

## **PA Statewide Evidence of Effectiveness Definitions – Approved by PA WDB May 5, 2020:**

**Strong evidence:** meaning at least two evaluation reports have demonstrated that an intervention or strategy has been tested nationally, regionally, at the state- level, or with different populations or locations in the same local area using a well-designed and well-implemented experimental design evaluation (i.e., Randomized Controlled Trial (RCT)) or a quasi- experimental design evaluation (QED) with statistically matched comparison (i.e., counterfactual) and treatment groups. See [CLEAR.dol.gov](https://clear.dol.gov) for full definitions of strong or moderate study design. The overall pattern of evaluation findings must be consistently positive on one or more key workforce outcomes. The evaluations should be conducted by an independent entity external to the organization implementing the intervention.

**Moderate evidence:** meaning at least one evaluation report has demonstrated that an intervention or strategy has been tested using a well- designed and well- implemented experimental or quasi- experimental design showing evidence of effectiveness on one or more key workforce outcomes. The evaluations should be conducted by an independent entity external to the organization implementing the intervention.

**Preliminary evidence:** meaning at least one evaluation report has demonstrated that an intervention or strategy has been tested using a well- designed and well- implemented pre/post- assessment without a comparison group or a post- assessment comparison between intervention and comparison groups showing evidence of effectiveness on one or more key workforce outcomes. The evaluation may be conducted either internally or externally.

**Pre- preliminary evidence:** meaning there is program performance data for the intervention showing improvements for one or more key workforce outputs or outcomes.