CHRISTOPHER TERRELL KING

EDUCATION

Ph.D. Economics, Michigan State University, 1976
Specializations: Labor, Industrial Relations, Industrial Organization
Dissertation: The Unemployment Impact of the Vietnam War

M.A. Economics, Michigan State University, 1972

B.A. Economics, University of Texas at Austin, 1968
(Plan II Honors, 1965-1967)

PROFESSIONAL EXPERIENCE

7/85- ***Director*** (9/96 -), *Ray Marshall Center for the Study of Human Resources*, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin. (***Associate Director***, 4/91 - 8/96; ***Senior Research Scientist***, 9/07 – present; ***Research Scientist***, 9/90 – 8/07; ***Research Associate***, 7/85 - 9/90)

5/83-7/85 ***Chief, Research, Demonstration and Evaluation,*** *Training and Employment Development Division, Texas Department of Community Affairs/Governor's Office*, Austin, TX

9/82-5/83 ***Research Associate,*** *Center for Economic Research*, University of Texas at Austin

8/80-9/82 ***Project Coordinator,*** *Center for the Study of Human Resources*, University of Texas at Austin

8/76-8/80 ***Economist,*** *Office of Employment and Training, Assistant Secretary for Policy, Evaluation and Research, Office of the Secretary, U.S. Department of Labor*, Washington, D.C.

8/73-8/76 ***Assistant Professor*** (9/75 - 8/76), *Department of Economics, University of Utah*, Salt Lake City; (***Instructor,*** 8/73 - 9/75)

RELATED EXPERIENCE

9/03 - ***Mike Hogg Professor of Urban Management,*** Lyndon B. Johnson School of Public Affairs, The University of Texas at Austin.

9/91 - ***Lecturer,*** Lyndon B. Johnson School of Public Affairs, The University of Texas at Austin.

9/82 - 5/83 ***Visiting Assistant Professor,*** Department of Economics and Finance, Southwest Texas State University.

9/80 - 12/82 ***Lecturer,*** Departments of Economics and Management, The University of Texas at Austin.

1980- ***Member,*** U.S. Department of Education, National Center for Education Statistics Career-Related Education Panel (2011), U.S. Department of Labor/ETA Performance Measures Advisory Panel (2008-09); U.S. Department of Education ABE-to-Community College Transitions Technical Working Group (2005-06); U.S. Department of Labor JTPA Experiments Evaluation Technical Review Panel (3/86 - 2/93); Social Science Research Council Research Advisory Panel on Latino Participation in Means-Tested Programs (9/90 - 8/91); U.S. Department of Agriculture Food Stamp Employment and Training Performance Standards Advisory Panel (1989); JTPA Performance Standards Advisory Committees & Technical Work Groups (1983-86).

1980- ***Consultant,*** International Labour Organization, Geneva; VHA Health Foundation; SUNY-Albany's National JOBS Implementation Study; Planmatics, Inc.; National Center on Education and the Economy; Mathematica Policy Research; U.S. Department of Labor JTPA Advisory Committee; Bureau of Labor Statistics; U.S. Department of Education; National Governors Association; National Association of Counties; National Alliance of Business; Northeast-Midwest Institute; numerous states, localities and other organizations.

1990- ***Reviewer,*** Urban Institute Press, Upjohn Institute for Employment Research Press, Cornell University Press, *Policy Studies Journal, Publius*, *Journal of Policy Analysis and Management, State and Local Government Review*

RESEARCH AREAS

Workforce development policy; education policy; welfare reform and social policy; performance measurement and management; program evaluation; urban issues; labor market analysis

AWARDS

10/08 *2008 Workforce Edge Award* for longtime contributions to workforce development policy, Skillpoint Alliance, Austin, TX

2/07 *2007 Texas Exes' Teaching Award*, Lyndon B. Johnson School of Public Affairs, The University of Texas at Austin

12/01 *Staff Appreciation Award*, Lyndon B. Johnson School of Public Affairs, The University of Texas at Austin

6/94 *Dean's Staff Excellence Award* (*"... for research and commitment to teaching"*), Lyndon B. Johnson School of Public Affairs, The University of Texas at Austin

9/69 - 8/72 *National Defense Education Act Fellowship*, Michigan State University

6/72 *Outstanding Masters Student*, Economics, Michigan State University

PUBLIC SERVICE

2011 - ***Board Member,*** *Corporation for a Skilled Workforce,* Ann Arbor, MI, an organization that has worked with policymakers, civic leaders and others since 1991 to foster good jobs and thriving communities through skills development and related strategies.

2011- ***Member****, Workforce Potential Project Advisory Committee,* Austin, TX, advising the Austin Area Research Organization on strategies for increasing postsecondary training credentials for under-educated and under-skilled area residents.

2010 - ***Board Member,*** *English@Work,* an Austin-based non-profit providing work-site English-language instruction to low-income workers.

2010 - ***Member,*** *Workforce Advisory Committee, Data Quality Campaign,* Washington, DC, advising the national DQC on the creation of longitudinal, linked workforce and education data.

2010 **Member,** *Independent Review Committee, John J. Heldrich Center for Workforce Development,* Rutgers University, New Brunswick, NJ, an appointed committee reviewing the performance and future plans of the Heldrich Center for its board of advisors.

2009 - ***Member,*** *Dashboard Steering Committee, Community Action Network,* Austin, TX, a group advising CAN on dashboard performance indicators in education, workforce, health and other areas.

2006 - ***Board Member,*** *The Capital Area Economic Development District, Capital Area Council of Governments*, a nonprofit organization providing leadership and advocating coordination to guide economic development in the 10-county region that includes Austin.

2006- ***Member,*** *Greater Austin Chamber of Commerce's* College Readiness Enrollment Support Team, fostering increased postsecondary enrollment among Central Texas high school students.

2005-07 ***Board Chair,*** *The Council of Families with Children,* an Austin, TX non-profit working to strengthen understanding and advocacy for children with emotional, behavioral, mental and other health needs.

2003-04 ***Member,*** *Direct Cost Committee,* The University of Texas at Austin, a committee chaired by the Controller to develop new University procedures for charging the administrative costs of outside research.

2002 - ***Board Member,*** *The Austin Project,* an Austin, TX non-profit coordinating services and fostering collaborative service delivery for children and families. ***First Vice-President,*** 2010 - . ***Annual Award Dinner Fundraising Committee Chair,*** 2003. ***Rostow Fellow*** since 2003.

2002 - ***Board Member,*** *Friends of Deep Eddy,* an Austin, TX non-profit whose mission is to preserve Deep Eddy, Texas' oldest public swimming pool, educate the public about its historical significance and support its maintenance and operations working with the City of Austin. ***Bathhouse Restoration Fundraising Committee Co-Chair,*** 2003 - 2008.

2002-04 ***Board Member,*** *Aquatics Advisory Board, City of Austin Parks and Recreation Department*, advising the department on issues affecting the City's pools and related facilities.

2000-02 ***Alternate Board Member*** *(for Ray Marshall), National Skill Standards Board*, an appointed Board established by Congress in 1994 to oversee the development of a system of national skill standards.

2000-01 ***Appointed Member**, Mayor's Austin Equity Commission,* Austin, TX, a 15-member commission studying social equity issues in the greater Austin area and recommending strategies for addressing them.

1998-2003 ***Appointed Member,** National Assessment of Vocational Education, Independent Advisory Panel*, a 21-member panel overseeing the fourth Congressionally mandated national study of vocational education.

1998-2002 ***Chair,** University-wide EnterTech Academic Advisory Committee, IC^2 Institute, University of Texas at Austin*, an interdisciplinary committee comprised of deans, professors and others advising the EnterTech Project that was directed by the late George Kozmetsky.

1996 - ***Host,** International Delegations,* at the Ray Marshall Center, mostly as part of the U.S. State Department's International Visitors Program and its Austin link, the International Hospitality Council of Austin.

1987-98 ***Board Member**, Youth Options (*formerly *Middle Earth Unlimited)* an Austin, TX non-profit organization providing counseling, job training and shelter for abused, runaway and other troubled youth and their families, 1987 - 1990. ***Board Chair*** (1988, 1989); ***Planning and Evaluation Committee Co-Chair*** (1990); ***Advisory Board*** (1990 - 1998).

1993-95 ***Member,** Goodwill Industries Older Worker Program/Intergenerational Child Care Job Training Project Advisory Board*, Austin, TX.

1988 ***Board Member,** Texas Coalition for Juvenile Justice*, a non-profit statewide consortium that promotes effective policies and programs for at-risk and adjudicated Texas youth.

1988 ***Volunteer,** Austin Volunteer Center*, providing technical assistance to Austin-area community organizations in employment, training and economic development.

1985 - ***Testimony*** on workforce, welfare and education issues presented to numerous committees of the Texas Legislature, school districts and other public councils and commissions.

PUBLICATIONS

Books and Book Chapters

Christopher T. King, "The Use and Governance of Active Labour Market Policies and Programs: Comparing the United States and Japan," In Jason Heyes and Ludek Rychly, Eds., *Labour Administration and the Economic Crisis: Challenges, Responses and Opportunities*, London: Routledge Press (forthcoming).

Christopher T. King and Burt S. Barnow, "The Use of Market Mechanisms," In Douglas Besharov and Phoebe Cottingham, Eds., *The Workforce Investment Act—Implementation Experiences and Evaluation Findings*, Kalamazoo, Michigan: The W. E. Upjohn Institute for Employment Research, 2011, pp. 79-109.

Robert W. Glover and Christopher T. King, "The Promise of Sectoral Approaches to Workforce Development: Towards More Effective, Active Labor Market Policies in the United States," In Charles J. Whalen, Ed., *Human Resource Economics: Essays in Honor of Vernon M. Briggs, Jr.,* Kalamazoo, Michigan: The W. E. Upjohn Institute for Employment Research, 2010, pp. 215-251.

Christopher T. King and Tara Carter Smith, "State Unemployment Insurance-supported Training Funds," In Heath Prince, Ed., *Strategies for Financing Workforce Intermediaries: Working Papers*, Boston, MA: Jobs for the Future/National Fund for Workforce Solutions, July 2007, pp. 69-122

Robert W. Glover, Daniel O'Shea and Christopher T. King, "Reflections on Austin in the 1990s: Economic Development through Workforce Initiatives," In Robert Giloth, Ed., *Economic Development in American Cities: The Pursuit of an Equity Agenda*, Albany, NY: SUNY Press, 2007, pp. 81-110

Christopher T. King and Peter R. Mueser, *Welfare and Work: Experiences in Six Cities*, Kalamazoo, Michigan: The W. E. Upjohn Institute for Employment Research Press, 2005, 195 pp. (Nominated for a 2007 Best Book Award by the Urban Affairs Association.)

Christopher T. King, "The Effectiveness of Publicly Financed Training in the United States: Implications for WIA and Related Programs," In Christopher J. O'Leary, Robert A. Straits, and Stephen A. Wandner, Eds., *Job Training Policy in the United States,* Kalamazoo, Michigan: The W. E. Upjohn Institute for Employment Research, 2004, pp. 57-99. (Recognized as one of Princeton University's ten "noteworthy books in industrial relations and labor economics" in 2004.)

Christopher T. King, "Reflections on Freeman's 'Searching Outside the Box: The Road to Union Renascence and Worker Well-being in the U.S.,'" In Julius G. Getman and Ray Marshall, Eds., *The Future of Labor Unions:*

Organized Labor in the 21st Century, Austin, TX: Lyndon B. Johnson School of Public Affairs, The University of Texas at Austin, 2004, pp. 100-110.

Christopher T. King, Ed., *Measuring Employment and Training Performance: Back to the Future*, Washington, D.C.: U.S. Department of Labor, Employment and Training Administration, April 2003, 273 pp. (Completed book manuscript).

Christopher T. King, "Measuring Employment and Training Performance: An Overview," In *Measuring Employment and Training Performance: Back to the Future*, Christopher T. King, Ed., Washington, D.C.: U.S. Department of Labor, Employment and Training Administration, April 2003, 27 pp.

Christopher T. King, William Harkins and Vincent J. Geraci, "CETA Title II Performance Measurement Issues," In *Measuring Employment and Training Performance: Back to the Future*, Christopher T. King, Ed., Washington, D.C.: U.S. Department of Labor, Employment and Training Administration, April 2003, 10 pp.

Christopher T. King, "Measuring and Managing Performance: The Workforce Development Framework Reconsidered," In *Measuring Employment and Training Performance: Back to the Future*, Christopher T. King, Ed., Washington, D.C.: U.S. Department of Labor, Employment and Training Administration, April 2003, 15 pp.

Christopher T. King and Burt S. Barnow, "Measuring Workforce Performance: Synthesis and Looking to the Future," In *Measuring Employment and Training Performance: Back to the Future*, Christopher T. King, Ed., Washington, D.C.: U.S. Department of Labor, Employment and Training Administration, April 2003, 24 pp.

Torkel Alfthan, Christopher T. King and Gyorgy Sziraczki, Eds., Global *Restructuring, Training and Social Dialogue*, Geneva: International Labour Office, Fall 2001, 217 pp. (Completed book manuscript).

Burt S. Barnow and Christopher T. King, "Information and Communications Technology and Workforce Service Delivery: A Comparative Look," In *Global Restructuring, Training and Social Dialogue,* Torkel Alfthan, Christopher T. King and Gyorgy Sziraczki, Eds., Geneva: International Labour Office, Fall 2001, 42 pp.

Christopher T. King, Torkel Alfthan and Gyorgy Sziraczki, "Global Restructuring, Training and Social Dialogue: Overview, Issues and Implications," In *Global Restructuring, Training and Social Dialogue,* Torkel Alfthan, Christopher T. King and Gyorgy Sziraczki, Eds., Geneva: International Labour Office, Fall 2001, 25pp.

Burt S. Barnow and Christopher T. King, Eds., *Improving the Odds: Increasing the Effectiveness of Publicly Funded Training*, Washington, D.C.: Urban Institute Press, February 2000, 363 pp.

Burt S. Barnow and Christopher T. King, "Publicly Funded Training in a Changing Labor Market," In *Improving the Odds: Increasing the Effectiveness of Publicly Funded Training*, Burt S. Barnow and Christopher T. King, Eds., Washington, D.C.: Urban Institute Press, February 2000, pp. 1-17.

Burt S. Barnow and Christopher T. King, "Strategies for Improving the Odds," In *Improving the Odds: Increasing the Effectiveness of Publicly Funded Training*, Burt S. Barnow and Christopher T. King, Eds., Washington, D.C.: Urban Institute Press, February 2000, pp. 335-345.

Christopher T. King (with Jerome Olson, Leslie Lawson, Charles Trott and John Baj), "Training Success Stories for Adults and Out-of-School Youth: A Tale of Two States," In *Improving the Odds: Increasing the Effectiveness of Publicly Funded Training*, Burt S. Barnow and Christopher T. King, Eds., Washington, D.C.: Urban Institute Press, February 2000, pp. 129-184.

Christopher T. King, Robert E. McPherson and Donald W. Long, "Public Labor Market Policies for the 21st Century," In *Back to Shared Prosperity: The Growing Inequality of Wealth and Income in America*, Ray Marshall. Ed., Armonk, New York: M. E. Sharpe, 2000, pp. 275-286.

W. Norton Grubb, Norena Badway, Denise Bell, Bernadette Chi, Chris King, Julie Herr, Heath Prince, Richard Kazis, Lisa Hicks, and Judy Taylor, *Toward Order from Chaos: State Efforts to Reform Workforce Development Systems*, Berkeley, CA: National Center for Research in Vocational Education, MDS-1249, 1999, 145 pp.

Burt S. Barnow and Christopher T. King, "The Baby and the Bath Water: Lessons for the Next Employment and Training Program," In *Of the Heart and Mind: Social Policy Essays in Honor of Sar Levitan*, Garth Mangum and Stephen Mangum, Eds., Kalamazoo, MI: The W. E. Upjohn Institute for Employment Research, September 1996, pp. 255-282. (Recognized as one of Princeton University's ten "noteworthy books in industrial relations and labor economics" in 1996.)

Christopher T. King, "Federal Policy Changes to Enhance State and Local Coordination," In *Welfare System Reform: Coordinating Federal, State and Local Public Assistance Programs*, E. T. Jennings and Neal Zank, Eds., Westport, Connecticut: Greenwood Press, 1993, pp. 55-67.

Charles C. Killingsworth and Christopher T. King, "Tax Cuts and Job Creation," In *Job Creation: What Works?* Robert Taggart, Ed., Salt Lake City, UT: Olympus Publishing, 1977, pp. 1-33.

Articles and Book Reviews in Referred Journals

Christopher T. King, Ying, Tang, Tara Carter Smith and Daniel G. Schroeder (with Burt S. Barnow), "Returns from Investments in Workforce Services: Texas Statewide Estimates for Participants, Taxpayers and Society," *Texas Business Review,* June 2010, pp. 1-6.

Deanna Schexnayder, Greg Cumpton, Christopher T. King and Chandler Stolp, "Education and Work after High School: Recent Findings from the Central Texas Student Futures Project," *Texas Business Review*, August 2009, pp. 1-5.

Robert Glover, Suzanne Hershey and Christopher King, "Fast Track to Hi Tech: Current Research on Targeted Workforce Development." *Texas Business Review*, August 2007, pp. 1-5.

Christopher T. King, "Promises, Promises: Welfare Reform and Work in Urban America," *LBJ Journal of Public Affairs*, Vol. XVIII, No. 1, Summer 2006.

Christopher T. King, Book review: *Labor Exchange Policy in the United States* by David E. Balducchi, Randall W. Eberts and Christopher J. O'Leary, Eds., *Industrial and Labor Relations Review*, Vol. 58, No. 4, July 2005, pp. 665-666.

Christopher T. King and Peter R. Mueser, "Urban Welfare and Work Experiences: Implications for Welfare Reform," *Upjohn Institute Employment Research,* July 2005, pp. 1-4.

Christopher T. King, "The State at Work: The Workforce Investment Act of 1998 and What It Means for Texas." *Texas Business Review*. October 1999, pp. 1-5.

Christopher T. King, "Federalism and Workforce Policy Reform." *Publius: The Journal of Federalism*, Vol. 29, No. 2, Spring 1999, pp. 53-71.

Reports and Monographs

Tara Carter Smith and Christopher T. King, *Exploratory Return-on-Investment Analysis of Local Workforce Investments,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, June 2011, 23 pp.

Carl E. Van Horn, Christopher T. King and Tara Smith, *Identifying Gaps and Setting Priorities for Employment and Training Research*, New Brunswick, N.J.: John J. Heldrich Center for Workforce Development, Rutgers University, June 2011, 105 pp. Prepared for the U.S. Department of Labor's Employment and Training Administration.

Dan O'Shea and Christopher T. King, *Strategically Positioning Goodwill Industries of Central Texas: Final Report*, Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, June 2011, 156 pp.

Tara Carter Smith, Christopher T. King and Daniel G. Schroeder, *Local Investments in Workforce Development: 2011 Evaluation Update,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, April 2011, 50 pp.

Tara Carter Smith, Christopher T. King and Daniel G. Schroeder, *Rapid Employment Model (REM) 2011 Update and Introduction to the Gainful Employment Model (GEM),* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, April 2011, 12 pp.

Richard A. Hobbie, Burt S. Barnow, Joyce Kaiser, Christopher T. King, Demetra Nightingale, Tara Smith, John Trutko, Yvette Chocolaad and Wayne Vroman, *Early Implementation of the American Recovery and Reinvestment Act Workforce Development and Unemployment Insurance Provisions*, Washington, D.C.: Center for Employment Security Research, National Association of State Workforce Agencies, January 2011, 182 pp.

Christopher T. King and Carolyn Heinrich, *How Effective are Workforce Development Programs: Implications for U.S. Workforce Policy,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, October 2010. Paper prepared for *Policy Responses for the New Economy, Symposium Celebrating the Ray Marshall Center's 40th Anniversary.*

Christopher T. King, Tara Carter Smith, Robert W. Glover and Burt S. Barnow, *Returns from* Jobs-to-Careers *Frontline Worker Projects in Austin and Baltimore: Final Report*, Austin: Ray Marshall Center for the Study of Human

Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, August 2010, 55 pp. Prepared for Jobs for the Future and the Robert Wood Johnson and Hitachi Foundations.

Robert W. Glover, Tara Carter Smith, Christopher T. King, Rheagan Coffey, Hirokazu Yoshikawa, Micah Kordsmeier, and Tanya Glover, *Career*Advance: *A Dual-Generation Antipoverty Strategy—An Implementation Study of the Initial Pilot Cohort, July 2009 through June 2010,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, August 2010, 32 pp.

Richard A. Hobbie, Burt S. Barnow, Joyce Kaiser, Christopher T. King, Demetra Nightingale, Tara Carter Smith, and John Trutko, *Early Implementation of the American Recovery and Reinvestment Act: Workforce Provisions*, Washington, D.C.: Center for Employment Security Education and Research, National Association of State Workforce Agencies, July 2010, 147 pp. Prepared for the US Department of Labor, Employment and Training Administration.

Christopher T. King and Tara C. Smith, *ARRA Fund Implementation Study, Initial Round of Site Visits: State Visit – Washington,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, March 2010, 20 pp.

Christopher T. King and Tara C. Smith, *ARRA Fund Implementation Study, Initial Round of Site Visits: Local Visit – Seattle-King County,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, March 2010, 16 pp.

Christopher T. King and Tara C. Smith, *ARRA Fund Implementation Study, Initial Round of Site Visits: Local Visit – Olympic Workforce Development Area/Council,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, March 2010, 14 pp.

Christopher T. King and Tara C. Smith, *ARRA Fund Implementation Study, Initial Round of Site Visits: State Visit – Arizona,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, March 2010, 14 pp.

Christopher T. King, *ARRA Fund Implementation Study, Initial Round of Site Visits: Local Visit – Tucson, Arizona,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, March 2010, 12 pp.

Christopher T. King, *ARRA Fund Implementation Study, Initial Round of Site Visits: Local Visit – Phoenix, Arizona,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, March 2010, 14 pp.

Tara Carter Smith, Christopher T. King and Daniel G. Schroeder, *Local Investments in Workforce Development: Evaluation Update #2*, Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, December 2009, 33 pp.

Christopher T. King and Tara C. Smith, *ARRA Fund Implementation Study, Initial Round of Site Visits: State Visit – Texas,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, December 2009, 21 pp.

Christopher T. King, *ARRA Fund Implementation Study, Initial Round of Site Visits: Local Visit – Austin, Texas,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, December 2009, 8 pp.

Christopher T. King, *ARRA Fund Implementation Study, Initial Round of Site Visits: Local Visit – Houston, Texas,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, December 2009, 7 pp.

Tara Carter Smith, Christopher T. King and Daniel G. Schroeder, *Rapid Employment Model Evaluation: Update* #2, Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, December 2009, 20 pp.

Christopher T. King and Burt S. Barnow, *The Use of Market Mechanisms in U.S. Workforce Programs: Lessons for WIA Reauthorization and the European Social Fund*, Washington, DC: Paper presented to *What the European Social Fund Can Learn from the WIA Experience Conference*, November 7, 2009, 26 pp.

Christopher T. King, Tara Carter Smith and Daniel G. Schroeder, *Evaluating Local Workforce Investments: Results for Short- and Long-term Training in Austin (TX*), Washington, DC: Paper presented to APPAM's 31st Annual Research Conference, November 6, 2009, 28 pp.

Greg Cumpton, Deanna Schexnayder and Christopher T. King, *Education and Work After High School: Central Texas Outcomes through December 2008*, Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, September 2009, 47 pp.

Christopher T. King, Robert W. Glover, Tara Carter Smith, Rheagan Coffey, Brian Levy, Hiro Yoshikawa, William Beardslee, and Micah Kordsmeier, *The* CareerAdvance *Pilot Project: Recommended Jobs Strategy for Families Served by the Community Action Project of Tulsa County,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, August 17, 2009, 94 pp.

Christopher T. King, *Integrating Job Opportunities for People with Disabilities into State and Regional Economic and Workforce Development Strategies,* New Brunswick, NJ: John J. Heldrich Center for Workforce Development, Rutgers University, NTAR Policy Brief, April 2009, 18 pp.

Deanna T. Schexnayder, Christopher T. King, Greg Cumpton, Nicole Beck, Brian Levy and Chandler Stolp, *Education and Work After High School: A First Look at the Class of 2007,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, February 2009, 69 pp.

Tara Carter Smith, Christopher T. King and Daniel G. Schroeder, *Local Investments in Workforce Development: Evaluation Update*, Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, December 2008, 33 pp.

Tara Carter Smith, Christopher T. King and Daniel G. Schroeder, *Rapid Employment Model Evaluation: Update*, Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, December 2008, 20 pp.

Christopher T. King and Tara Carter Smith, *The Central Texas Workforce Intermediary Initiative: Final Project Report,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, December 2008, 33 pp.

Christopher T. King, Ying, Tang, Tara Carter Smith and Daniel G. Schroeder (with assistance from Burt S. Barnow), *Returns from Investments in Workforce Services: Texas Statewide Estimates for Participants, Taxpayers and Society,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, August 2008, 36 pp.

Christopher T. King and Tara Carter Smith (with assistance from Ying Tang), *Practical Guide to Workforce Services Return-on-Investment Estimation,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, August 2008, 34 pp.

Linda Kato, Christopher T. King and Robert Crosslin (with assistance from Matias Campins, David Porton, Matthew Vile, Daniel G. Schroeder and Livier Cabezas), *Exploring the Landscape and Effectiveness of Workforce Development (WFD) Services for Hispanics/Latinos: Lessons from Goodwill Industries as a WFD Laboratory,* Rockville, MD: Goodwill Industries International, June 2008, 73 pp.

Christopher T. King, *Does Workforce Development Work?* Baltimore, MD: Working Paper prepared for the Annie E. Casey Foundation's Workforce Narrative Project, January 2008, 19pp.

Tara Carter Smith, Christopher T. King and Daniel G. Schroeder, *Local Investments in Workforce Development: Initial Evaluation Findings, Final Report*, Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, December 2007, 43 pp.

Tara Carter Smith and Christopher T. King, *Rapid Employment Model Evaluation: Initial Findings*, Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, December 2007, 44 pp.

Christopher T. King, Deanna T. Schexnayder, Greg Cumpton, Tara C. Smith and Chandler Stolp, *Education and Work After High School: A First Look at the Class of 2006,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, November 2007, 90 pp.

Daniel Schroeder, Stephanie Chiarello, Kelly Stewart Nichols, Christopher T. King and Elizabeth McGuinness, *Texas Non-Custodial Parent Choices: Program Impact Analysis,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, August 2007, 74 pp.

Tara Carter Smith and Christopher T. King, *Rapid Employment Model Evaluation: Initial Findings, Preliminary Report*, Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, June 2007, 39 pp.

Tara Carter Smith and Christopher T. King, *Local Investments in Workforce Development: Initial Evaluation Findings, Preliminary Report*, Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, March 2007, 28 pp.

Christopher T. King, J. Bruce Kellison, Tara Smith, Eliza Evans, Maryanne Anderson, Bryan Hadley and Andrew Stackhouse*, Economic and Workforce Impacts of Hurricane Katrina, Demographic and Related Changes on NASA's Space Shuttle Program: Findings and Recommendations, Summary Report*, Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs & IC^2 Institute University of Texas at Austin, March 30, 2007, 49 pp.

Christopher T. King, J. Bruce Kellison, Tara Smith, Eliza Evans, Maryanne Anderson, Bryan Hadley and Andrew Stackhouse, *Economic and Workforce Impacts of Hurricane Katrina, Demographic and Related Changes on NASA's Space Shuttle Program: Findings and Recommendations, Final Report,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs & IC^2 Institute University of Texas at Austin, March 30, 2007, 212 pp.

Daniel Schroeder, Kelly Stewart Nichols, Elizabeth McGuinness; with Christopher T. King, Esmeralda Garcia, Sarah Looney Oldmixon, Andy David, *Texas Non-Custodial Parent Choices: Preliminary Program Impact Analysis,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, February 2007, 42 pp.

Christopher T. King, J. Bruce Kellison, Tara Smith, Eliza Evans, Bryan Hadley and Andrew Stackhouse, *Economic and Workforce Impacts of Hurricane Katrina, Demographic and Related Changes on NASA's Space Shuttle Program: Preliminary Report,* Austin: Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs & IC^2 Institute University of Texas at Austin, October 2006, 116 pp.

Christopher T. King, Deanna T. Schexnayder and Hannah Gourgey, Eds., *Beyond the Numbers: Improving Postsecondary Success Through A Central Texas High School Data Center*, Austin: Lyndon B. Johnson School of Public Affairs, The University of Texas at Austin, Policy Research Report 148, 2006, 208 pp.

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"How Effective are Workforce Development Programs? Implications for U.S. Workforce Policies for 2010 and Beyond" (with Carolyn Heinrich), *Policy Responses for the New Economy, Symposium Celebrating the Ray Marshall Center's 40th Anniversary,* LBJ School of Public Affairs, The University of Texas, Austin, TX, October 19, 2010

"Improving Postsecondary and Labor Market Success through a Dynamic Business-Education Initiative" (with Deanna Schexnayder), *Policy Responses for the New Economy, A Symposium Celebrating the Ray Marshall Center's 40th Anniversary,* LBJ School of Public Affairs, The University of Texas, Austin, TX, October 19, 2010

"Evaluating Shared Community Solutions" (with Tara Smith and Lawrence Lyman), *Community Problem-solving Seminar,* Austin Community College, Austin, TX, August 12, 2010

"The Central Texas Student Futures Project: Overview and Potential," *EPCC/UTEP Data Sharing Symposium*, El Paso Community College, El Paso, TX, July 6, 2010

"The Central Texas Student Futures Project," *Data Quality Campaign Webinar*, June 8, 2010

"CAN Community Dashboard: Gauging Our Progress Together" (with Bob Rutishauser et al.), *Community Action Network Board of Directors Briefing*, City Hall, Austin, TX, April 9, 2010

"Comparative Labor Market Policies," *Global Business Fellows Program*, The University of Texas at Austin, April 2, 2010

"Promoting Postsecondary Success through Regional University Partnerships," *IDEC Asia Seminar, Hiroshima University,* Hiroshima, JAPAN, March 4, 2010

"Sectoral Workforce Development Approaches: Toward an Effective U.S. Labor Market Policy," *Department of Economics Seminar, Hiroshima University,* Hiroshima, JAPAN, March 2, 2010

"Community Action Network Education Indicators" (with Bob Rutishauser et al.), *Community Council Forum on Education Indicators*, City Hall, Austin, TX, February 18, 2010

"Central Texas Student Futures Project: Recent Results and a Model for Replication," *Texas Policymakers and Funders Briefing*, Greater Austin Chamber of Commerce, Austin, TX, February 16, 2010

"Estimating and Using ROI: Lessons from Texas," *Congressional Staff Network Forum*, Washington, DC, January 29, 2010

"The Design and Early Indications of Success from Tulsa's CareerAdvance Pilot Project," *Ray Marshall Center Research Seminar*, Austin, TX, January 22, 2010

"Linking Longitudinal Administrative Data for Program Evaluation and Management: Models, Results and Lessons," *15th Annual Data Quality Meeting: Incorporating CTE Data into Statewide Longitudinal Data Systems,* Maritime Institute, Baltimore, MD, December 1, 2009

"The Use of Market Mechanisms in U.S. Workforce Programs: Lessons for WIA Reauthorization and the European Social Fund," *What the European Social Fund Can Learn from the WIA Experience Conference*, Washington, DC, November 7, 2009

"Evaluating Local Workforce Investments: Results for Short- and Long-term Training in Austin (TX)," *APPAM's 31st Annual Research Conference*, Washington, DC, November 6, 2009

"Linking Longitudinal Administrative Data for Program Evaluation and Management: Models and Lessons," *15th Annual Data Quality Meeting: Incorporating CTE Data into Statewide Longitudinal Data Systems*, Maritime Institute, Baltimore, MD, December 1, 2009

"Central Texas Student Futures Project: Recent Results and a Model for Replication," *Congressional Briefing*, Rayburn House Office Building, Washington, DC, October 16, 2009

"The ADARE Alliance: Overview and Capabilities," *Roundtable on Longitudinal Education-Workforce Data Systems,* Brookings Institution, Washington, D.C., July 29, 2009

"Recent Research Findings on Workforce Development Outcomes and Measures," *Ford Foundation Convening on Workforce Development,* MDRC, New York, NY, July 20, 2009

"The Economic Future in Central Texas: Black Clouds or Silver Lining" (with LBJ School Professor James Galbraith), *A Neighborly Conversation* with Co-hosts Tim Mahoney and David Kobierowski, KOOP Radio, Austin, TX, July 1, 2009

"Impacts from Local Workforce Initiatives," Presentation to Professor Jacqueline Angel's LBJ School Class, April 16, 2009

"Evaluating Local Investments in Workforce Services" (with Tara Smith), *Workforce Solutions-Capital Area, Employer Initiatives Committee Briefing,* Austin, TX, March 13, 2009

"Evaluating Local Investments in Workforce Services: Update" (with Tara Smith), *Travis County Commissioners Court Briefing,* Austin, TX, March 12, 2009

"Globalization and Labor Issues: A Human Capital Perspective," Presentation to Professor Michael Dodd's *Global Business Fellows Program Class*, The University of Texas at Austin, February 26, 2009

"Education and Work After High School: First Look at the Class of 2007" (with Deanna Schexnayder), *Community Briefing*, Thompson Conference Center, Austin, TX, February 24, 2009

"Education and Work After High School: First Look at the Class of 2007" (with Deanna Schexnayder), *Community Briefing*, Region 13 Education Service Center, Austin, TX, February 23, 2009

"Net Impact Estimates for Services Delivered through the Workforce Investment Act" (with Kevin Hollenbeck, Daniel Schroeder and Wei-Jang Huang), *30th Annual APPAM Research Conference,* Los Angeles, CA, November 7, 2008

"Education and Work After High School: Using Research to Improve Practice in a FERPA World" (with Deanna Schexnayder and Greg Cumpton), *30th Annual APPAM Research Conference,* Los Angeles, CA, November 6, 2008

"Education and Work After High School: First Look at the Class of 2007," *School District Executives Briefing*, Four Seasons Hotel, Austin, TX, October 21, 2008

"Surviving the Recession," *East Austin Economic Development Summit*, Austin Community College Ridgeview Campus, Austin, TX, October 11, 2008

"The Texas ROI Initiative," *Texas Association of Workforce Boards Annual Retreat*, Salado, TX, August 13, 2008

"Texas Workforce ROI Estimates: Three Perspectives," *Return-on-Investment: The Dollars and Cents of a Non-Profit Program's Worth,* Wilder Foundation Conference, St. Paul, MN, July 15, 2008

"Work in the New Global World: A Human Capital View," *Texoma Regional Consortium Education Summit*, Durant, OK, June 12, 2008

"Texas ROI Estimates for Workforce Services: Participant, Taxpayer and Societal Perspectives," *Texas Association of Workforce Boards Annual Meeting*, Omni Hotel, Austin, TX, June 9, 2008

"Measuring Labor Market Outcomes from Local Goodwill Workforce Programs: A Texas Illustration," *Goodwill Industries International's Spring Learning Event,* Albuquerque, NM, May 6, 2008

"The Changing American Workplace: Trends, Challenges and Implications," *Sustaining American Prosperity: The 21st Century Challenge,* US Economic Development Administration Regional Conference, New Orleans, LA, April 17, 2008

"Globalization and Labor Issues," Austin, TX: Professor Michael Dodd's *Global Business Fellows Program Class*, The University of Texas at Austin, February 28, 2008

"Does Workforce Development Work?*"* Presentation to the *Workforce Narrative Project Working Group,* Baltimore, MD: Annie E. Casey Foundation, January 11, 2008

"Getting a Running Start: Synthesizing the Elements of a Policy Framework to Prepare for Change Opportunities on the Horizon," National Governors Association's *Annual Workforce Development Policy Forum — Competing in the Innovation Economy*, Washington, DC: Omni Shoreham Hotel, December 12, 2007

"*Education and Work after High School: First Look at the Class of 2006*," *University of Texas Education Policy Panel,* Austin, TX: Brackenridge Hospital, November 30, 2007

"Locally Funded Workforce Investments: Outcomes, Impacts and Policy Implications" (with Tara Carter Smith), *Travis County Commissioners Briefing*, Austin, TX: Travis County Commissioners' Court, November 29, 2007

"*Education and Work after High School: First Look at the Class of 2006* – Findings and Policy, Program & Practice Implications," *Community Stakeholders Briefing*, Austin, TX: Joe C. Thompson Conference Center, November 28, 2007

"Supplemental Education Services and School Choice under NCLB: Observations," *Twenty-ninth Annual APPAM Research Conference: What Else Shapes Policy?* Washington, D.C.: Washington Marriott Hotel, November 8, 2007

"Shaping Effective Policy & Practice through Data-rich Partnerships," *Texas ASPA/CPM Conference*, San Marcos, TX: Texas State University-San Marcos, November 2, 2007

"Key Findings and Implications from *Education and Work after High School: First Look at the Class of 2006*," San Marcos, TX: San Marcos Consolidated ISD Briefing, November 1, 2007

"Key Findings and Implications from *Education and Work after High School: First Look at the Class of 2006*," Bastrop, TX: Bastrop ISD Briefing, October 26, 2007

"Key Findings and Implications from *Education and Work after High School: First Look at the Class of 2006*," Austin, TX: Eanes ISD, October 5, 2007

"Emergency Preparedness and Homeland Security," Panel Chair, Seattle, WA: *Annual NASPAA Conference: Embracing the Certainty of Uncertainty*, October 13, 2007

"The Value of Investing in Workforce Training," *Graduation Speech to Construction Gateway Graduates*, Austin, TX: Austin Community College, September 21, 2007

"Key Findings and Implications from *Education and Work after High School: First Look at the Class of 2006*," Austin, TX: Austin ISD, August 31, 2007

"Central Texas Class of 2006 Survey Findings," Austin, TX: *Greater Austin Chamber of Commerce College Transition Counselors Task Force*, June 11, 2007

"Central Texas Class of 2006 & 2007 Survey Findings Update," Austin, TX: *Greater Austin Chamber of Commerce Superintendents Task Force on Matriculation*, May 16, 2007

"Evaluating the Rapid Employment Model (REM) Program: Initial Findings" (with Tara Smith), Austin, TX: *Travis County Commissioners Court*, May 8, 2007

"*Tough Choices or Tough Times:* Implications for Texas Education & Workforce Development Systems," *Heart of Texas Workforce Development Board & Chief Elected Officials Retreat*, Whitney, TX: WB Ranch, April 17, 2007

Workforce Intermediary Access & Use of Unemployment Insurance-based Training Funds," *Investing in Workforce Intermediaries Peer Learning Meeting*, Hotel Washington, Washington, DC: Project of the Annie E. Casey and Ford Foundations, April 13, 2007

"Estimating Economic and Workforce Impacts of Katrina and Other Factors on NASA's Space Shuttle Program: Major Findings & Policy/Program Implications" (with Bruce Kellison, Eliza Evans and Tara Smith), *Teleconference Briefing for Michoud Assembly Facility & NASA Officials*, Austin, TX: IC2 Institute, April 9, 2007

"Local Investments in Workforce Development: Initial Evaluation Findings" (with Tara Smith), Austin, TX: *City of Austin*, March 6, 2007

"Globalization and Labor Issues," Austin, TX: Professor Michael Dodd's *Global Business Fellows Program Class*, The University of Texas at Austin, February 28, 2007

National Workforce Development Reform Issues Dialogue, Washington, DC: Center for Law and Social Policy, February 16, 2007

"Central Texas High School Graduate Data Center: Preliminary Report 2006 Senior Survey," Austin, TX: *Pflugerville Independent School District*, March 2007

"Central Texas High School Graduate Data Center: Preliminary Report 2006 Senior Survey," Austin, TX: *Round Rock Independent School District*, February 2007

"Estimating Economic and Workforce Impacts of Katrina and Other Factors on NASA's Space Shuttle Program: Major Findings & Policy/Program Implications" (with Bruce Kellison and Tara Smith), *Briefing for NASA Officials*, Houston, TX: Johnson Space Center, February 9, 2007

"State Unemployment Insurance-based Training Funds: Issues for Workforce Intermediaries," *Financing Workforce Intermediaries: A Review of the Research Conference*, Boston, MA: Jobs for the Future, Project of the Annie E. Casey and Ford Foundations, December 14, 2006

"Ray Marshall Center Research Activities in Central Texas" *Austin Area Research Organization*, Austin, TX, November 28, 2006

Investing in Workforce Intermediaries Peer Learning Meeting, Baltimore, MD: Tremont Plaza Hotel, Jobs for the Future, Project of the Annie E. Casey and Ford Foundations, October 11, 2006

"Key Findings and Implications of the Ray Marshall Center's United Way Capital Area Community Agenda Project," Austin, TX: Professor Sara Jane Rehnborg's *LBJ School of Public Affairs Policy Research Project Class*, The University of Texas at Austin, October 3, 2006

Summit on the Central Texas Workforce Development System, Preparing for Today and Tomorrow, Austin, TX: WorkSource—Greater Austin Area Workforce Board, September 26, 2006

Conference on the State of Research in Adult Basic Education, Washington, DC: US Department of Education, September 14-15, 2006

"Community Agenda Project: Findings and Recommendations," *United Way Capital Area Partners Meeting*, Austin, TX: September 7, 2006

"Economic and Workforce Impacts of Katrina and Other Factors on NASA's Space Shuttle Program: Early Observations" (with Bruce Kellison, Eliza Evans and Tara Smith), *Videoconference Briefing for NASA Space Program Leadership,* Austin, TX: The University of Texas at Austin, September 1, 2006

"Community Agenda Project Findings and Recommendations," *United Way Capital Area Community Briefing* (with Ying Tang), Austin, TX: Bass Lecture Hall, LBJ School of Public Affairs, The University of Texas at Austin, August 15, 2006

"Community Agenda Project Findings and Recommendations," *United Way Capital Area Community Impact Councils* (with Ying Tang), Austin, TX, July 26, 2006

"Community Agenda Project Findings and Recommendations," *United Way Capital Area Board of Directors,* (with Ying Tang), Austin, TX, July 19, 2006

"Estimating Economic and Workforce Impacts of Katrina and Other Factors on NASA's Space Shuttle Program" (with Bruce Kellison, Eliza Evans and Tara Smith), *Briefing for NASA Officials,* Houston, TX: Johnson Space Center, June 26, 2006

"Living with FERPA," *Regional Data Quality Institute,* Phoenix, AZ, Sponsored by the U.S. Department of Education, Office of Adult and Vocational Education and the Academy for Educational Development's National Institute for Work and Learning, June 15, 2006

"Promises, Promises: Welfare Reform and Work in Six Cities," *Learning Activities for Mature People Symposium,* Austin, TX, Joe C. Thompson Center, The University of Texas at Austin, May 5, 2006

"Tuning Up Performance Measures: Encouraging Effective Services for Youth," Keynote Address to the *National Youth Employment Coalition Annual Policy Forum and Retreat,* Austin, TX, March 24, 2006

"The Central Texas Workforce Intermediary Initiative," Briefing for the *Biennial Meeting of the National Workforce Intermediary Initiative*, San Francisco, CA, February 23-24, 2006.

"Roundtable Discussion on Social Equity in Austin" (with Dr. Bob Giloth, Annie E. Casey Foundation), Austin, TX, February 2, 2006

"Preliminary Year 1 Findings" (with Deanna Schexnayder and Hanange Gourgey), *Central Texas High School Graduate Data Center Project Briefings* for area education, business and civic leaders, Joe C. Thompson Conference Center, Austin, TX, January 20 and 27, 2006

"Emerging Demographic, Economic and Policy Trends: Change as the New Constant," *Annual Forum of the Trustees' Institute for Jointly Managed Training and Education Funds Annual Meeting, International Foundation of Employee Benefit Plans,* Caeser's Palace, Las Vegas, NV, January 23, 2006

"Promises, Promises: Welfare Reform and Work in Six Cities," *Policy Forum, First Unitarian Universalist Church of Austin,* Austin, TX, December 4, 2005

"Adjusting 'Common' Performance Measures for Hard-to-Serve Adults and Youth: Issues, Options and Recommendations," *Annual Policy Meeting of the National Collaborative on Workforce and Disability for Youth,* Crystal City, VA, September 22, 2005

"Strategies for Adjusting Performance Measures," *Workforce Development Mapping and Performance Improvement Meeting,* New York, NY, Ford Foundation Headquarters, August 10, 2005

"The Net Benefits of a National 2-1-1 Information and Referral System," Briefing for the *2005 Area Information and Referral Systems Conference,* Tucson, AZ, June 7, 2005

"The Workforce Investment Act in Eight States: Briefing on the Final Report" (with Burt Barnow), Presented to the U.S. Department of Labor, Employment and Training Administration, Washington, DC, April 25, 2005

"Approaches to Workforce Development Performance Measurement" (with Sarah Looney), *Workforce Development Mapping and Performance Improvement Meeting,* Annie E. Casey Foundation, Baltimore, MD, March 8, 2005

"Nine Challenges for the Nation's Workforce Development System from the Rockefeller Institute's WIA Service Delivery Study," *National Association of State Workforce Liaisons & National Governors Association National Policy Forum Winter Meeting,* Miami, FL, January 13, 2005

Building Integrated Performance Information Systems for Workforce Development: Final Decisionmaking Meeting with State Leaders, Convened by the National Governors Association Center for Best Practices, Chicago, IL, December 17, 2004

Workforce Intermediary Partnership Peer Learning Meeting, Sponsored by the Annie E. Casey, Ford and Rockefeller Foundations and Jobs For the Future, Cambridge, MA, December 8-9, 2004

"The Report of the Mayor's Austin Equity Commission: Key Findings and Implications," Presentation to the *Community Action Network Board,* Austin, TX, November 18, 2004

"Net Employment and Earnings Impacts of Workforce Services in Seven States" (with Kevin Hollenbeck, Daniel Schroeder, and Wei-Jang Huang), *ADARE Alliance Briefing* for the U.S. Department of Labor, Employment and Training Administration, Washington, D.C., November 9, 2004

"Non-federal Workforce System Performance Measures in Leading-Edge States" (with Sarah Looney and Dan O'Shea), Presented to the *26th Annual Research Conference of the Association of Public Policy Analysis and Management*, Atlanta, GA, October 29, 2004

"The Workforce Investment Act in Eight States: Final Report on Program Implementation and Implications for Reauthorization" (with Burt Barnow), Presented to the *26th Annual Research Conference of the Association of Public Policy Analysis and Management*, Atlanta, GA, October 29, 2004

"Labor Market Impacts of Workforce Services: Results from the Multi-state Administrative Data Research and Evaluation (ADARE) Project" (with Daniel Schroeder and Kevin Hollenbeck), Presented to the *26th Annual Research Conference of the Association of Public Policy Analysis and Management*, Atlanta, GA, October 28, 2004

Building Integrated Performance Information Systems for Workforce Development Institute, National Governors Association Center for Best Practices, Cambridge, MA, October 14-15, 2004

"Understanding National, State and Local Workforce Development Systems and their Outcomes," Presentations to the *Amon G. Carter Foundation and Ft. Worth Initiative of the Cornerstone Assistance Network*, Ft. Worth, TX, October 8, 2004

Performance Measurement and Evaluation Experts Convening for the *Building Integrated Performance Information Systems for Workforce Development Project*, National Governors Association Center for Best Practices, Alexandria, VA, September 20, 2004

"Measuring and Managing Workforce Performance: Once and Future Issues," Presentations to the *Montana Next-Generation Workforce Development System Academy Team Meeting,* Red Lodge, MT, June 21-22, 2004

"Proposed Performance Measures and State Responses: Analysis and Next Steps," Presented to the *Building Integrated Performance Information Systems for Workforce Development Conference*, National Governors Association Center for Best Practices, Seattle, WA, June 2004

"The Labor Market for Teachers in Austin," Presentation to the *Austin Independent School District's Board of Trustees*, May 24, 2004

"The Changing Landscape: Findings from an Eight-State Study of the Workforce Investment Act" (with Burt S. Barnow), Colloquium jointly sponsored by the Nelson A. Rockefeller Institute of Government and the U.S. Department of Labor, Employment and Training Administration, Washington, DC, May 6, 2004

"Non-federal Workforce System Performance Measures in the States: Lessons and Implications," Presented to the *Building Integrated Performance Information Systems for Workforce Development Conference*, National Governors Association Center for Best Practices, Miami, FL, April 1-2, 2004

"Measuring and Managing Workforce Performance: Once and Future Issues," Presentations to the *Idaho Workforce Development Council and Idaho Workforce Development System Partners Meeting,* Boise, ID, February 12-13, 2004

"Non-federal Workforce System Performance Measures in the States: Lessons and Implications" (with Dan O'Shea and Sarah Looney), Presented to the *Rockefeller Foundation's Workforce Mapping Project Conference,* Convened by the Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, The University of Texas at Austin, Austin, Texas, January 30, 2004

"Integrated Performance Information for Workforce Development: Framing the Issues" (with Dan O'Shea), Presented to the *Building Integrated Performance Information Systems for Workforce Development Conference,* National Governors Association Center for Best Practices, New Orleans, LA, January 8-9, 2004

"The Workforce Investment Act in Eight States: Overview of Findings from a Field Network Study," Presented to the *National Governors Association/Workforce Investment Act State Liaisons Meeting*, Santa Fe, NM, December 2, 2003

"The Workforce Investment Act in Eight States: Overview of Findings from a Field Network Study" (with Burt S. Barnow), Presented to the *25th Annual Research Conference of the Association of Public Policy Analysis and Management*, Washington, D.C., November 7, 2003

"Some Thought-provoking Pre-retreat Reflections," Presented to the *WorkSource* – Greater Austin Area Workforce Development Board, Austin, Texas, October 29, 2003

"Performance Measurement and Management: Measuring What Matters," (with Neil Ridley), Workshop for the National Governors Association's *Creating the Next-Generation Workforce Development Policy Academy,* Doubletree Hotel, Chesterfield, MO, September 30, 2003

"Leading-Edge Workforce System Change Strategies" (with Steve Crawford, Larry Good, and Robert Sheets) Panel discussion for the National Governors Association's *Creating the Next-Generation Workforce Development Policy Academy,* Doubletree Hotel, Chesterfield, MO, September 29, 2003

"Return-on-Investment (ROI) Estimates for Texas Workforce Services: Central Texas Board Results and Implications," Presented to the Central Texas Workforce Development Board, Killeen, Texas, September 25, 2003

"Return-on-Investment (ROI) Estimates for Texas Workforce Services: East and Deep East Texas Board Results and Implications," Presented jointly to the East & Deep East Texas Workforce Development Boards, Tyler, Texas, September 18, 2003

"Return-on-Investment (ROI) Estimates for Texas Workforce Services: Cameron County Board Results and Implications," Presented to the Cameron County Workforce Development Board, Brownsville, Texas, August 21, 2003

"WIA Net Impact Estimates: Administrative Record Opportunities and Limitations" (with Daniel Schroeder and Kevin Hollenbeck), Bureau of Labor Statistics *New Tools for a New Era! Symposium*, Washington, D.C., July 2003

"Designing and Implementing Workforce System Performance Measures," Workshop conducted for the State of Missouri Next-Generation Workforce System Policy Academy Team, Jefferson City, MO, June 9, 2003

"Individual Training Accounts and Occupations in Demand" (with David Stevens), U.S. Department of Labor's *2003 Biennial National Research Conference*, Washington, D.C., June 2003

"WIA Net Impacts: Preliminary Estimates" (with Daniel Schroeder and Kevin Hollenbeck), U.S. Department of Labor's *2003 Biennial National Research Conference*, Washington, D.C., June 2003

"WIA Activities and Service Combinations" (with David W. Stevens). Presented to the U.S. Department of Labor's Employment and Training Administration, Washington, D.C., May 2003

"WIA Performance Measures and Standards: The WIASRD, Common Measures and Standards Negotiations Challenges" (with David W. Stevens). Presented to the U.S. Department of Labor's Employment and Training Administration, Washington, D.C., April 2003

"Reflections on Richard Freeman's 'Searching Outside the Box: The Road to Union Renascence and Worker Well-being in the US'," *The Future of Labor Unions Conference,* Sponsored by the Ray Marshall Center for the Study of Human Resources, Lyndon B. Johnson School of Public Affairs, Washington, D.C., April 28, 2003

"Return-on-Investment (ROI) Estimates for Texas Workforce Services: Capital Area Board Results and Implications," Presented to the *WorkSource* – Greater Austin Area Workforce Development Board, Austin, Texas, April 2003

"Workforce Development Issues," Facilitator/Issue Expert for the *Greater Austin@Work's CEO Summit,* Austin, TX, April 2003

"WIA Performance Measures and Standards: The WIASRD, Common Measures and Standards Negotiations Challenges" (with David Stevens), Presented to the U.S. Department of Labor's Employment and Training Administration, Washington, D.C., April 2003

"The Workforce Investment Act in Eight States: Overview of Findings from a Field Network Study" (with Burt S. Barnow and Richard P. Nathan), Presented to the U.S. Department of Labor's Employment and Training Administration, Washington, D.C., March 2003

"Moving Toward Larger Workforce Goals, Accounting for Outcomes That Matter," Presented to the National Governors Association's *Next-Generation Workforce System Policy Academy,* William Bolger Center for Leadership, Potomac, MD, March 2003

"Improving Governance and Streamlining the Operations of Workforce Systems," Presented to the National Governors Association's *Next-Generation Workforce System Policy Academy,* William Bolger Center for Leadership, Potomac, MD, March 2003

"The Workforce Investment Act in Eight States: Overview of Findings from a Field Network Study" (with Burt S. Barnow and Richard P. Nathan), Presented to the U.S. Department of Labor's Employment and Training Administration, Washington, D.C., March 2003

"Keeping America in Business: Advancing Workers, Businesses, and Economic Growth," Participant/contributor to *The 102nd American Assembly,* Columbia University, Arden House, Harriman, NY, February 2003

"Requirements for Next-Generation Workforce Development Systems" (with Neil Ridley), Presented to the Montana State Next-Generation Workforce System Policy Academy Team, Helena, MT, January 2003

"Requirements for Next-Generation Workforce Development Systems" (with Neil Ridley), Presented to the Idaho State Next-Generation Workforce System Policy Academy Team, Boise, ID, January 2003

"Multivariate Analysis of Texas Secondary Career and Technical Education Data" (with W. Lee Holcombe), *Texas Schools Project Seminar,* University of Texas at Dallas, Dallas, TX, January 2003

"Performance Measurement and Management for Next-Generation Workforce Systems," Presented to the *National Governors Association National Workforce Policy Forum,* Washington, D.C., December 2002

"Performance Measurement and Management for Next-Generation Workforce Systems" (with Dan O'Shea and Ying Tang), Presented to the *24th Annual Research Conference of the Association of Public Policy Analysis and Management*, Dallas, TX, November 2002

"Employment and Training Program Evaluations: Lessons for WIA," Presented to the *24th Annual Research Conference of the Association of Public Policy Analysis and Management*, Dallas, TX, November 2002

"Explaining Welfare/Non-Welfare Stability in Large Urban Areas: The Role of Individual and Employer Factors" (with Daniel Schroeder, Peter Mueser and Shiferaw Gurmu), Presented to the *National Association for Welfare Research and Statistics Meetings,* Albuquerque, New Mexico, August 2002

"Urban Welfare-to-Work Transitions in the 1990s" (with Peter Mueser), Presented to the *23rd Annual Research Conference of the Association of Public Policy Analysis and Management*, Washington, D.C., October 2001

"Youth Career Guidance Workshop" (with Cody Brady), Sponsored by the International Labour Organization and the Ghanaian Ministry of Manpower Development and Employment, Accra, Ghana, August 2001

"Early Workforce Investment Act Implementation: Lessons from a 3-State Study," Presented to the *High-Skills State Consortium, National Center for Education and the Economy*, Washington, D.C., June 2001

"Strategies for Building Effective Cross-Sectoral Partnerships," Presented to the *Hitachi Foundation Work Skills/Life Skills Conference,* Tucson, AZ, April 2001

"The New Economy and Its Implications for Work and Workers," Presented to the *National Audit Forum Regional Conference*, Santa Fe, New Mexico, February 2001

"Addressing Youth Career Guidance Needs in Developing Countries," Presented to the *International Labour Organization's Youth Career Guidance Advisory Group Meeting,* Geneva, Switzerland, December 2000

"Building the Next-Generation Workforce Development System," Presented to the *Next-Generation Workforce System Regional Conference,* University of Washington, Seattle, WA, October 2000

"Building the Next-Generation Workforce Development System," Presented to the *Next-Generation Workforce System Regional Conference,* University of Texas at Austin, Lyndon B. Johnson School of Public Affairs, Austin, TX, October 2000. [Conference convener]

"Moving Beyond the Silos," Presented to the *Workforce Leadership of Texas Conference,* Dallas, TX, September 2000

"Effective Workforce Strategies for Texas: What Workers Need," Presented to the *Texas Workforce Leadership Conference,* Dallas, TX, September 2000

"Once and Future Labor Markets," Keynote address to the *Jo Taylor Leadership Conference,* Dallas, TX, March 2000

"High-Road Workforce Development Strategies," Presented to the *Statewide Meeting of Texas Workforce Development Boards Labor Representatives,* Austin, TX, December 1999

"Employment Retention and Career Advancement: What's the Difference (& What Difference Does It Make)?" *A New ERA in Welfare Reform: Employment Retention and Advancement Project Conference,* Austin, Texas, October 1999

"Investing in Human Capital," *The Agenda with Heywood Sanders, KLRN-TV,* San Antonio, TX, September 22, 1999

"Implementing the Workforce Investment Act: Challenges and Opportunities," Presented to the *Texas Workforce Commission's Workforce 1999 Conference*, Dallas, TX, September 1999

"High-Road Strategies: What Workers Need from the Workforce System," Presented to the *Texas Workforce Commission's Workforce 1999 Conference*, Dallas, TX, September 1999

"Welfare Reform and Community Colleges" (with Norton Grubb), Presented to the *Annual Research Meetings of the American Association of Community Colleges*, Nashville, TN, April 1999

"The Role of Community Colleges in State Systems of Workforce Development" (with Norton Grubb et al.), Presented to the *Annual Research Meetings of the American Association of Community Colleges*, Nashville, TN, April 1999

"Enhancing Welfare/Workforce Results through Coordination: What Do We Know?" Presented to the National Governors Association/U.S. Departments of Labor and Health and Human Services Roundtable, *Improving Coordination of Welfare and Workforce Services for Current and Former Welfare Recipients*, Washington, D.C., March 1999

"GPRA Meets Devolution: Observations from Another Tribe," Presented to the *National Intergovernmental Audit Forum Meetings*, Ft. Worth, TX, March 1999

"The Dynamics of Welfare-to-Work: A Comparative Analysis of Four Urban Areas, 1990-1997" (with Julie Hotchkiss, Peter Mueser and David W. Stevens), Presented to the *Southern Economic Association Annual Meetings*, Baltimore, MD, November 1998

"Welfare and Workforce Reform in Texas: A Diversionary Tale," Presented to the *Annual North Texas United Nation's Conference on Women,* University of Texas at Dallas, Dallas, TX, October 1998

"Measuring the Benefits and Costs of a Texas Health and Human Services Information and Referral Network" (with Dan O'Shea), Presented to the *Statewide Texas Area Information and Referral Network Meeting*, Austin, TX, September 1998

"The Use of Linked Employer-Employee UI Wage Data: Illustrative Uses in Texas Policy Analysis" (with Deanna Schexnayder), Presented to the *International Symposium on Linked Employer-Employee Data,* Arlington, VA, May 1998

"Public Labor Market Policies" (with Robert W. McPherson and Donald W. Long), Ed. Ray Marshall. Invited paper presented to the Carnegie Corporation Conference *Restoring Broadly Shared Prosperity*, Washington, D.C., May 1997

"JTPA Success Stories in Texas: The Who, How and What of Successful Outcomes" (with Leslie Lawson and Jerome Olson), Presented to the *17th Annual Research Conference of the Association of Public Policy Analysis and Management*, Washington, D.C., November 1995

"Labor Qualification, Vocational Training Policy and Competitiveness in the United States—or How U.S. Workforce Development Policy Finally Found Its Way and Lost It in the 1990s," Presented to the *International Seminar on Globalization, Technical Progress and Industrial Labor.* Sponsored by the International Center for Education, Labour, and Transfer of Technology/SENAI and the Institute of Research in Urban and Regional Planning, Federal University of Rio de Janeiro, Brazil, September 1995

"Net Impacts and Benefits from Participation in the Texas JOBS Program: What Can a Large, Hispanic, Low-Benefit State Contribute to the Debate?" (with Deanna Schexnayder, Jerome Olson and R. Derek Trunkey), Presented to the *16th Annual Research Conference of the Association of Public Policy Analysis and Management*, Chicago, IL, November 1994

"Evaluating the Texas JOBS Program: Methods, Findings and Policy Implications" (with Deanna Schexnayder, Dan O'Shea and Diane Pan), Presented to the *American Evaluation Association Annual Meeting*, Dallas, TX, November 1993

"Coordination—Is It All It's Cracked Up To Be? Findings from Pre-JOBS Texas Welfare-Employment Programs," Presented to the *14th Annual Research Conference of the Association for Public Policy Analysis and Management*, Denver, CO, October 1992

"CETA Title II Performance Measurement Issues" (with William Harkins and Vincent Geraci), Presented at the *U.S. Department of Labor Conference on CETA Title II Performance Measurement*, Arlington, VA, February 14, 1980

PERSONAL

Born March 22, 1947 in Dallas, Texas
Married, three children