



# Workforce Issuance

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☐ Policy ☒ Information

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**To:** MassHire Workforce Board Chairs  
MassHire Workforce Board Directors  
MassHire Career Center Directors  
MassHire Fiscal Officers  
MassHire DCS Operations Managers

**cc:** WIOA State Partners

**From:** Diane Hurley, Acting Director  
MassHire Department of Career Services

**Date:** March 5, 2024

**Subject:** **Impacts of Sectoral Employment and Career Advancement Models and Initiatives – WorkforceGPS Webinar**

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**Purpose:** To notify MassHire Workforce Boards, MassHire Career Center Operators, and other workforce partners of an upcoming WorkforceGPS webinar:  
[Impacts of Sectoral Employment and Career Advancement Models and Initiatives](#)  
- Wednesday, March 13, 2024 – 3:00 – 4:00pm.

**Background:** Building evidence with rigorous evaluation methods can demonstrate the effectiveness of sector strategies. This session will highlight the impacts of sectoral employment models and career advancement initiatives that offer career pathways for non-college-educated workers designed to increase educational attainment, credentialing, and employment.

Lessons from the studies of two programs, WorkAdvance and Project Quest, and a Department of Labor meta-analysis of career pathway initiatives will demonstrate how evaluations are used to determine the impacts of intensive screening, career readiness services, occupational skills training leading to a

An equal opportunity employer/program.

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credential, job placement, and retention and advancement services on program outcomes. WorkAdvance drew on previous findings about sectoral strategies, those that train people for quality jobs in specific industries and occupational clusters with strong local demand and the opportunity for career advancement. Results for Project Quest demonstrate the potential value of investing in skills training for job seekers with low incomes and long-term impacts. The meta-analysis of 46 Career Pathway Programs summarizes what works well, characteristics of effective programs, and implications for programs and further research. Presenters will:

- Use the evaluations from two programs to illustrate specific characteristics that successfully reduce barriers to high-opportunity employment, improved earnings, and career advancement.
- Explain the research methods and rationale, individual demographics and outcomes, and approaches for sectoral and career advancement initiatives.
- Present evaluation findings from random assignment methods and a literature review and meta-analysis on the broad impacts of these initiatives, including relative strengths and weaknesses. The discussion will also include implications for workforce programs, such as using strategies and program models to increase access to job opportunities and how programs can become more effective in serving people with low incomes.

WorkforceGPS is an online technical assistance website created to help build the capacity of America's public workforce investment system. Sponsored by the Employment and Training Administration of the U.S. Department of Labor, WorkforceGPS was developed specifically for workforce professionals, educators, and business leaders. WorkforceGPS is free but does require account registration.

**Action**

**Required:** Please share with all managers, staff and partners as appropriate.

**Effective:** Immediately.