



The Sectoral  
Employment  
Development  
Learning Project

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**SEDLP  
Research  
Report No. 1:  
Methodology  
and Findings  
from the  
Baseline Survey  
of Participants**

The Aspen Institute

November 2000

A 15-page publication featuring highlights from this research  
is available by contacting the Aspen Institute and requesting:  
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Printed in the United States of America

ISBN: 0-89843-301-0

# **Methodology and Findings from the Baseline Survey of Participants**

**SEDLP Research Series  
Report No. 1**

**November 2000**

**Lily Zandniapour**

**The Aspen Institute  
Washington, D.C.**

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## Acknowledgments

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The Sectoral Employment Development Learning Project is made possible through the support of the Ford, Charles Stewart Mott and Annie E. Casey foundations. The author extends special thanks to Jack Litzenberg of the Charles Stewart Mott Foundation, John Colborn of the Ford Foundation and Susan Gewirtz of the Annie E. Casey Foundation for their support and active participation in this important project.

The author also wishes to recognize the sectoral training program leaders who have participated in the SEDLP study: Steven Dawson of the Paraprofessional Healthcare Institute, Linda Dworak of the Garment Industry Development Corporation, Mary Pena and the late Jim Lund of Project QUEST, Maurice Lim Miller and Zelda Saeli of Asian Neighborhood Design, Michael Buccitelli and Anita Jenke Flores of the Jane Addams Resource Corporation, and Eleanor Josaitis and Joanna Woods of Focus:HOPE. The commitment and openness on the part of these individuals to learning about what does and does not work in sectoral employment training has been remarkable and their contribution to this field enormous.

I would like to thank other members of the survey research team of the Economic Opportunities Program of the Aspen Institute whose work has been instrumental for this project's success. It is the contributions, professionalism, attention to detail and quality work of Amy Kays, Enrique Soto, Suong Chu, Judy Maher, Jackie Orwick and Kathy Ade on this team that have made this report possible. I am also grateful to Ida Rademacher, who wrote the case stories for this report.

The author wishes to thank Maureen Conway and Amy Kays for their thoughtful comments on earlier drafts of this report. Judy Maher kindly edited the different drafts of this report. Her patience and skills in reviewing this manuscript are greatly appreciated. Sinin Young graciously helped in formatting this document. Finally, I would like to thank Peggy Clark, the executive director of the Economic Opportunities Program of the Aspen Institute, for her guidance.

## Forward

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This document is intended as a reference or resource for those who are interested to learn more about the Sectoral Employment Development Learning Project. It is also a research source, which accounts for its in-depth presentation of data. The report discusses the project's overall purpose, the key learning research questions it addresses and its different components. More specifically, it focuses on the survey component of this study and the methodology used in this longitudinal survey.

The six leading sectoral employment training programs that participated in this study requested that we present detailed findings from the baseline survey of the clients. We are happy to present this document for their use and benefit.

## EXECUTIVE SUMMARY

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**S**ectoral employment training programs address one important challenge America faces, which is how to provide disadvantaged people with good jobs that pay living wages and offer opportunities for advancement. These programs use innovative approaches to employment training by offering skills training courses in a specifically targeted occupation or a set of occupations in an industry. They also intervene by becoming valued actors in the industry that employs that occupation. They seek to create systemic change within that occupation's labor market in a variety of ways such as linking firms to new markets, providing technical assistance to firms, establishing skills standards for the industry, running model businesses and using their industry contacts to create employment opportunities and job ladders for low-income individuals.

A number of sectoral programs have received nationwide recognition as pioneering programs and have sparked interest in the concept of sectoral employment and training initiatives. But little is known about the key characteristics and operational features of these programs or the effectiveness of their strategies over time.

### **Sectoral Employment Development Learning Project**

The Sectoral Employment Development Learning Project (SEDLP) is a participatory learning assessment launched in April 1997 that is expected to be completed in December 2001. With funding from the Ford, Charles Stewart Mott and Annie E. Casey foundations, the project's goal is to document and assess the practice and outcomes of six leading sectoral programs that operate in urban areas across the United States. These programs are:

#### **SEDLP Program Participants**

- **Asian Neighborhood Design**, *San Francisco, Calif.*
- **Paraprofessional Healthcare Institute**, *Bronx, N.Y.*
- **Garment Industry Development Corporation**, *New York, N.Y.*
- **Focus:HOPE**, *Detroit, Mich.*
- **Jane Addams Resource Corporation**, *Chicago, Ill.*
- **Project QUEST**, *San Antonio, Texas*

It has three components—a monitoring profile, a participant study and sectoral studies. The participant study is a longitudinal survey of 732 participants from these training programs.<sup>1</sup> This research report presents findings from the baseline survey of this longitudinal study. It paints a portrait of the participants of sectoral programs at the

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<sup>1</sup> The participant survey has a reflexive control design, and an exhaustive sample selection approach was used to draw the sample for this study. Data was collected from February 18, 1998 through March 8, 1999 via in-depth telephone interviews. The response rate was 81.42 percent.

start or early part of the training and provides insights into the kinds of barriers and challenges that these marginalized populations face in gaining access to the mainstream economy and achieving self-sufficiency. More specifically, the purpose of the survey is to answer the following questions:

- (b) Who are the participants of these programs?
- (c) What are their characteristics?
- (d) What has been their experience in the labor market?
- (e) What are the employment barriers of these participants?

The second and third waves of this survey, which take place 12 months and 24 months after the initial interview, will examine the longer-term impact of the training on the lives of these participants. Follow-up surveys will document the experience of participants with job placement, job retention, access to career ladders, income and job quality as a result of enrolling in these programs. The study results are expected to be useful for practitioners in designing their training programs and for policy makers who formulate our workforce development policy.

The baseline profiles respondents as a whole and on a program-by-program basis, which allows the reader to see similarities and distinctions among trainees across programs. Overall, the baseline survey suggests that sectoral program trainees are typically economically disadvantaged and face significant barriers to employment and economic self-sufficiency.

***Profile of Survey Participants:*** The majority of program participants are women (65 percent) and members of minority ethnic/racial groups (92 percent). Significant proportions of trainees are immigrants. Thirty-eight percent of the sample members are foreign-born. Even though many have resided in the United States for many years, they still have language barriers that limit their opportunities in the labor market. Language is a particularly important barrier for the 30 percent of trainees who were interviewed in their native language. Most clients are at prime working age and their average age is 34 years.

Limited education is another barrier that many respondents face. Twenty-eight percent lack a high school diploma or a General Education Degree (GED). On average, participants have completed 12 years of schooling. Sixty-two percent are single, 34 percent are single parents and 65 percent live with children. Participants, on average, live in households with 3.5 members and have 1.3 children.

***Training History:*** Although many respondents are not new to training, their past training experience has not translated into better and more stable jobs that pay a living wage and provide benefits and opportunities for advancement. Findings about the training history of respondents show that:

- One out of three survey participants (34 percent or 245 respondents) have been through a training program.
- 81 percent of the respondents with a history of training (198 respondents), reported that they completed their most recent training, which averaged 24 weeks.<sup>2</sup>
- Only 41 percent of those who had attended prior training courses (100 respondents) reported that their training led to a job and 55% (135 respondents) reported using that training on a job.
- Only 24 percent with a history of training (60 respondents) said they received assistance from their training program that helped them keep their jobs.

In response to an open-ended question about what participants disliked in their most recent job training program, many stated that the program promised them a job at the end of training but did not deliver. Respondents also mentioned lack of training in life skills and job-search skills; lack of personal counseling, internships, job-site visits, and financial and childcare assistance during training; and lack of certification and organization at the training facility.

Others said the training was not up-to-date or in tune with employers' needs or that it was in a field with no demand and that the program did not provide them with industry contacts or leads. Yet others did not find the training challenging enough, did not like the job they were being trained for or did not like the instructor. Some did not find the length of the training appropriate, the location of training was not convenient for them or thought the training was not in-depth.

***Work History:*** Almost all survey participants have worked in the past (96 percent).

**Many have long work histories, although their work experience has been interrupted and they have had long periods of unemployment.**

- On average, these participants have 12.3 years of work experience.
- 26 percent were unemployed the whole year prior to the survey and had zero earnings.
- 77 percent of respondents were unemployed for some time during the past year. On average these respondents were unemployed for 7.9 months.<sup>3</sup>
- More than half of the respondents (52 percent) were unemployed six months or longer in the past year.
- During the 12 months prior to the first interviews, 74 percent of all participants were employed for some period of time.<sup>4</sup> These participants, on

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<sup>2</sup> The median length of their most recent training was 12 weeks.

<sup>3</sup> Once we exclude incumbent workers (participants receiving training while employed) of JARC and GIDC, who make up 23 percent of the sample (169 participants), 89 percent of participants reported an unemployment spell during the 12 months before the wave 1 interviews. On average, these participants were out of work for 8.3 months during the year.

average, worked 35.5 hours per week and 28.9 weeks per year at their main job, so they were generally working full time and part of the year at their main jobs.<sup>5</sup>

Limited recent work experience is, therefore, another barrier many participants face. **Thirty-nine percent of all participants who were working during the past year had more than one job. Those working during the past year (539 respondents) held a total of 827 jobs. On average, these respondents held 1.5 jobs.** The work pattern of respondents who held more than one job during the past year shows that many respondents were job hopping throughout this period.

- Participants who held multiple jobs (67 percent) were moving from one job to another during the year. Fifty-six percent were only job-hopping. Eleven percent were job-hopping and job patching, and 33 percent were only job patching.<sup>6</sup>
- **In the past year 63 percent of the jobs held by participants were lost.** In 21 percent of the cases, jobs were lost because the participant was laid off or the plant was closed; in 18 percent, job separation occurred because the respondent returned to school; and in 16 percent, the job was temporary.

The baseline report documents the work history of participants up to three years before the baseline survey. The findings show these work patterns have been fairly consistent over time.

The survey also asked questions about the quality of the jobs respondents held in the past. In discussing their main jobs in 1995, respondents expressed dissatisfaction with wages (50 percent), benefits (52 percent) and opportunities for job advancement (55 percent).

***Earnings, Income and Other Household Financial Characteristics:*** Respondents who worked during the past 12 months reported low earnings. The average and median annual personal earnings of respondents were \$12,295 and \$8,580, respectively. Once incumbent workers are excluded from the sample, the average and median annual earnings

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<sup>4</sup> Sixty-seven percent of participants, excluding incumbent workers, were working in the past year.

<sup>5</sup> Excluding incumbent workers from the sample, the remaining participants who were employed in the past year were working 32.3 hours per week and 23.3 weeks per year at their main jobs.

<sup>6</sup> Job patching refers to holding more than one job at a time and patching together earnings from multiple sources to make ends meet.

of participants drop to \$7,895 and \$5,785, respectively.<sup>7</sup> On average, respondents earned \$8.64 per hour at their jobs. Their median personal earnings per hour was \$7.50.

There were significant variations in the earnings of participants in different programs and sometimes subgroups of participants in one program.<sup>8</sup> In addition, the findings about earnings suggest that participants with more than one job were roughly earning the same wage at their different jobs. On average, respondents earned \$318 per week at their main jobs, and their median weekly earnings were \$263. Obviously, respondents who reported no earnings in the past year relied on other sources of income to make ends meet. However, those who were working could not rely on their income from their jobs alone to meet their basic needs. Even when the earnings of their spouses were factored in, the combined earning power of these primary household members did not allow many of these participants to live above poverty. **A significant proportion of the participants in the sectoral programs are in the ranks of the working poor.**

Respondents reported personal income from sources other than jobs. These include government transfers as well as income from alimony, rent, unemployment insurance, Earned Income Tax Credit (EITC), Social Security and other sources.<sup>9</sup> Food stamps were the most widely used other source of personal income for participants.

- (f) 37 percent of participants were on food stamps, WIC (Women, Infants, Children) or other food supplement programs.
- (g) 21 percent were on Aid to Families with Dependent Children (AFDC) or Temporary Assistance for Needy Families (TANF). These respondents reported receiving AFDC or TANF for an average of 5.4 years over their lifetime.
- (h) 14 percent were receiving housing assistance.
- (i) 5 percent were receiving General Assistance.

Fifty-nine percent of survey participants reported all components of their household incomes. Others were either unable or unwilling to account for the amount of income their household was receiving from different sources in the past year. As a result of missing data, it is not possible to draw major conclusions about the participants' overall household financial characteristics. Those who did report all components of their household income reported an average of \$27, 586 in annual income. Their median

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<sup>7</sup> Including those with zero earnings (193 respondents were not working in the past year) makes the average and median annual personal earnings of respondents in the 12 months prior to the start of training drop to \$8,943 and \$4,742, respectively.

<sup>8</sup> Annual earnings of respondents ranged from \$4,735 for PHI respondents who were working in the past year to \$26,278 for JARC participants, the majority of whom are in the Incumbent Workers Training Program.

<sup>9</sup> It is interesting to note that only 10 percent of survey participants reported having received income from the Earned Income Tax Credit in the past year even though 74 percent of participants were working in that time period and many had low levels of earnings.

household income, however, was \$19,142, and there were significant differences in the income level of participants across programs. Among those who reported all components of their household income:

- 40 percent were living below the U.S. Census Bureau's poverty threshold.<sup>10</sup>
- 58 percent had incomes below 150 percent of the U.S. Census Bureau's poverty threshold.

Sixty-eight percent of respondents reported all components of their household assets and 85 percent reported all their liabilities. Data on assets and debts show that these respondents have low levels of assets and not much debt. Those who had higher levels of assets and debts were mainly homeowners (29 percent of participants), who reported the value of their houses and had mortgages on their homes.

- The average and median levels of assets of respondents (including the value of their homes) were \$23,706 and \$639, respectively.
- The average and median levels of liabilities of respondents (including the mortgage on their homes) were \$14,431 and \$459, respectively.
- Incumbent workers, on average, own \$66,999 in assets, whereas the average amount of assets that the rest of the trainees own is \$10,707.<sup>11</sup>

***Immediate Training Outcomes:*** Sectoral training programs aim to leverage opportunities in the labor market to move their disadvantaged clients out of poverty by increasing earnings and developing career pathways. The programs' immediate training outcomes show that participants are more likely to be employed and have access to benefits such as health insurance after training than at the time of the baseline interviews or prior to training. Other indicators, such as hourly wage and hours worked per week, also show some improvement immediately after training both overall and on a program-by-program basis. Section seven of this report details outcomes for each program separately. Some of the findings for the participants as a whole are described below.

Seventy-two percent of the respondents (525 participants) completed training according to the anticipated schedule.<sup>12</sup> The completion rate for incumbent workers was 89 percent, and for the rest of the trainees it was 67 percent.<sup>13</sup> Seventy-one percent of poor

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<sup>10</sup> The study uses U.S. Census Bureau's 1997 poverty thresholds for determining the poverty status of respondents who completed the wave 1 interview in 1998 and 1998 poverty thresholds for the poverty status of respondents who were interviewed in 1999.

<sup>11</sup> The median level of assets of incumbent workers is \$12,400 and the median level of assets of the rest of the trainees is only \$150.

<sup>12</sup> Data on training completion and job placement were collected from programs 60 to 90 days after the scheduled training end date.

<sup>13</sup> Among 169 incumbent workers in the sample, 150 individuals completed training and out of 563 non-incumbent workers in the sample, 375 respondents finished training as anticipated.

participants and 72 percent of the respondents whose annual incomes before the start of training were below 150 percent of the poverty line completed training as scheduled.<sup>14</sup>

***A Picture of the Respondents who Completed Training:*** A number of statistics can help describe the immediate post-training experience of students who completed training.

- 84 percent (440 respondents) were employed immediately after training.<sup>15</sup>
- 81 percent of respondents, excluding incumbent workers, were employed immediately after training.<sup>16</sup>
- Both among participants who were poor, and among those whose household incomes were below 150 percent of the poverty line during the year before the start of training, 84 percent (103 and 150 respondents, respectively) were employed within 90 days after the end of training.
- 68 percent of participants who were working after training ended (301 respondents), had new jobs.
- Among non-incumbent workers who were employed after training, 97 percent (295 respondents) had new jobs.<sup>17</sup>
- Among poor respondents who were employed immediately after training, 92 percent (95 respondents) had new jobs. Among those with incomes below 150 percent of the poverty line, 81 percent (122 respondents) were working at new jobs.
- 61 percent of employed participants (268 respondents) were placed in jobs with the assistance of the program.
- 87 percent of poor respondents who were employed at the end of training (90 respondents) and 77 percent of working respondents whose annual incomes before the start of training were below 150 percent of the poverty line (115 respondents), were placed in their jobs with the assistance of the program.
- 65 percent of the trainees who are employed (including those who had a job prior to the completion of training and those with new jobs) have access to health insurance through employment, compared to 50 percent who had access

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<sup>14</sup> Among 172 respondents who reported their annual household incomes during the year prior to the start of training and were living below the poverty threshold, 122 completed training according to the anticipated schedule. Out of 250 respondents whose incomes were below 150 percent of the poverty line in the year leading up to the start of training, 170 had completed training by the end of June 1999.

<sup>15</sup> Overall, 64 percent of trainees (including those who did not complete training) were employed immediately after training versus 40 percent who were employed at the time of the baseline interviews.

<sup>16</sup> Among 375 non-incumbent workers who completed training, 305 were working within 90 days after training ended. Among 150 incumbent workers who completed training, 135 (90 percent) were employed immediately after training.

<sup>17</sup> Among incumbent workers who were employed immediately after training ended 4 percent (6 respondents) were working at new jobs.

to medical insurance at their main jobs in the 12 months before the baseline interviews.

- 87 percent of poor respondents who were employed at the end of training and 81 percent of working respondents whose annual incomes before the start of training were below 150 percent of the poverty line have access to medical insurance through their jobs after training. Only 33 percent of poor respondents and 43 percent of respondents with incomes below 150 percent of the poverty line who were working during the 12 months prior to the start of training had access to health insurance through their main jobs.
- 84 percent of those employed at a new job after training have access to health insurance through employment versus 50 percent who had access to medical insurance at their main jobs in the 12 months before the baseline interviews.
- 86 percent of non-incumbent workers, 93 percent of respondents with incomes below the poverty threshold, and 92 percent of respondents with incomes below 150 percent of the poverty line who are working at a new job after training, have access to health insurance through employment.

It will be interesting to see how the participants in all the SEDLP programs fare over time in their respective industries. It will also be interesting to track over time the different subgroups of respondents such as incumbent workers, non-incumbent workers, and those who were either living below 100 percent or 150 percent of the poverty line in the year leading up to the start of training. The second and third waves of the SEDLP survey will provide the opportunity to examine the effects of training on the earnings and career paths of these sectoral trainees.

## I. Introduction

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One important challenge faced in America today is how to provide good jobs that pay living wages and offer opportunities for advancement for disadvantaged people living in urban areas. This challenge has become even more complicated with the advent of welfare reform and the increasing pressure on states to move people off welfare rolls and into work, while their time-limit clock for welfare is ticking. This often means that only very low-skilled jobs are an option for former welfare recipients who have multiple barriers to employment.

Despite the strength of the economy in the past few years, there are still many unemployed and underemployed workers who are struggling to make ends meet and are unable to secure decent paying and stable jobs to provide income for their families. The situation is especially grim for those with multiple barriers to employment such as the lack of education and basic skills, language barriers or no recent work experience. Many of these people either continue to experience unemployment or churn through job after job in the low-wage labor market—permanently remaining in the ranks of the working poor.

Sectoral employment development programs represent one approach that has emerged in response to this challenge. These programs use innovative approaches to employment training by offering training courses in a specifically targeted occupation or a set of occupations in an industry. They intervene by becoming valued actors in the industry that employs that occupation. They also seek to create systemic change within that occupation's labor market in a variety of ways that include linking firms to new markets, providing technical assistance to firms, establishing skills standards for the industry, running model businesses and using their contacts in the industry to create employment opportunities and job ladders for low-income individuals. The primary purpose of sectoral programs is to assist low-income people to obtain decent employment.<sup>18</sup>

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<sup>18</sup> For a more in-depth discussion of sectoral strategies, refer to the following documents published by the Economic Opportunities Program of The Aspen Institute: *Measure for Measure: Assessing Traditional and Sectoral Strategies for Workforce Development* by Maureen Conway and Ida Rademacher, July 2000; *Asian Neighborhood Design: A Case Study of a Sectoral Employment Development Approach* by Maureen Conway and Marshall Bear, June 2000; *The Garment Industry Development Corporation: A Case Study of a Sectoral Employment Development Approach* by Maureen Conway with Suzanne Loker, November 1999; *Jobs and the Urban Poor: Privately Initiated Sectoral Strategies* by Peggy Clark and Steven Dawson, November 1995. Two other sources include: *Labor Market Leverage: Sectoral Employment Field Report* by Mark Elliott and Elisabeth King, published by Public/Private Ventures in Winter 1999; and *Jobs and the Urban Poor: Publicly Initiated Sectoral Strategies* by Beth Siegel and Peter Kwass, produced by Mt. Auburn Associates, Inc., November 1995.

### **A Sectoral Initiative:**

- **Targets a particular occupation or set of occupations within an industry;**
- **Intervenes by becoming a valued actor in the industry that employs that occupation;**
- **Exists for the primary purpose of assisting low-income people to obtain decent employment; and**
- **Eventually creates systemic change within that occupation's labor market.**

Although a number of sectoral programs have received nationwide recognition as pioneering programs and have sparked interest in the concept of sectoral employment and training initiatives, to date, there is little known about the key characteristics and operational features of these programs or the effectiveness of their strategies over time.

The Sectoral Employment Development Learning Project (SEDLP) was designed to address this issue. With funding from the Ford, Charles Stewart Mott, and Annie E. Casey foundations SEDLP has as its goal the documentation and assessment of the practice and outcomes of six of the leading sectoral programs that operate across the United States. The main objective of the project is to produce new information and encourage dialogue about the field of sectoral employment development. This is done with the active participation of the practitioners from the six agencies who ultimately hold the most knowledge in this area.

### **Key Questions**

The following are the research questions that guide this learning assessment. The practitioners, donors and the project staff developed these questions.

1. Who are the participants? What are their characteristics? What is their experience over time with regard to job placement, retention, access to career ladders, income and job quality?
2. What is the experience of participants over time in the training program?
3. In what ways does the intervention benefit industry?
4. How have the behavior, relationships and institutional structures of employers, other employment agencies, community colleges, unions and other actors changed because of the intervention? In what ways have practices and policies changed in the industry / occupational sector because

of the intervention? What were the key contributing factors to these changes, and what were the leverage points that led to these changes?

5. What are the sectoral strategies of programs in this study? How have projects evolved? How do they continue to evolve? What information is used to determine needs, and how is information analyzed and translated into action? What are the costs associated with various strategies and how do programs perform against selected cost-effectiveness measures?

## **Components of the SEDLP**

The SEDLP has three components. Data from these three components will, together, provide a comprehensive picture of participant, program and sectoral changes over time.

***Program Monitoring Profile:*** The first component, the program monitoring profile, is intended to give a broad, quantified overview of individual agencies as well as a picture of the field of sectoral employment development as it is represented by the six agencies. Through the program monitoring profile programs report data describing their clients, including education level, income, age and other demographic information. This component also includes data on program performance, including numbers of participants trained; numbers graduated; hours of training; numbers placed; wages at placement; and tracks a set of cost-effectiveness ratios that include cost per trainee, cost per graduate, and cost per placement and retained job.<sup>19</sup> The SEDLP Monitoring Profile Form collects data on the selected indicators from the programs annually and will cover a three-year period.

The monitoring profile is intended to build upon and further develop agencies' internal data collection systems. This component will produce information based on self-reported data, so it will not be objectively verifiable. It will be, however, current, comprehensive and readily accessible to the participating agencies.

***Participant Study:*** The second component, the participant study, is a longitudinal study of 732 participants from six sectoral programs. This component consists of interview-based surveys that collect information on the participants (via telephone interviews) and documents the experiences of the participants before and after they receive training at the program.

This component is designed to answer the key questions that relate to changes in participant income and economic and employment status over time. This component also affords an opportunity to gather qualitative information on participant perceptions of the program intervention, challenges in their lives and obstacles to self-sufficiency that they face.

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<sup>19</sup> The definition of job retention varies across programs, but it is generally close to the JTPA standard of remaining employed for 90 days after placement.

The survey consists of three waves of interviews that are conducted under the supervision of the staff of the Economic Opportunities Program of The Aspen Institute. Wave one was conducted as the participants enter the program; wave two, approximately one year after the participants finished training; and wave three, approximately two years after the participants finished training. An interim data collection activity, post-program placement monitoring, augments survey data with information from programs about the participants' initial employment placement status.

This report is based on findings from the first wave of interviews conducted for the participant study component of the Sectoral Employment Development Learning Project. It also includes findings from the post-program placement tool.

***Sectoral Case Studies:*** The third component, sectoral case studies, consists of six separate studies of each participating agency, each using a common research format. The sectoral case studies will describe each agency's sectoral program as a distinct operation in a distinct economic and industry context. In these studies, data will be captured to describe program context, characteristics of the industry/occupational sector, program mission, services, operations, partnerships, costs and outcomes. Primary data for case studies are collected through interviews with program staff, local employers and other key actors in the industry, such as union representatives, public officials and association leaders. Although each of these studies will be distinct in that it will describe a particular program in a particular industry and regional context, all will answer the same key research questions and use the same research tools. The information provided by the sectoral case studies should offer insight to practitioners and policy makers on the specific issues involved in operating a sectoral approach to job training.

## **The Six Agencies Participating in this Study**

The six agencies that are part of the Sectoral Employment Development Learning Project are all urban-based, and they operate in a variety of communities and within widely differing industries. Programs are located in high-growth areas such as San Antonio and San Francisco as well as in the Midwestern communities of Detroit and Chicago. The agencies also work with a wide range of participants, from unemployed and homeless ex-felons, to single mothers making the transition off welfare, to high school graduates lacking the marketable skills, workplace contacts and industry knowledge to move up from dead-end service sector jobs.

The length of training courses offered at these six programs is very different. AND has a quasi open enrollment policy, and the length of its training program averages 15 weeks. The length of core training at Focus:HOPE is 26 weeks. GIDC training classes vary in duration; some are ten days, others run for six to seven weeks, and yet others are from 10 to 12 weeks. Duration of training at JARC is six to eight weeks. PHI courses are four to five weeks long and training at Project QUEST is from one to four semesters so it can

take up to two years to complete training. In addition, some programs have one training track for all trainees while others have more than one training track and curricula for their students. GIDC and JARC, specifically, have more than one training program since their trainees include incumbent workers (participants receiving training while employed) as well as unemployed workers.

### Participating Programs

- **Asian Neighborhood Design**, *San Francisco, Calif.*, is a community development corporation that provides training in cabinetry, carpentry and other construction trades. Founded in 1973, it runs a specialty furniture and wood products manufacturing company, called Specialty Mill Products, that provides a work-oriented training environment and transitional employment opportunities for its trainees. AND trainees are disadvantaged and hard-to-employ individuals who live in the Bay area. The average length of AND training is 15 weeks.
- **Paraprofessional Healthcare Institute**, *Bronx, N.Y.*, is a sectoral employment advocacy organization that supports the training of low-income women of color in paraprofessional healthcare skills. It links them with Cooperative Home Care Associates (CHCA), an employee-owned agency founded in 1985 and designed to provide full-time employment with benefits for home health aides. PHI training is four to five weeks.
- **Garment Industry Development Corporation**, *New York, N.Y.*, is a nonprofit institution, established in 1984 and supported through the collaboration of union, industry and government entities. GIDC provides training for employed and unemployed individuals in a range of occupations in the garment industry and provides technical assistance and marketing services to garment industry firms. GIDC trainees are primarily Chinese and Latina women. GIDC has a variety of full-time and part-time training programs that range from 10 days to 12 weeks.
- **Focus:HOPE**, *Detroit, Mich.*, is a civil- and human-rights organization founded in 1968 in the aftermath of the 1967 Detroit riots. Focus:HOPE offers precision machining and metalworking training to inner-city youth and young adults. It also operates businesses that provide hands-on learning for students and produce parts and services for the automobile and related industries. Core training at Focus:HOPE is 26 weeks.
- **Jane Addams Resource Corporation**, *Chicago, Ill.*, is a community development organization formed in 1984 to retain and grow local industry, to provide community residents with educational services, and to offer job training in the metalworking industry for both incumbent and unemployed workers. JARC provides assistance to small- and medium-size metalworking manufacturing businesses in modernization and human resource management. JARC training is six to eight weeks.
- **Project QUEST**, *San Antonio, Texas*, is a nonprofit, established in 1992 and developed through a community organizing effort that engages employers, community colleges and others in coalitions to develop training projects that prepare low-income individuals for good jobs in a range of selected industries, including healthcare and business services. Project QUEST training takes from one to four semesters to complete.

## **Report Structure**

This report consists of eight sections, including the introduction where an overview of SEDLP and its components is presented. In section two the methodology used in the participant study is discussed. The third section of the report presents the demographic profile of survey participants, paints a portrait of the typical client of sectoral programs and discusses some of the barriers that program participants face in the labor market. Section four discusses the employment training history of the trainees by looking at the type and duration of the training they had received prior to entering the program, whether their training was used on a job and whether they received a certificate for completing the program. There is also a discussion about what they liked or disliked about their most recent training program, how they learned about the sectoral program and why they decided to enroll in it.

Sections five and six of the report cover information on the employment history of the participants and their earnings, incomes and other household financial characteristics. Section seven provides an assessment of the participants' situations shortly after the end of training or at placement. The last part, section eight, provides conclusions about the characteristics and experiences of the sectoral program participants and their employment barriers.

## II. Participant Study Methodology

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The study uses a reflexive control design where employment and earnings outcomes of participants, after receiving treatment from the program, are measured against their situation before they receive program services. The difference in their status is used as an estimate of program effects. Data on participants in the study are collected at three different points in time or in three “waves,” with wave 1 occurring in the early stage of training, usually within two months of enrolling in training. Wave 2 occurred approximately 12 months after the training end date, and wave 3 is scheduled 24 months after the training end date.<sup>20</sup> The study also includes an interim data collection activity at post-training/placement. Therefore, employment and earnings outcomes of respondents are measured at three points after receiving program intervention.

The primary problem of any reflexive control or “before-after” design, where no comparison or control group is used is the problem of “history”—that is changes in participants’ status or experiences over time may in part be a reflection of natural development or other factors that influence participants’ lives, so it is not possible to isolate and capture the true impact of program intervention. Although with this kind of design, there is no way to eliminate history as a possible explanation for before-after differences in program participants and it is impossible to really capture the net effects of program participation, substantial and consistent before-after differences among participants, especially across programs that employ similar interventions in different locations, provide evidence that some true program effect is occurring. Moreover, using repeated measurement of outcomes over time make the findings more insightful and indicative of at least “gross effects” of program intervention.

An *exhaustive sample selection approach* was used to ensure that the cohort of participants selected for the study are representative of program participants.<sup>21</sup> All enrollees of the programs were selected on a sequential basis during the initial data collection period. The time frame for collecting baseline and follow-up data was set based on the overall project timeline. The only exception in implementing the sampling design was the case of Project QUEST where participants enroll in a relatively lengthy curricula, and it was not possible to select all enrollees since that would have required a longer follow-up period than is available. As such, based on reported information from program staff, all enrollees who were scheduled to graduate within a given time period that would allow for follow-up contact within the project timeline were selected.

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<sup>20</sup> In some cases, wave 1 data on Project QUEST and Focus: HOPE participants were collected more than two months into their training, since the duration of training for these programs are longer than others.

<sup>21</sup> The Institute for Social and Economic Development (ISED), based in Iowa, provided technical assistance in designing the sampling methodology for this survey.

Data for the three waves of the survey are collected by in-depth telephone interviews conducted by a skilled team of survey interviewers led by SEDLP staff at Aspen who are sensitive and experienced in interviewing low-income participants.<sup>22</sup> Participants were compensated for their interview participation after each wave, and they were assured that their data and identities will be kept completely confidential. Survey instrument design, editing, coding, data entry, verification and analysis have all been done in-house by Aspen Institute staff.

The first wave of the survey collects information in the following areas: demographics; job training experience; current and past year's employment status and main sources of earnings; unemployment; welfare and other personal income; other household members and their earnings and incomes; assets and liabilities; employment history (including quality of main job in 1995, job separation experiences, and hopes, dreams and job plans); access to human services; personal attributes; and participants' perceptions about their barriers to employment.<sup>23</sup>

The first wave of the survey provides baseline data on participants of these training programs and will be used as a benchmark to examine their experiences over time. Information on employment, earnings and income, assets and liabilities of participants are all tracked over time.

## **Wave 1 Interviews**

Wave 1 interviews were conducted from February 18, 1998 through March 8, 1999. On average, these interviews took about 49 minutes to complete, although for all respondents the interview lasted anywhere from 15 minutes to 120 minutes.

The demographic and economic profile of respondents reported here is based on the 732 completed telephone interviews conducted with the respondents of the six programs. Programs submitted a list of 899 names of eligible trainees for the baseline survey. Among the eligible trainees contacted, 68 refused to be interviewed and in 99 cases there were problems with the contact information of trainees. In some cases the phone numbers were disconnected or the trainee could not be reached. In others, the trainee did not have a phone or had moved with no forwarding address or phone number.<sup>24</sup> The overall response rate to the wave 1 survey was thus, 81.42 percent. Since we used the exhaustive selection approach to get a representative sample of participants from the programs, the total number of participants from each agency is not the same. This is

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<sup>22</sup> Because a subgroup of respondents in the survey spoke Chinese or Spanish and could not be interviewed in English, the survey instrument was translated into Chinese and Spanish by the University of Iowa Translation Laboratory. The University of Iowa Translation Laboratory also helped in conducting all of the Chinese and some of the Spanish interviews.

<sup>23</sup> The reader can find a copy of the wave 1 survey instrument in Appendix B.

<sup>24</sup> As a result, there may be a bias in the sample because many of the most disadvantaged trainees, those with no phones, are excluded from the sample.

because the size of the participating programs is different. In addition, the size of the training classes, their frequencies and the response rate of participants was not the same across the six programs. Responses to wave 1 of the survey by program are as follows:

### Response Rates for Six Programs

Program	Number of Respondents	%
<b>Asian Neighborhood Design (AND)</b>	91	12
<b>Focus:HOPE (FH)</b>	144	20
<b>Garment Industry Development Corporation (GIDC)</b>	136	19
<b>Jane Addams Resource Corporation (JARC)</b>	100	14
<b>Para-professional Healthcare Institute (PHI)</b>	146	20
<b>Project QUEST (PO)</b>	115	16
<b>TOTAL</b>	732 <sup>25</sup>	100

### Post-Training Placement Tool

The Post-Training Placement Tool (PTPT) is an interim data collection instrument designed by The Aspen Institute to collect information about the trainees 60 to 90 days after the end of the core training class.<sup>26</sup> This data was collected from May 1998 through June 1999.

This tool (a one-page form) was completed by the program staff on all wave 1 participants, and it was designed to collect the following information: updated contact information on the participant;<sup>27</sup> whether or not the trainee completed the core training course; length of time it took to complete the course; whether the participant is currently employed; the name of the employer and the wage and benefits at this job; whether this is a new or an old job; whether the participant was placed at this job by the program; and whether or not this job is in the field in which the participant received training.

Findings from this data collection effort, which provides some information on the immediate outcomes of training (at placement), is presented in section eight of this report.

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<sup>25</sup> Twenty-three percent of survey respondents are incumbent workers.

<sup>26</sup> The reader can find a copy of the Post-Training Placement Tool in Appendix B.

<sup>27</sup> This population is assumed to be very mobile. To keep track of them for follow-up interviews, it was decided that it is better to obtain updated contact information on them once the training was over.

### **Wave 2 Interviews**

Interviews for wave 2 started in May 1999 and continued through May 2000. The interviews, which were conducted over the telephone, document the experiences of respondents in the year after they completed training. They track participants' employment experiences and their financial situation over time and also focus on the respondents' perceptions about the effectiveness of the training, whether the program helped them get or keep a job, and if it met their expectations about improving their earnings, income or employment experience. Comparison of the findings from the wave 2 interviews with the baseline data will explain and estimate the short-term impact of training on the lives of the participants.

### **Wave 3 Interviews**

Interviews for wave 3 will take place beginning the summer of 2000 and will continue through March 2001. The interviews will continue to document the experiences of respondents 24 months after the training was completed and will allow an assessment of participants outcomes over a longer period of time.

### **Future Publications and Reports**

The next report will cover the longer term effects of the programs on the lives of their participants by discussing findings over time from the survey. Research briefs will provide summaries of the findings from the baseline, the second and the third wave of interviews.

### III. Demographic Profile of the Respondents

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The sectoral programs in this study target and serve very different populations, even though the main objective of all these programs is to provide skills training for the disadvantaged persons living in their respective communities. This population is quite disadvantaged and includes people who have significant barriers to employment. Subgroup clients from the different programs have sharp differences that merit highlighting and the impact of training is likely to be different for them.

#### Demographic Profile of All Participants

The majority of the 732 participants in these training programs are women (64.5 percent), and they are members of minority racial/ethnic groups. Thirty-seven percent are black, 35 percent are Hispanic, and 14 percent are either Asian or Asian-American. Only 8 percent of all respondents are white.

#### Gender and Race

Gender	SEDLP Sample
Women	65%
Men	35%
Race/Ethnicity	SEDLP Sample
White	8%
Black	37%
Hispanic	35%
Other Minority	20%

A significant proportion of the participants in the sectoral training programs are immigrants. Thirty-eight percent of these participants were born in foreign countries and English is not their native language. However, these immigrants have been living in the United States for a long time. On average, they have resided in this country for about 15 years. Despite the length of time that they have lived in this country, however, many of these participants still have language barriers that limit their opportunities in the labor market. Language is a particularly important barrier for 30 percent of the trainees who were interviewed in their native language. Nineteen percent of the participants were interviewed in Spanish, and 11 percent were interviewed in Cantonese.

The age of the respondents ranges from 15 to 63 years old. The majority of the sample members (61 percent), however, are clustered in the prime-working-age categories (22 to 44 years old). The average age of the participants in these training programs is 34 years.

### Age of Respondents

Age	SEDLP Sample
<19 years old	2%
19-21	7%
22-29	32%
30-44	40%
45-54	15%
>54	4%
<b>Mean</b>	34

The average household size is 3.5 members. The sizes of households range from a single person to 11-member households. One in four participants in the survey (26 percent of respondents) lives with their own or their spouse's parents.

### Number of Children and Household Size

Number of Children	SEDLP Sample
<b>0</b>	35%
<b>1</b>	25%
<b>2-3</b>	34%
<b>&gt;3</b>	6%
<b>Mean</b>	1.3
Number of People in Household	SEDLP Sample
<b>1</b>	8%
<b>2</b>	18%
<b>3-4</b>	53%
<b>&gt;4</b>	22%
<b>Mean</b>	3.5

The majority of these trainees are single (62 percent). Only 38 percent of all participants lived with a partner at the time of the baseline interviews. Sixty-five percent have children living with them which suggests that many are single parents (34 percent). On average, respondents have 1.3 children in the household. Half of the respondents have either one or two children living with them. One-third of the participants (33 percent) have pre-school children (under 6), and 15 percent have children that are two years old or younger in the house.

### **Selected Characteristics of Participants in Each Program**

The overall profile of participants presented above in some ways masks the diversity of clients at the program level and the diversity of subgroups of clients that these programs serve. Characteristics of participants at the individual program level to a large extent

reflect the economic and demographic context of the communities in which these programs operate and the program's objectives and design. For example, a major objective of Focus:HOPE is to place blacks and women in the occupations that had historically been closed to them. Most of the participants from the Machinist Training Institute at Focus:HOPE are black. These participants are all high school graduates or have a GED and they all speak English. GIDC, on the other hand, provides training for garment industry workers in New York who are made up of primarily Chinese and Latina women. Program participants are quite diverse on almost all indicators.

**Gender:** Even though overall, the majority of participants in the sectoral programs are women, more than half of the participants of Asian Neighborhood design (71 percent), Focus:HOPE (56 percent), and Jane Addams Resource Corporation (83 percent) are men. On the other hand, 87 percent of project QUEST participants, 88 percent of Garment Industry Development Corporation trainees, and all respondents from the Paraprofessional Healthcare Institute are women.

**Race/Ethnicity:** More than half of Asian Neighborhood Design's participants are either black or Asian or Asian-American (64 percent). Ninety-two percent of Focus:HOPE participants are black. More than half of GIDC's participants (59 percent) are Chinese (or Asian or Asian-American) and 36 percent are Hispanic. The majority of JARC's trainees are Latino (55 percent), and they also have black (15 percent) and white (18 percent) participants. More than 80 percent of the trainees of Paraprofessional Healthcare Institute are made up of either Hispanic or black women. Project QUEST serves a significant number of Hispanics (63 percent); 20 percent of its participants are white, and 17 percent are black.

**Country of Birth, Native Language and Years in the United States:** There is a sharp difference among the programs in the proportion of immigrant population they serve. Focus:HOPE participants are almost all born in the United States, whereas GIDC participants are almost exclusively made up of immigrants. Ninety-nine percent of Focus:HOPE participants and 90 percent of Project QUEST participants were born in the United States, and English is their first language. Thirty-two percent of AND and PHI participants were born in other countries. At JARC and GIDC, where a significant number of the respondents are Hispanic or Asian, more than half of the participants are made up of immigrants, for whom English is not the native language. On average, foreign-born participants of GIDC (95 percent) have been in the United States for 17 years, and JARC participants (65 percent) have been in this country for an average of 13 years.

Language is a significant barrier for the population served by the sectoral programs. Thirty percent of the respondents had limited ability in speaking English and were interviewed in their native language. In conducting the wave 1 survey, 96 percent of GIDC participants and 47 percent of JARC trainees were interviewed in their native language. GIDC mainly serves Chinese and Hispanic immigrants and many of the JARC

participants are Latino (55 percent) or are immigrants from the Middle East and other countries. To address this language problem, GIDC’s Super Sewers program offers training in English as a Second Language (ESL) as part of its training strategy, and JARC has trainers that speak Spanish. One out of every four PHI participants was also interviewed in Spanish.

**Language of SEDLP Participants**

	<b>AND</b>	<b>FH</b>	<b>GIDC</b>	<b>JARC</b>	<b>PHI</b>	<b>PQ</b>	<b>All Programs</b>
<b>Non-English Speaking</b>	3 (3%)	0 (0%)	131 (96%)	47 (47%)	36 (25%)	0 (0%)	217 (30%)
<b>English Speaking</b>	88 (97%)	144 (100%)	5 (4%)	53 (53%)	110 (75%)	115 (100%)	515 (70%)

**Age:** GIDC respondents are somewhat older than participants from the other programs. On average, these participants are 45 years old, and 73 percent of them are between 35 to 54 years of age. The majority of PHI (71 percent) and JARC trainees (66 percent) are between 25 and 44 years old. Focus:HOPE, Project QUEST and AND, on the other hand, serve a generally younger population. Focus:HOPE, Project QUEST and AND respondents are on average, 27, 31 and 32 years old, respectively. Eighty-three percent of Focus:HOPE trainees, 74 percent of Project QUEST respondents and 64 percent of AND participants are less than 35 years old.

**Education:** On average, the participants have completed 12 years of schooling. Just over one-third of these participants have had fewer than 12 years of schooling, and 33 percent had completed 12 years of education. The number of years of education completed does not always mean the participant attained the expected degree. For instance, 50 percent of the participants are high-school graduates, and another 13 percent have a GED certificate.

Focus:HOPE and Project QUEST respondents are somewhat better educated than respondents from the other programs. Fourteen percent of Focus:HOPE respondents have a GED, 80 percent have a high school diploma, 4 percent have earned an associate's degree and 2 percent have a bachelor’s degree. Eighteen percent of Project QUEST respondents have a GED, 67 percent have a high school diploma, 13 percent have earned an associate's degree and 2 percent have a bachelor’s degree or diploma.

Although Focus:HOPE and Project QUEST respondents are all high school graduates, the reading and math proficiency of these respondents does not necessarily match their formal education level. Both of these programs offer remedial education to their trainees to improve their reading and math skills. On the other hand, 41 percent of AND respondents, 47 percent of GIDC participants, 42 percent of JARC trainees and 42 percent of PHI respondents have not received any academic diplomas.

### Highest Degree Attained

Highest Degree Earned	AND	FH	GIDC	JARC	PHI	PQ	All Programs
No Degree	37 (41%)	0 (0%)	64 (47%)	42 (42%)	61 (42%)	0 (0%)	204 (28%)
GED	13 (14%)	20 (14%)	5 (4%)	1 (1%)	32 (22%)	21 (18%)	92 (13%)
High School Diploma	33 (36%)	115 (80%)	53 (39%)	43 (43%)	45 (31%)	77 (67%)	366 (50%)
Associate's Degree	3 (3%)	6 (4%)	8 (6%)	5 (5%)	6 (4%)	15 (13%)	43 (6%)
Bachelor's or Other Graduate Degrees	5 (5%)	3 (2%)	6 (4%)	9 (9%)	2 (1%)	2 (1%)	27 (4%)

Twenty-eight percent of all participants have never received any academic diplomas or degrees including a GED. Only 4 percent of the participants had a bachelor's or higher degree. On a program-by-program basis, the percentage of respondents with a high school degree varies. However, limited education is an important barrier for many of these participants.

Among GIDC respondents, 50 percent have eleven or fewer years of schooling and 47 percent do not have an academic degree. Eighty-seven percent of PHI respondents, 69 percent of AND respondents and 60 percent of JARC respondents have completed between 7 and 12 years of schooling.

### Years of Education Completed

Years of Education Completed	AND	FH	GIDC	JARC	PHI	PQ	All Programs
<=6 Years	5%	0%	12%	15%	1%	0%	5%
7-11 Years	37%	7%	38%	23%	58%	9%	29%
12 Years	32%	40%	37%	37%	29%	24%	33%
13+ Years	25%	53%	14%	24%	12%	67%	33%

**Marital Status:** Only 16 percent of Focus:HOPE respondents, 22 percent of PHI respondents, 25 percent of AND respondents and 35 percent of Project QUEST respondents reported that they live with a spouse or a partner. More than half of the GIDC participants (63 percent), however, and 74 percent of JARC trainees lived with a spouse or partner at the time of the wave 1 interviews.

### Christina's Story

**Some participants that sectoral programs serve have multiple barriers to employment. For example, they have limited education and recent work experience or a language barrier and lack job skills that would allow them to find good jobs. The following case story of Christina,<sup>28</sup> a student at GIDC, illustrates this point.**

Twenty-seven-year-old Christina moved to New York from Santa Domingo five years ago. She lives in Brooklyn with her two-year-old son, Mark. Christina has not mastered English, and in her native country she did not complete high school. Before entering the Super Sewers training program run by the Garment Industry Development Corporation, she had no previous job skills training. Christina knows that her lack of language and job skills keep her from finding good jobs. The only work she has been able to find in New York is at garment factories where she earned about \$5.20 per hour without benefits. The birth of her son two years ago made working more difficult than ever for Christina. She was unemployed for nine months before starting GIDC's training program. Her main source of income during this time was unemployment insurance. Her personal earnings in the year prior to beginning GIDC totaled \$2,496. Her entire household income, including unemployment insurance and food stamps, was \$5,426. She has no appreciable assets.

By completing GIDC's training course, Christina hopes to improve her English and learn more technical and specialized sewing skills that will enable her to find a job in New York's garment industry that pays at least \$7 per hour and provides health insurance and regular work hours. Looking to the future, Christina can see herself becoming a supervisor of other garment workers and perhaps opening her own business some day.

**Household Size:** JARC (4 household members), Project QUEST (3.8 members) and PHI (3.7 members) have slightly bigger average households compared to the other three programs. AND, Focus:HOPE and GIDC respondents on average have 3.1, 3.4 and 3.3 member households, respectively.

**Number of Children:** The majority of AND respondents do not have any children living with them (67 percent). More than half of the respondents from other programs do have children in the household. Only 16 percent of Focus:HOPE respondents, 22 percent of PHI respondents and 35 percent of Project QUEST respondents reported that they live with a spouse or partner.

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<sup>28</sup> All names have been changed.

There are a large number of single parents among PHI and Project QUEST respondents (66 and 54 percent, respectively), and just under a third of Focus:HOPE respondents are also single parents.

### Respondents Who Are Single Parents

	AND	FH	GIDC	JARC	PHI	PQ	All Programs
<b>Number of Respondents Who Are Single Parents</b>	15 (16%)	45 (31%)	29 (21%)	2 (2%)	96 (66%)	62 (54%)	249 (34%)
<b>All Respondents</b>	91 (100%)	144 (100%)	136 (100%)	100 (100%)	146 (100%)	115 (100%)	732 (100%)

**Other Household members:** More than half of Focus: HOPE respondents (57 percent) live with their parents or in-laws. Thirty-six percent of PHI respondents and thirty-three percent of AND respondents also either live with their own parents or their spouse’s parents.

### Typical Program Clients

There are distinct subgroups of clients at the program level. AND, GIDC and JARC, specifically, serve participants that are quite heterogeneous.<sup>29</sup> All AND enrollees go through the same training program. However, AND has a number of trainees that receive unemployment insurance. These participants make up 22 percent of AND participants (20 out of 91 participants) and have fewer barriers to employment compared to the rest of their trainees. These participants are in general slightly older and better educated compared with the rest of the trainees, and they have more recent work history.<sup>30</sup>

GIDC operates two main training programs: the Super Sewers program and the Apparel Skills training program.<sup>31</sup> Participants in these two training programs have different

<sup>29</sup> Out of 100 JARC participants in the sample, 90 are in the Incumbent Workers Training Program. Among 136 GIDC respondents, 79 are in the Apparel Skills training program, which is designed for incumbent workers in the garment industry. Altogether, incumbent workers make up 23 percent of the sample.

<sup>30</sup> On average, these trainees are 37 years old, 80 percent of them have completed at least 12 years of education, and 75 percent of them reported that they had received an academic diploma. On the other hand, the rest of the AND trainees are on average, 31 years old, 51 percent of them have completed 12 or more years of education, and 55 percent of them report that they have received an academic diploma in the past. A higher percentage of those receiving unemployment benefits live with a spouse or partner (40 percent), compared to the rest of the AND trainees (21 percent).

<sup>31</sup> The Super Sewers program is a full-time eight-week training program that serves dislocated sewing machine operators. The Apparel Skills training courses are offered on a part-time basis and in the evenings. They are designed to serve the training needs of incumbent workers,

demographic characteristics, and in general participants in the Super Sewers program (57 trainees or 42 percent of GIDC participants) are particularly disadvantaged and face more barriers to employment compared to Apparel Skills trainees (79 trainees or 58 percent of GIDC participants).

Almost all trainees in their Super Sewers training program are made up of women (98 percent). The Apparel Skills training program, however, includes more men (19 percent). The majority of Super Sewers are Latina women (63 percent), and 33 percent are Asian or Asian-American. Seventy-seven percent of the Apparel Skills trainees, on the other hand, are Asian or Asian-American and 17 percent are Latina. Super Sewers include more single women. Only 49 percent of Super Sewers reported that they live with a spouse or partner, whereas 72 percent of the trainees in Apparel Skills classes reported that they live with a spouse or partner. Super Sewers are somewhat less educated compared to the other trainees.<sup>32</sup>

JARC also operates two distinct training programs—the Unemployed Training Program and the Incumbent Workers Training Program. The Unemployed Training Program participants (ten percent of JARC respondents or 10 out of 100 JARC trainees) are in general more disadvantaged, face more barriers and have lower levels of income compared to incumbent workers who go through the JARC training program. Incumbent workers are also grouped into those trainees who take the Introduction to CNC Programming course versus the rest of their trainees.<sup>33</sup> Those who take Introduction to CNC Programming (8 percent or 8 out of 100 JARC trainees) have higher incomes and are better off compared to the rest of their employed trainees.<sup>34</sup>

There is a proportionately higher percentage of women among those in JARC's Unemployed Training Program.<sup>35</sup> Seventy-five percent of participants who take Introduction to CNC Programming are white, whereas whites make up 18 percent of all JARC participants. Sixty percent of those in the Unemployed Training Program are black, 20 percent are white and 20 percent are made up of other minority ethnic/racial

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including supervisors, managers and owners, as well as occupational specialties, such as marker making, computerized pattern grading, sewing machine maintenance and repair, pattern making and sample cutting.

<sup>32</sup> For example, 58 percent of Super Sewers had fewer than 12 years of schooling, whereas, 43 percent of Apparel Skills trainees had fewer than 12 years of education. Only 42 percent of Super Sewers said that they had ever received an academic diploma, whereas 61 percent of those who were taking Apparel Skills training reported that they had received an academic diploma.

<sup>33</sup> CNC programming stands for computer numerical control programming.

<sup>34</sup> Other incumbent workers make up the third subgroup and these participants take the following courses: introduction to milling, metalworking skills course, introduction to MIG welding, fundamentals of quality control, punch press setup, and punch press die setting course.

<sup>35</sup> Thirty percent of the participants in the Unemployed Training Program are women compared to 13 percent of the trainees who take Introduction to CNC Programming. Fifteen percent of the incumbent workers who are in training there are women.

groups. There are, however, no Latinos in this group. Among other incumbent workers who take training courses other than CNC programming, 65 percent are Latinos and 11 percent are black. Incumbent workers are, in general, older, many live with a spouse or partner, and they are somewhat better educated compared to the unemployed workers.<sup>36</sup>

A composite portrait of a typical client is described below for each of the six programs.

<b>Asian Neighborhood Design (San Francisco, Calif.)</b>
<p>Gender: <b>Male</b>            Ethnicity: <b>Black</b>            Age: <b>32 years old</b>            Education: <b>High school diploma</b>            Household makeup: <b>Single, may live with parents</b>            Children: <b>No children</b>            Unemployment: <b>Currently unemployed (of the 75 percent unemployed, 53 percent are looking for work)</b>            Average number of years worked: <b>11.7 years of work experience</b>            Reason for leaving last job(s): <b>Leaving jobs because they were temporary</b>            Current Wage for 25 percent employed: <b>\$9.98/hour</b>            Expected Wage: <b>\$11.54/hour</b>            Other: <b>3 percent of respondents reported having no formal education</b></p>

<b>FOCUS:HOPE (Detroit, Mich.)</b>
<p>Gender: <b>Male</b>            Ethnicity: <b>Black</b>            Age: <b>27 years old</b>            Education: <b>High school graduate (100 percent), some college</b>            Household makeup: <b>Living with parents</b>            Children: <b>No children</b>            Unemployment: <b>Of the 56 percent unemployed, 52 percent are currently looking for work</b>            Average number of years worked: <b>8.8 years of work experience</b>            Reason for leaving last job(s): <b>Leaving jobs to go back to school</b>            Current Wage for 44 percent employed: <b>\$8.67/hour</b>            Expected Wage: <b>\$12.79/hour</b>            Other: <b>Youngest population in SEDLP Survey</b></p>

<sup>36</sup> Only 40 percent of participants in the Unemployed Training Program reported that they live with a spouse or partner, whereas all those who are taking Introduction to CNC Programming and 76 percent of those taking other training classes reported that they live with a spouse or partner.

**Garment Industry Development Corporation (New York City, N.Y.)**

Gender: **Female**  
Ethnicity: **Asian/Asian-American & Hispanic**  
Age: **45 years old**  
Education: **7 to 11 years of completed education, 47 percent without high school diploma**  
Household makeup: **Living with spouse/partner**  
Children: **1 to 2 children over the age of 6**  
Unemployment: **Shortest periods of unemployment--on average 4.5 months. Of the 67 percent currently unemployed, 47 percent are actively looking for work**  
Average number of years worked: **15.8 years of work experience**  
Reason for leaving last job(s): **Leaving jobs because of layoff/plant closing**  
Current Wage for 33 percent employed: **\$9.98/hour**  
Expected Wage: **\$10.36/hour**  
Other: **Predominantly (95%) foreign born**

**Jane Addams Resource Corporation (Chicago, Ill.)**

Gender: **Male**  
Ethnicity: **Hispanic**  
Age: **36 years old**  
Education: **High school graduate**  
Household makeup: **Living with spouse/partner**  
Children: **2 children under the age of 6**  
Unemployment: **None (7 percent)**  
Average number of years worked: **13.5 years work experience**  
Reason for leaving last job(s): **Very low job turnover**  
Current Wage for 93 percent employed: **\$12.20/hour**  
Expected Wage: **\$12.42/hour**  
Other: **Highest earning most stable population (74 percent employed full-time) in SEDLP Survey**

**Paraprofessional Healthcare Institute (Bronx, N.Y.)**

Gender: **Female**  
Ethnicity: **Hispanic**  
Age: **35 years old**  
Education: **High school graduate or equivalent**  
Household makeup: **Single parent (78 percent living without spouse)**  
Children: **2 children under the age of 6**

Unemployment: **Currently Unemployed (94 percent); receiving Welfare (59 percent)**

Average number of years worked: **12.5 years of work experience**

Reason for leaving last job(s): **Leaving jobs because they were temporary**

Current Wage of 6 percent employed: **\$3.98/hour**

Expected Wage: **\$6.34/hour**

Other: **50 percent of respondents have attended prior job training, 15 percent have never worked in their lives**

**PROJECT QUEST (San Antonio, Texas)**

Gender: **Female**

Ethnicity: **Hispanic**

Age: **31 years old**

Education: **High school graduate (100 percent), some college**

Household makeup: **Single parent (65 percent living without spouse)**

Children: **Two children under the age of 6**

Unemployment: **Prolonged unemployment (84 percent have experienced a period of unemployment greater than 6 months). Of 51 percent unemployed, only 34 percent actively seeking employment**

Average number of years worked: **12.3 years of work experience**

Reason for leaving last job(s): **Leaving jobs to go back to school**

Current Wage for 49 percent employed: **\$7.10/hour**

Expected Wage: **\$11.03/hour**

Other: **Receiving stipend from government programs**

## IV. Training History

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Many of the trainees reported that they had received job training through other programs in the past. Thirty-four percent of all respondents reported that they had attended at least one other training program before the one that they were attending at the time of the interview. PHI had the highest percentage of respondents with prior training experience (50 percent), and GIDC had the lowest percentage of enrollees with past training experience (27 percent). Thirty four percent of AND respondents, 30 percent of Focus:HOPE trainees, 29 percent of JARC trainees and 28 percent of Project QUEST respondents had also attended other training programs in the past.

### Training Program Components

<b>The 34 percent of sectoral program trainees who had some training experience reported that their most recent training program had:</b>	<b>%</b>
classroom training for job skills like typing, mechanics or computer operation;	62
classroom training for education like math, improvement in reading or English as a second language;	28
on-the-job training at a work site;	28
job search assistance like preparing a resume or interviewing skills;	33
work experience like an internship;	20
training that included peer support group meetings, site visits and/or other life-skills training.	15

The most recent job-training program that these respondents had attended was, on average, 24 weeks long. The median length of the training was 12 weeks, however, which is much shorter. Overall, most of the respondents (81 percent) completed their most recent job-training program. Sixty percent of respondents with training experience (148 respondents) reported that they had received some form of certificate or diploma.

These training programs did not place many of the trainees in a related job. Only 41 percent (100 respondents) said that their training led to a job, although 55 percent (135 respondents) reported that they used their training on a job. When trainees were asked what they disliked about their most recent job training, many said that the program promised trainees a job at the end and failed to place them. A sample of some of the responses to that question follows.

<b>Voices of the Trainees</b>
<i><b>What did you not like about this training [prior to attending the sectoral program]?</b></i>
“... [I was] disappointed in [their] job placement program; lesson plans and goals were inadequate.”
“They promised to help find a job; they promised job placement, but it did not come through.”
“Did not get you a job after training; claimed 90 percent placement but only 30 percent got jobs.”
“never led to anything; didn’t transfer to current schooling.”

Seventy-four percent of the participants reported that they were generally satisfied with the most recent training program they had attended. Even though overall most participants said that they were satisfied with the training they received, when asked about what they disliked about the training, some participants echoed problems that have been known and reported by many about traditional training programs.

Many of the training programs that the respondents attended in the past did not provide follow-up assistance for their trainees. Only 24 percent of those with training experience (60 respondents) reported that their previous job-training program provided assistance or support after the training that helped them keep their jobs.

Among other things that they did not like about their most recent job-training, respondents mentioned the lack of life-skills training, job seeking skills, personal counseling, internship and job-site visits, financial support during training, child care assistance, certification, and organization at the training facility. Some said training was not up-to-date or in tune with what employers wanted, training was in a field with no demand, and the program did not provide industry contacts or leads. A few mentioned that they did not like the job they were being trained for or that they had problems with the instructors. Others remarked that the training was not challenging enough, that the length of training was not appropriate, that the location of training was inconvenient or that the training was not in depth.

<b>Voices of the Trainees</b>
<b><i>What did you not like about this training [prior to attending the sectoral program]?</i></b>
“Didn’t give me life-skills training like being on time, getting along with co-workers and supervisors, how to find work I could enjoy.”
“They didn’t have an internship or anything where you could go to a job site. The training was different from what they wanted at jobs when I went for job interviews.”
“... it was hard for a lot of people to secure a job in that field.”
“The fact that they didn’t supply us with job seeking skills; once [we] finished with the program, that’s all they had to do with us.
“The training didn’t get into a depth that would prepare me for a job.”
“The location of this training was quite a distance and the teacher was not capable.”
“The program was very short.”
“Instructor was not a particularly good teacher;...”
“No income during training, which was very hard for someone who was unemployed.”
“There was no support to find a job or on-the-job training or skills or how to work with the public.”

### **Outreach Strategies of Sectoral Training Programs**

Programs in this study use a wide array of outreach strategies, although word of mouth is the most mentioned way that students learned about all six programs. The following table cites channels through which the participants heard about the programs.

### Sources of Information about the Programs

<b>Asian Neighborhood Design</b>	Word of mouth; college radio station; employment development department (EDD); brochure; World Relief Agency; training and education branch of General Assistance; Minority Training Program; advertisement in the train station; job; flyer received in the mail; unemployment office; <i>Tradeswomen Magazine</i> ; job fair; video tape; Korean newspaper; TV program; newspaper (Independent); housing authority; flyer at the Urban League; ad on a city bus; AFDC office.
<b>Focus:HOPE</b>	Word of mouth; the Family Independence Agency; Focus:HOPE recruiters coming to high schools and conducting seminars; the mail; flyer; newspaper ad; Work First job training program; TV commercial; Detroit Job-Workplace agency; unemployment office; brochure; radio advertisement.
<b>Garment Industry Development Corporation</b>	Word of mouth; newspaper (Chinese newspaper and <i>Wall Street Journal</i> ); radio advertisement (the Chinese station); flyers posted in Chinatown, at the GIDC site, etc.; union; unemployment office; job; labor department in Brooklyn.
<b>Jane Addams Resource Corporation</b>	Job; word of mouth; Chicago Urban League; flyer at Precision Metalforming Association; church's job listings.
<b>Paraprofessional Healthcare Institute</b>	Word of mouth; newspaper; Business Link (employment agency); flyer at the welfare office; unemployment center; phone book; New York Bi-lingual Institute Corp.; "Fad Cap" agency; ACORN; South Bronx Action Group; flyers at the housing management office and on the bulleting board in the building; Progressive Home Health Aid agency; welfare office; High Bridge Program; Begin Program; SOBRO (a training program in South Bronx); department of labor; childcare center; TV program.
<b>Project QUEST</b>	Word of mouth; church announcement; Texas Workforce Commission; newspaper; unemployment office, JTPA program, and veteran's program; TV program; Computer Learning Center; Cops Metro Alliance; San Antonio College; reference from Project Stay; pamphlet obtained at St. Phillips Community College.

### Factors Influencing Enrollment

Participants were asked what made them decide to join this training program. Many had heard positive things about the program, especially that these programs place people in jobs. Many of the Focus:HOPE participants saw the MTI training as a way to get an engineering degree later. GIDC respondents wanted to expand their sewing skills to have

more job security. Many also thought that learning English through the program would allow them to pursue a variety of jobs. JARC participants were offered training by the companies where they worked, and they enrolled in the program because this would increase their knowledge in the field and provide them with opportunities for advancement in the company.

Many of the PHI participants already had experience taking care of family members and other elderly people, and they were interested in having a job in this field. That convinced them to enroll in PHI. Among Project QUEST participants, many were caught in dead-end jobs and were looking for more education so that they could move on to better paying jobs. Others were single parents who could not really get training in any field without child care assistance, counseling and financial aid. Project QUEST's assistance and support system provided an opportunity for them to get education in their fields of interest that would allow them to get better paying jobs in the future. The respondents have many reasons for enrolling in a sectoral program.

<b>Voices of the Trainees</b>
<i><b>What made you decide to join or enroll in the sectoral program?</b></i>
"I was impressed by others who had gone through and gotten jobs. They really liked it."
"I know there is an engineering program after core I, and I wanted to get a degree in it and so I thought this was the best way."
"I want to learn some skill, learn more English; then I could work outside of Chinatown."
"Well my work is related with this. So in order to increase my knowledge and to learn more about my work."
"Because all of my life I've been working with old people; I'm coming from another agency, switching because there were no benefits. Here I will have benefits and more money."
"The fact that they provide child care assistance; that enables me to learn a useful skill to get a job."

## V. Employment History

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Many of the sectoral training program participants have been in the labor market for a long time and have many years of work experience. Many have also attended other training programs. However, by and large they are still struggling to secure stable and steady employment at jobs that provide decent pay, benefits and opportunities for advancement. The survey respondents' employment histories show that many moved from jobs that were often temporary or the respondents were laid off. Many of them worked at more than one job at a time, often working full time, yet not able to work year-round at any one of these jobs. Their experiences in the job market are frequently marked by long periods of unemployment.

To document the work experience of respondents, the SEDLP survey asked program participants about their employment status and sources of earnings at three different points in time: at the time of the interview, in the 12 months prior to the start of the training and the two-year period before that. It also asked questions about the work history of respondents before this three-year period. The purpose of collecting this information was to get a picture of the experiences of these trainees in the job market both recently and further in the past.

The findings about these trainees' work history show that almost all of them have worked at some point in their lives. Only 4 percent had never worked in their lives before starting training at the sectoral training programs. Compared to respondents from other programs, a higher proportion of PHI respondents (15 percent) had no work experience. All of Project QUEST and GIDC respondents had some work experience before they enrolled in the program.

### Work Experience

Lifetime Work Experience	SEDLP Sample
Ever Employed	96%

Not only have almost all trainees in the SEDLP sample worked at some point in their lives, but they reported that they have many years of work experience. These respondents have worked anywhere from 0 to 48 years. On average, they have an estimated 12.3 years of work experience. Even when the incumbent worker trainees are excluded from the SEDLP sample, the remaining trainees on average have 11.8 years of work experience.

### Years of Work Experience

<b>Estimated Years of Work Experience</b>	<b>SEDLP Sample</b>	<b>SEDLP Sample w/o Incumbent Workers</b>
<b>&lt;4 years</b>	14%	15%
<b>4 – 7 years</b>	21%	22%
<b>8 – 11 years</b>	23%	23%
<b>12 – 15 years</b>	14%	15%
<b>16+ years</b>	29%	25%
<b>Mean</b>	12.3	11.8

Focus:HOPE respondents, on average, have fewer years of work experience (8.8 years) compared to others, and GIDC respondents have more work experience relative to the respondents from other programs (15.8 years). This is consistent with the respondents' age—Focus:HOPE respondents are generally young, and GIDC respondents are generally older.

It would seem that cumulatively, these years of work experience should have provided the respondents with the skills and experience necessary to secure a stable job that pays a living wage. However, in reality, these respondents report that they have been, for the most part, churning through job after job in the low-wage labor market.

### **Employment Status of Respondents at Baseline**

At the time of the baseline interviews, only 40 percent or 289 of the SEDLP respondents were working. With the exception of JARC respondents, only 7 percent of whom were unemployed (all of them in the Unemployed Training Program), the majority of the respondents from the other five programs were unemployed at the time of the wave 1 interviews.<sup>37</sup> Among the GIDC respondents, 70 percent of whom were unemployed at the time of wave 1 interviews, a much higher percentage of Super Sewers were unemployed at that time (97 percent) compared to apparel skills trainees (46 percent).<sup>38</sup> When incumbent workers are excluded from the sample, 28 percent of the trainees were employed at the time of the wave 1 interviews.

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<sup>37</sup> Most of JARC respondents were receiving training in metalworking through their employment. Thus, very few JARC participants were unemployed at the time of wave 1 interviews.

<sup>38</sup> Even though a high percentage of Apparel Skills trainees were unemployed at the time of the wave 1 interviews, the training program itself, as mentioned earlier, is designed for incumbent workers who take courses to develop new skills or improve the skills they already have.

### Employment Experience

<b>Employment Status at Time of Interview or Application</b>	<b>SEDLP Sample</b>	<b>SEDLP Sample w/o Incumbent Workers</b>
<b>Employed</b>	40%	28%
<b>Not Employed</b>	60%	72%

During the 12 months leading up to the interview, 74 percent of SEDLP participants were employed at some point. Altogether, 539 respondents had either worked at a job or owned and operated a business in the past year, and 193 respondents (26 percent of all respondents) were unemployed during the entire 12-month period before their enrollment in the sectoral training program. Sixty-seven percent of the sample members, without incumbent workers, reported that they were employed at some point in the past 12 months, and 33 percent stated that they were out of work during the previous year.

### Work Experience

<b>Work Experience in the Past 12 Months</b>	<b>SEDLP Sample</b>	<b>SEDLP Sample w/o Incumbent Workers</b>
<b>Employed</b>	74%	67%
<b>Not Employed</b>	26%	33%

SEDLP participants who were working at some point in the past 12 months (539 respondents) altogether held 827 jobs<sup>39</sup> during this period. On average, employed respondents worked at more than one job during this period. The average number of jobs they held is 1.5. The average number of jobs held by respondents is 1.6, excluding incumbent workers.<sup>40</sup>

### Number of Jobs Held in the Past 12 Months

<b>SEDLP Respondents Who Were Employed At Some Point in the Past 12 Months</b>							
	<b>AND</b>	<b>FH</b>	<b>GIDC</b>	<b>JARC</b>	<b>PHI</b>	<b>PQ</b>	<b>All Programs</b>
<b>No. of Jobs Held</b>	111	219	154	134	86	123	827
<b>Respondents with Jobs</b>	62	115	123	99	65	75	539
<b>Average No. of Jobs</b>	1.8	1.9	1.3	1.4	1.3	1.6	1.5

<sup>39</sup> Jobs here include 59 businesses that respondents owned and operated

<sup>40</sup> The SEDLP sample, excluding incumbent workers, has 563 members. Among them, 376 respondents reported that they worked in the past year.

### Number of Jobs Held in the Past 12 Months

No. of Jobs in the Past 12 Months	SEDLP Sample	SEDLP Sample w/o Incumbent Workers
1	61%	57%
2	28%	29%
3	8%	10%
>3	3%	4%
Mean	1.5	1.6

Thirty-nine percent of SEDLP respondents who were working during the previous 12 months held more than one job. Some of these jobs were held at the same time, and in some cases the respondent stopped working at one job and moved on to another.

**SEDLP respondents with more than one job during the previous year (208 respondents) can roughly be divided into three groups based on their work pattern: *job patchers, job hoppers, and those who were both patching jobs and moving from job to job.*** Job patchers are defined as those who held more than one job at the same time. These respondents were combining earnings from different sources to make ends meet. Job hoppers are those who moved from one job to another, stopping work at one job and starting another. The third group is made up of those respondents who were job hopping and job patching during the year. All three work patterns are common strategies for low-income workers who are unable to secure a year-round full-time job that pays a living wage. Data on the work history of the sectoral trainees in the past year show that the majority of these respondents were job hoppers (roughly 67 percent). Fifty-six percent job hopped but did not job patch. Another 11 percent were job patching and job hopping. Thirty-three percent were mainly job patchers, holding more than one job simultaneously.

### Employment History of SEDLP Respondents Prior to the Past 12 Months

<b>SEDLP Respondents Who Were Employed At Some Point in the Two-Year Period Prior to the Past 12 Months</b>							
	AND	FH	GIDC	JARC	PHI	PQ	All Programs
<b>No. of Jobs Held</b>	109	289	165	137	103	195	998
<b>Respondents who Reported No. of Jobs Held</b>	63	131	126	97	72	96	585
<b>Avg. No. of Jobs</b>	1.7	2.2	1.3	1.4	1.4	2.0	1.7

The employment status of SEDLP respondents in the two years prior to the past 12 months closely resembles their employment situation in the last 12 months. A significant majority of respondents were working at some point during this period, and many were working at more than one job. Job hopping and job patching were prevalent then as well.

Eighty percent of SEDLP respondents (585 respondents) were working at a job at some time during the two-year period before the past 12 months. These respondents were altogether working at 998 jobs in that time period (1.7 jobs per person).

### **Maria's Story**

**Some participants of sectoral programs have had to work at more than one job in the past to make ends meet. This case story of Maria<sup>41</sup>, who is a student at Project QUEST, is an example that illustrates this issue.**

Maria is a 45-year-old Mexican woman who immigrated to the United States eight years ago. She lives alone in San Antonio, and at the time of the wave 1 interview she had been enrolled in Project QUEST's Vocational Nursing Program for four months. Maria has earned her living in the United States primarily as a domestic worker and a caregiver. Although she completed high school, she lacks the work and language skills necessary to find more lucrative jobs. To make ends meet, Maria patches together a number of jobs and works long hours. In the year before joining Project Quest, she worked over 50 hours per week at three jobs, with wages ranging from \$4.75 to \$6.25 per hour, and her personal income totaled \$12,134. She has no health insurance. After completing training through Project QUEST, Maria anticipates that she will have the vocabulary and skills needed to earn \$13 per hour plus benefits working at a hospital as a licensed vocational nurse and will no longer have to work at two or three jobs to make ends meet. Ideally, she would like to continue her nursing training to become a registered nurse within five years.

Roughly one out of three SEDLP respondents (32 percent) who was working in the 12 months before training, had a unionized job. More women held union jobs than did men in the sample. Thirty-five percent of female respondents and 29 percent of male respondents had a unionized job. This is largely because many of the GIDC participants, who are women, held union jobs. Among GIDC respondents with a job, 66 percent were union members.

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<sup>41</sup> All names have been changed.

## SEDLP Respondents with a Unionized Job

<b>SEDLP Respondents Who Were Employed at Some Point in the Past 12 Months</b>							
	<b>AND</b>	<b>FH</b>	<b>GIDC</b>	<b>JARC</b>	<b>PHI</b>	<b>PQ</b>	<b>All Programs</b>
<b>Respondents with a Unionized Job</b>	11 (19%)	28 (25%)	80 (66%)	28 (28%)	11 (22%)	7 (10%)	165 (32%)
<b>Respondents with Jobs<sup>42</sup></b>	58	111	122	99	50	71	511

Many of the respondents (48 percent) who were working at some point in the past 12 months reported that they were working at jobs that did not offer opportunities for advancement. Eighty-four percent of GIDC respondents, who were working at a job in the past 12 months, said that they could not get promoted at their jobs. On the other hand, a significant majority of Focus:HOPE and JARC workers (77 and 73 percent, respectively) stated that they worked at jobs where there *were* possibilities of promotion.

### Job Promotion Potential

<b>SEDLP Respondents Who Were Employed at Some Point in the Past 12 Months</b>							
	<b>AND</b>	<b>FH</b>	<b>GIDC</b>	<b>JARC</b>	<b>PHI</b>	<b>PQ</b>	<b>All Programs</b>
<b>Respondents Who Could Get Promoted in at Least One Job</b>	29 (50%)	86 (77%)	20 (16%)	72 (73%)	21 (42%)	36 (51%)	264 (52%)
<b>Respondents with Jobs<sup>43</sup></b>	58	111	122	99	50	71	511

Women were more likely to work at jobs where they said that they could not be promoted. Forty percent of female respondents and 67 percent of male respondents who had at least one job in the past 12 months reported that there were opportunities for advancement at their job.

### Hours and Weeks of Work at a Main Job

Findings about the work patterns of SEDLP respondents at their main job<sup>44</sup> in the past year show that, in general, they were working full time for part of the year at this job.

<sup>42</sup> Only jobs where the respondent was working for someone else are included in this table.

<sup>43</sup> These respondents include those who were working for someone else and excludes those who owned a business.

<sup>44</sup> Main job is defined as the main source of earnings of the respondent in the past 12 months.

SEDLP sample members, on average, worked 28.9 weeks at their main job over the 12-month period. Once incumbent workers are removed from the sample, the average number of weeks respondents worked at their main job drops to 23.3 weeks.

### Number of Weeks Employed

Number of Weeks Employed in the Past 12 Months	SEDLP Sample (at Main Job)	SEDLP Sample w/o Incumbent Workers (at Main Job)
1-5	10%	12%
6-10	9%	11%
11-30	38%	48%
31-52	44%	29%
Mean	28.9	23.3

On average, SEDLP respondents worked 35.5 hours per week at their main job in the 12 months leading up to training. Sixty-six percent of SEDLP respondents were working 35 hours or more at their main job in the past 12 months.

### Hours Worked Per Week

Hours Worked Per Week	SEDLP Sample (at Main Job)	SEDLP Sample w/o Incumbent Workers (at Main Job)
<15	8%	10%
15-24	15%	21%
25-34	11%	15%
35-40	41%	36%
>40	25%	19%
Mean	35.5	32.3

### Experience with Unemployment in the Past 12 Months

One of the significant barriers to employment of these participants is their limited recent work experience. Although 74 percent of sectoral program trainees worked at a job in the past year, three out of four (77 percent of all respondents or 560 trainees) were unemployed for some time during this period.<sup>45</sup> **On average, these respondents were unemployed for 7.9 months in the past 12 months.** Half of them were out of a job for more than eight months.

<sup>45</sup> An even higher percentage of sample members were unemployed at some point in the past 12 months if incumbent workers are removed from the sample (89 percent).

### Number of Weeks Unemployed

	AND	FH	GIDC	JARC	PHI	PQ	All Programs
<b>Unemployed At Some Point During the Past 12 Months</b>	85 (93%)	119 (83%)	110 (81%)	13 (13%)	143 (98%)	90 (78%)	560 (77%)
<b>Avg. Months Unemployed</b>	8.3	7.6	5.8	5.7	9.4	8.7	7.9
<b>Median Months Unemployed</b>	9	8	4.5	5	12	10	8

### Number of Months Unemployed

Months Unemployed During the Previous Year	SEDLP Sample	SEDLP Sample w/o Incumbent Workers <sup>46</sup>
<b>1-3 months</b>	17%	14%
<b>4-6 months</b>	23%	21%
<b>7-9 months</b>	15%	16%
<b>10-12 months</b>	45%	49%
<b>Mean</b>	7.9	8.3

Findings about unemployment experiences of participants on a program-by-program basis shows that over 90 percent of AND and PHI participants were out of work at some point in the past 12 months. Over 80 percent of Focus:HOPE and GIDC respondents also reported at least some period of unemployment in the previous year. Only in the case of JARC, where most of the participants in the survey are incumbent workers, do we see a lower incidence of unemployment (13 percent). JARC participants who experienced unemployment include respondents who were enrolled in the Unemployed Training Program.

Fifty-two percent of all survey respondents (381 participants) and 65 percent of sample members excluding the incumbent workers (364 participants) were out of a job 6 months or longer during the past 12 months.<sup>47</sup> These figures suggest that respondents have limited recent work history despite the many years that they have been in the job market. This fact clearly weighs against these participants getting and keeping a job. This barrier is especially significant for PHI respondents who were on public assistance almost the entire year before they started training.

<sup>46</sup> The total number of respondents in the sample excluding JARC and GIDC incumbent workers is 563. Out of these respondents, 501 were unemployed at some point in the past year.

<sup>47</sup> Out of 563 respondents, 364 were unemployed for six months or more during the previous year.

## Respondents Unemployed Six Months or Longer

	AND	FH	GIDC	JARC	PHI	PQ	All Programs
<b>Unemployed Six Months or Longer in the Past 12 Months</b>	61 (67%)	83 (58%)	47 (35%)	6 (6%)	116 (80%)	68 (59%)	381 (52%)

### William's Story

**A significant number of sectoral program trainees reported long periods of unemployment between jobs. Participants also cited barriers to employment that do not lend themselves to direct measurement, such as lack of motivation, lack of a good working environment, discrimination in the labor market, substance abuse, age and other problems. William,<sup>48</sup> a trainee at AND, illustrates these issues.**

William is a 23-year-old black male in Oakland. He lives with his mother, and at the time of the interview he had recently enrolled in AND's cabinet making and carpentry program. William had previously been trained and employed as a landscaper, but the work was often unsteady and low paying. At the time of the interview, he had been unemployed for about six months and had received unemployment insurance for one month. He held his last landscaping job for about four months, but the company discharged him when their work slowed down. The job had paid him \$9 per hour plus health insurance. William's personal earnings for the past year totaled \$6,640. His mother received housing subsidies and Social Security payments, which accounted for the majority of other income into the household.

William is hopeful that AND's training will help him qualify for more specialized, better paying jobs that will enable him to save some money and return to school (he does have a GED). He wants to acquire math and computer skills to qualify for a job as a carpenter for the municipal utilities district once he finishes his training. He expects his position to pay about \$10 per hour and to provide benefits including health insurance. Reflecting on his past, William feels that he has been unsuccessful in finding solid, well-paid work because he has an inadequate education and because he often has not had the correct motivation to work. Looking ahead, he sees a brighter future and the possibility of being able to work toward getting qualifications to become a youth counselor and helping other young boys to find the "correct motivation" to succeed in life.

<sup>48</sup> All names have been changed.

## Job Separations and Reasons for Leaving Jobs

SEDLP sample respondents stopped working at 520 of the 827 jobs they held in the past 12 months, so 63 percent of the jobs were lost during the period. There were a variety of reasons cited as the *main* reasons for leaving jobs in the past 12 months.

### Reasons for Leaving Jobs

Main Reasons Cited for Leaving Jobs	During the Past 12 Months	During the Two Years Before the Past 12 Months
Layoff, plant closed	21%	19%
Going to school	18%	13%
Job was temporary	16%	12%
Did not like working conditions	8%	9%
Found a better job	6%	9%
Discharged, Fired	5%	5%
Dissatisfied with wage	5%	4%
Schedule/hours	3%	3%
Family/personal reasons	3%	5%
Moved	3%	5%
Health reasons	2%	3%
Transportation	2%	3%
Benefits	2%	1%
Dead-end job	2%	1%
Other <sup>49</sup>	2%	2%
Personality Conflict	2%	1%
Child care	1%	1%
Did not like location	1%	1%
Pregnancy/had child	1%	3%

In 21 percent of the cases when the respondents stopped working at a job during the past 12 months, the reason cited for leaving the job was that he/she was laid off. In 16 percent of the cases, the jobs were temporary, and in 18 percent of the cases the respondent returned to school.

JARC participants reported the fewest cases of job separation in the past 12 months (34 cases). GIDC respondents reported that in 64 percent of the cases when the respondent left the job, it was because she was laid off. Thirty-seven percent of job separation cases

<sup>49</sup> In the other category, respondents cited reasons such as lack of a U.S. license, trying to find another job, etc.

for Project QUEST respondents and 32 percent of job separations for Focus:HOPE respondents were because the respondent left to attend school.

Many of these respondents also experienced job losses in the two years prior to the last 12 months, and they reported the same general reasons for why they had to leave their jobs. This attests that job churning is not a recent phenomenon for these trainees. In fact their work history is characterized by interrupted work experience, and it shows that the types of jobs they have held over time hasn't really changed. As a result, their economic circumstances haven't improved.

Eighty-five percent of the 585 respondents who held jobs in the two-year period before the last 12 months, and reported the number of jobs they held, lost at least one of their jobs during that period.<sup>50</sup> In 19 percent of the cases when the respondent stopped working at a job during this two-year period, the reason for leaving the job was that the respondent was laid off. In 12 percent of the cases, the job was temporary. In 13 percent of the cases, the respondent left to attend school.

In 58 percent of the cases when GIDC respondents left their jobs, it was because they either were laid off or the plant closed. In 11 percent of the cases, their jobs were temporary. AND respondents, in 19 percent of the cases, lost jobs due to the temporary nature of the job, and in 13 percent of the cases, the respondents was laid off. Nineteen percent of job separation cases for Focus:HOPE respondents and 26 percent of job separation cases for Project QUEST respondents were because the respondent returned to school.

When asked about all jobs they held throughout their work history, 65 percent of the respondents reported that they have had at least one spell of unemployment that lasted six months or longer.

One out of every three respondents (34 percent) in the survey has been laid off or downsized from a job. On average, these respondents were laid off 1.9 times since they first started working. A higher percentage of GIDC respondents, who work in the apparel industry, reported that they have been laid off from jobs. Fifty-nine percent of GIDC respondents report being laid off from a job at least once, and on average these respondents had been laid off 2.2 times throughout their careers. Only 17 percent of respondents reported that they have ever been fired from a job.

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<sup>50</sup> Out of 585 respondents who held at least one job in this two-year period, 499 left at least one of their jobs. Out of 998 jobs held in this period by the respondents 86 percent (860) of the jobs were lost.

## **Quality of Jobs Held by the Respondents**

To document the respondents' evaluation of the quality of the jobs at which they have been working, the survey asked respondents about the quality of the main job that was held in 1995. More specifically, the respondents were asked to state how satisfied or dissatisfied they were with their main job in terms of wages and benefits the job provided, opportunities for advancement, work schedule, level of responsibility, and the flexibility the job provided to attend to family needs or emergencies. In general, a significant number of those who responded expressed dissatisfaction with wages, benefits and opportunities for advancement that the job offered.

Half of the respondents were dissatisfied with the amount of money they were earning at their job. Fifty-two percent were dissatisfied with the health care benefits that the job provided, and 55 percent of respondents were either dissatisfied or very dissatisfied with the opportunities for advancement at their job.

## **VI. Earnings of Respondents and Other Household Financial Characteristics**

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**T**he SEDLP respondents are quite diverse, within programs and across programs, in terms of their personal earnings, household income and asset ownership. One out of four respondents in the survey (26 percent) did not work at all during the 12 months leading up to the interview and so they had no personal earnings. These participants relied on public assistance and other sources of income to cover their basic needs.

Findings from the survey show that sectoral program trainees, who worked during the past 12 months and reported their earnings at their jobs, also could not rely on their earnings alone to meet their living expenses. The average and median annual earnings of these respondents were \$12,295 and \$8,580, respectively.<sup>51</sup> Thus, individual earnings levels were, in general, low for these participants. Including the earnings of the spouses (if the respondent was living with a partner) increased their average and median combined earnings to \$17,884 and \$11,375, respectively. Even the combined earning power of these respondents and their spouses did not allow the majority of these households to live above the poverty threshold.<sup>52</sup>

Not all respondents in the survey reported their incomes from different sources or reported the value of all the assets they own. Therefore, it is difficult to draw major conclusions about the respondents' overall household financial characteristics. However, based on those who did report all components of their household income and assets, 40 percent of the participants live below the poverty threshold, 58 percent of the participants live below 150 percent of the federal poverty level and a significant number of these respondents own very few assets.

### **Personal Earnings of the Respondents in the Past 12 Months**

Of all SEDLP respondents who were working during the previous year (539 respondents), 96 percent (515 respondents) reported their personal earnings. The average level of personal earnings of these respondents was \$12,295. Half of these respondents were earning below \$8,580, and half were earning above this amount.

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<sup>51</sup> These respondents lived in a household that on average had 3.5 members, and their median household size was three.

<sup>52</sup> The official poverty level in 1998 was \$13,001 for a three-person household and \$16,655 for a four-person household (U.S. Department of Commerce). Based on these figures, a three-member household needed to have an income above \$19,502 to live above 150% of poverty threshold, A four-member household needed to have an income above \$24,983 to live above 150% of the poverty level (see page 51 of this report for 1997 and 1998 poverty thresholds).

### Earnings of Respondents

<b>Earnings in the Past 12 Months</b>	<b>SEDLP Sample</b>	<b>SEDLP Sample w/o Incumbent Workers</b>
<b>Average Earnings</b>	\$12,295	\$7,895
<b>Median Earnings</b>	\$8,580	\$5,785

The average and median annual earnings for individual participants by program is as follows:

### Earnings of Employed Respondents

<b>SEDLP Respondents Who Were Employed at Some Point in the Past 12 Months</b>							
	<b>AND</b>	<b>FH</b>	<b>GIDC</b>	<b>JARC</b>	<b>PHI</b>	<b>PQ</b>	<b>All Programs</b>
<b>Average Personal Earnings</b>	\$9,433	\$9,925	\$12,639	\$26,278	\$4,735	\$5,367	\$12,295
<b>Median Personal Earnings</b>	\$8,700	\$6,950	\$10,000	\$23,200	\$2,825	\$3,680	\$8,580
<b>No. of Respondents</b>	57	113	117	96	59	73	515

PHI respondents, who were mainly on public assistance and received AFDC/TANF during the previous year, reported the lowest level of annual personal earnings (\$4,735), while JARC respondents, who mainly include incumbent workers, had the highest level of personal earnings (\$26,278). There is a wide variation in the earnings of different subgroup of trainees from JARC, AND and GIDC. JARC participants who were enrolled in the Introduction to CNC Programming course reported a higher level of earnings (\$47,658) compared to participants in their Unemployed Training Program, who earned \$9,792, and the rest of JARC trainees, who earned \$25,789 in the previous year.<sup>53</sup> AND respondents with more recent work history also earned more compared to the rest of AND trainees. These respondents, on average, earned \$11,774, whereas the average annual earnings of other AND trainees were \$8,597 during the previous year.<sup>54</sup> Among GIDC respondents, the Super Sewers, on average earned less than what Apparel Skills trainees made in the previous year. Super Sewers trainees had annual earnings of \$8,684, whereas Apparel Skills trainees, on average, earned \$15,489.<sup>55</sup>

The following table shows the responses of participants who reported their personal earnings in the year prior to the wave 1 interview.

<sup>53</sup> The median level of earnings of these three groups was \$48,017, \$8,394, and \$22,873, respectively.

<sup>54</sup> The median level of earnings of these two groups was \$11,788 and \$5,520, respectively.

<sup>55</sup> The median level of earnings of these two groups was \$6,848 and \$13,230, respectively.

### Personal Earnings of SEDLP Respondents

Annual Personal Earnings	All Programs
\$0-\$1,200	10%
\$1,201-\$6,000	29%
\$6,001-\$12,000	24%
\$12,001-\$24,000	24%
\$24,001-\$36,000	7%
\$36,001+	6%

Thirty-nine percent of respondents earned less than \$6,000 in the year prior to the wave 1 interviews. The majority of PHI and Project QUEST respondents reported annual earnings below \$6,000 (66 percent of PHI and 65 percent of Project QUEST respondents). Forty-four percent of AND respondents, 43 percent of Focus:HOPE respondents, 30 percent of GIDC participants and 5 percent of JARC trainees were earning less than \$6,000 per year (refer to Table A.1 in Appendix A).

### Hourly Earnings of Respondents

Personal earnings per hour (or hourly earnings) is the sum of all earnings of respondents at their different jobs divided by the total hours that the respondents worked at these jobs. On average, sectoral program trainees earned \$8.64 per hour at their jobs in the past 12 months, and their median hourly earnings were \$7.50.<sup>56</sup>

### Hourly Earnings of SEDLP Respondents

SEDLP Respondents Who Were Employed at Some Point in the Past 12 Months							
Personal Earnings Per Hour	AND	FH	GIDC	JARC	PHI	PQ	All Programs
Avg. Hourly Earnings	\$8.47	\$8.51	\$8.64	\$11.90	\$5.66	\$7.07	\$8.64
Median Hourly Earnings	\$8.00	\$7.50	\$7.44	\$10.43	\$5.25	\$6.24	\$7.50

The following table shows that the average hourly wage of participants at their main job (or business) in the past 12 months was \$8.63, and their median hourly wage was

<sup>56</sup> Hourly earnings are reported for 512 participants who were working during the previous year and reported hours worked at their job(s). Jobs include both jobs where the respondent was working for someone else and businesses that respondents owned and operated. For a more detailed break down of hourly earnings of respondents by program, refer to Table B.2 in Appendix B.

\$7.50.<sup>57</sup> The average and median hourly wages of SEDLP participants, excluding incumbent workers, were \$7.54 and \$7.00, respectively.

### Hourly Wage at the Main Job Without Incumbent Workers

Hourly Wage	SEDLP Sample	SEDLP Sample w/o Incumbent Workers
Avg. Hourly Wage	\$8.63	\$7.54
Median Hourly Wage	\$7.50	\$7.00

The hourly wage of respondents at their main job is roughly the same as their total personal earnings per hour. This suggests that respondents were earning the same wage at their other jobs, if they were working at more than one job.

### Hourly Wage at the Main Job for SEDLP Respondents

SEDLP Respondents Who Were Employed at Some Point in the Past 12 Months							
Hourly Wage at Main Job	AND	FH	GIDC	JARC	PHI	PQ	All Programs
Avg. Hourly Wage	\$8.52	\$8.45	\$9.00	\$11.88	\$5.65	\$6.74	\$8.63
Median Hourly Wage	\$8.00	\$7.54	\$7.50	\$10.24	\$5.23	\$6.00	\$7.50
No. of Respondents	59	114	116	98	64	75	526

Among GIDC respondents, Super Sewers, on average, earned \$7.67, whereas Apparel Skills workers' hourly wage at their main job was \$9.90. The hourly wage of JARC participants enrolled in Introduction to CNC Programming was \$19.86, whereas the hourly wage of participants in the Unemployed Training Program was \$8.98. Other incumbent workers in the program earned \$11.38 at their main job.

The hourly wage of men at their main job in the past 12 months was on average \$3.44 higher than the hourly wage of women. The following table shows the average hourly wage of men and women at the job that provided their main source of earnings in the past year.

<sup>57</sup> Hourly wage is the wage rate of respondents if they reported their earnings on an hourly basis (338 cases). If earnings were reported on a weekly, monthly or annual basis, the hourly wage was computed based on the hours and weeks of work at their main job (188 cases). The distribution of the hourly wage for those who reported earnings on a non-hourly basis closely followed the distribution of wage rates of respondents who reported their hourly earnings across all programs.

### Hourly Wage at Main Job by Gender

SEDLP Respondents Who Were Employed at Some Point in the Past 12 Months							
Avg. Hourly Wage at Main Job	AND	FH	GIDC	JARC	PHI	PQ	All Programs
<b>Men (N)<sup>58</sup></b>	\$8.34 (43)	\$9.23 (71)	\$14.42 (15)	\$12.44 (81)	N/A	\$10.42 (8)	\$10.65 (308)
<b>Women (N)</b>	\$9.01 (16)	\$7.16 (43)	\$8.19 (101)	\$9.18 (17)	\$5.65 (64)	\$6.31 (67)	\$7.21 (218)

### Weekly Earnings of Respondents

On average, respondents who were employed in the past 12 months earned \$318 per week at their main job. Their median weekly earnings were \$263.<sup>59</sup> Respondents from JARC earned the most per week at their main job (\$525), and Project QUEST participants earned the least amount of money per week in the past 12 months (\$169).

### Weekly Earnings at the Main Job for SEDLP Respondents

SEDLP Respondents Who Were Employed at Some Point in the Past 12 Months							
Weekly Earnings at Main Job	AND	FH	GIDC	JARC	PHI	PQ	All Programs
<b>Avg. Weekly Earnings</b>	\$280	\$303	\$348	\$525	\$181	\$169	\$318
<b>Median Weekly Earnings</b>	\$288	\$260	\$285	\$456	\$155	\$148	\$263
<b>No. of Respondents</b>	59	114	116	98	63	75	525

SEDLP respondents without the incumbent workers reported average weekly earnings of \$248 and median weekly earnings of \$210 at their main job in the past 12 months.

### Weekly Earnings without Incumbent Workers

Weekly Earnings	SEDLP Sample	SEDLP Sample w/o Incumbent Workers
<b>Avg. Weekly Earnings</b>	\$318	\$248
<b>Median Weekly Earnings</b>	\$263	\$210

<sup>58</sup> N refers to the number of respondents.

<sup>59</sup> The hourly wage of respondents who were still employed at their main job at the time of the wave 1 interview was \$9.94 and their average weekly earnings at this job was \$367.

## Other Sources of Personal Income

Respondents received personal income from sources other than their jobs and businesses. The following table shows what percentage of respondents received income from these other sources, including public assistance programs, and the average amount of income received for those who reported their incomes from these sources.

**Sources of Personal Income**

<b>All Other Sources of Personal Income During the Previous Year</b>	<b>% of SEDLP Respondents Receiving Income</b>	<b>Avg. Annual Income</b>
Food stamps, WIC, other food supplement programs	37%	\$2,226
Transportation stipend or subsidy	30%	\$358
Cash benefits, such as AFDC, ADC, or TANF	21%	\$3,514
Stipends from any government program (such as a Pell Grant)	19%	\$2,468
Child care subsidy	16%	\$3,182
Public housing assistance, such as Section 8, rent subsidies, or an apartment in a housing project	14%	\$4,424
Unemployment Insurance	13%	\$3,117
Money from Earned Income Tax Credit (EITC)	10%	\$1,743
Alimony or child support	10%	\$2,234
Any other sources	8%	\$3,630
Guaranteed student loan	7%	\$4,192
State general assistance, such as Home Relief, General Relief, Transitional Assistance & others	5%	\$2,573
Income from rents, interest, or dividends	4%	\$19,683
Social Security, other pensions, annuities, or disability & retirement programs	3%	\$5,808

The food stamp program was the most widely used public source of income for the individual participants in the survey. Thirty-seven percent of respondents were on food stamps, WIC or other food supplement programs. The next most widely used source of public assistance was AFDC or TANF with 21 percent of the respondents using this income source. Fourteen percent of the respondents were receiving housing assistance, and 5 percent were receiving general assistance in the past year.

Receipt of cash assistance is generally considered a proxy for different kinds of barriers that low-income individuals face in the labor market. Respondents who received income from AFDC, ADC or TANF in the 12 months leading up to the interview (21 percent of respondents), on average, received benefits from this source for almost 11 months. No respondent from GIDC and JARC had received cash benefits in the past 12 months. Twenty percent of AND respondents, 22 percent of Project QUEST respondents, 26 percent of Focus:HOPE respondents and 51 percent of PHI trainees had received TANF benefits during the 12 months prior to wave 1 interviews.

### Respondents Who Received AFDC or TANF

	AND	FH	GIDC	JARC	PHI	PQ	All Programs
<b>Received AFDC or TANF During the Past 12 Months</b>	18 (20%)	37 (26%)	0 (0%)	0 (0%)	75 (51%)	25 (22%)	155 (21%)
<b>Avg. No. of Months</b>	9.8	10.7	NA	NA	11.2	10.2	10.7
<b>Total Number of Months They Received AFDC or TANF Over Their Lifetime</b>	69.7	50.9	NA	NA	79.8	36.1	64.5

Respondents who received AFDC or TANF in the past year reported that they had received these benefits for 64.5 months or 5.4 years over their lifetime<sup>60</sup>. The median number of months that these respondents had received these benefits over their lifetime was 48 months or 4 years. This suggests that these participants are long-term welfare recipients.

Thirty percent of the survey participants (221 respondents) reported that they were on AFDC or TANF at some time in their life. These respondents, on average, had received these benefits for 55 months or 4.6 years.<sup>61</sup> The median number of months that they were on welfare was 36 months or three years. Among these respondents, 39 percent have been on welfare for two years or less, 32 percent have been on welfare from two to five years and 29 percent have received AFDC for over five years.

<sup>60</sup> Out of 155 respondents who received AFDC in the past 12 months, 151 reported the total number of months they had received these benefits.

<sup>61</sup> Among respondents who had received AFDC, ADC or TANF (221 respondents) at some time in their life, 213 reported the total number of months they had received these benefits.

### Length of Time AFDC/TANF Was Received

Received AFDC/TANF	SEDLP Sample
In Past 12 Months	21%
Ever	30%
Lifetime Receipt of Over 60 Months	29%

These findings suggest that a significant number of participants have had barriers to employment that have led them to seek public assistance in the past. These participants have generally been on welfare for a long period of time.

### Household Income

It was not possible to compute the total household income of all participants in the survey since not all respondents reported their incomes from various sources.<sup>62</sup> Thus, household income figures reported in this section are valid for only part of the sample and are not necessarily indicative of incomes of all participants in the survey. Those who did report all components of their incomes (431 respondents or 59 percent of sample members), on average, received \$27,586 in income from all these sources.<sup>63</sup> The median household income of these respondents was \$19,142.

### Annual Average Household Income

Household Income (annual)	AND	FH	GIDC	JARC	PHI	PQ	All Programs
Average Household Income	\$23,117	\$35,365	\$30,294	\$44,393	\$13,432	\$23,368	\$27,586
Median Household Income	\$18,657	\$22,931	\$21,035	\$43,210	\$10,719	\$18,264	\$19,142
N/No. of Respondents (%)	55/91 (60%)	56/144 (39%)	90/136 (66%)	69/100 (69%)	92/146 (63%)	69/115 (60%)	431/732 (59%)

<sup>62</sup> Different sources of household income include personal earnings and other sources of personal income such as government transfers; spouse's earnings; earnings of children, parents, relatives and non-relatives; and income contributions of roomers or boarders living in the household in addition to other sources of income from these other household members such as public assistance.

<sup>63</sup> Only 39 percent of Focus:HOPE respondents reported all components of their household incomes. Focus:HOPE respondents are in general young and live with their parents, and because they are not the heads of their households, they have limited information on the finances of their households.

Consistent with the earnings of respondents in different programs discussed in the previous section, JARC respondents, on average, had incomes higher than respondents from other programs (\$44,393), and their median household income is also higher than other respondents. Household incomes of PHI respondents, on the other hand, are lower than incomes of respondents from other programs.<sup>64</sup>

On average, about a third of these respondents' total household income comes from their personal earnings (34 percent). Other sources of personal income, which includes government assistance, contribute 23 percent of household income. Spouse's earnings make up 21 percent of total household income, and contributions from the respondent's and/or spouse's parents make up 11 percent of income. The table below shows the break down of all components of household income.<sup>65</sup>

### Components of Household Income

<b>Household Income Components</b>	<b>AND</b>	<b>FH</b>	<b>GIDC</b>	<b>JARC</b>	<b>PHI</b>	<b>PQ</b>	<b>All Programs</b>
<b>Personal Earnings</b>	34%	21%	37%	59%	13%	15%	34%
<b>Other Personal Income</b>	19%	18%	18%	5%	57%	46%	23%
<b>Spouse's Earnings</b>	8%	13%	31%	24%	19%	20%	21%
<b>Income from</b>	3%	0.1%	10%	2%	3%	2%	4%
<b>Income from Parents of Respondents and/or Spouse</b>	21%	35%	0.3%	3%	0%	11%	11%
<b>Income from Other Relatives</b>	4%	5%	0.8%	5%	0.1%	1%	3%
<b>Income from Non-Relatives</b>	1%	0.2%	0%	0.4%	0%	0%	0.2%
<b>Roomers/Boarders</b>	0.3%	0%	0%	0%	0%	0.2%	0.1%
<b>Other Sources of Income of Other Household Members</b>	10%	8%	3%	2%	9%	4%	5%
<b>Total Household Income</b>	\$23,117 (100%)	\$35,365 (100%)	\$30,294 (100%)	\$44,393 (100%)	\$13,432 (100%)	\$23,368 (100%)	\$27,586 (100%)
<b>N</b>	55	56	90	69	92	69	431

Thirty-five percent of the household income of Focus:HOPE respondents and 21 percent of the incomes of AND respondents come from their parents. Just under a third of the household income of GIDC respondents (31 percent) is made up of their spouse's earnings. JARC respondents rely heavily on their personal and spouse's earnings for

<sup>64</sup> In order to see the range of household income for the total population and by program, refer to Table A.3 in Appendix A.

<sup>65</sup> For more detailed information on the dollar value of income from these different sources refer to Tables A.4 and A.5 in Appendix A.

their household income. More than half of their household income comes from their personal earnings (59 percent), and 24 percent of their income is from their spouse's earnings. In the case of PHI and Project QUEST, a significant proportion of the respondents' household income comes from other sources of personal income (57 percent for PHI respondents and 46 percent for Project QUEST respondents).

### Ayanna's Story

**Welfare receipt is generally considered a proxy for a host of barriers that a person faces to employment. A number of trainees reported having relied on public assistance to provide for their families in the past. This case story of Ayanna,<sup>66</sup> a student at Focus:HOPE is an example of one such trainee.**

Ayanna is a 36-year-old African American single mother with 5 children whose ages range from 5 to 17 years old. At the time of the wave 1 interview, she had been training with Focus:Hope for 3 months to become a machinist. Prior to that, Ayanna worked for a short time for a cleaning company earning \$5.25 per hour. For the better part of the past ten years, however, she has been supported through AFDC, food stamps and housing subsidies. She had been through one previous training course that lasted 32 weeks to certify her as a medical assistant, but she was never able to find a job using the skills she had been taught. Ayanna's personal earnings in the past year were \$2,200. The rest of her household's income came from AFDC payments and food stamps totaling \$14,136. She has no appreciable assets. "I know I need something better for me and my children," Ayanna explained. She feels that the problems she has had supporting herself and her family stem from her lack of education (she has a GED) and because she "became a mother to soon."

Ayanna learned about Focus:HOPE through her case worker. She hopes that by participating in and completing the machinist training she will develop strong basic skills in math and learn to be a good drafter who can qualify for a well-paying job (\$12 per hour plus health insurance) with one of the big three motor companies in Detroit.

Sixteen percent of other sources of personal income of all respondents who reported household incomes are from Food stamps, WIC or other food supplement programs; 14 percent are from cash benefits, such as AFDC, ADC, or TANF; 11 percent are from public housing assistance; and 2 percent are from general assistance.

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<sup>66</sup> All names have been changed.

Other sources of personal income for PHI respondents are primarily government transfers. Specifically, a significant portion of it comes from public housing assistance (28 percent), Food stamps or WIC (28 percent), and AFDC or TANF benefits (2 percent). Project QUEST respondents' other sources of income are from child care benefits (18 percent), Food stamps or WIC (16 percent), government stipends such as a Pell Grant (14 percent), and guaranteed student loans (13 percent). Seventy-nine percent of other personal income for GIDC respondents and 56 percent for JARC respondents come from income from rents, interest or dividends.

### **Respondents Living in Poverty**

Forty percent of the respondents who reported all components of their household income live below the poverty line.<sup>67</sup> More than half of these respondents (58 percent), however, live below 150 percent of the poverty line.<sup>68</sup>

The following table shows the U.S. Census Bureau's 1997 and 1998 poverty thresholds and income for 150 percent and 100 percent of the poverty level for households of different sizes.

**Poverty Thresholds for 1997 and 1998**

<b>Household Size</b>	<b>100% Poverty Level Income (1997)</b>	<b>150% Poverty Level Income (1997)</b>	<b>100% Poverty Level Income (1998)</b>	<b>150% Poverty Level Income (1998)</b>
<b>1</b>	\$8,183	\$12,275	\$8,310	\$12,465
<b>2</b>	\$10,473	\$15,710	\$10,636	\$15,954
<b>3</b>	\$12,802	\$19,203	\$13,001	\$19,502
<b>4</b>	\$16,400	\$24,600	\$16,655	\$24,983
<b>5</b>	\$19,380	\$29,070	\$19,682	\$29,523
<b>6</b>	\$21,886	\$32,829	\$22,227	\$33,341
<b>7</b>	\$24,802	\$37,203	\$25,188	\$37,782
<b>8</b>	\$27,593	\$41,390	\$28,023	\$42,035
<b>9 Persons or More</b>	\$32,566	\$48,849	\$33,073	\$49,610

Source: U.S. Department of Commerce, Bureau of the Census

Among respondents who reported all components of their household income, a high proportion of PHI respondents are poor. On the other hand, 7 percent of JARC respondents (those in the Unemployed Training Program) have incomes below the

<sup>67</sup> 1997 poverty thresholds were used for all respondents who completed their wave 1 interviews in 1998, and 1998 poverty thresholds were used for all respondents whose wave 1 interviews took place in 1999.

<sup>68</sup> Since poverty thresholds exclude in-kind benefits, such as food stamps and housing assistance, in determining the poverty status of respondents, these components were deducted from the participant's and other household members' income. This reduces the average household income of participants by \$1,728.

poverty level. Aside from JARC respondents, more than half of the participants of the other programs who reported their total household income, live below 150 percent of the poverty line.

### Respondents Who Live Below the Poverty Line

	AND	FH	GIDC	JARC	PHI	PQ	All Programs
<b>Respondents Living Below the Poverty Threshold</b>	20 (36%)	21 (38%)	24 (27%)	5 (7%)	76 (83%)	26 (38%)	172 (40%)
<b>Respondents Living Below 150% of the Poverty Threshold</b>	30 (55%)	31 (55%)	46 (51%)	16 (23%)	84 (91%)	43 (62%)	250 (58%)
<b>Respondents Who Reported Their Household Income</b>	55/91 (60%)	56/144 (39%)	90/136 (66%)	69/100 (69%)	92/146 (63%)	69/115 (60%)	431/732 (59%)

### Household Assets and Liabilities

Sixty-eight percent of the respondents reported their total household assets and 85 percent reported their total household debts. Participants who reported all components of their household assets and debts seem to fall into three broad categories: the first group include those who do not own any assets and have no liabilities; the second group includes those who own some but not much in assets and who also have some debts;<sup>69</sup> the third group includes those who own a significant amount of assets and liabilities. This last group is mainly homeowners, and the value of their assets is made up of the value of their homes. Their liabilities, for the most part, reflect the mortgage on their houses.

The participants' household assets include the value of their house, other real estate they own, the value of their cars, the balance in their checking and savings accounts, cash not kept in a bank account, their retirement fund, stocks or bonds, business assets and anything else their household owns that has some value.

On average, respondents who reported all components of their household assets owned \$23,706 in assets.<sup>70</sup> The median level of assets for these respondents, however, was only

<sup>69</sup> For example, these respondents reported positive balances in their checking or savings accounts, reported having a car or other types of assets, and also reported having some household debts, such as an outstanding loan on a car, credit card debt or an outstanding student loan.

<sup>70</sup> Only 42 percent of Focus: HOPE respondents reported all components of their household assets. Focus: HOPE respondents are in general young and live with their parents, and since they are not heads of their households, they have limited information on the finances of their households.

\$639. This means that half of the respondents who reported all components of their assets owned less than \$639. In fact 36 percent of the respondents did not own any assets and another 17 percent owned assets worth less than \$1,000. On the other hand, 25 percent of respondents owned more than \$10,000 in household assets.

### Household Assets

<b>Household Assets</b>	<b>AND</b>	<b>FH</b>	<b>GIDC</b>	<b>JARC</b>	<b>PHI</b>	<b>PQ</b>	<b>All Programs</b>
<b>No assets</b>	44%	28%	30%	10%	74%	11%	36%
<b>\$1-\$1,000</b>	23%	15%	22%	4%	16%	20%	17%
<b>\$1,001-\$5,000</b>	16%	15%	14%	14%	5%	21%	13%
<b>\$5,001-\$10,000</b>	8%	10%	1%	17%	2%	19%	9%
<b>\$10,000+</b>	9%	38%	34%	56%	2%	28%	25%
<b>Mean</b>	\$6,281	\$15,469	\$46,902	\$62,703	\$2,283	\$17,396	\$23,706
<b>Median</b>	\$30	\$1,410	\$1,000	\$12,200	\$0	\$4,000	\$639
<b>N/No. of Respondents</b>	64/91	60/144	88/136	72/100	125/146	89/115	498/732

Incumbent workers, on average, own \$66,999 in assets, whereas the average amount of assets that the rest of the trainees own is \$10,707.<sup>71</sup>

Almost three-quarters of the respondents' assets (73 percent) is in the value of their homes. Among all respondents in the sample 29 percent are homeowners.

### Homeownership

	<b>AND</b>	<b>FH</b>	<b>GIDC</b>	<b>JARC</b>	<b>PHI</b>	<b>PQ</b>	<b>All Programs</b>
<b>Homeowners</b>	14%	44%	30%	49%	6%	30%	29%

The household debts of respondents include home mortgages, other property mortgages, loans on cars, credit card debts, educational loans, outstanding child support or alimony, business liabilities, other long-term debt over 30 days such as taxes owed to the IRS and other types of debt. On average, respondents who reported all components of their household liabilities owed \$14,431. The median level of liabilities for these respondents, however, was only \$459. Forty-six percent of the respondents did not have any household debts, and 9 percent owed less than \$1,000 in debt. On the other hand, 23 percent owed more than \$10,000, and a large portion of this debt is the mortgage on their house.

<sup>71</sup> The median level of assets of incumbent workers is \$12,400 and the median level of assets of the rest of the trainees is only \$150.

### Household Debt

	<b>AND</b>	<b>FH</b>	<b>GIDC</b>	<b>JARC</b>	<b>PHI</b>	<b>PQ</b>	<b>All Programs</b>
<b>No Debt</b>	51%	24%	62%	32%	78%	11%	46%
<b>\$1-\$1,000</b>	15%	10%	6%	5%	7%	11%	9%
<b>\$1,001-\$5,000</b>	14%	26%	7%	12%	9%	31%	16%
<b>\$5,001-\$10,000</b>	6%	7%	7%	6%	2%	13%	7%
<b>\$10,000+</b>	15%	32%	18%	47%	3%	34%	23%
<b>Mean</b>	\$9,207	\$10,580	\$18,024	\$40,775	\$1,402	\$12,507	\$14,431
<b>Median</b>	\$0	\$3,500	\$0	\$6,000	\$0	\$4,900	\$459
<b>N/No. of Respondents</b>	81/91	95/144	121/136	89/100	138/146	100/115	624/732

## VII. Immediate Training Outcomes

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Within 60 to 90 days following the scheduled training completion date, the programs were asked to provide some information on the status of their participants' employment. The purpose of collecting this information on participants, which took place from May of 1998 through June of 1999, was to provide some indicators about the immediate outcomes of training. The Post-Training/Placement Tool (PTPT) was used to collect this data. It had questions about whether or not the participant completed training, their prior training history with the program, employment status, whether or not their job is new, their wage rate, hours of work, the types of benefits that are available to them at their jobs, and whether or not the program placed the participant or actively assisted them in getting the job.<sup>72</sup>

The programs' immediate training outcomes show that nearly three-fourths of the participants finished training by the anticipated date. In addition, participants are more likely to be employed and have access to benefits such as health insurance after training than at the time of the baseline interviews or prior to training. Other indicators, such as hourly wage and hours worked per week, also show some improvement immediately after training.

Results of the PTPT suggest immediate improvement in the kinds of jobs that respondents were placed in after training, compared to the job they held before training. The data collected in the second and third waves of the survey will shed more light on the impact of training on the lives of these participants, especially employed workers whose jobs, earnings, benefits and responsibilities will not immediately change as a result of attending the training program. Results from the second and third waves of the SEDLP survey will be provided in forthcoming publications.

### **Training Completion**

Findings from the Post-Training/Placement Tool show that 72 percent of sample members (525 respondents) completed training by the end of June 1999. The completion rate for incumbent workers was 89 percent, and for the rest of the trainees it was 67 percent.<sup>73</sup> Seventy-one percent of poor participants and 72 percent of the respondents whose annual incomes before the start of training were below 150 percent of the poverty line completed training as scheduled.

Training completion rates varied from program to program. Generally, completion rates were higher for programs with shorter training and for programs that provide training for

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<sup>72</sup> A copy of the Post-Training/Placement Tool (PTPT) can be found in Appendix B of this report.

<sup>73</sup> Among 169 incumbent workers in the sample, 150 individuals completed training, and out of 563 non-incumbent workers in the sample, 375 respondents finished training as anticipated.

employed workers. JARC participants, the majority of whom are receiving training through their jobs, had the highest completion rates (94 percent), followed by GIDC participants (86 percent). Seventy-eight percent of PHI trainees, 67 percent of Focus:HOPE participants, 65 percent of AND trainees and 50 percent of Project QUEST participants also completed training. Since training at Project QUEST is relatively long, it is not unusual for some students to put training on hold at some point to attend to other matters and come back to it at a later date.<sup>74</sup> This means that for some it takes longer to complete training than anticipated.<sup>75</sup>

Among those who did not complete the training (198 respondents), 46 percent had dropped out of the program and 26 percent were terminated. The status of the rest of the trainees who did not complete the program was not known.

### **Training Outcomes**

	<b>AND</b>	<b>FH</b>	<b>GIDC</b>	<b>JARC</b>	<b>PHI</b>	<b>PQ</b>	<b>All Programs</b>
<b>% Completed Training</b>	65%	60%	86%	94%	78%	50%	72%
<b>Did Not Complete Training</b>							
<b>% Dropped</b>	82%	47%	89%	60%	32%	21%	46%
<b>% Terminated</b>	11%	42%	11%	40%	53%	4%	26%

Only 11 percent of participants had attended prior training at the programs. These were mostly Focus:HOPE trainees (77 percent) who had taken First Step, Fast Track or Vestibule. These are remedial education and work skills training programs that are taken before attending the Core 1 training course at MTI.

### **Employment Status of Respondents at the End of Training**

Sixty-four percent of all participants (470 respondents) were employed immediately following training, compared to 40 percent who were working at the time of the wave 1 interviews. This includes participants who completed training and those who did not. Sixty-nine percent of those who were employed after training had recently become employed (325 respondents), and 30 percent (142 respondents) held jobs that they had prior to the completion of training. Of all respondents who were working immediately after training, 61 percent were placed at these jobs with the assistance of the program.

<sup>74</sup> It takes about a year to 18 months to complete training at Project QUEST.

<sup>75</sup> Updated data sent by the program showed that 27 percent of the program participants (31 respondents) who had not completed training by June 1999, had completed training by April 2000 and most were placed in jobs.

### Employment Status of Respondents

	AND	FH	GIDC	JARC	PHI	PQ	All Programs
<b>% Employed (n)</b>	59% (54)	63% (90)	60% (82)	95% (95)	75% (110)	34% (39)	64% (470)
<b>% of Employed Placed by Program</b>	79% (41)	97% (86)	22% (17)	2% (2)	100% (110)	76% (29)	61% (285)
<b>% of Employed with New Job (n)</b>	96% (52)	97% (87)	39% (32)	5% (5)	100% (110)	100% (39)	69% (325)

Seventy-two percent of the respondents completed training by the anticipated schedule. Out of this group:

- 84 percent (440 respondents) were employed immediately after training.
- 81 percent of the respondents, excluding incumbent workers, were employed immediately after training.<sup>76</sup>
- Among participants who were poor and among those whose household incomes were below 150 percent of the poverty line during the year before the start of training, 84 percent (103 and 150 respondents, respectively) were employed within 90 days after the end of training.
- 68 percent of the participants who were working after training ended (301 respondents) had new jobs.
- Among non-incumbent workers who were employed after training, 97 percent (295 respondents) had new jobs.<sup>77</sup>
- Among poor respondents who were employed immediately after training, 92% (95 respondents) had new jobs. Among those with incomes below 150 percent of the poverty line, 81% (122 respondents) were working at new jobs.
- 61 percent of employed participants (268 respondents) were placed in jobs with the assistance of the program.
- 88 percent of employed respondents who were not receiving training through their employment (267 respondents) were placed in jobs with the help of the program.
- 87 percent of the poor respondents who were employed at the end of training (90 respondents) and 77 percent of the working respondents whose annual incomes before the start of training were below 150 percent of the poverty line

<sup>76</sup> Among 375 non-incumbent workers who completed training, 305 were working within 90 days after training ended. Among 150 incumbent workers who completed training, 135 (90 percent) were employed immediately after training.

<sup>77</sup> Among incumbent workers who were employed immediately after training ended, 4 percent (6 respondents) were working at new jobs.

(115 respondents) were placed in their jobs with the assistance of the program.

- 65 percent of the trainees who are employed (including those who had a job prior to the completion of training and those with new jobs) have access to health insurance through employment, compared to 50 percent who had access to medical insurance at their main jobs in the 12 months before the baseline interviews.
- Among employed trainees who were not receiving training through their jobs, 85 percent have access to health insurance through employment after training, compared to 50 percent who had access to medical insurance at their main jobs in the 12 months before the baseline interviews.
- 87 percent of the poor respondents who were employed at the end of training and 81 percent of the working respondents whose annual incomes before the start of training were below 150 percent of the poverty line have access to medical insurance through their jobs after training. Only 33 percent of the poor respondents and 43 percent of the respondents with incomes below 150 percent of the poverty line who were working during the 12 months prior to the start of training had access to health insurance through their main jobs.
- 84 percent of those employed at a new job after training have access to health insurance through employment versus 50 percent who had access to medical insurance at their main jobs in the 12 months before the baseline interviews.
- 86 percent of non-incumbent workers, 93 percent of respondents with incomes below the poverty threshold, and 92 percent of respondents with incomes below 150 percent of the poverty line who are working at a new job after training have access to health insurance through employment.

### **Training Outcomes by Program**

Because of the diversity across programs and respondents, immediate training outcomes are better assessed on a program-by-program basis. The following program descriptions refer to all individuals enrolled in the program, whether or not they completed training. In addition, information on wages, hours of work and access to health insurance of participants with new jobs are compared with the main jobs of participants who were employed during the year before the start of training.

***Project QUEST:*** The training is relatively long, taking from one to four semesters to complete. Some of the outcomes include:

- 50 percent of the program participants completed training.<sup>78</sup>

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<sup>78</sup> Since training at Project QUEST is relatively long, it is not unusual for some students to put training on hold at some point to attend to other matters and come back to it at a later date. This means that for some it takes longer to complete training than anticipated. Updated data sent by the program showed that 27 percent of program participants (31 respondents) who had

- 34 percent of the program participants (39 respondents) were employed by the end of June 1999. Those working all held new jobs.
- 74 percent of the participants who were employed after training were placed by the program.
- Before training, participants who were employed during the past year earned \$6.74 per hour at their main jobs, compared to \$9.66 for participants with new jobs after training.
- Clients now work 39 hours per week at their new jobs, compared to 24 hours per week at their main jobs before training.
- Only 25 percent of the clients had access to medical insurance at their main job before training, while 85 percent have access to medical insurance through employment after training.

For these respondents, there is a significant improvement in their wages. In addition, the new jobs offer more benefits, as shown in the following table.

**Wages and Benefits on the Job for Project QUEST Trainees**

	<b>Main Job in the Past 12 Months</b>	<b>New Job</b>
<b>Avg. Hourly Wage</b>	\$6.74	\$9.66
<b>Avg. Hours/Week</b>	24	39
<b>Benefits Offered at the Job</b>		
<b>Medical Insurance</b>	25%	85%
<b>Disability Insurance</b>	24%	71%
<b>Life Insurance</b>	17%	63%
<b>Pension Other than Social Security</b>	19%	16%
<b>Paid Vacation</b>	25%	82%
<b>Paid Sick Leave</b>	20%	79%
<b>Child Care Assistance</b>	1%	3%

*Asian Neighborhood Design:* The average length of AND training is 15 weeks. Some of the outcomes include:

- 65 percent of the program participants completed training.
- 59 percent of the participants (54 respondents) were employed after training. Among them, 96 percent had new jobs.
- 79 percent of the respondents who were employed after training were placed by the program.

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not completed training by June 1999 had completed training by April 2000, and most were placed in jobs.

- Prior to training, participants who worked in the previous year earned \$8.52 per hour at their main jobs compared to \$10.05 after training for participants with new jobs.
- Clients now work 40 hours per week at their new jobs, compared to 32 hours per week at their main jobs prior to training.
- Only 36 percent of the clients who were employed in the past year had access to medical insurance at their main job before training, while 67 percent of the participants with new jobs have access to medical insurance through employment after training.

Again for this group, we see an increase in the hours worked per week, a \$1.53 per hour increase in their wages and an overall better benefits package at the new job.

### **Wages and Benefits on the Job for AND Trainees**

	<b>Main Job in the Past 12 Months</b>	<b>New Job</b>
<b>Avg. Hourly Wage</b>	\$8.52	\$10.05
<b>Avg. Hours/Week</b>	32	40
<b>Benefits Offered at the Job</b>		
<b>Medical Insurance</b>	36%	67%
<b>Disability Insurance</b>	27%	33%
<b>Life Insurance</b>	13%	10%
<b>Pension Other than Social Security</b>	16%	10%
<b>Paid Vacation</b>	32%	48%
<b>Paid Sick Leave</b>	23%	56%
<b>Child Care Assistance</b>	7%	0%

***Paraprofessional Healthcare Institute:*** The training program takes four to five weeks. Some of the outcomes include:

- 77 percent of the program participants completed training.
- 75 percent of the participants (110 respondents) were employed after training. All were placed by the program and worked at Cooperative Home Care Associates (CHCA).
- The majority of PHI clients were not working in the 12 months before the start of training (only 44 percent were employed). Those employed were working very few hours. The participants were mainly receiving public assistance.
- All clients earn \$6.25 per hour at their current job and they work at least 28 hours per week.
- All employed workers have access to health insurance through their jobs.

Only 44 percent of PHI participants had worked at some point in the past 12 months. The majority reported no earnings in the past year so comparisons of their new jobs with their main job in the past year really masks the great improvement in wages, benefits and hours of work for the majority of these participants.<sup>79</sup>

### **Wages and Benefits on the Job for PHI Trainees**

	<b>New Job</b>
<b>Avg. Hourly Wage</b>	\$6.25
<b>Avg. Hours/Week</b>	28
<b>Benefits Offered at the Job</b>	
<b>Medical Insurance</b>	100%
<b>Disability Insurance</b>	100%
<b>Life Insurance</b>	100%
<b>Pension Other than Social Security</b>	100%
<b>Paid Vacation</b>	100%
<b>Paid Sick Leave</b>	100%
<b>Child Care Assistance</b>	100%

**Focus:HOPE:** Core training at Focus:HOPE lasts 26 weeks. Some of the outcomes include:

- 60 percent of the program participants (90 respondents) completed training.
- 63 percent of the participants were working after training, and 97 percent of these respondents were working at new jobs.
- After training, clients earned \$9.68 per hour at their new jobs. Participants who were employed during the year prior to training reported an hourly wage of \$8.45.
- Prior to training, clients worked 34 hours per week, compared to 38 hours per week after training.
- A greater percentage of jobs provided access to health insurance (84 percent) after training than before (36 percent).

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<sup>79</sup> PHI respondents who worked at some point in the past year reported average earnings of \$5.65 per hour at their main job. They also reported that they were working 36 hours per week at this job. Only 15 percent of these participants' jobs offered them medical insurance, 12 percent provided disability insurance, 5 percent provided life insurance, 8 percent had pension plans, 22 percent offered paid vacation, 20 percent offered paid sick leave and 2 percent provided child care assistance.

Compared with their old job, these respondent were earning somewhat more and working four more hours per week. In addition, a greater percentage of these new jobs provided access to benefits, such as medical insurance, disability insurance, pension plan, paid sick leave, paid vacation and child care assistance to these participants.

**Wages and Benefits on the Job for Focus:HOPE Trainees**

	<b>Main Job in the Past 12 Months</b>	<b>New Job</b>
<b>Avg. Hourly Wage</b>	\$8.45	\$9.68
<b>Avg. Hours/Week</b>	34	38
<b>Benefits Offered at the Job</b>		
<b>Medical Insurance</b>	36%	84%
<b>Disability Insurance</b>	17%	23%
<b>Life Insurance</b>	24%	21%
<b>Pension Other than Social Security</b>	15%	36%
<b>Paid Vacation</b>	31%	80%
<b>Paid Sick Leave</b>	19%	51%
<b>Child Care Assistance</b>	0%	18%

**Garment Industry Development Corporation:** GIDC has a variety of full-time and part-time training programs that range from 10 days to 12 weeks. Some of the outcomes include:

- 86 percent of the program participants completed training.
- Overall, 60 percent of GIDC participants (82 respondents) held jobs immediately after training; 39 percent of these were new jobs.
- Respondents working at new jobs after training were earning an average of \$8.44 per hour and working an average of 34 hours per week.
- Super Sewers trainees\* who worked prior to training reported an average hourly wage of \$7.67 at their main jobs compared to \$8.39 after training.
- Super Sewer trainees with new jobs worked fewer hours (32 hours per week) after training, compared to 36 hours weekly at their main jobs before training.
- The percentage of jobs providing healthcare benefits did not change significantly (80 percent before training and 81 percent after training).

The table below shows the average hourly wage, hours of work and access to benefits of GIDC participants at their new jobs.

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\* The Super Sewers program works exclusively with unemployed garment workers. GIDC's other training programs are designed to address the needs of incumbent workers.

### Wages and Benefits on the Job for GIDC Trainees

	<b>New Job</b>
<b>Avg. Hourly Wage</b>	\$8.44
<b>Avg. Hours/Week</b>	34
<b>Benefits Offered at the Job</b>	
<b>Medical Insurance</b>	71%
<b>Disability Insurance</b>	36%
<b>Life Insurance</b>	3%
<b>Pension Other than Social Security</b>	16%
<b>Paid Vacation</b>	36%
<b>Paid Sick Leave</b>	36%
<b>Child Care Assistance</b>	0%

The next table shows data on the jobs held by super sewers before and after training.

### Wages and Benefits on the Job for GIDC Super Sewers Trainees

	<b>Main Job of in the Past 12 Months</b>	<b>New Job of Super Sewers</b>
<b>Avg. Hourly Wage</b>	\$7.67	\$8.39
<b>Avg. Hours/Week</b>	36	32
<b>Benefits Offered at the Job</b>		
<b>Medical Insurance</b>	80%	81%
<b>Disability Insurance</b>	40%	42%
<b>Life Insurance</b>	24%	4%
<b>Pension Other than Social Security</b>	28%	19%
<b>Paid Vacation</b>	48%	42%
<b>Paid Sick Leave</b>	32%	42%
<b>Child Care Assistance</b>	2%	0%

**Jane Addams Resource Corporation:** JARC training takes six to eight weeks. Some of the outcomes include:

- 94 percent of the program participants completed training.
- The majority of JARC respondents were incumbent workers (90 percent). Only 7 participants (all in the Unemployed Training Program) were unemployed at the time of the wave 1 interviews.

Out of the 95 percent of JARC participants who were working after training, 5 percent had new jobs (5 respondents). These are trainees in the Unemployed Training Program. As shown in the table below, those with new jobs, on average, earned \$8.88 and worked

full time (40 hours per week). These jobs all provided the respondents with healthcare benefits.

**Wages and Benefits on the Job for JARC Trainees**

	<b>New Job</b>
<b>Avg. Hourly Wage</b>	\$8.88
<b>Avg. Hours/Week</b>	40
<b>Benefits Offered at the Job</b>	
<b>Medical Insurance</b>	100%
<b>Disability Insurance</b>	0%
<b>Life Insurance</b>	0%
<b>Pension Other than Social Security</b>	0%
<b>Paid Vacation</b>	67%
<b>Paid Sick Leave</b>	67%
<b>Child Care Assistance</b>	0%

At the time of the survey, JARC worked primarily with incumbent workers, trying to provide them with the skills they need to advance in their careers over time. Therefore, an immediate post training assessment of the participants’ employment status naturally finds that little has changed. A longer time period must pass before evaluating the impact of training on the jobs and careers of incumbent workers. The second and third waves of the SEDLP survey will provide the opportunity to examine the effects of training on the earnings and career paths of these sectoral trainees.

## VIII. Conclusions: Barriers to Employment

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The baseline profile of the SEDLP respondents suggests that participants of sectoral training programs are quite diverse across programs and within programs. However, there are some similarities in their experiences in the job market. Even though participants generally have long years of work experience and many are not new to training, their past experiences have not led them to secure jobs that pay living wages and offer opportunities for advancement. On average, program participants have low levels of earnings, personal and family income and household assets. They often work at jobs that are unstable or temporary, and their work experience is marked by long periods of unemployment. In sum, programs serve clients who are primarily economically disadvantaged.

Economic disadvantage often results from a variety of non-economic factors that translate into barriers in the job market and curtail an individual's ability to improve an economic situation. Participants in the sectoral training programs often face multiple barriers to employment. The data provided by the survey allow us to capture some, but not all of the barriers that participants have. Barriers that were discussed in the previous sections of this report are those that are readily quantifiable and are commonly used in describing obstacles to economic advancement that are faced by low-income individuals. These include limited education, limited recent work experience, welfare receipt and limited English speaking ability.

### Multiple Barriers to Employment

A majority of SEDLP sample members faces at least one of the four barriers mentioned above, and a significant portion faces more than one barrier.

- (j) Seventy-one percent of the survey respondents have at least one identified barrier to employment.
  - Eighty percent of the women in the sample have one or more of these barriers to employment and 47 percent have more than one identified.
  - Among men in the SEDLP, 54 percent have one or more barriers and 23 percent face more than one.
  - Thirty-nine percent of all the respondents have two or more barriers.

The next table shows the prevalence of the four selected barriers among SEDLP sample members (including and excluding incumbent workers) who are grouped by gender.

## Quantifiable Barriers to Employment

Barriers to Employment	SEDLP			SEDLP w/o Incumbent Workers		
	Women	Men	All Respondents	Women	Men	All Respondents
Receiving Cash Welfare <sup>80</sup>	34%	9%	25%	41%	13%	33%
No High School Diploma or GED	30%	25%	28%	26%	17%	24%
Worked Fewer than 13 Weeks in Past 12 Months	45%	25%	38%	51%	39%	47%
Limited English-Speaking Ability	35%	20%	30%	23%	2%	17%
<b>Number of Barriers</b>						
None of the Above	20%	46%	29%	23%	52%	32%
One of the Above	33%	31%	32%	30%	30%	30%
Two of the Above	35%	20%	30%	32%	15%	27%
Three of the Above	11%	2%	8%	13%	4%	10%
Four of the Above	2%	0%	1%	2%	0%	2%

### How Barriers Are Perceived by the Participants

There are other barriers and personal challenges that are not readily quantifiable and were not captured by this survey. For example, experiences with domestic violence, substance abuse, mental disability and discrimination all have an impact on the participant's experience in the job market. While the baseline survey did not directly ask questions about any of these issues, it did include an open-ended question about the perceptions of the participants regarding barriers that have affected their chances of getting a decent job. The participants' responses to this question allow us to discuss some of these challenges. These responses also reveal that survey respondents are well aware of the challenges they face in the labor market. Below is a list of the barriers that respondents perceive to be important. The list is roughly in the order of the frequency with which they were mentioned by respondents.

<b><i>When asked about the reasons and barriers that the respondents think have kept them from getting the job they want so far in their life, they identified the following barriers:</i></b>
• <i>Lack of education, credentials, skills, training, and/or experience</i>
• <i>Language barrier</i>
• <i>Lack of knowledge about the job market or industry and networks</i>
• <i>Low self-esteem and self-confidence</i>

<sup>80</sup> Cash welfare is measured as receiving Aid to Families with Dependent Children (AFDC), General Assistance, or other cash welfare.

• <i>Child care and transportation problems</i>
• <i>Health problems</i>
• <i>Family problems or responsibilities</i>
• <i>Discrimination</i>
• <i>Lack of motivation</i>
• <i>Past prison record</i>
• <i>Substance abuse problems</i>
• <i>Lack of good work environment</i>
• <i>Age (being too young or too old)</i>
• <i>Depressed industry</i>
• <i>Inability to get along with co-workers</i>
• <i>Lack of housing</i>

***Lack of Education and Credentials:*** From the clients' perspective, lack of education, credentials, skills, training and/or experience are the most important barriers that many of them face. Many respondents, especially Focus:HOPE, Project QUEST and PHI participants, perceive lack of education to be the lack of a college degree. This is not surprising, given that all of Focus:HOPE and Project QUEST participants have a high school diploma or a GED. Lack of training in marketable skills is another major barrier for many of the respondents. Given that many of these participants have received training in the past, it is interesting that skills training is still considered an important issue, and it explains why they have chosen to seek occupational training at these sectoral programs. Most sectoral training programs offer occupational training that is hands-on and gives the participants confidence in the kinds of skills they are trying to develop. Younger respondents talked about lack of experience as a significant impediment to finding a good job.

***Limited English Speaking Ability:*** Many of the GIDC and JARC participants reported limited English speaking ability as the most important barrier they face. The trainers in these programs speak Chinese and Spanish, which are the languages of the majority of the trainees, and work with the participants to improve their English. In the case of GIDC participants, many view the language training as an opportunity that will allow them to improve their position in the garment industry and also possibly to seek jobs outside of the garment industry in the future.

***Lack of Labor Market Information:*** Many of the respondents explicitly talked about their lack of knowledge about the labor market and the specific industry in which they want to work as an important barrier for them. These participants reported that lack of personal networks within the industry has been the reason that they have not been able to find the jobs they want. Sectoral training programs are specifically designed to address such a concern. One of the fundamental strengths of these programs, compared to more traditional job training programs, is that they are key players in the industry in which

they operate and have already established such networks. The program trainers have up-to-date knowledge about the industry and the staff has contacts in the industry that can facilitate the placement of participants in jobs in that sector.

***Personal and Family Issues and Other Barriers:*** Participants also discussed a whole set of other barriers such as their low self-esteem and self-confidence, childcare and transportation problems, health problems, family issues and responsibilities and discrimination. A number of AND respondents, said that their past prison record or substance abuse problems are among the major issues they face in getting a job. AND in general provides training for particularly disadvantaged clients. A number of GIDC participants cited the depressed garment manufacturing industry as the reason why they have been unable to find a job. Some respondents perceived their age as their main barrier for getting a good job. A number of GIDC and JARC participants, who are somewhat older, felt that their age was a disadvantage for them. A number of participants from Focus:HOPE and project QUEST, who are somewhat younger, stated that they were unable to get a decent job because they are young. Respondents also talked about the lack of a good work environment and their own inability to get along with co-workers as the reason why they were unable to find and keep a decent job.

### **Continuing Sectoral Analysis**

Immediate training outcomes show some improvement in the employment rates and wages and benefits that participants in the SEDLP receive at their new jobs. The training programs have incorporated elements to address the various barriers to employment that have been discussed, and this training is helping participants achieve improved labor market conditions. Information from wave 2 and wave 3 of the SEDLP will provide a picture of the longer term effects of the programs on the lives of the participants. The SEDLP sectoral case studies will provide in-depth information on the training programs and their operations that focus on job retention and advancement.

## **Appendix A**

### **Baseline Characteristics of Survey Participants**



**TABLE A.1  
Personal Earnings of Respondents**

<b>SEDLP Respondents Who Were Employed at Some Point in the Past 12 Months</b>							
<b>Annual Personal Earnings</b>	<b>AND</b>	<b>FH</b>	<b>GIDC</b>	<b>JARC</b>	<b>PHI</b>	<b>PQ</b>	<b>All Programs</b>
<b>\$0-\$1,200</b>	23%	4%	3%	1%	25%	16%	10%
<b>\$1,201-\$6,000</b>	21%	39%	27%	4%	41%	49%	29%
<b>\$6,001-\$12,000</b>	23%	32%	32%	6%	24%	23%	24%
<b>\$12,001-\$24,000</b>	28%	18%	27%	45%	10%	10%	24%
<b>\$24,001-\$36,000</b>	5%	4%	6%	23%	0%	1%	7%
<b>\$36,001+</b>	0%	4%	6%	21%	0%	0%	6%

Percentages may not always total 100 percent due to rounding.

**TABLE A.2  
Hourly Earnings of Respondents**

<b>SEDLP Respondents Who Were Employed at Some Point in the Past 12 Months</b>							
<b>Personal Earnings Per Hour</b>	<b>AND</b>	<b>FH</b>	<b>GIDC</b>	<b>JARC</b>	<b>PHI</b>	<b>PQ</b>	<b>All Programs</b>
<b>Avg. Hourly Earnings</b>	\$8.47	\$8.51	\$8.64	\$11.90	\$5.66	\$7.07	\$8.64
<b>Median Hourly Earnings</b>	\$8.00	\$7.50	\$7.44	\$10.43	\$5.25	\$6.24	\$7.50
<b>\$0.00-\$5.99</b>	20%	20%	28%	3%	66%	40%	27%
<b>\$6.00-\$7.99</b>	29%	44%	26%	19%	15%	41%	30%
<b>\$8.00-\$9.99</b>	30%	22%	17%	24%	5%	10%	19%
<b>\$10.00-\$11.99</b>	14%	8%	12%	18%	9%	3%	11%
<b>\$12.00-\$14.99</b>	4%	4%	6%	17%	3%	3%	6%
<b>\$15.00-\$19.99</b>	2%	1%	7%	12%	2%	3%	5%
<b>\$20.00+</b>	2%	2%	4%	8%	0%	1%	3%

Percentages may not always total 100 percent due to rounding.

**TABLE A.3**  
**Household Income Range**

<b>Household Income Range</b>	<b>AND</b>	<b>FH</b>	<b>GIDC</b>	<b>JARC</b>	<b>PHI</b>	<b>PQ</b>	<b>All Programs</b>
\$0-\$1,200	7%	0%	2%	0%	2%	0%	2%
\$1,201-\$6,000	7%	2%	6%	1%	17%	0%	6%
\$6,001-\$12,000	13%	20%	14%	6%	36%	19%	19%
\$12,001-\$24,000	40%	30%	36%	13%	36%	46%	34%
\$24,001-\$36,000	18%	11%	14%	17%	7%	23%	15%
\$36,001+	15%	38%	28%	62%	2%	12%	25%

Percentages may not always total 100 percent due to rounding.

**TABLE A.4**  
**Components of Household Income**  
**Average Total Household Income by Program**

<b>Household Income Components</b>	<b>AND</b>	<b>FH</b>	<b>GIDC</b>	<b>JARC</b>	<b>PHI</b>	<b>PQ</b>	<b>All Programs</b>
<b>Personal Earnings</b>	\$7,789 (34%)	\$7,441 (21%)	\$11,130 (37%)	\$26,037 (59%)	\$1,749 (13%)	\$3,428 (15%)	\$9,375 (34%)
<b>Other Personal Income</b>	\$4,464 (19%)	\$6,424 (18%)	\$5,442 (18%)	\$2,079 (5%)	\$7,629 (57%)	\$10,762 (46%)	\$6,225 (23%)
<b>Spouse's Earnings</b>	\$1,865 (8%)	\$4,553 (13%)	\$9,414 (31%)	\$10,870 (24%)	\$2,538 (19%)	\$4,734 (20%)	\$5,835 (21%)
<b>Income from Children</b>	\$775 (3%)	\$36 (0.1%)	\$3,161 (10%)	\$724 (2%)	\$366 (3%)	\$449 (2%)	\$1,030 (4%)
<b>Income from Parents of Respondents and/or Spouse</b>	\$4,933 (21%)	\$12,232 (35%)	\$111 (0.3%)	\$1,420 (3%)	\$0 (0%)	\$2,687 (11%)	\$2,900 (11%)
<b>Income from Other Relatives</b>	\$1,000 (4%)	\$1,821 (5%)	\$256 (0.8%)	\$2,406 (5%)	\$8 (0.1%)	\$330 (1%)	\$857 (3%)
<b>Income from Non-Relatives</b>	\$196 (1%)	\$68 (0.2%)	\$0 (0%)	\$180 (0.4%)	\$0 (0%)	\$0 (0%)	\$63 (0.2%)
<b>Roomers/Boarders</b>	\$60 (0.3%)	\$0 (0%)	\$0 (0%)	\$0 (0%)	\$0 (0%)	\$39 (0.2%)	\$14 (0.1%)
<b>Other Sources of Income of Other Household Members</b>	\$2,035 (10%)	\$2,789 (8%)	\$780 (3%)	\$677 (2%)	\$1,142 (9%)	\$938 (4%)	\$1,287 (5%)
<b>Total Household Income</b>	\$23,117 (100%)	\$35,365 (100%)	\$30,294 (100%)	\$44,393 (100%)	\$13,432 (100%)	\$23,368 (100%)	\$27,586 (100%)
<b>N</b>	55	56	90	69	92	69	431

Percentages may not always total 100 percent due to rounding.

**TABLE A.5**  
**Personal Income of Respondents from Sources Other than Their Jobs**  
(Average Annual Dollar Share of Total and  
Average Annual Percent of Total Personal Income)

<b>Respondents Who Reported Their Total Household Income</b>							
<b>Components of Other Sources of Personal Income</b>	<b>AND</b>	<b>FH</b>	<b>GIDC</b>	<b>JARC</b>	<b>PHI</b>	<b>PQ</b>	<b>All Programs</b>
<b>Alimony or Child Support</b>	\$343 (8%)	\$160 (2%)	\$0 (0%)	\$0 (0%)	\$233 (3%)	\$0 (0%)	\$212 (3%)
<b>Veteran's Benefits</b>	\$0 (0%)	\$0 (0%)	\$0 (0%)	\$0 (0%)	\$0 (0%)	\$116 (1%)	19 (0.3%)
<b>Social Security, Other Pensions, Annuities, or Disability &amp; Retirement Prog.</b>	\$54 (1%)	\$410 (6%)	\$0 (0%)	\$82 (4%)	\$35 (0.5%)	\$456 (4%)	\$175 (3%)
<b>Money from Earned Income Tax Credit (EITC)</b>	\$137 (3%)	\$163 (3%)	\$45 (1%)	\$25 (1%)	\$22 (0.3%)	\$695 (6%)	\$168 (3%)
<b>Income from Rents, Interest, or Dividends</b>	\$85 (2%)	\$0 (0%)	\$4,273 (79%)	\$1,165 (56%)	\$3 (0%)	\$52 (0.5%)	\$1,099 (18%)
<b>Supplemental Security Income, Including Aid to the Blind, Disabled, &amp; Old Age Assistance</b>	\$320 (7%)	\$207 (3%)	\$0 (0%)	\$8 (0.4%)	\$135 (2%)	\$0 (0%)	\$98 (2%)
<b>State General Assistance, Such as Home Relief, General Relief, Transitional Assistance &amp; Others</b>	\$275 (6%)	\$72 (1%)	\$26 (0.5%)	\$6 (0.3%)	\$370 (5%)	\$0 (0%)	\$130 (2%)
<b>Public Housing Assistance, Such as Section 8, Rent Subsidies, or an Apartment in a Housing Project</b>	\$410 (9%)	\$0 (0%)	\$185 (3%)	\$45 (2%)	\$2,126 (28%)	\$651 (6%)	\$656 (11%)
<b>Stipends from Any Government Program (such as a Pell Grant)</b>	\$33 (1%)	\$590 (9%)	\$0 (0%)	\$0 (0%)	\$54 (1%)	\$1,519 (14%)	\$336 (5%)
<b>Transportation Stipend or Subsidy</b>	\$20 (0.4%)	\$130 (2%)	\$0 (0%)	\$14 (1%)	\$55 (1%)	\$429 (4%)	\$102 (2%)

**TABLE A.5, CONTINUED**  
**Personal Income of Respondents from Sources Other than Their Jobs**  
(Average Annual Dollar Share of Total and  
Average Annual Percent of Total personal Income)

<b>Respondents Who Reported Their Total Household Income</b>							
<b>Components of Other Sources of Personal Income</b>	<b>AND</b>	<b>FH</b>	<b>GIDC</b>	<b>JARC</b>	<b>PHI</b>	<b>PQ</b>	<b>All Programs</b>
<b>Money for Childcare Even if It Was Not Paid Directly to You</b>	\$43 (1%)	\$659 (10%)	\$0 (0%)	\$0 (0%)	\$321 (4%)	1,911 (18%)	\$466 (7%)
<b>Unemployment Insurance</b>	\$533 (12%)	\$254 (4%)	\$773 (14%)	\$191 (9%)	\$140 (2%)	\$83 (1%)	\$336 (5%)
<b>Cash benefits, such as AFDC, ADC, or TANF</b>	\$1,249 (28%)	\$1,593 (25%)	\$0 (0%)	\$0 (0%)	\$1,864 (24%)	\$522 (5%)	\$848 (14%)
<b>Food Stamps, WIC, Other Food Supplement Programs</b>	\$735 (16%)	\$1,001 (16%)	\$62 (1%)	\$30 (1%)	\$2,110 (28%)	\$1,737 (16%)	\$970 (16%)
<b>Guaranteed Student Loan Received in the Last 12 Months</b>	\$64 (1%)	\$150 (2%)	\$16 (0.3%)	\$0 (0%)	\$0 (0%)	\$1,368 (13%)	\$250 (4%)
<b>Any Other Source of Income</b>	\$163 (4%)	\$1,036 (16%)	\$62 (1%)	\$515 (25%)	\$61 (1%)	\$614 (6%)	\$362 (6%)
<b>Total of all Components</b>	\$4,464 (100%)	\$6,424 (100%)	\$5,442 (100%)	\$2,079 (100%)	\$7,629 (100%)	\$10,762 (100%)	\$6,225 (100%)
<b>N</b>	55	56	90	69	92	69	431

Percentages may not always total 100 percent due to rounding.

## **Appendix B**

**(a) SEDLP Wave 1 Survey**

**(k) SEDLP Post-Training Placement Tool (PTPT)**

# WAVE 1 SEDLP SURVEY

SEDLP ID: |\_\_|\_\_|\_\_|\_\_|\_\_|

A1. Date of Interview: |\_\_|\_\_| |\_\_|\_\_| 19 |\_\_|\_\_|  
MONTH DAY YEAR

A2. Interview start time: |\_\_|\_\_| : |\_\_|\_\_|  am  pm  
Interview end time: |\_\_|\_\_| : |\_\_|\_\_|  am  pm

A3. Interviewer ID: |\_\_|\_\_|

**RECORDING RESPONSES:** Interviewers should follow these rules in recording responses.

- 1) Record all responses immediately.
- 2) Indicate the answer for a *precoded question* by *circling the code number* to the right of the response category.
- 3) Record answers to *open-ended questions verbatim*.
- 4) When recording a *numeric response* (e.g., dollar amount), write numbers clearly and *right-justify*.
- 5) Record all *marginal notes* in spaces to the *left-hand side* of the page. *The right-hand margin must be left blank for editing.*
- 6) *All responses must be written clearly and legibly.*

## ADDITIONAL RULES:

- 1) Except when instructed to "skip," interviewers must indicate a response for each question.
- 2) Questions must be read verbatim and in sequence.
- 3) Remember to read questions slowly and to pause when reading lists that are part of a question.
- 4) "DON'T KNOW" responses should be probed. If the respondent cannot provide an answer after adequate probing, note "DK" for "don't know" under the response categories.
- 5) If the respondent is hesitant about answering a question, remind him/her that all information is strictly confidential and kept separate from names. At no time will you ever write their name on the same page as any of their answers. You should also explain that there are no right or wrong answers. If he/she still refuses, do not press further and write "RF" in the blank. When you are finished with the interview, complete page 32.



**TRAINING HISTORY:**

Now I would like to ask you a few questions about job training programs that you may have attended in the past. What I mean by job training programs is training designed to help you find a job, improve job skills or learn a new job, not including your academic studies.

B5. Besides (PROGRAM NAME) have you ever attended any other job training programs?

- YES ..... 1
- NO (*SKIP TO SECTION C, PAGE 5*)..... 2

B6. In the most recent job training program you attended before (PROGRAM NAME), What job were you being trained for?

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B7. Again thinking about the most recent job training program you attended before (PROGRAM NAME), What type of training program was this? (*INTERVIEWER: READ ENTIRE LIST ONE AT A TIME AND CIRCLE ALL THAT APPLY*)

- a. Classroom training - job skills - like typing, mechanics, computer operation ..... 1
- b. Classroom training - education - like math, improvement in reading, English as a Second Language ..... 2
- c. On-the-job training - at a work site..... 3
- d. Job search assistance - like preparing a resume, interviewing skills..... 4
- e. Work experience - like an internship ..... 5
- f. Other (like peer support group meetings, site visits and/or other life-skills training) (*SPECIFY: \_\_\_\_\_*)..... 6

B8. Thinking of all the components of your most recent job training, how long was the training?

|\_ | \_ |  
WEEKS

B9. Did you complete this training?

- YES ..... 1
- NO ..... 2

B10. Did this training lead to a job?

- YES ..... 1
- NO ..... 2

B11. Did you use this training on a job?

- YES ..... 1
- NO..... 2

B12. Did this program provide any assistance or support after training that helped you keep a job?

- YES ..... 1
- NO (*SKIP TO B14*) ..... 2

B13. What kind of assistance was it? (*INTERVIEWER: RECORD VERBATIM; DO NOT SUMMARIZE*)

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B14. In general were you satisfied with this training?

YES ..... 1  
NO..... 2

B15. What did you like about this training? (*INTERVIEWER: RECORD VERBATIM; DO NOT SUMMARIZE*)

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B16. What did you not like about this training? (*INTERVIEWER: RECORD VERBATIM; DO NOT SUMMARIZE*)

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B17. Have you ever received a vocational, technical, or business certificate or diploma?

YES ..... 1  
NO (*SKIP TO SECTION C PAGE 5*)..... 2

B18. Please tell me what vocational, technical, or business certificates or diplomas you have received and what occupations they were for.

Name or Title of Certificate or Diploma	Occupation Type
1.	
2.	
3.	
4.	

**SECTION C: CURRENT AND PAST YEAR'S EMPLOYMENT STATUS AND MAIN SOURCE OF EARNINGS**

Now I would like to find out about all of your sources of earned income during the last 12 months including any side jobs that you may have had. I would like to know about all jobs at which you worked for someone else or if you operated your own business and paid yourself. In answering these questions, it may help you to look at any records that you may have such as your checkbook, paystubs, or other payroll or tax records. I also want to assure you again that the information you provide is completely confidential, and your name will not be associated with your answers.

C1. During the past 12 months, at any time were you employed, self-employed, both self-employed and working for someone else, or were you unemployed? (*INTERVIEWER: CIRCLE ONLY ONE*)

- EMPLOYED BY SOMEONE ELSE .....(*GO TO C2*) ..... 1
- SELF-EMPLOYED..... .....(*GO TO C3*) ..... 2
- BOTH EMPLOYED BY SOMEONE ELSE AND  
SELF-EMPLOYED .....(*GO TO C2 and then to C3*) ..... 3
- UNEMPLOYED.....(*ASK C1a*) ..... 4

C1a. Let me verify this. Did you work at any job or business during any month over the last 12 months?

- YES (*REPEAT C1*) ..... 1
- NO (*SKIP TO SECTION D, PAGE 10*) ..... 2

*(INTERVIEWER: If answer to C1 is 1, only ask questions in the JOBS box, if answer to C1 is 2, only ask questions in the BUSINESSES box, and if answer to C1 is 3, ask questions in both boxes.)*

<p><b><u>JOBS</u></b></p> <p>C2. In total, how many jobs working for someone else, including any side jobs, did you have at any time <u>in the last 12 months</u>?</p> <p style="text-align: center;"> _ _  JOBS</p> <p>C2a. In total, how many jobs working for someone else, including any side jobs, do you <u>currently</u> have?</p> <p style="text-align: center;"> _ _  JOBS</p>
---

<p><b><u>BUSINESSES</u></b></p> <p>C3. How many businesses did you operate at any time <u>in the last 12 months</u>?</p> <p style="text-align: center;"> _ _  BUSINESSES</p> <p>C3a. In total, how many businesses do you <u>currently</u> operate?</p> <p style="text-align: center;"> _ _  BUSINESSES</p>
---

***INTERVIEWER: IF THE RESPONDENT DOES NOT RUN A BUSINESS, DO NOT USE THE WORD 'BUSINESS' IN ANY OF THE QUESTIONS ON THE REST OF THE SURVEY.***

Now I am going to ask you some questions about your jobs during the past 12 months. I'd like to start with your main source of earnings and then move on to other sources of earnings, if you had more than 1. Please include any side jobs that you may have had over the past 12 months. **INTERVIEWER: MAKE SURE YOU GET THE FOLLOWING INFORMATION FOR ALL JOBS OR BUSINESSES REPORTED IN C2 AND C3.**

**MAIN (FIRST) SOURCE OF EARNINGS IN PAST 12 MONTHS**

<p>C4. Please tell me about your main source of earnings in the past 12 months. What is/was the name of your employer (business)?</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>C4a. Job.....1</p> <p>Rs own business.....2</p>		<p>C11. Are/were any of the following benefits available to you through your employer or your union, even if you do/did not take them? I'm going to read through a list. <b>(CIRCLE ALL THAT APPLY.)</b></p>	<p>A. MEDICAL INSURANCE.....1 B. DISABILITY INSURANCE.....2 C. LIFE INSURANCE .....3 D. PENSION OTHER THAN SOCIAL SECURITY.....4 E. PAID VACATION.....5 F. PAID SICK LEAVE.....6 G. CHILD CARE ASSISTANCE.....7 H. OTHER (SPECIFY).....8</p>
<p>C5. What kind of business does / did your employer (or you) operate? (Example: restaurant, factory.)</p> <p>_____</p> <p>_____</p> <p>_____</p>		<p>C12. <b>(INTERVIEWER: ASK IF RESPONDENT NO LONGER WORKS AT THIS JOB/BUSINESS.)</b> When did you STOP working at this job? (business?)</p>	<p>____ ____  19 ____ ____  Month Year</p>
<p>C6. When did you start working at this job? (business?)</p> <p>____ ____  19 ____ ____  Month Year</p>		<p>C13a. What is/was your rate of pay, before taxes and deductions? <b>IF RATE OF PAY NOT KNOWN, PROBE:</b> What is your best estimate?</p> <p>C13b. Is/Was that?</p> <p><b>IF PAYMENTS WERE IRREGULAR OR LUMP SUM, PROBE FOR TOTAL AND RECORD AS PER YEAR.</b></p>	<p>\$ ____ ____ , ____ ____ , ____ ____ </p> <p>Per hour.....1 Per week.....2 Per month.....3 Per year.....4 Refused.....5 Don't Know.....6</p>
<p>C7. What kind of job do/did you do?</p> <p>_____</p> <p>_____</p> <p>_____</p>		<p>C14. During the last 12 months, how many weeks of the year did you work at this job? (business?)</p>	<p>____ ____  WEEKS PER YEAR</p>
<p>C8. Is (or was) the job unionized?</p> <p>YES..... 1 NO.....2</p>		<p>C15. During the last 12 months, on average, how many hours per week (including overtime) did you work at this job? (business?)</p>	<p>____ ____ ____  HOURS PER WEEK</p>
<p>C9. Are you currently working at this job? (business?)</p> <p>YES..... 1 <b>SKIP TO C11</b> NO.....2</p>		<p>C16. Can you (or could you) get promoted on this job?</p>	<p>YES..... 1 NO.....2</p>
<p>C10. What was the <u>main</u> reason for leaving the job ? <b>(CIRCLE ONE)</b></p>	<p>LAYOFF, PLANT CLOSED .....1    DISSATISFIED WITH WAGE.....8 DISCHARGED.....2    DID NOT LIKE LOCATION.....9 JOB WAS TEMPORARY .....3    GOING TO SCHOOL.....10 FOUND A BETTER JOB.....4    PREGNANCY/HAD CHILD.....11 RETIREMENT/OLD AGE .....5    HEALTH REASONS.....12 DID NOT LIKE WORKING    FAMILY/PERSONAL REASONS..13 CONDITIONS.....6    CHILD CARE.....14 TRANSPORTATION.....7    OTHER (Specify) .....15</p>	<p>C17. Did you have another job or business in the last 12 months?</p> <p>YES..... 1 NO.....2 <b>IF NO, SKIP TO SECTION D, PAGE 10</b></p>	

**SECOND SOURCE OF EARNINGS IN PAST 12 MONTHS**

<p>C18. Please tell me about the second source of earnings you had in the past 12 months. What is/was the name of your employer?</p>	<p>_____</p> <p>_____</p> <p>_____</p> <p>C18a. Job.....1</p> <p>Rs own business.....2</p>	<p>C25. Are/were any of the following benefits available to you through your employer or your union, even if you do/did not take them? I'm going to read through a list. <b>(CIRCLE ALL THAT APPLY.)</b></p>	<p>A. MEDICAL INSURANCE.....1 B. DISABILITY INSURANCE.....2 C. LIFE INSURANCE .....3 D. PENSION OTHER THAN SOCIAL SECURITY.....4 E. PAID VACATION.....5 F. PAID SICK LEAVE.....6 G. CHILD CARE ASSISTANCE.....7 H. OTHER (SPECIFY).....8</p>
<p>C19. What kind of business does / did your employer (or you) operate? (Example: restaurant, factory.)</p>	<p>_____</p> <p>_____</p> <p>_____</p>	<p>C26. <b>(INTERVIEWER: ASK IF RESPONDENT NO LONGER WORKS AT THIS JOB/BUSINESS.)</b> When did you STOP working at this job? (business?)</p>	<p>     _ _     19   _ _            Month          Year</p>
<p>C20. When did you start working at this job? (business?)</p>	<p>     _ _     19   _ _            Month          Year</p>	<p>C27a. What is/was your rate of pay, before taxes and deductions? <b>IF RATE OF PAY NOT KNOWN, PROBE:</b> What is your best estimate?</p> <p>C27b. Is/Was that? <b>IF PAYMENTS WERE IRREGULAR OR LUMP SUM, PROBE FOR TOTAL AND RECORD AS PER YEAR.</b></p>	<p>\$  _ _ _ ,  _ _ _ .  _ _ _ </p> <p>Per hour.....1 Per week.....2 Per month.....3 Per year.....4 Refused..... 5 Don't Know.....6</p>
<p>C21. What kind of job do/did you do?</p>	<p>_____</p> <p>_____</p>	<p>C28. During the last 12 months, how many weeks of the year did you work at this job? (business?)</p>	<p>     _ _  WEEKS PER YEAR</p>
<p>C22. Is (or was) the job unionized?</p>	<p>YES..... 1 NO.....2</p>	<p>C29. During the last 12 months, on average, how many hours per week (including overtime) did you work at this job? (business?)</p>	<p>     _ _ _  HOURS PER WEEK</p>
<p>C23. Are you currently working at this job? (business?)</p>	<p>YES..... 1 <b>SKIP TO C25</b> NO.....2</p>	<p>C30. Can you (or could you) get promoted on this job?</p>	<p>YES..... 1 NO.....2</p>
<p>C24. What was the <u>main</u> reason for leaving the job ? <b>(CIRCLE ONE)</b></p>	<p>LAYOFF, PLANT CLOSED .....1  DISSATISFIED WITH WAGE.....8 DISCHARGED.....2  DID NOT LIKE LOCATION.....9 JOB WAS TEMPORARY .....3  GOING TO SCHOOL.....10 FOUND A BETTER JOB.....4  PREGNANCY/HAD CHILD.....11 RETIREMENT/OLD AGE .....5  HEALTH REASONS.....12 DID NOT LIKE WORKING      FAMILY/PERSONAL REASONS...13 CONDITIONS.....6  CHILD CARE.....14 TRANSPORTATION.....7  OTHER (Specify) .....15</p>		<p>C31. Did you have another job or business in the last 12 months?</p> <p>YES..... 1 NO.....2 <b>IF NO, SKIP TO SECTION D, PAGE 10</b></p>

**THIRD SOURCE OF EARNINGS IN PAST 12 MONTHS**

<p>C32. Please tell me about the third source of earnings you had in the past 12 months. What is/was the name of your employer (business)?</p>	<p>_____</p> <p>_____</p> <p>_____</p> <p>C32a. Job.....1</p> <p>Rs own business.....2</p>	<p>C39. Are/were any of the following benefits available to you through your employer or your union, even if you do/did not take them? I'm going to read through a list. <b>(CIRCLE ALL THAT APPLY.)</b></p>	<p>A. MEDICAL INSURANCE.....1 B. DISABILITY INSURANCE.....2 C. LIFE INSURANCE .....3 D. PENSION OTHER THAN SOCIAL SECURITY.....4 E. PAID VACATION.....5 F. PAID SICK LEAVE.....6 G. CHILD CARE ASSISTANCE.....7 H. OTHER (SPECIFY) _____ 8</p>
<p>C33. What kind of business does / did your employer (or you) operate? (Example: restaurant, factory.)</p>	<p>_____</p> <p>_____</p> <p>_____</p>	<p>C40. <b>(INTERVIEWER: ASK IF RESPONDENT NO LONGER WORKS AT THIS JOB/BUSINESS.)</b> When did you STOP working at this job? (business?)</p>	<p>     _ _     19   _ _            Month          Year</p>
<p>C34. When did you start working at this job? (business?)</p>	<p>     _ _     19   _ _            Month          Year</p>	<p>C41a. What is/was your rate of pay, before taxes and deductions? <b>IF RATE OF PAY NOT KNOWN, PROBE:</b> What is your best estimate?</p> <p>C41b. Is/Was that? <b>IF PAYMENTS WERE IRREGULAR OR LUMP SUM, PROBE FOR TOTAL AND RECORD AS PER YEAR.</b></p>	<p>\$  _ _ _ ,  _ _ _ .  _ _ _ </p> <p>Per hour.....1 Per week.....2 Per month.....3 Per year.....4 Refused..... 5 Don't Know.....6</p>
<p>C35. What kind of job do/did you do?</p>	<p>_____</p> <p>_____</p> <p>_____</p>	<p>C42. During the last 12 months, how many weeks of the year did you work at this job? (business?)</p>	<p>     _ _  WEEKS PER YEAR</p>
<p>C36. Is (or was) the job unionized?</p>	<p>YES..... 1 NO.....2</p>	<p>C43. During the last 12 months, on average, how many hours per week (including overtime) did you work at this job? (business?)</p>	<p>     _ _ _  HOURS PER WEEK</p>
<p>C37. Are you currently working at this job? (business?)</p>	<p>YES..... 1 <b>SKIP TO C39</b> NO.....2</p>	<p>C44. Can you (or could you) get promoted on this job?</p>	<p>YES..... 1 NO.....2</p>
<p>C38. What was the <u>main</u> reason for leaving the job ? <b>(CIRCLE ONE)</b></p>	<p>LAYOFF, PLANT CLOSED .....1  DISSATISFIED WITH WAGE.....8 DISCHARGED.....2  DID NOT LIKE LOCATION.....9 JOB WAS TEMPORARY .....3  GOING TO SCHOOL.....10 FOUND A BETTER JOB.....4  PREGNANCY/HAD CHILD.....11 RETIREMENT/OLD AGE .....5  HEALTH REASONS.....12 DID NOT LIKE WORKING      FAMILY/PERSONAL REASONS..13 CONDITIONS.....6  CHILD CARE.....14 TRANSPORTATION.....7  OTHER (Specify) _____15</p>	<p>C45. Did you have another job or business in the last 12 months?</p> <p>YES..... 1 NO.....2 <b>IF NO, SKIP TO SECTION D, PAGE 10</b></p>	

**FOURTH SOURCE OF EARNINGS IN PAST 12 MONTHS**

<p>C46. Please tell me about the fourth source of earnings you had in the past 12 months. What is/was the name of your employer (business)?</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>C46a. Job.....1</p> <p>Rs own business.....2</p>		<p>C53. Are/were any of the following benefits available to you through your employer or your union, even if you do/did not take them? I'm going to read through a list. <b>(CIRCLE ALL THAT APPLY.)</b></p> <p>A. MEDICAL INSURANCE.....1 B. DISABILITY INSURANCE.....2 C. LIFE INSURANCE .....3 D. PENSION OTHER THAN SOCIAL SECURITY.....4 E. PAID VACATION.....5 F. PAID SICK LEAVE.....6 G. CHILD CARE ASSISTANCE.....7 H. OTHER (SPECIFY) _____ 8</p>	
<p>C47. What kind of business does / did your employer (or you) operate? (Example: restaurant, factory.)</p> <p>_____</p> <p>_____</p> <p>_____</p>		<p>C54. <b>(INTERVIEWER: ASK IF RESPONDENT NO LONGER WORKS AT THIS JOB/BUSINESS.)</b> When did you STOP working at this job? (business?)</p>	<p> _ _  19  _ _  Month Year</p>
<p>C48. When did you start working at this job? (business?)</p>	<p> _ _  19  _ _  Month Year</p>	<p>C55a. What is/was your rate of pay, before taxes and deductions? <b>IF RATE OF PAY NOT KNOWN, PROBE:</b> What is your best estimate?</p> <p>C55b. Is/Was that? <b>IF PAYMENTS WERE IRREGULAR OR LUMP SUM, PROBE FOR TOTAL AND RECORD AS PER YEAR.</b></p>	<p>\$  _ _ ,  _ _ · _ _ </p> <p>Per hour.....1 Per week.....2 Per month.....3 Per year.....4 Refused..... 5 Don't Know.....6</p>
<p>C49. What kind of job do/did you do?</p> <p>_____</p> <p>_____</p> <p>_____</p>		<p>C56. During the last 12 months, how many weeks of the year did you work at this job? (business?)</p>	<p> _ _  WEEKS PER YEAR</p>
<p>C50. Is (or was) the job unionized?</p>	<p>YES..... 1 NO.....2</p>	<p>C57. During the last 12 months, on average, how many hours per week (including overtime) did you work at this job? (business?)</p>	<p> _ _ _  HOURS PER WEEK</p>
<p>C51. Are you currently working at this job? (business?)</p>	<p>YES..... 1 <b>SKIP TO C53</b> NO.....2</p>	<p>C58. Can you (or could you) get promoted on this job?</p>	<p>YES..... 1 NO.....2</p>
<p>C52. What was the <u>main</u> reason for leaving the job ? <b>(CIRCLE ONE)</b></p>	<p>LAYOFF, PLANT CLOSED .....1 DISCHARGED.....2 JOB WAS TEMPORARY .....3 FOUND A BETTER JOB..... 4 RETIREMENT/OLD AGE .....5 DID NOT LIKE WORKING CONDITIONS.....6 TRANSPORTATION.....7</p> <p>DISSATISFIED WITH WAGE.....8 DID NOT LIKE LOCATION.....9 GOING TO SCHOOL.....10 PREGNANCY/HAD CHILD.....11 HEALTH REASONS.....12 FAMILY/PERSONAL REASONS..13 CHILD CARE.....14 OTHER (Specify) _____15</p>	<p>C59. Did you have another job or business in the last 12 months?</p> <p>YES..... 1 <b>COMPLETE SUPPLEMENTAL FORMS UNTIL ALL JOBS HAVE BEEN RECORDED.</b> NO.....2</p>	

**SECTION D: UNEMPLOYMENT, WELFARE AND OTHER PERSONAL INCOME**

In order to make sure that we accurately document your experience in the workforce over the past year, I am going to ask you a couple of questions about any spells of unemployment you may have had in the last 12 months.

**CHECKPOINT**  
**INTERVIEWER: IF RESPONDENT IS CURRENTLY EMPLOYED CIRCLE 2 FOR D1 AND SKIP TO D4.**

D1. Are you currently unemployed?

YES ..... 1  
NO (*SKIP TO D4*) ..... 2

D2. Are you currently looking for work?

YES ..... 1  
NO (*SKIP TO D5*) ..... 2

D3. On average, how many hours per week do you usually spend looking for a job?

|\_\_|\_\_| HOURS (*SKIP to D5*)

D4. Have you been unemployed at any time during the past 12 months?

YES ..... 1  
NO (*SKIP TO NEXT PAGE*) ..... 2

D5. How many months have you been unemployed during the past 12 months?

|\_\_|\_\_| MONTHS

We're working toward a goal of being able to construct your household's total income over the past 12 months. In order to do that, I'd like to ask you about common sources of income, other than wages from jobs, that you personally may have received during the past 12 months. **(READ ACROSS FOR EACH ITEM, IF ANSWER TO QUESTION IS YES.)**

During the past 12 months, did <u>you</u> receive income or benefits from any of the following sources?	YES/NO	a. For how many months in the past year did you receive	b. On average, how much did you receive per month?
D6. Alimony or child support	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
D7. Veteran's benefits	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
D8. Social Security, other pensions, annuities, or disability & retirement programs	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
D9. Money from Earned Income Tax Credit (EITC)	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
D10. Income from rents, interest, or dividends	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
D11. Supplemental Security Income, including Aid to the Blind, Disabled, & Old Age Assistance	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
D12. State General Assistance, such as Home Relief, General Relief, Transitional Assistance & others	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
D13. Public housing assistance, such as Section 8, rent subsidies, or an apartment in a housing project	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
D14. Stipends from any government program (such as a Pell Grant)	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
D15. Transportation stipend or subsidy	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
D16. Money for Child care even if it was not paid directly to you (do not include child support)	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
D17. Unemployment Insurance	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
D18. Cash benefits, such as AFDC, ADC, or TANF	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
D19. Food stamps, WIC, other food supplement Programs	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
<b>INTERVIEWER: ASK D20 ONLY IF ANSWER TO D18 OR D19 IS YES</b>	D20. Are you currently receiving any welfare benefits? Yes 1 No 2		
D21. Guaranteed student loan received in the last 12 months	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
D22. Any Other Source of Income	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _

D23. Not counting this last 12 months which we have already talked about, have there been other times in the past when you received AFDC or ADC?

YES.....1  
NO (SKIP TO SECTION E, PAGE 12).....2

D24. In total, how long were you on AFDC/ADC before this last 12 months? |\_|\_| |\_|\_|  
..... YEARS MONTHS

**SECTION E: OTHER HOUSEHOLD DATA**

E1. Including yourself, how many people lived in your household during the last 12 months? |\_|\_| number of people

**(INTERVIEWER: IF ANSWER TO E1 IS 1 THEN SKIP TO PAGE 14. IF RESPONDENT REPORTS VARIATIONS IN THE NUMBER OF HOUSEHOLD MEMBERS DURING THE YEAR, ASK FOR THE SITUATION THAT OCCURRED FOR THE LONGEST LENGTH OF TIME.)**

E2. Now I would like to talk to you about the people who lived with you in your household during the last 12 months. We do not need their names, only their relationship to you. If you want to make it easier you can refer to them by name. Let's begin with a list.

**INTERVIEWER:**

**LIST NAMES, THEN ASK a THROUGH c FOR EACH PERSON. IN CODING E2b RECORD THE AGE OF CHILDREN LESS THAN ONE YEAR OLD AS ONE.**

**INTERVIEWER: ASK E3a-c FOR EACH PERSON 15 YEARS OR OLDER.**

E3. Now I would like to ask you about your household's income during the past year.

Name <i>(DO NOT INCLUDE THE RESPONDENT)</i>	a. What is (NAME'S) relationship to you? Is (he/she) your spouse/ partner, child, another relative, or someone else? <i>Code for relationship at the end of the interview</i>	b. How old is he/she?	c. Do you claim (him/her) as a dependent for tax purposes?	a. In the past year, did (NAME) work at any job for pay?	b. How much did (NAME) earn, before taxes, during in the past year?	c. How much did (NAME) contribute to the household in the past year?
1.		_ _	Yes.....1 No.....2	Yes.....1 No.....2	\$ _ _ _ , _ _ _	\$ _ _ _ , _ _ _
2.		_ _	Yes.....1 No.....2	Yes.....1 No.....2	\$ _ _ _ , _ _ _	\$ _ _ _ , _ _ _
3.		_ _	Yes.....1 No.....2	Yes.....1 No.....2	\$ _ _ _ , _ _ _	\$ _ _ _ , _ _ _
4.		_ _	Yes.....1 No.....2	Yes.....1 No.....2	\$ _ _ _ , _ _ _	\$ _ _ _ , _ _ _
5.		_ _	Yes.....1 No.....2	Yes.....1 No.....2	\$ _ _ _ , _ _ _	\$ _ _ _ , _ _ _
6.		_ _	Yes.....1 No.....2	Yes.....1 No.....2	\$ _ _ _ , _ _ _	\$ _ _ _ , _ _ _
7.		_ _	Yes.....1 No.....2	Yes.....1 No.....2	\$ _ _ _ , _ _ _	\$ _ _ _ , _ _ _
8.		_ _	Yes.....1 No.....2	Yes.....1 No.....2	\$ _ _ _ , _ _ _	\$ _ _ _ , _ _ _
9.		_ _	Yes.....1 No.....2	Yes.....1 No.....2	\$ _ _ _ , _ _ _	\$ _ _ _ , _ _ _
10.		_ _	Yes.....1 No.....2	Yes.....1 No.....2	\$ _ _ _ , _ _ _	\$ _ _ _ , _ _ _

## OTHER HOUSEHOLD INCOME

Now I'd like to ask you about other common sources of income that other members of your household may have received during the last 12 months. I am going to read the same list of sources that I read to you before.

**(INTERVIEWER: IF MORE THAN ONE HOUSEHOLD MEMBER, OTHER THAN THE RESPONDENT, RECEIVED ANY OF THE FOLLOWING SOURCES OF INCOME, SUM AND REPORT ONE NUMBER. READ ACROSS FOR EACH ITEM.)**

During the past year, did any other household member (not including you) receive income or benefits from any of the following sources?	YES/NO	a. For how many months in the past year did they receive...	b. On average, how much did they receive per month?
E4. Alimony or child support	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
E5. Veteran's benefits	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
E6. Social Security, other pensions, annuities, or disability & retirement programs	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
E7. Money from Earned Income Tax Credit (EITC)	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
E8. Income from rents, interest, or dividends	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
E9. Supplemental Security Income, including Aid to the Blind, Disabled, & Old Age Assistance	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
E10. State General Assistance, such as Home Relief, General Relief, Transitional Assistance & others	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
E11. Public housing assistance, such as Section 8, rent subsidies, or an apartment in a housing project	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
E12. Stipends from any government program (such as a Pell Grant)	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
E13. Transportation stipend or subsidy	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
E14. Money for Child care even if it was not paid directly to the household member (do not include child support)	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
E15. Unemployment Insurance	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
E16. Cash benefits, such as AFDC, ADC, or TANF	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
E17. Food stamps, WIC, other food supplement programs	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
E18. Guaranteed student loan received in the last 12 months	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _
E19. Any Other Source of Income or extra money coming into the household (for example, from friends, relatives)	Yes 1 → No 2	_ _  MONTHS	\$ _ _ , _ _ _

## ASSETS AND LIABILITIES

These next questions deal with the value of the assets and liabilities that you and your household may currently have. I will go through a list of assets first. I also want to remind you again that the information you provide is completely confidential, and your name will not be associated with your answers. **(INTERVIEWER: READ ITEM, THEN ASK a FOR EACH "YES". IF HOUSEHOLD MEMBERS OWN MORE THAN ONE OF THE FOLLOWING ASSETS, SUM AND REPORT ONE NUMBER.)**

Do you or anyone else in your household own a ...	YES/NO	a. How much (is/are) your (ASSET) worth <u>now</u> ?
E20. House, condominium, mobile home, or apartment	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E21. Other real estate	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E22. Automobile (1) <u>Year</u> <u>Model</u>	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E23. Automobile (2) <u>Year</u> <u>Model</u>	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E24. Savings account	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E25. Checking account	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E26. Cash not kept in a bank account	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E27. Retirement Fund	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E28. Stocks or bonds (for example, shares of a corporation or a cooperative, or savings bonds)	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E29. Other assets worth over \$1,000	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E30. Business assets owned by anybody in your household	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E31. Other (including 3rd automobile) ( <i>SPECIFY</i> )	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _

## LIABILITIES

Now let's talk about any liabilities that you and members of your household may have.  
**(INTERVIEWER: READ ITEM, THEN ASK a FOR EACH "YES". AGAIN SUM ALL DEBT IN EACH CATEGORY AND REPORT ONE NUMBER.)**

Do you or anyone else in your household owe a balance on a.....	YES/NO	a. How much (is the balance owed?)
E32. Home mortgages	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E33. Other property mortgage	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E34. Automobile (1) <u>Year</u> <u>Model</u>	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E35. Automobile (2) <u>Year</u> <u>Model</u>	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E36. Credit card(s)	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E37. Educational loans	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E38. Outstanding child support or alimony payments	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E39. Other long-term debt over 30 days such as the IRS	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E40. Business liabilities owed by anybody in your household	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _
E41. Other ( <i>SPECIFY</i> )	Yes 1 → No 2	\$ _ _ _ _ ,  _ _ _ _

**SECTION F: EMPLOYMENT HISTORY**

Earlier in the survey we talked some about your current and recent work history. Now I will switch gears a bit and ask you a few questions about the jobs you held before the period we've been talking about and about any periods when you might not have been working.

F1. In what year did you get your first paid (full-time or part-time) job?

F1a. 19 |\_\_|\_\_| (GO TO F2)  
YEAR

F1b. |\_\_| NEVER (MARK "X" AND SKIP TO HOPES/DREAMS/JOB PLANS, PAGE 22)

F2. Since that time, have you ever been without a job for a period of six months or longer?

YES ..... 1  
NO (SKIP TO F4) ..... 2

F3. About how many times has that happened?

|\_\_|\_\_| TIMES

F4. Now I am going to ask you some questions about your jobs over the past three years. We have already talked about jobs you have had in the last 12 months, so please tell me about all the jobs that you held in the two years prior to that. The time period I want to talk about is from \_\_\_\_\_ to \_\_\_\_\_.  
*(INTERVIEWER: THE RESPONDENT SHOULD REPORT JOBS HELD PRIOR TO CURRENT OR LAST YEAR'S EMPLOYMENT. CONSULT THE CALENDAR TOOL PROVIDED WITH THIS SURVEY, AND PROVIDE THE RESPONDENT WITH THE MONTH AND YEAR YOU WANT HIM/HER TO START AND END WITH.)*

Thinking about this time period, from \_\_\_\_\_ to \_\_\_\_\_, I would like to know how many jobs you had. This could include jobs that you have already told me about. Let's start with a list.  
*(INTERVIEWER: MARK OFF PERIODS OF TIME ON THE CALENDAR TOOL AS THE RESPONDENT REPORTS ON THEM. PROMPT THE RESPONDENT TO REMEMBER ABOUT ANY GAPS YOU OBSERVE.)*

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*(INTERVIEWER: COUNT JOBS REPORTED AND GO TO F4a.)*

F4a. So it sounds like you had |\_\_|\_\_| JOBS over the period from \_\_\_\_\_ to \_\_\_\_\_.

F4b. Does that sound correct?

YES ..... 1  
NO (INTERVIEWER: REVIEW RESPONSES)..... 2

**INTERVIEWER: IF THE RESPONDENT WAS SELF-EMPLOYED OR OPERATED A BUSINESS, TREAT IT AS A JOB.**

**INTERVIEWER: REFER TO JOB BY NAME FROM LIST ON PAGE 16.**

**FIRST SOURCE OF EARNINGS IN PRIOR 2 YEAR PERIOD**

<p>F5. <b>REFER TO FIRST JOB ON LIST. RECORD EMPLOYER NAME.</b> First let's talk about your job with _____. <b>(INTERVIEWER: CONSULT CALENDAR TO HELP WITH TIME PERIOD.)</b></p>	<p>_____</p> <p>_____</p> <p>_____</p>	<p>F12. Could you get promoted on this job?  <b>(INTERVIEWER: IF R IS STILL WORKING AT THIS JOB SKIP TO F16.)</b></p>	<p>YES..... 1 NO.....2</p>
<p>F6. What kind of business did your employer (or you) operate? (Example: restaurant, factory.)</p>	<p>_____</p> <p>_____</p>	<p>F13. When did you STOP working at this job?</p>	<p> __ __  19  __ __  Month Year</p>
<p>F7. Are/were any of the following benefits available to you through your employer or your union, even if you do/did not take them? <b>(READ LIST. CIRCLE ALL THAT APPLY.)</b></p>	<p>A. MEDICAL INSURANCE.....1 B. DISABILITY INSURANCE.....2 C. LIFE INSURANCE .....3 D. PENSION OTHER THAN SOCIAL SECURITY.....4 E. PAID VACATION.....5 F. PAID SICK LEAVE.....6 G. CHILD CARE ASSISTANCE.....7 H. OTHER (SPECIFY) _____ 8</p>	<p>F14. When you STOPPED working on this job, what was your rate of pay, before taxes and deductions? <b>IF RATE OF PAY NOT KNOWN, PROBE:</b> What is your best estimate? F14a. Is/Was that?<b>IF PAYMENTS WERE "LUMP SUM" PROBE FOR TOTAL ANNUAL FIGURE.</b></p>	<p>\$  __ __ ,  __ __ __  .  __ __ </p> <p>Per hour.....1 Per week.....2 Per month.....3 Per year.....4 Refused.....5 Don't Know.....6</p>
<p>F8. What kind of job did you do?</p>	<p>_____</p> <p>_____</p> <p>_____</p>	<p>F15. What was the <u>main</u> reason for leaving the job? <b>(CIRCLE ONE)</b></p> <p>LAYOFF, PLANT CLOSED .....1 DISSATISFIED WITH WAGE.....8 DISCHARGED.....2 DID NOT LIKE LOCATION.....9 JOB WAS TEMPORARY .....3 GOING TO SCHOOL.....10 FOUND A BETTER JOB.....4 PREGNANCY/HAD CHILD.....11 RETIREMENT/OLD AGE. ....5 HEALTH REASONS.....12 DID NOT LIKE WORKING FAMILY/PERSONAL REASONS...13 CONDITIONS.....6 CHILD CARE.....14 TRANSPORTATION.....7 OTHER (Specify) _____ 15</p>	
<p>F9. Was the job unionized?</p>	<p>YES..... 1 NO.....2</p>	<p>F16. How many weeks of the year did you work at this job? (business?)</p>	<p> __ __  WEEKS PER YEAR</p>
<p>F10. When did you START working at this job?</p>	<p> __ __  19  __ __  Month Year</p>	<p>F17. How many hours per week (including overtime) did you work at this job? (business?)</p>	<p> __ __ __  HOURS PER WEEK</p>
<p>F11. When you STARTED on this job, what was your rate of pay, before taxes and deductions? <b>IF RATE OF PAY NOT KNOWN, PROBE:</b> What is your best estimate?  F11a. Is/Was that?<b>IF PAYMENTS WERE "LUMP SUM" PROBE FOR ANNUAL FIGURE.</b></p>	<p>\$  __ __ ,  __ __ __  .  __ __ </p> <p>Per hour.....1 Per week.....2 Per month.....3 Per year.....4</p>	<p>Refused.....5 Don't Know.....6</p>	<p>F18. <b>(INTERVIEWER: IS ANOTHER JOB LISTED ON PAGE 16?)</b></p> <p>YES..... 1 NO.....2 <b>IF NO, SKIP TO PAGE 21</b></p>

**INTERVIEWER: REFER TO JOB BY NAME FROM LIST ON PAGE 16.**

**SECOND SOURCE OF EARNINGS IN PRIOR 2 YEAR PERIOD**

<p>F19. <b>REFER TO SECOND JOB ON LIST. RECORD EMPLOYER NAME.</b> First let's talk about your job with _____. <b>(INTERVIEWER: CONSULT CALENDAR TO HELP WITH TIME PERIOD.)</b></p>	<p>_____</p> <p>_____</p> <p>_____</p>	<p>F26. Could you get promoted on this job? <b>(INTERVIEWER: IF R IS STILL WORKING AT THIS JOB SKIP TO F30.)</b></p>	<p>YES..... 1 NO.....2</p>
<p>F20. What kind of business did your employer (or you) operate? (Example: restaurant, factory.)</p>	<p>_____</p> <p>_____</p>	<p>F27. When did you STOP working at this job?</p>	<p> __ __  19  __ __  Month Year</p>
<p>F21. Are/were any of the following benefits available to you through your employer or your union, even if you do/did not take them? <b>(READ LIST. CIRCLE ALL THAT APPLY.)</b></p>	<p>A. MEDICAL INSURANCE.....1 B. DISABILITY INSURANCE.....2 C. LIFE INSURANCE .....3 D. PENSION OTHER THAN SOCIAL SECURITY.....4 E. PAID VACATION.....5 F. PAID SICK LEAVE.....6 G. CHILD CARE ASSISTANCE.....7 H. OTHER (SPECIFY) _____ 8</p>	<p>F28. When you STOPPED working on this job, what was your rate of pay, before taxes and deductions? <i>IF RATE OF PAY NOT KNOWN, PROBE:</i> What is your best estimate? F28a. Is/Was that? <i>IF PAYMENTS WERE "LUMP SUM" PROBE FOR TOTAL ANNUAL FIGURE.</i></p>	<p>\$  __ __  /  __ __   __ __  .  __ __ </p> <p>Per hour.....1 Per week.....2 Per month.....3 Per year.....4 Refused.....5 Don't Know.....6</p>
<p>F22. What kind of job did you do?</p>	<p>_____</p> <p>_____</p> <p>_____</p>	<p>F29. What was the <u>main</u> reason for leaving the job? <b>(CIRCLE ONE)</b></p>	<p>LAYOFF, PLANT CLOSED .....1    DISSATISFIED WITH WAGE.....8 DISCHARGED.....2    DID NOT LIKE LOCATION.....9 JOB WAS TEMPORARY .....3    GOING TO SCHOOL.....10 FOUND A BETTER JOB.....4    PREGNANCY/HAD CHILD.....11 RETIREMENT/OLD AGE .....5    HEALTH REASONS.....12 DID NOT LIKE WORKING .....6    FAMILY/PERSONAL REASONS...13 CONDITIONS.....6    CHILD CARE.....14 TRANSPORTATION.....7    OTHER (Specify) _____15</p>
<p>F23. Was the job unionized?</p>	<p>YES..... 1 NO.....2</p>	<p>F30. How many weeks of the year did you work at this job? (business?)</p>	<p> __ __  WEEKS PER YEAR</p>
<p>F24. When did you START working at this job?</p>	<p> __ __  19  __ __  Month Year</p>	<p>F31. How many hours per week (including overtime) did you work at this job? (business?)</p>	<p> __ __ __  HOURS PER WEEK</p>
<p>F25. When you STARTED on this job, what was your rate of pay, before taxes and deductions? <i>IF RATE OF PAY NOT KNOWN, PROBE:</i> What is your best estimate? F25a. Is/Was that? <i>IF PAYMENTS WERE "LUMP SUM" PROBE FOR ANNUAL FIGURE.</i></p>	<p>\$  __ __  /  __ __   __ __  .  __ __ </p> <p>Per hour.....1    Refused.....5 Per week.....2    Don't Know.....6 Per month.....3 Per year.....4</p>		<p>F32. <b>(INTERVIEWER: IS ANOTHER JOB LISTED ON PAGE 16?)</b></p> <p>YES..... 1 NO.....2 <b>IF NO, SKIP TO PAGE 21</b></p>

**INTERVIEWER: REFER TO JOB BY NAME FROM LIST ON PAGE 16.**

**THIRD SOURCE OF EARNINGS IN PRIOR 2 YEAR PERIOD**

<p>F33. <b>REFER TO THIRD JOB ON LIST. RECORD EMPLOYER NAME.</b> First let's talk about your job with _____. <b>(INTERVIEWER: CONSULT CALENDAR TO HELP WITH TIME PERIOD.)</b></p>	<p>_____</p> <p>_____</p> <p>_____</p>	<p>F40. Could you get promoted on this job? <b>(INTERVIEWER: IF R IS STILL WORKING AT THIS JOB SKIP TO F44.)</b></p>	<p>YES..... 1 NO.....2</p>
<p>F34. What kind of business did your employer (or you) operate? (Example: restaurant, factory.)</p>	<p>_____</p> <p>_____</p>	<p>F41. When did you STOP working at this job?</p>	<p> __ __  19  __ __  Month Year</p>
<p>F35. Are/were any of the following benefits available to you through your employer or your union, even if you do/did not take them? <b>(READ LIST. CIRCLE ALL THAT APPLY.)</b></p>	<p>A. MEDICAL INSURANCE.....1 B. DISABILITY INSURANCE.....2 C. LIFE INSURANCE .....3 D. PENSION OTHER THAN SOCIAL SECURITY.....4 E. PAID VACATION.....5 F. PAID SICK LEAVE.....6 G. CHILD CARE ASSISTANCE.....7 H. OTHER (SPECIFY) _____ 8</p>	<p>F42. When you STOPPED working on this job, what was your rate of pay, before taxes and deductions? <i>IF RATE OF PAY NOT KNOWN, PROBE:</i> What is your best estimate? F42a. Is/Was that? <i>IF PAYMENTS WERE "LUMP SUM" PROBE FOR TOTAL ANNUAL FIGURE.</i></p>	<p>\$  __ __ ,  __ __ __  .  __ __ </p> <p>Per hour.....1 Per week.....2 Per month.....3 Per year.....4 Refused.....5 Don't Know.....6</p>
<p>F36. What kind of job did you do?</p>	<p>_____</p> <p>_____</p> <p>_____</p>	<p>F43. What was the <u>main</u> reason for leaving the job? <b>(CIRCLE ONE)</b></p>	<p>LAYOFF, PLANT CLOSED .....1    DISSATISFIED WITH WAGE.....8 DISCHARGED.....2    DID NOT LIKE LOCATION.....9 JOB WAS TEMPORARY .....3    GOING TO SCHOOL.....10 FOUND A BETTER JOB.....4    PREGNANCY/HAD CHILD.....11 RETIREMENT/OLD AGE .....5    HEALTH REASONS.....12 DID NOT LIKE WORKING    FAMILY/PERSONAL REASONS...13 CONDITIONS.....6    CHILD CARE.....14 TRANSPORTATION.....7    OTHER (Specify) _____15</p>
<p>F37. Was the job unionized?</p>	<p>YES..... 1 NO.....2</p>	<p>F44. How many weeks of the year did you work at this job? (business?)</p>	<p> __ __  WEEKS PER YEAR</p>
<p>F38. When did you START working at this job?</p>	<p> __ __  19  __ __  Month Year</p>	<p>F45. How many hours per week (including overtime) did you work at this job? (business?)</p>	<p> __ __ __  HOURS PER WEEK</p>
<p>F39. When you STARTED on this job, what was your rate of pay, before taxes and deductions? <i>IF RATE OF PAY NOT KNOWN, PROBE:</i> What is your best estimate? F39a. Is/Was that? <i>IF PAYMENTS WERE "LUMP SUM" PROBE FOR ANNUAL FIGURE.</i></p>	<p>\$  __ __ ,  __ __ __  .  __ __ </p> <p>Per hour.....1    Refused.....5 Per week.....2    Don't Know.....6 Per month.....3 Per year.....4</p>		<p>F46. <b>(INTERVIEWER: IS ANOTHER JOB LISTED ON PAGE 16?)</b></p> <p>YES..... 1 NO.....2 <b>IF NO, SKIP TO PAGE 21</b></p>

**INTERVIEWER: REFER TO JOB BY NAME FROM LIST ON PAGE 16.**

**FOURTH SOURCE OF EARNINGS IN PRIOR 2 YEAR PERIOD**

<p>F47. <b>REFER TO FOURTH JOB ON LIST. RECORD EMPLOYER NAME.</b> First let's talk about your job with _____. <b>(INTERVIEWER: CONSULT CALENDAR TO HELP WITH TIME PERIOD.)</b></p>	<p>_____</p> <p>_____</p> <p>_____</p>	<p>F54. Could you get promoted on this job?  <b>(INTERVIEWER: IF R IS STILL WORKING AT THIS JOB SKIP TO F58.)</b></p>	<p>YES..... 1 NO.....2</p>
<p>F48. What kind of business did your employer (or you) operate? (Example: restaurant, factory.)</p>	<p>_____</p> <p>_____</p>	<p>F55. When did you STOP working at this job?</p>	<p> __ __  19  __ __  Month Year</p>
<p>F49. Are/were any of the following benefits available to you through your employer or your union, even if you do/did not take them? <b>(READ LIST. CIRCLE ALL THAT APPLY.)</b></p>	<p>A. MEDICAL INSURANCE.....1 B. DISABILITY INSURANCE.....2 C. LIFE INSURANCE .....3 D. PENSION OTHER THAN SOCIAL SECURITY.....4 E. PAID VACATION.....5 F. PAID SICK LEAVE.....6 G. CHILD CARE ASSISTANCE.....7 H. OTHER (SPECIFY) _____ 8</p>	<p>F56. When you STOPPED working on this job, what was your rate of pay, before taxes and deductions? <i>IF RATE OF PAY NOT KNOWN, PROBE:</i> What is your best estimate? F56a. Is/Was that? <i>IF PAYMENTS WERE "LUMP SUM" PROBE FOR TOTAL ANNUAL FIGURE.</i></p>	<p>\$  __ __ ,  __ __ __  .  __ __ </p> <p>Per hour.....1 Per week.....2 Per month.....3 Per year.....4 Refused.....5 Don't Know.....6</p>
<p>F50. What kind of job did you do?</p>	<p>_____</p> <p>_____</p> <p>_____</p>	<p>F57. What was the main reason for leaving the job? <b>(CIRCLE ONE)</b></p> <p>LAYOFF, PLANT CLOSED .....1    DISSATISFIED WITH WAGE.....8 DISCHARGED.....2    DID NOT LIKE LOCATION.....9 JOB WAS TEMPORARY .....3    GOING TO SCHOOL.....10 FOUND A BETTER JOB.....4    PREGNANCY/HAD CHILD.....11 RETIREMENT/OLD AGE .....5    HEALTH REASONS.....12 DID NOT LIKE WORKING    FAMILY/PERSONAL REASONS...13 CONDITIONS.....6    CHILD CARE.....14 TRANSPORTATION.....7    OTHER (Specify) .....15</p>	
<p>F51. Was the job unionized?</p>	<p>YES..... 1 NO.....2</p>	<p>F58. How many weeks of the year did you work at this job? (business?)</p>	<p> __ __  WEEKS PER YEAR</p>
<p>F52. When did you START working at this job?</p>	<p> __ __  19  __ __  Month Year</p>	<p>F59. How many hours per week (including overtime) did you work at this job? (business?)</p>	<p> __ __ __  HOURS PER WEEK</p>
<p>F53. When you STARTED on this job, what was your rate of pay, before taxes and deductions? <i>IF RATE OF PAY NOT KNOWN, PROBE:</i> What is your best estimate? F53a. Is/Was that? <i>IF PAYMENTS WERE "LUMP SUM" PROBE FOR ANNUAL FIGURE.</i></p>	<p>\$  __ __ ,  __ __ __  .  __ __ </p> <p>Per hour.....1    Refused.....5 Per week.....2    Don't Know.....6 Per month.....3 Per year.....4</p>		<p>F60. <b>(INTERVIEWER: IS ANOTHER JOB LISTED ON PAGE 16?)</b></p> <p>YES..... 1 <b>COMPLETE SUPPLEMENTAL FORMS UNTIL ALL JOBS HAVE BEEN RECORDED</b> NO.....2</p>

**QUALITY OF MAIN JOB IN 1995:**

*(INTERVIEWER: CONSULT PREVIOUS CHARTS TO DETERMINE MAIN JOB HELD DURING 1995. IF RESPONDENT WAS NOT EMPLOYED IN ANY MONTH OF 1995 SKIP TO F68.)*

Now I am going to ask you to think about your main job in 1995. Would this be your job at \_\_\_\_\_? The next questions will ask you to tell me about your perception of the quality of this job. Thinking about your job at \_\_\_\_\_, I would like to know on a scale of 1 to 4, with 1 being Very Dissatisfied, 2 being Dissatisfied, 3 being Satisfied, and 4 being Very Satisfied, how satisfied were you with the quality of this job? Even if one of these answers does not fit your feeling exactly, please choose the response that is closest to your view.

*(INTERVIEWER: CIRCLE ONLY ONE ANSWER.)*

F61. On a scale of 1 to 4, overall, how satisfied were you with this job?

1	2	3	4
VERY			VERY
DISSATISFIED			SATISFIED

F62. On a scale of 1 to 4, in general, how satisfied were you with the opportunities for advancement in your occupation or career at this previous job?

1	2	3	4
VERY			VERY
DISSATISFIED			SATISFIED

F63. On a scale of 1 to 4, in general, how satisfied were you with the amount of money you earned in this previous job?

1	2	3	4
VERY			VERY
DISSATISFIED			SATISFIED

F64. On a scale of 1 to 4, in general, how satisfied were you with the health care benefits that this job provided?

1	2	3	4
VERY			VERY
DISSATISFIED			SATISFIED

F65. On a scale of 1 to 4, in general, how satisfied were you with your work schedule in this job?

1	2	3	4
VERY			VERY
DISSATISFIED			SATISFIED

F66. On a scale of 1 to 4, in general, how satisfied were you with your level of responsibility in this job?

1	2	3	4
VERY			VERY
DISSATISFIED			SATISFIED



F75. What job do you expect to get right after you finish this training?

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F75a. What hourly wage do you think you will get?

\$|\_|\_|.|\_|\_| PER HOUR

F76. What benefits do you think you will have? I'm going to read through a list.  
*(CIRCLE ALL THAT APPLY)*

- A. MEDICAL INSURANCE.....1
- B. DISABILITY INSURANCE.....2
- C. LIFE INSURANCE.....3
- D. PENSION OTHER THAN SOCIAL SECURITY.....4
- E. PAID VACATION.....5
- F. PAID SICK LEAVE.....6
- G. CHILD CARE ASSISTANCE.....7
- H. OTHER (SPECIFY).....8

F77. Do you think that your level of responsibility will increase as a result of this training?

- YES ..... 1
- NO ..... 2

F78. What do you think have been the reasons and barriers that have kept you from getting the job you want so far in your life? (for example, health problems, family responsibilities, discrimination)

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F79. Thinking about five years from now, what job do you expect to have?

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F80. Now I am going to read you a list of specific characteristics of a job. If you were looking for a job, how important would these aspects of a job be to you? Please rate on a scale of 1 to 5, with 1 being Not Important and 5 being Very Important.

*(INTERVIEWER: CIRCLE ONLY ONE FOR EACH ITEM).*

On a scale of 1 to 5, with 1 being Not Important and 5 being Very Important, how important is . . .

	<u>NOT IMPORTANT</u>			<u>VERY IMPORTANT</u>	
A. Wage	1	2	3	4	5
B. Health Benefits	1	2	3	4	5
C. Life Insurance	1	2	3	4	5

On a scale of 1 to 5, with 1 meaning Not Important and 5 being Very Important, how important is . . .

D. Level of Responsibility	1	2	3	4	5
E. Good Boss	1	2	3	4	5
F. Opportunity for Advancement	1	2	3	4	5

On a scale of 1 to 5, with 1 meaning Not Important and 5 being Very Important, how important is . . .

G. Regular Hours	1	2	3	4	5
H. Flexibility in Schedule	1	2	3	4	5
I. Number of Hours Worked	1	2	3	4	5
J. Shift Worked	1	2	3	4	5

Is there any other characteristic of a job that I have not mentioned that is important to you?

YES.....(SPECIFY BELOW AND ASK THE FOLLOWING QUESTION)..... 1  
NO.....(SKIP TO F81)..... 2

On the same scale of 1 to 5 with 1 meaning Not Important and 5 meaning Very Important, how important is this characteristic?

K. Other (SPECIFY: \_\_\_\_\_) 1 2 3 4 5

F81. If you could have any job, what would your dream job be?

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**SECTION G: ACCESS TO HUMAN SERVICES**

Now I'd like to ask you about services that you or other members of your household might have needed during the last 12 months. **(READ ACROSS FOR EACH ITEM. IF ANSWER IS NO, SKIP TO NEXT QUESTION)**

During the last 12 months, did you or anyone in your household need or seek ... ?	YES/NO	a. In general, were you able to obtain those services?	b. In general, were you satisfied with those services?
G1. Child care services	Yes 1 → No 2	Yes ..... 1 → No ..... 2	Yes ..... 1 No ..... 2
G2. Services from a doctor	Yes 1 → No 2	Yes ..... 1 → No ..... 2	Yes ..... 1 No ..... 2
G3. Dental services	Yes 1 → No 2	Yes ..... 1 → No ..... 2	Yes ..... 1 No ..... 2
G4. Legal services	Yes 1 → No 2	Yes ..... 1 → No ..... 2	Yes ..... 1 No ..... 2
G5. Mental health services	Yes 1 → No 2	Yes ..... 1 → No ..... 2	Yes ..... 1 No ..... 2
G6. Counseling or other services for family problems	Yes 1 → No 2	Yes ..... 1 → No ..... 2	Yes ..... 1 No ..... 2
G7. Services for coping with alcohol or drug problems	Yes 1 → No 2	Yes ..... 1 → No ..... 2	Yes ..... 1 No ..... 2
<b>NOTES ON ANY OTHER SERVICES DISCUSSED BY R</b>			

G8. During the last 12 months, have you been covered by health insurance?

YES ..... 1  
NO (*SKIP TO G10*) ..... 2

G9. What has been the main source of your health insurance coverage? (*INTERVIEWER: CIRCLE ONLY ONE*)

YOUR JOB..... 1  
A POLICY YOU PURCHASED ON YOUR OWN ..... 2  
GOVERNMENT (e.g. MEDICAID, MEDICARE) ..... 3  
YOUR SPOUSE'S JOB..... 4  
OTHER..... 5

G10. During the last 12 months, have you been covered under a dental insurance plan?

YES ..... 1  
NO..... 2

## SECTION H: PERSONAL ATTRIBUTES

Now, I would like you to react to some statements about how you perceive yourself. On a scale of 1 to 4 with 1 meaning Strong Disagreement and 4 meaning Strong Agreement, please tell me how you feel about these statements. Even if one of these answers does not fit your feeling exactly, please choose the response that is closest to your view.

H1. I am able to do most things as well as most other people.

1	2	3	4
STRONG DISAGREEMENT			STRONG AGREEMENT

H2. I take a positive attitude towards myself.

1	2	3	4
STRONG DISAGREEMENT			STRONG AGREEMENT

On a scale of 1 to 4 with 1 meaning Strong Disagreement and 4 meaning Strong Agreement, please tell me how you feel about the following:

H3. I make long-range plans for myself.

1	2	3	4
STRONG DISAGREEMENT			STRONG AGREEMENT

H4. I generally work towards achieving my goals.

1	2	3	4
STRONG DISAGREEMENT			STRONG AGREEMENT

H5. I can accept criticism about my work.

1	2	3	4
STRONG DISAGREEMENT			STRONG AGREEMENT

Again on a scale of 1 to 4 with 1 meaning Strong Disagreement and 4 meaning Strong Agreement, please tell me how you feel about the following:

H6. I can express disagreement without making other people angry.

1	2	3	4
STRONG DISAGREEMENT			STRONG AGREEMENT

H7. Despite the uncertainties of life, I feel my future is going to be good.

1	2	3	4
STRONG DISAGREEMENT			STRONG AGREEMENT

H8. I generally pay my bills on time.

1	2	3	4
STRONG DISAGREEMENT			STRONG AGREEMENT

H9. I am on time for appointments, classes or meetings.

1	2	3	4
STRONG DISAGREEMENT			STRONG AGREEMENT

## SECTION I: PERSONAL DATA

And finally a few questions for background purposes.

Please tell me:

I1. What YEAR were you BORN? 19 |\_\_|\_\_|  
YEAR

I2. What is your GENDER?

MALE..... 1  
FEMALE..... 2

I3. What do you consider to be your RACE/ETHNICITY? (**CIRCLE ONE**)

WHITE (NON-HISPANIC) ..... 1  
HISPANIC/LATINO/LATINA ..... 2  
AFRICAN-AMERICAN/BLACK..... 3  
ASIAN AMERICAN/ ASIAN..... 4  
NATIVE AMERICAN ..... 5  
OTHER (**SPECIFY BELOW**)..... 6

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I4. What COUNTRY were you BORN in?

USA (**SKIP TO I5**)..... 1  
FOREIGN COUNTRY (**SPECIFY BELOW**) ..... 2

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I4a. How many years have you been in the U.S.? |\_\_|\_\_|  
YEARS

I5. Is English your first language (mother tongue)?

YES ..... 1  
NO..... 2

I6. Are you currently living with a spouse or partner?

YES ..... 1  
NO..... 2

I7. What is the highest grade or year of school that you have completed? (**CIRCLE ONLY ONE**)

None ..... 00  
Elementary/Middle School.....01 02 03 04 05 06 07 08  
High School.....09 10 11 12  
College or Vocational, Technical or Business School.....13 14 15 16  
Graduate School.....17 18 19 20 21 22

I8. Have you received any academic diplomas or degrees including a GED?

- YES ..... 1
- NO (*SKIP TO I10*)..... 2

I9. What is the highest academic degree or diploma that have you earned?

- GED..... 1
- High-School Diploma..... 2
- Associate degree..... 3
- Bachelor's degree..... 4
- Master's degree..... 5
- Professional degree (e.g. Dentistry, Medicine or Law)..... 6
- Ph.D..... 7

I10. This was the last survey question on the interview. Before we conclude, would you like to add any comments about any of the topics we have talked about or about the interview itself?

## SECTION J: CONTACT INFORMATION

Thank you very much for your help. To complete this study, we need to talk to you again to get an update on your experiences after you complete the training at (PROGRAM NAME). To help us reach you for next year's survey and to mail you your \$25 interview payment check, we would like some additional information. **(INTERVIEWER: CONSULT THE FACESHEET AND READ FOR RESPONDENT TO CONFIRM).**

J1. First, just to make sure I have got it right, the correct spelling of your name is:

J2. Let me verify your current mailing address. **(INTERVIEWER: READ FROM FACESHEET, RECORD NEW ADDRESS IF DIFFERENT FROM THE ONE LISTED)**

STREET \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP |\_\_|\_\_|\_\_|\_\_|\_\_|

J3. In whose name is your phone listed? \_\_\_\_\_

J4. Is there another phone number where you usually can be reached?  Yes  No *(SKIP TO J5)*

**IF YES, RECORD NUMBER:** |\_\_|\_\_|\_\_| |\_\_|\_\_|\_\_| - |\_\_|\_\_|\_\_|\_\_|

J5. Do you expect to move any time in the next year?  Yes  No *(SKIP TO NEXT PAGE)*

**IF YES:** Approximately when do you expect to move? |\_\_|\_\_| /19 |\_\_|\_\_|  
MONTH YEAR

J6. Where do you expect to move? **(PROBE FOR SPECIFIC ADDRESS. IF SPECIFIC ADDRESS IS UNKNOWN, PROBE FOR CITY AND STATE.)**

STREET \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP |\_\_|\_\_|\_\_|\_\_|\_\_|

J7. Will your telephone still be listed under the same name?  Yes *(SKIP TO NEXT PAGE)*  No

J8. **IF NO:** Who's name will the telephone be listed under? \_\_\_\_\_

**CLOSEST FRIEND/RELATIVE INFORMATION**

In case we have trouble reaching you, we would like to have the names of two people who would most likely know how to reach you or who you keep in close contact with. The only reason we would contact these people would be if we cannot locate you for next year's survey.

**FIRST CONTACT:**

J9. NAME: \_\_\_\_\_

J10. What is (his/her) relationship to you? \_\_\_\_\_

J11. STREET \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP |\_\_|\_\_|\_\_|\_\_|\_\_|

J12. PHONE: |\_\_|\_\_|\_\_| |\_\_|\_\_|\_\_| - |\_\_|\_\_|\_\_|\_\_|

**SECOND CONTACT:**

J13. NAME: \_\_\_\_\_

J14. What is (his/her) relationship to you? \_\_\_\_\_

J15. STREET \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP |\_\_|\_\_|\_\_|\_\_|\_\_|

J16. PHONE: |\_\_|\_\_|\_\_| |\_\_|\_\_|\_\_| - |\_\_|\_\_|\_\_|\_\_|

That concludes the interview. As I said before, all the information you provided during this interview will remain strictly confidential. Thank you for your time and cooperation. Your participation in this study will help (PROGRAM NAME) to continue to improve its services. We will be mailing your check for \$25 to you in about two weeks. If for any reason you want to contact us, please call Enrique Soto at (202) 833-7448.

END TIME: |\_\_|\_\_| : |\_\_|\_\_|

INTERVIEW LENGTH (IN MINUTES): |\_\_|\_\_|\_\_|

**EXPLANATIONS OF "RF" REFUSED RESPONSES**

*INTERVIEWER: PLEASE FILL OUT THE FOLLOWING TABLE AFTER YOU COMPLETE THE INTERVIEW.*

QUESTION #	REASON FOR REFUSAL CITED BY RESPONDENT
<p>DO YOU FEEL THIS RESPONDENT SHOULD BE RE-CONTACTED BY A SUPERVISOR? PLEASE EXPLAIN.</p>	

*INTERVIEWER: PLEASE USE THE FOLLOWING CODING INSTRUCTIONS FOR RELATIONSHIPS AND FILL OUT E2a ON PAGE 12 AFTER YOU COMPLETE THE INTERVIEW.*

RELATIONSHIP WITH THE RESPONDENT	CODE
Spouse (Cohabitant)	2
Child of Respondent and/or of Spouse (Cohabitant)	3
Parent of Respondent or of Spouse (Cohabitant)	4
Other Relative	5
Other Non-Relative	6
Roomer/Boarder	7

**SUPPLEMENTAL FORM FOR SECTION C  
ADDITIONAL SOURCE OF EARNINGS IN PAST 12 MONTHS**

<p>SC1. Please tell me about your next source of earnings in the past 12 months. What is/was the name of your employer?</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>SC1a. Job.....1</p> <p>Rs own business.....2</p>		<p>SC8. Are/were any of the following benefits available to you through your employer or your union, even if you do/did not take them? I'm going to read through a list. <b>(CIRCLE ALL THAT APPLY.)</b></p>	<p>A. MEDICAL INSURANCE.....1 B. DISABILITY INSURANCE.....2 C. LIFE INSURANCE .....3 D. PENSION OTHER THAN SOCIAL SECURITY.....4 E. PAID VACATION.....5 F. PAID SICK LEAVE.....6 G. CHILD CARE ASSISTANCE.....7 H. OTHER (SPECIFY).....8</p>
<p>SC2. What kind of business does / did your employer (or you) operate? (Example: restaurant, factory.)</p> <p>_____</p> <p>_____</p> <p>_____</p>		<p>SC9. <b>(INTERVIEWER: ASK IF RESPONDENT NO LONGER WORKS AT THIS JOB/BUSINESS.)</b> When did you STOP working at this job? (business?)</p>	<p>____ ____ 19 ____ ____ Month Year</p>
<p>SC3. When did you start working at this job? (business?)</p> <p>____ ____ 19 ____ ____ Month Year</p>		<p>SC10a. What is/was your rate of pay, before taxes and deductions? <i>IF RATE OF PAY NOT KNOWN, PROBE:</i> What is your best estimate?</p> <p>SC10b. Is/Was that? <i>IF PAYMENTS WERE IRREGULAR OR LUMP SUM, PROBE FOR TOTAL AND RECORD AS PER YEAR.</i></p>	<p>\$ ____ ____, ____ ____. ____ ____</p> <p>Per hour.....1 Per week.....2 Per month.....3 Per year.....4 Refused.....5 Don't Know.....6</p>
<p>SC4. What kind of job do/ did you do?</p> <p>_____</p> <p>_____</p> <p>_____</p>		<p>SC11. During the last 12 months, how many weeks of the year did you work at this job? (business?)</p>	<p>____ ____ WEEKS PER YEAR</p>
<p>SC5. Is (or was) the job unionized?</p>	<p>YES..... 1</p> <p>NO.....2</p>	<p>SC12. During the last 12 months, on average, how many hours per week (including overtime) did you work at this job? (business?)</p>	<p>____ ____ ____ HOURS PER WEEK</p>
<p>SC6. Are you currently working at this job? (business?)</p>	<p>YES..... 1</p> <p><b>SKIP TO Sc8</b></p> <p>NO.....2</p>	<p>SC13. Can you (or could you) get promoted on this job?</p>	<p>YES..... 1</p> <p>NO.....2</p>
<p>SC7. What was the <u>main</u> reason for leaving the job ? <b>(CIRCLE ONE)</b></p>	<p>L LAYOFF, PLANT CLOSED .....1 DISCHARGED.....2 JOB WAS TEMPORARY .....3 FOUND A BETTER JOB.....4 RETIREMENT/OLD AGE .....5 DID NOT LIKE WORKING CONDITIONS.....6 TRANSPORTATION.....7</p> <p>DISSATISFIED WITH WAGE.....8 DID NOT LIKE LOCATION.....9 GOING TO SCHOOL.....10 PREGNANCY/HAD CHILD.....11 HEALTH REASONS.....12 FAMILY/PERSONAL REASONS...13 CHILD CARE.....14 OTHER (Specify) .....15</p>	<p>SC14. Did you have another job or business in the last 12 months?</p> <p>YES..... 1</p> <p><b>COMPLETE SUPPLEMENTAL FORMS UNTIL ALL JOBS HAVE BEEN RECORDED</b></p> <p>NO.....2 <b>IF NO, SKIP TO PAGE 10</b></p>	

**SUPPLEMENTAL FORM FOR SECTION F  
JOBS IN PRIOR 2 YEAR PERIOD**

<p>SF1. <b>REFER TO NEXT JOB ON LIST. RECORD EMPLOYER NAME.</b> Now let's talk about your job with _____. <b>(INTERVIEWER: CONSULT CALENDAR TO HELP WITH TIME PERIOD.)</b></p>	<p>_____</p> <p>_____</p> <p>_____</p>	<p>SF8. Could you get promoted on this job?  <b>(INTERVIEWER: IF R IS STILL WORKING AT THIS JOB SKIP TO SF12.)</b></p>	<p>YES..... 1 NO.....2</p>
<p>SF2. What kind of business did your employer (or you) operate? (Example: restaurant, factory.)</p>	<p>_____</p> <p>_____</p>	<p>SF9. When did you STOP working at this job?</p>	<p>  __ __  19  __ __  Month Year</p>
<p>SF3. Are/were any of the following benefits available to you through your employer or your union, even if you do/did not take them? I'm going to read through a list. <b>(CIRCLE ALL THAT APPLY.)</b></p>	<p>A. MEDICAL INSURANCE.....1 B. DISABILITY INSURANCE.....2 C. LIFE INSURANCE .....3 D. PENSION OTHER THAN SOCIAL SECURITY.....4 E. PAID VACATION.....5 F. PAID SICK LEAVE.....6 G. CHILD CARE ASSISTANCE.....7 H. OTHER (SPECIFY) _____ 8</p>	<p>SF10. When you STOPPED working on this job, what was your rate of pay, before taxes and deductions? <i>IF RATE OF PAY NOT KNOWN, PROBE:</i> What is your best estimate? SF10a. Is/Was that? <i>IF PAYMENTS WERE "LUMP SUM" PROBE FOR TOTAL ANNUAL FIGURE.</i></p>	<p>\$  __ __ ,  __ __ __ .  __ __ </p> <p>Per hour.....1 Per week.....2 Per month.....3 Per year.....4 Refused.....5 Don't Know.....6</p>
<p>SF4. What kind of job did you do?</p>	<p>_____</p> <p>_____</p> <p>_____</p>	<p>SF11. What was the <u>main</u> reason for leaving the job? <b>(CIRCLE ONE)</b></p> <p>LAYOFF, PLANT CLOSED .....1    DISSATISFIED WITH WAGE.....8 DISCHARGED.....2    DID NOT LIKE LOCATION.....9 JOB WAS TEMPORARY .....3    GOING TO SCHOOL.....10 FOUND A BETTER JOB.....4    PREGNANCY/HAD CHILD.....11 RETIREMENT/OLD AGE .....5    HEALTH REASONS.....12 DID NOT LIKE WORKING    FAMILY/PERSONAL REASONS...13 CONDITIONS.....6    CHILD CARE.....14 TRANSPORTATION.....7    OTHER (Specify) .....15</p>	
<p>SF5. Was the job unionized?</p>	<p>YES..... 1 NO.....2</p>	<p>SF12. How many weeks of the year did you work at this job? (business?)</p>	<p>  __ __  WEEKS PER YEAR</p>
<p>SF6. When did you START working at this job?</p>	<p>  __ __  19  __ __  Month Year</p>	<p>SF13. How many hours per week (including overtime) did you work at this job? (business?)</p>	<p>  __ __ __  HOURS PER WEEK</p>
<p>SF7. When you STARTED on this job, what was your rate of pay, before taxes and deductions? <i>IF RATE OF PAY NOT KNOWN, PROBE:</i> What is your best estimate? SF7a. Is/Was that? <i>IF PAYMENTS WERE "LUMP SUM" PROBE FOR ANNUAL FIGURE.</i></p>	<p>\$  __ __ ,  __ __ __ .  __ __ </p> <p>Per hour.....1    Refused.....5 Per week.....2    Don't Know.....6 Per month.....3 Per year.....4</p>	<p>SF14. <b>INTERVIEWER: IS ANOTHER JOB LISTED ON PAGE 16?</b></p> <p>YES..... 1 <b>COMPLETE SUPPLEMENTAL FORMS UNTIL ALL JOBS HAVE BEEN RECORDED</b> NO.....2 <b>IF NO, SKIP TO PAGE 21</b></p>	

<p><b>Please return this form to:</b>          Enrique Soto          The Aspen Institute          1333 New Hampshire Ave., NW, Suite 1070          Washington, DC 20036          202/833-7448</p>	<h2>SEDLP</h2> <h3>Post-Training Placement Tool</h3>		<p><sup>1</sup>SEDLP ID: _____  <sup>2</sup>DUE Date: _____  <sup>3</sup>Person completing form: _____  <sup>4</sup>Date form completed: _____</p>									
<p>Participant's Name: _____          Address: _____          City: _____ State: _____ ZIP: _____          Phone: ( _____ ) _____ - _____</p>		<p><sup>5</sup>Name Change? _____  <sup>6</sup>Address Change? _____  <sup>7</sup>Phone Number Change? _____</p>										
<p><sup>8</sup>Name of training course attended by participant  <sup>9</sup>Did the participant <u>complete</u> the training course?  <input type="checkbox"/> Yes    <input type="checkbox"/> No    <sup>10</sup>If No: _____  <input type="checkbox"/> DROPPED    <input type="checkbox"/> TERMINATED</p>	<p><sup>11</sup>Length of scheduled training course  <sup>12</sup><input type="checkbox"/> hours    <input type="checkbox"/> weeks    <input type="checkbox"/> months  <sup>13</sup>Length of time to complete course  <sup>14</sup><input type="checkbox"/> hours    <input type="checkbox"/> weeks    <input type="checkbox"/> months</p>	<p><sup>15</sup>Did the participant attend prior training course(s) at this program?  <input type="checkbox"/> Yes    <input type="checkbox"/> No  <sup>16</sup>What was the total length of time spent in prior training?  <sup>17</sup><input type="checkbox"/> hours    <input type="checkbox"/> weeks    <input type="checkbox"/> months</p>	<p>Name of prior training course(s) attended:  <sup>18</sup> _____  <sup>19</sup> _____</p>									
<p><sup>20</sup>Participant currently employed?  <input type="checkbox"/> Yes    <input type="checkbox"/> No</p>	<p><sup>21</sup>Name of employer:          _____</p>	<p><sup>22</sup>Is this a NEW (post-training) job, or did the participant have this job PRIOR to entering training?  <input type="checkbox"/> NEW JOB    <input type="checkbox"/> PRIOR JOB</p>	<p><sup>23</sup>If this is a PRIOR job, what was the hourly wage before starting training?          \$ _____ PER HOUR</p>									
<p><sup>24</sup>If this is a PRIOR job, how many hours per week did the participant work prior to training?          _____ HOURS PER WEEK</p>	<p><sup>25</sup>If this is a NEW job, when was the participant placed at this job?          _____ / _____          month / year</p>	<p><sup>26</sup>Job title? _____  <sup>27</sup>Occupation _____  <sup>28</sup>Industry _____  <sup>29</sup>Union    <input type="checkbox"/> Yes    <input type="checkbox"/> No</p>										
<p><sup>30</sup>Is this occupation related to the type of training that the participant received?  <input type="checkbox"/> Yes    <input type="checkbox"/> No</p>	<p><sup>31</sup>Did the program place this participant or actively assist this participant in getting this job?  <input type="checkbox"/> Yes    <input type="checkbox"/> No</p>	<p><sup>32</sup>Current job hourly wage?          \$ _____ PER HOUR</p>	<p><sup>33</sup>Current job hours per week worked (or anticipated hours)?          _____ HOURS PER WEEK</p>									
<p><sup>34</sup>Current job weeks per year worked (or anticipated weeks)?          _____ WEEKS PER YEAR</p>	<p>What are the benefits that are (or will be) available to the participant at this job even if he/she does not take them or is not yet eligible for them? <i>Please include benefits provided by employer or union if applicable.</i></p> <table border="0"> <tr> <td><input type="checkbox"/> Medical Insurance<sup>35</sup></td> <td><input type="checkbox"/> Disability Insurance<sup>38</sup></td> <td><input type="checkbox"/> Life Insurance<sup>42</sup></td> </tr> <tr> <td><input type="checkbox"/> Paid Vacation<sup>36</sup></td> <td><input type="checkbox"/> Paid Sick Leave<sup>39</sup></td> <td><input type="checkbox"/> Pension other than Social Security<sup>43</sup></td> </tr> <tr> <td><input type="checkbox"/> Child Care Assistance<sup>37</sup></td> <td><input type="checkbox"/> Other<sup>40</sup> (SPECIFY)</td> <td></td> </tr> </table>			<input type="checkbox"/> Medical Insurance <sup>35</sup>	<input type="checkbox"/> Disability Insurance <sup>38</sup>	<input type="checkbox"/> Life Insurance <sup>42</sup>	<input type="checkbox"/> Paid Vacation <sup>36</sup>	<input type="checkbox"/> Paid Sick Leave <sup>39</sup>	<input type="checkbox"/> Pension other than Social Security <sup>43</sup>	<input type="checkbox"/> Child Care Assistance <sup>37</sup>	<input type="checkbox"/> Other <sup>40</sup> (SPECIFY)	
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