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

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

Older Worker Credential Choice

Non-degree credentials
- 73% Industry-recognized certificate or certification
- 13% State or federal license
- 4% Certificate issued by a community college
- 1% Apprenticeship

Degree credentials
- 8% Associates degree
- 1% Baccalaureate degree

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

- Apprenticeship
  - ≤49: 72%
  - 50+: 74%
  - Change: +0.67%
- Associates degree
  - ≤49: 74%
  - 50+: 71%
  - Change: -3.27%
- Certificate issued by a community college
  - ≤49: 72%
  - 50+: 69%
  - Change: -3.27%
- Baccalaureate degree
  - ≤49: 74%
  - 50+: 71%
  - Change: -3.27%
- State or federal license
  - ≤49: 74%
  - 50+: 71%
  - Change: -3.27%
- Industry-recognized certificate or certification
  - ≤49: 74%
  - 50+: 71%
  - Change: -3.27%

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Re-employment & Earnings by Credential Type

Re-employment and Earnings by Credential Type

- Apprenticeship: 83.8%, $6,948
- Baccalaureate degree: 77.3%, $7,635
- Certificate issued by a community college: 70.6%, $5,434
- Industry-recognized certificate or certification: 75.1%, $7,526
- State or federal license: 76.8%, $6,929
- Associates degree: 74.1%, $5,756

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Top 20 Occupation Training Choices for Older Workers

1. Healthcare diagnosing and treating practitioners (18.6%)
2. Motor vehicle operators (15.9%)
3. Computer occupations (11.4%)
4. Health technology and technicians (5.7%)
5. Operations specialties managers (4.8%)
6. Secretaries and administrative assistants (4.3%)
7. Home health aides and nursing assistants (4.1%)
8. Other office and administrative workers (3.8%)
9. Metal and plastics workers (3.8%)
10. Other healthcare support occupations (3.5%)
11. Other management occupations (3.3%)
12. Financial clerks (3.2%)
13. Other installation, maintenance, and repair workers (3.2%)
14. Business operations specialists (2.7%)
15. Other production occupations (2.4%)
16. Drafters, engineering technicians, and mapping technicians (2.1%)
17. Information and records clerks (1.6%)
18. Construction trades workers (1.5%)
19. Counselors, social workers, and other community and social service specialists (1.4%)
20. Top executives (1.4%)

Proportion Re-employed after 1st Quarter

- Healthcare diagnosing and treating practitioners: 83.5%
- Other production occupations: 83.4%
- Drafters, engineering technicians, and mapping technicians: 79.7%
- Metal and plastics workers: 77.6%
- Motor vehicle operators: 76.0%
- Information and records clerks: 75.5%
- Secretaries and administrative assistants: 75.3%
- Other installation, maintenance, and repair workers: 73.4%
- Counselors, social workers, and other community and social service specialists: 72.5%
- Health technology and technicians: 71.5%
- Other healthcare support occupations: 71.2%
- Construction trades workers: 70.9%
- Business operations specialists: 70.1%
- Top executives: 69.8%
- Operations specialties managers: 69.7%
- Computer occupations: 68.7%
- Home health aides and nursing assistants: 68.7%
- Other office and administrative workers: 68.6%
- Financial clerks: 67.0%
- Other management occupations: 56.0%
In-field and Out-of-field Employment

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

- Other installation, maintenance, and repair workers: 11.4%
- Financial clerks: 8.4%
- Other healthcare support occupations: 7.4%
- Other office and administrative workers: 7.3%
- Healthcare diagnosing and treating practitioners: 7.0%
- Home health aides and nursing assistants: 6.8%
- Other management occupations: 6.7%
- Information and records clerks: 4.8%
- Health technologists and technicians: 3.6%
- Operations specialties managers: 3.1%
- Other production occupations: 3.1%
- Drafters, engineering technicians, and mapping technicians: 2.5%
- Computer occupations: 1.9%
- Secretaries and administrative assistants: 0.4%
- Top executives: 0.1%
- Metal and plastics workers: -0.1%
- Construction trades workers: -2.9%
- Business operations specialists: -3.5%
- Motor vehicle operators: -3.8%
- Counselors, social workers, and other community and social service specialists: -9.2%

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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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