



PACE Evaluation Results

Bridging the Opportunity Divide for Low-Income Youth:
Implementation and Early Impacts of the Year Up Program

About the PACE Evaluation Study

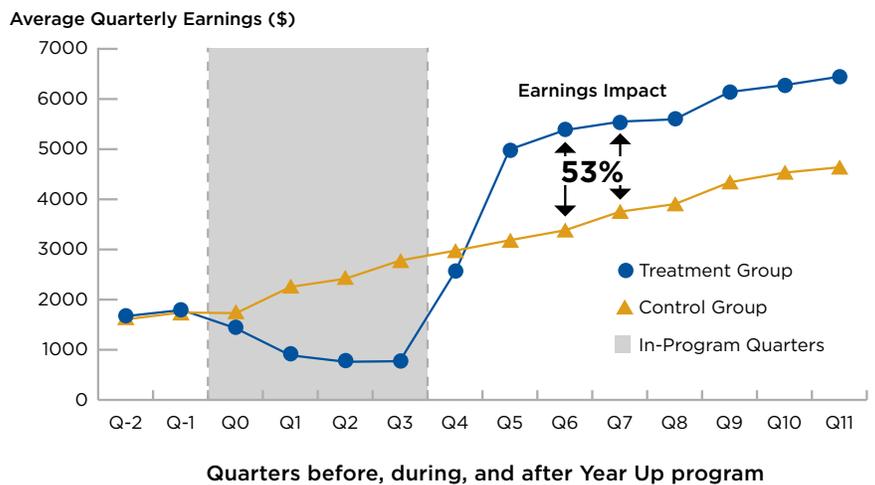
The Pathways for Advancing Careers & Education (PACE) evaluation is a large-scale randomized controlled trial (RCT) impact evaluation sponsored by the Administration for Children & Families’ (ACF) Office of Planning, Research & Evaluation (OPRE) and in partnership with renowned research firm Abt Associates. PACE follows nine elite organizations across the country to build a body of evidence on the effectiveness of workforce programs for young adults after nearly four decades of mixed results from past research that cast a shadow of doubt on our field. Year Up is the largest participating PACE program with 2,544 young adults who were randomly assigned to the treatment group (N=1,669 individuals who had the chance to enroll in Year Up) and control group (N=875 applicants who completed our admissions process and were found eligible for Year Up but did not receive our program).

The PACE evaluation is a global test of Year Up’s efficacy; above all, it measures Year Up’s level of impact on workforce and education outcomes.

Key Outcomes

The 2018 PACE results report is the first of several planned publications over the next five years, juxtaposing experiences of treatment and control members before, during, and after the Year Up program.

We are pleased to share that this first report found Year Up earnings impacts to be the largest reported to date for workforce programs tested using a RCT design. Year Up had a large positive impact on the confirmatory outcome for this report — average quarterly earnings. Earnings for the treatment group were 53% higher than the control group six months after random assignment (Q6 and Q7 in the graph) and held strong over time with 40% higher earnings two full years after graduation (Q11). The report also found that Year Up implemented its program with high fidelity to its design and substantially increased the training, support, and employment services young adults received.



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Key Messages of the Report

- Year Up’s earnings impacts are the largest reported to date for workforce programs tested in RCTs, the “gold standard” of studies.
 - The trial found a 53% increase in initial earnings for young adults in the treatment group relative to those in the control group.
 - Year Up’s impacts on earnings reflect increases in average hourly wages and hours worked.
- Effective job training for young adults can be highly efficient—generating a significant earnings impact within a relatively short amount of time.
 - Year Up’s impact is substantial for the 83% of Year Up graduates in the PACE study who are employed within four months of completing the program.
 - The majority of these young adults are working full-time in targeted occupations at \$15/hour or more, with an average wage of \$17.41/hour—more than \$34,000/year.
- Year Up’s earnings impact remained large at two years after graduation and was meaningful for all young adults and locations in the study.
 - The earnings difference remained large—40% higher for those in the treatment group—at two years after graduation.
 - While results varied, the earnings impact was significant for all eight Year Up locations in the study, and for every subgroup (defined by age, gender, race/ethnicity, high school grades, educational attainment, training commitment, etc.)
- Year Up participants can drastically increase their employability and earnings while keeping momentum with their education.
 - Treatment group members earned four college credits more than the control group by six months after graduation, which while only a modest increase, it is a trend in the right direction.
 - An encouraging 18 percentage points (pp) more treatment group members (31%) than control group members (13%) earned professional certifications and licenses by six months after graduation.
- Year Up participants received significantly more academic and career supports than the control group.
 - Treatment group members were far more likely (44 pp more) than controls to take classes that focused upon life skills.
 - Treatment group members’ classes involved project and group-based work rather than lectures, and featured active learning methods that were relevant to job experiences.
 - When compared to the control group, treatment group members received significantly more academic and career supports, including academic advising (9 pp more), tutoring (18 pp more), financial aid advising (9 pp more), grants or scholarships (13 pp more), career counseling (39 pp more), job search and placement assistance (43 pp more).
 - Treatment group members were also 22 pp less likely to take out education loans than the control group.

“The PACE evaluation validates what we’ve seen firsthand at LinkedIn since we began working with Year Up in 2011—the program is having a material impact on both the young adults seeking meaningful employment opportunities and the companies in need of their talent and skills. **Year Up’s unique approach to job training is creating conditions for success for these underserved segments of the workforce and ensures its graduates continue to thrive in their professional careers.**”

Jeff Weiner | CEO, LinkedIn

What Do These Results Mean for Programs like Year Up?

- Job training for young adults is efficient and pays off when it’s delivered effectively with the right support services and interventions.
 - In the past, policymakers and scholars debated whether investing in job training for young adults made sense or if the focus should be solely on childhood education programs. This study shows that an effective job training program for young adults can have a significant impact on earnings within a relatively short amount of time.
- There is more than one path to success. Focusing on getting a good job first and then working on completing a college degree may make more sense for many young adults than the traditional “college first, job second” approach.

Help us maximize the reach of these important results. Share/retweet Year Up’s PACE-focused social media posts on [Facebook](#), [LinkedIn](#), and [Twitter](#), using [#YearUpImpact](#).

To read the full report, visit www.yearup.org/PACE.