

**QUALIFICATIONS SUMMARY**

Zachary Epstein brings 13 years of experience as a public policy analyst and leader of evaluations of labor market interventions that serve Unemployment Insurance claimants and other jobseekers. He has over a decade of experience implementing rigorous experimental evaluation procedures in partnership with state workforce and UI programs. He brings deep knowledge of RESEA policy, history, and evidence standards. He currently serves as the Project Director of state-level evaluations of RESEA programs in Massachusetts and Delaware, managing all aspects of both projects. As their evaluator, Mr. Epstein also provides ongoing technical assistance to the staff in each state tasked with meeting RESEA evidence standards. He has collected qualitative data from UI and RESEA staff and UI claimants during site visits to over a dozen American Job Centers. For USDOL's completed project to build evidence on RESEA programs, Mr. Epstein was primary author on DOL's syntheses of RESEA-related evidence, and he led the collection of four rounds of longitudinal survey data on program implementation.

EDUCATION	RELEVANT SKILLS/EXPERTISE
Master of Public Policy, Georgetown University, 2013	• Expertise in RESEA, reemployment services, and other workforce programs
Bachelor of Arts, Rice University, 2007	• Expertise in implementing evaluation procedures in the Unemployment Insurance program context • Manages teams to deliver on client needs • Qualitative research design and analysis • Leads implementation of experimental evaluations • Leads evidence reviews and environmental scans • Leads process and implementation analyses • Excellent writing and communication for dissemination

RELEVANT PROFESSIONAL EXPERIENCE

Senior Associate. Abt Associates (2013–Present). Houston, TX

Study Director, Multi-State Evaluation of Reemployment Services and Eligibility Assessment (RESEA) Program, US Department of Labor (2024–Present). Leads all aspects of a randomized controlled trial evaluation of RESEA program components in 4-6 states. Manages and provides guidance to task leads on recruitment of states, design of interventions under evaluation, data collection, implementation analysis, and impact reporting.

Project Director, Massachusetts Evaluation of Reemployment Services and Eligibility Assessment (RESEA) Program, Executive Office of Labor and Workforce Development (2021–Present). Leads statewide evaluation of Massachusetts's RESEA program. Manages all aspects of project operations, including impact and implementation evaluation design, data collection, and monitoring. Leads implementation analysis of the state's program.

Project Director, Delaware Evaluation of Reemployment Services and Eligibility Assessment (RESEA) Program, Delaware Department of Labor (2021–Present). Leads statewide evaluation of Delaware's RESEA program. Manages all aspects of project operations, including evaluation design, data collection, and monitoring.

Project Director, Local Decision-Maker Monitoring, Learning, and Evaluation Support, Bill and Melinda Gates Foundation (2023–2024). Leads the collection of survey and qualitative data in support of a mixed methods analysis of the use of evidence and research on the part of local government leadership to support their policymaking and programming related to economic mobility. Lead the development of a survey instrument and interview protocol, conducted interviews with local government officials (e.g., mayors and city legislators), and currently leads analysis of findings and reporting of results.

Deputy Project Director, Evaluation to Advance Reemployment Services and Eligibility Assessments (RESEA) Program Evidence, US Department of Labor (2018–2023). Leads nationwide longitudinal survey of RESEA program implementation in 2020 and 2021. Reviewed and summarized the extant evidence of effectiveness of RESEA programs and components. Supported development of options for standards against which program components or interventions could be assessed for evidence of effectiveness. Advised DOL on merits and limitations of options for evidence-based standards. Authored two technical assistance briefs on avoiding common pitfalls in impact analysis.

Implementation Study Task Lead, Evaluation of 2019-2022 Summer EBT Program (2019–2023). Supports Project Director with project-wide management of staff and tasks. Leads qualitative data collection and site management for one Summer EBT program, a grant-funded program to deliver food benefits to low income families with children during the summer months, when free and reduced-price school meal benefits are unavailable. Collected and reviewed data on grantees' administrative costs.

Task Lead, National and Tribal Evaluation of the 2nd Generation of the Health Profession Opportunity Grants (2020–2021). Conducted a review of literature on the COVID-19 pandemic's effects on the healthcare workforce. Interviewed subject matter experts, searched for academic and grey literature, and analyzed publicly available labor market data on unemployment, compensation, and job openings published by the Bureau of Labor Statistics and private data collection firms. Wrote a synthesis of findings and recommendations for future research.

Deputy Project Director, Study of Stay at Work/Return to Work (SAW/RTW) Models and Strategies (2017–2020). Assisted Project Director with all facets of project management, including client communications, task planning, and budgeting. Lead a synthesis of existing SAW/RTW programs, definitions, and efforts. Managed project dissemination, including the design and development of an interactive dashboard—since published to DOL's website—to communicate findings from analyses of service receipt following job loss for a medical reason.

Project Director, Technical Expert Panels for DI Demonstrations, Social Security Administration (2018–2019). Recruited a diverse group of candidates that collectively contributed experience in disability policy, evaluation design, research ethics, demonstration implementation, and employment and rehabilitation services. Convened three expert panels to advise the Social Security Administration on directions for future research and demonstrations. Co-authored report on design of a demonstration to refer medically-improved SSDI beneficiaries to vocational rehabilitation services, following termination of benefit entitlement.

Qualitative Analysis Lead, Child Nutrition Administrative Review & Training (ART) Grants (2019-2020). Lead a team of qualitative data analysts through the coding of over sixty semi-structured interview transcripts. Generated summary tables with coding results for inclusion in final report on implementation of grants funded by the Food and Nutrition Service. Prepared restricted-use data file with results from coding effort.



Deputy Project Director, OFCCP Community Based Organization Outreach Evaluation (2015–2017). Lead the analysis and reporting of a survey of OFCCP’s network of community-based organizations and other stakeholders to establish a baseline level of awareness and engagement with the agency. Co-lead the development, implementation, and analysis of a marketing demonstration intended to deepen OFCCP’s relationships with those stakeholders. Tested behaviorally-informed communications strategies for their impact on readership outcomes measured through Google Analytics and GovDelivery email results.

Deputy Project Director, Exploration of Technology-Based Learning (TBL) in the Workforce System (2013–2018). Co-authored a literature review of the use of TBL for adult education and training, with an emphasis on disabled veterans. Lead the development of qualitative data collection instruments and a survey of the network of Job Corps centers. Reported on the Job Corps program’s capacity for implementation of new TBL resources and strategies to support remedial education.

Site Liaison, Impact Evaluation of the Reemployment and Eligibility Assessment (REA Program (2013–2020). Participated in the recruitment of states for the evaluation, including assessments of the feasibility of conducting an evaluation and the design of new treatments. Monitored implementation and ensured fidelity to the evaluation design over a 13-month enrollment period in two states. Co-authored process and implementation report on REA programs.

ADDITIONAL RELEVANT WORK HISTORY

Assistant Analyst, Congressional Budget Office (2007–2010). Washington, DC

- Estimated effects of federal legislation on federal budget revenue and costs. Forecasted annual receipts of customs duties and miscellaneous receipts. Executed independent research on long-term effects of free-trade agreements on federal tax revenues.

RELEVANT PUBLICATIONS OR PRESENTATIONS

Epstein, Z. & Klerman, J.A. (2023). *Tip Sheet #2: Adjust for Varying Randomization Fractions During Analysis*. RESEA Evaluation Technical Assistance Analysis Tip Sheet Series. Prepared for the U.S. Department of Labor, Chief Evaluation Office. Abt Associates.

Epstein, Z., Acheson-Field, H., & Klerman, J.A. (2023). *Tip Sheet #1: Estimating Impacts When Participants’ Random Assignment Status Does Not Match the Services They Received*. RESEA Evaluation Technical Assistance Analysis Tip Sheet Series. Prepared for the U.S. Department of Labor, Chief Evaluation Office. Abt Associates.

Epstein, Z., Hawthorne, A., and Copson, E. (2023). *Tracking Changes in Program Implementation: Findings from Multiple Rounds of the Reemployment Services and Eligibility Assessment (RESEA) Implementation Survey*. Prepared for the U.S. Department of Labor. Cambridge, MA: Abt Associates.

Epstein, Z., Clarkwest, A. & Klerman, J. (2022). *RESEA State of the Evidence Briefs*. Prepared for the U.S. Department of Labor. Cambridge, MA: Abt Associates Inc.

Epstein, Z and Sarna, M. (2021). *The Healthcare Workforce During COVID-19: Results from an Environmental Scan*. OPRE. Washington, DC: Office of Planning, Research, and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services.



- Epstein, Z., Wood, M., Grosz, M., and Nichols, A. (2020). *Synthesis of Stay-at-Work/Return-to-Work (SAW/RTW) Programs, Models, Efforts, and Definitions*. Prepared for the U.S. Department of Labor. Cambridge, MA: Abt Associates Inc.
- Epstein, Z., Cropper, P., Glosser, A., Robinson, D., Rosenthal, L., Webster, R., & Benson, V. (2020). *The Use of Technology-Based Learning for Basic Skills in Job Corps*. Prepared for the U.S. Department of Labor. Cambridge, MA: Abt Associates Inc.
- Gan, K., Schneider, G. Epstein, Z., & Silverman, A. (2020). *Technology-Based Learning (TBL) in Workforce Development and Education: A Review of the Research Literature*. Prepared for the U.S. Department of Labor. Cambridge, MA: Abt Associates Inc.
- Klerman, J. A., Saunders, C., Dastrup, E., Epstein, Z., Walton, D., & Adam, T., with Barnow, B. S. (2019). *Evaluation of impacts of the Reemployment and Eligibility Assessment (REA) Program: Final report*. Prepared for the U.S. Department of Labor. Cambridge, MA: Abt Associates.
- Gubits, D., Wood, M., Epstein, Z., Sierks, C., & Gibson, S. (2019). *Exits from Disability Demonstration Technical Experts Panel Meeting: Final Report*. Prepared for Social Security Administration. Rockville, MD: Abt Associates Inc.
- Epstein, Z., Schneider, G., Klein, C., Bloomberg, C., Meneses, M., Hashizume, M., & Rosenthal, L. (2017). *OFCCP Community-Based Outreach Evaluation: Communications and Outreach Demonstration Final Report*. Prepared for the U.S. Department of Labor. Cambridge, MA: Abt Associates Inc.
- Minzner, A., Klerman, J., Epstein, Z., Savidge-Wilkins, G., Benson, V., Saunders, C., Cristobal, C., & Mills, S. (2016). *REA Impact Study: Implementation Report*. Prepared for the U.S. Department of Labor. Cambridge, MA: Abt Associates Inc.