



Career Pathways



The Pathways to Work Evidence Clearinghouse defines the career pathways framework as a series of secondary, postsecondary, and/or adult education and training services that are intended to progressively lead to higher credentials and more advanced employment opportunities. The career pathways framework structures these services as an education and training services ladder; at each step, clients gain a higher credential or participate in additional training that aims to increase their employability in a particular field and prepare them for a specific opportunity or job within that field. The career pathways framework prepares participants for fields that are growing or in high demand (sometimes with a focus on fields growing in their geographic area), including health care, manufacturing, office administration, construction, and green industries.¹ It includes connections to employment opportunities through partnerships with employers, employer engagement, and paid work experiences. It provides additional supports, such as case management, counseling, or supportive services to help address the needs of clients and facilitate their active participation in the intervention. Clients can enter and exit the services ladder at different steps, depending on their educational background and goals. Services might be administered by a single organization or by multiple collaborating organizations (such as state and local government agencies, community colleges, and nonprofit organizations).²

In practice, many interventions provide most, but not necessarily all, of the services included in the Pathways Clearinghouse's definition of the career pathways framework. Because this Evidence Snapshot aims to capture a

What is the career pathways framework?

The Pathways to Work Evidence Clearinghouse defines the career pathways framework as a series of secondary, postsecondary, and/or adult education and training services that progressively lead to higher credentials and more advanced employment opportunities, with supports designed to help clients progress through these steps. It includes connections to employment opportunities through partnerships with employers, employer engagement, and paid work experiences.

What are Evidence Snapshots?

Evidence Snapshots are short briefs on the effectiveness of interventions that use a specific approach to service provision. These briefs draw on interventions that the Pathways Clearinghouse has reviewed. They summarize what we know about interventions that use a specific service (such as occupational or sectoral training) or a common service-delivery strategy (such as career pathways).

What is the Pathways Clearinghouse?

The Pathways Clearinghouse identifies interventions that aim to improve employment and earnings outcomes for populations with low incomes, especially recipients of public benefits. The Pathways Clearinghouse conducts a transparent, comprehensive search for studies of such interventions, rates the quality of those studies to assess the strength of the evidence they provide, and determines the evidence of effectiveness for the studied interventions.

For more information, visit the Pathways Clearinghouse website: <https://pathwaystowork.acf.hhs.gov/>.

variety of interventions providing elements of the career pathways framework, the Pathways Clearinghouse defined criteria for interventions to be eligible for inclusion and designated each element of the career pathways framework as required or optional. Interventions meeting these criteria are referred to here as “career pathways interventions” and included in this snapshot. Specifically, to be included in this snapshot, career pathways interventions had to provide adult basic education or postsecondary education, training, and supports, and had to provide clients with the opportunity to exit the intervention at various steps. However, career pathways interventions did not have to include all of the other elements of the career pathways framework.³ In addition, although many career pathways interventions are referred to as such by study authors, doing so was not required in order to be included in this snapshot. In fact, studies of several interventions classified as career pathways interventions by the Pathways Clearinghouse did not reference the term “career pathways” at all.⁴

What does the evidence say?

The Pathways Clearinghouse identified 27 career pathways interventions. These interventions were each examined in at least one high- or moderate-rated study that reported employment, earnings, public benefit receipt, or education and training outcomes.⁵ This Evidence Snapshot summarizes 30 studies of these 27 interventions reviewed by the Pathways Clearinghouse. These studies were conducted between 1984 and 2016, and were published through May 2022.⁶

For this snapshot, the Pathways Clearinghouse considered earnings, employment, public benefit receipt, and education and training findings in the short term (18 or fewer months) and long term (between 18 months and 5 years). Across these studies, we observe the following:



Short-term annual earnings increased by \$3,117, and long-term annual earnings increased by \$1,069, on average, across 23 interventions for which effects on these outcomes could be calculated.⁷ One career pathways intervention increased earnings in both the short and long term, four increased earnings only in the short term, and two increased earnings only in the long term.⁸



Short-term employment increased by 6 percentage points, and long-term employment increased by 1 percentage point, on average, across the 24 interventions for which these outcomes were examined. Two career pathways interventions increased employment in both the short and long term, four increased employment in the short term only, and one increased employment in the long term only.



The proportion of people receiving public benefits decreased by 1 percentage point in the short term and 1 percentage point in the long term, across the 12 career pathways interventions for which this outcome was examined. The amount of annual public benefits received decreased by \$138 in the short term and \$91 in the long term, across the 8 career pathways interventions for which this outcome was examined. Across the 13 career pathways interventions that measured whether people received public benefits or the amount of public benefits received in the short or long term, two interventions decreased the proportion of people receiving public benefits and the amount of benefits received in both the short and long term.⁹



Education and training attainment increased by 5 percentage points, on average, across 16 interventions for which effects on these outcomes could be calculated.¹⁰ Ten career pathways interventions increased education and training attainment.¹¹



Eight career pathways interventions improved more than one type of outcome domain. Specifically, three career pathways interventions improved outcomes in three or more domains. [Greater Avenues for Independence \(GAIN\)](#) increased short-term and long-term earnings, increased short-term and long-term employment, and decreased the amount of public benefits received and the proportion of people receiving public benefits in the short and long term. [Project Quality Employment Through Skills Training \(QUEST\)](#) increased long-term earnings, increased short- and long-term employment, and increased education and training attainment. [Year Up](#) increased long-term earnings, increased short-term employment, and increased education and training attainment. [Integrated Basic Education and Skills Training \(I-BEST\)](#), [Oklahoma City’s Education, Training, and Employment \(ET&E\) Program](#), [Partners for a Competitive Workforce: Advanced Manufacturing Partnership \(AMP\)](#), [Partners for a Competitive Workforce: Health Careers Collaborative of Greater Cincinnati \(HCCGC\)](#), and [Wisconsin Regional Training Partnership Manufacturing Pathway \(WRTP-MP\)](#) each improved two types of outcome domains.

One intervention, [Work Advancement and Support Center \(WASC\) Demonstration](#), had effects that were not supported in three domains. WASC decreased short- and long-term earnings, decreased short- and long-term employment, and increased the receipt of public benefits in the short and long term.

How does the Pathways Clearinghouse assess if an intervention is effective?

The Pathways Clearinghouse assigned an evidence of effectiveness rating to each intervention in each of four outcome domains: earnings, employment, public benefit receipt, and education and training. Most of the domains are broken into short (18 or fewer months) and long (between 18 months and 5 years) term because we expect the interventions might have different effects in different time periods. The education and training domain is not broken into time periods because after you obtain a degree, you cannot lose it in the future. The evidence of effectiveness rating describes the extent of support that the intervention is likely to produce favorable results in that domain if faithfully replicated with a similar population. If an intervention had no evidence to assess support in any domain, we excluded it from this brief.

There are six ratings:

- ★ *Well-supported* means there are at least two moderate- or high-quality studies with statistically significant favorable findings.
- ⬆️ *Supported* means there is one moderate- or high-quality study with statistically significant favorable findings.
- ⚖️ *Mixed support* means there are some statistically significant findings from moderate- or high-quality studies both that the intervention improves outcomes and that it worsens outcomes.
- ⊗ *Not supported* means that we have the strongest evidence that the intervention is unlikely to produce substantial favorable results in a given outcome domain. Studies of these interventions have found only a pattern of null and/or unfavorable findings. We only consider impact studies of at least moderate quality in determining this rating.
- ⊖ *Insufficient evidence to assess support* means there are moderate- and high-quality studies but we cannot assign one of the other ratings.
- *No evidence to assess support* means there are no moderate- or high-quality studies.

Full definitions of each rating are located in the [Pathways Clearinghouse protocol](#).

No career pathways interventions received the well-supported rating in the outcome domains of interest to the Pathways Clearinghouse. Fifteen career pathways interventions received a supported rating in at least one outcome domain.

Evaluations compared the outcomes of study clients in the intervention group to the outcomes of clients in a comparison group who were not offered career pathways interventions but who might have received alternative services. People in the comparison group had access to (1) other services provided by the organization or available in the community (about 87 percent of studies of career pathways interventions) or (2) a less-intensive version of services (about 13 percent of the studies of career pathways interventions).¹²

How does the Pathways Clearinghouse calculate the average effect of an intervention?

For this brief, the Pathways Clearinghouse calculated the average effect for each domain by averaging effects within moderate- and high-quality studies, then within interventions, and then across career pathways interventions. The average includes all studies, not just those with a supported rating or statistically significant findings, because these studies still provide useful evidence in considering the overall effectiveness of career pathways services. We show the average and not the median because, for the most part, there are no outliers skewing the average.¹³ For more information, visit the Pathways Clearinghouse website [Frequently Asked Questions](#).

What makes an effect large?

The Pathways Clearinghouse classifies an effect as large if its corresponding effect size is more than 0.25 standard deviations. The effect size is the strength of the effect measured in standard units (that is, standard deviations). In 2018, an increase in annual earnings of \$5,229 would have an effect size of about 0.25.





















What interventions use career pathways?

The Pathways Clearinghouse defines an intervention as a specific bundle of services or policies implemented in a given context. Exhibit 1 alphabetically lists and describes the 27 career pathways interventions that met the defined criteria for inclusion in this snapshot, including information about the intervention’s primary service, populations served by the intervention, the setting where the intervention was provided, and when the evaluation was conducted.¹⁴ Exhibit 1 also contains the highest effectiveness rating for

















each domain. Many career pathways interventions have a primary service of occupational or sectoral training, though they bundle this training with other services. For this reason, many of the interventions featured in this snapshot are also discussed in the [occupational and sectoral training snapshot](#). Interventions also featured in the occupational and sectoral training snapshot are marked with an asterisk in Exhibit 1.

Exhibit 1. Career pathways interventions and their effectiveness by domain^a

Intervention description	Primary service ^b	Populations and employment barriers ^c	Settings ^d	Year evaluation began ^e	Increase earnings	Increase employment	Decrease public benefit receipt	Increase education and training
☆ well-supported ↑ supported ⚪ mixed support ✖ not supported ⚪ insufficient evidence ○ no evidence								
Manufacturing (ATIM) Program ATIM provided training to workers who were eligible for the Workforce Investment Act Adult or Dislocated Worker Programs to prepare them for employment in manufacturing jobs. ^f	Training	People with low incomes	Tested in multiple settings	2013	○	○	○	⚪
Bridge to Employment in the Healthcare Industry (BTH) BTH provided health care training in patient care, technical, or administrative occupations to people with low incomes interested in a career in health care.	Supportive services	People with low incomes	Tested in multiple settings	2012	⚪	○	⚪	○
Carreras en Salud (Careers in Health) Program* Carreras en Salud provided courses and educational and employment assistance to Latino job seekers with low incomes to help them enroll in occupational training to gain the necessary skills and credentials for jobs as a Certified Nursing Assistant or Licensed Practical Nurse.	Occupational or sectoral training	People with low incomes	Urban only	2011	⚪	⚪	○	↑

Intervention description	Primary service ^b	Populations and employment barriers ^c	Settings ^d	Year evaluation began ^e	Increase earnings	Increase employment	Decrease public benefit receipt	Increase education and training
<p><u>Center for Employment Training's (CET's) Minority Female Single Parent (MFSP) Program*</u> CET's MFSP provided predominantly Hispanic or Latino, young, out-of-school single female parents with occupational skills training and job placement assistance to prepare them for employment and help them secure jobs.⁹</p>	Occupational or sectoral training	Parents, Single parents, Female	Tested in multiple settings	1984				
<p><u>Greater Avenues for Independence (GAIN)</u> GAIN provided a series of education, training, and job search activities to help recipients of AFDC increase their employment and earnings.</p>	Work readiness activities	Cash assistance recipients, Long-term cash assistance recipients, Parents, Single parents	Tested in multiple settings	1987				
<p><u>Health Careers for All Program*</u> Health Careers for All Program provided funding and services to people with low incomes to pursue occupational training for careers in health care.</p>	Occupational or sectoral training	People with low incomes	Tested in multiple settings	2012				
<p><u>Health Profession Opportunity Grants (HPOG) 1.0*</u> HPOG 1.0 provided education and training to people participating in TANF and other people with low incomes for occupations in the health care field.</p>	Occupational or sectoral training	People with low incomes	Tested in multiple settings	2013				
<p><u>Health Profession Opportunity Grants (HPOG) 2.0*</u> HPOG 2.0 provided education and training to people participating in TANF and other people with low incomes for occupations in the health care field.</p>	Occupational or sectoral training	People with low incomes	Tested in multiple settings	2016				

















★ well-supported ↑ supported ⚪ mixed support ✖ not supported ⚪ insufficient evidence ○ no evidence

Intervention description	Primary service ^b	Populations and employment barriers ^c	Settings ^d	Year evaluation began ^e	Increase earnings	Increase employment	Decrease public benefit receipt	Increase education and training
<p><u>Integrated Basic Education and Skills Training (I-BEST)*</u> I-BEST helped students who were not yet eligible for college-level occupational training develop basic literacy, English as a second language, or numeracy skills. At the same time, students also attended community college and received occupational credentials in a variety of in-demand fields, such as allied health, welding, and clerical work.</p>	Occupational or sectoral training	People with low incomes	Urban only	2011				
<p><u>JOBSTART</u> JOBSTART provided youth with instruction in basic academic skills, occupational skills training, supportive services, and job search assistance.</p>	Training	People with less than a high school diploma or GED, Young adults (ages 16–24)	Urban only	1985				
<p><u>Los Angeles Reconnections Career Academy (LARCA) Program</u> LARCA provided case management, education, training, and employment services to facilitate educational advancement and employment in construction, health care, and green technology fields for youth from families with low incomes who were at risk of dropping out or who had already dropped out of high school.^h</p>	Education	People with less than a high school diploma or GED, Young adults (ages 16–24)	Urban only	2013				
<p><u>New Visions Self-Sufficiency and Lifelong Learning Project</u> New Visions was a college bridge program that provided participants with educational skills necessary for long-term academic success, to foster lifelong learning, and to promote job advancement in their chosen profession.</p>	Education	Cash assistance recipients, Parents	Tested in multiple settings	1998				













★ well-supported ↑ supported ⇄ mixed support ✗ not supported ◌ insufficient evidence ○ no evidence

Intervention description	Primary service ^b	Populations and employment barriers ^c	Settings ^d	Year evaluation began ^e	Increase earnings	Increase employment	Decrease public benefit receipt	Increase education and training
<p><u>Oklahoma City's Education, Training, and Employment (ET&E) Program</u> ET&E provided education and occupational training to single parents who were AFDC recipients to help improve their employment prospects.</p>	Education	Cash assistance recipients, Parents, Single parents	Urban only	1991	↑	⊘	↑	⊘
<p><u>Partners for a Competitive Workforce: Advanced Manufacturing Partnership (AMP)*</u> AMP offered education, occupational training, and other supports to help unemployed clients, including those with little or no experience, prepare for and secure in-demand advanced manufacturing jobs, such as team assembler, welder, or electromechanical maintenance technician.</p>	Occupational or sectoral training	People who were unemployed	Tested in multiple settings	2010	↑	↑	○	○
<p><u>Partners for a Competitive Workforce: Construction Sector Partnership (CSP)*</u> CSP offered education, occupational training, and other supports to help unemployed clients, including those with little or no experience, prepare for and secure in-demand construction trade jobs, including carpentry, electrical, and plumbing jobs.</p>	Occupational or sectoral training	People who were unemployed	Tested in multiple settings	2010	⊘	⊘	○	○
<p><u>Partners for a Competitive Workforce: Health Careers Collaborative of Greater Cincinnati (HCCGC)*</u> HCCGC offered education, occupational training, and other supports to help unemployed clients prepare for and secure in-demand health care jobs, including in nursing, allied health, and biotechnology.</p>	Occupational or sectoral training	People who were unemployed	Tested in multiple settings	2010	↑	↑	○	○













★ well-supported ↑ supported ⊘ mixed support ✗ not supported ⊙ insufficient evidence ○ no evidence

Intervention description	Primary service ^b	Populations and employment barriers ^c	Settings ^d	Year evaluation began ^e	Increase earnings	Increase employment	Decrease public benefit receipt	Increase education and training
<p>Pathways to Healthcare (PTH)* PTH offered occupational training to earn stackable credentials in health care–related fields, intensive advising, and work readiness activities to people with low incomes.</p>	Occupational or sectoral training	People with low incomes	Urban only	2012				
<p>Pathways to Prosperity* Pathways to Prosperity offered occupational training toward careers in environmentally-focused green jobs and industries, a career preparation course, and adult basic education courses to adults with low incomes.⁹</p>	Occupational or sectoral training	People with low incomes	Urban only	2011				
<p>Patient Care Pathway Program (PCPP)* PCPP provided occupational training to help people with low academic skills obtain basic skills remediation and occupational training in order to become eligible to enroll in degree or diploma programs focused on health care careers. Clients received accelerated instruction and academic advising by participating in one or more of three patient care academies.</p>	Occupational or sectoral training	People with low incomes	Urban only	2011				
<p>Project Quality Employment Through Skills Training (QUEST)* QUEST provided financial resources to people with low incomes to help them complete occupational training programs, pass certification exams and obtain credentials, and access well-paying jobs in the health care industry.</p>	Occupational or sectoral training	People with a high school diploma or GED	Urban only	2006				

★ well-supported ↑ supported ⚖ mixed support ✗ not supported ⚪ insufficient evidence ○ no evidence

Intervention description	Primary service ^b	Populations and employment barriers ^c	Settings ^d	Year evaluation began ^e	Increase earnings	Increase employment	Decrease public benefit receipt	Increase education and training
<p><u>Valley Initiative for Development and Advancement (VIDA)*</u> VIDA supported full-time enrollment in educational programs in high-demand occupations—including health care, manufacturing, and technology—to people with low incomes. Supported programs included certificate programs, associate’s degree programs, or the last two years of coursework to receive a bachelor’s degree.</p>	Occupational or sectoral training	People with low incomes	Tested in multiple settings	2011				
<p><u>Wider Opportunities for Women’s (WOW’s) Minority Female Single Parent (MFSP) Program*</u> WOW’s MFSP provided general employability preparation and basic skills and technical training courses to help predominantly Black, single parents with low incomes find nontraditional, high-paying occupations.⁹</p>	Occupational or sectoral training	Parents, Single parents, Female	Urban only	1984				
<p><u>Wisconsin Regional Training Partnership Manufacturing Pathway (WRTP-MP)*</u> WRTP-MP offered unemployed clients a range of trainings, including work-based occupational training, and tailored services, such as tutoring and job search services, to gain employment in the manufacturing sector, including as welders, steamfitters, or machinists.</p>	Occupational or sectoral training	People who were unemployed	Tested in multiple settings	2010				

★ well-supported ↑ supported ⚖ mixed support ✗ not supported ⚪ insufficient evidence ○ no evidence

Intervention description	Primary service ^b	Populations and employment barriers ^c	Settings ^d	Year evaluation began ^e	Increase earnings	Increase employment	Decrease public benefit receipt	Increase education and training
<p><u>Work Advancement and Support Center (WASC) Demonstration</u> WASC delivered integrated, intensive retention and advancement services and financial work supports to workers with low wages and reemployed dislocated workers to fill gaps in services available to them and help them advance and increase their incomes.</p>	Employment retention services	People who were employed	Tested in multiple settings	2005				
<p><u>Work Advancement and Support Center (WASC) Demonstration with Incentive Payments</u> The WASC Demonstration with Incentive Payments delivered integrated, intensive retention and advancement services with participation incentives to workers with low wages and reemployed dislocated workers to fill gaps in available services and help them advance and increase their incomes. Participants received financial incentives of up to \$2,250 for maintaining employment and participating in trainings.</p>	Financial incentives	People who were employed	Tested in multiple settings	2005				
<p><u>Workforce Training Academy (WTA) Connect*</u> WTA offered occupational training, academic advising, and employment services to adults who had low academic skills in order to prepare them for enrollment in the WTA and help them progress through a career pathway in administrative support, health care, and manufacturing fields.</p>	Occupational or sectoral training	People with low incomes	Urban only	2012				

★ well-supported ↑ supported ⚪ mixed support ✗ not supported ⚪ insufficient evidence ○ no evidence

Intervention description	Primary service ^b	Populations and employment barriers ^c	Settings ^d	Year evaluation began ^e	Increase earnings	Increase employment	Decrease public benefit receipt	Increase education and training
★ well-supported ↑ supported ⊖ mixed support ✗ not supported ⊕ insufficient evidence ○ no evidence								
Year Up Year Up offered training and work experience in the information technology, sales, business and financial operations, and software development fields to young adults to help them access careers with good pay and advancement opportunities. ⁱ	Job development/job placement ^j	Young adults (ages 16–24)	Tested in multiple settings	2007	↑	↑	⊖	↑

Table notes:

- * Many career pathways interventions have a primary service of occupational or sectoral training, though they bundle this training with other services. For this reason, many of the interventions featured in this Evidence Snapshot are also discussed in the [occupational and sectoral training Evidence Snapshot](#).
 - ^a To make the results easier to view in this exhibit, the effectiveness ratings represent the highest rating given to the short-term, long-term or very-long term outcomes for that intervention. For example, if an intervention has a supported effectiveness rating in the long-term for earnings, but not in the short-term or very long-term, we will display the supported icon for the earnings domain.
 - ^b An intervention’s primary service is the principal service of the intervention. The primary service is (1) a component that a large proportion of intervention group members received and a large proportion of comparison group members did not and (2) the component that was described by the study authors as most integral to the theory of change tested by the study. Interventions may provide multiple services, but only one service is designated as primary.
 - ^c Populations and employment barriers are listed if authors described all intervention participants as having the characteristic or if the characteristic was an eligibility requirement.
 - ^d The settings indicate whether the study or studies of an intervention were conducted in urban, rural, or multiple settings.
 - ^e The Office of Planning, Research, and Evaluation’s Pathways for Advancing Careers and Education evaluation and the Health Profession Opportunity Grants 2.0 evaluation is ongoing. Many career pathways interventions examined in this Evidence Snapshot are being studied in these evaluations.
 - ^f Accelerated Training for Illinois Manufacturing (ATIM) Program measured effects on education and training attainment but did not include enough information for us to calculate an effect size. Therefore, ATIM is not included in the average calculation or Exhibit 7 in this report.
 - ^g Center for Employment Training’s Minority Female Single Parent (MFSP) Program, Pathways to Prosperity, and Wider Opportunities for Women’s MFSP measured effects on earnings but did not include enough information for us to calculate an effect size. Therefore, these three interventions are not included in the average calculation or Exhibit 3 in this report.
 - ^h LARCA reported two effects on short-term employment that are included in the Pathways Clearinghouse. One of these effects was statistically significant and favorable, and none were statistically significant and unfavorable; therefore, LARCA is shown as a supported intervention in Exhibit 1. However, when the average effect on short-term employment is calculated using the two relevant outcomes, the average effect size is negative, as shown in Exhibit 4.
 - ⁱ Project Quality Employment Through Skills Training (QUEST) and Year Up measured effects on public benefit receipt in the very long term only. Very long-term outcomes are not factored into average effects and are not shown in the public benefits exhibits in this report.
 - ^j Based on the Pathways Clearinghouse definition of primary service, we initially considered the service categories occupational or sectoral training, work experience, and other services as potential options when identifying the primary service for Year Up. Although some Year Up trainings focused on specific industries, such as information technology courses, many seem broadly applicable and transferable across sectors, such as training in business fundamentals or customer service. There also was not a strong contrast between the intervention and comparison groups in the share receiving education and training, suggesting that this might not be driving the effects. Although Year Up provided work experience, Year Up’s theory of change—as articulated in the [Pathways for Advancing Careers and Education study report](#)—emphasized employer engagement and aligning training with employers’ needs. For these reasons, we selected job development/job placement as the primary service.
- AFDC = Aid to Families with Dependent Children; TANF = Temporary Assistance for Needy Families.

How were the interventions implemented?

Understanding how interventions were implemented is crucial to deciding whether an intervention is likely to have a similar effect in another community.

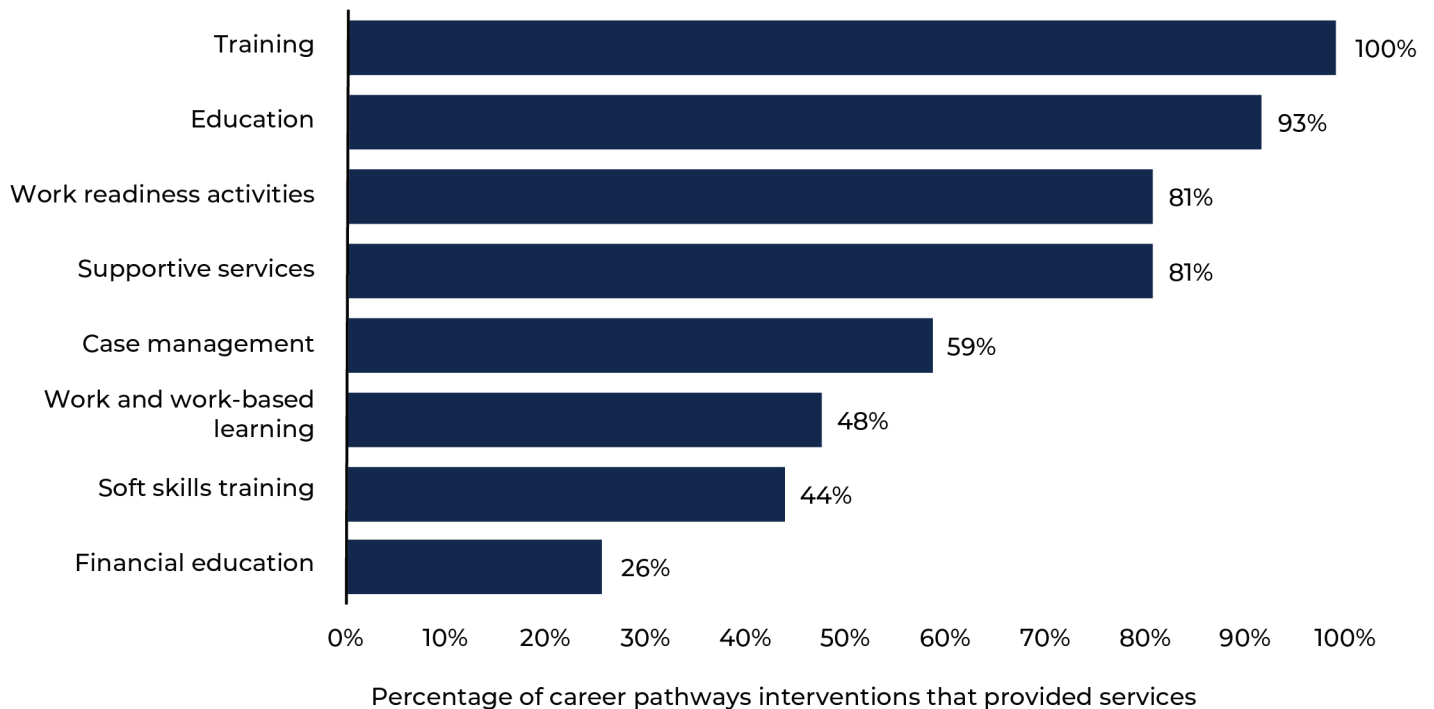
The career pathways interventions that met the inclusion criteria for this snapshot often included multiple partners, such as community colleges, nonprofit agencies, and local workforce boards. Collaborative partnerships between organizations provided half of the interventions; the other half of the interventions were each offered by an independent organization.

The populations, settings, and timing of career pathways interventions varied (Exhibit 1). Many interventions served broad groups of people with low incomes, whereas some focused on more specific groups, such as unemployed workers or youth. Seventeen of the 27 career pathways interventions have been tested in multiple settings, whereas the other 10 have only been evaluated in urban settings. Studies of career pathways interventions

were most common in the past decade: 4 began in the 1980s, 2 began in the 1990s, 4 began in the 2000s, and 17 began in 2010 or after. Across interventions, the length of services varied from three weeks to four years. Evaluations of career pathways interventions that are ongoing or that released findings after May 2022 are not included in this snapshot. The Pathways Clearinghouse website (<https://pathwaystowork.acf.hhs.gov>) includes more detail about each intervention.

Career pathways is an approach to providing services to clients. Most career pathways interventions bundled education and training services with other policies or services (see Exhibit 2).¹⁵ For example, career pathways interventions also provided work readiness activities (81 percent), supportive services (81 percent), case management (59 percent), work and work-based learning (48 percent), soft skills training (44 percent), and financial education (26 percent).

Exhibit 2. Services offered by career pathways interventions, out of 27 interventions



Do career pathways interventions increase earnings?



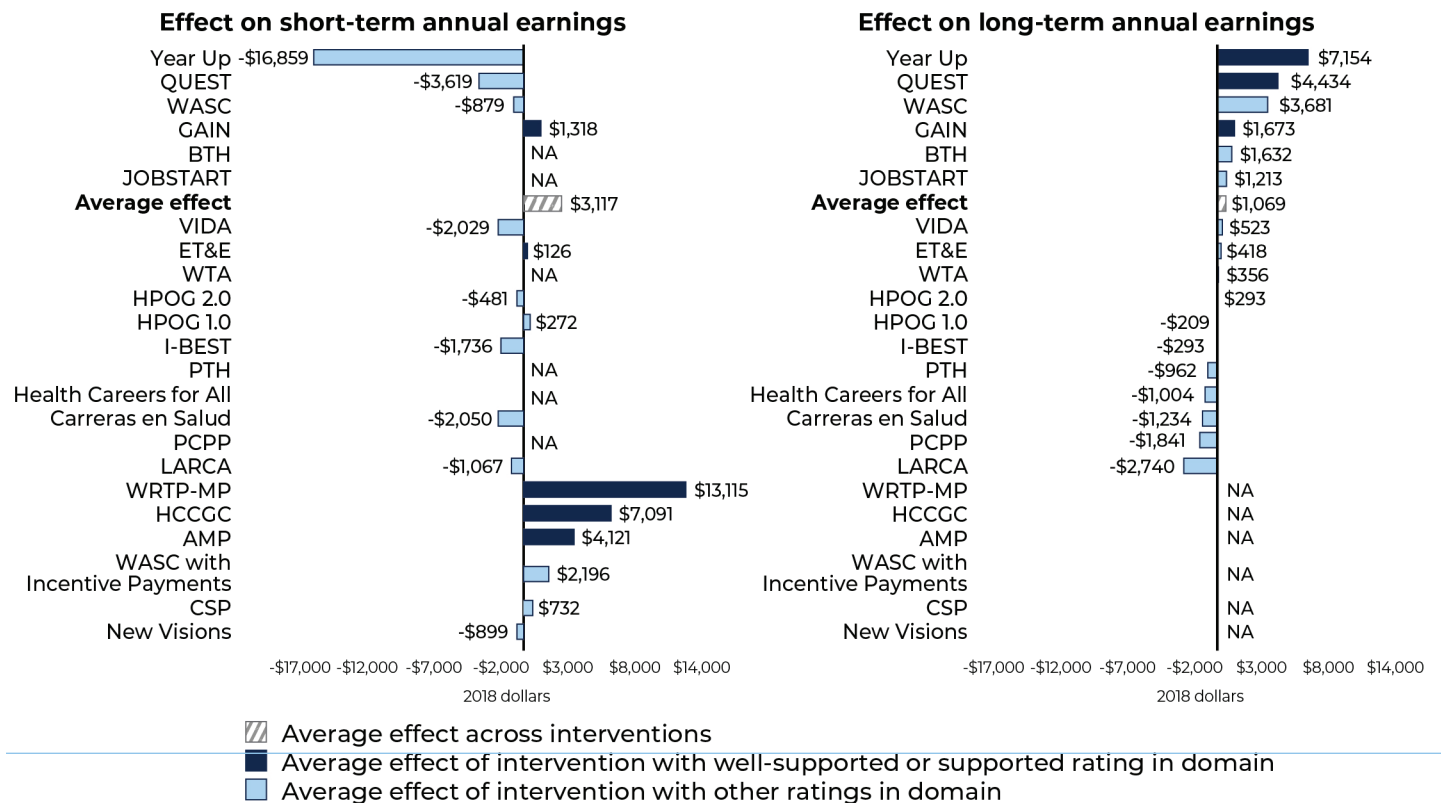
Short-term annual earnings increased by \$3,117, and long-term annual earnings increased by \$1,069, on average, across 23 interventions with studies of high or moderate quality that measured an effect on earnings (Exhibit 3), compared with comparison group earnings.

Seven of the 27 career pathways interventions increased clients' annual earnings in the short or long term, compared with comparison group earnings: Year Up, QUEST, GAIN, ET&E, WRTP-MP, HCCGC, and AMP. Of these, one intervention, GAIN, increased earnings in

both the short and long term. GAIN increased earnings by \$1,318 in the short term and \$1,673 in the long term. WRTP-MP, HCCGC, and AMP had the largest effects on short-term earnings, increasing earnings by \$13,115, \$7,091, and \$4,121 per year, respectively. Year Up and QUEST both had effects on long-term earnings, increasing earnings by \$7,154 and \$4,434 per year, respectively.

Exhibit 3 shows the average effect on earnings for each intervention. Significant and favorable effects are noted in darker blue.

Exhibit 3. Career pathways interventions, on average, increased short-term and long-term annual earnings




Interventions are sorted according to the size of the long-term effects because long-term effects better represent sustained increases in economic self-sufficiency. Supported interventions, meaning interventions with research indicating significant and favorable effects, are noted in darker blue.

NA means an intervention did not measure outcomes at the specified time period. Center for Employment Training's Minority Female Single Parent (MFSP) Program, Pathways to Prosperity, and Wider Opportunities for Women's MFSP Program measured effects on earnings but did not include enough information for us to calculate an effect size. Therefore, these programs are not included in the count of 23 interventions that measured an effect on earnings, the average calculation, or Exhibit 3.

AMP = Partners for a Competitive Workforce: Advanced Manufacturing Partnership; BTH = Bridge to Employment in the Healthcare Industry; CSP = Partners for a Competitive Workforce: Construction Sector Partnership; ET&E = Oklahoma City's Education, Training, and Employment Program; GAIN = Greater Avenues for Independence; HCCGC = Partners for a Competitive Workforce: Health Careers Collaborative of Greater Cincinnati; HPOG = Health Profession Opportunity Grants; I-BEST = Integrated Basic Education and Skills Training; LARCA = Los Angeles Reconnections Career Academy Program; New Visions = New Visions Self-Sufficiency and Lifelong Learning Project; PCPP = Patient Care Pathway Program; PTH = Pathways to Healthcare; QUEST = Project Quality Employment Through Skills Training; VIDA = Valley Initiative for Development and Advancement; WASC = Work Advancement and Support Center Demonstration; WRTP-MP = Wisconsin Regional Training Partnership Manufacturing Pathway; WTA = Workforce Training Academy Connect.

Do career pathways interventions increase employment?

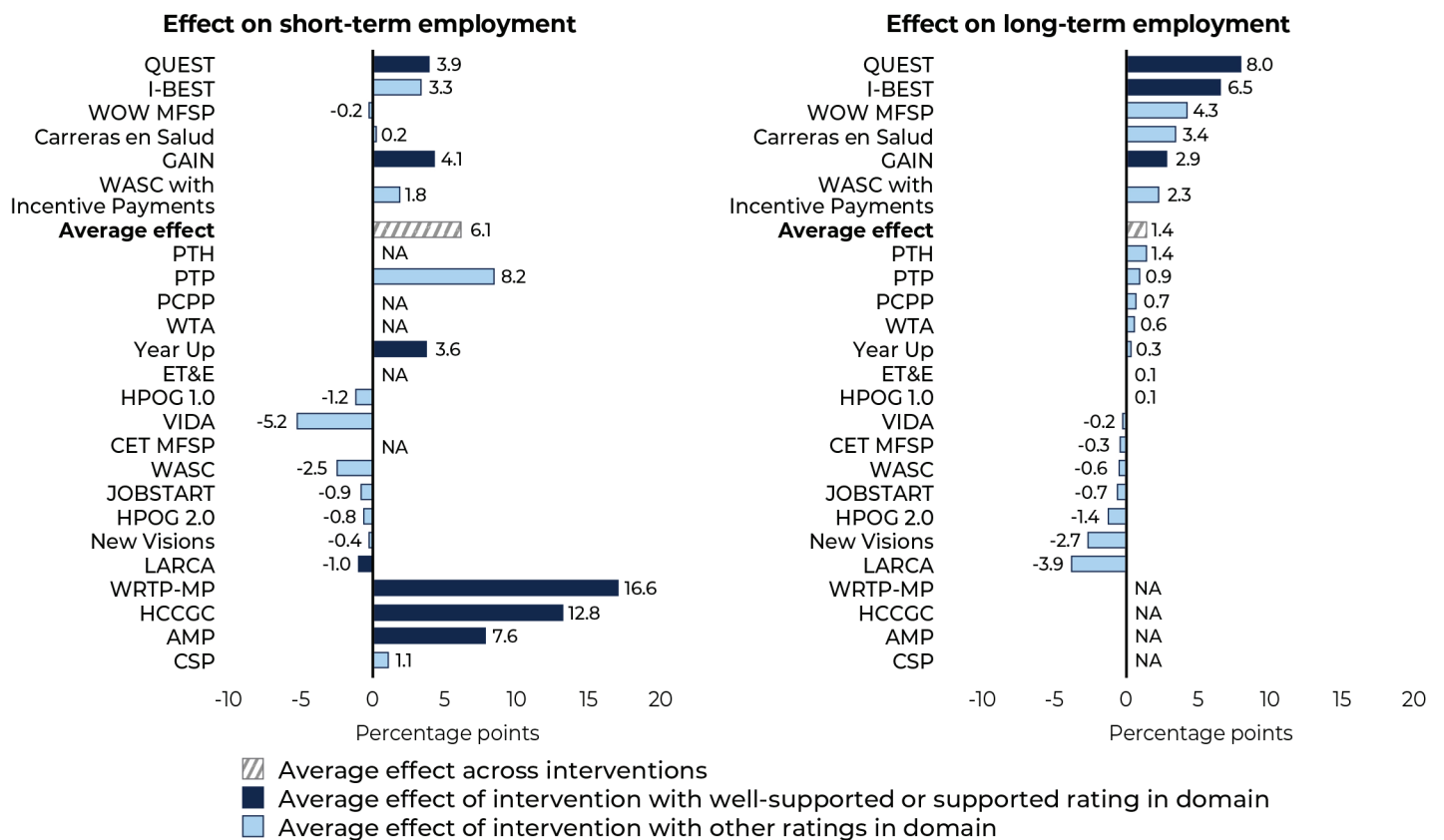
 **Short-term employment increased by 6 percentage points, and long-term employment increased by 1 percentage point**, on average, across the 24 interventions with studies of high or moderate quality that examined these outcomes (Exhibit 4), compared with comparison group employment.

Six career pathways interventions increased employment in the short term, compared with comparison group employment.¹⁶ Across studies of 19 interventions that measured short-term employment, QUEST, GAIN, Year Up, WRTP-MP, HCCGC, and AMP increased short-term employment. WRTP-MP, HCCGC,

and AMP had the largest effects on employment in the short term, increasing employment by 16.6, 12.8, and 7.6 percentage points, respectively.

Three career pathways interventions increased employment in the long term, compared with comparison group employment. Across studies of 20 interventions that measured long-term employment, QUEST, I-BEST, and GAIN increased long-term employment, increasing employment by 8, 6.5, and 2.9 percentage points, respectively. QUEST and GAIN were the only two interventions that increased both short-term and long-term employment effects.

Exhibit 4. Career pathways interventions, on average, increased short-term and long-term employment



Interventions are sorted according to the size of the long-term effects because long-term effects better represent sustained increases in economic self-sufficiency. Supported interventions, meaning interventions with research indicating significant and favorable effects, are noted in darker blue.

NA means an intervention did not measure outcomes at the specified time period.

LARCA reported two effects on short-term employment that are included in the Pathways Clearinghouse. One of these effects was statistically significant and favorable, and none were statistically significant and unfavorable. Therefore, LARCA is a supported intervention. However, across the domain outcomes, the average effect was negative.

AMP = Partners for a Competitive Workforce: Advanced Manufacturing Partnership; CET MFSP = Center for Employment Training's Minority Female Single Parent Program; CSP = Partners for a Competitive Workforce: Construction Sector Partnership; ET&E =

Oklahoma City's Education, Training, and Employment Program; GAIN = Greater Avenues for Independence; HCCGC = Partners for a Competitive Workforce: Health Careers Collaborative of Greater Cincinnati; HPOG = Health Profession Opportunity Grants; I-BEST = Integrated Basic Education and Skills Training; LARCA = Los Angeles Reconnections Career Academy Program; New Visions = New Visions Self-Sufficiency and Lifelong Learning Project; PCPP = Patient Care Pathway Program; PTH = Pathways to Healthcare; PTP = Pathways to Prosperity; QUEST = Project Quality Employment Through Skills Training; VIDA = Valley Initiative for Development and Advancement; WASC = Work Advancement and Support Center Demonstration; WOW MFSP = Wider Opportunities for Women's Minority Female Single Parent Program; WRTP-MP = Wisconsin Regional Training Partnership Manufacturing Pathway; WTA = Workforce Training Academy Connect.

Do career pathways interventions decrease public benefit receipt?

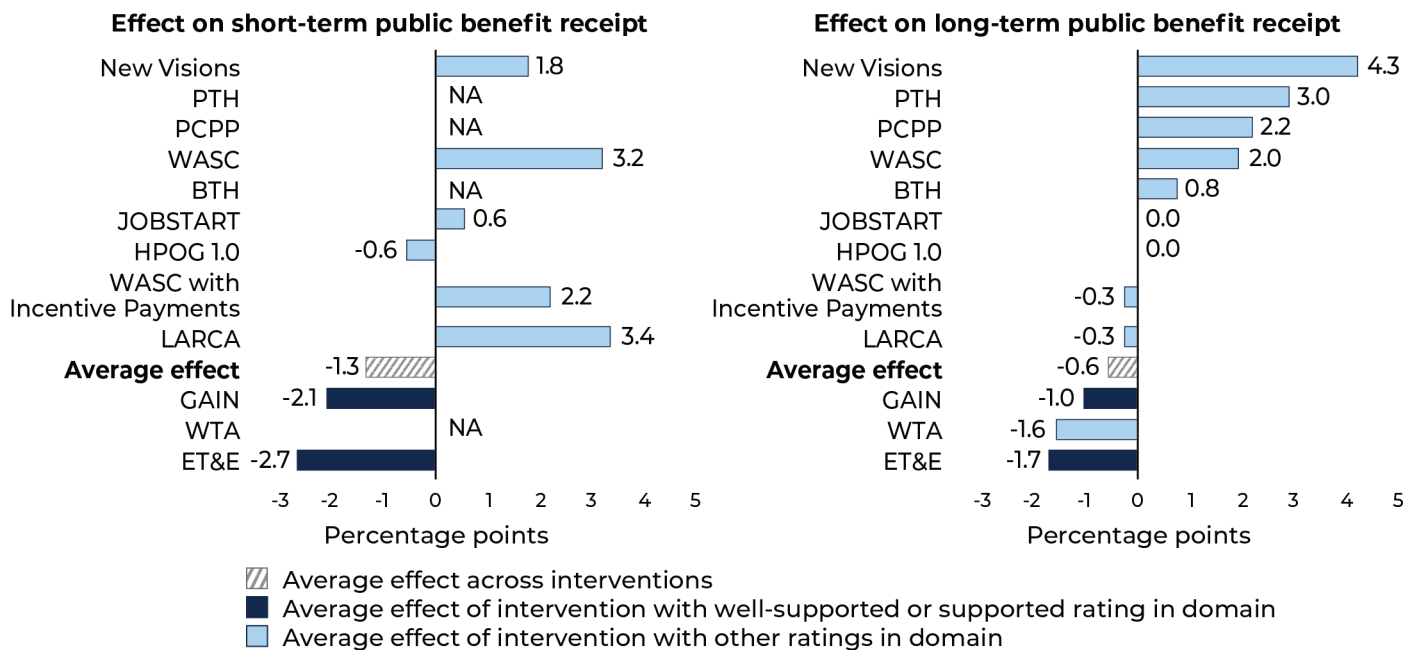


The proportion of people receiving public benefits decreased by one percentage point in the short term and one percentage point in the long term, on average, relative

to the comparison group. Studies of 12 career pathways interventions estimated effects on the proportion of people receiving public benefits (Exhibit 5). ET&E and GAIN reduced the proportion of people receiving public benefits in both the short term (by -2.7 and -2.1 percentage points, respectively) and the long term (by -1.7 and -1.0 percentage points, respectively).¹⁷

The amount of annual public benefits received decreased by \$138 in the short term and decreased by \$91 in the long term, on average, relative to the comparison group. Studies of eight career pathways interventions estimated effects on public benefit amount (Exhibit 6). ET&E and GAIN reduced the amount of public benefits received in both the short term (-\$226 and -\$182 per year, respectively) and the long term (-\$132 and -\$143 and per year, respectively).

Exhibit 5. Career pathways interventions, on average, decreased short-term and long-term public benefit receipt

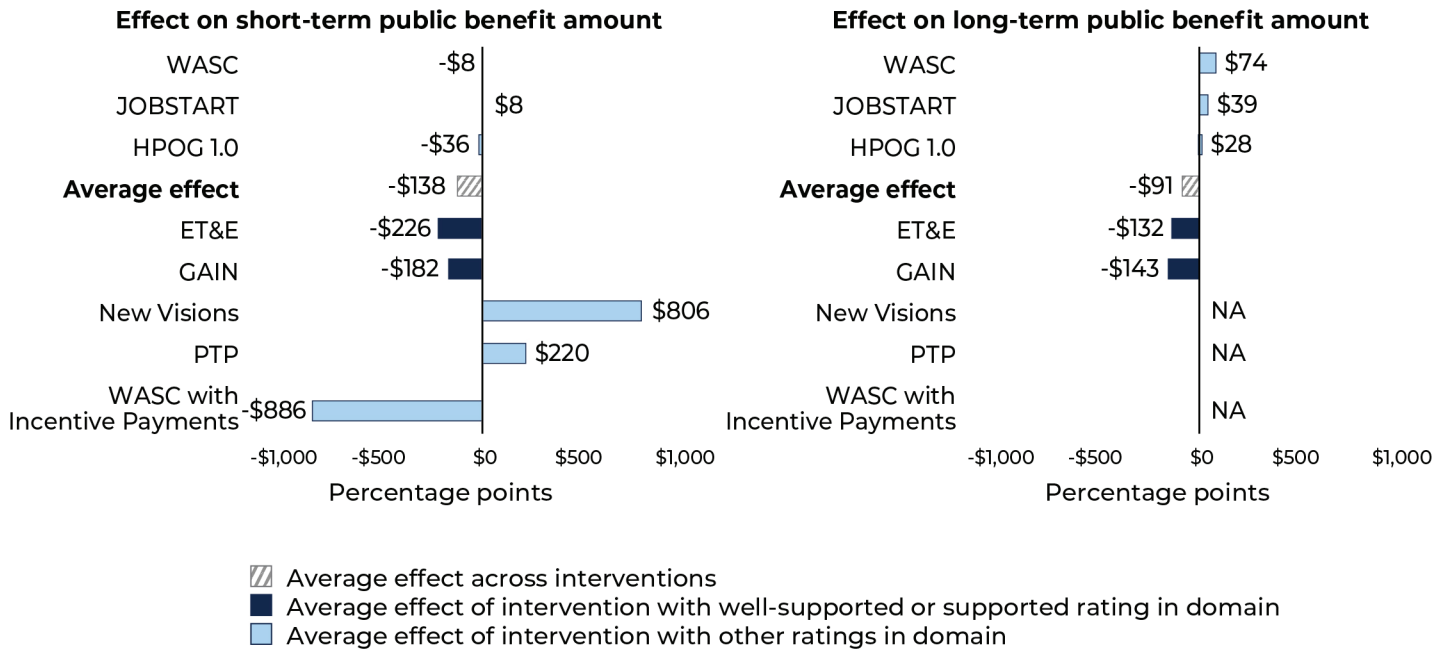


Interventions are sorted according to the size of the long-term effects because long-term effects better represent sustained increases in economic self-sufficiency.

NA means an intervention did not measure outcomes at the specified time period.

BTH = Bridge to Employment in the Healthcare Industry; ET&E = Oklahoma City's Education, Training, and Employment Program; GAIN = Greater Avenues for Independence; HPOG = Health Profession Opportunity Grants 1.0; LARCA = Los Angeles Reconnections Career Academy Program; New Visions = New Visions Self-Sufficiency and Lifelong Learning Project; PCPP = Patient Care Pathway Program; PTH = Pathways to Healthcare; WASC = Work Advancement and Support Center Demonstration; WTA = Workforce Training Academy Connect.

Exhibit 6. Career pathways interventions, on average, decreased the amount of public benefits received in the short and long term



Interventions are sorted according to the size of the long-term effects because long-term effects better represent sustained increases in economic self-sufficiency.

NA means an intervention did not measure outcomes at the specified time period.

ET&E = Oklahoma City's Education, Training, and Employment Program; GAIN = Greater Avenues for Independence; HPOG = Health Profession Opportunity Grants 1.0; New Visions = New Visions Self-Sufficiency and Lifelong Learning Project; PTP = Pathways to Prosperity; WASC = Work Advancement and Support Center Demonstration.

Do career pathways interventions increase education and training attainment?

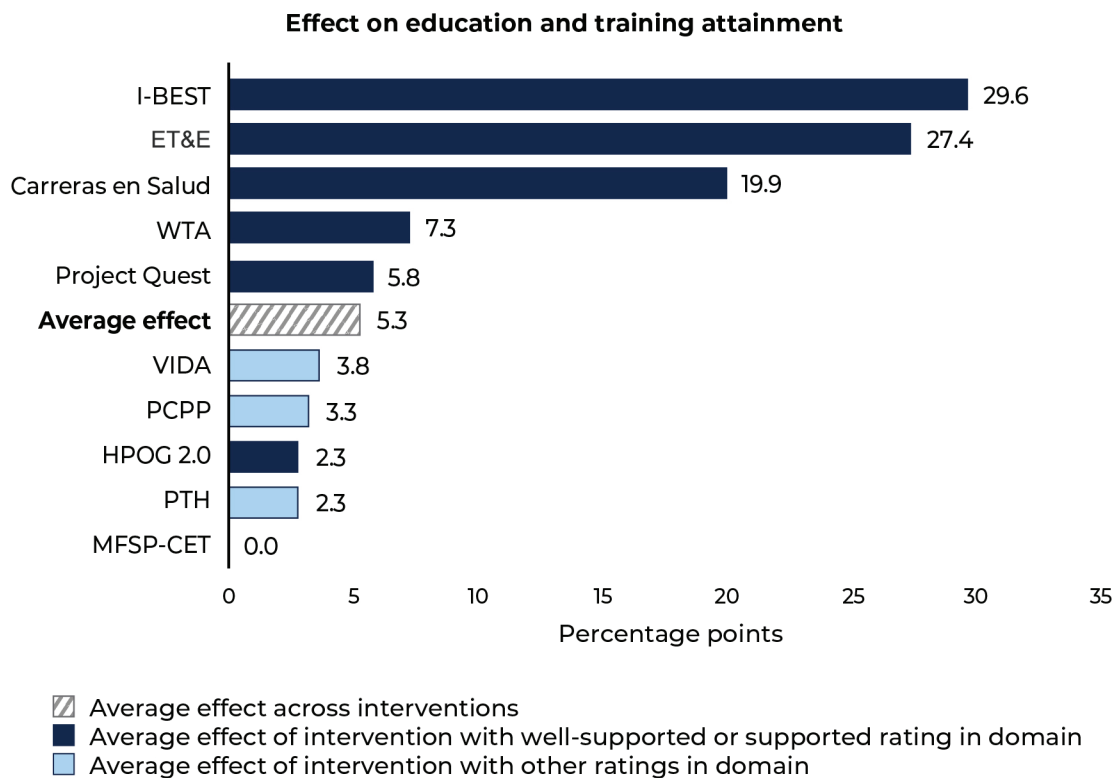


Education and training attainment increased by 5 percentage points across studies of 16 interventions that measured changes in education and training attainment (Exhibit 7), compared with comparison group education and training attainment.

Ten career pathways interventions increased education and training attainment, compared with comparison group education and training attainment.

I-BEST increased education and training attainment by almost 30 percentage points. I-BEST was one of four career pathways interventions implemented by a community college and offered clients financial supports for tuition and supportive services, as well as a dedicated advisor who provided academic supports and career planning. Carreras en Salud increased education and training attainment by almost 20 percentage points. The effects of the other eight interventions were smaller but still statistically significant.

Exhibit 7. Career pathways interventions, on average, increased clients' education and training attainment



Supported interventions, meaning interventions with research indicating significant and favorable effects, are noted in darker blue. Accelerated Training for Illinois Manufacturing (ATIM) measured effects on education and training attainment but did not include enough information for us to calculate an effect size. Therefore, ATIM is not included in the count of 16 interventions that measured an effect on education and training attainment, the average calculation, or Exhibit 7.

CET MFSP = Center for Employment Training's Minority Female Single Parent Program; ET&E = Oklahoma City's Education, Training, and Employment Program; HPOG = Health Profession Opportunity Grants 2.0; I-BEST = Integrated Basic Education and Skills Training; LARCA = Los Angeles Reconnections Career Academy Program; New Visions = New Visions Self-Sufficiency and Lifelong Learning Project; PCPP = Patient Care Pathway Program; PTH = Pathways to Healthcare; QUEST = Project Quality Employment Through Skills Training; VIDA = Valley Initiative for Development and Advancement; WASC = Work Advancement and Support Center Demonstration; WTA = Workforce Training Academy Connect.

Which are the most effective career pathways interventions?

Eight career pathways interventions had favorable effects on two or more outcome domains examined by the Pathways Clearinghouse. Of these, three interventions, GAIN, QUEST and Year Up, had favorable effects on three domains. The five other interventions—I-BEST, ET&E, AMP, HCCGC, and WRTP-MP—had favorable effects on two outcome domains (see Exhibit 8).

GAIN had favorable effects on earnings, employment, and public benefit receipt. GAIN increased short-term earnings (\$1,318), long-term earnings (\$1,673), short-term employment (4.1 percentage points), and long-term employment (2.9 percentage points); it also decreased

public benefit receipt in the short term (\$176) and long term (\$113) (see Exhibit 9). QUEST had favorable effects on earnings, employment, and education and training attainment. More specifically, QUEST increased long-term earnings (\$4,434), short-term employment (3.9 percentage points), long-term employment (8.0 percentage points), and education and training attainment (5.8 percentage points). Year Up had positive effects on earnings, employment, and education and training attainment. Year Up increased long-term earnings (\$7,154), short-term employment (3.6 percentage points), and education and training attainment (5.5 percentage points).

Exhibit 8. Career pathways interventions with favorable effects on two or more domains

Intervention	Increase earnings		Increased employment		Decrease public benefit receipt		Increase education and training
	Short-term	Long-term	Short-term	Long-term	Short-term	Long-term	All time periods
GAIN	↑	↑	↑	↑	↑	↑	
I-BEST				↑			↑
ET&E	↑				↑	↑	
AMP	↑		↑				
HCCGC	↑		↑				
QUEST		↑	↑	↑			↑
WRTP-MP	↑		↑				
Year Up		↑	↑				↑

AMP = Partners for a Competitive Workforce: Advanced Manufacturing Partnership; ET&E = Oklahoma City’s Education, Training, and Employment Program; GAIN = Greater Avenues for Independence; HCCGC = Partners for a Competitive Workforce: Health Careers Collaborative of Greater Cincinnati; I-BEST = Integrated Basic Education and Skills Training; QUEST = Project Quality Employment Through Skills Training; WRTP-MP = Wisconsin Regional Training Partnership Manufacturing Pathway.

Exhibit 9. Effects in 2018 dollars for the three career pathways interventions that improved outcomes in three domains

Increase earnings

	<u>Project Quality Employment Through Skills Training (QUEST)</u>	<u>Year Up</u>	<u>Greater Avenues for Independence (GAIN)</u>
Short-term	⊖↓ -\$3,619 per year	⊗↓ -\$16,859 per year	⊕↑ -\$1,318 per year
Long-term	⊕↑ \$4,434 per year	⊕↑ \$7,154 per year	⊕↑ \$1,637 per year

Increase employment

	<u>Project Quality Employment Through Skills Training (QUEST)</u>	<u>Year Up</u>	<u>Greater Avenues for Independence (GAIN)</u>
Short-term	⊖↑ 4% (in percentage points)	⊖↑ 4% (in percentage points)	⊖↑ 4% (in percentage points)
Long-term	⊕↑ 8% (in percentage points)	⊕↑ 0% (in percentage points)	⊕↑ 3% (in percentage points)

Decrease public benefit receipt^a

	<u>Project Quality Employment Through Skills Training (QUEST)</u>	<u>Year Up</u>	<u>Greater Avenues for Independence (GAIN)</u>
Short-term	○	○	⊕↑ -\$176 per year
Long-term	○	○	⊕↑ -\$113 per year

Increase education and training

	<u>Project Quality Employment Through Skills Training (QUEST)</u>	<u>Year Up</u>	<u>Greater Avenues for Independence (GAIN)</u>
A single rating is assigned across all measurement periods	⊕↑ 6% (in percentage points)	⊕↑ 5% (in percentage points)	○

★ well-supported ⊕ supported ⊖ mixed support ⊗ not supported ⊖ insufficient evidence ○ no evidence

↑ Direction of the average effect is favorable ↓ Direction of the average effect is unfavorable

^a The Pathways Clearinghouse considered the proportion of people receiving public benefits and public benefit amount and receipt together based on effect sizes and assigned them a single, combined effectiveness rating. As a result, the effects shown here represent a combined effect across the proportion of people receiving public benefits receipt and public benefit amount.

All three interventions provided training in combination with work readiness activities, supportive services, education services, and other services. Clients in QUEST and GAIN could access services that helped them increase their math, reading, or English language skills upon entry into the intervention. GAIN clients who had low educational attainment or low math, reading, or English language skills began with adult education or job search assistance, whereas clients at QUEST could begin remedial math and reading instruction before entering full-time health career training tracks, which included registered nursing, licensed vocational nursing, medical coding, and other medical technician roles.

The three interventions also differed in several ways. QUEST was only implemented in an urban setting, whereas GAIN and Year Up were implemented in multiple

settings. GAIN and QUEST also provided case management services to their clients, whereas case management was not a part of the Year Up intervention. In addition, the populations served by the three interventions varied. GAIN served Aid to Families with Dependent Children recipients, most of whom were single heads of families with children older than age 6. In contrast, Year Up largely served youth between the ages of 18 and 24, and QUEST served people with incomes that were less than 50 percent of San Antonio's median income. The amount of time clients spent in the interventions varied greatly as well: Year Up provided a year of services to each person (21 weeks of technical skills training followed by a 6-month internship), QUEST participants received services for an average of 22 months, and the average GAIN client spent less than a year in the intervention.

Interventions with the greatest effect size

Another way to assess intervention effectiveness is to examine the greatest effects by domain. Across all career pathways interventions:

- WRTP-MP had the biggest effect on short-term earnings (\$13,115 per year) and short-term employment (16.6 percentage points).
- Year Up had the biggest effect on long-term earnings (\$7,154 per year).
- QUEST had the biggest effect on long-term employment (8.0 percentage points).
- I-BEST had the biggest effect on education and training (29.6 percentage points).
- ET&E had the biggest effect on reduction in the proportion of people receiving public benefits in the short term (-2.7 percentage points) and in the long term (-1.7 percentage points); this intervention also had the biggest effect on reduction in the amount of public benefits received in the short term (-\$226 per year).
- GAIN had the biggest effect on reduction in the amount of public benefits received in the long term (-\$143 per year).

Interventions with large effects varied in what services were provided and to whom

Findings for some interventions suggest that, in more than one outcome domain, they are unlikely to produce favorable results. Studies of the following intervention have found that it is “not supported”—defined by the Pathways Clearinghouse as having a pattern of null and/or unfavorable findings—in two or more domains:

- WASC had effects that were not supported in three domains: earnings, employment, and public benefit receipt. Moreover, WASC decreased short- and long-term earnings, decreased short- and long-term employment, and increased the receipt of public benefits in the short and long term.

Needs for future research

Although this brief examines the effectiveness of career pathways interventions, more research is needed to determine when and for whom career pathways interventions improve outcomes and which combinations of career pathways services are most effective. Most career pathways interventions are relatively new; seventeen of the 27 interventions included in this snapshot began in 2010 or later. While 22 interventions examined outcomes in the long term in at least one domain, only 7 interventions included in this snapshot examined outcomes in the very long term.¹⁸

This makes it challenging to estimate intervention effects on participants over the course of their careers and to understand whether career pathways interventions improve outcomes enough to move individuals and their families out of poverty. More evidence is also needed on specific intervention components to understand what drives some career pathways interventions to be more successful than others.

Evaluations of career pathways interventions that are ongoing or that released findings after May 2022 are not included in this snapshot.

Endnotes

- ¹ Green industries are those that produce goods and provide services that benefit the environment or conserve natural resources. Green goods and services include energy from renewable resources; energy efficiency; pollution reduction and removal; greenhouse gas reduction; recycling and reuse; natural resources conservation; and environmental compliance, education and training, and public awareness. Learn more at <https://www.bls.gov/ggs/ggsoverview.htm>.
- ² The Pathways Clearinghouse collaborated with the Office of Planning, Research, and Evaluation (OPRE) to develop the career pathways framework definition used in this report. We used OPRE's [Career Pathways Portfolio web page](#) as a primary source in developing the definition of the career pathways framework. We also consulted definitions provided in the Workforce Innovation and Opportunity Act and by the U.S. Department of Labor.
- ³ Interventions need not have included multiple, sequential steps; connections to employment opportunities; or preparation specifically for jobs in demand in clients' geographical area. In addition, interventions that did not allow participants to enter the intervention at various points were included in this brief if participants were able to progress through the intervention in a way that accounted for their needs and abilities.
- ⁴ The term "career pathways" was not in regular use until the mid-2010s. It is therefore likely that some interventions were not described by study authors as "career pathways" interventions because the term was not yet widely used.
- ⁵ A high rating means there is strong evidence that the study findings are solely attributable to the intervention examined. A moderate rating means that readers can be somewhat confident that the study findings are attributable to the intervention, but other factors not accounted for in the study might also have contributed to the findings. Some career pathways interventions may have been examined only in low-rated studies. These interventions were not included in this Evidence Snapshot. For more information, see the section "How does the Pathways Clearinghouse calculate the average effect of an intervention?"
- ⁶ Evaluations of career pathways interventions that are ongoing or that released findings after May 2022 are not included in this Evidence Snapshot. The Pathways Clearinghouse continues to review new studies and might produce updated Evidence Snapshots as additional evidence becomes available.
- ⁷ Studies of 26 interventions measured earnings in the short or long term; however, the study of three interventions, Center for Employment Training's (CET's) Minority Female Single Parent (MFSP) Program, Pathways to Prosperity, and Wider Opportunities for Women's (WOW's) Minority Female Single Parent (MFSP) Program, did not include enough information for us to calculate an effect size. Therefore, CET's MFSP Program, Pathways to Prosperity, and WOW's MFSP Program are not included in the average calculation or Exhibit 3 in this report.
- ⁸ Earnings data were reported in various timeframes, including quarterly and annual. The Pathways Clearinghouse converted all the earnings estimates to annual estimates.
- ⁹ Fifteen interventions had studies measuring the effect on public benefit receipt or amount. Studies of 8 interventions measured short-term public benefit receipt, and studies of 12 interventions measured long-term public benefit receipt. Studies of seven interventions measured public benefit amount in the short term, and studies of five interventions measured public benefit amount in the long term. Studies of two interventions measured the effect on public benefit receipt or amount in the very long term only and are not included in the average calculations or public benefit graphs in this report. In contrast to considering public benefit amount and receipt separately, the Pathways Clearinghouse considered public benefit amount and receipt together and assigned them a single, combined effectiveness rating. That means the ratings listed in this report might or might not line up with summary ratings in Exhibit 1 and on the Pathways Clearinghouse website.
- ¹⁰ Studies of 17 interventions measured education and training attainment; however, the study of one intervention, Accelerated Training for Illinois Manufacturing (ATIM) Program, did not include enough information for us to calculate an effect size. Therefore,

- ATIM is not included in the average calculation or Exhibit 7 in this report.
- ¹¹ The Pathways Clearinghouse includes measures of the attainment of educational degrees and other credentials of potential value in the labor market (for example, acquisition of a GED, associate's degree, bachelor's degree, or another certificate or credential). Studies might include other measures of education and training outcomes, such as decompositions of measures over time (for example, earned a GED within one year of service receipt) and measures of credit attainment, but the Pathways Clearinghouse does not include such measures in its review.
- ¹² The comparison group varies by study, so in this section, we present the statistics by percentage of studies and not the percentage of interventions.
- ¹³ The Pathways Clearinghouse considers statistical significance to be support for the existence of an effect of an intervention. The Pathways Clearinghouse considers an effect estimate statistically significant if the p -value of a two-sided hypothesis test of whether the effect is equal to zero is less than 0.05. A p -value is the probability of observing an effect estimate as large or larger than the one observed, if there was no actual effect.
- ¹⁴ An intervention's primary service is the principal service of the intervention. The primary service is (1) a component that a large proportion of intervention group members received and a large proportion of comparison group members did not and (2) the component that was described by the study authors as most integral to the theory of change tested by the study. Interventions may provide multiple services, but only one service is designated as primary.
- ¹⁵ Definitions of specific services are available in this glossary: <https://pathwaystowork.acf.hhs.gov/glossary>. Services were considered to be part of the intervention if they were provided to the intervention group but not the comparison group, or if the services were provided more intensively or differently to the intervention group than the comparison group.
- ¹⁶ The study of LARCA reported two effects on short-term employment that are included in the Pathways Clearinghouse. The first effect showed a higher percentage of LARCA participants than comparison group members were ever employed during the first year of the study. This effect is statistically significant, meaning that the effect is unlikely to be due to chance. The second effect showed that LARCA participants were employed for fewer total quarters during the first year of the study than were members of the comparison group. That finding is not statistically significant. Following the effectiveness rating requirements in the [Pathways Clearinghouse protocol](#), LARCA earns a supported rating for short-term employment because there is one statistically significant favorable effect and no statistically significant unfavorable effects. The supported rating for employment is shown in Exhibit 1. The Pathways Clearinghouse calculates an intervention's average effect in a given outcome domain and converts it to a percentage point change in rates of employment, public benefit receipt, or credential attainment; or to a dollar-value change in annual earnings or public benefit grant amount. The Pathways Clearinghouse uses three steps to do this. First, we average the standardized effect sizes of all high- and moderate-rated outcomes in the domain in each high- or moderate-rated study, weighting by the total sample size for each outcome. Next, we convert the average effect across studies into an intervention effect, weighing by the maximum sample size for each study. Finally, we convert the average effect size into percentage points or dollars. Following these calculations, LARCA's average effect for short-term employment is negative, as shown by the dark blue bar in Exhibit 4. Additional details on how the Pathways Clearinghouse selects outcomes to review is described in the Pathways Clearinghouse protocol. Further information on how the Pathways Clearinghouse calculates effect sizes and assigns effectiveness ratings is located in the Pathways Clearinghouse [Frequently Asked Questions](#).

¹⁷ We report the proportion of people receiving public benefits and the amount of public benefits received separately in these exhibits for graphing purposes. When reporting intervention effectiveness ratings for the public benefit receipt outcome domain, the Pathways Clearinghouse considers these outcomes together based on effect sizes and assigns them a single, combined effectiveness rating.

¹⁸ Very long-term outcomes are not included in the primary Evidence Snapshot analyses. However, future Evidence Snapshots may include these outcomes. The seven interventions that examined outcomes in the very long term are Carreras en Salud (Careers in

Health) Program, Greater Avenues for Independence (GAIN), Health Profession Opportunity Grants (HPOG 1.0), Integrated Basic Education and Skills Training (I-BEST), Project Quality Employment Through Skills Training (QUEST), Valley Initiative for Development and Advancement (VIDA), and Year Up. Findings for very long-term earnings ranged from -\$230 in VIDA to \$5,752 in Year Up, and findings for very long-term employment ranged from 0 percentage points in GAIN to 6 percentage points in QUEST. Complete very long-term findings for these interventions can be found on the Pathways Clearinghouse website.

Goals of the Pathways Clearinghouse

The Pathways Clearinghouse systematically evaluates and summarizes the evidence on the effectiveness of interventions that aim to improve employment outcomes, reduce employment challenges, and support self-sufficiency for populations with low incomes. Pathways has several goals:

- Conduct a transparent, comprehensive search to identify studies of employment and training interventions designed to improve employment, increase earnings, support self-sufficiency, or advance education and training for populations who have low incomes.
- Rate the quality of those studies to assess the strength of the evidence they provide on the different interventions.
- Determine the evidence of effectiveness for those interventions.
- Share the results, as well as other Clearinghouse products, on a user-friendly website to help state and local Temporary Assistance for Needy Families administrators, policymakers, researchers, and the general public make sense of the results and better understand how this evidence might apply to questions and contexts that matter to them.
- Synthesize the overall state of evidence in the field by creating and disseminating a variety of reports, briefs, and other products.

For more information, see <https://pathwaystowork.acf.hhs.gov>.

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