



QUALIFICATIONS SUMMARY

Dr. Heinrich Hock is an economist with 20 years of experience conducting research on labor, education, disability, and social insurance. His work focuses on producing results to help policymakers and program staff understand the outcomes of the populations they serve and use research-based options for improving outcomes. Dr. Hock has led work on over a dozen labor-related projects for the U.S. Department of Labor (DOL) and other funders to assess the outcomes of groups such as dislocated workers, youth and adult jobseekers with disabilities, and veterans, among other groups. Dr. Hock has also played a key role in U.S. Department of Education (ED) studies to identify solutions for improving learning and post-school outcomes among special education and adult education participants, as well as Social Security Administration (SSA) studies of disability programs. Across this work, he has met funders' needs by developing rigorous and feasible research designs, executing tailored and targeted data analysis plans, and producing and disseminating findings with actionable information.

EDUCATION	RELEVANT SKILLS/EXPERTISE
PhD, Economics; Brown University 2005	• Topics: Education and career readiness; job training and workforce programs; earnings and employment. • Methods & Data: Descriptive and quasi-experimental designs; survey development, sampling, and outreach; large-scale administrative data collection, cleaning, and analysis; value-added measurement. • Leadership: Project and task direction; performance oversight; team supervision; quality assurance.
AM, Economics; Brown University 2000	
AB, Economics, University of Illinois at Urbana-Champaign, <i>magna cum laude</i> , 1998	

RELEVANT PROFESSIONAL EXPERIENCE

Principal Associate/Economist. Abt Global (2024–Present). Rockville, MD.

Co-Principal Investigator, Reemployment Services and Eligibility Assessment (RESEA) Evidence Building Portfolio, DOL, Chief Evaluation Office (CEO) (2024–Present). Serve as intellectual and technical lead for a project to help state workforce agencies use and generate evidence on RESEA strategies to help Unemployment Insurance (UI) claimants regain employment. Oversee studies that build evidence on the effectiveness of RESEA components and service strategies, understand RESEA costs, and plan UI administrative budgets.

Co-Principal Investigator, Fiscal Year 2024 (FY24) Disability Innovation Fund (DIF) Program Evidence Building Support, ED, Rehabilitation Services Administration (RSA) (2024–Present). Provide intellectual oversight for project to build evidence on innovative or enhanced strategies used by 27 DIF-funded projects with the aim of increasing competitive integrated employment for people with disabilities.

Co-Lead for Development and Updates to Evidence Synthesis Products, Pathways to Work Evidence Clearinghouse, U.S. Department of Health and Human Services (HHS), Administration for Children and Families (ACF) (2025–Present). Co-lead development of text- and web-based dissemination products that synthesize evidence from studies of programs that aim to improve the employment-related outcomes of people with low incomes. Co-lead updates to existing evidence synthesis products to make them more user-friendly and actionable for broad audiences that include practitioners, program staff, funders, and researchers.



Project Quality Reviewer, Replication of Recovery and Reunification Interventions for Families–Impact Study (R3–Impact), HHS, ACF (2025–Present). Provide technical guidance for quasi-experimental, multi-state impact analysis to test a promising coaching program for families engaged in the child welfare system due to parental substance use disorders.

Project Quality Reviewer, Rise Up! Guaranteed Income Pilot, City of Alameda (2025–Present). Provide technical guidance for evaluation to test whether and how guaranteed income reduced economic instability among residents of Alameda, CA, with low initial incomes.

Project Quality Reviewer (2025–Present), Impact Study Design Lead (2024), Employment Transition Models (ETM) Evaluation, DOL, CEO (2024–Present). Contributed to design of analyses to describe participant outcomes for four states’ ETM programs and co-led evaluation feasibility assessment. Funded by DOL, ETM programs aim to young adults with disabilities attain employment and further education after high school by leveraging services across multiple workforce systems and providing new services to address barriers to success.

Principal Research Associate. Westat (2023–2024). Rockville, MD.

- ***Technical Advisor (2024), Chafee Strengthening Outcomes for Transition to Adulthood, HHS, ACF.*** Provided guidance on evaluation methods for testing promising services to help youth transitioning out of foster care achieve self-sufficiency as adults, building evidence to meet the requirements of the Foster Care Independence Act of 1999.
- ***Analysis Lead (2023–2024), Study of the Impact of English Learner (EL) Classification and Reclassification Policies, ED, Institute of Education Sciences (IES).*** Led initial analyses to evaluate the impacts of ELs being reclassified as English proficient using regression, and how impacts vary with local policies and practices.
- ***Senior Researcher (2023–2024), Administrative Data Research and Analysis, DOL, CEO.*** Contributed to a report for DOL’s CEO and Office of Federal Contractor Compliance Programs focusing on the representation of women and people of color in construction.

Principal Economist – Labor, Education & Evaluation Methods (2020–2023) / Principal Economist (2019-2020). American Institutes for Research (AIR). Rockville, MD.

- ***Co-Deputy Project Director (2022–2023) / Design Co-Lead (2020–2022), Evaluation of Transition Supports for Youth with Disabilities, ED, IES.*** Co-led formative research on strategies to improve the adult outcomes of high school students with disabilities. Led initial design of new strategies to help youth optimize their use of available services from multiple systems led design an impact evaluation to test these strategies.
- ***Co-Investigator and Impact Analysis Lead (2021–2023), Teaching Skills That Matter (TSTM)-SkillBlox Research Team, ED, IES.*** Contributed to a mixed-methods assessment of initial implementation of the TSTM instructional framework, and led plans to test the impacts of a new digital tool to help teachers use this framework. ED’s Office of Career, Technical, and Adult Education promoted TSTM to help adult learners gain skills linked to personal and workplace success.
- ***Senior Advisor (2020-2023), Behavioral Interventions for Labor Programs II, DOL, CEO.*** Provided guidance for impact evaluation studies of two process-improvement interventions, one focused on reducing work-search errors in the UI system and another focused on improving youth engagement in workforce programs. This project applied behavioral insights to address priority workforce system challenges.

- **Senior Researcher (2019, 2021-2022), Workforce Development and Economic Mobility/Prosperity Working Group, AIR Opportunity Fund.** Contributed to AIR initiative to identify core components of effective investments that can benefit a broad range of workers. Led analysis of how COVID-19 may have amplified job losses already occurring due to automation, and summarized implications for reskilling policy.
- **Senior Researcher (2021), Employment and Training Administration (ETA) American Rescue Plan Act Program Management Support, DOL, ETA.** Synthesized critical issues and innovative practices identified by national UI experts and state workforce agency staff. ETA funded this project to identify activities to transform the workforce system.
- **Senior Researcher (2019-2020), National Evaluation of Career and Technical Education (CTE) Under the 2018 Reauthorization of the Carl D. Perkins Act, ED, IES.** Provided guidance on early survey design for an assessment of state and local CTE programming, which seeks to help millions of students per year build career skills through the K-12, postsecondary, and workforce systems.

Senior Economist (2014–2019) / Research Economist (2009–2014). Mathematica Policy Research. Washington, DC.

- **Principal Investigator and Impact Evaluation Lead (2019), Evaluating Job Corps for Youth Vocational Rehabilitation (VR) Customers, Arnold Ventures.** Led design of an RCT to test Job Corps referrals for youth with disabilities seeking VR employment services. Contributed to guidance for VR staff in one state on study intake and RCT procedures. Job Corps provides intensive vocational training and wraparound services in a residential setting. This pilot project ended prematurely due to COVID-19.
- **Evaluation Lead (2019) / Sampling and Recruitment Strategy Lead (2016–2019), Evaluation of the Promoting Opportunities Demonstration (POD), SSA, Office of Research, Demonstration, and Employment Support (ORDES).** Designed statistical sampling plan and led rapid-cycle experiments to identify effective recruitment approaches for this multi-state demonstration project. Oversaw plans to analyze POD participation, implementation, and impacts on work and income. Mandated by Congress, POD used surveys, administrative data, and qualitative interviews to evaluate simplified rules for how Social Security Disability Insurance (SSDI) payments are affected by earned income.
- **Principal Investigator (2016–2019), Assessing How VR Program Milestones Change in the Face of Program Funding Constraints, SSA, ORDES.** Led design and execution of an analysis of changes in employment service delivery patterns after a state VR agency began using a waitlist for customers with less-significant disabilities due to resource constraints, as required by federal law. This study used administrative VR program data from ED's RSA.
- **Lead for Outcomes and Impact Analyses (2015–2019) / Subcontract Director (2016–2019), Evaluation of the Disability Employment Initiative, DOL, Office of Disability Employment Policy (ODEP).** Led quantitative evaluation of grants that DOL awarded 18 states to improve training and employment outcomes of people with disabilities by implementing new service strategies at American Job Centers. Oversaw preparation and analysis of workforce participant data, wrote quantitative sections of final report, and contributed to conclusions based on the study's mixed-methods design.
- **Project Director (2017–2018) / Deputy Project Director for Impact Analysis (2013–2017) / Quantitative Evaluation Design Lead (2011–2016), Evaluation of the Self-Employment**

Training (SET) Demonstration, DOL, ETA. Contributed to formative research to inform the design of the SET program, which aimed to help dislocated workers pursue self-employment as a path to reemployment. Oversaw follow-up data collection, analysis, and reporting focusing on SET's employment and earnings impacts.

- ***Co-Investigator and Analysis Lead (2016–2017), Rehabilitation Research and Training Center on Individual-Level Characteristics Related to Employment Among Individuals with Disabilities, HHS, National Institute on Disability, Independent Living and Rehabilitation Research.*** Led analysis of transition-age youth with medical limitations who enrolled in an RCT evaluation of Job Corps during the 1990s. Estimated impacts for employment, earnings, disability benefit receipt, and other outcomes, and demonstrated substantial benefits of Job Corps participation for these youth.
- ***Quality Assurance Reviewer (2016–2017), Model Demonstrations for State VR Agencies Serving SSDI Beneficiaries, ED, RSA.*** Provided technical oversight for final reports from a study of new practices for delivering employment services that two states implemented to improve SSDI beneficiaries' work outcomes.
- ***Technical Advisor (2013–2016) / Quantitative Analysis Lead (2012–2013), Evaluation of the Army Unemployment Compensation for Ex-Servicemembers (UCX) Claimants Initiative, DOL, CEO.*** Designed approach to assess the training and work outcomes of recently separated veterans in a state that received DOL funding to improve workforce service delivery for UCX claimants. Provided technical advice to staff at Mathematica and the United States Military Academy on merging and analyzing data from military personnel records, state UI records, and workforce program participant records.
- ***Project Director (2014–2015) / Deputy Project Director (2013–2014) / Quantitative Research Lead (2010–2015), Evaluation of the Unemployment Compensation Provisions of the American Recovery and Reinvestment Act of 2009 (ARRA), DOL, CEO.*** Led research team studying the characteristics and economic wellbeing of UI claimants eligible for extended and emergency benefits during the Great Recession, or other ARRA unemployment supports. Co-led collection of data—which included administrative UI records from 17 states and survey responses from more than 2,100 UI recipients in 12 states. Oversaw analysis, led writing of the final report, and briefed DOL staff on the findings.
- ***Technical Advisor (2014–2015), Veterans Supplemental Study, WIA Gold-Standard Evaluation, DOL, ETA.*** Advised on methods for studying service receipt and work outcomes for veterans enrolled in workforce programs in two states. This descriptive study was part of a national evaluation of the WIA Adult and Dislocated Worker programs.
- ***Analysis Lead (2012), Administrative and Survey Data Research and Analysis, DOL, CEO and Women's Bureau.*** Led statistical analyses of gender differences in the WIA Adult and Dislocated Worker programs using administrative WIA participant data and data from the American Community Survey. Presented results to DOL staff, co-developed brief and a recorded presentation to disseminate findings, and produced a public-use analysis data set.

RELEVANT PUBLICATIONS OR PRESENTATIONS

Journal Articles

- Hock, H., Lee Luca, D., Kautz, T., & Stapleton, D. (2023). Improving the outcomes of youth with medical limitations: Evidence from the National Job Corps Study. *Journal of Economics & Management Strategy*, 32(3), 636–656.
- Hock, H., Jones, J. T., Levere, M., & Wittenburg, D. (2021). Using behavioral outreach to counteract administrative burden and encourage take-up of simplified disability payment rules. *Journal of Behavioral Public Administration*, 4(1), 1–11. Online only (DOI: 10.30636/jbpa.41.198).
- Mann, D. R., & Hock, H. (2020). How do early process milestones vary before a state vocational rehabilitation agency expands waitlist categories under order of selection? Evidence from Florida. *Journal of Vocational Rehabilitation*, 53(1), 55–65.
- Nicholson, W., Needels, K., & Hock, H. (2014). Unemployment compensation during the Great Recession: Theory and evidence. *National Tax Journal*, 67(1), 187–218.

Book Chapters

- Tang, Y, Cook, T. D., Kisbu-Sakarya, Y., Hock, H., & Chiang, H. (2017). The comparative regression discontinuity (RD) design: An overview and demonstration of its performance relative to basic RD and the randomized experiment. In M. D. Cattaneo and J. C. Escanciano (Eds.), *Regression Discontinuity Designs: Theory and Applications (Advances in Econometrics 38)*. Bingley, UK: Emerald Group Publishing Limited.

Project Reports

- Cody, S., Munkacsy, K., Perez-Zetune, V., Hock, H., Wakar, B., Welch, R., & Michaels, M. (2024). *Building an equitable construction workforce: Understanding and increasing the proportion of women and people of color in construction*. Submitted to DOL, CEO. Arlington, VA: Westat Insight.
- Hock, H., Wittenburg, D., Levere, M., Denny-Brown, N., & Gordon, H. (2020). *Promoting Opportunity Demonstration: Recruitment and random assignment analysis report*. Submitted to SSA, ORDES. Washington, DC: Mathematica.
- Klayman, D., Di Biase, C., Searson, A., & Hock, H. (2019). *Disability Employment Initiative impact evaluation: Round 1 through Round 4 grantees*. Submitted to DOL, ODEP. Gaithersburg, MD: Social Dynamics.
- Hock, H., Anderson, M. A., & Santillano, R. (2018). *Supporting self-employment as a reemployment strategy: Impacts of a pilot program for dislocated workers after 18 months*. Submitted to DOL, ETA. Washington, DC: Mathematica.
- Needels, K., Nicholson, W., Lee, J., & Hock, H. (2016). *Exhaustees of extended unemployment benefits programs: Coping with the aftermath of the Great Recession*. Submitted to DOL, ETA. Princeton, NJ: Mathematica.
- Hock, H., Nicholson, W., Needels, K., Lee, J., & Anand, P. (2016). *Additional unemployment compensation benefits during the Great Recession: Recipients and their post-claim outcomes*. Submitted to DOL, CEO. Washington, DC: Mathematica.

Maxwell, N., Hock, H., Verbitsky-Savitz, N., & Reed, D. (2012). *How are women served by the WIA Adult and Dislocated Worker programs? Findings from administrative data*. Submitted to DOL, CEO. Oakland, CA: Mathematica.

Issue Briefs

Hock, H., Kitmitto, S., & Perez-Johnson, I. (2021). *Automation risk and COVID-19 job losses: Implications for economic recovery and reskilling policy*. AIR Opportunity Fund.
<https://www.air.org/sites/default/files/Automation-Risk-COVID-19-Job-Losses-Data-WDEMP-April-2021.pdf>

Hock, H., Levere, M., Fortson, K., & Wittenburg, D. (2019). *Lessons from pilot tests of recruitment for the Promoting Opportunity Demonstration*. SSA, ORDES.
<https://www.ssa.gov/disabilityresearch/documents/pod/POD%20Special%20Topic%201%20Recruitment%20Pilot.pdf>

Hock, H., & Anderson, M. A. (2018). *Supporting self-employment as a reemployment strategy: Impacts of a pilot program for dislocated workers after 18 months*. DOL, ETA.
https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/SET_Pilot_Program_Brief-18M_Impacts.pdf

Maxwell, N., & Hock, H. (2013). *The Workforce Investment Act Adult Program: How women fare* (Issue brief). DOL, Women's Bureau and CEO.
https://www.dol.gov/sites/dolgov/files/OASP/legacy/files/ISSUE_BRIEF_women_served_via_adult_dislocated_worker_programs.pdf

Selected Presentations

Hock, H. (2019, November). *Effectiveness of personalized entrepreneurship training and financial capital for dislocated workers: Findings from the Self-Employment Training Demonstration*. Paper presented at the APPAM Fall Research Conference, Denver, CO.

Hock, H. (2018, November). *Improving the outcomes of youth with medical limitations through comprehensive training and employment services: Evidence from the National Job Corps Study*. Paper presented at the APPAM Fall Research Conference, Washington, DC.

Needels, K., & Hock, H. (2016, June). *Exhaustees of extended unemployment benefits programs: Coping with the aftermath of the Great Recession*. In-person briefing for DOL staff, Washington, DC.

Klayman, D., Hock, H., & Cho, S.-W. (2016, June). *Interim Disability Employment Initiative (DEI) evaluation results: Quantitative assessment*. Telephone briefing for DEI strategic planning meeting convened by DOL, Washington, DC.

Hock, H., & Mastri, A. (2016, February). *Evaluation of the unemployment compensation provisions of ARRA: Main findings from two study reports*. In-person briefing for DOL staff, Washington, DC.

Maxwell, N., Verbitsky-Savitz, N., & Hock, H. (2012, November). *How are women served by the WIA Adult and Dislocated Worker programs? Findings from administrative data*. In-person briefing for DOL staff, Washington, DC.