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Variable Impacts of New Credentials for the Older Worker

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Purpose and Scope of Analysis

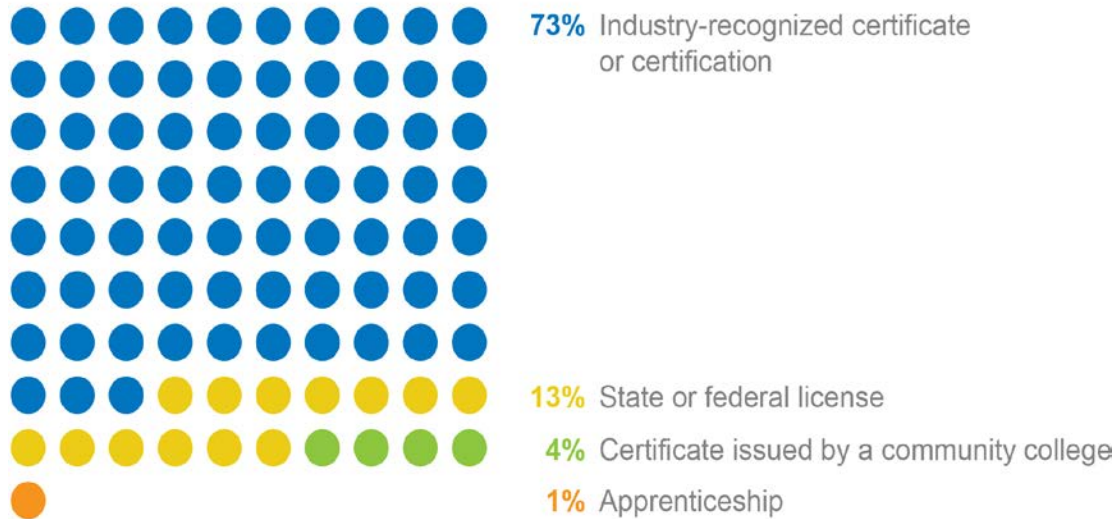
- Goal was to examine the impact of new credentials on older workers (50+)
 - Examined older workers who were eligible for the WIOA Adult or WIOA Displaced Worker programs because of significant barriers to employment
 - Data is from Participant Individual Record Layout (PIRL) files published by the Employment and Training Administration, U.S. Department of Labor
 - Data is not representative of older worker population
- Analysis included
 - Credential choice and completion
 - Re-employment and earnings
 - Occupational choice

Demographics for the 50+ Population	Mean for All 50+ in PIRL	50+ who train	50+ who do not train
Age	57.7	56.0	57.7
Gender (% women)	46.1%	48.5%	46.1%
% with HS diploma or equivalent	86.9%	93.0%	86.8%
% with a bachelor's degree	20.3%	25.6%	20.2%
Average quarterly income two quarters before program entry	\$ 8,340.81	\$ 9,190.87	\$ 8,324.80
Veteran status (%)	11.2%	11.1%	11.2%
Race/Ethnicity			
Hispanic	15.5%	13.5%	15.6%
Asian	2.6%	4.8%	2.6%
Black	21.3%	23.0%	21.3%
Native Hawaiian or Pacific Islander	0.2%	0.3%	0.2%
American Indian/Alaska Native	1.1%	0.8%	1.1%
White (non-Hispanic)	57.9%	56.2%	57.9%
Multiple Race (non-Hispanic)	1.3%	1.4%	1.3%

Credential Choice and Completion

Older Worker Credential Choice

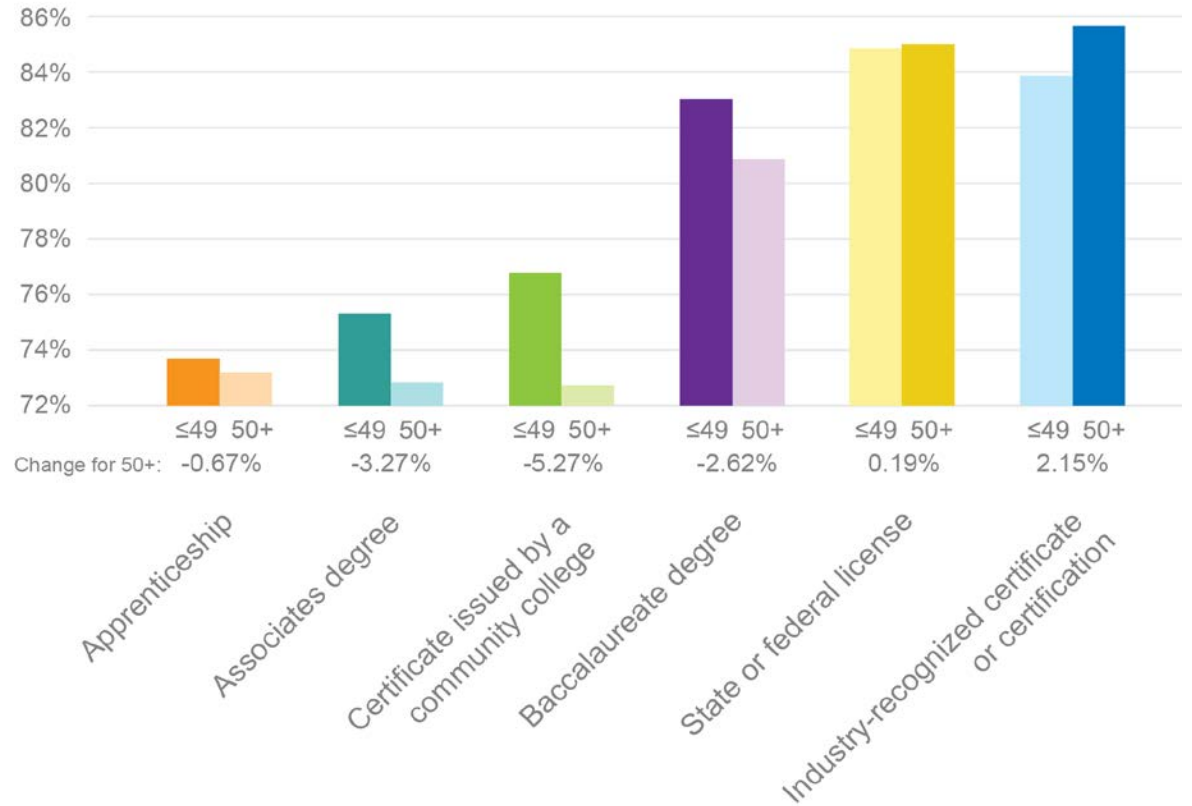
Non-degree credentials



Degree credentials

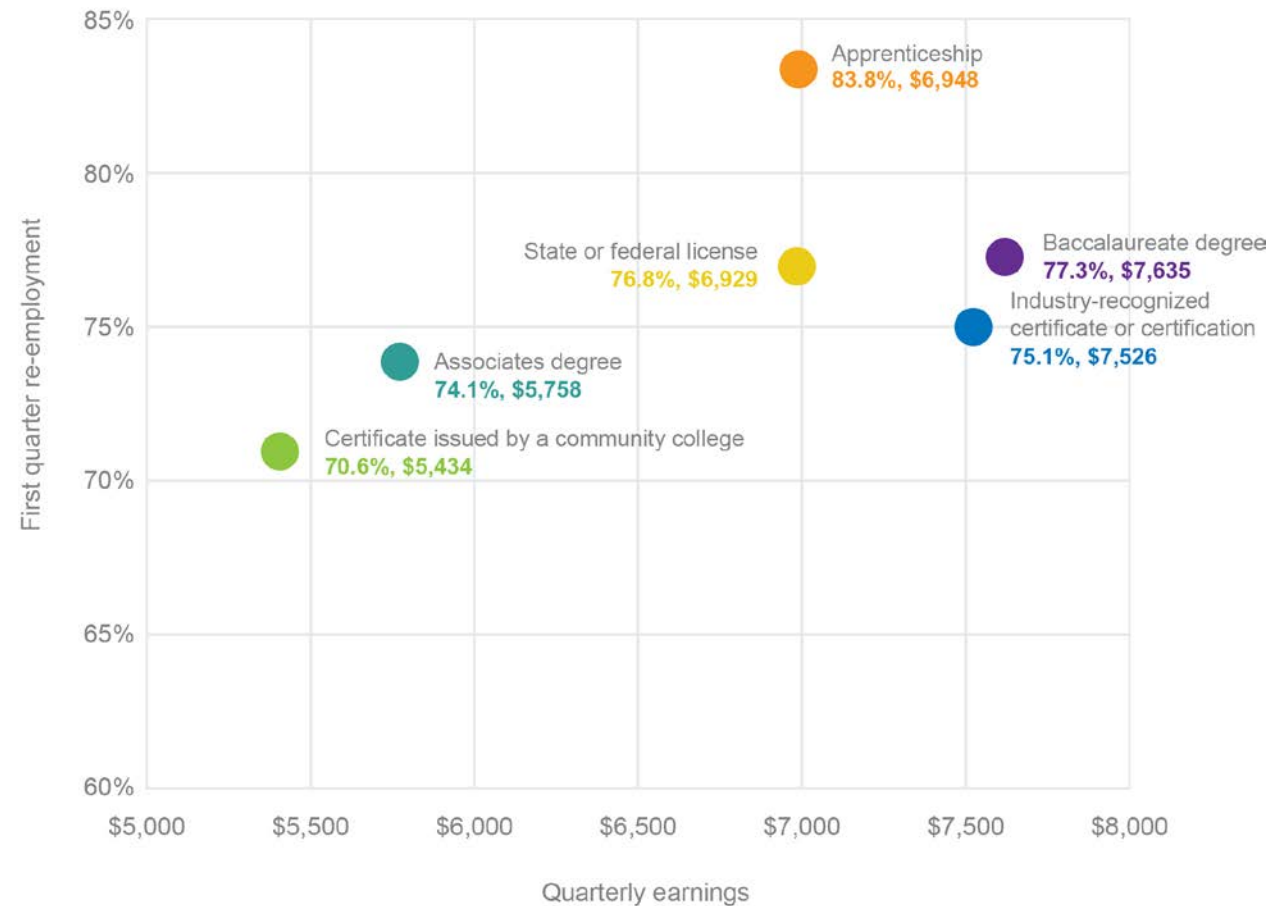


Completion Rates by Credential Type, ≤49 Workers vs 50+ Workers



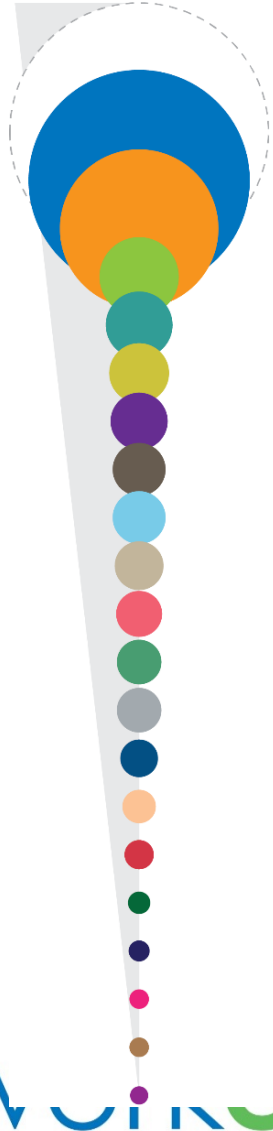
Re-employment & Earnings by Credential Type

Re-employment and Earnings by Credential Type



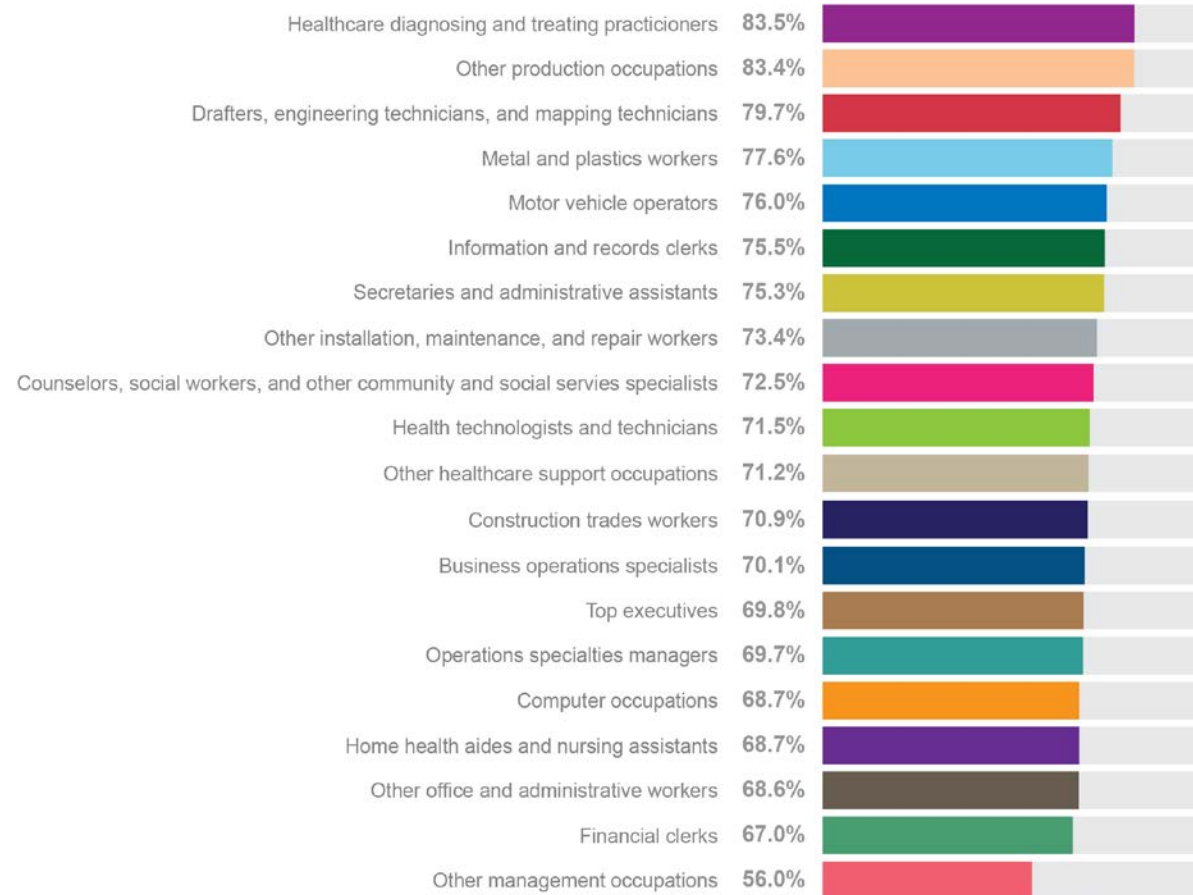
Occupation Training Choices & Re-employment

Top 20 Occupation Training Choices for Older Workers



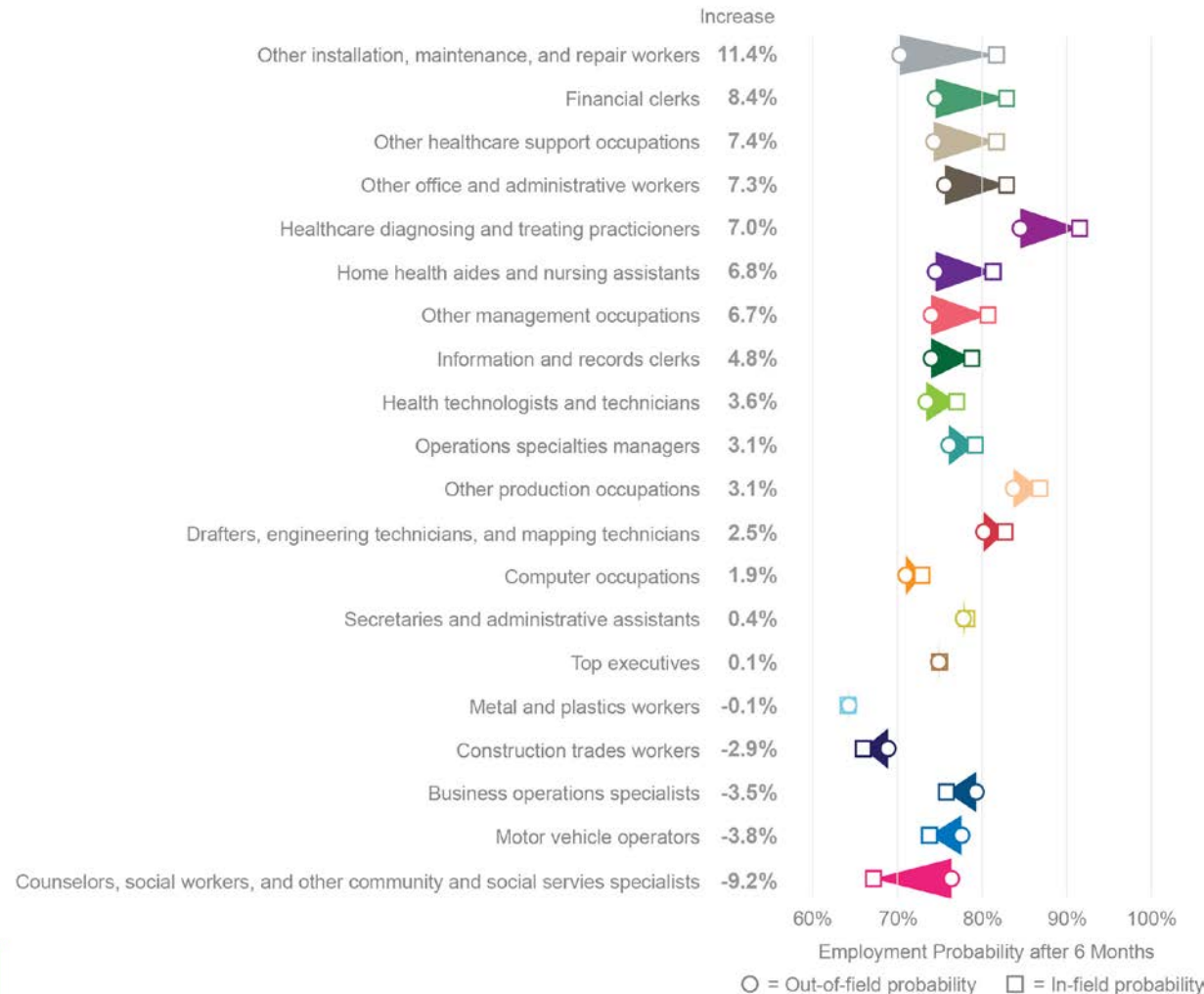
- 18.6% Other
- 15.9% Motor vehicle operators
- 11.4% Computer occupations
- 5.7% Health technologists and technicians
- 4.8% Operations specialties managers
- 4.3% Secretaries and administrative assistants
- 4.1% Home health aides and nursing assistants
- 3.8% Other office and administrative workers
- 3.8% Metal and plastics workers
- 3.5% Other healthcare support occupations
- 3.3% Other management occupations
- 3.2% Financial clerks
- 3.2% Other installation, maintenance, and repair workers
- 2.7% Business operations specialists
- 2.4% Other production occupations
- 2.1% Drafters, engineering technicians, and mapping technicians
- 1.6% Information and records clerks
- 1.5% Construction trades workers
- 1.4% Counselors, social workers, and other community and social services specialists
- 1.4% Top executives
- 1.3% Healthcare diagnosing and treating practitioners

Proportion Re-employed after 1st Quarter



In-field and Out-of-field Employment

Increase in Employment Probability after 6 Months,
In-Field and Out-of-Field



Recommendations

- More research is needed on the value of earning new credentials for older workers
 - Analysis showed displaced older workers benefit from new credentials, particularly non-degree credentials
- More research is needed to better understand how new credentials can support career changes
 - Research on impact of short- and long-term credentials on re-employment, earnings, and job satisfaction
- Stakeholders must share data to better understand the impact of new credentials
 - Training providers, certification bodies, and state and federal agencies must address challenges to sharing and linking data
- More research is needed to understand how WIOA programs can better serve older workers
 - Large differences exist among states in the probability that older workers participate in a WIOA-funded training program

for more information

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