

APPLES TO APPLES

Making Data Work for Community-Based
Workforce Development Programs

**2016 DATA UPDATE: Excerpts for Oct. 2017
LISC FOC Conference**



Workforce Benchmarking Network Survey – Updated Outcome Data

The following tables represent outcome data collected from 259 one-year program cohorts that enrolled participants from 2010 to 2014. Almost all tables reflect a program characteristic that had a statistically significant correlation to differences in job placement and/or retention outcomes. For each characteristic, the tables provide “outcome benchmarks” including the mean (average), the median (mid-point) and the 75th percentile (higher performing) data for programs with that characteristic.

Table 1: Overall Outcomes for All Workforce Benchmarking Network Programs

OUTCOME	N	MEAN	MEDIAN	75TH PERCENTILE
PROGRAM COMPLETION	184	73.7%	80.7%	94.9%
ENROLLEE PLACEMENT	259	50.1%	49.4%	66.1%
COMPLETER PLACEMENT	107	68.8%	69.6%	85.3%
Wage	239	\$11.07	\$10.30	\$11.96
Full-Time	228	64.3%	65.6%	88.4%
w/ Health Benefits	164	38.8%	33.4%	56.2%
3 MONTH RETENTION	204	70.1%	72.6%	84.3%
Wage	122	\$11.25	\$10.15	\$12.33
6 MONTH RETENTION	143	56.3%	59.1%	76.1%
Wage	94	\$11.46	\$10.37	\$12.75
12 MONTH RETENTION	87	44.3%	43.9%	64.6%

Retention rates are expressed as a percentage of persons placed in employment.

Table 7: Financial Literacy Training/Counseling

OUTCOME	LESS THAN 75% RECEIVED FINANCIAL LITERACY TRAINING/COUNSELING				MOST/ALL RECEIVED FINANCIAL LITERACY TRAINING/COUNSELING			
	N	MEAN	MEDIAN	75TH PERCENTILE	N	MEAN	MEDIAN	75TH PERCENTILE
PROGRAM COMPLETION***	63	71.0%	80.0%	100.0%	63	81.8%	82.6%	97.3%
ENROLLEE PLACEMENT***	103	47.0%	45.5%	64.7%	73	55.1%	57.0%	70.7%
COMPLETER PLACEMENT	50	67.9%	68.7%	83.5%	57	69.7%	75.9%	87.0%
Wage	92	\$11.28	\$10.45	\$11.96	71	\$11.34	\$10.78	\$12.31
Full-Time***	95	60.5%	57.9%	88.4%	67	72.6%	76.2%	96.7%
w/ Health Benefits***	65	30.4%	23.4%	39.6%	51	50.1%	48.2%	68.1%
3 MONTH RETENTION***	77	67.4%	69.4%	80.9%	58	75.8%	77.9%	89.0%
Wage	40	\$11.34	\$ 9.62	\$12.16	40	\$11.43	\$11.01	\$12.58

6 MONTH RETENTION***	50	52.6%	56.0%	71.8%	52	64.7%	67.7%	79.5%
Wage	29	\$11.03	\$10.12	\$12.98	35	\$11.33	\$10.58	\$12.79
12 MONTH RETENTION	31	41.1%	39.1%	56.4%	36	45.4%	45.9%	66.9%

Retention rates are expressed as a percentage of persons placed in employment.

Asterisks (*) indicate the statistically significant differences between comparison groups.

*=p<0.10; **=p<.05; ***=p<.01

Table 3: Skills Training Leading to Certification

OUTCOME	LESS THAN 75% RECEIVED SKILLS TRAINING LEADING TO CERTIFICATION				MOST/ALL RECEIVED SKILLS TRAINING LEADING TO CERTIFICATION			
	N	MEAN	MEDIAN	75TH PERCENTILE	N	MEAN	MEDIAN	75TH PERCENTILE
PROGRAM COMPLETION***	120	70.3%	75.3%	94.9%	64	80.0%	84.2%	95.0%
ENROLLEE PLACEMENT***	188	46.2%	45.7%	63.6%	71	60.6%	59.4%	76.3%
COMPLETER PLACEMENT***	58	63.1%	63.9%	79.6%	49	75.6%	77.1%	90.0%
Wage***	170	\$10.68	\$9.85	\$9.85	69	\$12.05	\$11.50	\$13.09
Full-Time***	163	60.4%	59.2%	86.7%	65	74.0%	77.2%	98.8%
% w/ Health Benefits**	118	35.9%	27.4%	52.6%	46	46.4%	41.0%	69.5%
3 MONTH RETENTION	149	69.3%	71.4%	80.6%	55	72.4%	79.7%	87.5%
Wage	83	\$10.90	\$9.83	\$11.93	39	\$11.99	\$11.70	\$13.22
6 MONTH RETENTION***	94	52.6%	53.9%	72.1%	49	63.4%	66.7%	79.4%
Wage	60	\$11.36	\$10.17	\$12.44	34	\$11.64	\$11.02	\$13.29
12 MONTH RETENTION	51	43.0%	39.1%	61.7%	36	46.3%	50.8%	66.3%

Retention rates are expressed as a percentage of persons placed in employment.
Asterisks (*) indicate the statistically significant differences between comparison groups.
*=p<0.10; **=p<.05; ***=p<.01

Table 6: Adult Basic Education

OUTCOME	ADULT BASIC EDUCATION PROVIDED TO LESS THAN 50%				ADULT BASIC EDUCATION PROVIDED TO MORE THAN 50%			
	N	MEAN	MEDIAN	75TH PERCENTILE	N	MEAN	MEDIAN	75TH PERCENTILE
PROGRAM COMPLETION	154	72.7%	80.2%	93.6%	30	78.5%	82.7%	100.0%
ENROLLEE PLACEMENT**	224	48.9%	48.6%	65.9%	35	57.6%	58.0%	75.3%
COMPLETER PLACEMENT	86	68.9%	69.3%	84.7%	21	68.5%	75.5%	88.4%
Wage	206	\$11.00	\$10.39	\$11.81	33	\$11.53	\$10.00	\$12.36
Full-Time*	197	62.9%	63.6%	88.4%	31	72.9%	80.0%	91.7%
w/ Health Benefits***	144	36.6%	27.3%	52.6%	20	55.4%	59.1%	70.0%
3 MONTH RETENTION*	176	69.1%	72.3%	83.6%	28	76.7%	74.8%	91.1%
Wage	104	\$11.21	\$10.15	\$12.30	18	\$11.49	\$10.78	\$14.07
6 MONTH RETENTION**	119	54.5%	57.9%	73.2%	24	65.1%	63.6%	80.7%
Wage	75	\$11.51	\$10.38	\$12.73	19	\$11.28	\$10.25	\$13.00
12 MONTH RETENTION***	74	40.5%	39.6%	60.1%	13	66.0%	68.1%	87.2%

Retention rates are expressed as a percentage of persons placed in employment.
Asterisks (*) indicate the statistically significant differences between comparison groups.
*=p<0.10; **=p<.05; ***=p<.01

Table 12: Employment Follow-Up Services

OUTCOME	LESS THAN 75% RECEIVED EMPLOYMENT FOLLOW UP SERVICES				MOST/ALL RECEIVED EMPLOYMENT FOLLOW UP SERVICES			
	N	MEAN	MEDIAN	75TH PERCENTILE	N	MEAN	MEDIAN	75TH PERCENTILE
PROGRAM COMPLETION	95	72.5%	78.6%	92.8%	89	74.9%	82.6%	97.3%
ENROLLEE PLACEMENT***	149	46.1%	44.7%	57.7%	110	55.7%	58.6%	70.4%
COMPLETER PLACEMENT*	58	65.8%	68.7%	77.8%	49	72.5%	79.6%	90.1%
Wage	136	\$10.97	\$10.48	\$11.94	103	\$11.21	\$10.22	\$12.00
Full-Time	130	63.0%	62.9%	87.8%	98	66.0%	73.0%	94.4%
w/ Health Benefits*	90	35.6%	27.0%	52.6%	74	42.8%	38.6%	66.7%
3 MONTH RETENTION***	112	66.4%	69.3%	80.0%	92	74.6%	77.9%	87.2%
Wage	55	\$10.73	\$10.07	\$12.12	67	\$11.68	\$10.65	\$12.70
6 MONTH RETENTION***	81	50.8%	53.3%	69.0%	62	63.5%	65.9%	78.8%
Wage	45	\$11.70	\$10.35	\$12.45	49	\$11.24	\$10.38	\$12.97
12 MONTH RETENTION***	48	37.7%	34.7%	59.0%	39	52.6%	54.1%	68.4%

Retention rates are expressed as a percentage of persons placed in employment. Asterisks (*) indicate the statistically significant differences between comparison groups. *=p<0.10; **=p<.05; ***=p<.01

Table 13: Length of Time in Pre-Employment Services

OUTCOME	0-6 WEEKS				7-14 WEEKS				15 OR MORE WEEKS			
	N	MEAN	MEDIAN	75TH PERCENTILE	N	MEAN	MEDIAN	75TH PERCENTILE	N	MEAN	MEDIAN	75TH PERCENTILE
PROGRAM COMPLETION*	54	75.5%	80.3%	96.8%	50	77.9%	82.0%	100.0%	61	67.2%	71.6%	89.7%
ENROLLEE PLACEMENT***	71	51.9%	49.1%	65.5%	62	55.7%	56.5%	69.3%	77	50.4%	50.0%	68.1%
COMPLETER PLACEMENT	31	66.9%	68.7%	83.3%	30	69.9%	70.4%	80.3%	39	67.3%	68.2%	90.0%
Wage**	68	\$10.60	\$9.73	\$11.69	65	\$11.17	\$10.39	\$12.00	75	\$11.86	\$11.00	\$13.13
Full-Time**	61	65.5%	64.5%	91.1%	57	66.7%	66.7%	86.2%	70	68.3%	70.5%	94.1%
w/ Health Benefits***	48	31.5%	27.4%	47.8%	42	45.4%	42.3%	64.9%	46	49.0%	46.4%	70.0%
3 MONTH RETENTION*	62	67.5%	70.7%	78.4%	50	73.6%	76.9%	88.3%	63	73.2%	79.6%	89.2%
Wage*	40	\$10.74	\$9.73	\$11.75	33	\$11.46	\$10.68	\$12.36	37	\$12.20	\$11.17	\$14.00
6 MONTH RETENTION***	46	49.0%	53.0%	63.3%	37	63.7%	66.7%	79.4%	44	62.4%	64.8%	79.5%
Wage	31	\$11.74	\$10.10	\$13.50	29	\$11.37	\$10.21	\$12.27	25	\$11.88	\$11.25	\$13.59
12 MONTH RETENTION	20	34.7%	38.3%	50.2%	28	47.1%	43.5%	69.2%	31	47.2%	50.3%	67.0%

Retention rates are expressed as a percentage of persons placed in employment. Asterisks (*) indicate the statistically significant differences between comparison groups. *=p<0.10; **=p<.05; ***=p<.01

Table 14: Hours per Week in Pre-Employment Services

OUTCOME	0-10 HOURS				11-22.5 HOURS			
	N	MEAN	MEDIAN	75TH PERCENTILE	N	MEAN	MEDIAN	75TH PERCENTILE
PROGRAM COMPLETION*	32	71.0%	76.5%	98.3%	42	67.4%	71.2%	90.6%
ENROLLEE PLACEMENT***	51	53.0%	57.0%	68.8%	59	47.4%	46.8%	58.8%
COMPLETER PLACEMENT***	20	71.9%	76.4%	89.1%	19	54.5%	59.2%	70.6%
Wage***	47	\$10.89	\$10.22	\$12.05	55	\$10.35	\$9.79	\$11.42
Full-Time***	44	49.8%	48.7%	63.6%	54	68.3%	70.4%	88.5%
w/ Health Benefits*	31	39.6%	33.7%	56.2%	40	40.2%	36.4%	62.2%
3 MONTH RETENTION*	39	77.8%	80.0%	91.4%	50	70.3%	71.1%	83.0%
Wage***	22	\$11.30	\$10.48	\$13.28	36	\$10.20	\$9.75	\$11.40
6 MONTH RETENTION*	16	66.1%	83.0%	90.2%	34	54.3%	53.9%	69.2%
Wage***	11	\$14.11	\$10.78	\$15.24	25	\$10.71	\$10.10	\$12.41
12 MONTH RETENTION	11	58.2%	67.0%	85.7%	16	41.8%	39.5%	58.5%

OUTCOME	23-30 HOURS				31 OR MORE HOURS			
	N	MEAN	MEDIAN	75TH PERCENTILE	N	MEAN	MEDIAN	75TH PERCENTILE
PROGRAM COMPLETION*	55	81.0%	85.9%	93.8%	36	69.7%	74.2%	98.9%
ENROLLEE PLACEMENT***	61	55.9%	56.2%	68.9%	38	53.3%	51.6%	71.7%
COMPLETER PLACEMENT***	36	71.2%	71.8%	90.2%	25	70.2%	69.4%	83.7%
Wage***	59	\$11.72	\$10.88	\$12.73	37	\$12.29	\$11.39	\$13.14
Full-Time***	55	69.0%	68.8%	86.8%	35	82.9%	96.4%	100.0%
w/ Health Benefits*	39	42.8%	36.7%	62.0%	26	44.9%	41.9%	69.7%
3 MONTH RETENTION*	50	67.6%	70.8%	80.7%	35	70.3%	79.6%	87.5%
Wage***	29	\$11.74	\$10.96	\$12.56	22	\$13.32	\$12.55	\$15.25
6 MONTH RETENTION*	45	54.8%	56.6%	72.7%	31	61.4%	65.2%	74.4%
Wage***	29	\$11.13	\$10.38	\$13.01	19	\$12.28	\$12.11	\$14.33
12 MONTH RETENTION	30	43.8%	43.3%	65.2%	22	38.8%	33.5%	60.9%

Retention rates are expressed as a percentage of persons placed in employment. Asterisks (*) indicate the statistically significant differences between comparison groups. *= $p < 0.10$; **= $p < .05$; ***= $p < .01$

Table 18: Criminal Background Status

OUTCOME	LESS THAN 50% HAD A CRIMINAL BACKGROUND				MORE THAN 50% HAD A CRIMINAL BACKGROUND			
	N	MEAN	MEDIAN	75TH PERCENTILE	N	MEAN	MEDIAN	75TH PERCENTILE
PROGRAM COMPLETION	132	74.7%	83.2%	99.3%	52	70.9%	75.7%	86.8%
ENROLLEE PLACEMENT	198	50.2%	50.0%	67.4%	61	50.1%	49.3%	63.3%
COMPLETER PLACEMENT**	72	72.0%	75.9%	89.6%	35	62.4%	62.9%	75.9%
Wage*	180	\$11.27	\$10.28	\$12.21	59	\$10.47	\$10.42	\$11.71
Full-Time***	173	60.5%	61.2%	84.6%	55	76.3%	80.0%	100.0%
w/ Health Benefits*	130	36.9%	32.1%	53.2%	34	46.4%	37.6%	70.6%
3 MONTH RETENTION	148	68.9%	72.3%	84.6%	56	73.2%	74.9%	83.6%
Wage	85	\$11.60	\$10.16	\$12.94	37	\$10.46	\$10.14	\$11.76
6 MONTH RETENTION	99	55.2%	57.9%	77.8%	44	58.8%	62.0%	70.4%
Wage	64	\$11.75	\$10.52	\$13.37	30	\$10.84	\$10.16	\$12.25
12 MONTH RETENTION	58	47.0%	51.0%	66.8%	29	38.9%	38.9%	53.8%

Retention rates are expressed as a percentage of persons placed in employment.
Asterisks (*) indicate the statistically significant differences between comparison groups.
*=p<0.10; **=p<.05; ***=p<.01

Table 19: Young Adult Status (Age 18-24)

OUTCOME	LESS THAN 50% YOUNG ADULTS				MORE THAN 50% YOUNG ADULTS			
	N	MEAN	MEDIAN	75TH PERCENTILE	N	MEAN	MEDIAN	75TH PERCENTILE
PROGRAM COMPLETION**	139	71.7%	76.9%	92.8%	28	82.6%	89.7%	99.3%
ENROLLEE PLACEMENT	190	51.2%	50.0%	66.8%	44	48.6%	49.3%	66.6%
COMPLETER PLACEMENT	87	67.9%	69.4%	83.3%	13	70.9%	77.1%	88.4%
Wage*	180	\$11.27	\$10.54	12.1%	42	\$10.27	\$9.21	10.8%
Full-Time**	168	66.4%	66.0%	90.7%	40	55.2%	55.2%	79.7%
w/ Health Benefits**	128	41.9%	36.6%	61.8%	29	28.3%	15.6%	45.8%
3 MONTH RETENTION	167	71.3%	73.7%	84.8%	29	65.2%	66.7%	77.5%
Wage	106	\$11.34	\$10.27	\$12.31	14	\$10.35	\$8.99	\$12.61
6 MONTH RETENTION***	114	59.9%	63.1%	77.9%	24	43.4%	42.7%	59.1%
Wage**	81	\$11.69	\$10.58	12.9%	11	\$9.54	\$8.56	9.3%
12 MONTH RETENTION	72	45.1%	44.8%	64.7%	13	39.3%	39.1%	52.2%

Retention rates are expressed as a percentage of persons placed in employment.
Asterisks (*) indicate the statistically significant differences between comparison groups.
*=p<0.10; **=p<.05; ***=p<.01

Table 20: High School Diploma/GED Status

OUTCOME	LESS THAN 50% LACKED A HIGH SCHOOL DIPLOMA/GED				MORE THAN 50% LACKED A HIGH SCHOOL DIPLOMA/GED			
	N	MEAN	MEDIAN	75TH PERCENTILE	N	MEAN	MEDIAN	75TH PERCENTILE
PROGRAM COMPLETION	145	74.7%	80.6%	100.0%	17	72.3%	85.9%	94.6%
ENROLLEE PLACEMENT	190	51.5%	51.3%	68.8%	30	45.6%	40.7%	59.0%
COMPLETER PLACEMENT	87	67.4%	69.1%	99.1%	6	70.7%	77.9%	87.4%
Wage	182	\$11.31	\$10.61	\$12.11	27	\$10.47	\$9.09	\$10.26
Full-Time	170	66.3%	67.1%	99.3%	26	60.3%	59.7%	87.0%
w/ Health Benefits	126	40.0%	37.6%	56.1%	19	31.6%	17.6%	69.5%
3 MONTH RETENTION***	156	72.0%	75.0%	85.6%	24	60.7%	64.9%	71.3%
Wage*	99	\$11.55	\$10.68	\$12.60	13	\$9.53	\$8.95	\$10.26
6 MONTH RETENTION***	112	59.5%	62.4%	77.1%	18	41.5%	38.6%	58.2%
Wage***	76	\$11.82	\$10.77	\$12.98	11	\$8.91	\$8.56	\$9.97
12 MONTH RETENTION	75	45.6%	45.1%	66.7%	5	35.3%	43.9%	52.2%

Retention rates are expressed as a percentage of persons placed in employment. Asterisks (*) indicate the statistically significant differences between comparison groups. *=p<0.10; **=p<.05; ***=p<.01

Table 21: Homeless Status

OUTCOME	LESS THAN 50% WERE HOMELESS AT INTAKE				MORE THAN 50% WERE HOMELESS AT INTAKE			
	N	MEAN	MEDIAN	75TH PERCENTILE	N	MEAN	MEDIAN	75TH PERCENTILE
PROGRAM COMPLETION**	160	75.1%	81.5%	94.9%	24	64.1%	68.2%	96.7%
ENROLLEE PLACEMENT	221	49.9%	50.0%	67.0%	38	51.6%	47.5%	59.9%
COMPLETER PLACEMENT	91	70.0%	70.5%	87.4%	16	62.4%	60.5%	72.7%
Wage	201	\$11.17	\$10.28	\$12.08	38	\$10.56	\$10.45	\$11.40
Full-Time	195	63.5%	64.5%	88.1%	33	68.8%	70.5%	97.6%
w/ Health Benefits	140	39.8%	33.8%	56.6%	24	33.4%	27.3%	55.7%
3 MONTH RETENTION	171	69.6%	72.3%	84.6%	33	72.5%	74.8%	83.5%
Wage	106	\$11.32	\$10.15	\$12.53	16	\$10.78	\$10.32	\$11.88
6 MONTH RETENTION	116	57.4%	59.4%	77.3%	27	51.5%	55.2%	65.3%
Wage	80	\$11.55	\$10.37	\$12.78	14	\$10.96	\$10.17	\$12.72
12 MONTH RETENTION	69	46.2%	47.6%	64.9%	18	37.2%	33.6%	59.9%

Retention rates are expressed as a percentage of persons placed in employment. Asterisks (*) indicate the statistically significant differences between comparison groups. *=p<0.10; **=p<.05; ***=p<.01