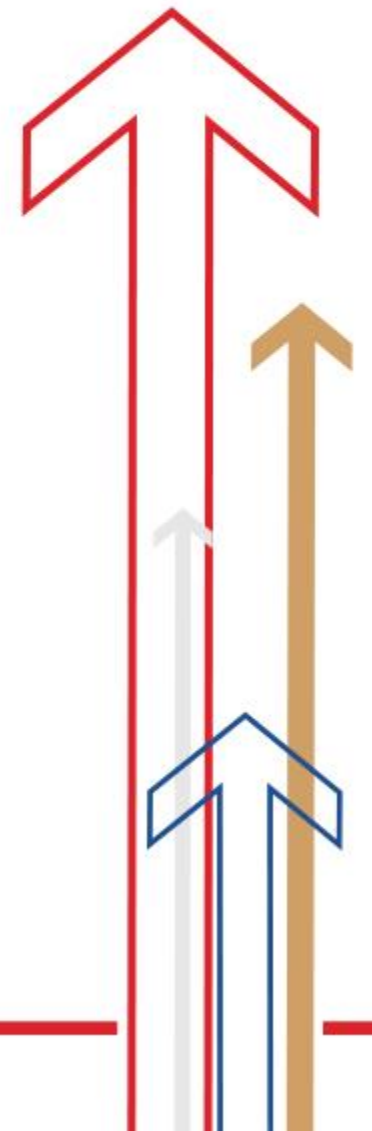
# Public Assistance Outcomes

Comparison of TANF & SNAP



**68%** ↓

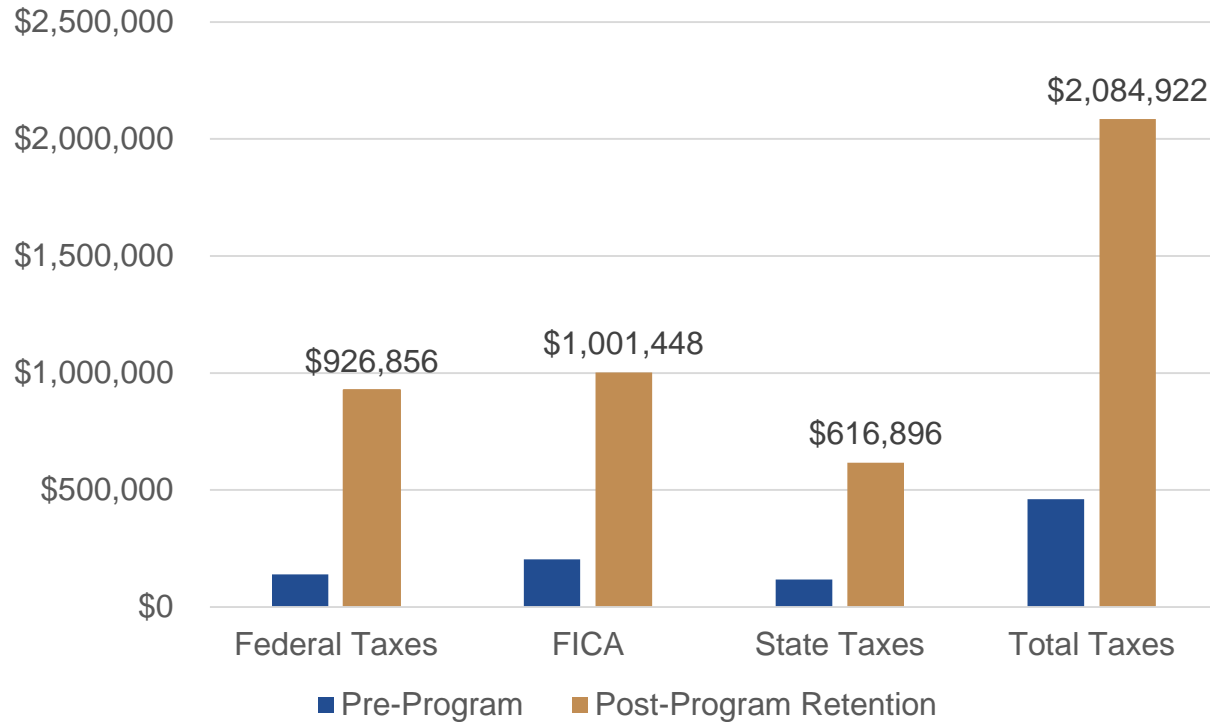
Total Benefits Received  
(SNAP & TANF)





# Estimated Federal and State Taxes

Estimated Annual Taxes Pre- and Post-Program Retention



**453%**

Estimated Total Taxes

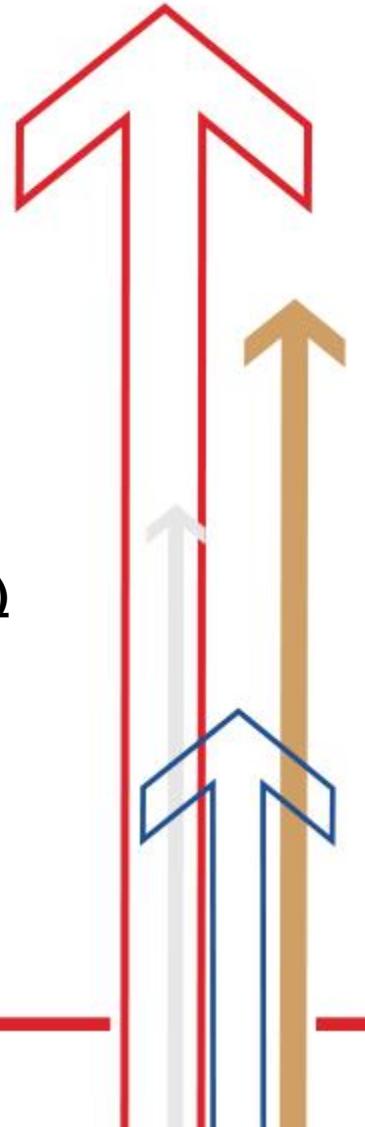
# Job Training is a Sound Investment

**2.3 Million**

**Annual Reduction in Benefits + New  
Taxes Paid**

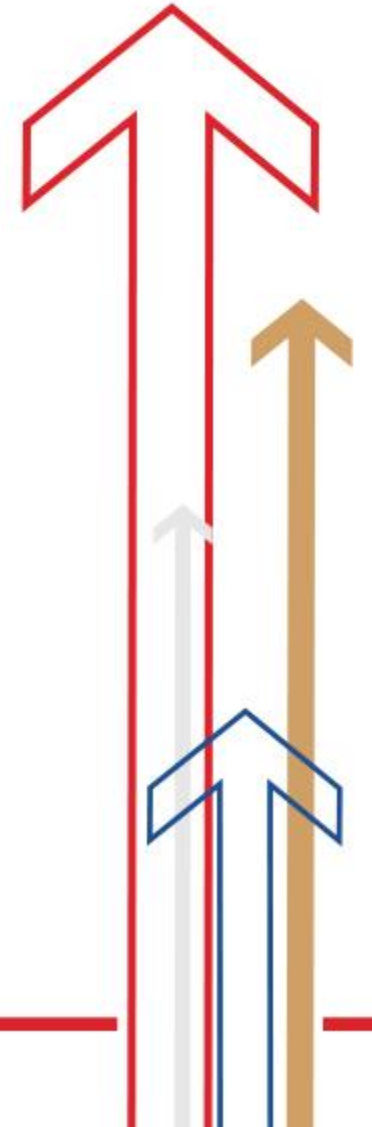
**103% ROI**

**(Change in Earnings – Direct Cost of Program)  
Direct Cost of Program**



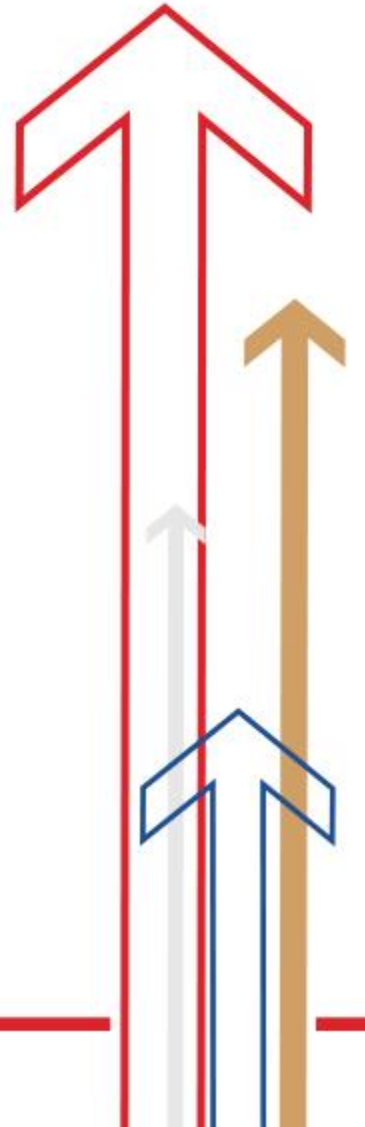
# Comparison of Metro Atlanta to National Benchmarks of the Skills Training Program

Outcomes	National Median Benchmark	National High Performer (75 <sup>th</sup> Percentile) Benchmark	Metro Atlanta Composite of Participating Programs
Program Completion	82.4%	95.0%	93%
Completer Placement	77.1%	90.0%	85%
Wage at Placement	\$11.50	\$13.09	\$12.67
6-Month Retention	66.7%	79.4%	78%



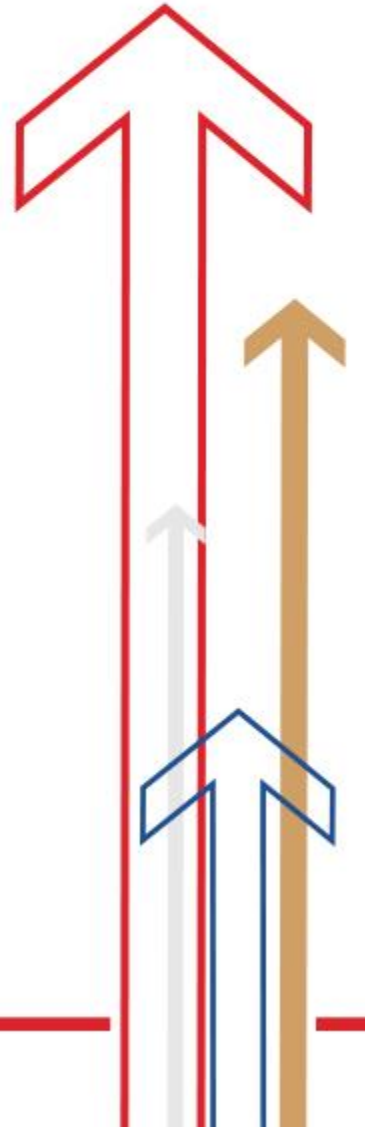
# Job Training Programs

- Are a **sound investment into the region's economy**;
- Return **immediate and sustained benefits** to the community;
- Effectively **advance individuals with significant barriers** to employment.



# Recommendations

- Establish **sustained and flexible sources of funding** to scale effective programs, increase outcomes and achieve economies of scale.
- Provide **access to wage data, aggregate data-sharing and analytics** to the nonprofit sector to increase effectiveness.
- Support **access to additional credentialing and career pathways in growth occupations** to advance individuals to living wages.
- **Integrate training with evidence-based best practices for mitigating barriers to employment** such as criminal history, transportation, and childcare.



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**THANK YOU!!!**

Questions: [atlantacarreerise@unitedway.org](mailto:atlantacarreerise@unitedway.org)

