

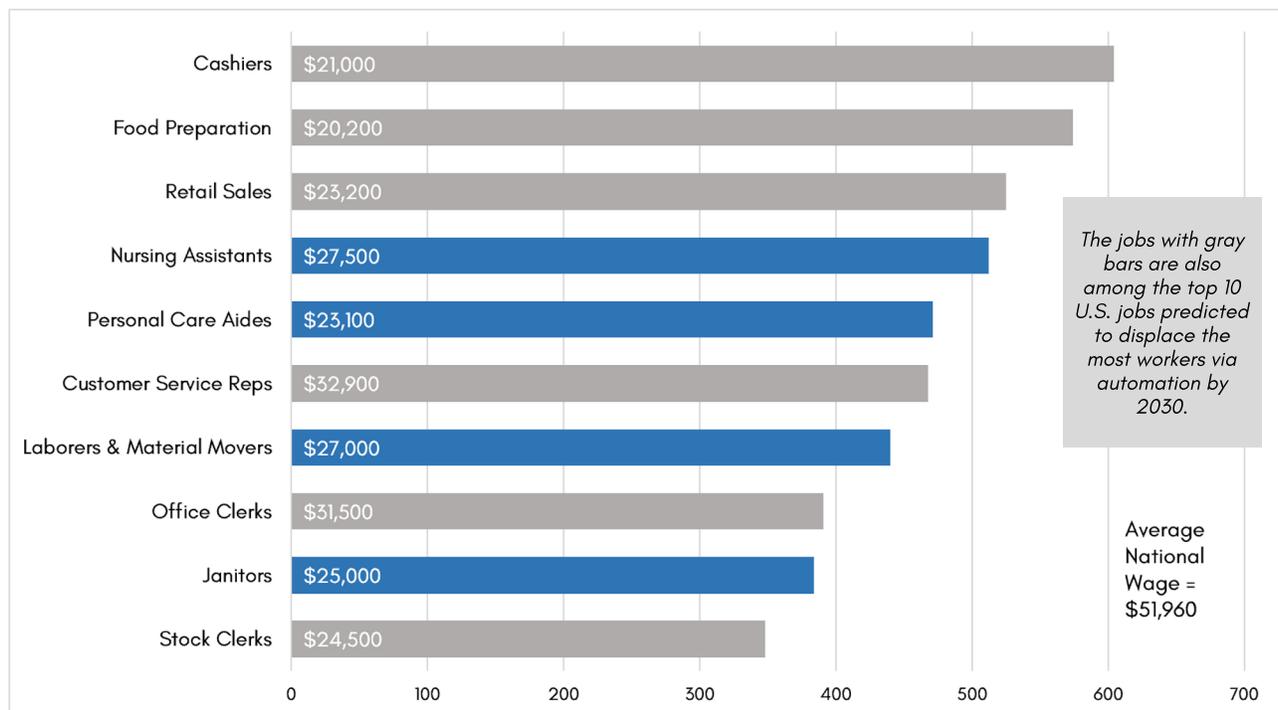
IMPROVING TRAINING TO BRIGHTEN THE FUTURE OF BLACK WORKERS



Originally prepared for Congresswoman Lisa Blunt Rochester's CBCF ALC Issue Forum:
Disruption or Innovation: A Blueprint for the Black Community in the Tech-Age, Sept. 13, 2019

Over 23% of Black workers (4.6 million Black workers) could be displaced by automation by 2030 according to McKinsey & Company. A large portion of African Americans currently work in jobs that will produce the most displacement from automation by 2030 (in gray below). Many other African Americans who currently work in jobs that are difficult to automate—such as nursing assistants and personal care aides—earn low salaries and lack benefits.

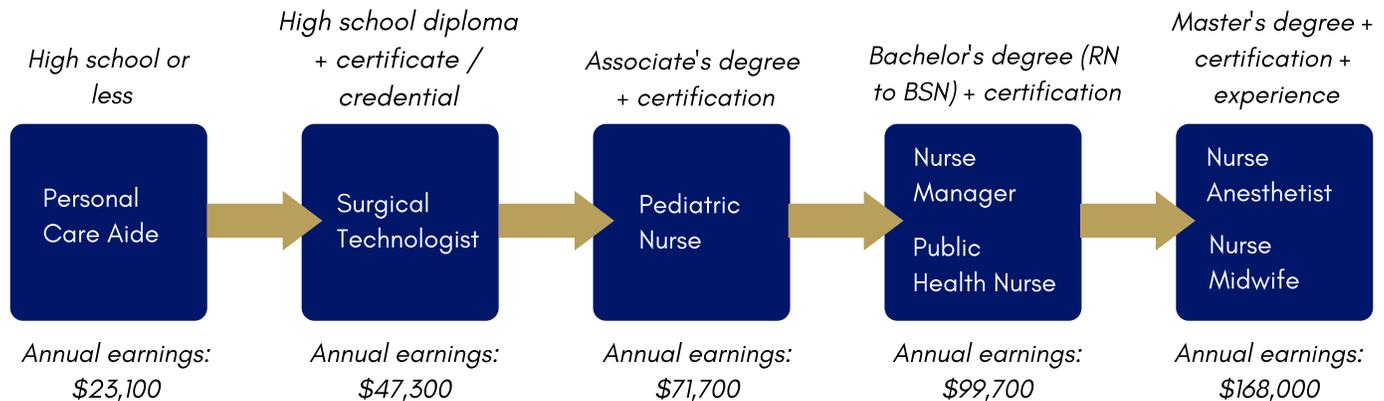
Jobs that Employ the Most African Americans and Average Salaries (in thousands of Black workers)



Source: Bureau of Labor Statistics, McKinsey & Company

As technology changes the economy, some Black workers will remain in lower-paying jobs with few benefits, and some will transition into “good jobs” with higher pay and benefits. Increasingly, good jobs require skills acquired through effective training or education beyond a high school diploma—such as a high-quality certificate, credential, associate’s degree, or bachelor’s degree. For example, a personal care aide with a high school diploma who makes \$23,100 per year could complete a certificate program and obtain a job as a surgical technologist earning \$47,300, and could later collect other credentials to advance his or her career (see below).

Potential Career Pathway for Personal Care Aide



Currently, of African Americans 25-years and older, 45% have only a high school diploma or less and on average earn \$28,400 a year, while 19% have “some college” but no degree and on average earn \$38,100 a year. Ensuring that training programs are effective for Black workers is critical in providing pathways for these workers to move into higher paying good jobs.

Good jobs in demand that typically require a certificate or credential	Good jobs in demand that typically require a 2-year associate’s degree
Surgical Technologist, \$47,300	Physical Therapist Assistant, \$48,100
HVAC Installer, \$47,600	Paralegal, \$50,900
Sound Engineering Technician, \$52,400	Computer Support Specialist, \$53,500
Wind Turbine Technician, \$54,400	Radiologic/MRI Technologist, \$61,200
Electrician, \$55,200	Medical Sonographer, \$67,100
Line Installer, \$65,900	Web Developer, \$69,400

Implications of Training Programs for Black Communities



Effective Training Programs

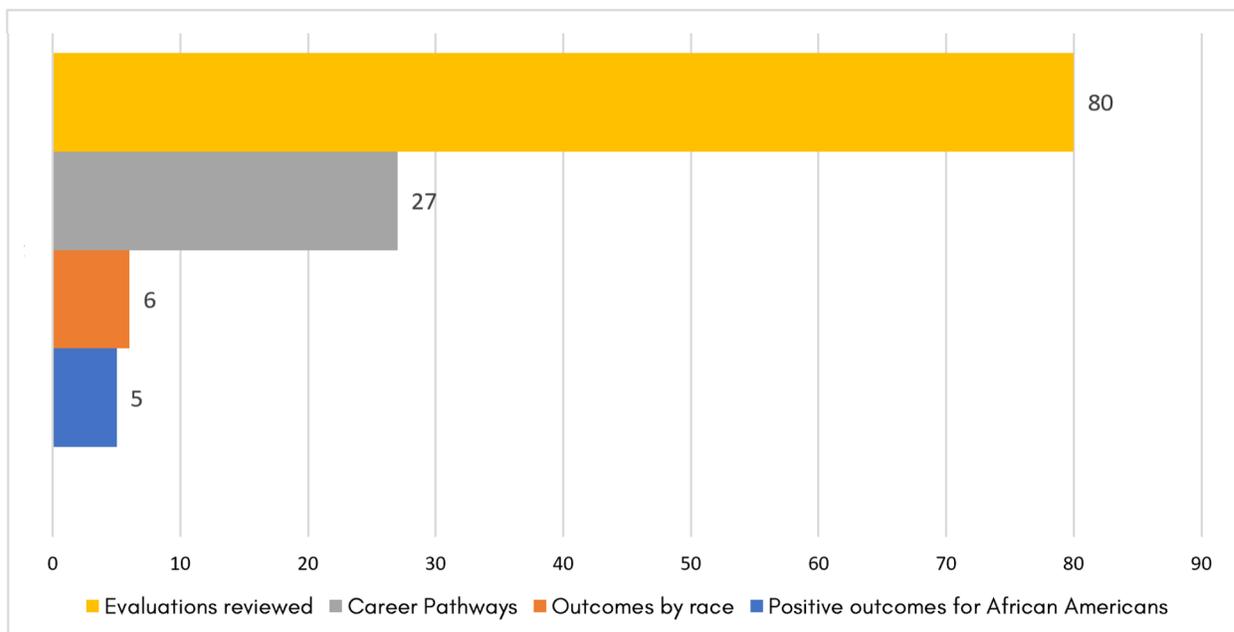
- ✓ high quality credentials & degrees
- ✓ better jobs with benefits
- ✓ job retention & advancement opportunity
- ✓ increased Black median income
- ✓ lower Black unemployment
- ✓ more prosperous Black families & communities

Ineffective Training Programs

- ✗ inadequate training
- ✗ inadequate job placement
- ✗ wasted time & money
- ✗ high job turnover
- ✗ substandard incomes & benefits
- ✗ high Black unemployment

Increasing the number of Black workers who transition into good jobs depends, in part, on the effectiveness of training programs. To determine which workforce programs had the best outcomes for African Americans, we reviewed over 80 workforce training program evaluations. Of that group, we selected the 27 that evaluated training programs that tracked the race of participants and use the popular “career pathways” approach. Of these 27 evaluations, only 6 reported outcomes by race, and only 5 reported positive outcomes for African Americans.

Training Evaluations Studied by the Joint Center

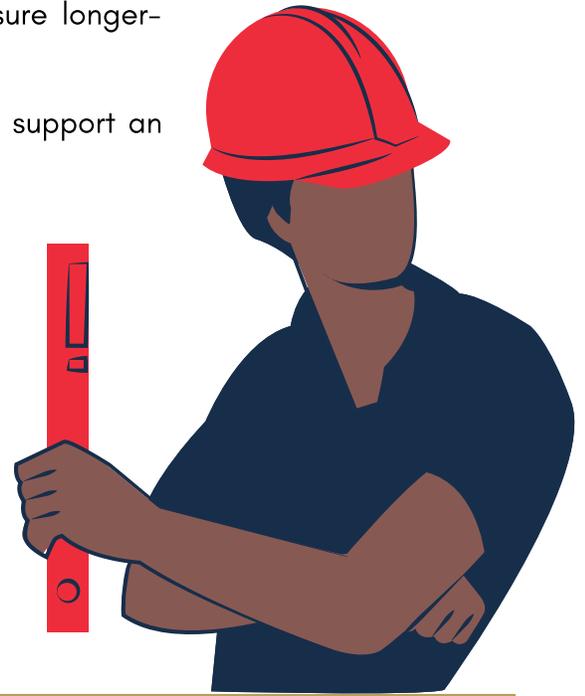


Training Programs with Positive Outcomes for African Americans

Career pathways programs that reported positive outcomes for African Americans were varied, but many included some combination of the following:

- Working directly with employers and/or unions to better understand employer needs, place trainees into roles, and/or ensure longer-term success
- Providing a training structure and professional path to support an individual's personal and professional goals
- Providing "wrap-around" services such as child care, case management, and transportation, during the pre-training, in training, and post-placement periods
- Focusing on a specific occupation or industry in training and placement

However, without more data, it is unclear which specific elements are most closely tied to success for African American program participants.



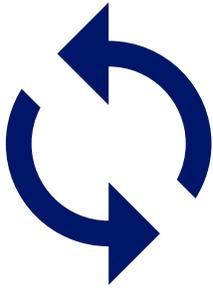
Too Few Training Programs Report Outcomes by Race

Our primary conclusion was not that any particular techniques definitively work best for African Americans, because so few programs report outcomes by race. Instead, our primary conclusion is that too few training program evaluations report outcomes by race, and that as a standard practice, training program evaluations should report and analyze outcomes by race.

Reporting outcomes by race answers key questions:

- Is the program including, retaining, and effectively serving Black participants?
- Which practices result in the best outcomes for Black workers?
- Do particular practices work best for Black women? For Black men?
- Are employers giving Black participants interviews, jobs, and equal pay?
- Do racial disparities exist in the program?
- How can the program more effectively serve Black workers?

Benefits of Analyzing Training Program Outcomes by Race



Continuous Improvement:

Training programs can continuously track outcomes and modify their curriculum, supports, and other practices to more effectively help Black workers.



Transparency & Accountability:

States, localities, and workforce programs that do not effectively serve Black participants are exposed.



Better investments:

Government & philanthropy can fund programs that effectively advance equity.

Use data responsibly. Reporting data on outcomes by race is simply a tool—it can be used for good or bad purposes. Workforce programs, workforce boards, and government officials should avoid misuse of data. Rather than hold up data as “objective” and “irrefutable” and attempt to hide their methods behind “proprietary” secrecy, evaluators should disclose processes and invite discussion, scrutiny, and alternative approaches.

Do <u>not</u> use data to...	Use data to...
Identify & exclude disadvantaged participants	Increase retention by identifying needs & supporting participants
Track Black workers away from jobs with few Black workers	Identify non-diverse jobs & develop strategies to diversify the jobs
Predict future outcomes using bad data from past outcomes shaped by discrimination	Detect & remedy unconscious bias of training programming or staff
Make sweeping generalizations	Personalize learning
Punish/defund training programs that serve disadvantaged communities	Identify programs that need more support & increase investment

RECOMMENDATIONS:

- ✓ **Require states to report training program outcomes by race**
 - like states do with juvenile justice & education
- ✓ **Fund studies of training programs**
 - identify racial disparities
 - lift up practices with best Black outcomes
- ✓ **Publicly disclose race data & studies**
- ✓ **Help Black workers move into non-diverse "good jobs" (e.g., IT)**
 - use data to better recruit & train African Americans
 - use data to identify & stop discrimination
- ✓ **Use data to improve programs**
 - require states to submit plans to address disparities
 - give financial bonuses to states that reduce disparities

This research was made possible thanks to the generous support of Google.org. We also appreciate the Lumina Foundation's support of the dissemination of our research on the future of work and Black communities. For an in-depth discussion of the ideas in this brief, please read the Joint Center's forthcoming report, **Evaluating African American Outcomes to Improve Workforce Training Programs**, which will be available at JointCenter.org.