



## QUALIFICATIONS SUMMARY

Elizabeth Copson has 15 years of experience in workforce development program evaluation with specific expertise in registered apprenticeship, career pathways, the workforce development system, and re-employment programs for Unemployment Insurance claimants. She has served in project management roles as the Project Director of the *Reemployment Services and Eligibility Assessments (RESEA) Program Evidence Building and Implementation Study* and the *Long-Term Evaluation of the American Apprenticeship Initiative (AAI) and Trade Adjustment Assistance Community College and Career Training (TAACCCT) Grants*, and as Deputy Project Director of the *AAI Evaluation*, all for DOL. Ms. Copson leads implementation studies using multiple modes and analytic strategies and contributes to synthesizing and disseminating research findings for research, policy, and practitioner audiences, most recently as the Implementation Study Lead for DOL's AAI and *Ready to Work Partnership Grant (RTW)* evaluations. She oversaw large multi-firm teams in all aspects of the studies, including instrument development, site selection, data collection, analysis, and reporting. She is also experienced in conducting impact studies, having led site recruitment, random assignment procedures development, and implementation studies for multiple multi-site impact evaluations.

| EDUCATION                                                                                              | RELEVANT SKILLS/EXPERTISE                                                                                                                                                                                                                                                                |
|--------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Master of City Planning, concentration in Community & Economic Development, University of Pennsylvania | <ul style="list-style-type: none"><li>• Project and task management</li><li>• Provide evaluation technical assistance</li><li>• Conduct implementation studies</li><li>• Develop and implement a range of data collection instruments, including surveys and discussion guides</li></ul> |
| Bachelor of Arts, Art History and Spanish Area Studies, Kenyon College                                 | <ul style="list-style-type: none"><li>• Qualitative interviewing</li><li>• Analysis of qualitative information</li><li>• Author evaluation reports and research syntheses in various formats that are accessible to diverse audiences</li></ul>                                          |

## RELEVANT PROFESSIONAL EXPERIENCE

**Senior Associate. Abt Global** (2010–Present). Rockville, MD

**Project Director, Sectoral Training Evidence-Building Project: Evaluation of FareStart** (2025–Present). Lead project team to conduct implementation and participant outcomes study of FareStart's culinary training programs based in King County, Washington. Manage Abt staff and budget, collaborate with FareStart leaders to design and implement study, oversee instrument development and participatory research component. Will lead site visit interviews, monitor study enrollment, and contribute to reporting and dissemination. Participate in Community of Practice organized by client, MDRC, for ultimate funder Ascendium Education Group.

**Project Director, Long-Term Evaluation of the American Apprenticeship Initiative (AAI) and Trade Adjustment Assistance Community College and Career Training (TAACCCT) Grants** (2024–Present). Lead project team in follow-on work to study long-term employment and earnings outcomes of over 5,000 participants in two DOL grants. Oversee all operational aspects of project and ensure work meets DOL's needs. Lead development of the Technical Working Groups and contribute to reporting and dissemination of findings for broad audiences.

**Implementation Study Task Lead, Sectoral Strategies and Employer Engagement Portfolio** (2023–2025). Lead overall design and coordination of implementation studies of two DOL



Employment & Training Administration (ETA)-funded sectoral training programs. In early stages of the project, oversee a large team of Abt and partner staff to review close to 60 grant applications, conduct grantee clarification calls, prepare the evaluation design report, develop data collection instruments, and prepare Office of Management & Budget (OMB) Paperwork Reduction Act (PRA) and Institutional Review Board packages.

***Evaluation Technical Assistance (TA) Liaison and Senior Team Member, Reemployment Services and Eligibility Assessments (RESEA) Evidence Building Portfolio Project (2023-Present).*** As an evaluation TA liaison to three states, deliver regular customized evaluation TA to assist Peer Learning Cohort states with designing and implementing RESEA component impact evaluations; and, conduct outreach calls to states to learn about their evaluation TA needs and preferred modes for receiving TA. As a senior evaluation team member, support recruitment of states and territories for the multi-state impact study to rigorously test RESEA components.

***Project Director, Evaluation to Advance Reemployment Services and Eligibility Assessments (RESEA) Program Evidence (2022–2023).*** Managed daily operations of the project: led calls with the Contracting Officer's Representative (COR) and other DOL staff, managed the budget, prepared monthly progress reports, and oversaw Abt and partner staff in execution of evaluation technical assistance (TA) to states and completion of deliverables. As an evaluation TA liaison to two states, delivered regular customized evaluation TA to assist states with designing and implementing RESEA evaluations. Co-authored evaluation TA products designed to be accessible to state staff audiences with limited evaluation experience.

***Deputy Project Director, American Apprenticeship Initiative Evaluation, U.S. Department of Labor Employment and Training Administration (2016–2022).*** For six years, oversaw daily operations and management of a large scale, multi-study national evaluation involving six subcontractors. In collaboration with the project director, met with and addressed the requests of the COR, seeing also to the interests of other DOL offices including the Chief Evaluation Office and Office of Apprenticeship. Evaluation included implementation and outcomes studies of 46 AAI grantees as well as a return on investment (ROI) study and demonstration on strategies to engage employers in offering registered apprenticeship. Served as task lead for the implementation study and employer engagement demonstration. In this capacity, contributed to study design, site selection, instrument development, staff and partner trainings, data collection, and analysis and reporting. Led site visits and telephone interviews with grantees, partners, and employers. Conducted analysis of qualitative and program administrative data, co-authored multiple reports, developed effective data visualizations to highlight findings, and co-presented findings to DOL staff and public audiences.

***Technical Assistance Liaison, The Paraprofessional Apprenticeship Technical Assistance (PATA) Program, U.S. Department of Health and Human Services Health Resources and Services Administration (HRSA) (2021–Present).*** Assist in delivery of technical assistance to PATA grantees to aid in development of registered apprenticeship programs in behavioral health occupations. Contribute to development of apprenticeship resources for grantees, including webinar presentations on the topics of employer return-on-investment of apprenticeship and mentoring and job readiness in apprenticeship.

***Task Lead for Implementation of Random Assignment and Implementation Study, and Report Author, H-1B Ready to Work Partnership Grant Evaluation, U.S. Department of Labor, Employment & Training Administration (2014–2022).*** Led the study team in implementing random assignment in four sites, including developing intake processes and procedures and development of a web-based system for data collection and random assignment. Served as study

team liaison for two grantees and provided ongoing technical assistance. Led the implementation study, including developing interview protocols, preparing the study team for multiple rounds of site visits, leading interviews with grantee staff/partners/employers. Co-authored reports.

***Site Liaison and Report Author, Pathways for Advancing Careers and Education (PACE) and Career Pathways Intermediate Outcomes (CPIO) Study, U.S. Department of Health and Human Services (DHHS), Administration of Children and Families (ACF), Office of Planning, Research & Evaluation (OPRE) (2010–2021).*** Served as liaison to two non-profit career pathways programs in Chicago and the Lower Rio Grande Valley of Texas involved in this experimental evaluation. Co-led multiple rounds of implementation study site visits. Co-authored reports.

***Site Liaison and Implementation Study Report Author, Green Jobs and Health Care Impact Evaluation, U.S. Department of Labor, Employment and Training Administration (2010–2015).*** Assisted in site selection for random assignment study. Contributed to design of site-specific random assignment procedures for two grantees; provided technical assistance to sites in implementing random assignment. Conducted implementation study interviews and observations. Co-authored implementation report deliverable to the client.

#### **ADDITIONAL RELEVANT WORK HISTORY**

**Adjunct Professor. American University School of Public Affairs Analytics and Management Institute (2019–2021).** Washington, D.C.

**Fellow. Abt Global Data Visualization Fellowship (2020).**

#### **RELEVANT PUBLICATIONS OR PRESENTATIONS**

Copson, E., M. Irwin, K. Martinson, H. Engle, V. Wheat, M. Cuellar, Z. Epstein. 2023. *Evidence Building at the U.S. Department of Labor: Lessons From Delivering Reemployment Services and Eligibility Assessment (RESEA) Evaluation Technical Assistance*. Prepared for the U.S. Department of Labor, Chief Evaluation Office. Abt Global.

Klorman, J.A., J.L. Herr, K. Martinson, and E. Copson. 2022. *Providing Employment Services to the Long-Term Unemployed: Insights on Program Impact from the Ready to Work Partnership Grant Evaluation*. Prepared for the U.S. Department of Labor, Employment and Training Administration. Rockville, MD: Abt Associates.

Trutko, J., E. Copson, J. Marotta, D. Kuehn, A. Trutko, and K. Gardiner. 2022. *Engaging Employers to Register Apprenticeship Programs: Outcomes from the American Apprenticeship Initiative Employer Engagement Demonstration*. Report prepared for the U.S. Department of Labor, Employment and Training Administration. Rockville, MD: Abt Associates.

Klorman, J.A., J.L. Herr, K. Martinson, and E. Copson. 2022. *The Ready to Work Partnership Grant Evaluation: Findings from the Interim Impact Study of Four Employment Services Programs for the Long-Term Unemployed*. Prepared for the U.S. Department of Labor. Rockville, MD: Abt Associates.

Gardiner, K., L. Paulen, E. Copson, B. Katz. 2022. *Challenges and Opportunities for Expanding Registered Apprenticeship with Workforce Innovation and Opportunity Act (WIOA) Title I: Findings from the American Apprenticeship Initiative Evaluation*. Brief prepared for the U.S. Department of Labor, Employment and Training Administration. Abt Associates, Rockville, MD; and Urban Institute, Washington, DC.

- Copson, E., et al. 2022. *Implementing Registered Apprenticeship Programs: Experiences of 10 American Apprenticeship Initiative Grantees*. Report prepared for the U.S. Department of Labor, Employment and Training Administration. Rockville, MD: Abt Associates.
- Fumia, D., T. Griffith, and E. Copson. 2022. *Achieving Apprenticeship Program and Apprentice Registration Targets: Grantee Outcomes from the American Apprenticeship Initiative*. Report prepared for the U.S. Department of Labor, Employment and Training Administration. Rockville, MD: Abt Associates; Alexandria, VA: MEF Associates.
- Gardiner, K., D. Kuehn, E. Copson, & A. Clarkwest. 2021. *Expanding Registered Apprenticeship in the United States: Description of American Apprenticeship Initiative Grantees and Their Programs*. Report prepared for the U.S. Department of Labor, Employment and Training Administration. Abt Associates, Rockville, MD; and Urban Institute, Washington, DC.
- Rolston, H., Copson, E., Buron, L., and Dastrup, S. 2021. *Valley Initiative for Development and Advancement (VIDA): Three-Year Impact Report*. OPRE Report 2021-96. Washington, DC: Office of Planning, Research, and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services.
- Copson, E., Martinson, K., Elkin, S., Sarfo, B., Kappil, T., Morrison, C., & Sierks, C. 2020. *Providing Employment Services to the Long-Term Unemployed: Implementation and Sustainability of the Programs in the Ready to Work Partnership Grant Evaluation*. Rockville, MD: Abt Associates.
- Martinson, K., Copson, E., Gardiner, K. and Kitrosser, D. 2018. *Instituto del Progreso Latino, Carreras en Salud Program: Implementation and Early Impact Report*. OPRE Report # 2018-06, Washington, DC: Office of Planning, Research, and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services.
- Copson, E., Martinson, K., Benson, V., DiDomenico, M., Williams, J. 2016. *The Green Jobs and Health Care Impact Evaluation: Findings from the Implementation Study of Four Training Programs for Unemployed and Disadvantaged Workers*. Washington, DC: Employment and Training Administration, U.S. Department of Labor.