

# Evaluating the Impacts of ECWTP

NIEHS & JUSTICE40





Chicago-based **OAI** is a nationally recognized pioneer in workforce development. Our work opens career pathways; fuels business success; promotes health, safety, and the environment; and supports community development. For more than 40 years, we've been delivering real economic benefit to individuals, employers, and communities across the country.

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**OAI** ***Building Careers.***  
***Changing Lives.***

# Targeting high-demand industries with career pathways and living wages

- Environmental Remediation
- Construction & Deconstruction
- Ecological Restoration & Green Infrastructure
- Solar Installation and Maintenance
- Manufacturing (CNC Machining, Robotics Maintenance, Welding)
- Healthcare (CNA, LPN, RN)
- Transportation & Logistics (CDL, Supply Chain, Forklift, Robotics)



# OAI Environmental Careers Consortium

- Chicago – OAI
- Kansas City – NuStart Career Builders
- Indianapolis – RecycleForce
- Dallas – historically CitySquare & Construction Education Foundation (CEF), new partnerships in development for 2022



# Evaluation Components

- **Student surveys**
  - Course, instructor & program evaluations
  - SEM survey
- **Instructor feedback**
  - Summary of classroom experience
- **Program Manager & Program Director Questionnaire**
- **Focus groups**
  - Each site
  - Third Party Evaluation
- **On-going Staff feedback**
  - Weekly team meetings
  - Lived experience in community



# Outputs – ECWT objectives

- Provide career guidance and placement of all graduates into an initial job.
- Track and conduct follow-up of all participants for one year beyond the end of each training cohort.
- Conduct training that applies current thinking in adult education principles and methods—blended student-centered learning, participatory and cooperative learning, hands-on exercises and experiential learning.
- Provide curricula that includes two components: Career Guidance/ Power Skills Training and Career-Specific Technical Training.
- Prepare students for entry-level employment in training-related industry
- Prepare students to perform successfully on technical certifications including third-party administered exams





# Evaluating Benefits and Measuring Impact

- **Metrics from training delivery and job placement data**
  - Students trained
  - Contact hours in technical skills
  - Contact hours in life skills and basic education classes
  - Job placement rate
  - Long-term job retention
- **Additional Components of value**
  - Placement rate within field of training
  - Hourly wage
- **Economic Impact**
  - ROI of program cost to student wage gains and reduction of dependence on public resources
  - Ability to leverage other funds for program



# Social Ecological Model: Measuring Behavior Change

- **Interpersonal:** Sharing information with neighbors and friends
- **Intrapersonal:** Using the information learned during training to improve the safety and health of family members in their home; Empowered as an environmental ambassador
- **Self-concept:** New respect from family and community and feeling better about self after sharing information
- **Organizational:** Using the safety information learned in class on the work site; Prepared to work safely; Reporting unsafe work conditions and asking for protective equipment
- **Societal:** Familiar with environmental policy; Understanding community resiliency; Contributing to community in a disaster
- **Social Determinates of Health & Community Resiliency:** participant understanding and sharing



# Other Impacts measured and noted

- **Financial security**
  - Credit scores, savings, budgets & stability
- **Able to stabilize major insecurities**
  - Home, vehicle, childcare, medication/ health care, etc.
- **Community involvement**
  - Environmental stewardship
- **Referrals to program**
  - Friends and family network



# Measuring Outcomes during COVID - 2021

- **Metrics from training delivery and job placement data – 2020 - 2021**
  - Students trained – 99 (goal was 90)
  - Contact hours - 18,661 (goal was 29,992)
  - Job placement rate – 68% (goal was 100%)
  - Long-term job retention - 90% (goal was 100%)
- **Additional Components of value**
  - Placement rate within field of training – 80%
  - Hourly wage - \$14.29
  - Strong community partnerships
  - Ability to leverage other funds for program – over \$300K from private funders
- **SEM Evaluations very high**
- **Technology as a tool for success**

# Success Story: Jonte D.



- Rags To Riches Story
- Englewood Community Success Story
- Applied every aspect of training to his success on the job

# Thank you!

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