

Moneyball for Workforce Development

The next reauthorization of WIOA can catalyze improvement in our public workforce system by pushing to rigorously and regularly build, test, and use evidence and data; increasingly shift dollars toward evidence-based interventions; and ensure evidence-based services are reaching unemployed and underemployed residents, job seekers, incumbent workers, and businesses across the country. In our [Moneyball for Workforce Development paper](#), RFA offers specific recommendations that, if implemented, could enable the reauthorization of WIOA to catalyze a truly evidence-driven public workforce system. Specifically, RFA recommends:

1. [Build Evidence for What Works](#)

- Set aside at least 1 percent of WIOA funds for rigorous evaluations.
- Require and support states to develop longitudinal data systems that integrate administrative data across agencies and allow for a single point of entry.
 - Integrate data from early childhood, K–12 and postsecondary education, and judicial, public health, and benefits agencies.

2. [Invest in What Works](#)

- Define evidence of effectiveness.
 - Strong Evidence for programs shown, in well-conducted RCTs, to produce sizable and sustained effects on outcomes.
 - Promising Evidence for interventions that have been evaluated in RCTs and found to have sizeable positive effects that are not yet conclusive.
 - Preliminary Evidence for models that have a reasonable hypothesis and supported by credible research findings.
- Prioritize evidence of effectiveness in WIOA grants and contracts.
- Create a Workforce Innovation and Research Fund to expand strong evidence-based interventions and evaluate promising and preliminary approaches to build evidence.

3. [Improve Workforce Planning, Data Collection and Procurement](#)

- Increase the comprehensiveness of state WIOA plans, including streamlined integration with other relevant systems from a person's cradle to career.
- Enhance workforce performance reporting to measure job quality and social outcomes.
- State and Local Workforce boards should engage in at least 20% of external fixed-price performance-based contracts to link funding to high outcomes for program participants.
- Allow states to use longer contract performance periods based on program evidence.