

## RESUME

Kevin M. Hollenbeck

### EDUCATION

Ph.D., Economics, University of Wisconsin-Madison, 1976  
M.S., Economics, University of Wisconsin-Madison, 1973  
B.S., Mathematics, Michigan State University, 1970

### PROFESSIONAL EXPERIENCE

- 1989 - Present W.E. Upjohn Institute for Employment Research, Vice President, Senior Economist, and Director of Publications.  
Conducting research in the areas of program evaluation, return on investment and benefit-cost, performance measures, education, school-to-work transitions, formal and informal training, and federal job training policy. Directing Upjohn Institute Publications Department, which publishes 10-12 books on employment-related topics per year.
- 1983 - 1989 The Ohio State University, Center on Education and Training for Employment, Senior Research Specialist.
- 1981 - 1983 The Policy Research Group, Inc., Senior Economist.
- 1979 - 1980 Urban Systems Research & Engineering, Inc., Senior Economist.
- 1975 - 1979 Mathematica Policy Research, Inc., Economist and Senior Economist.

### TEACHING EXPERIENCE

- 1990 - present Western Michigan University, Department of Economics, Adjunct Associate Professor.  
Teaching Introductory Microeconomics and Introductory Macroeconomics and serving on departmental committees.
- 1988 - 1989 The Ohio State University, Department of Economics and Department of Public Administration, Lecturer. Taught Introductory Microeconomics and graduate-level Microeconomics for Public Policy.

### CURRENT PROJECT ACTIVITY

Principal Investigator, U.S. Department of Labor, Workforce Innovation in Regional Economic Development (WIRED) Generation II and III Regions  
5-year project involves qualitative and quantitative evaluation of 26 multiple counties regions across the country that have formed collaborative partnerships to transform their regional talent development and economic development activities.

### RECENTLY COMPLETED PROJECT ACTIVITY

Principal Investigator, Evaluation of Indiana 21<sup>st</sup> Century Workplace Skills Demonstration Project  
Project involved evaluation design; multiple site visits to 10 demonstration sites; analysis of wage record, welfare, and test score data; and written reports

Principal Investigator, Virginia Integrated Performance Indicator System  
Project involved estimating common performance measures for nine workforce development programs administered by 7 different state agencies.

### CONSULTING

- 2004 - Corwin Press. Reviewer of manuscripts dealing with school boards or student assessment.
- 2003 – 2004 Commonwealth Corporation, Boston, MA. Provide technical expertise and act as peer reviewer on net impact analysis and benefit-cost analysis of the services provided by the Massachusetts Rehabilitation Commission through its public vocational rehabilitation program.
- 2003; 2006 - Human Resources Development Canada. Peer reviewer of *Client Satisfaction Research: Canada Student Loans Program – May 2003*; Peer reviewer of *Initial Draft Document: Interim Evaluation of The National Literacy Program*—November – December 2006; Peer reviewer of *Summative Evaluation of the Canadian Council on Learning: Workplan and Methodology Report* – April 2008.

#### SELECTED PUBLICATIONS AND RESEARCH REPORTS

“Differences in the Returns to Education for Males by Disability Status and Age of Disability Onset.” Southern Economic Journal 74(3), January 2008, 707-724 (with Jean Kimmel) (peer reviewed).

“An Evaluation of the 21<sup>st</sup> Century Workplace Skills Initiative,” Draft Final Report submitted to the Indiana Department of Workforce Development. December 20, 2007. (with B. Timmeney).

“Workforce Program Performance Indicators for the Commonwealth of Virginia,” draft final report submitted to Governor’s Office. December 11, 2007 (with W. Huang).

“An Evaluation of University High School, Final Report.” Report submitted to Michigan Future, Inc., September 2007.

“A Peer Review of ‘Summative Evaluation of the Canadian Council on Learning: Workplan and Methodology Report.’ Unpublished report submitted to HRDC. April 2008.

“Evaluation of Massachusetts Workforce Training Fund.” Study Final Report submitted to CommCorp, February 2007

“Process and Net Impact Evaluations of the Focus: HOPE Adult Training Programs and Student Loan Fund.” Upjohn Institute Technical Report No. TR07-023. February 2007.

“A Peer Review of Initial Draft Document: Interim Evaluation of The National Literacy Program. Unpublished report submitted to HRDC. January 2007

“Net Impact and Benefit-Cost Estimates of the Workforce Development System in Washington State.” Upjohn Institute Technical Report No. TR06-020. September 2006. (with W. Huang).

“An Evaluation of Massachusetts Workforce Training Fund.” Draft report submitted to Commonwealth Corporation, Boston, MA. November 2006.

“An Evaluation of Michigan Regional Skills Alliances (MiRSAs): Final Report.” Report submitted to Charles S. Mott Foundation and Michigan Department of Labor and Economic Growth. September 2006. (With R. Eberts).

“Net Impact Estimates for Services Provided through the Workforce Investment Act.” Project report submitted to U.S. Department of Labor. October 2005 (with D. Schroeder, C. King, and W. Huang). In review and not yet released by U.S. Department of Labor.

“Using Administrative Data for Workforce Development Program Evaluation.” Presented at the 2004 National Workforce Investment Research Colloquium. Sponsored by U.S. Department of Labor. August.

“A Peer Review of Canadian Student Loans Program (CSLP) Client Satisfaction Surveys.” Unpublished report submitted to HRDC. November 2003.

“Teachers Unions: Outcomes and Reform Initiatives.” August 2003. Forthcoming in Teachers Unions and Education Policy: What Do We Know?, edited by R. Henderson, W. Urban, and P. Wolman. Oxford, England: Elsevier. (With R. Eberts and J. Stone.)

Net Impact and Benefit-Cost Estimates of the Workforce Development System in Washington State. Upjohn Institute Technical Report No. 03-018. July 2003 (with W. Huang).

“Preliminary WIA Net Impact Estimates: Administrative Records Opportunities and Limitations.” Paper presented at “New Tools for a New Era! Symposium,” sponsored by Bureau of Labor Statistics and the Workforce Information Council, Washington, DC. July 2003 (with C. King and D. Schroeder).

“The Role of Postsecondary Education in Welfare Reform: Ohio’s JOBS Student Retention Program.” Evaluation Review, 26(6), December 2002. (with Jean Kimmel) (peer-reviewed).

“Teacher Performance Incentives and Student Outcomes.” Journal of Human Resources, 37(4). Fall 2002. (with Randall Eberts and Joe Stone) (peer-reviewed).

“An Examination of Student Achievement in Michigan Charter Schools.” W. E. Upjohn Institute for Employment Research Staff Working Paper No. 01-68 (with R. Eberts). March 2001.

“The Role of Public Policy in Skills Development of Black Workers in the 21<sup>st</sup> Century.” W. E. Upjohn Institute for Employment Research Staff Working Paper No. 00-64 (with Timothy J. Bartik). August 2000. Forthcoming in Skills Development for Black Workers in the 21st Century, edited by Cecilia Conrad. Washington, DC: Joint Center for Political and Economic Studies.

“An Interim Assessment of the Implementation of School-to-Work Activities in Michigan.” Report submitted to the Michigan Department of Education. December 1997. (With R. Jacobs, D. Kingsley, P. Kurth, F. McKinney, C. Woloszyk.)

“A Framework for Assessing the Economic Benefits and Costs of Workplace Literacy Training.” Upjohn Institute Staff Working Paper. Fall 1996.

An Evaluation of the Manufacturing Technology Partnership (MTP) Program. Upjohn Institute Technical Report No. 96-007. February 1996.

“In Their Own Words: Student Perspectives on School-to-Work Opportunities.” Washington, DC: National Institute for Work and Learning. 1995.

“Student Support Mechanisms in School-to-Work Transition Programs.” Chapter in Constable, Flynn, and McDonald, eds., School Social Work: Practice and Research Perspectives. 3rd Edition, 1995. (with B. Timmeney)

Classrooms in the Workplace: A Study of Workplace Literacy Programs in Small- and Medium-Sized Firms. Kalamazoo, MI: W. E. Upjohn Institute. 1994.

“The Economic Payoffs to Workplace Literacy.” Literacy Networks. Volume 1, number 1, October 1994. (peer-reviewed)

“Postsecondary Education as Triage: Returns to Academic and Technical Education.” Economics of Education Review. Volume 12, number 3, 1993. (peer-reviewed)

"A Review of Microsimulation Model Documentation." In Improving Information for Social Policy Decisions: The Use of Microsimulation Models, Volume II. Panel to Evaluate Microsimulation Models for Social Welfare Programs, National Academy of Sciences. April 1991.

"Dislocated Worker Human Capital Depreciation and Recovery." Upjohn Institute Working Paper, 90-04. November 1990.

"An Examination of the Delivery of Postsecondary Occupational Education to Disadvantaged Populations." Report submitted to the U.S. Department of Education. 1988.

"Determinants of Instructional Delivery and Organizational Outcomes in Postsecondary Occupation  
"Education and Employment: Issues Confronting Secondary Vocational Education." Journal of Industrial Teacher Education. Summer 1986. (peer-reviewed)

"Employer Recruitment and Selection of Young Workers." Journal of Industrial Teacher Education. Summer 1986. (peer-reviewed)

Assisting Displaced Workers: Policy Options for Educational and Training Institutions. Columbus, OH: The National Center for Research in Vocational Education. 1984 (with F. Pratzner and H. Rosen).

Microsimulation Models for Public Policy Analysis. New York: Academic Press. 1980 (with R. Haveman).

#### SELECTED PRESENTATIONS

"State Use of Workforce System Net Impact Estimates and Rates of Return," presented at the Association for Public Policy Analysis and Management (APPAM), Los Angeles, CA, November 7, 2008.

"The Return on Investment to Training Programs for Incumbent Workers," presentation at the Washington Workforce and Economic Development 2007 Leadership Conference, Tacoma, WA, November 14, 2007.

"Is There a Role for Public Support of Incumbent Worker On-the-Job Training?," paper and presentation to the Annual Meetings of the Association of Public Policy and Management (APPAM), Washington, DC, November 10, 2007.

"Sensitivity Testing of Net Impact Estimates of Workforce Development Programs Using Administrative Data," paper and presentation to 3rd Annual IZA Conference on the Evaluation of Labor Market Programs, IZA, Bonn, October 19, 2007.

"Evaluation Evidence about the Effectiveness of Public Training Programs for Incumbent Workers," paper and presentation at the Midwest Economics Association meetings, Minneapolis, March 22, 2007.

"Some Reflections on the Use of Administrative Data to Estimate the Net Impacts of Workforce Programs in Washington State." Paper presented at APPAM Meetings. Atlanta: October 29, 2004.

"Accountability Systems in School-to-Work." Paper presented at Conference on School-to-Careers at Russell Sage Foundation. New York, May 16-17, 2004.

"Net Impact Estimates of the Workforce Development System in Washington State." Presented at Western Economic Association Annual Meetings, Denver, Colorado, July 2003.

"Estimates of the Net Impact of Career Technical Education in Washington." Presented at NASDCTE Consortium's Fall Conference in Charleston, South Carolina, September 16, 2002.

"Net Economic Outcomes from Community College and Private Vocational School Attendance in Washington State." Presented at National Assessment of Vocational Education (NAVE) Research Conference, Washington, DC, April 10, 2002.

"Teacher Performance Incentives, Collective Bargaining, and Student Outcomes." Presented at Allied Social Science Association Meetings, Atlanta, Georgia, January 5, 2002 (with R. Eberts).

"Raising Academic Achievement in Michigan's K-12 Schools." Presented to Michigan State Board of Education, Lansing, MI, April 12, 2001.

"The Returns to Education and Literacy Training for Individuals with Poor Health or Disability." Presented at ASSA Annual Meetings, New Orleans, Louisiana, January 5-7, 2001 (with Jean Kimmel).

"Measuring Outcomes - Current Approaches, Limitations, and Future Possibilities," presented at "Measuring Adult Education and Training in Canada: An Examination of Information Availability, Information Needs, and How to Fill Key Information Gaps," an HRDC Expert Workshop, Ottawa, Ontario, Canada, February 17-18, 2000.

"Teacher Performance Incentives, Collective Bargaining, and Student Outcomes," presented at "Devising Incentives to Promote Human Capital," a National Academy of Sciences Conference, Irvine, CA, December 17-18, 1999 (with R. Eberts and J. Stone).

"Providers of Adult Education," presented at "Cooperation and Collaboration: Building a Seamless Education Process," Association for Institutional Research (AIR) 39<sup>th</sup> Annual Forum, Seattle, WA, June 2, 1999.

"Raising Wages by Improving Skills: Impact of Employer-Based Literacy Programs," presented at "Helping Low-Wage Workers: Policies for the Future," an Urban Institute Conference, Washington, DC, May 6-7, 1999.

"Test Score Differentials and Returns to Literacy Across Race/Gender Groups." Special Colloquium in Honor of Martin Luther King Day, Western Michigan University, Kalamazoo, January 20, 1999.

"Employer Motives for On-the-Job Training." Presented at Conference on "New Empirical Research on Employer Training: Who Pays? Who Benefits?" Cornell University, Ithaca, New York, November 1996.

"A Benefit-Cost Framework for Assessing the Economic Payoffs to Workplace Literacy Training." Presented to Workplace Learning, the Strategic Advantage Conference, Milwaukee, WI, April 1996.