



The Performance Partnership Pilot enhances youth workforce services for young parents

In 2021, the Urban Institute published its final report on the Performance Partnership Pilot (P3), a demonstration program that enhanced the existing Workforce Innovation and Opportunity Act (WIOA) Out-of-School Youth (OSY) services. The report presents findings from an implementation and outcome evaluation of this initiative. In March 2022, Urban published a brief outlining the findings of an exploratory impact evaluation of P3.

The researchers concluded that many participants achieved desirable outcomes in the 2021 study, which was verified by the impact analysis. Due to the small number of program participants in the analysis, additional piloting is needed to more fully determine impact of the model.

P3 at a Glance:

P3 served 50 young parents engaged in WIOA OSY services at two Brooklyn locations. At the time of enrollment:

- Participant ages ranged from 17 to 24 years old, with a median age of 21
- The vast majority of participants (88%) were female
- None had a high school diploma or equivalent and none were enrolled in school
- None were employed

What is Performance Partnership Pilot (P3)?

The P3 initiative was launched in 2014 following passage of the Consolidated Appropriations Act. Opportunities for a Better Tomorrow (OBT) delivered P3 between 2017 and 2019.

The P3 program was offered to young parents enrolled in WIOA OSY services. P3 enhanced typical WIOA OSY services and programming in three key ways:

- (1) Extending the length of OSY services from one to up to two years;
- (2) Providing a childcare navigator to link the children of participants to childcare slots, provide parenting support, and deliver additional supportive services; and
- (3) Braiding federal funds and waivers from several sources of funding and changing the metrics of program measurement.

The NYC P3 program was spearheaded by a group of NYC offices and agencies, which formed the P3 Collaborative: the Department of Youth and Community Development, the Administration for Children's Services, the Mayor's Office of Youth Employment, the Department of Education, the Children's Cabinet, and the NYC Mayor's Office for Economic Opportunity.

Key findings from the implementation, outcomes, and impact studies:

- Despite recruitment and staff turnover challenges, all participants engaged in multiple services
- Nearly all participants (88%) earned some education or training credential, and over half (54%) earned a high school equivalency credential
- P3 participants were over four times more likely than other parents engaged in WIOA OSY services to earn a high school equivalency credential, and they earned it faster

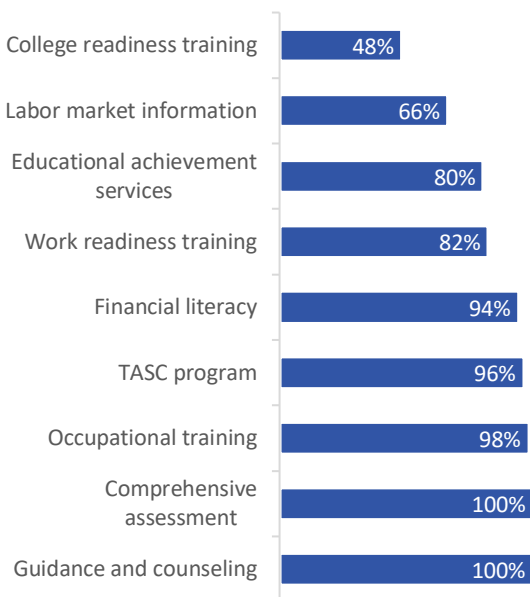
Methodology & Findings:

The researchers gathered both qualitative and quantitative data to inform this study. The implementation study used key informant interviews, participant focus groups, and program observations. The outcomes study relied on quantitative data from DYCD's data system for all WIOA youth programs. The impact study used a quasi-experimental design comparing the outcomes of P3 participants with those of similar participants in standard WIOA OSY programming.

Implementation

The collaborative appeared to have provided sound leadership of the pilot, and the partners brought together nearly \$2 million in resources to support the program. OBT staff believed that the additional year of programming helped P3 enroll participants, meet outcome measures for WIOA OSY programs, and give pregnant parents more flexibility to care for their young children while participating in P3.

Service Participation During P3 Engagement



The P3 cohort engaged actively in services. Most services saw high levels of enrollment.

The P3 sites succeeded in enrolling 50 participants. OBT hired two childcare navigators, though staff turnover created complications at both service locations.

Outcomes

Many participants achieved positive outcomes, particularly in terms of skill gains and credential attainment. Of the 41 participants program staff determined to have low basic skills at entry, 21 participants (51%) recorded skill gains, sometimes of two grade levels. Among all 50 participants, 41 (82%) attained some education or training credential, and 27 participants (54%) earned a high school equivalency credential.

Over three-quarters of participants earned an occupational licensure, certificate, or certification, and a small number earned another type of recognized degree, diploma, or certificate. Staff believed these outcomes indicated program success.

Employment was less prevalent, with only 40 percent of participants employed in any of the four follow-up quarters and only about 25 percent employed in any given follow-up period. But over half achieved a positive outcome more broadly if you include participants who were enrolled in a training program or enrolled in a postsecondary educational program leading to a recognized credential at some point in the four follow-up quarters.

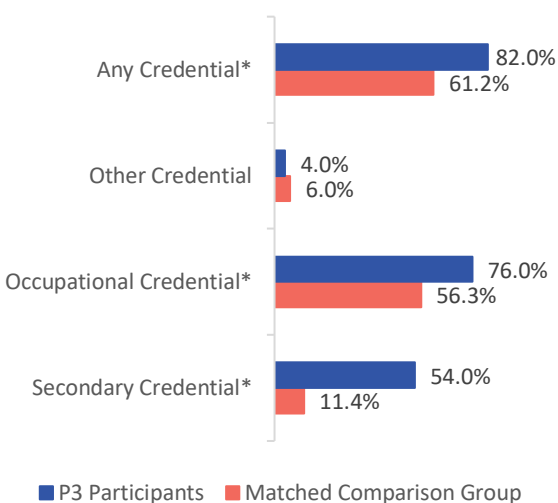
Impact

Compared to a similar group of young parents engaged in standard WIOA OSY services, the exploratory impact analysis found that P3 participants were:

- **More likely** to complete occupational training and participate in other education and job-oriented program services
- **Over four-and-a-half times more likely** to complete a high school equivalency credential and **earned them nearly four months sooner** than the comparison group, on average
- **More likely** to be in education or training in the second quarter after exiting the program
- **More likely** to earn secondary and other credentials within a year after exit

The exploratory impact analysis found that NYC's P3 was successful in helping young parents access and complete training, education, and job-related services; and continue education, training, and credential attainment post-program.

Impact of NYC P3 Participation on the Probability of Holding Credentials at the Fourth Quarter After Program Exit



“Secondary Credential” represents high school equivalency credential attainment. Credential categories marked with a () show statistically significant differences between the P3 and comparison groups at $p < 0.01$.*

While the researchers found positive impacts for participants in terms of training and credentials, they did not see any significant impacts on employment or earnings in any of the six quarters after program exit. P3 participants were not more likely than WIOA OSY

participants in the matched comparison group to be employed in any quarter after program exit. One explanation for the lack of employment or earnings impacts is that participants might not have been seeking work in the follow-up period if they were engaged in further training and education services.

Child Care Challenges:

The study revealed that participants experienced significant barriers in accessing child care, despite the support of trained child care navigators. Common issues included complex application processes, long application timelines, limited infant slots, unanticipated out-of-pocket costs, and limited availability for low-income working parents.

Limitations:

As a demonstration program, the results of the evaluation have been derived from a small study population and from service activities at a single provider. They may not be generalizable to a larger program. In addition, the researchers were not able to determine what component of the P3 program was responsible for the positive education and training outcomes. More research should be done through replicating this program and including a larger participant pool to support and expand on this evaluation’s findings.

Looking Ahead

The P3 Collaborative is considering advancing this model to justice-involved, housing-insecure, and foster care youth, though additional enhancements may be needed to address the shortage of childcare for these populations and in New York City as a whole.

NYC Opportunity is hoping to pilot new programs and products that incorporate service navigation after we complete a research phase.

Further Reading:

- **2021 Final Report:** <https://www1.nyc.gov/assets/opportunity/pdf/evidence/supporting-young-parents-in-nyc.pdf>
- **2022 Exploratory Impact Brief:** <https://www1.nyc.gov/assets/opportunity/pdf/evidence/performance-partnership-pilot-impact-report.pdf>