

**EXECUTIVE SUMMARY**

**Dimensions of Personal Change**

**An Assessment of the Impact of Job Training Among  
1981-1992 Training, Inc. Graduates**

Conducted for Training, Inc. National Association

*Sponsored by:*

The Ford Foundation

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*Data Collection:*

May 1992 - August 1992

## EXECUTIVE SUMMARY

### Dimensions of Personal Change

#### An Assessment of the Impact of Job Training Among

#### 1981-1992 Training, Inc. Graduates

The following summarizes the key findings of a national survey of Training Inc. graduates who attended the program from 1981 to 1992. The information was collected from May 1992 to August 1992. Readers are encouraged to read the complete report for additional details. The figures referred to in the Executive Summary can be found following the text.

### I. OVERVIEW OF THE PROJECT

Training, Inc. has been involved in educating students through a variety of local sponsors in a nationwide program that operates in seven locations: Boston, Chicago, Indianapolis, New Orleans, Newark, Pittsburgh, and Washington, D. C. It should be noted that while there are experiences that are unique to each of the local sites, this summary focuses on the nationwide results which includes 806 graduates from all of the seven sites.

In 1992 the Training, Inc. National Association(TINA) received a grant from the Ford Foundation to conduct an assessment of the program. Traditionally employment training programs focus on post-training employment accomplishments as the key measure of the success of the program. In this assessment the goal was to go beyond employment experiences and develop an understanding of the other dimensions of the Training, Inc. graduates' lives that are influenced by the program.

The theme for this report is based on a comment made by one of the graduates:

*"This incredible program turned my life around and enabled me to improve so many areas of my life."*

## II. GRADUATE PROFILE

Training, Inc. graduates who participated in the study demonstrate the following characteristics.

About 2-in-3 of the graduates attended Training, Inc. in the past four years compared to one-third who graduated in the earlier years of the program from 1981 to 1988.

About half of the Training, Inc. graduates are over 31 years of age, and half are between 18 and 30.

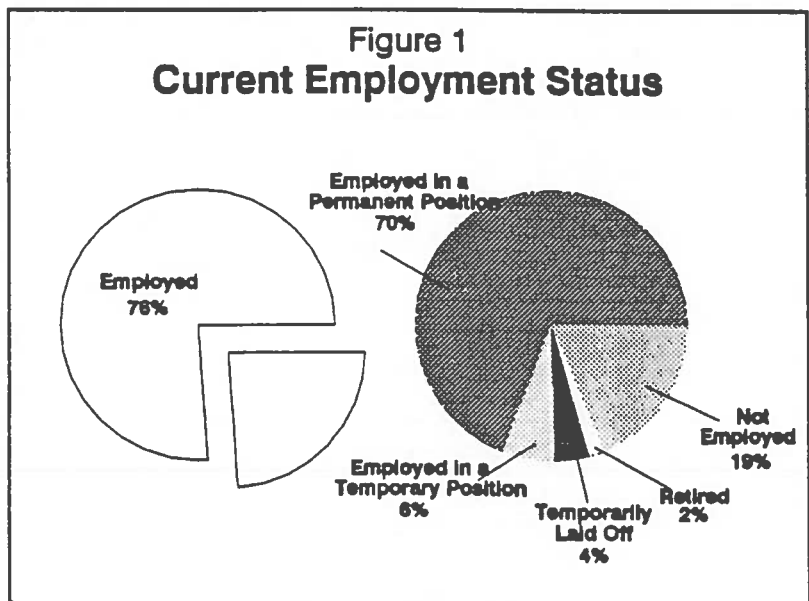
Two-in-three graduates report they are African Americans. Twenty-three percent are white and an additional 6 percent are of Hispanic background. The remaining 3 percent say they are from other ethnic backgrounds, including those of Asian decent.

A majority of graduates have never been married.

Almost all Training, Inc. graduates live in multi-person households, compared to 8 percent who live by themselves.

## III. EMPLOYMENT PROFILE

*"I feel that programs such as Training, Inc. are a good way for people who are low income, (on welfare, unemployment, etc.) to gain a few skills needed in this world today for a good job and a successful career. The four months that I was in the program was the beginning of a whole new, different and a better person; I am more than satisfied with the position I hold now as a receptionist for a law firm, and in my heart and mind I know that from here it will only get better. Thanks to the Training, Inc. program and the wonderful instructors."*

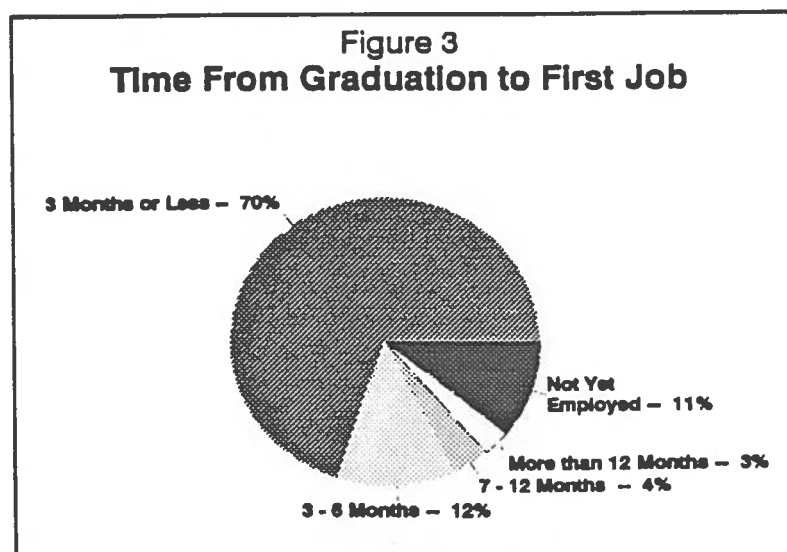
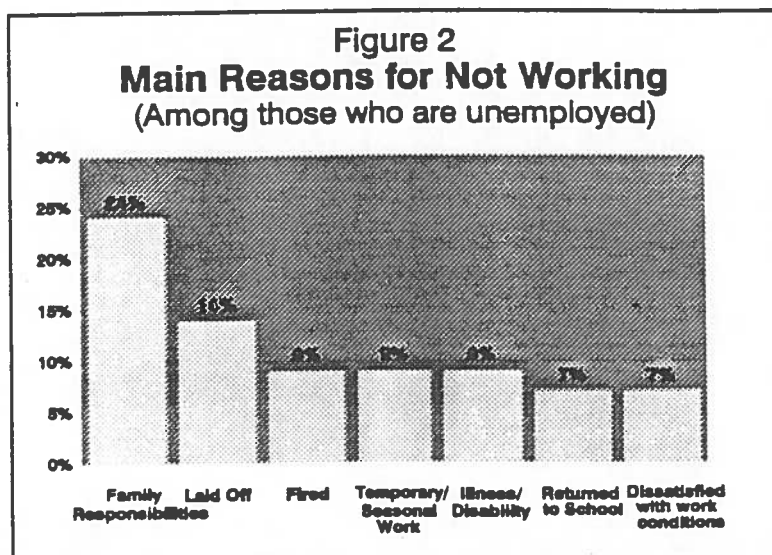


While employment is not the only goal of the Training, Inc. program, it is the first step for the graduates on their road to independence. In addition, an important accomplishment such getting a job is a significant private victory for the graduates.

## A. CURRENT EMPLOYMENT STATUS

At the time of the survey, almost 8-in-10 graduates were employed - 70 percent had permanent positions and an additional 6 percent were working on a temporary basis (Figure 1). Four percent report they are temporarily laid off and 2 percent are not in the job market because they are retired. The remaining 19 percent are presently not employed.

The graduates who are not working or are temporarily laid off, explained the main reasons why they are not currently employed (Figure 2). Explanations focus on two main themes -- personal reasons and employer/employment related reasons. Twenty-four percent name some type of family responsibility such as illness, family obligations, child care problems, pregnancy and infant care as preventing them from working, 9 percent have an illness or disability, and 7 percent have returned to school. The employment issues that are mentioned are being laid off (14%), being fired (9%), having temporary or seasonal work (9%), or being dissatisfied with work conditions (7%).

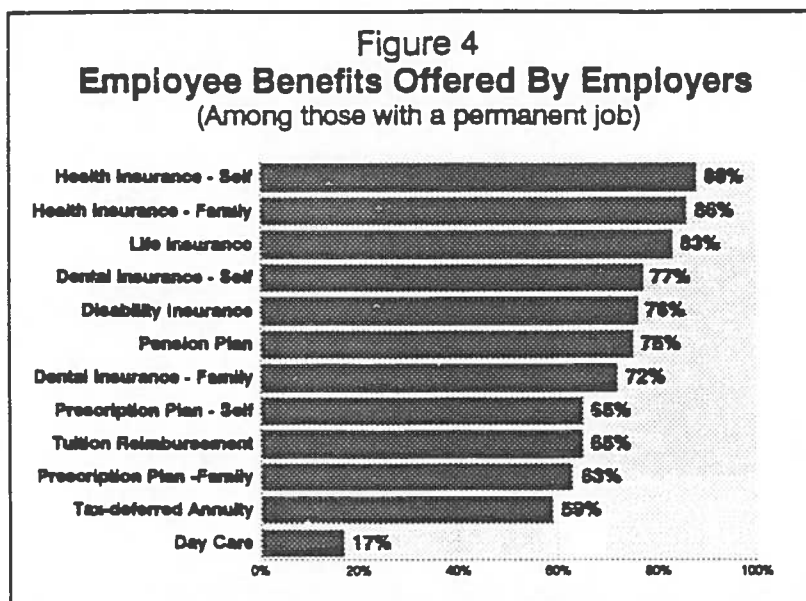


**B. GETTING THE FIRST JOB**

An overwhelming 82 percent of graduates get their first job within six months after graduating from Training, Inc. (Figure 3). Seven-in-ten graduates secured their first employment within three months, and an additional 12 percent report they obtained a position in three to six months. A small percentage also found jobs within a year (4%) and more than a year (3%). In contrast, 11 percent of the graduates are not yet employed.

## C. EMPLOYMENT BENEFITS

The kinds of employment benefits that graduates receive at their jobs not only provide insights into the advancements by graduates relating to their well being and overall personal situation, but also to the quality of their jobs and the respective employers for whom they work (Figure 4).



Overall most employed graduates are receiving some kind of health care insurance for themselves (88%), health insurance for the family (86%), and life insurance (83%). Large majorities also receive dental insurance for themselves (77%), disability insurance (76%), a pension plan (75%), family dental insurance (72%), a prescription plan for themselves (65%), tuition reimbursement (65%), a family prescription plan (63%), and tax-deferred annuities (59%). Few graduates (17%) have day care as an employment benefit.

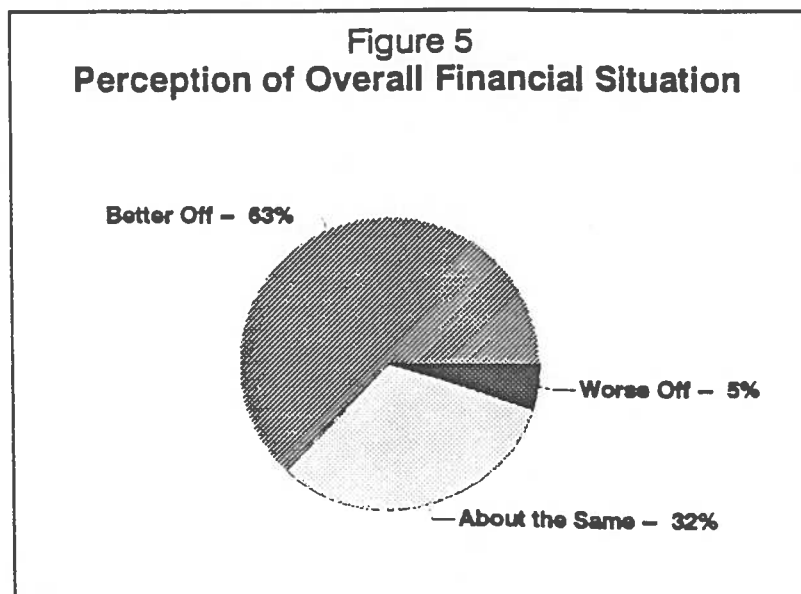
In addition, more of the permanently employed graduates report that for most benefits the cost is shared between them and their employers or their employer completely pays for it. Fewer graduates are paying for these benefits themselves.

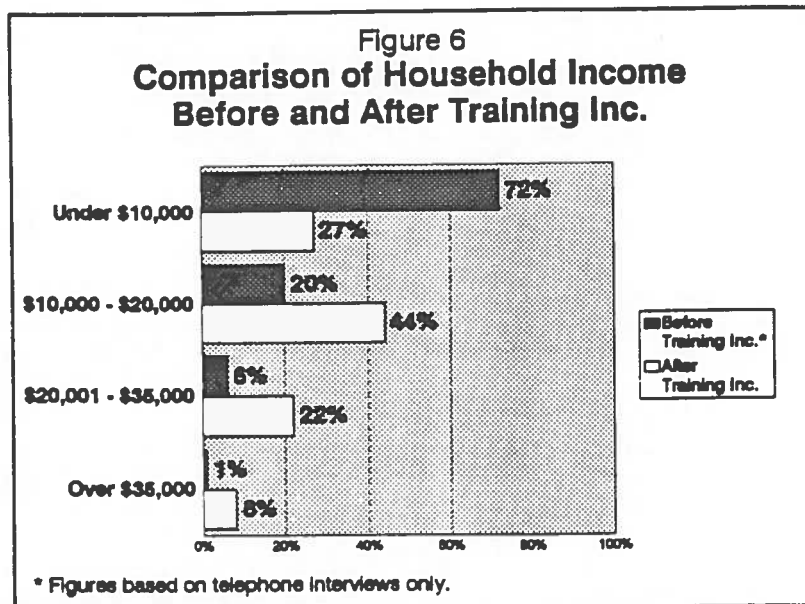
#### IV. ECONOMIC PROFILE

The foundation of a stable and comfortable life is a solid financial base. The change in the graduates' outlook in their economic situation underscores the actual improvements in their financial conditions.

##### A. PERCEPTION OF OVERALL FINANCIAL SITUATION

Sixty-three percent of the Training, Inc. graduates characterize their economic situation as being better now than it was prior to their Training, Inc. experience compared to 32 percent who say it is the same and 5 percent who feel it is worse (Figure 5).





## B. OVERVIEW OF HOUSEHOLD INCOME

The household incomes of graduates have improved dramatically since attending Training, Inc. (Figure 6). Although 27 percent remain in a situation where the household income is under \$10,000, this represents a decrease of 45 percentage points from the 72 percent who describe their households at this income level before the program. Forty-four percent of graduates say that their households currently have incomes between \$10,000 and \$20,000, an increase of 24 percentage points from 20 percent reporting that they earned an amount in this income bracket at the outset of Training, Inc. The remaining 30 percent of the graduates now have household incomes that are more than \$20,000. Graduate households in this higher income bracket have expanded by 23 percentage points from 7 percent before the Training, Inc. program.

## V. QUALITY OF LIFE

*"My work experience at Training, Inc. and afterwards has been invaluable and enriching. They combine the nuts and bolts of office skills with the interpersonal and personal subjects that leave you much better off than just the office skills alone. They also reinforce your self-esteem with constant affirmation of your worth and my total person has benefited tremendously from the experience. Hooray for Training, Inc.!"*

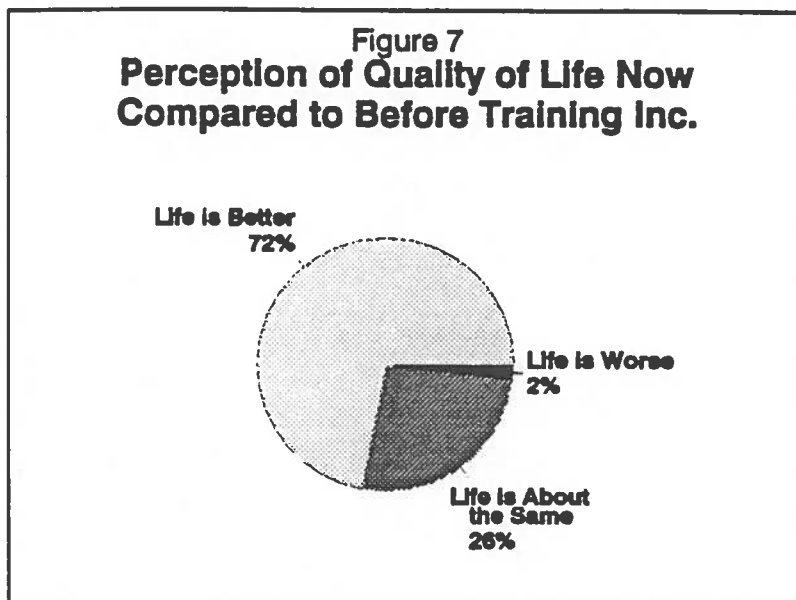
This graduate's description of the scope of change experienced because of Training, Inc. summarizes the total quality of life transformation illustrated in various ways by the results of this assessment. This includes specific aspects of living that describe a total life profile such as improvements in family situations, housing, education, health, and personnel growth.

## A. OVERVIEW OF LIFE QUALITY

*"This incredible program turned my life around and enabled me to improve so many areas of my life."*

*"The four months that I was in the program was the beginning of a whole new, different and a better person."*

Seventy-two percent of the graduates say that "life is better now than before Training, Inc.," compared to one-quarter who feel their lives are about the same and 2 percent who rate their life as worse now than before (Figure 7). In addition, nearly 8-in-10 graduates are very (29%) or somewhat (50%) satisfied with their lives compared to 13 percent who are somewhat dissatisfied and 9 percent who are very dissatisfied.



## B. INFLUENCE ON CHILDREN

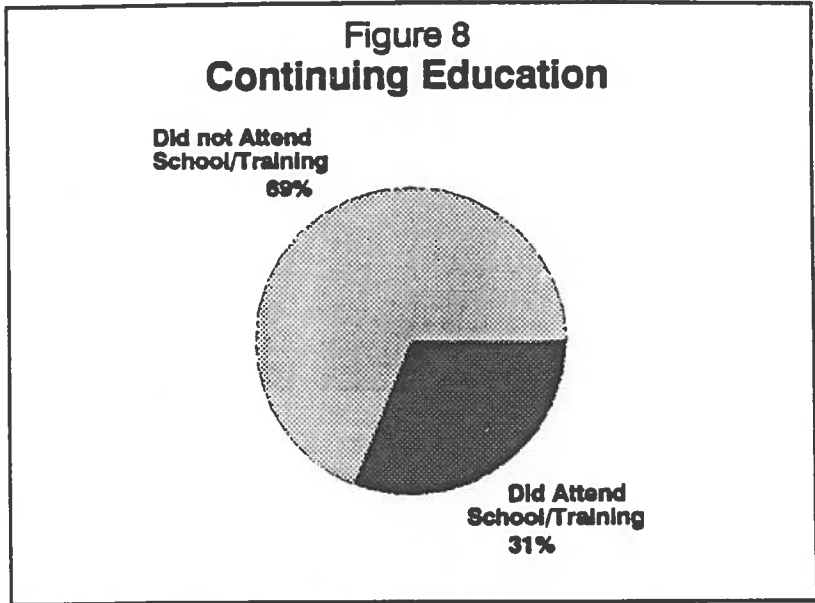
*"Training, Inc. has helped me become a better parent, more understanding, confident. It has helped me be able to talk to my parents about things that I couldn't before. Now I can do things for my child that before I only wished that I could."*

Improvements in the economic prospects of Training, Inc. graduates and their optimism for the future also has an impact on their children. About 80 percent of the graduates report having one or more children compared to 22 percent who do have no children.

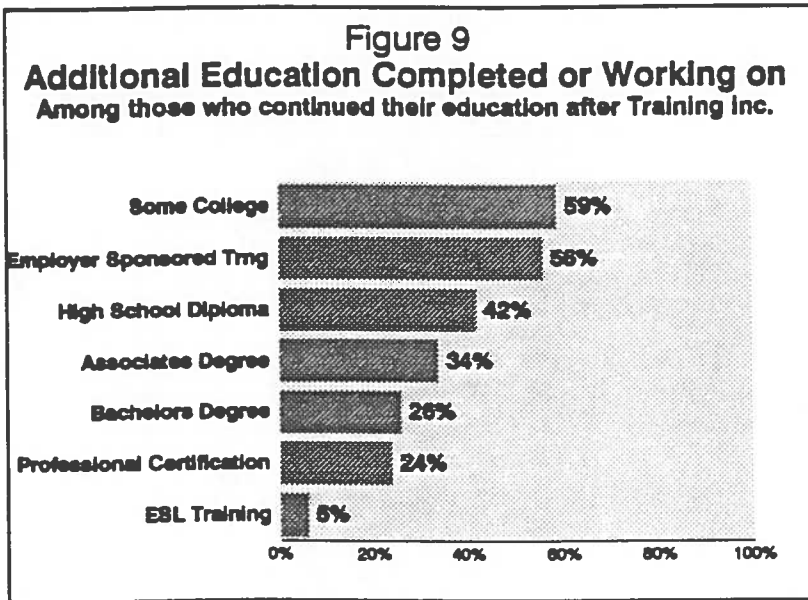
One of the direct indicators of the ripple effect of the Training, Inc. experience on children is the improved health benefits that graduates are acquiring in their jobs. Also, 44 percent of the graduates report that they are more involved in their children's school as a result of their Training, Inc. experience. In addition, 11 percent of the graduates say that after Training, Inc. they began paying tuition for their children's schooling.

C. EDUCATIONAL PROFILE

*"Lack of education in all areas is the number one problem with the world today. I would like to express that Training, Inc. is a well established and well organized program. Not speaking from hearsay, but experience, it changed my life completely in the job market. But Training, Inc. only plays part of the role to education. Now if everyone else would do their part in education as well as Training, Inc. It would not take long to turn this world around."*

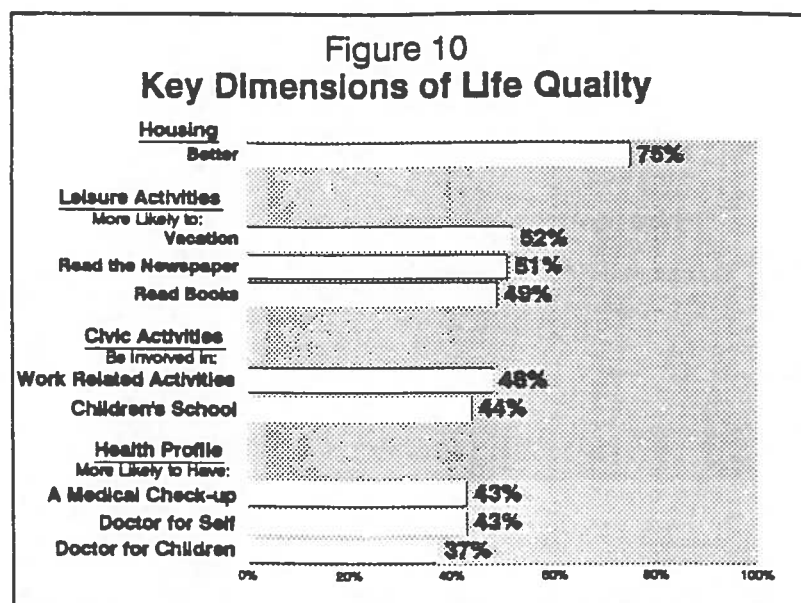


Part of the Training, Inc. experience encourages the graduates to "learn how to learn." Overall 31 percent of the graduates have pursued further academic and practical skills training since Training, Inc. (Figure 8).



The survey asked about eight different types of educational and training programs. Among those who have continued their education since Training, Inc., 59 percent are not in a degree program but are taking college courses, 56 percent are involved in employer sponsored training, 42 percent are working on or have completed their high school diploma, 34 percent have completed or are working on an Associates Degree, 26 percent a Bachelors Degree, and 24 percent are working on or have obtained some type of professional certification (Figure 9).





#### D. HOUSING PROFILE

Another indicator of improvements in life quality is the housing situation of Training, Inc. graduates. Overall, while 56 percent are in the same housing now as they were prior to Training, Inc., 44 percent have moved to different housing.

Most graduates who live in different housing describe it as being an improvement over their housing before the program. Seven-in-ten graduates in new housing rate it better (72%) than their past housing situation and an additional one-quarter believe it is about the same as their old housing. A very small percentage (3%) perceive their current housing status as having worsened since before Training, Inc. (Figure 10).

#### E. LEISURE ACTIVITIES

The enrichment of the lives of Training, Inc. graduates is suggested by their reported changes in the way that they spend their leisure time (Figure 10). A majority say that they are more likely to participate in three of the eight activities the graduates were asked about. About half say that they are more likely to go to new places for vacation (52%), read the newspaper (51%), and read books (49%). The increase in reading as a leisure activity suggests that there is a continuation of the "learning to learn" experience the graduates receive in the Training, Inc. program. In addition, about a third of the graduates say they are more likely to visit the library (35%), have a hobby (35%), and attend plays or concerts (32%). About one-in-four graduates say they are now more likely to go to a museum (27%) and go to a movie (27%).

#### F. CIVIC PARTICIPATION

The development of Training, Inc. graduates as involved citizens in their communities is another indicator of their growth (Figure 10). At least one-third or more of the graduates

report that since Training, Inc. they are more likely to participate in the nine different community activities included in the survey.

Almost half (48%) say that they are more likely to be involved in work-related activities and 44 percent say they are more involved in their children's school (44%). Close to 2-in-5 are more likely to volunteer at Training, Inc. (39%). In addition, thirty-seven percent report that their participation in religious activities has increased, and a similar percentage describe that they are more likely to be registered to vote (36%). Graduates also report they are more likely to make charity contributions (34%), join an organization (33%), recycle (33%), and do volunteer work (32%).

## G. PROFILE OF PHYSICAL HEALTH

The Training, Inc. experience also influenced the health behaviors of the graduates. While some of these changes are probably related to the fact that having jobs increased the availability of health insurance, others suggest an increased awareness of healthy prevention behaviors (Figure 10).

More than one-third of the graduates mention that they are more likely to pursue routine medical services for themselves and their children. Forty-three percent say that since Training, Inc. they are more likely to have a medical check-up or physical examination and 43 percent say they are more likely to have a regular doctor. Somewhat smaller proportions of graduates describe that they are more likely to have a regular doctor for their children (37%) and a regular dentist for themselves (36%) and for their children (34%).

## VI. OVERALL EVALUATION OF TRAINING, INC.

*"Though I have never been promoted, I have received substantial pay increases based on merit. I owe this to Training, Inc. Though I do not currently supervise anyone, I supervised six people in my last position. My experience at Training, Inc. helped prepare me for this challenge, in terms of both interpersonal skills and courage."*

### A. EMPLOYMENT PREPARATION

Graduates overwhelmingly describe Training, Inc. as helpful in preparing them for employment. Eight-in-ten characterize that the program as "very" helpful and an additional 16 percent say it has been "somewhat" helpful at preparing them for future jobs in contrast to 3 percent who feel Training, Inc. has not been "very" helpful or not helpful "at all".

### B. TRAINING, INC. RECOMMENDATION

One way to evaluate a program is to identify how many of the participants have recommended or plan to recommend others. Almost all of the Training, Inc. graduates have or plan to recommend the program. Nearly 4-in-5 graduates (79%) have already recommended the Training, Inc. program to a friend, and an additional 1-in-5 say that they have not yet recommended it, but would feel comfortable doing so in the future. Only 2 percent would not feel comfortable recommending it.