

Curriculum Vitae

Christopher J. O'Leary

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FIELDS OF SPECIALIZATION

Public Employment Policy and Program Evaluation

EDUCATION

Ph.D., Economics, University of Arizona, 1986
M.A., Economics, University of Arizona, 1979
B.A., Economics, University of Massachusetts, Amherst, 1977

POSITIONS

1993 - Present Senior Economist, W.E. Upjohn Institute for Employment Research

1987-1993 Economist, W.E. Upjohn Institute for Employment Research

1994-Present Adjunct Associate Professor of Economics, Western Michigan University, Kalamazoo, Michigan

PUBLICATIONS

Books and Monographs

Use of Unemployment Insurance and Employment Services by Leavers from Temporary Assistance for Needy Families. Prepared for U.S. Department of Labor, Employment and Training Administration, 2010, (with Kenneth J. Kline) [ETA Occasional Paper 2010-08]

Personal Reemployment Accounts: Simulations for Planning Implementation. Prepared for U.S. Department of Labor, Employment and Training Administration, Office of Policy Development and Research, 2005, (with Randall W. Eberts) [ETA Occasional Papers 2004-08]

Job Training Policy in the United States.
Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2004 (edited with Robert A. Straits, Stephen A. Wandner)

Labor Exchange Policy in the United States.
Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2004 (edited with David E. Balducchi and Randall W. Eberts)

Targeting Employment Services.

Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2002 (edited with Randall W. Eberts and Stephen A. Wandner) [Selected as one of 15 noteworthy books in Industrial Relations and Labor Economics for 2002 by the Industrial Relations Section, Princeton University, July 2003]

Manual on Evaluation of Labour Market Policies in Transition Economies.

Geneva: International Labour Office, 2001 (with Alena Nesporova and Alexander Samorodov)

Unemployment Insurance in the United States: Analysis of Policy Issues.

Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 1997 (edited with Stephen A. Wandner)

Unemployment Insurance Earnings Deduction Project: Final Report.

Olympia: Washington State Employment Security Department, September 1997

The Washington Reemployment Bonus Experiment: Final Report.

Unemployment Insurance Occasional Paper 92-6. Washington, D.C.: U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service, 1992 (with Robert G. Spiegelman and Kenneth J. Kline)

An Analysis of Pooled Evidence from Pennsylvania and Washington Reemployment Bonus Demonstrations.

Unemployment Insurance Occasional Paper 92-7. Washington, D.C.: U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service, 1992 (with Paul T. Decker, Lauren J. Beaumont, and Kenneth J. Kline)

Articles

"Evaluating Job Training in Two Chinese Cities."

Journal of Chinese Economic and Business Studies, 7(1)(2009): 77-94 (with Benu Bidani, Niels-Hugo Blunch, Chor-ching Goh)

"State UI Job Search Rules and Reemployment Services."

Monthly Labor Review 129(6) (June 2006): 27-37

"Cost-Effectiveness of Targeted Reemployment Bonuses."

The Journal of Human Resources 40(1) (Winter 2005): 270-279 (with Paul T. Decker and Stephen A. Wandner)

"New Ways of Evaluating State Unemployment Insurance."

New England Economic Review, Federal Reserve Bank of Boston (March/April 1999): 15-40 (with Robert Tannenwald, Wei-Jang Huang, and Pei Zhu)

"The Net Impact of Active Labour Programmes in Hungary and Poland."

International Labour Review 137(3) 1998: 321-346 (with Piotr Kolodziejczyk and Gyorgy Lazar)

"Profiling and Referral to Services of the Long-term Unemployed: Experiences and Lessons from Several Countries."

Mutual Information System on Employment Policies, MISEP (inforMISEP) 60 Winter 1997: 32-39 (with Randall W. Eberts)

"A Net Impact Analysis of Active Labour Programmes in Hungary."

Economics of Transition 5(2) (1997): 453-484

"Unemployment Insurance Policy in New England: Background and Issues."

New England Economic Review. Federal Reserve Bank of Boston (May/June) (1997): 3-22 (with Robert Tannenwald)

"Performance Indicators: A Management Tool for Active Labour Programmes in Hungary and Poland."

International Labour Review 134(6) (1995): 729-751

"Evaluating Pooled Evidence from the Reemployment Bonus Experiments."

The Journal of Human Resources 30(3) (1995): [534]-550 (with Paul T. Decker)

"Do Bonus Offers Shorten Unemployment Insurance Spells? : Results from the Washington Experiment."

Journal of Policy Analysis and Management 14(2) (Spring 1995): 245-269 (with Robert G. Spiegelman and Kenneth J. Kline)

"Estimating Labour Supply Functions Under the Rationing Constraints of Over- and Under-Employment."

Applied Economics 23(4) 1975: 675-684

Book Chapters

"Evaluating Job Training in Two Chinese Cities."

In *China in the World Economy*. London: Routledge, 2009, pp. [137]-155 (with Benu Bidani, Niels-Hugo Blunch, Chor-ching Goh)

"Reemployment and Earnings Recovery among Older Unemployment Insurance Claimants."

In *Older and Out of Work: Jobs and Social Insurance for a Changing Economy*, Randall W. Eberts, Richard A. Hobbie, editors. Kalamazoo, Mich., W.E. Upjohn Institute for Employment Research, 2008, pp. 59-84 (with Randall W. Eberts)

"Activation from Income Support in the US."

In *Bringing the Jobless into Work?: Experiences with Activation Schemes in Europe and the US*, Werner Eichhorst, Otto Kaufmann, Regina Konle-Seidl, editors. Berlin, Germany: Springer-Verlag, 2008, pp. 345-414 (with Benno Quade and Ockert Dupper)

"Personal Reemployment Accounts: Simulations for Planning Implementation."

In *Selected Research Papers on Personal Reemployment Accounts*, ETA occasional paper 2004-08, U.S. Department of Labor, Employment and Training Administration, Office of Policy Development and Research. Washington, DC: U.S. Department of Labor, Employment and Training Administration, 2005 (with Randall W. Eberts)

"Current Policy Themes for Unemployment Insurance in the United States."

In *Employment Insurance and Public Employment Services in Selected Countries*, edited by Jaeho Keum. Seoul, Korea: Korea Labor Institute, 2005, pp. 3-55

"U.S. Job Training: Types, Participants, and History."

In *Job Training Policy in the United States*, Christopher J. O'Leary, Robert A. Straits, Stephen A. Wandner, editors. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2004, pp. 1-20 (with Robert A. Straits and Stephen A. Wandner)

"Public Job Training: Experience and Prospects."

In *Job Training Policy in the United States*, Christopher J. O'Leary, Robert A. Straits, Stephen A. Wandner, editors. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2004, pp. 289-310 (with Robert A. Straits and Stephen A. Wandner)

"Evaluating Training Programs: Impacts at the Local Level."

In *Evaluating Local Economic and Employment Development: How to Access What Works Among Programmes and Policies*. Paris: Organisation for Economic Co-Operation and Development, 2004, pp. 251-286 (with Randall W. Eberts)

"Evaluating the Effectiveness of Labor Exchange Services."

In *Labor Exchange Policy in the United States*, David E. Balducchi, Randall W. Eberts, Christopher J. O'Leary, editors. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2004, pp. 135-177

"Experience and Prospects for Labor Exchange Policy."

In *Labor Exchange Policy in the United States*, David E. Balducchi, Randall W. Eberts, Christopher J. O'Leary, editors. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2004, pp. 249-265 (with David E. Balducchi and Randall W. Eberts)

"Intergovernmental Relations in Employment Policy: The United States Experience."

In *Federalism and Labour Market Policy: Comparing Different Governance and Employment Strategies*, edited by Alain Noël. Montreal: McGill-Queen's University Press, 2004, pp. 25-82 (with Robert A. Straits)

"Lessons about Unemployment insurance for Latin American and Caribbean Countries from European Transition Countries and North America." [Lecciones de los Países Europeos en Transición y América del Norte Sobre el Seguro de Desempleo para los Países de América Latina y el Caribe, pp. 293-320.]

In *Unemployment Insurance Systems in the Americas = Sistemas de Seguro de Desempleo en las Américas*. Miami, Florida: U.S. Department of Labor and the Latin American and Caribbean Center, Florida International University, 2003. pp. 121-143

A Frontline Decision Support System for Georgia Career Centers.

In *A Compilation of Selected Papers from the Employment and Training Administration's 2003 Biennial National Research Conference*, December 2003, pp. 80-129 (with Randall W. Eberts)

"A New WPRS Profiling Model for Michigan."

In *A Compilation of Selected Papers from the Employment and Training Administration's 2003 Biennial National Research Conference*, ETA Occasional Paper 2003-06, Joshua Riley, Aquila Branch, Stephen Wandner, and Wayne Gordon, eds. Washington, DC: U.S. Department of Labor, Employment and Training Administration, 2003, pp. 30-184 (with Randall W. Eberts)

"A Frontline Decision Support System for One-Stop Centers."

In *Targeting Employment Services*, Randall W. Eberts, Christopher J. O'Leary, Stephen A. Wandner, editors. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2002, pp. 337-384 (with Randall W. Eberts and Kelly J. DeRango)

"Evaluating Active Labor Market Programs in Transition Economies."

In *Active Labor Market Programs: Improvement of Effectiveness*, Nina T. Vishnevskaya, ed. Moscow: Prosvescheniye, 2002, pp. 182-197 [Published in Russian]

"Public Employment Policy and Unemployment Insurance in the United States."

In *Active Labor Market Policies and Unemployment Insurance in Selected Countries*, edited by Kil-Sang Yoo and Jiyeun Chang. Seoul: Korea Labor Institute, 2002, pp XX (with Randall W. Eberts)

"Targeting Reemployment Bonuses."

In *Targeting Employment Services*, Randall W. Eberts, Christopher J. O'Leary, Stephen A. Wandner, editors. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2002, pp. 161-186 (with Paul T. Decker and Stephen A. Wandner)

"Unemployment Compensation and Older Workers."

In *Ensuring Health and Income Security for an Aging Workforce*, Peter P. Budetti, Richard V. Burkhauser, Janice M. Gregory, H. Allan Hunt, editors. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2001, pp. 85-133 (with Stephen A. Wandner)

"Bonus Impacts on Receipt of Unemployment Insurance."

In *Reemployment Bonuses in the Unemployment Insurance System: Evidence from Three Field Experiments*, Philip K. Robins and Robert G. Spiegelman, editors. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2001, pp. 105-150 (with Paul T. Decker and Stephen A. Woodbury)

"Impacts on Employment and Earnings."

In *Reemployment Bonuses in the Unemployment Insurance System: Evidence from Three Field Experiments*, Philip K. Robins and Robert G. Spiegelman, editors. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2001, pp. 151-174 (with Paul T. Decker and Stephen A. Woodbury)

"Participation in the Reemployment Bonus Experiments."

In *Reemployment Bonuses in the Unemployment Insurance System: Evidence from Three Field Experiments*, Philip K. Robins and Robert G. Spiegelman, editors. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 2001, pp. 97-103 (with Paul T. Decker and Stephen A. Woodbury)

"The Adequacy of Unemployment Insurance Benefits."

In *Reform of the Unemployment Insurance System*, Laurie J. Bassi, and Stephen A. Woodbury, editors. Research in Employment Policy, v.1. Stamford, Conn.: JAI Press, 1998, pp. 63-110

"Adequacy of the Weekly Benefit Amount."

In *Unemployment Insurance in the United States: Analysis of Policy Issues*, Christopher J. O'Leary, Stephen A. Wandner, editors. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 1997, pp. 163-210 (with Murray A. Rubin)

"Policy Issues: An Overview."

In *Unemployment Insurance in the United States: Analysis of Policy Issues*, Christopher J. O'Leary, Stephen A. Wandner, editors. Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 1997, pp. 1-49 (with Saul J. Blaustein, and Stephen A. Wandner)

"Summing Up: Achievements, Problems and Prospects."

In *Unemployment Insurance in the United States: Analysis of Policy Issues*, Christopher J. O'Leary, Stephen A. Wandner, editors. Kalamazoo, Mich.: W.E. Upjohn Institute, 1997, pp. 669-722 (with Stephen A. Wandner)

"Design of the WPRS System and Evaluation in Michigan."

In *Worker Profiling and Reemployment Services (WPRS) Systems and National WPRS Colloquium*, June 1996: Selected Papers and Materials. Washington D.C.: U.S. Dept. of Labor, Employment and Training Administration, 1996, pp. 187-199 (with Randall W. Eberts)

Project Reports

The Wagner-Peyser Act and U.S. Employment Service: Seventy-Five Years of Matching Job Seekers and Employers.

Prepared for the National Association of State Workforce Agencies, 2009 (with Randall W. Eberts)

UI as a Safety Net for Former TANF Recipients: Final Report.

W.E. Upjohn Institute, March 2008 (with Kenneth J. Kline) [U.S. Department of Health and Human Services, Assistant Secretary for Planning and Evaluation (ASPE)]

Final Project Report: Plan for a Model PIMS.

Upjohn Institute Technical Report No. 07-021, May 2006 (with Lillian Vesic-Petrovic) [Part of the Labor Market Monetary and Evaluation in Employment Promotion Project for the Ministry of Labor Employment and Social Policy, Republic of Serbia]

Profiling for Public Workforce Investment Programs in the United States.

Institute fur Arbeitsmarkt und Berufsforschung, Conference on Labour Market Strategies Based on Profiling, Nuremberg, Germany, October 11-13, 2006 (with Stephen A. Wandner and Randall W. Eberts)

UI Work Search Rules and Their Effects on Employment.

Center for Employment Security Education and Research (CESER) of the National Association of State Workforce Agencies (NASWA), [February 2004]

A New WPRS Profiling Model for Michigan.

Michigan Bureau of Workers and Unemployment, April 2003 (with Randall W. Eberts)

Personal Reemployment Accounts: A Framework for Implementation and Analysis of Alternative Designs.

U.S. Department of Labor, Employment and Training Administration, 2003 (with Randall W. Eberts)

Comments on "Draft V3.0, Methodology Report, Evaluation of the Canada-Alberta Labor Market Development Agreement (LMDA).

Human Resources Development Canada (HRDC) and Alberta Human Resources and Employment (AHRE) by R.A. Malatest and Associates, 2003

FDSS Training Manual: Instructions for Using the Frontline Decision Support System.

Georgia Department of Labor, Atlanta, Georgia, February 2003 (with Kim Kornokovich)

Evaluating Employment and Training Programs: The United States Experience.

Human Resources Development Canada, June 2002

Comments on: Procedure for Profiling Unemployed Citizens in Russia.

Centre for Economic and Financial Research (CEFIR), Moscow, Russia, December, 2002

Evaluating the Effectiveness of Active Labor Programs in Hungary: Public Use Data CD.

2001 [Initial project funded by International Labor Affairs Bureau of the U.S. Department of Labor. In Hungary, surveys were administered by staff of local labor centers with additional information and survey management provided by the National Labor Center in Budapest under the direction of Gyorgy Lazar]

Evaluating the Effectiveness of Active Labor Programs in Poland: Public Use Data CD.

2001 [Initial project funded by International Labor Affairs Bureau of the U.S. Department of Labor. In Poland, surveys were administered by staff of local labor offices with additional information and survey management provided by the regional labor office in Poznan under the direction of Piotr Kolodziejczyk in cooperation with the National Labor Office in Warsaw]

Elements of a Service Referral Algorithm for a Frontline Decision Support System for Washington WorkFirst.

Washington State Employment Security Department, Olympia, Washington, and Office of Policy and Research, Employment and Training Administration, Washington, D.C., November 2000 (with Randall W. Eberts and Wei-Jang Huang)

A Proposed Methodology for Incremental Performance Indicators for Employed Benefits and Support Measures (EBSM) in Canada.

Evaluation and Data Development, Human Resources Development Canada, March 2000 (with Kenneth J. Kline, Walter Nicholson, Jeffrey Smith and Paul Decker)

A Proposed Methodology for Incremental Performance Indicators for Employed Benefits and Support Measures (EBSM) in Canada.

Evaluation and Data Development, Human Resources Development Canada, November 1999 (with Kenneth J. Kline, Walter Nicholson, Jeffrey Smith, Paul Decker, and Ron Rocheleau)

Initial Needs Assessment for the Measuring and Monitoring of Net Impacts of Employment Benefits and Support Measures.

Evaluation and Data Development, Human Resources Development Canada, June 1999 (with Kenneth J. Kline)

A Literature Review on Methodology for Measuring and Monitoring Net Impacts of Employment Benefits and Support Measures.

Evaluation and Data Development, Human Resources Development Canada, March 1999

A Cross Country Evaluation of Active Labor Programs in Hungary and Poland.

International Labor Affairs Bureau of the U.S. Department of Labor, December 1998

Design for a Net Impact Evaluation of Retraining in China.

World Bank, August 1998

Contributions to Evaluating China's Reemployment.

Prepared for Benu Bidani, Economist, World Bank, September 1998. [Includes copy of a Follow-Up Surveys for Net Impact Analysis of Retraining]

The Adequacy of the Georgia Unemployment Trust Fund Account.

Georgia Department of Labor, Atlanta, Georgia, March 1998

Active Labor Programs in Hungary: Preliminary Impact Estimates.

Prepared for National Labor Center of Budapest, Hungary; International Labor Affairs Bureau, U.S. Department of Labor; and Project Steering Committee, World Bank Field Office, Budapest, Hungary, June 1997

Active Labor Programs in Poland: Preliminary Impact Estimates.

Prepared for National Labor Office, Warsaw, Poland ; International Labor Affairs Bureau, U.S. Department of Labor ; Project Steering Committee, World Bank Field Office, Budapest, Hungary, June 1997

A Process Analysis of the Worker Profiling and Reemployment Services (WPRS) System in Michigan.

Michigan Employment Security Agency, April 1997 (with Randall W. Eberts)

Methods for Performance Based Management of Active Labor Programs in Hungary: An Adjustment Methodology for Performance Indicators and a Proposal for Budget Allocation.

Hungarian Ministry of Labor, Budapest, November 1996

Learning About Employment Policy in North America: Study Tours by Hungarian Experts.

Ministry of Labor, Budapest; administered by The Bureau of International Labor Affairs, U.S. Department of Labor, November 1996

Statistical Techniques for Labor Market Modelling: Seasonal Adjustment and Local Area Unemployment.

Hungarian Ministry of Labor, Budapest, November 1996

Technical Assistance to Hungary: Final Report.

Ministry of Labor, Budapest, Hungary, November 1996 (with Randall W. Eberts)

Planning Guidelines for Active Labor Programs in Hungary.

Hungarian Ministry of Labor, Budapest, October 1996

Report on: A Project to Provide Technical Assistance to Develop a Cross Country Evaluation of Active Labor Programs, Phase I.

International Labor Affairs Bureau in the U.S. Department of Labor, July 1996

Employment Promotion and Services Project [in Poland]: Management Information System Component: Final Report.

National Labor Office and Ministry of Labor and Social Policy, Warsaw, Poland, February 1996

Suggested Rules for an Unemployment Insurance Law for Poland.

National Labor Office, Warsaw, Poland; Ministry of Labor and Social Policy, Warsaw, Poland, January 1996

Suggested Revisions to the Polish Employment Law.

National Labor Office; Ministry of Labor and Social Policy, Warsaw, Poland, January 1996

International Comparison of MIS for Employment and Training Programs.

National Labor Office, Poland and Ministry of Labor and Social Policy, Poland, December 1995

Reemployment Incentives in Hungary: A Proposal to Conduct and Experimental Evaluation of Alternative Work Search Requirements for Unemployment Insurance Benefits in the Republic of Hungary.

Prepared for Hungary's National Labor Center and Ministry of Labor, July 1995

A Reemployment Incentives Experiment in Canada: Issues in Design, Administration and Evaluation.

Social Research and Demonstration Corporation, July 1994 [Conference, New York City, July 21, 1994]

Suggested Revisions to the Polish Social Welfare Law.

National Labor Office, Warsaw, Poland; Ministry of Labor and Social Policy, Warsaw, Poland, October 1993

MIS Guidelines for Employment Law Programs in Poland.

Polish Ministry of Labor and Social Policy, September 1993 (with Andrew S. Targowski) [Also issued in Polish, Wytuczne Systemu Informacyjnego Zarzadzania (siz) DLA Programow Rynku Pracy w Polsce, September 1993] National Labor Office, Warsaw, Poland; Ministry of Labor and Social Policy, Warsaw, Poland, June 1994]

Suggested Rules for an Unemployment Insurance Law for Poland.

National Labor Office, Warsaw, Poland, July 1993

Proposed Performance Indicators for Labor Market Programs in Poland.

Polish Ministry of Labor and Social Policy, July 1993

An Impact Analysis of Labor Market Programs in Hungary based on the November 1992 ILO Survey of Participants.

May 1993

Canadian Reemployment Incentive Experiment: Wage Supplement Simulations.

Innovations Branch, Employment and Immigration Canada, Ottawa Ontario, Canada, May 1992 (with Robert G. Spiegelman and Kenneth J. Kline)

Canadian Reemployment Incentive Experiment: A Concept Design Paper.

Innovations Branch, Employment and Immigration Canada, Ottawa Ontario, Canada, March 1992 (with Robert G. Spiegelman and Kenneth J. Kline)

Evaluation Criteria and Planning Guidelines for Employment Fund Programs in the Republic of Hungary.

Ministry of Labor, Budapest, Hungary, August 1990 [Part of the Third Industrial Restructuring Project in Hungary]

Experience Rating of Unemployment Insurance in Michigan and Other States: A Microeconomic Comparison for 1988.

Michigan Employment Security Commission and The Michigan Department of Commerce, August 1989 (with Timothy L. Hunt)

VAG Trust Fund Adequacy.

Michigan Voluntary Agency Group Plan for Unemployment Compensation, (VAG), Detroit, Michigan, August 1989

The Washington Reemployment Bonus Demonstration: the Experimental Design.

Submitted to the U.S. Department of Labor, June 1988 (with Robert G. Spiegelman)

Other Publications

Effects of NAFTA on U.S. Employment and Policy Responses.

OECD Trade Policy Working Paper No. 131, 2012. Paris: Organization for Economic Cooperation and Development (OECD).

Employment and Training Policy in the United States During the Economic Crisis.

Upjohn Institute Working Paper No. 10-161, November 2009 (with Randall W. Eberts)

The Wagner-Peyser Act and U.S. Employment Service: Seventy-Five Years of Matching Job Seekers and Employers.

W.E. Upjohn Institute for Employment Research, December 2008 (with Randall W. Eberts) [Prepared for Center for Employment Security Education and Research (CESER); National Association of State Workforce Agencies (NASWA)]

Conceptual Framework for an Optimal Labour Market Information System: Final Report.

Upjohn Institute Technical Report No. 07-022, December 2006 (with James F. Woods) [Prepared for Labour Market Policy / Politique du marché du travail, Human Resources and Social Development Canada / Ressources Humaines et Développement Social Canada]

Evaluating Job Training in Two Chinese Cities.

Upjohn Institute Staff Working Paper No. 05-111, 2005 (with Benu Bidani, Niels-Hugo Blunch, and Chor-ching Goh)

Do Job Search Rules and Reemployment Services Reduce Insured Unemployment?

Upjohn Institute Staff Working Paper No. 05-112, May 2005 (with Stephen A. Wandner)

Cost-Effectiveness of Targeted Reemployment Bonuses.

Upjohn Institute Staff Working Paper No. 03-51, January 2003 (with Paul T. Decker and Stephen A. Wandner)

Has Training Helped Employ Xiangang in China? A Tale From Two Cities.

For the World Bank's Poverty Reduction and Economic Unit East Asia and Pacific Region. March 2002 (with Benu Bidani and Chor-ching Goh)

Unemployment Compensation and Older Workers.

Upjohn Institute Staff Working Paper No. 00-61, January 2000 (with Stephen A. Wandner)

Intergovernmental Relations in Employment: the United States Experience.

Upjohn Institute Staff Working Paper No. 00-60, February 2000 (with Robert A. Straits)

Alternative Measures of State UI Systems.

Upjohn Institute Staff Working Paper No. 00-62, August 2000 (with Robert Tannenwald, Wei-Jang Huang, and Pei Zhu)

Evaluating the Impact of Active Labor Programs: Results of Cross Country Studies in Europe and Central Asia.

Washington, D.C.: Social Protection Advisory Service, World Bank, [1999] (with David H. Fretwell and Jacob Benus) [working paper]

Promoting Self Employment Among the Unemployed in Hungary and Poland.

Upjohn Institute Staff Working Paper No. 99-55, February 1999

Evaluating the Effectiveness of Active Labor Programs In HUNGARY.

Upjohn Institute Technical Report No. 98-013, May 1998

Evaluating the Effectiveness of Active Labor Programs in POLAND.

Upjohn Institute Technical Report No. 98-012, April 1998 [Prepared for International Labor Affairs Bureau, U.S. Department of Labor; National Labor Office, Warsaw, Poland; Project Steering Committee, World Bank]

Reemployment Bonuses and Profiling.

Upjohn Institute Staff Working Paper No. 98-51, January 1998 (with Paul Decker and Stephen A. Wandner)

Preliminary Evidence on Impacts of Active Labor Programs in Hungary and Poland.

Upjohn Institute Staff Working Paper No. 98-50, October 1997
Davidson Institute Working Paper, no. 113

An Evaluation of the Washington State Unemployment Insurance Earnings Deduction Experiment: A Report to the Washington State Legislature as Required by Engrossed Senate Bill 5920 Passed by the 53rd Washington State Legislature in the 1994 Regular Session.

UI Program Analysis Washington State Employment Security Department, September 1997

“Discussion [of “Employee Representation in Economies in Transition.”]

In *Proceedings of the Forty-Eighth Annual Meeting, Industrial Relations Research Association, January 5-7, 1996*, San Francisco, California, edited by Paula B. Voos. Madison, WI: Industrial Relations Research Association, 1996, pp. 92-94

Design of the Worker Profiling and Reemployment Services System and Evaluation in Michigan.

Upjohn Institute Staff Working Paper No. 96-41, April 1996 (with Randall W. Eberts)

An Impact Analysis of Employment Programs in Hungary.

Upjohn Institute Staff Working Paper No. 95-30, January 1995

A System for Evaluating Employment Programs in Hungary.

Ministry of Labor, Budapest, Hungary, January 1994

Evaluating Pooled Evidence from the Reemployment Bonus Experiments.
Upjohn Institute Staff Working Paper No. 94-28, July 1994 (with Paul T. Decker)

A System for Evaluating Labor Market Programs in Hungary.
Upjohn Institute Technical Report No. 94-005, January 1994

Innovation In Planning Hungarian Labor Market Programs.
World Employment Programme Research Working Paper WEP 2-43, Labour Market Analysis and Employment Planning WP 61, International Labour Office, Geneva, December 1993

Reemployment Incentives for Unemployment Insurance Beneficiaries: Results from the Washington Reemployment Bonus Experiment.
Upjohn Institute Staff Working Paper No. 93-22, August 1993 (with Robert G. Spiegelman and Kenneth J. Kline)

Interstate Differences in Employer Tax Costs and Worker Benefits of Unemployment Insurance: A Micro-Simulation Approach.
W.E. Upjohn Institute, August 1990 (with Timothy L. Hunt and Wei-Jang Huang)

An Econometric Analysis of Unemployment Insurance Benefit Adequacy.
Upjohn Institute Staff Working Paper No. 90-05, November 1990

PRESENTATIONS

Outcomes of Policies for Displaced Workers: an American Perspective.
Canadian Roundtable on Displaced Workers, "Outcomes, Emerging Best Practices and Future Policy Directions," Gatineau, Quebec, March 12, 2010

Employment and Training Policy in the United States During the Economic Crisis
APEC forum on Human Resources Development (HRD) 2009 entitled "Implementing Public TEVT Programmes in the Midst of the Financial Crisis—HRD Policies in Collaboration with Employment Security" held at Overseas Vocational Training Association (OVTA), November 18-20, 2009, Chiba City, Japan.

Use of UI and ES by Recent TANF Leavers.
Recovery and Reemployment Research Conference, L'Enfant Plaza Hotel, Washington, D.C., September 15-16, 2009

Effectiveness of Reemployment.
NASWA Winter Policy Forum, Washington, DC, February 19, 2009

UI as a Safety Net for Former TANF Recipients.
[Slides 5-10 part of the presentation "Analysis of Activation Programs for Low-qualified Workers."] presented by Randall W. Eberts at IAB (Institute for Employment Research) in Nuremberg, Germany, February 12, 2009

Statistical Targeting to Support Reemployment Services.
U.S. Department of Labor, Employment and Training Administration, Office of Workforce Security, 2008. [Web conference December 17, 2008 by Workforce3 One; Transcript by Federal News Service, Washington, D.C.]

Workfare in the United States.
(with Robert Straits) Presented by Randall Eberts at the RESQ (Reform of Employment Services Quorum) Network Meeting, Amsterdam, December 13, 2007

Unemployment Insurance and Reemployment Among Older Workers.

National Academy of Social Insurance conference, "Older and Out of Work: Jobs and Social Insurance for a Changing Economy," Washington, D.C., January 19-20, 2006 (with Randall W. Eberts)

Reemployment of Claimants for Unemployment Insurance.

Employers Unemployment Compensation Council, EUCC, Livonia, Michigan, October 7, 2004

Methods for Evaluating Employment Programs in Sophia, Bulgaria.

Seminar series presented to representatives of the Bulgarian Ministry of Labor and Social Policy and the Bulgarian Public Employment Bureau February 24-29, 2004

Reemployment of Unemployment Insurance Claimants.

National Academy of Social Insurance research colloquium on unemployment insurance, Hall of the States, Washington, D.C., November 21, 2003

Effectiveness of Employment Services.

Personal Reemployment Accounts: A Simulation Analysis for Georgia.

Cost Effectiveness of Targeted Reemployment Services.

Three presentations at the 25th annual research conference of the Association for Public Policy Analysis and Management, Washington, D.C., November 6-8, 2003

UI Job Search Rules and Their Employment Effects.

National Unemployment Insurance Directors' Meeting, Westin Hotel, Savannah, GA, October 19-21, 2003

UI Job Search Rules and Their Employment Effects.

National Association of State Workforce Associations, Westin Hotel, Seattle, WA, September 16-18, 2003

Comments on: "Employment Responses to Trade Liberalization: Ireland's Industrial Development, 1972-2000" by Paul Walsh and Ciara Whelan.

Microeconomic Analyses of Labor Reallocation conference, Brook Lodge, Augusta, MI, August 22, 2003

Using Wage Records to Develop Decision Tools for One-Stop Center Staff and Customers.

Administrative Record Symposium: New Tools for a New Era, Bureau of Labor Statistics, Washington, DC, July 23-25, 2003 (with Randall W. Eberts)

A New Worker Profiling and Reemployment Services Model for Michigan.

2003 Employment and Training Administration research conference, U.S. Department of Labor, Holiday Inn Capitol-Smithsonian, Washington, D.C., June 5, 2003 (with Randall W. Eberts)

Testimony Before the Subcommittee on Income Security and Family Support of the House Committee on Ways and Means.

Transcript: Hearing before the Subcommittee on Human Resources of the Committee on Ways and Means, U.S. House of Representatives, One Hundred Eighth Congress, First Session, April 10, 2003. Serial No. 108-11. Washington: Government Printing Office, 2003

Considerations for States Planning Personal Reemployment Accounts.

Employment and Training Administration research conference, U.S. Department of Labor, Holiday Inn Capitol-Smithsonian, Washington, D.C., June 5, 2003 (with Randall W. Eberts) [Also presented at the National Association of State Workforce Agencies (NASWA), Washington D.C., February 27, 2003]

A Frontline Decision Support System for Georgia Career Centers.

2003 Employment and Training Administration research conference, U.S. Department of Labor, Holiday Inn Capitol-Smithsonian, Washington, D.C., June 5, 2003 (with Randall W. Eberts)

Peer Review of Evaluation Studies.

Evaluation and Data Development, Human Resources Development Canada, and held at Chateau Laurier, Ottawa, Ontario, Canada, May 28, 2003

Evaluating Training Programs: Impacts at the Local Level.

"Evaluating Local Economic and Employment Development," conference sponsored by the Organization for Economic Cooperation and Development (OECD) and the Austrian Ministry for Economic Affairs and Labour, Vienna, Austria, November 20-21, 2002, (with Randall W. Eberts)

Lessons about Unemployment Insurance for Latin American and Caribbean countries from European Transition countries and North America.

"Unemployment Insurance Systems in the Americas," sponsored by the Bureau of International Labor Affairs, U.S. Department of Labor, and the Summit of the Americas, Miami, Florida, November 14-15, 2002

Improving Frontline Staff Decisions and Effectiveness.

Unemployment Insurance Directors' National Meeting and Legal Issues Forum, Whitefish, Montana, October 14-17, 2002, (with Kim Kornokovich)

Effectiveness of Labor Exchange Services.

"Job Training and Labor Exchange in the U.S." jointly sponsored by W.E. Upjohn Institute for Employment Research and U.S. Department of Labor, Augusta, Michigan, September 19-21, 2002

Evaluating Employment and Training Programs: The United States Experience.

Human Resources Development Canada, Ottawa, Ontario, June 27, 2002

Active Labor Market Programs: Conceptual Framework.

Labor Market Policy Course at the World Bank, Washington, D.C., April 23, 2002

Unemployment Insurance Research Topics.

U.S. Department of Labor, five-year research plan conference. Washington, D.C., March 22, 2002

An International Comparison of Trends in Active Labor Market Policy.

Canadian Policy Research Networks conference. Edmonton, Alberta, February 22-23, 2002

A Frontline Decision Support System for WIA One-Stop Centers: The Georgia Prototype.

Society of Government Economists sponsored session at the Allied Social Science Associations conference, Atlanta, Georgia, January 4-6, 2002

**Evaluating Active Labor Market Programs in Transition Economies.
Worker Profiling as a Targeting Method for the Provision of Reemployment Services
in the United States of America.**

**Expenditures on Active and Passive Labor Market Policy in the United States of
America.**

Three presentations at the "Active Labor Market Programs: Improvement of Effectiveness," Moscow, Russian Federation, October 2-3, 2001

**Public Employment in the New Economic Environment: The United States
Experience.**

Korean Labor Institute, International Symposium, Employment Policy Planning, Seoul, South Korea, September 12-13, 2001

A Frontline Decision Support System for WIA One-Stop Centers.

U.S. Department of Labor, Office of Workforce Security, America's Workforce Network, Research Conference, "Making Connections in the New Economy," June 26-27, 2001, Washington, D.C. [Presented at 22nd annual research conference of the Association for Public Policy Management and Analysis, Seattle, Washington, November 2-4, 2000 under title "A Frontline Decision Support System for One-Stop Centers."]

Unemployment Compensation and Older Workers.

U.S. Department of Labor, Office of Workforce Security Conference, "Making Connections in the New Economy," June 26-27, 2001, Washington, D.C. [Also presented at the National Academy of Social Insurance conference "Health and Income Security for an Aging Workforce," National Press Club, Washington, D.C., January 26-27, 2000 (with Stephen A. Wandner)]

Profiling Reemployment Bonuses.

American Economic Association, ASSA conference, New Orleans, Louisiana, January 3-5, 2001

Overview of U.S. Employment Policy Dynamics.

Queen's Summer Institute on Social Policy, School of Public Policy, Queens University, Kingston, Ontario, Canada, August 22, 2000

Impacts of Employment Programs.

World Bank stakeholders conference on the *Employment Promotion and Services Project*, Ministry of Labor and Social Policy, Warsaw, Poland, May 30, 2000

Evaluation of Active Labor Market Programs: Examples from Hungary.

World Association of Personnel in Employment Security (WAPES) conference, Budapest, Hungary, March 22-24, 2000

Issues in Unemployment Insurance Research.

National Workforce Development Research Symposium sponsored by the U.S. Department of Labor, Employment and Training Administration, Capitol Hilton Hotel, Washington, D.C. July 27, 1999

An Overview of Methods for Evaluating Employment Programs.

Performance Measurement of Active Labor Market Policies.

Net Impact Analysis of Active Labor Programs.

Presented for the Ministry of Labor, Beijing, China, May 19-20, 1999

Unemployment Insurance in the United States.

Delegation from the Chinese Ministry of Labor at the Michigan Jobs Commission, Lansing, Michigan, May 3, 1999

Targeting Reemployment Services in a One-Stop Environment.

"Targeting Reemployment Services" co-hosted by the U.S. Department of Labor and the W.E. Upjohn Institute for Employment Research, Kalamazoo, Michigan April 29-May 1, 1999 (with Randall W. Eberts)

Performance Monitoring and Net Impact Evaluation of Active Labor Programs in Hungary and Poland.

Department of Economics, Western Michigan University, Kalamazoo, Michigan, February 12, 1999

**An Overview of Methods for Evaluating Employment Programs.
Performance Measurement of Active Labor Market Policies.
Net Impact Analysis of Active Labor Programs.**

Joint Vienna Institute (a cooperative venture of the OECD, World Bank, IMF, European Bank for Reconstruction and Development, and the Bank for International Settlements), Vienna, Austria, December 14-15, 1998

Intergovernmental Relations in Employment Policy: The United States Experience.

International Comparative Federalism Workshop sponsored by the Institute of Intergovernmental Relations, Queen's University, Kingston, September 28, 1998

Promoting Self-employment among the Unemployed in Hungary and Poland.

International Conference on Self-employment, sponsored by the OECD, CERF and Canadian International Labor Network, Burlington, Ontario September 26, 1998

The Methodology of Evaluations.

Design and Evaluation of a Field Experiment: The Washington Reemployment Bonus Experiment.

Performance Measurement of Active Labor Market Programs.

Net Impact Analysis of Active Labor Market Programs.

Lectures presented at the *International Workshop on Employment Policies for Economic Adjustment: International Experience and Korean Prospects* sponsored by the Korean Labor Institute, and the World Bank, Seoul, South Korea, July 14-15, 1998

Active labor program evaluation methodologies.

Performance monitoring systems for active labor programs.

Quasi-experimental design methodology, case studies.

Case studies: process and product (Hungary and Poland).

Lectures presented at the *International Conference on Active Labor Programs: Design and Impact* the World Bank and the Turkish Employment Organization sponsors, Antalya, Turkey, June 9-10, 1998

Evaluation design methodologies.

Performance Monitoring for Active Labor Programs, Poland.

Performance Monitoring for Active Labor Programs, Hungary.

Evaluation using Quasi-experimental Design in Hungary and Poland.

Lectures presented in module entitled *Active Labor Programs, Do They Have an Impact?* at the World Bank Human Development Week conference, Alexandria, VA, March 5, 1998

Employment Policy for Transition in Hungary and Poland.

Labour Markets, Unemployment and Co-ops, a Conference sponsored by the European Commission PHARE ACE Program, Budapest, Hungary, October 27, 1996

Performance Management of Employment Programs in Hungary and Poland.

Seventeenth Annual APPAM Research Conference, Washington, D.C., November 3, 1995

Design of Social Experiments.

Speech to the Hungarian delegation at the Upjohn Institute, June 14, 1995 (with Robert Spiegelman)

Report on a Survey of Unemployment and Active Labour Market Programmes in Hungary.

Seminar on Labour Market Programmes, Ministry of Labour, Budapest, October 18, 1993 (with Martin Godfrey and Gyorgy Lazar)

Innovation in Planning Hungarian Labor Market Programs.

Western Economic Association International, Lake Tahoe, Nevada, June 24, 1993

RESEARCH CONFERENCES (Organized and Hosted)

“Job Training and Labor Exchange Services in the United States.”

Jointly sponsored by the W.E. Upjohn Institute for Employment Research and the U.S. Department of Labor, September 19-21, 2002, Augusta, Michigan.

“Targeting Employment Services.”

Jointly sponsored by the W.E. Upjohn Institute for Employment Research and the U.S. Department of Labor, April 30-May 1, 1999, Kalamazoo, Michigan.

“Unemployment Insurance in the United States: Analysis of Policy Issues” on the occasion of the fiftieth anniversary of the Upjohn Institute.

Jointly sponsored by the W.E. Upjohn Institute for Employment Research and the U.S. Department of Labor, June 15-17, 1995, Kalamazoo, Michigan.

STUDY TOURS (Organized and Hosted)

- May, 2005 Six employment policy experts from the Republic of Serbia to Hungary. For the Serbians to learn about the implementation and operation of the Hungarian system for performance indicator which has operated continuously since 1994 and is now harmonized with European Union standards. This tour was organized in cooperation with the Hungarian National Employment Office (NEO) and paid for directly by the World Bank loan to the Serbian employment fund.
- April, 1996 Five employment policy experts from Hungary to Washington, D.C. and Michigan. This tour is summarized in “Learning About Employment Policy in North America: Study Tours by Hungarian Experts,” a report to the Hungarian Minister of Labor, Kalamazoo, Michigan: W.E. Upjohn Institute for Employment Research. This tour was provided under a grant from the Bureau of International Labor Affairs, U.S. Department of Labor, to “Develop Methods for Cost Effective Use of Employment Programs in Hungary.”
- June, 1995 Three employment policy experts from Hungary visited (among other places): the Ministry of Human Resources Development and Statistics Canada, Ottawa, Canada; the W.E. Upjohn Institute, Kalamazoo, Michigan; and the Bureau of Labor Statistics, Chicago, IL. This tour was provided under a grant from the Bureau of International Labor Affairs, U.S. Department of Labor to “Develop Methods for Cost Effective Use of Employment Programs in Hungary.”

- November, 1994 Four employment policy experts from Poland visited (among other places): the W.E. Upjohn Institute for Employment Research, Kalamazoo, Michigan; Human Resources Development Canada, Ottawa, Canada; and the U.S. Department of Labor, Washington, D.C. Funding was provided by the Polish Ministry of Labor and Social Policy using money from a World Bank loan, under the contract to "Develop Guidelines for a Management Information System for Employment Programs."
- May, 1993 Four employment policy experts from Poland spent two months in Kalamazoo, Michigan, attending employment policy seminars at the W.E. Upjohn Institute for Employment Research and enrolled as graduate students at Western Michigan University studying Management Information Systems Architecture and English as a second language. Funding was provided by the Polish Ministry of Labor and Social Policy using money from a World Bank loan, under the contract to "Develop Guidelines for a Management Information System for Employment Programs."
- September 1992 Four employment policy experts from Hungary visited (among other places): the U.S. Department of Labor, the Bureau of Labor Statistics; the U.S. Department of Commerce, Washington, D.C.; and the Ministry of Employment and Immigration, Ottawa, Canada. This tour was provided under the grant from the Bureau of International Labor Affairs, U.S. Department of Labor, to "Develop Methods for Cost Effective Use of Employment Programs in Hungary."

COLLEGE COURSES TAUGHT

Labor Economics, Econometrics, Money and Banking, Intermediate Macroeconomics, Intermediate Microeconomic Theory, Survey of Economic Theory, Principles of Microeconomics, Principles of Macroeconomics, and Business Statistics I and II.

OCCASIONAL REFEREE

American Economic Review
American Economist
Applied Economics
European Economic Review
Industrial and Labor Relations Review
Journal of Human Resources

PROFESSIONAL AFFILIATIONS

American Economic Association
Association for Public Policy Management and Analysis
National Academy of Social Insurance [elected to membership in 1999]

SCHOLARSHIPS

- Fall 1973-Spring 1977 Massachusetts Board of Higher Education Undergraduate Scholarship
- Fall 1977-Spring 1984 University of Arizona Graduate Assistant tuition waiver
- Summer 1986 Massachusetts Institute of Technology Special Summer Program Scholarship [Courses attended: Discrete Choice Analysis: Theory and Applications; Instructors: Daniel McFadden, Moshe Ben-Akiva, and Steven Lerman.]

COMMUNITY SERVICE

May 1994-present 501 Alliance—Unemployment Service for Non-Profit Agencies, Michigan.
Member, Board of Directors,
Member of the executive committee and chair of the rate committee.

1994-1998 Industrial Relations Research Association, Southwestern Michigan Chapter.
Member, Executive Committee
President, 1997

March 1992-1998 Kalamazoo Governmental Employees Federal Credit Union.
Member, Board of Directors