

REDF

Investing in Employment and Hope

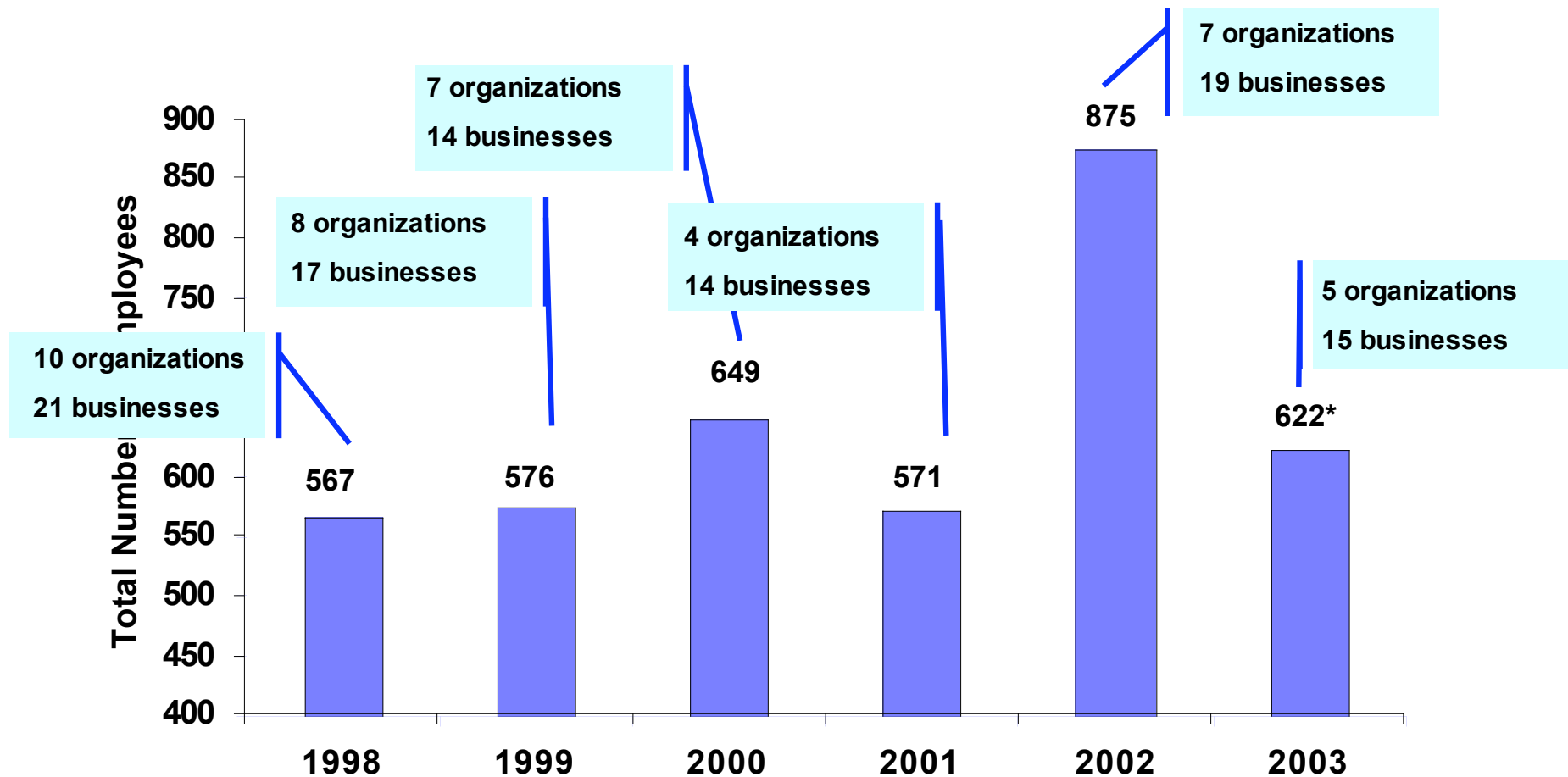
Employment Counts!

July 2004 Update

How many people have portfolio organizations employed?

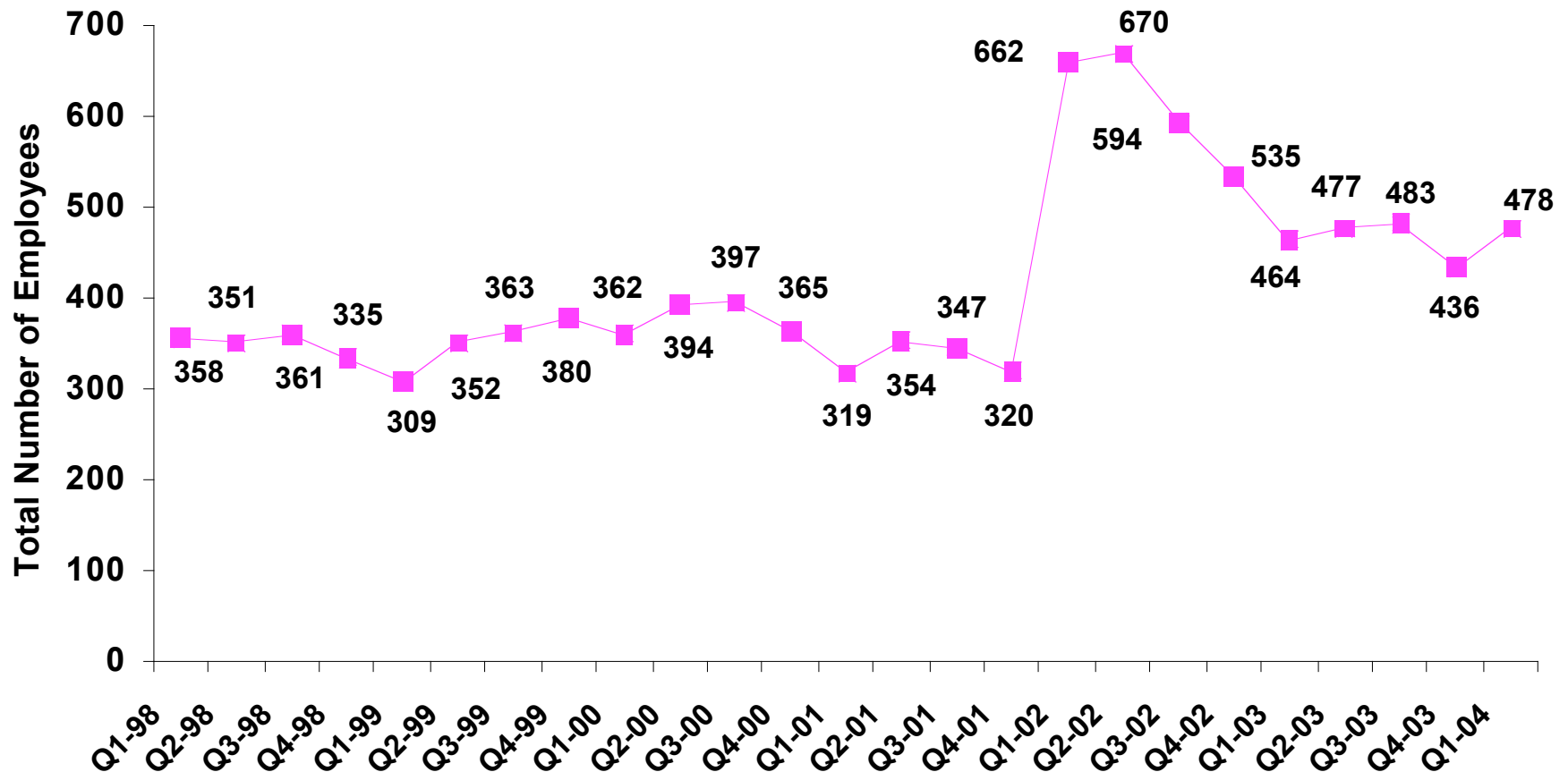


Annual Number of Enterprise Employees

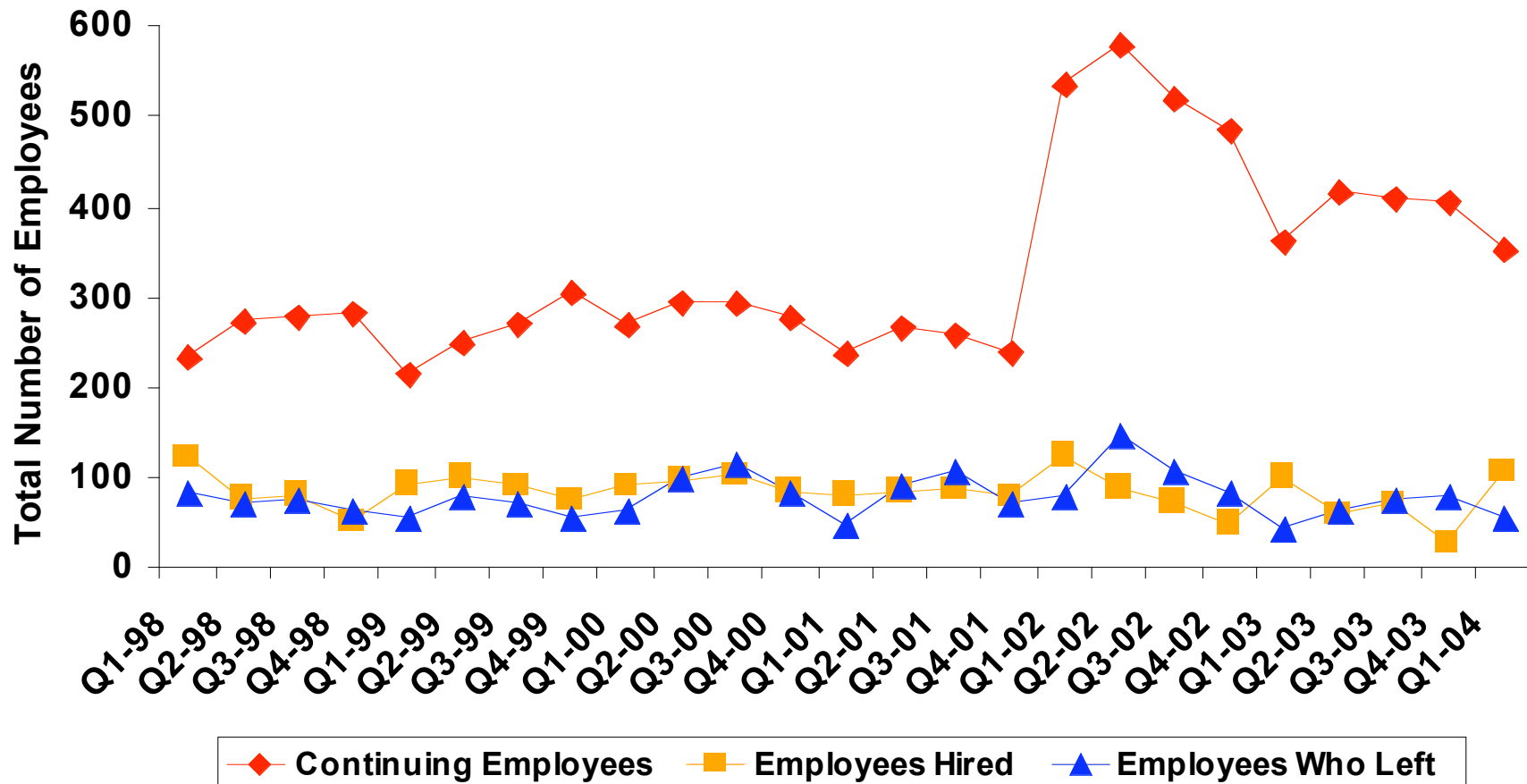


* Reduction from 2002-2003 attributable to a decrease in overall hiring in 2003, enterprise closures, and changes in reporting at one large enterprise.

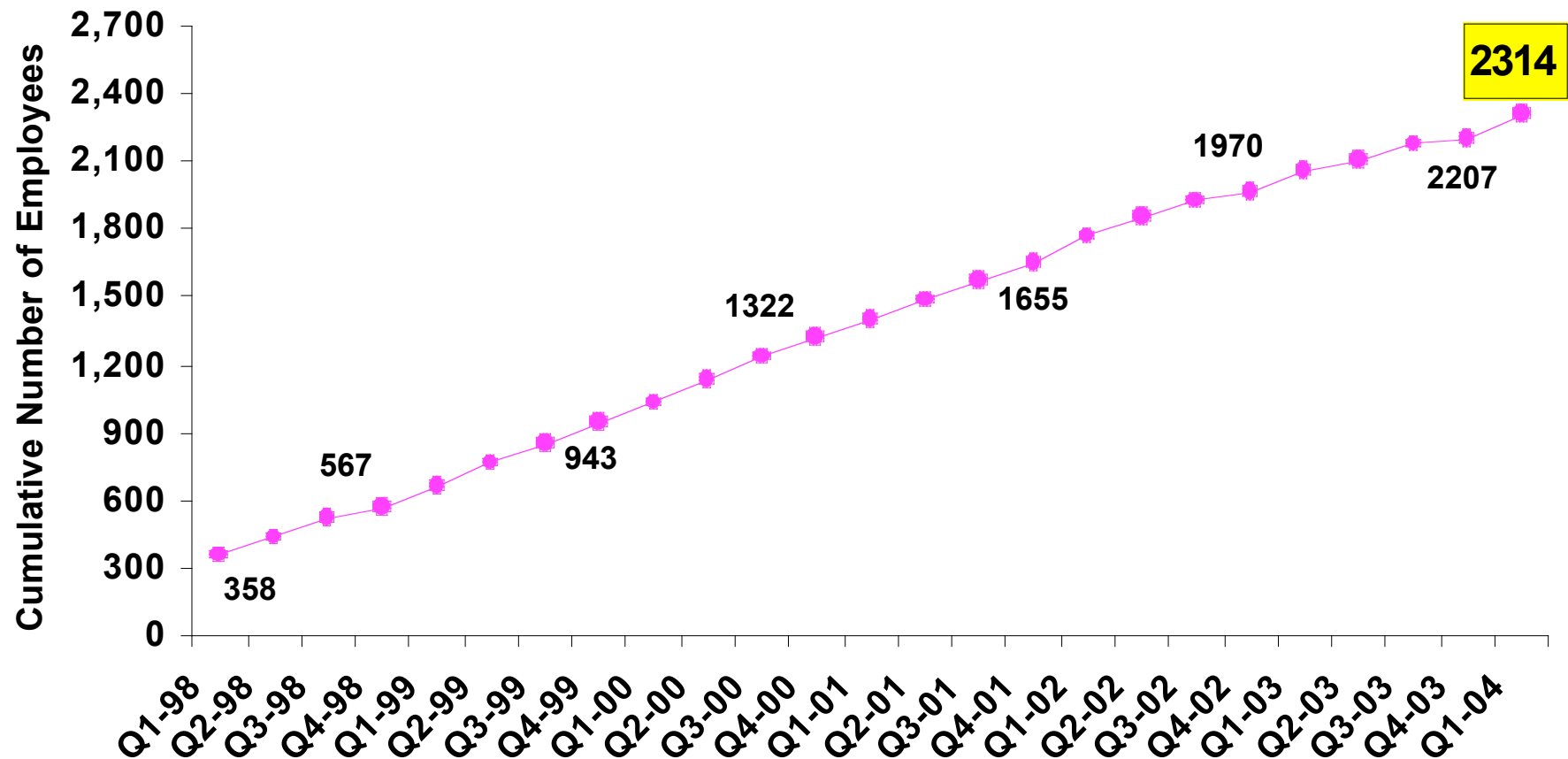
Total Number of Individuals Employed in Enterprises By Quarter



Enterprise Employees Coming and Going by Quarter



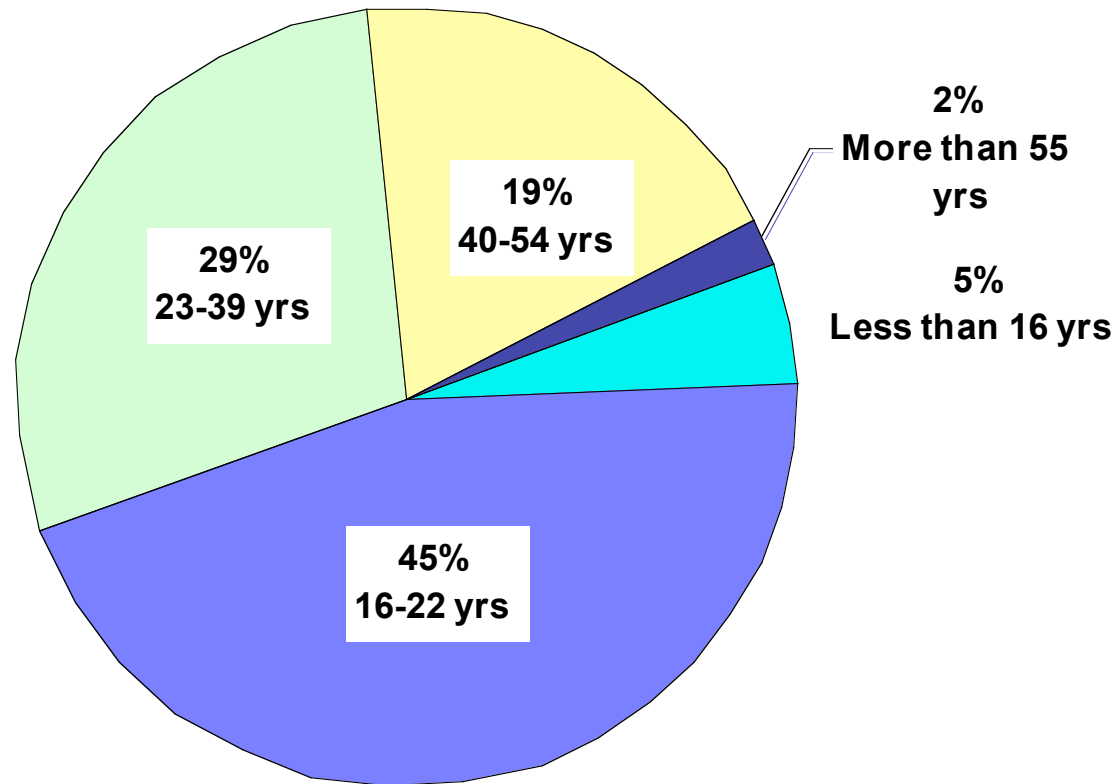
Cumulative Number of Enterprise Employees



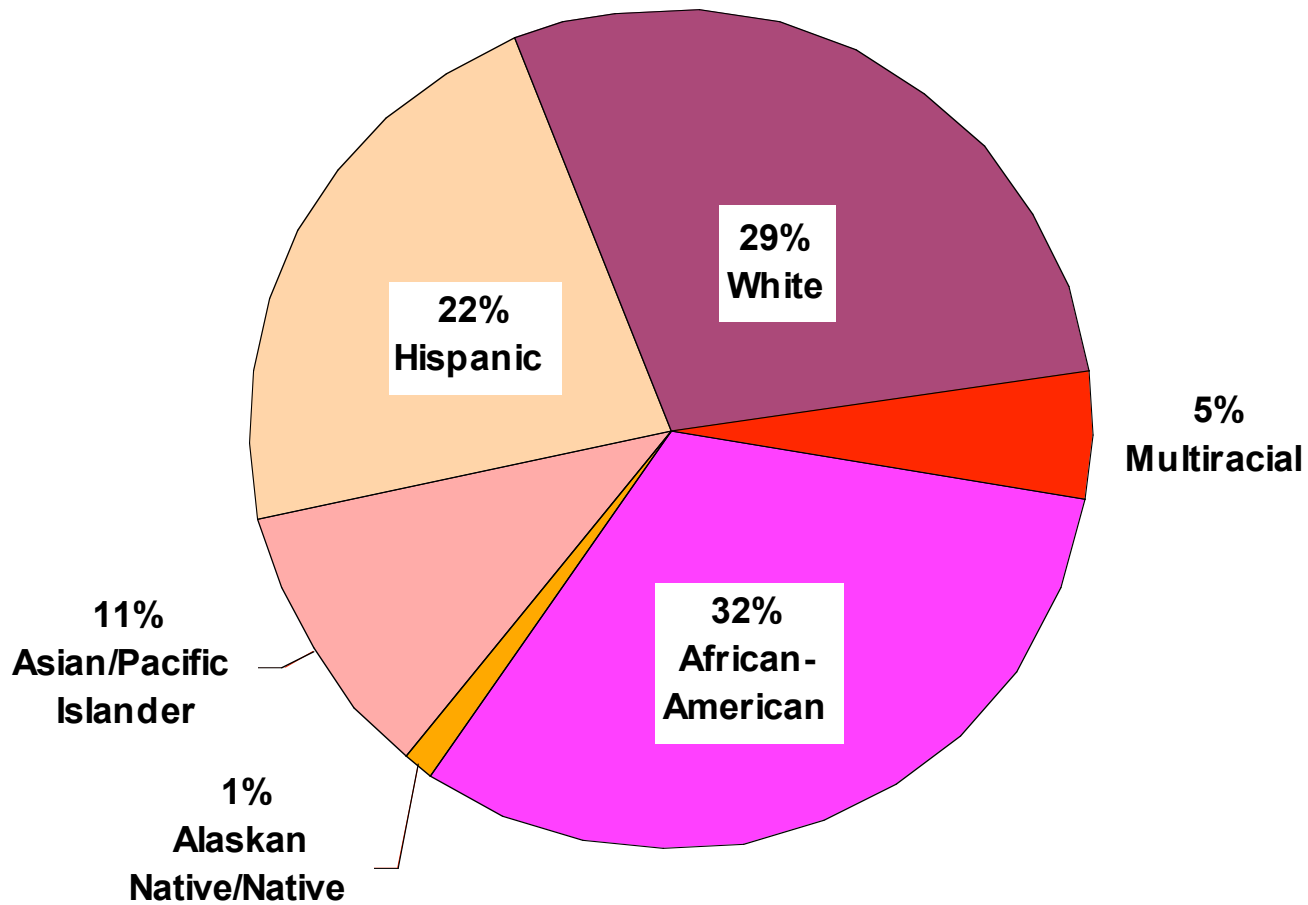
Who are the employees?



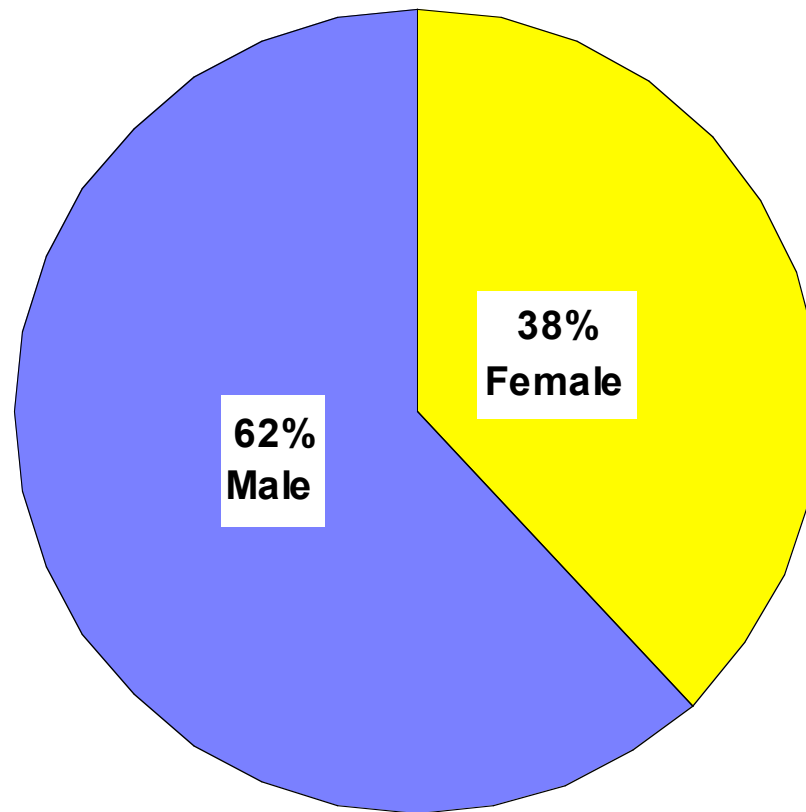
Enterprise Employees by Age 1998-2003



Enterprise Employees by Race/Ethnicity 1998-2003



Enterprise Employees by Gender 1998-2003



What Difference Does a Job Make?



Ongoing Assessments with Employees

⊕ **Face-to-Face Interviews with Employees**

- Interview at time of hire
- Interview at 6 month intervals, up to 24 months

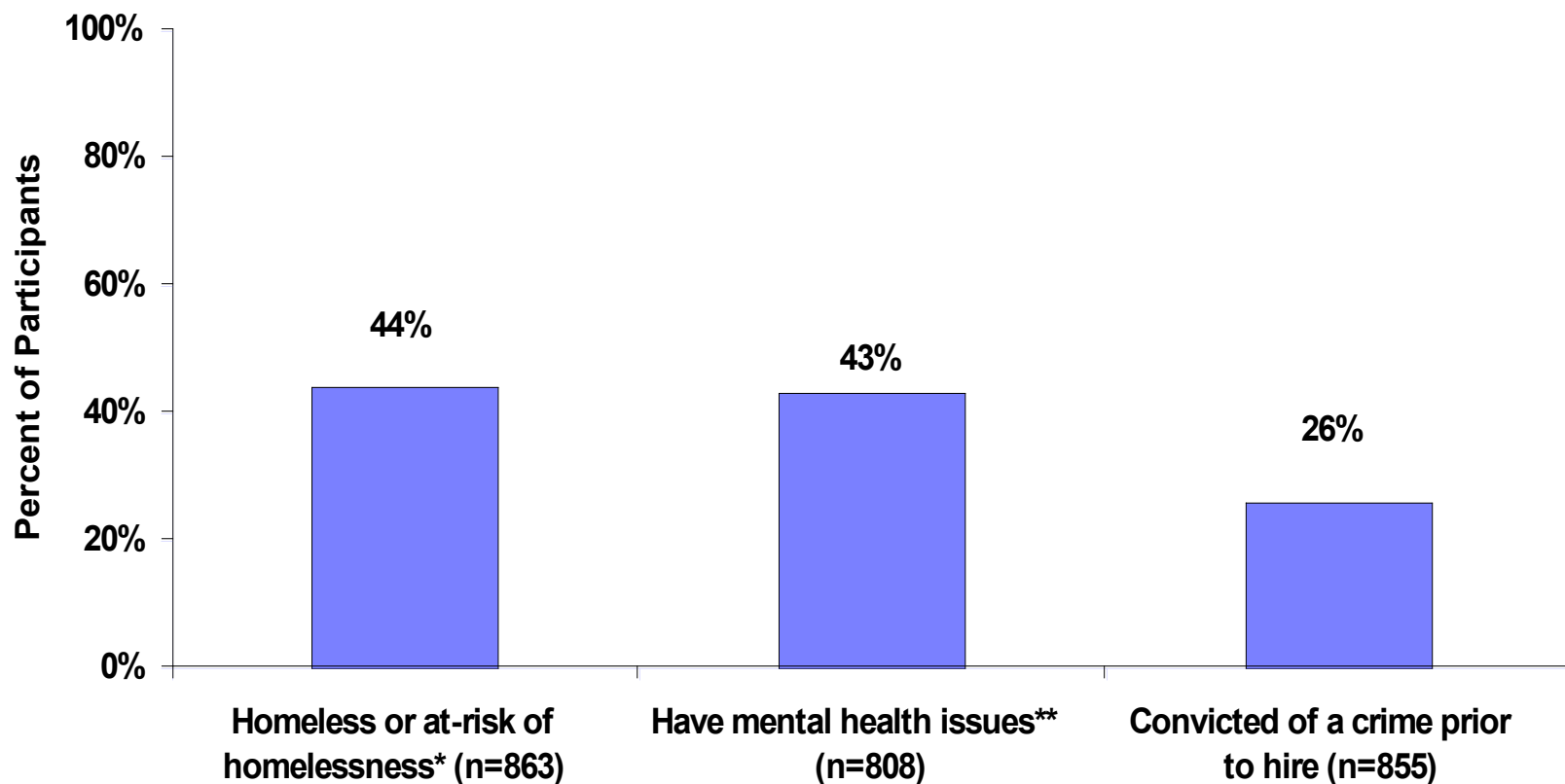
⊕ **Type of outcome data collected**

- Employment
- Income and income assistance
- Barriers to employment
- Living situation
- Employee benefits and use of social services
- Psycho-social characteristics

Who is included in the sample?

- **All 864 “mission-related” enterprise employees who had their hire interview and at least one follow-up interview between November 1998 and June 2004 from:**
 - Community Vocational Enterprises (CVE)
 - Golden Gate Incorporated, Inc. (GGCI)
 - Juma Ventures
 - Rubicon Enterprise
 - Youth Industry (YI)
- **Data are provided for four different follow-up “groups.” Those surveyed at:**
 - 5-10 months after hire – “6 Months”
 - 11-16 months after hire – “1 Year”
 - 17-22 months after hire – “1.5 Years”
 - 23-28 months after hire – “2 Years”
- **All information available for the baseline and each follow-up period is presented. This type of cohort analysis shows the general trends from baseline to follow-up.**

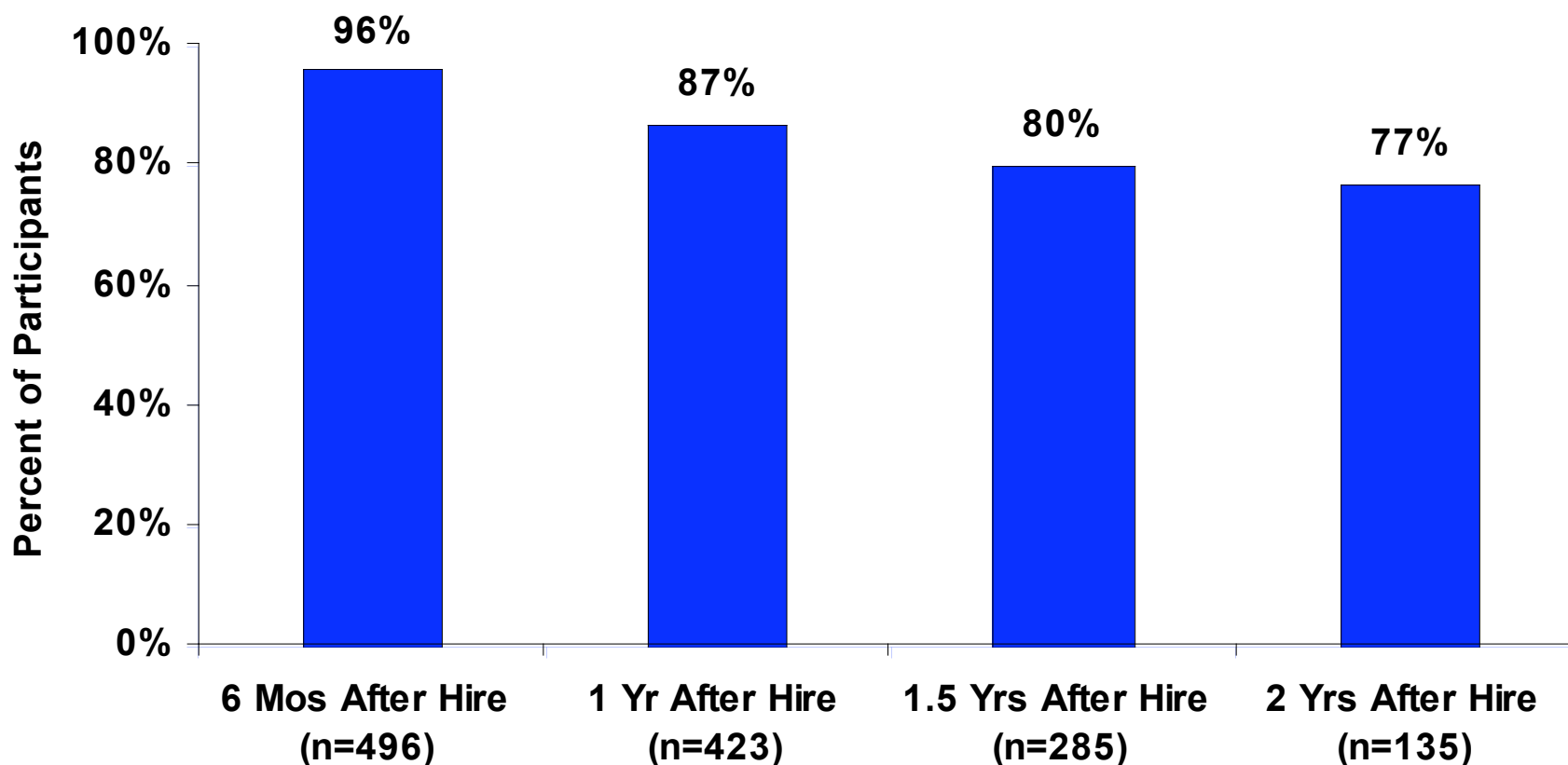
Risk Profile of REDF Portfolio Enterprise Employees at Time of Hire



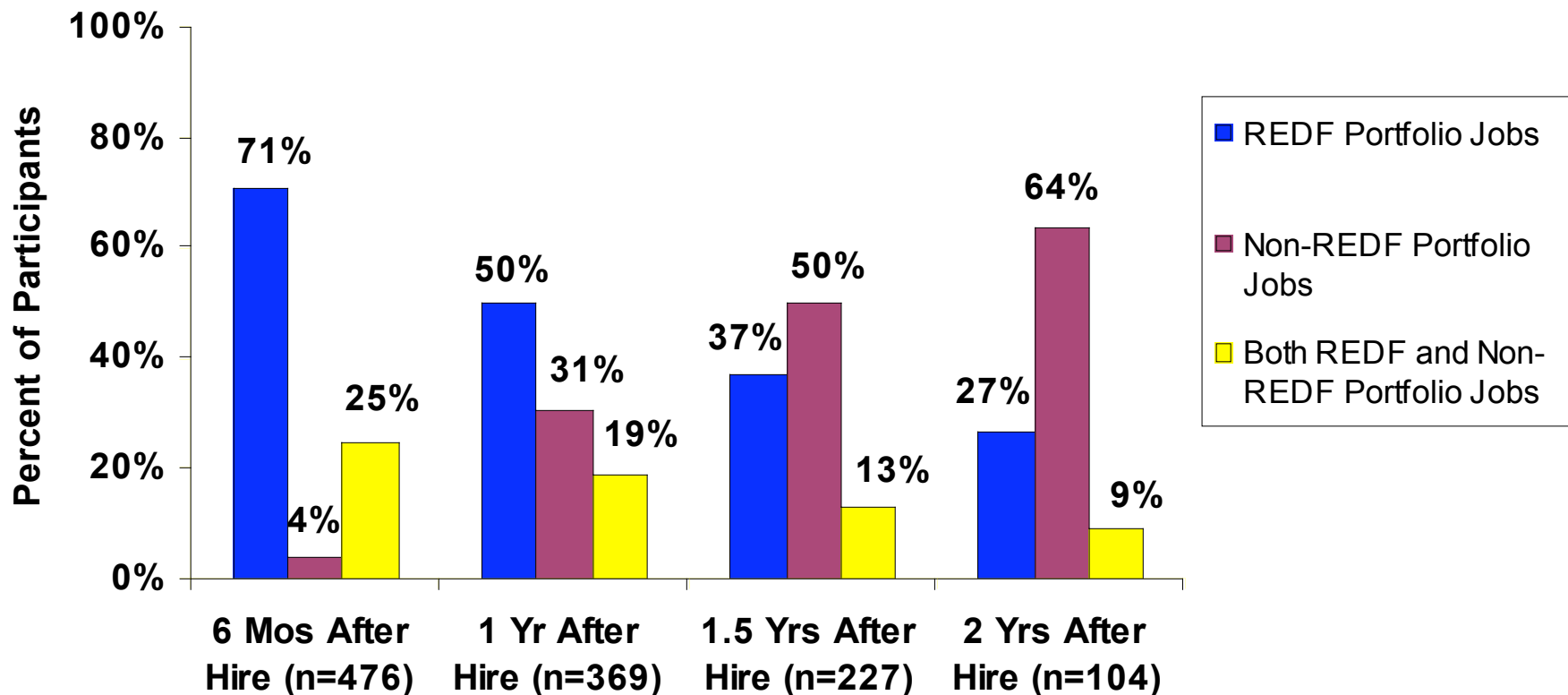
*Respondents were grouped based on their responses to questions about where they were living, use of housing services in the past six months, and identification of housing as a barrier to finding a job during past six months.

**Respondents were identified as having “mental health issues” based on responses to questions about mental/emotional health issues as reasons for not working two weeks or more, participation in any type of mental health program or counseling, or identification of mental/emotional health issues as a barrier to finding a job.

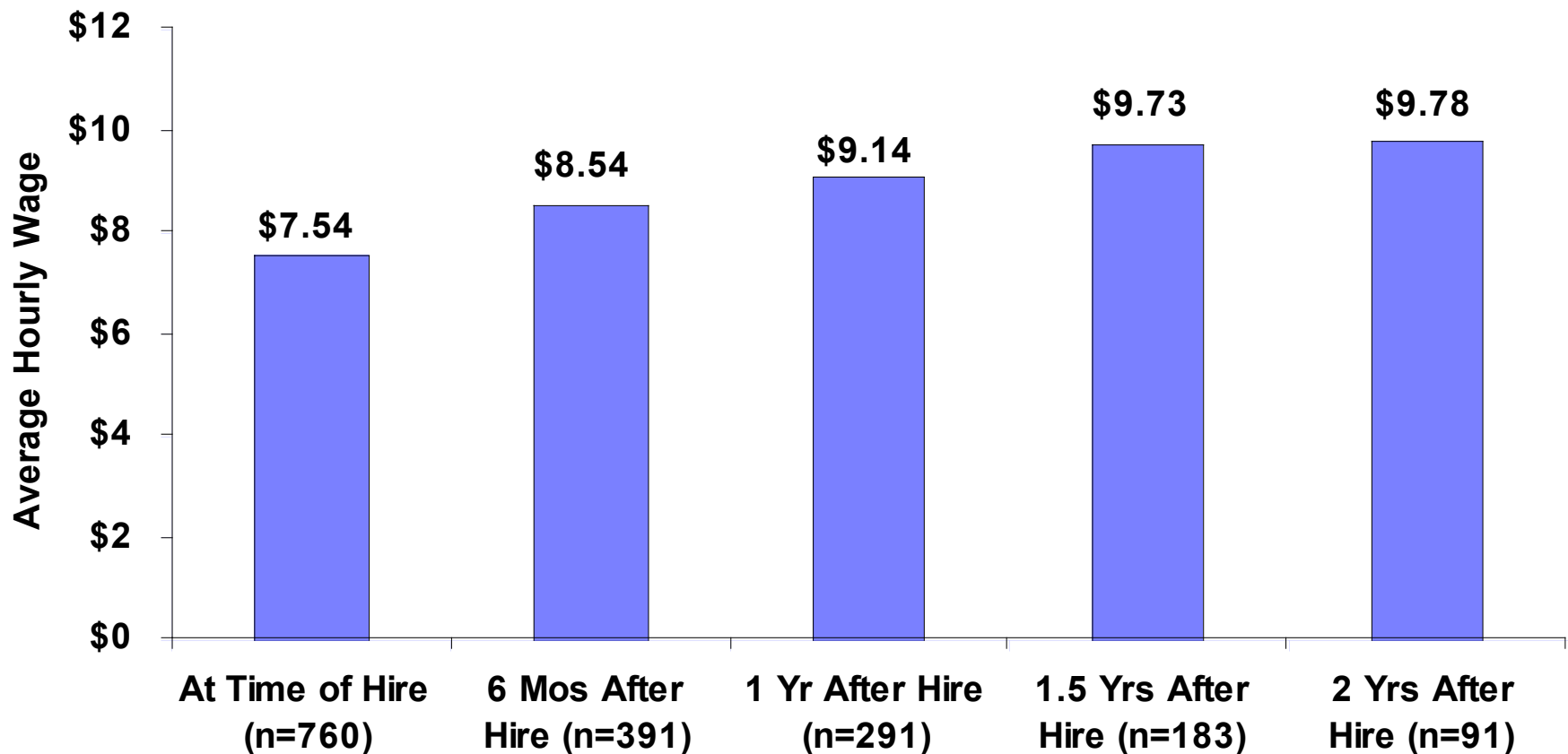
Percent of Participants Working at Any Job at Some Point During Follow-up Period



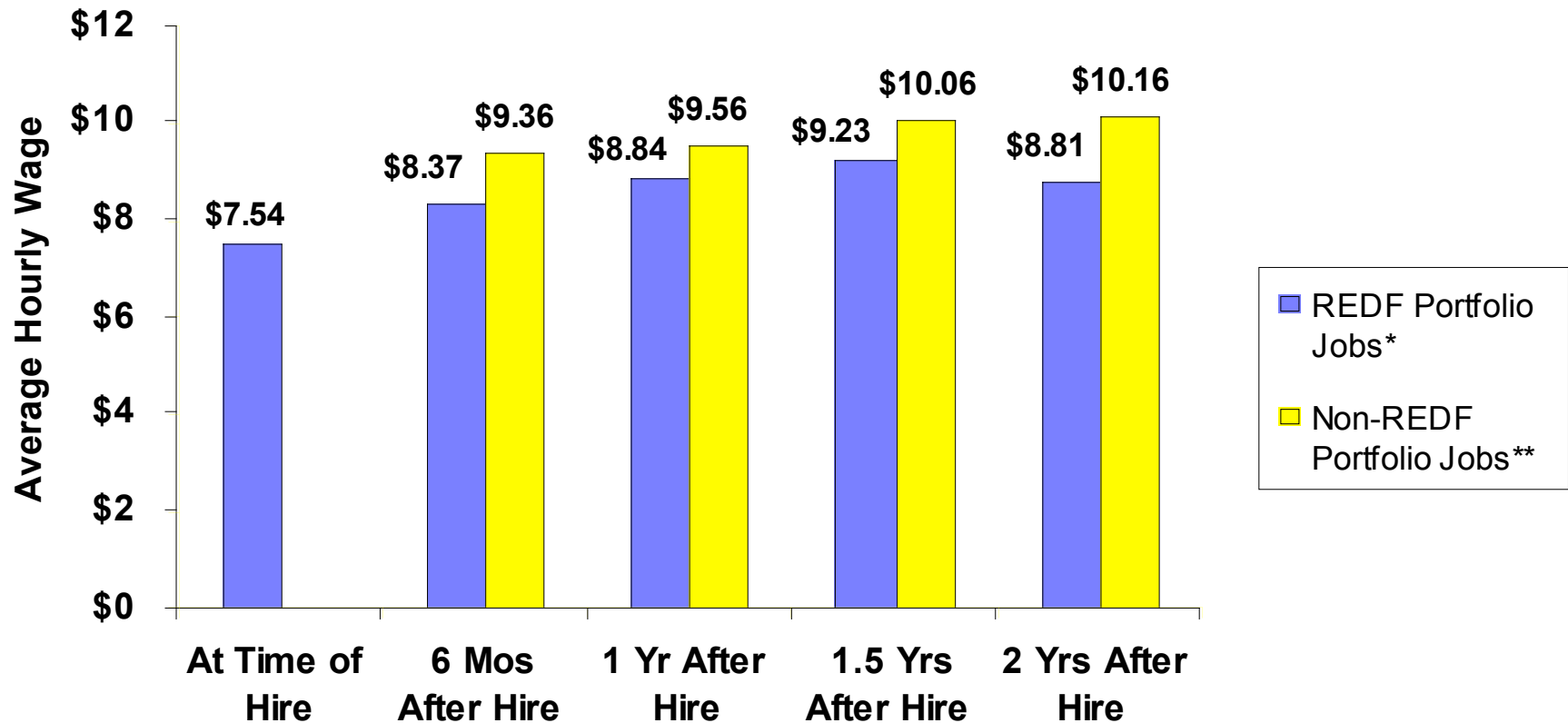
Of Those Working, Percent of Participants Working at REDF Portfolio Jobs, Non-REDF Portfolio Jobs & Both REDF & Non-REDF Portfolio Jobs at Some Point During Follow-Up Period



Of Those Working, Average Hourly Wage at Any Job at Time of Follow-up Interview



Average Hourly Wage at REDF Portfolio and Non-REDF Portfolio Jobs at Time of Follow-up Interview



* REDF Portfolio Jobs: At Time of Hire (n=760), 6 Months After Hire (n=321), 1 Year After Hire (n=184), 1.5 Years After Hire (n=89), 2 Years After Hire (n=28).

** Non-REDF Portfolio Jobs: 6 Months After Hire (n=103), 1 Year After Hire (n=130), 1.5 Years After Hire (n=107), 2 Years After Hire (n=67).

Job Satisfaction Among Participants Working at a REDF and Non-REDF 6 Months After Time of Hire

(Average Score Based on scale: 1=Very Dissatisfied, 5= Very Satisfied)

Mean Level of Satisfaction With...	n	REDF Portfolio Job	Non-REDF Portfolio Job	Level of Significance ¹
Respect from Co-Workers	118	4.26	4.23	
Overall employment experience	115	4.20	4.14	
Respect from Supervisor	119	4.06	4.16	
Tasks and Responsibilities	120	3.99	4.04	
Shift	119	3.87	4.00	

¹A two-tailed t-test was applied to differences between satisfaction with REDF Portfolio Jobs and Non-REDF portfolio jobs. Statistical significance levels are indicated with ***=very significant; ** = moderately significant; and *=marginally significant. Absence of asterisk indicates no statistically significant difference was found.

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Job Satisfaction Among Participants Working at a REDF and Non-REDF 6 Months After Time of Hire

(Average Score based on scale: 1=Very Dissatisfied, 5=Very Satisfied)

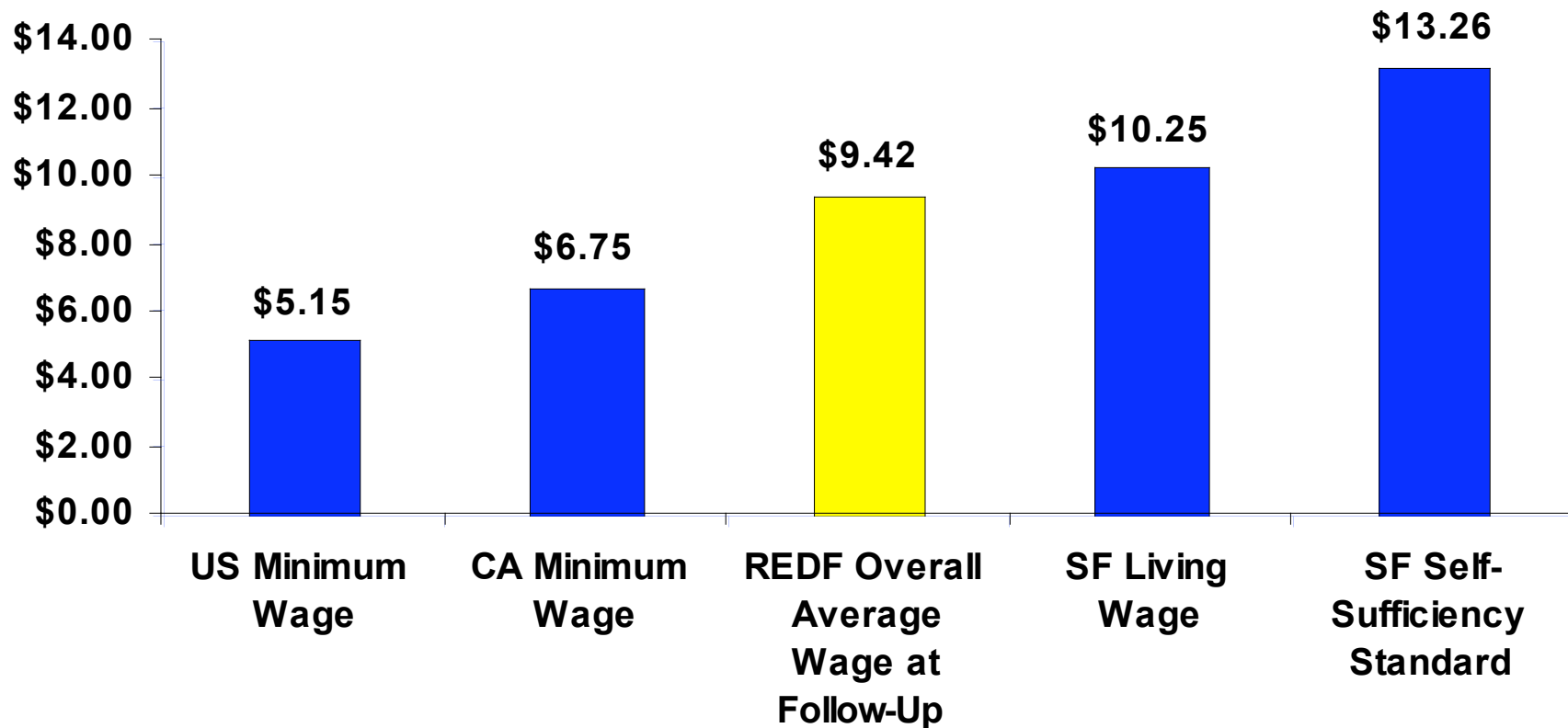
Mean Level of Satisfaction With...	n	REDF Portfolio Job	Non-REDF Portfolio Job	Level of Significance ¹
Location	119	4.03	4.07	
Skills and Training	117	3.96	3.99	
Number of Hours	119	3.67	3.92	*
Opportunities to Advance	110	3.45	3.78	**
Wage	119	2.96	3.72	***

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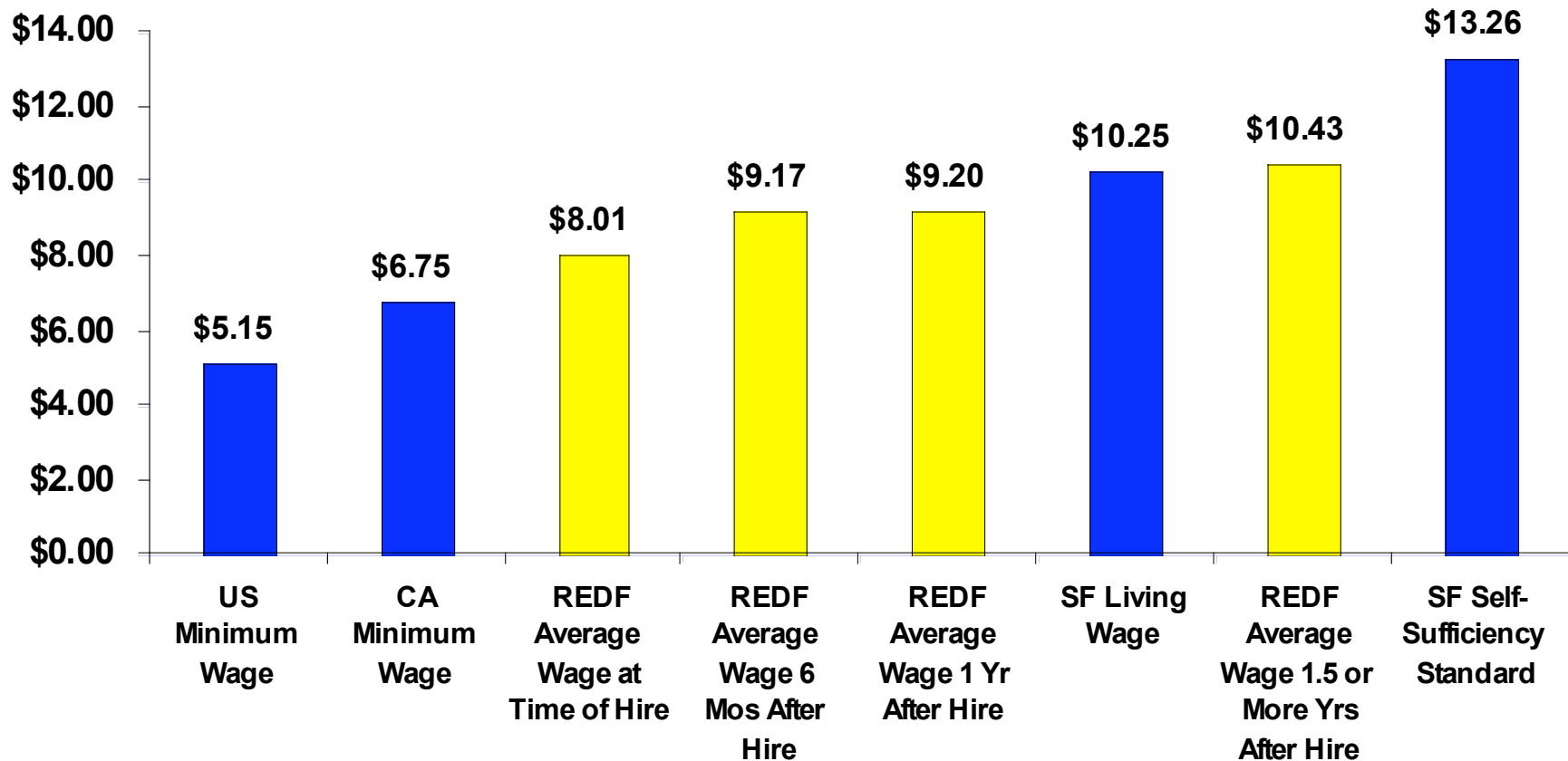
How do REDF portfolio wages compare with other wage standards?



Benchmarking REDF Portfolio Average Wage for 2003



Benchmarking REDF Portfolio Average Wage for 2003 by Follow Up Period



How have you benefited from your employment experience at a REDF Enterprise?

“They made me more confident about myself. Helped me to keep a job.”

- CVE Employee

“This is the first job I ever had, it keeps me out of trouble. Rubicon gave me a chance when no one else would.”

- Rubicon Employee

“I have knowledge of a new field and increased earning potential for when I get another job. The work environment is very supportive.”

- GGCI Employee

“This was my first job and it lead me to where I am now. I have the confidence and motivation to go somewhere where I can move up.”

- Juma Ventures Employee



REDF

