

CAAL-Skills Workforce Metrics Dashboard Report 2022

Works Cited

Abel, Jason and Richard Deitz. [*Do the Benefits of College Still Outweigh the Costs?*](#) Federal Reserve Bank of New York: Current Issues in Economics and Finance, vol. 20, no. 3, 2014.

Allegretto, Sylvia, [Marc Doussard](#), [Dave Graham-Squire](#), [Ken Jacobs](#), [Dan Thompson](#) and [Jeremy Thompson](#) [*Fast Food, Poverty Wages: The Public Cost of Low-Wage Jobs in the Fast-Food Industry*](#)". UC Berkeley Labor Center, October 15, 2013.

Andersson, Fredrik, Harry J. Holzer, Julia Lane, David B. Rosenblum, and Jeffrey Smith. *Does Federally-Funded Job Training Work? Nonexperimental Estimates of WIA Training Impacts Using Longitudinal Data on Workers and Firms*. Working paper, 2012.

Austin, Algernon. [*Native Americans and Jobs: The Challenge and the Promise*](#). Economic Policy Institute, December 17, 2013.

Bahr, Peter. [*The Labor Market Return In Earnings To Community College Credits and Credentials In California*](#). Ann Arbor, Michigan: Center for the Study of Higher and Postsecondary Education, School of Education, University of Michigan, 2014.

Bassanini, Andrea, Alison Booth, Giorgio Brunello, Maria De Paola and Edwin Leuven. *Workplace Training in Europe*. Education and Training in Europe. Oxford University Press, 2007.

Berman, Jay Janet Pleegeer. [*Which Industries are Sensitive to Business Cycles?*](#) Monthly Labor Review, February 1997.

Blau, Francine, and Lawrence Kahn. [*The Gender Pay Gap: Have Women Gone as Far as They Can?*](#) Academy of Management Perspectives, vol. 21, pp. 7-23.

Block, Fred, Anna Korteweg, Kerry Woodward, Zach Schiller and Imrul Mazid. *The Compassion Gap in American Poverty Policy*. Contexts, vol. 5, no. 2, 2006.

Biavaschi, Costanza, Werner Eichhorst, Corrado Giuliatti, Michael J. Kendzia, Alexander Muravyev, Janneke Pieters, Nuría Rodríguez-Planas, Ricarda Schmidl and Klaus F. Zimmermann. *Youth Unemployment and Vocational Training*. Foundations and Trends in Microeconomics, vol. 9, no. 1-2, 2012, pp. 1-157.

Borowczyk-Martins, Daniel and Bradley, Jake and Tarasonis, Linas. [*Racial Discrimination in the U.S. Labor Market: Employment and Wage Differentials by Skill*](#). IZA Discussion Paper No. 8176, 2014.

Booth, Kathy. [Moving the Needle: Data, Success, and Accountability for Workforce Programs](#). Paper prepared for the California Community Colleges, Task Force on Workforce, 2015.

Bahr, Peter. *The Bird's Eye View of Community Colleges: A Behavioral Typology of First Time Students Based on Cluster Analytic Classification*. *Research in Higher Education*, vol. 51, pp. 724-749.

Bahr, Peter. [A Typology Of Students' Use Of the Community College](#). *New Directions for Institutional Research*, vol. 1, pp. 33-48.

Booth, Kathy. [The Ones That Got Away: Why Completing a College Degree Is Not the Only Way to Succeed](#). [Wested.org](#), September 2014.

Booth, Kath and Peter Bahr. [What's Completion Got To Do With It? Using Course-Taking Behavior To Understand Community College Success](#). Berkeley, California: Research and Planning Group for California Community Colleges, 2012.

Booth, Kathy. [Moving the Needle: Data, Success, and Accountability for Workforce Programs](#) California Community Colleges, Task Force on Workforce, 2015.

Bourdieu, Pierre. [The Forms of Capital](#). 1986.

Bowles, Samuel and Herbert Gintis. *Schooling in Capitalist America: Educational Reform and the Contradictions of Economic Life*. New York: Basic Books, 1976.

Burnside, Ashley and Ife Floyd. [TANF Benefits Remain Low Despite Recent Increases in Some States](#). Center on Budget and Policy Priorities, January 22, 2019.

California Commission on the Status of Women and Girls Equity Task Force. [Gender Wage Gap Reports and Best Practices Literature Review](#). July 22, 2016.

California Community Colleges. [Key Facts](#). Accessed 2022.

California Community Colleges Task Force on Workforce. [Job Creation and a Strong Economy](#), 2015

California Department of Education. [Career Technical Education](#). Accessed 2022

California Department of Education. [Program Overview: Adult Education – Federal Program](#). Accessed 2022

California Adult Education. [Annual Performance Report – Federally Funded Workforce Innovation and Opportunity Act, Title II, Program Year July 1, 2017 to June 30, 2018](#). (prepared

by Comprehensive Adult Student Assessment Systems for the California Department of Education Adult Education Office).

California Department of Education. [California Annual Performance Report: Federally Funded Workforce Innovation and Opportunity Act, Title II, Program Year July 1, 2015 – June 30, 2016; Statewide Performance Report – WIOA Title II Adult Education Program \(PY 2016\)](#).

California Department of Social Services. [California Work Opportunity and Responsibility to Kids \(CalWORKS\)](#). Accessed 2022

California Department of Social Services. [CalWORKs: California Families Working Together. Annual Summary](#). CDSS, March 2019.

California Department of Social Services. [CalWORKs: California Families Working Together. Annual Summary](#). CDSS, March 2020.

California Lifting Children and Families Out of Poverty Task Force. *AB 1520 Report*, November 2018.

Caliendo, Marco, Steffen Künn, and Ricarda Schmidl. *Fighting Youth Unemployment: The Effects of Active Labor Market Policies*. IZA Discussion Paper 6222, 2011.

Card, David, Jochen Kluge, and Andrea Weber. *Active Labor Market Policy Evaluations: A Meta-Analysis*. The Economic Journal, vol. 120, 2011, pp. 452-477.

Center for Law and Social Policy (CLASP). [Workforce Innovation and Opportunity Act Title I: Youth](#). Accessed 2022.

Chetty, Raj, Nathaniel Hendre, Patrick Kline, Emmanuel Saez and Nicholas Turner. *Is the United States Still a Land of Opportunity? Recent Trends in Intergenerational Mobility*. American Economic Review, vol. 104, no. 5, 2014, pp. 141-7.

Clark, Damon and René Fahr. [The Promise of Workplace Training for Non-College-Bound Youth: Theory and Evidence from German Apprenticeship](#). IZA Discussion Paper No. 378. Bonn, Germany, 2001.

Collins, Randall. *The Credential Society*. Columbia University Press, 1979.

Crosta, P.M. [Intensity and Attachment: How the Chaotic Enrollment Patterns of Community College Students Affect Educational Outcomes](#). CCRC Working Paper No. 60). New York, New York: Community College Research Center, Teachers College, Columbia University, 2013.
Currier, Erin and Sheida Elmi. *The Racial Wealth Gap and Today's American Dream*. Pew Research, February 16, 2018.

David H. and Michael J. Handel. *Putting Tasks to the Test: Human Capital, Job Tasks and Wages*. NBER Working Paper No. 15116. Cambridge, MA: National Bureau of Economic Research, 2009.

Decker, Paul. Ten Years of WIA Research in *The Workforce Investment Act: Implementation Experiences and Evaluation Findings*, eds. D. Besharov and P. Cottingham. Kalamazoo, Michigan: W.E. Upjohn Institute, 2011.

Desilver, Drew. [Who's Poor in America? 50 Years into the War on Poverty: A Data Portrait](#) Pew Research Center, January 13, 2014.

Department of Industrial Relations – Division of Apprenticeship Standards. [State of California Department of Industrial Relations Division of Apprenticeship Standards 2017 Legislative Report](#).

Department of Industrial Relations – Division of Apprenticeship Standards. [State of California Department of Industrial Relations Division of Apprenticeship Standards 2016 Legislative Report](#).

Department of Industrial Relations – Division of Apprenticeship Standards. [State of California Department of Industrial Relations Division of Apprenticeship Standards 2016 Legislative Report](#).

Equal Rights Advocates. ["Women of Color and the Gender Wage Gap in California"](#). Background Paper prepared by Equal Rights Advocates for the Select Committee on the Status of Girls and Women of Color, California State Assembly. Informational Hearing, January 19, 2016.

Edin, Kathlee and Laura Lein. *Work, Welfare, and Single Mothers' Economic Survival Strategies*. American Sociological Review, vol. 62, no. 2, 1997, p. 253 – 266.

Employment Development Department. [Workforce Services Directive 19-04](#), September 11, 2019.

Employment Development Department. [Workforce Services Directive 19-03](#), August 28, 2019.

Employment Development Department. [Workforce Services Directive 15-14](#), January 22, 2016.

Employment Development Department. [Workforce Opportunity and Innovation Act – Fact Sheet](#).

Employment Development Department. [Workforce Services Directive 15-09](#), November 20, 2015.

Employment Development Department. [WIOA – Fact Sheet](#). Accessed April, 2022

Employment Development Department. [Workforce Services Directive 16-19](#), May 26, 2017.

Employment Development Department. [Workforce Services Directive 17-07](#), January 16, 2018.

Employment Development Department. [WIA Eligibility Technical Assistance Guide \(TAG\)](#). Accessed 2022.

Employment Development Department. [Workforce Services Directive 14-4](#), September 25, 2014.

Employment Development Department. [Workforce Services Directive 16-14](#), December 19, 2016.

Employment Development Department. [Workforce Services Directive 18-10](#), January 31, 2019.

Employment Training Panel. [Annual Report for FY 2016-2017](#).

Employment Training Panel. [Strategic Plan for FY 2015-2016](#).

Employment Training Panel. [About Us](#). Accessed 2022.

Employment Training Panel. [Frequently Asked Questions](#). Accessed, April, 2022.

Falk, Gene. [Temporary Assistance for Needy Families \(TANF\): Eligibility and Benefit Amounts in State TANF Cash Assistance Programs](#). Congressional Research Service. July 22, 2014.

Fersterer, Josef, Jorn-Steffen Pischke, and Rudolf Winter-Ebmer. *Returns to Apprenticeship Training in Austria: Evidence from Failed Firms*. Scandinavian Journal of Economics vol. 110, no. 4, 2008, p. 733-753.

Flores, Antonio. [How the U.S. Hispanic Population is Changing](#). Pew Research Center, September 18, 2017.

Fourage, Didier, Trudie Schils and Andries de Grip. *Why Do Low-Educated Workers Invest Less in Further Training?* Applied Economics, vol. 45, no. 18, 2013, pp. 2587-2601.

Frazis, Harley, Maury Gittleman, Michael Horrigan and Mary Joyce. *Results from the 1995 Survey of Employer-Provided Training*. Monthly Labor Review, 1998, pp. 3-13.

Fry, Richard, [U.S. High School Dropout Rate Reaches Record Low, Driven By Improvements Among Hispanics, Blacks](#). Pew Research Center, October 2, 2014.

Geib, Elizabeth Zahrt. *Sovereignty through Welfare Reform? A Case Study of the Klamath Tribes of Oregon*. Eastern Economic Journal, vol. 29, no. 2, 1993, p. 165-78.

Gersbach, Hans and Armin Schmutzler. *The Effects of Globalization on Worker Training*. IZA Discussion Paper No. 2403, 2006.

Glynn, Sarah Jane. [Explaining the Gender Wage Gap](#). Center for American Progress, 2014.

Goldin, Claudia and Lawrence F. Katz. *The Race Between Education and Technology*. Cambridge, MA Harvard University Press, 2008.

Gonzalez-Barrera, Ana, and Mark Hugo-Lopez. [Is Being Hispanic A Matter Of Race, Ethnicity, Or Both?](#) Pew Research Center, June 15, 2015.

Gooden, S. *All Things Are Not Equal: Differences in Caseworker Support toward Black and White Welfare Clients*. Harvard Journal of African- American Public Policy, vol. 4, no. 3, 1998, p. 22-33.

Gramlich, John. [Hispanic Dropout Rate Hits New Low, College Enrollment at New High](#). Pew Research Center, September 29, 2017.

Pinsker, Joe. [America is Even Less Socially Mobile Than Most Economists Think](#). *The Atlantic*, July 23, 2015.

Halpin, Brian and Vicki Smith. [Low Wage Work Uncertainty Often Traps Low Wage Workers](#). UC Davis Center for Poverty Research, vol. 2, no. 9, 2014.

Hanks, Angela, Annie McGrew and Daniella Zessoules. [The Apprenticeship Wage and Participation Gap](#). Center for American Progress, July 11, 2018.

Hauser. Robert M., Solon J. Simmons, and Devah I. Pager. [High School Dropout, Race-Ethnicity, and Social Background from the 1970s to the 1990s](#). University of Wisconsin, Madison, 2000.

Hays, Sharon. *Flat Broke With Children: Women in the Age of Welfare Reform*. Oxford University Press, 2003.

Hegewish, A. and Heidi Hartman. *Occupational Segregation and The Gender Wage Gap: A Job Half Done*. Institute for Women's Policy Research, 2014.

Heinrich, Carolyn .J, Mueser, Peter and Kenneth R. Troske. *Workforce Investment Act Non-Experimental Net Impact Evaluation*. Final Report to U.S. Department of Labor, December, 2008.

Heinrich, Carolyn. [Workforce Development in the United States: Changing Public and Private Roles and Program Effectiveness](#). Chapter prepared for the book, Labor Activation in a Time of High Unemployment: Encouraging Work While Preserving the Social Safety-Net, 2016.

Holzer, Harry J., Julia I. Lane, David B. Rosenblum, and Fredrik Andersson. *Where Are All the Good Jobs Going? What National and Local Job Quality and Dynamics Mean for U.S. Workers*. New York: Russell Sage Foundation, 2011.

Holzer, Harry. [Good Workers for Good Jobs: Improving Education and Workforce Systems in the US](#). Institute for Research on Poverty Discussion Paper No. 1404-13, IZA Journal of Labor Policy, vol. 1, no. 5, 2012.

Inanc, Hande. [To Address the Gender Pay Gap, we Have to Address Occupational Gender Segregation](#). Mathematica Policy Research, April 10, 2018.

Institute for Women's Policy Research. [Separate and Not Equal? Gender Segregation in the Labor Market and the Gender Wage Gap](#). September 2010.

Kalil, A. K. Seefeldt, K., and H. Wang. *Sanctions And Material Hardship Under TANF*. Social Service Review, vol. 76, no. 4, 2002, pp. 642 – 62.

Kim, Changhwan and Christopher Tamborini. *Are They Still Worth It? The Long-Run Earnings Benefits of an Associate Degree, Vocational Diploma or Certificate, and Some College*. The Russell Sage Foundation Journal of the Social Sciences, vol. 5, no. 3, 2019, pp. 64-85.

Kochar, Rakesh and Anthony Ciluffo. [Key Findings on the Rise in Income Inequality Within America's Racial and Ethnic Groups](#). Pew Research Center, July 12, 2018.

Koller, Vinz. [Closing the Gap: The Future of Apprenticeship in California](#). Social Policy Research Associates, December 2018.

Kotz, Nick. [Review: When Affirmative Action Was White': Uncivil Rights](#). The New York Times, August 28, 2005.

Krogstad, Jens Manuel. [One in Four Native Americans and Alaska Natives are Living in Poverty](#). Pew Research, June 13, 2014.

Lamont, Michelle and Annette Lareau. *Cultural Capital: Allusions, Gaps, and Glissandos in Recent Theoretical Developments*. The Structure of Schooling: Readings in the Sociology of Education, pages 44-60, edited by R. Arum, I.R. Beattie, and K. Ford, Thousand Oaks, CA: Sage Publications, 1988.

Lareau, Annette. [Social Class Differences In Family-School Relationships: The Importance Of Cultural Capital](#). Sociology of Education, vol. 60, no. 2, 1987.

Legislative Analyst's Office. [Overview of High School Career Technical Education](#). February 21, 2018.

Legislative Analyst's Office. *Overview of High School Career Technical Education*. October 2, 2017.

Legislative Analyst's Office. [Overview of High School Career Technical Education](#). February 21, 2018.

Lerman, Robert, Signe-Mary McKernan, and Stephanie Riegg. [The Scope of Employer Provided Training in the United States](#). Job Training Policy in the United States, Chapter 2. Upjohn Institute for Employment Research, 2004.

Wandner, Eds. *Job Training Policy in the United States, Kalamazoo*. Institute for Employment Research, pp. 211–243, 2004, Michigan: W.E. Upjohn.

Livingston, Gretchen. [The Rise of Single Fathers](#). Pew Research Center, July 2, 2013.

Long, Heather. [Nineteen States Are Raising Their Minimum Wage Jan. 1. Progressives Plan Even More For 2020](#). Washington Post, December 21, 2018.

Lopez, Gustavo, Neil Ruiz and Eileen Patten. [Key Facts About Asian Americans, A Diverse And Growing Population](#). Pew Research Center, April 29, 2021.

Madrigal, Alexis. [The Racist Housing Policy That Made Your Neighborhood](#). *The Atlantic*, May 22, 2014.

Mastri, Annalisa, Dana Rotz and Elias Hanno. [Comparing Job Training Impact Estimates Using Survey and Administrative Data](#). Mathematica Policy Research, 2018.

Maxwell, Nan, Heinrich Hoch, Natalya Verbitsky-Savitz and Davin Reed. [How Are Women Served By The WIA Adult And Dislocated Worker Programs? Findings From Administrative Data](#). Mathematic Policy Research, 2012.

McDaniel, Marla, Tyler Woods, Eleanor Pratt, and Margaret Simms. [Identifying Racial and Ethnic Disparities in Human Services](#). Urban Institute, November 2017.

McLeod, Jay. *Ain't No Makin' It: Aspirations and Attainment in a Low-Income Neighborhood*. Boulder. Westview Press, 1987.

Menelik, Geremew and Francois Gourio. [Seasonal and Business Cycles of U.S. Employment](#). Federal Reserve Bank of Chicago - Economic Perspectives vol. 42, no. 3, 2018.

Miller, Claire and Liz Alderman. [Why U.S. Women are Leaving Jobs Behind](#). New York Times, December 12, 2014.

Mink, Gwendolyn. *Welfare's End*. Cornell University Press, 1998.

Moffit, Robert and Jennifer Roff. [*The Diversity of Welfare Leavers*](#). Office of the Assistant Secretary for Planning and Evaluation, 2000.

Monnat, Shannon. *The Color of Welfare Sanctioning: Exploring the Individual and Contextual Roles of Race on TANF Case Closures and Benefit Reductions*. *Sociological Quarterly* vol. 51, no. 4, 2010, p. 678–707.

Moore, Richard, Philip Gorman, Daniel Blake, Michael Phillips, Gerard Rossy, Eileen Cohen, Tara Grimes and Michale Abad. *Lessons from the Past and New Priorities: A Multi-Method Evaluation Of ETP*. Management and Organization Development Center, CSU Northridge. August 4, 2004.

Mullianathan, Sendhil. [*Racial Bias, Even When We Have Good Intentions*](#). New York Times.

Nancy J. Hirschmann and Ulrike Liebert. *Women and Welfare: Theory and Practice in the United States and Europe*. eds., 2001.

Orloff, Ann Shola. *Ending the Entitlements of Poor Single Mothers: Changing Social Policies. Women's Employment, and Caregiving in the Contemporary United States*. 2001.

Orloff, Ann Shola. *From Maternalism to 'Employment for All': State Policies to Promote Women's Employment across the Affluent Democracies*. Harvard University Press. pp. 230-270. 2006.

Osterman, Paul. *Employment and Training Policies: New Directions for Less-Skilled Adults*. Reshaping the American Workforce in a Changing Economy. The Urban Institute Press, pp. 119–154, 2016.

Pew Research Center. [*On Pay Gap, Millennial Women Near Parity - For Now*](#). December 11, 2013.

Public Policy Institute of California. [*Career Technical Education in California*](#). California Department of Education. 2016–17. California Community College Chancellor's Office Data Mart, 2017.

Pager, Devah, Bruce Western, and Bart Bonikowski. [*Discrimination in a Low-Wage Labor Market: A Field Experiment*](#). *American Sociological Review*, vol. 74, 2009, pp. 777-799, 2009.

Reed, Deborah, Albert Yung-Hsu Liu, Rebecca Kleinman, Annalisa Matri. Davin Reed, Samina Sattar, and Jessica Ziegler. [*An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship in 10 States*](#). Washington, DC: Office of Apprenticeship, U.S. Department of Labor, 2012.

Roberts, Brian and Michael Wolf. [High Tech Industries: An Analysis of Employment, Wages, and Output](#). U.S. Bureau of Labor Statistics. May, 2018.

Robbins, Katherine. *The Story Behind the Numbers: The Wage Gap*. National Women's Law Center, Sept. 15, 2014.

National Women's Law Center. *50 Years and Counting: The Unfinished Business of Achieving Fair Pay*, 2013.

Rounds, Daniel. [To Train or Not to Train: Is Workforce Training a Good Public Investment?](#). CA Senate Office of Research, May 2013.

Rumberger, Russell. *Dropping Out: Why Students Drop Out of High School and What Can be Done About It*. Cambridge: Harvard University Press, 2011.

Shapiro, D., A. Dundar, J., Chen, J., M. Ziskin, E. Park, V. Torres, and Y. Chiang. *Completing College: A National View Of Student Attainment Rates*. Herndon, Virginia: National Student Clearinghouse, 2013.

Schochet, Peter, John Burghardt, and Sheena McConnell. *National Job Corps Study and Longer-Term Follow-Up Study: Impact and Benefit-Cost Findings Using Survey and Summary Earnings Records Data, Final Report*. Mathematica Policy Research, 2006.

Tamborini, Christopher, Changhwan Kim, and Arthur Sakamoto. *Education and Lifetime Earnings in the United States*. Demography. vol. 52, no. 4, 2015, pp. 1383–1407.

Jonah D. Levy. *The State After Statism: New State Activities in the Age of Liberalization*. Cambridge, MA: Harvard University Press, 2006.

Tschetter, John and John Lukasiewicz. [Employment Changes In Construction: Secular, Cyclical, And Seasonal](#). Monthly Labor Review, March 1983.

[Urban Institute. Welfare Rules Database](#). U.S. Department of Health and Human Services, Accessed 2022.

U.S. Bureau of Labor Statistics. *Women's Databook*, 2017.

U.S. Bureau of Labor Statistics. [Women In Architecture And Engineering Occupations In 2016](#). March 10, 2017.

U.S. Bureau of Labor Statistics. [Highlights of Women's Earnings in 2017](#). August 2018.

U.S. Bureau of Labor Statistics [Median Weekly Earnings \\$606 For High School Dropouts, \\$1,559 For Advanced Degree Holders](#). U.S. Bureau of Labor Statistics, October 21, 2019.

U.S. Bureau of Labor Statistics. [Highlights Of Women's Earnings In 2014](#). 2014.

United States Census Bureau. [Income, Poverty, and Health Insurance Coverage in the United States: 2016](#). September 12, 2017.

U.S. Department of Labor. [Employment and Training Administration – Division of Youth Services. WIOA Youth Program Fact Sheet](#). March 2018.

U.S. Department of Labor. [Training and Employment Guidance Letter 21-16](#). March 2, 2017.

Van Ours. *The Locking-In Effect Of Subsidized Jobs*. Journal of Comparative Economics, vol. 32, no. 1, 2004, pp. 37–52, Accessed 2022.

Whiting, Erin Feinauer, Carol Ward, Rita Hiwalker Villa, and Judith Davis. *How Does the New TANF Work Requirement 'Work' In Rural Minority Communities? A Case Study of the Northern Cheyenne Nation*. American Indian Culture and Research Journal, vol. 29, no. 4, 2005, pp. 95–120, 2005.

Willis, Paul. *Learning to Labor*. New York: Columbia University Press, 1977.