

WORK READINESS AND EMPLOYMENT STATUS

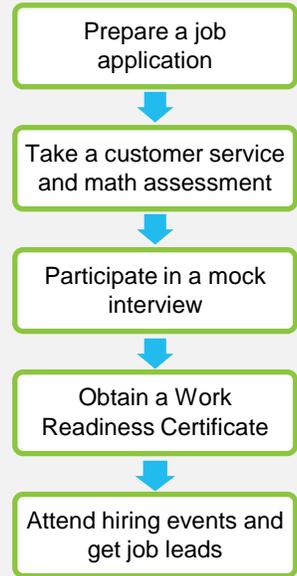
Almost half (46%) of participants in the 2009 Work Readiness Certification process earned a certificate.



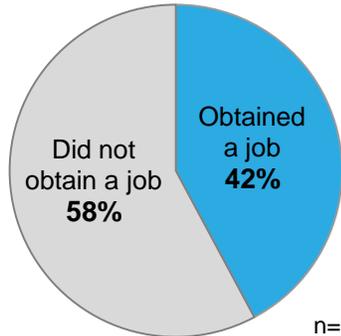
N=1,970 program participants

“Going through Work Readiness was fantastic. I learned many new useful things, like filling out an application and knowing what a real interview feels like. Thank you for supporting us!”

HIRE LA’s Youth helps young adults find employment by offering a Work Readiness Certification (WRC) process, which requires participants to complete a job application, complete math and customer satisfaction assessments, and participate in a practice job interview. Those who pass the WRC process receive a certificate and are eligible for job leads and invitations to job fairs from HIRE LA’s Youth.

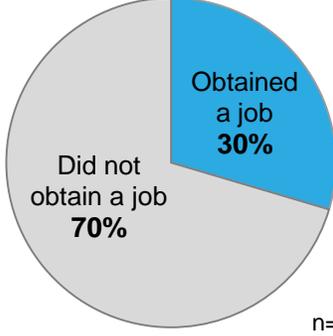


WRC Recipient Employment



n=313

Non-WRC Recipient Employment

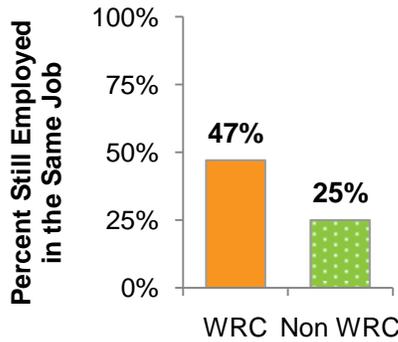


n=240

JOB RETENTION

WRC participants are more likely to still be in their post-WRC job. Almost half (47%) of the WRC young adults who obtained jobs were still employed in the same job in 2010, compared to one-quarter (25%) of non-WRC young adults. Seasonal or temporary work was most often cited as the reason for no longer being employed.

- Almost three-quarters (71%) of participants who obtained a job did so within the first six months of the WRC process.



HOURLY WAGE

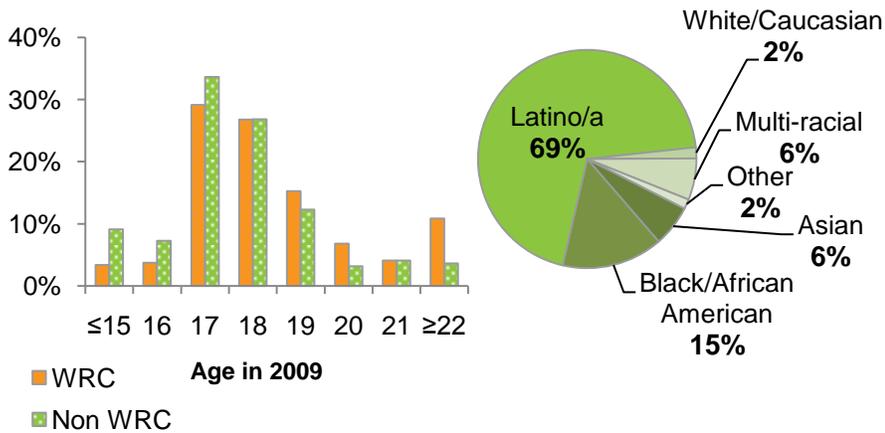
Almost all employed young adults earned at least minimum wage (\$8). More than half (55%) of the WRC recipients earned a higher wage compared to about one-third (36%) of non-WRC recipients.



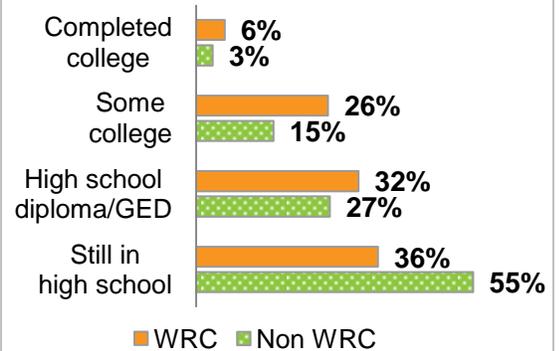
This dashboard is based on an online survey of the 1,970 young adults who participated in the WRC process in 2009. According to program records, 46% (n=914) of the participants completed the requirements for the certificate and 54% (n=1,056) did not. Twenty-eight percent (n=553) of the participants responded to the survey: 34% of WRC recipients (n=313) and 23% of non-WRC recipients (n=240).

PARTICIPANT DEMOGRAPHICS

While most participants (72%) were between 17–19 years old, WRC recipients were on average older than their non-WRC counterparts.



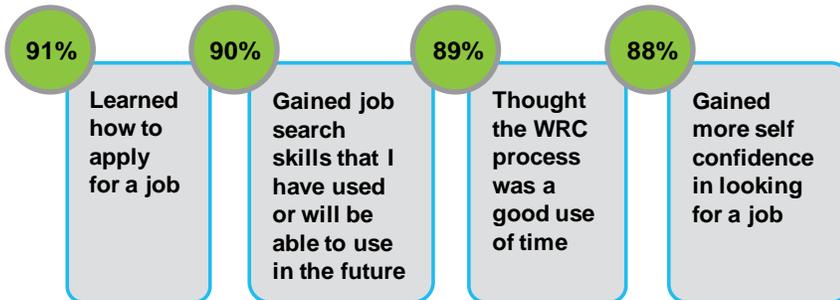
About one-third (32%) of WRC recipients have completed at least some college coursework at the time of the survey, compared with 18% of non-WRC recipients.



REFLECTIONS ON THE WRC PROCESS

All participants—those who earned a certificate and those who did not—gave high marks to the WRC process.

Respondents agreed or strongly agreed with the following statements about the process:



“The program gave me a better understanding of what it is like to find a job, apply and get interviewed. I found it very helpful.”

- Both WRC and non-WRC recipients rated the mock interview as the most helpful aspect of the WRC process.
- One-third of WRC recipients thought the job leads they received from HIRE LA’s Youth were helpful.
- One-fifth of WRC recipients who obtained jobs said their job came from a lead from HIRE LA’s Youth.

A statistically higher percentage of WRC recipients obtained and kept jobs and were more likely to be paid above minimum wage compared to the young adults who did not complete the WRC process. The differences in education level and age explain much of the difference in employment outcomes for those out of high school. However, having the WRC certificate was a significant factor for the employment rates for teens still in high school. Those who had earned a certificate were employed at a higher rate than their non-WRC counterparts.