



# **Rapporteur's Summary of Conference**

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**[www.heldrich.rutgers.edu](http://www.heldrich.rutgers.edu)**

## Critical, Shared Values

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- Insist on evidence-based decision making, accountability, and transparency.
- Apply third party, independent assessments of performance, effectiveness, and efficiency of resources.
- Invest available resources (additional?) to help jobseekers with approaches that are either proven to be successful or at least show promise of doing so.
- Better inform policy makers, workforce development professionals, employers, jobseekers and students when they make educational and labor market choices.

# Balancing Expectations

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- Build public, OMB and Congressional support for workforce development investments by providing rigorous, detailed and timely reports on performance and/or impacts.
- Deliver actionable recommendations for policy makers and practitioners.
- Provide practical advice and quality-assurance to job-seekers, students and employers.
- Balance the desire for timely, well grounded conclusions with the need for more rigorous, carefully researched studies on program outcomes and impacts.
  - Avoid the rush to judgment about the “success” or “failure” of programs and interventions.

## Cross-Cutting Priorities

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- Build infrastructure for regular performance reporting using reliable, regularly reported administrative data.
- Focus on key labor force and education outcomes rather than exclusively process and outputs.
- Develop research on the efficacy of policy levers and behaviors: incentives, regulation, information, decision-making.
- Develop better understanding of how institutions learn and adapt to a changing labor market.
  - Including the utility of different modes of communication, such as social networking and peer-to-peer advice.

## **Cross-Cutting Priorities** (continued)

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- Allocate limited resources to key priorities and encourage other federal agencies to support research around core issues.
- Support interdisciplinary research on the labor market.

## Core Issues for Future Research

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1. Determining and disseminating employers' education and skill needs in a dynamic fashion to educators, trainers, and students to create opportunities for informed choice.
2. Investing in research on interventions that could have impact on individuals who face significant barriers to labor market success.
3. Identifying effective strategies for assisting individuals to make transitions between education, training and work.
4. Creating incentives for experiential learning, including internships, co-op education and on-the-job training.

## **Core Issues for Future Research** (continued)

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5. Connecting workforce development services and the education establishments to increase access, attainment, alignment with demand and life-long learning.
6. Examining strategies for efficiently providing wrap-around services to E&T customers (e.g. mental health and financial counseling).



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