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Recent Publications

Exploratory Return-on-Investment Analysis of Local Workforce Investments

August 2011. By Tara C. Smith and Christopher T. King. Smith and King present findings from a cost-benefit analysis of the Capital IDEA program, a long-term workforce development program

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Center News

Ray Marshall Center Welcomes New Staff

The Ray Marshall Center welcomed several new staff members recently. Research associate [Cynthia Juniper](#) joined the Center in July to work with [Deanna Schexnayder](#) on the [Statewide Early Childhood Education Needs Assessment Project](#). The project will provide a comprehensive review and evaluation of child care needs and capacity in the state of Texas and present recommendations for meeting identified gaps in programs, services, and quality. Prior to joining the Center, Juniper served on the senior leadership team with Community Action of Hays, Caldwell and Blanco Counties where she did substantial work with Head Start and Early Head Start. Community Action operated eleven child development centers in three counties. Juniper served as a trainer and consultant for a number of Head Start programs throughout the region. She holds a Master's degree in sociology from Texas Woman's University.



Cynthia Juniper

In August, [Benjamin A. Moulton](#) also joined the research team and is working with [Daniel Schroeder](#) on the [Texas Child Care Market Rate Survey](#) as well as contributing quantitative analysis for other projects. The Center has been conducting the statewide child care market rate survey since 2003. Data from the annual surveys aid Local Workforce Development Boards in the determination of maximum reimbursement rates. Moulton is a certified SAS programmer and previously served as the director of information systems of a policy research company in northern Virginia. He holds a Doctoral degree in sociology from the University of Texas.



Benjamin A. Moulton

The Center welcomed [Garry Davis](#), a graduate student at the LBJ School of Public Affairs at the University of Texas in Austin, as the fifth recipient of the Bryna and Henry David Fellowship. The David Fellowship is awarded every two to three years to an entering graduate

operated by Travis County. The authors also provide a related Research Brief.

The Use of Market Mechanisms 2011.

By Christopher T. King and Burt S. Barnow. Chapter in *The Workforce Investment Act: Implementation Experiences and Evaluation Findings*, co-edited by Douglas J. Besharov and Phoebe H. Cottingham. The W. E. Upjohn Institute for Employment Research. King and Barnow present key results concerning market and market-like mechanisms in the delivery of workforce services in the US.

Strategically Positioning Goodwill Industries of Central Texas

June 2011.
By Dan O' Shea and Christopher T. King. The authors assess current workforce efforts at Goodwill Industries of Central Texas (GICT) and identify viable options for adjusting, expanding, or introducing new elements to the current programs and services.

Non-Custodial Parents Choices Establishment and PEER Pilots:

student at the LBJ School. Davis is working as a graduate research assistant on the [Central Texas Student Futures Project](#), an ongoing regional initiative started in 2004 that documents and analyzes education and employment outcomes for high school graduates in eleven Central Texas school districts. Davis previously served as teaching fellow at Citizen Schools, a nonprofit organization that works in education reform. He holds a Bachelor of Science degree in communication studies from the University of Texas and expects to complete his Master of Public Affairs in May 2013.



Garry Davis

Center Announces Staff Changes and Conducts Search for Associate Director

[Dr. Robert W. Glover](#), prominent research scientist at the Ray Marshall Center for the Study of Human Resources, has assumed the role of interim associate director, filling the position previously held by Deanna Schexnayder. Schexnayder, who still holds her senior research scientist title with the Center, is now serving as [assistant dean for finance for the LBJ School of Public Affairs](#) beginning earlier in June 2011. Balancing his new role with his current role as research scientist, Glover will continue to work on major workforce development projects, as well as oversee administrative matters and assist with the [Central Texas Student Futures Project](#).

The Center has also promoted Susie Riley to senior grants and contracts specialist and Anthony Muñoz to desktop support specialist. Riley has been an integral member of the administration team and has contributed greatly to the Center's smooth and efficient operations. Muñoz previously served part-time as a student IT technician and webmaster. He came on board as a full-time IT staff after graduating from the University of Texas earlier in May, where he holds a Bachelors degree in linguistics.

In other announcements, the Center is continuing the [search](#) for a permanent associate director. Qualified applicants are encouraged to apply. Candidates should have a doctoral degree in economics or a related social science area and at least ten years experience. Applications are available online at the University of Texas' Human Resources' website at this [link](#).

Researchers Discuss Dual Generation Strategies

Dr. Chris King, director of the Ray Marshall Center, and Northwestern University's Lindsay Chase-Lansdale made a presentation of the lessons learned from the [CareerAdvance®](#) project at a dual generation policy conference convened by the [Annie E. Casey Foundation](#) in Baltimore on June 29. The Ray Marshall Center, in collaboration with [Community Action Program \(CAP\) of Tulsa County](#), worked with a multidisciplinary team of partners to launch CareerAdvance® in July 2008 to help low-skilled low-income parents of children served by Head Start and Early Head Start achieve long-term economic self-sufficiency by providing workforce training and skills certification in industries with career earnings potential. CAP Tulsa is a non-profit agency that works to break the cycle of poverty by providing targeted programs and

Preliminary Impact Reports

May 2011. By Daniel Schroeder and Amna Khan. The authors present findings on the early impacts of two non-custodial parents (NCP) pilot programs: NCP Choices-EP and PEER pilots.

Early Implementation of the American Recovery and Reinvestment Act: Workforce Development and Unemployment Insurance Provisions Interim Report

April 2011. This report contains work by Christopher T. King, Tara C. Smith and Dan O'Shea. Researchers measured progress and challenges from multiple states in implementing the workforce and UI provisions of the Recovery Act.

Rapid Employment Model Evaluation - 2011 Update

April 2011. By Tara C. Smith, Christopher T. King, and Daniel G. Schroeder. This report is the fourth in a series of evaluations of the Rapid Employment Model, Travis County's workforce development demonstration.

services for low-income Americans living in Tulsa County. In contrast to other workforce development programs, CareerAdvance® combines **sector-based skills training** and adult education program, currently focusing on jobs in the health sector, with counseling and other supportive services to help parents achieve high career potential employment.

In September, the Casey Foundation convened a two-day meeting and visit to CAP Tulsa. King attended the meeting on behalf of the Ray Marshall Center and other participants included foundation representatives, education and social services practitioners, and social policy researchers. On the first day, meeting organizers provided an overview CareerAdvance® and other CAP Tulsa programs. The next day, meeting participants discussed current investments in and lessons learned from dual generation programs. Other key topics included strategies for scaling up dual generation programs and for improving program efficiency and long-term sustainability. In October, the Ray Marshall Center, along with the Foundation for Child Development and the Aspen Institute's Ascend Program, will host a dual generation policy convening in Washington D.C.

Center Contributes Workforce Research in Nation's Capital

Over the summer, Washington D.C. hosted several events on workforce policy. The Ray Marshall Center shared its research on workforce effectiveness at many of these discussions. In April, Ray Uhalde, vice president for workforce/education policy at Jobs for the Future, gave a **congressional testimony** to support the reauthorization of the Workforce Investment Act (WIA). The testimony cited work by Drs. Chris King, Daniel Schroeder and other Center researchers that affirmed **WIA's positive outcomes** for both job seekers and employers.



Sec. Marshall (left) speaking with fellow panelist Roberts T. Jones, former Asst. Sec. of Labor and member of the Ray Marshall Center Advisory Committee. Photo courtesy of CLASP.

In May, former U.S. secretary of labor **Dr. Ray Marshall** participated in a panel convened by the Center for Law and Social Policy (CLASP) titled "**Developing America's Workforce: Learning from 40 Years of Policy and Practice to Inform the Next Generation.**" Secretary Marshall discussed a paper on workforce effectiveness that heavily drew from the Center's research.

Subsequently on June 20, Dr. Chris King met with staff from the Joint Economic Committee to give a briefing about the Center's research findings on workforce effectiveness. The following day, King participated in a policy roundtable hosted by Georgetown's Center on Poverty, Inequality and Public Policy. The roundtable, entitled



Local Investments in Workforce Development: 2011 Evaluation Update

April 2011. By Tara C. Smith, Christopher T. King, and Daniel G. Schroeder. The authors evaluate workforce development services provided through seven locally-funded nonprofits in Travis County, Texas.

Upcoming Events

Oct 13-14:

Dual Generation Policy Meeting,

convened by the Ray Marshall Center, Foundation for Child Development, and Aspen Institute ASCEND, Washington D.C.

Nov 1:

"Putting Working Families First",

hosted by the Economic Policy Institute in honor of its 25th Anniversary, Washington D.C.

Nov 3-5:

2011 APPAM Fall Research Conference

hosted by the Association for Public Policy Analysis and Management, Washington D.C.

"The Future of Policy Innovation in a Changing Environment,"

brought together practitioners, researchers and policy experts to discuss the effectiveness of state innovations in workforce policy and practices and explored strategies for the potential continuation of these and other innovations in the current economic and political environment.

Dr. King, right, presenting at roundtable.
Photo courtesy of Georgetown Law.

Tara Smith Shares Workforce Research at TACAA Conference

Center research associate [Tara C. Smith](#) made a presentation titled "Employment Issues and Services for Clients" at the 2011 [Texas Association of Community Action Agencies \(TACAA\)](#) Conference May 26 in Austin. TACAA is a private non-profit corporation formed in 1968 comprising several Community Action Agencies working to alleviate poverty in Texas. The organization's mission is to provide coordination, information and a unified voice for Community Action Agencies in advocacy, policy, legislative and programmatic issues, as well as hunger relief programs affecting families. Conference attendance included members of TACAA, policy researchers and professionals.

Chris King Presents New Data from Student Futures Project

The [Central Texas Student Futures Project](#) is a research initiative launched in 2004 between the Ray Marshall Center, the [Greater Austin Chamber of Commerce, TG](#), and eleven Central Texas independent school districts (ISDs). The project seeks to document and analyze the progress of Central Texas high school students as they move onto colleges and careers. The project combines surveys from high school seniors and linked administrative records in order to improve policy, feedback, and program alignment for Central Texas ISDs in helping students achieve success in higher education and the workplace. The Center has added [new data from 2010](#) and presented these findings at various conferences in Austin earlier this summer. On April 26, Dr. Chris King made a presentation titled "[Keeping Austin Weird...or At Least Highly Educated: Results from the Student Futures Project](#)" to members of the University of Texas' Quest Program, a continuing education and learning program in Austin. King also presented [research findings to the Austin College Access Network](#) meeting held at St. Edward's University on June 23.

Project Update

Ray Marshall Center Works with Texas Early Learning Council to Conduct Statewide Early Childhood Education Needs Assessment

The Ray Marshall Center has begun a new project with the [Texas Early Learning Council](#) to conduct a [statewide needs assessment of early childcare and education programs](#). [Deanna Schexnayder](#), senior research scientist at the Center and assistant dean for finance at the LBJ School of Public Affairs, is the principal investigator of the one-year project that began on June 1. Center researcher [Cynthia Juniper](#) has also joined the project. The project has several objectives, among which includes: a comprehensive needs assessment analyzing Texas' early childhood education and school-age care system; analyses of current

supply of and projected demand for early childhood services along with recommendations for meeting identified gaps in programs and services and quality; an assessment of the quality of the early childhood services available to families; and recommendations for conducting future periodic needs assessment.

"We have not looked comprehensively at our state's early childhood needs in 40 years. Our early childhood population is huge and growing - we have more young children in Texas than every New England state combined," said John Gasko, Ph.D., council chair and director of Statewide Initiatives for the Children's Learning Institute at The University of Texas Health Science Center at Houston (UT Health). "The needs assessment will allow us to effectively plan for the future of early childhood in Texas." For demographic estimates and projections, the Ray Marshall Center is working with the [Hobby Center](#) at Rice University, led by nationally-renowned demographer [Steve Murdock, Ph.D.](#), former director of the U.S. Census Bureau and Texas State Demographer.

The Texas Early Learning Council is a 19-member, governor-appointed advisory council on early childhood education and care. It has been 40 years since the last assessment of this kind was conducted. Population growth and demographic changes necessitates an updated assessment in order to effectively plan and implement future early childhood programs.

Center to Conduct Evaluation of Urban Fathers Asset Building Project

The Texas Office of the Attorney General is implementing a project entitled [Urban Fathers Asset Building \(UFAB\)](#) aimed at educating and assisting young fathers in building assets and financial literacy to become more economically self sufficient and help improve the well-being of their children for the long term. Project partners will develop and test innovative practices to increase young fathers' access to and use of asset-building programs. The [Ray Marshall Center will conduct third party evaluation](#) of the UFAB project, including the development of the evaluation protocol, survey instruments, collection and analysis of project data and produce interim and final evaluation reports. The objectives of the evaluation are to assess the effects of the program on participants and track the processes developed to reach young fathers.

The Ray Marshall Center is a research unit of the LBJ School of Public Affairs
at The University of Texas at Austin

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Ray Marshall Center for the Study of Human Resources | 3001 Lake Austin Blvd | Suite 3.200 | Austin | TX | 78751