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ABSTRACT

A two-part survey of Ohio employers of JTP (Job Training Partnership) Ohio Title IIA participants asked 497 employers about: (1) their attitudes and opinions toward JTP Ohio and their participation in JTP programs (272 responses) and (2) employment and earning data for Title IIA participants who worked in the firm after ending their JTP training (326 responses). Analysis of the data found that, overall, the employers hold a moderately favorable opinion of JTP and JTP participants as employees. Nearly 52 percent of the employers would be "very likely" and 35 percent would be "somewhat likely" to continue hiring JTP trainees. Employers also said that JTP trainees are a good source of skilled labor and that the benefits of participation in the program outweighed the costs. On the other hand, employers believed that JTP participants are below average in mathematics skills and they need more on the job training and more supervision than nonparticipants. The most important reasons for employer participation in JTP are wage subsidy and lowered recruitment costs. Part two of the study was a survey of 4,012 completers of JTP Ohio training programs. There were many discrepancies between employee- and employer-reported data on employment dates, wages, and reasons for job leaving. Recommendations were made to enhance the job program and to improve data recording instruments. The employer and employee survey instruments are appended. (KC)

JTP OHIO EMPLOYER ATTITUDES AND OPINIONS AND EMPLOYER-EMPLOYEE AGREEMENT REGARDING WORK HISTORY

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FOREWORD

In 1986 the United States Department of Labor (DOL) mandated that the economic status of Job Training Partnership Act (JTPA) clients be determined 13 weeks after completion of a Job Training Partnership (JTP) program. Prior to this mandate, relatively little information was available to DOL about the long-term effects of participating in a JTP program. In Ohio, the Ohio Bureau of Employment Services administers programs authorized by JTPA. To administer the resources provided by JTPA successfully, DOL and OBES must have information on whether or not the programs are meeting the needs of clients. This first annual report addresses that need for information. It presents analyses of a survey of employees of title IIA JTP Ohio clients and assesses the accuracy of employee reports of employment and earnings information by comparing employee reports to employer reports.

The study was conducted in the Evaluation and Policy division of the National Center under the direction of N.L. McCaslin, Associate Director. Dr. Lawrence Hotchkiss, Research Specialist, served as project director. We would like to thank Program Associate John Smythe and Dr. Dennis Benson, President of Appropriate Solutions, Inc., for their work in preparing this report. Special thanks are extended to Alice Worrell, Manager of Evaluation Services, Ohio Bureau of Employment Services, for her cooperation and patience, as well as the helpful insights she provided.

We wish to thank Rodney Ferryman for the extensive computer programming that made the analysis possible. Special thanks goes to Mary J. Zuber who produced the typed manuscript and incorporated the many revisions.

Ray D. Ryan
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EXECUTIVE SUMMARY

This report contains findings from two parts of a survey of employers of JTP Ohio title IIA participants. The first part queries employer respondents about their attitudes and opinions toward JTP Ohio and their participation in JTP programs. Part two requests employment and earnings data for title IIA participants who worked in the firm after ending their JTP training. The analysis of part two data is conducted by comparing employee reports of their employment and earnings to employer reports.

Employer Attitudes

Overall the findings indicate that employers hold a moderately favorable opinion of JTP and JTP participants as employees. The indicator implying the most favorable assessment of JTP is a question about the likelihood of hiring JTP participants in the future. Nearly 52 percent of the employer respondents reported they would be "very likely" to hire JTP participants, and over 35 percent said they would be "somewhat likely"--a total of about 87 percent saying they probably would continue hiring JTP trainees. Of the remaining 13 percent, 7.1 percent indicated they didn't know, leaving just under 6 percent saying they probably would not hire JTP participants again. In a closely related question, employers reported that JTP trainees are a good source of skilled labor.

In addition, employers stated that JTP participants are better than nonparticipants in job application skills, appearance, getting along with their coworkers, work attitude, work quality, and productivity. Employers tend to believe that JTP participants are less prone to absenteeism, tardiness, theft, and vandalism on the job; but most employers indicate no difference between JTP participants and nonparticipants. Employers also reported by a wide margin that the benefits of their participation in JTP Ohio outweigh the costs. A fairly high percentage (20) had no opinion, however.

On the other hand, employers expressed belief that JTP participants are below average in math skills, need more OJT than nonparticipants, and need more supervision than nonparticipants. Only the last of these three items has an average that falls below the midpoint far enough to be significant statistically, however.

The most important reasons for employer participation in JTP are wage subsidy and lowered recruitment costs. The least important reason is to "help the corporate image."

Agreement between Employee and Employer

The study contains comparisons between employee and employer reports for six employment and earnings factors. These factors are (1) starting date of the job; (2) ending date of the job, if ended; (3) hours worked per week; (4) earnings per week; (5) whether still employed at the firm; and (6) reason for leaving the job, if applicable. The first four of these variables are numeric, the other two nominal.

The means of the employee and employer reports on the four numeric variables are nearly equal to each other. None of the employee-employer differences of means are statistically significant. These comparisons of means are not good indicators of the case-by-case correspondence of employee and employer reports, but they do show practically no tendency for employees to under- or overstate hours, earnings, starting date, or ending date. In contrast to the near equality of means, there is only a loose correspondence between employee and employer reports for individual cases. This means that errors are fairly large in absolute magnitude, but they average out to near zero.

In assessing these results it is important to recognize that employee reports referred to an earlier time point than employer reports, and wording of questions and manner of constructing operational definitions of variables differed somewhat between employees and employers. Still, the starting date of the job should not be affected by the timing, and the operational procedures were essentially identical for the two respondents. Yet, starting date is the least accurately measured of the four variables. Poor recall of employees may be the primary explanation of this result.

The evidence regarding employee-employer agreement about whether the employee was still working at the firm at the time of the interview is somewhat ambiguous because the reference time point for employees was earlier than for employers. Nevertheless, the evidence here is encouraging in that at least 97 percent of the employers' reports that former JTP clients were still employed were in agreement with the clients' reports. The major disagreement occurred when former clients reported they were still employed, but employers said they were not.

Since most JTP clients in the employer survey were still working at the firm at the time of the interview and there are many possible reasons for leaving a firm, the table cross-classifying employee with employer stated reason for leaving has many cells with no entries and all remaining cells with few cases. Based on this limited evidence, it is apparent that the primary discrepancies between employee and employer reports concern being fired. Not in 1 instance out of 4 employee reports of being fired and 21 employer reports of firing do the reports agree.

The favorable opinions held by employers regarding JTP and JTP clients are encouraging. It seems likely that these opinions reflect the fact that, as shown in the title IIA statewide report, the programs do work roughly as intended. It must be kept in mind, though, that most employer responses are neutral, and the response rate for part one of the employer survey is fairly low.

The low to moderate accuracy of employee reports of dates of employment, hours, and earnings must be a cause for concern, however. The results here suggest that it would be useful to (1) improve procedures for obtaining employment and earnings data from employees and (2) improve assessment procedures for determining the accuracy of employee reports. Improving measurement procedures may depend on diagnosing the errors. The diagnosis must depend on carefully formulated checks between employee reports and employer records.

CHAPTER 1

INTRODUCTION

The Ohio Bureau of Employment Services (OBES) administers many training programs under the auspices of the Job Training Partnership Act (JTPA). This report is part of a sequence of reports designed to provide OBES with detailed data that can be used in the evaluation of these training programs. It contains the analysis of a survey of employers of title IIA JTP Ohio clients. In addition, the sequence contains a report of detailed data by SDA for title IIA clients, a statewide summary for title IIA clients, and a report of title III clients.

Data for this report are taken from two sources. The primary source of information was a sample of employers of former JTP Ohio title IIA clients. The second data source is a follow-up survey of individuals who received training under JTP Ohio training programs. A large sample (N = 4012 completions) of individuals receiving training under title IIA of the act is included in this survey.

The present report is intended to serve two functions: (1) to assess employer attitudes and opinions regarding their participation in JTP Ohio programs and (2) to provide a reliability check on the responses provided by members of the title IIA survey. The reliability checks are carried out by merging data from the employer survey with data from the title IIA survey, matching social security numbers on the two data files.

The report is organized into three chapters following this introduction. Chapter 2 describes the procedures of the study, chapter 3 reports the findings, and the final chapter contains commentary and assessment.

CHAPTER 2

PROCEDURES

This chapter is divided into four sections. The first section describes the employer survey. The second section describes the title IIA survey. The third contains operational definitions of all variables used in this report. The final section describes the analysis methodology.

Employer Sample

The survey identified the first employer of title IIA clients after ending JTP Ohio services. These employers were compiled into a list that defined the sample frame for the employer survey. Only employers of title IIA clients who ended their JTP Ohio participation during the first 39 weeks of program year '86 (1 July 1986 through 31 March 1987) were included. Employer names were included in the list as often as they were listed by former JTP title IIA respondents. The probability of selection into the employer sample thus was determined by the frequency of hiring former title IIA participants. The sampling unit was establishment (not firm).

An initial sample of 505 different establishments was selected. Of these, eight were eliminated because they were out of business, they were self-employed former JTP clients, or there was a conflict of interest. Table 1 presents the disposition of the remaining 497 establishments.

The employer survey is divided into two sections. Section one contains questions concerning employer attitudes and opinions. In large establishments the questionnaire was completed by an administrative officer of the establishment. Section two requests starting date, ending date, wage, hours, and reason for leaving (if not still employed) for each former JTP client at the establishment who was drawn in the employer sample. In larger firms, this information typically was supplied by a personnel administrator in a central office. In small firms, respondents varied; frequently the owner and CEO completed both parts of the employer survey. As shown in table 1, response rates for part two (65.6 percent) are much better than response rates for part one (54.7 percent).

The data collection was conducted by Appropriate Solutions, Inc., under subcontract to the National Center. Initial contacts with establishments were made by telephone to determine the correct address and appropriate respondent in the firm. Questionnaires for part one and part two of the survey were then mailed to the person identified by telephone. The cover letter identified OBES, OSU, and ASI as jointly responsible for the data collection, explained the importance of the survey, and gave directions for

TABLE 1

DISPOSITION OF EMPLOYER SAMPLE

Part 1: Employer Attitudes and Opinions

	N	Percentage
Sample frame	497	100.0
Questionnaires returned	272	54.7
Aware of JTP participants	164	33.0
Maximum usable sample	157	31.6

Part 2: Employer Verification

	N	Percentage
Sample frame	497	100.0
Questionnaires returned	326	65.6
Employees verified	355	--
Maximum usable employee sample	351	98.9

completing both parts. Often the recipient of the questionnaire was not the appropriate respondent to one or both parts. The letter provided instructions to distribute the two parts to the appropriate respondents in that event. It was expected that records of the firm would be used to complete part two. One to five telephone reminders were used to encourage respondents to return completed questionnaires; these reminders were quite effective. About 10-15 percent of the sample received telephone reminders.

Title IIA Survey

In determining the title IIA sample for the state of Ohio, we followed in detail the procedures outlined in the Technical Assistance Guide (TAG) provided by the United States Department of Labor (1986). As prescribed by the TAG, title IIA sample sizes were calculated for the state in a manner necessary to assure a 95 percent confidence level for each Service Delivery Area (SDA). The first step in the data collection was to attempt to complete each interview by telephone. The telephone interview followed in detail the DOL requirements as described in the TAG. If after two weeks, the interviewer was unable to interview the terminee successfully by phone, a mail version of the questionnaire was sent. Five days after the mail survey was sent, a combination thank-you and reminder letter was mailed to the terminee. If, after an additional 5 days, the survey was not returned, a second mail survey was sent. If the second mail survey was not returned and the terminee was still not successfully interviewed by telephone, his or her file was then classified as incomplete.

The 800 telephone number for ASI's survey center was included in the mailouts and in all the telephone messages left for the terminee. This number was left with instructions encouraging the

terminee to call in to complete the interview. The "call-in" method of data acquisition proved highly successful and accounted for 20-30 percent of all completions.

The title IIA survey was ongoing from the beginning of the program year (1 July 1986) through the end of March. Each week a sample frame of potential respondents was received from OBES. A sample was drawn and the data collection subcontractor (ASI) was permitted a 4-week window, starting at week 14 after the date of ending JTP services, to collect the data. Data collected referred to the 13-week follow-up period following the end of services.

The title IIA questionnaire asks respondents to identify the starting date, the ending date, hours worked per week, and the reason for leaving the first employer (if no longer employed) after ending participation in JTP Ohio programs. It is this data and the earnings data from a set of mandatory DOL questions that provide the basis for comparing employee to employer data.

Variables

Twenty-four items from part one of the employer survey were used in the analyses. Additionally, four indexes were constructed from these items. The complete employer questionnaire appears as appendix A to this report. The variables were defined by assigning numeric values to the response options. The numeric values used are given beside the response option in appendix A and in tabulations presented later in this report.

The four indexes were constructed from the items to have a minimum possible value of 0 and a maximum of 10. The general formula to achieve this result is--

$$\text{Index} = 10 \sum_{J=1}^{m} (x_j - x_{jmin})/(x_{jmax} - x_{jmin})/m$$

where

x_j = numeric value for item j (for each individual respondent).
x_{jmin} = The minimum possible value of x_j
x_{jmax} = The maximum possible value of x_j
m = Number of items in the index

In special cases this formula simplifies; it is particularly simple in cases where the minimum values (x_{jmin}) are the same for all j, and the maximum values (x_{jmax}) are constant for all j. In this case, the index can be calculated as follows:

$$\text{index} = 10(x - x_{min})/R$$

where $\bar{x} = \sum x_j/m$, x_{min} = the minimum value for all items, and R is the (theoretical) range = $x_{max} - x_{min}$. (Note that $\bar{x}$ is the average for each respondent over items.) Missing values for some items were handled by substituting the mean of the remaining items, after subtracting the item minimum and dividing the result by the item range.

The four indices are defined as follows:

Index	Items
Job Application	Q2A--resume Q2B--interviewing skills
Job Performance	Q2C--appearance Q2D--communication skills Q2E--math/computation skills Q2F--training/job preparation Q2G--get along with coworkers Q2H--general work attitude Q2L--OJT required Q2M--supervision needed Q3 --work quality Q4 --productivity
Employer Perceptions	Q5 --good source of skilled labor Q9 --expect to hire more JTP participants
Job Related Outcomes	Q2I--turnover Q2J--absenteeism/tardiness Q2K--theft vandalism

In these designations Q stands for question. These indexes are not necessarily unidimensional scales. No item analyses or factor analyses were conducted with the items; the indexes are simply intended to provide convenient summaries.

Twelve variables were used to assess the agreement between employee and employer reports. Six were taken from employee (title IIA) reports, and the other six contained the same information as the employee variables but were reported by the employer. Appendix B contains the employee questionnaire from which the employee variables were defined. (As noted previously, appendix A contains the employer questionnaire.) The content of the six variables and the question on which each is based for employees and employers is as follows:

	Employee	Employer
Starting date	Q3B1	Q1A
Ending date	Q3B2	Q1B
Hours/week	Q3C	Q3
Earnings/week	Q2A	Q3*Q4B
Still employed	Q3B2,Q3D	Q1A,Q2
Reason left	Q3D	Q2

Dates were converted to decimal numbers using years as units. Dates with missing days were converted to decimal numbers by substituting 15 for the missing day. Dates with missing months or years were defined as missing values. The earnings from the employee data were defined as missing if the respondent had worked at more than one firm during the 13-week follow-up period. This procedure was necessary to ensure that the earnings report of the title IIA respondent was for the same firm as the respondent to the employer survey (since the employer was the first employer after the JTP client ended participation in title IIA programs).

Data on employees' reasons for leaving firms are sparse because (1) most title IIA respondents remained with their firms during the follow-up, and (2) there were many reasons for termination. We therefore constructed pairs of dichotomous variables (one for employee, one for employer) indicating whether the title IIA respondent still worked at the firm at the time of the survey. One variable was defined from the ending date. (The ending date was given a special code to indicate the individual still worked at the firm). The other variable was defined from the reason left. (Reason left also was given a special code if the individual had not left). A double reliability check on whether the title IIA respondent was still working at the firm was conducted using these two pairs of variables.

Analysis

Most of the analysis is presented in the form of frequency/percentage distributions and cross tabulations. The forms of presentation are quite common and require no exposition here. Two aspects of the analysis may not be self-explanatory, however; both are related to the assessment of employee-employer correspondence regarding dates, hours, earnings, and so forth. The first aspect is the test of significance of differences between mean values for the same content variable calculated from the employee and employer samples. The second has to do with summarizing the degree of case-by-case correspondence between individual employee and employer reports.

One way to gauge employee-employer agreement is to compare the averages of employee reports to the corresponding averages of employer reports. It would be useful to conduct a statistical test of the null hypothesis that the two means are equal. However, since the two samples are not independent of each other, the usual formula for the standard error of the difference between two

means is not appropriate. In fact, in the present case where employee and employer reports are positively correlated, the usual formula would substantially overstate the standard error thus tending to exaggerate the degree of agreement between employees and employers. The formula for the standard error of the difference between two means calculated from independent random samples is--

$$SE = (s_1^2 + s_2^2)/N \quad | \text{independence}$$

where SE stands for standard error; s_1^2 and s_2^2 denote the variance of x in sample 1 and sample 2, respectively; and N = the sample size--assumed the same in both samples for the present application. For nonindependent samples, the formula is--

$$SE = (s_1^2 - 2\, s_{12} + s_2^2)/N \quad | \text{nonindependent samples}$$

where s_{12} is the covariance between employee and employer reports. To illustrate how seriously the first formula can overestimate the standard error in the case of earnings, the first formula (using sample standard deviations and N-1 in the denominator) yields an estimate of 10.5; whereas, the second formula yields 5.4.

The means of the employee and employer reports could be the same or nearly the same even if there were poor correspondence between the two reports in case-by-case comparisons. Therefore, it is informative to summarize the degree of case-by-case correspondence. The most obvious comparison is to determine whether each employee report is exactly equal to the corresponding employer report. However, a close correspondence between the two reports may still occur even if employer and employee reports are not the same, providing that the discrepancies are systematic.

Both types of correspondence (exact equality, and systematic differences) may be of interest. For numeric variables, we therefore present two summaries of the degree of correspondence. The most commonly used of the two is the square of the correlation (r-square) between employee and employer reports for each numeric variable. This statistic gives the proportion of total variance in employee reports "explained" or "accounted for" by the employer report.[1] It summarizes the degree to which employee reports can be predicted from a linear function of employer reports, according to the following formula:

$$\text{employee report} = a + b*(\text{employer report}) + e$$

where a and b are constants, and e is the error of prediction.

The second measure of correspondence summarizes the degree of approximation to exact equality between employee and employer

[1] Employee reports are treated as dependent variables, and employer reports as independent variables.

reports. If a = 0 and b = 1 in the above formula, then the error indicates departure from exact equality. A squared correlation calculated under this restriction (restricted r-square) indicates the degree of approximation to exact equality of employee and employer reports. The unrestricted and restricted squared correlations are reported together permitting assessment of the degree to which allowing a linear correspondence (as in the above formula), rather than demanding equality, improves the accuracy with which employee reports can be predicted from employer reports.

A number of indexes of agreement could be used. For example, the average error disregarding direction is easy to interpret. We chose the squared correlation because (1) it ranges between 0 and 1 (1 = perfect correspondence),[2] (2) its unrestricted value can be interpreted as the proportion of "explained" variance, and (3) it is the most commonly used measure of association, thus permitting ready comparison to findings in other studies.

[2] The restricted r-square could feasibly be negative, but it could never be greater than 1.0. If negative it would mean that using the mean employee report as an estimate of each individual value would be more accurate than using employer reports as estimates. None of the restricted r-squares are negative in the present sample.

CHAPTER 3

FINDINGS

The findings are divided into two sections. The first section summarizes employer opinions and attitudes--part one of the employer survey. The second section summarizes correspondence between employee and employer reports of employment variables--part two of the employer survey and the title IIA survey.

Employer Attitudes and Opinions

Employer responses to part one of the employer questionnaire are organized into six broad content areas. These are (1) employer opinions of job application skills of JTP participants, (2) employer assessments of JTP participants' job performance, (3) employer perceptions of the JTP program as a source of employees, (4) employer perceptions of the cost-benefit ratio of participating in JTP, (5) employer opinions of job-related behaviors (turnover, absenteeism/tardiness, theft/vandalism) of JTP participants, and (6) employer reasons for hiring JTP participants. Items 1, 2, 3, and 5 are summarized by indexes, as described in chapter 2. The cost-benefit assessments of employers are indicated by a single question (Q8). Four items indicate reasons for participation (Q10), but no index was constructed to summarize them. In addition, tables are presented indicating the number of employees who were JTP participants for each firm and the average length of employment of JTP participants.

Table 2 summarizes employer opinions of JTP participants' job application skills. As in all the tables assessing attitudes or

TABLE 2

EMPLOYER OPINIONS OF JOB APPLICATION SKILLS OF JTP CLIENTS

Skills	JTP Employees Are: Better(3)	Same(2)	Worse(1)	No Opinion(2)	Mean	Standard Deviation	N
Resume skills (Q2A)	21.2%	53.2%	4.5%	21.2%	2.17****	0.480	156
Interviewing skills (Q2B)	23.9	58.7	4.5	12.9	2.19****	0.498	155
Index	--	--	--	--	5.91****	2.183	156

NOTES: Numeric values assigned to each response option are given in parenthesis following the option.

The index is the average of the data present for each respondent of resume skills and interviewing skills, rescaled to a minimum of 0 and a maximum of 10.

Significance tests are 2-tailed tests of the hypothesis that the mean equals the midpoint of the range (neutral)--2 for the items, 5 for the index. Significant values above the midpoint indicate positive employer assessment of JTP participants. Significant values lower than the mid-point indicate negative assessment.

* $p \leq 0.05$
** $p \leq 0.01$
*** $p \leq 0.001$
**** $p \leq .0001$

opinions, statistical tests are reported indicating whether the opinion deviates from the neutral level--midpoint of the range. In the case of job application skills, employees report that JTP participants are above average. The deviations from neutral are small but they are highly statistically significant.

Employer assessments of job performance of JTP participants are reported in table 3. As indicated by the index, overall, employer opinions are slightly above neutral (neutral = 5 on a 10-point scale), and the chance that the deviation from neutral is due to sampling error is less than the traditional 0.05 level of significance. The small departure from neutral overall, however, masks variation among the components of the index. Employers have a favorable opinion of the appearance, training preparation, ability to get along with coworkers, work attitudes, work quality, and productivity of JTP participants. However, they have an unfavorable opinion of math skills (not significant), needed OJT (not significant), and the amount of supervision needed. The positive assessment of work quality and productivity of JTP participants is particularly encouraging.

As shown in table 4, employers appear to find JTP participants to be an excellent source of employees. The deviations from the neutral point on both items and the index are the largest in any of the tables, and they are highly statistically significant.

TABLE 3

EMPLOYER ASSESSMENTS OF JOB PERFORMANCE
OF JTP CLIENTS

Traits	JTP Employees Are:-						
	Better(3)	Same(2)	Worse(1)	No Opinion(2)	Mean	Standard Deviation	N
Appearance (Q2C)	16.7%	69.2%	6.4%	7.7%	2.10**	0.471	156
Communication (Q2D)	11.0	71.6	10.3	7.1	2.01	0.463	155
Math (Q2E)	4.5	63.0	9.7	22.7	1.95	0.376	154
Training (Q2F)	21.9	56.1	10.3	11.6	2.12**	0.558	155
Get along (Q2G)	13.7	79.7	0.7	5.9	2.13****	0.357	153
Work attitude (Q2H)	23.1	59.6	9.0	8.3	2.14**	0.550	156

Needs	JTP Employees						
	Need Less(3)	No Diff (2)	Need More(1)	No Opinion(2)	Mean	Standard Deviation	N
OJT needed (Q2L)	13.6	64.3	16.2	5.8	1.97	0.548	154
Supervision needed (Q2M)	8.4	68.8	18.2	4.5	1.90*	0.508	154

Table 3--Continued

Traits	JTP Employees Are-- Much Better(5)	Better(4)	No Diff (3)	Worse(2)	Much Worse(1)	Don't Know(3)	Mean	Standard Deviation	N
Work quality (Q3)	1.9	23.2	63.2	6.5	--	5.2	3.21****	0.578	155
Productivity (Q4)	1.9	19.2	60.3	11.5	--	7.1	3.12*	0.611	156
Index	--	--	--	--	--	--	5.24*	1.515	157

NOTES: Numeric values assigned to each response option are given in parentheses following the option.

Statistical tests are two-tailed tests against the null hypothesis that the mean is equal to the scale mid point (2 in the case of items from question 2, 3 for questions 3 and 4, and 5 for the composite index).

The index has a minimum of 0 and a maximum of 10. It was defined as follows: 10[(Q2-1)/2 + (Q3-1)/4 + (Q4-1)/4] where Q2 stands for the items in questions 2 (2C, 2D, 2F, 2G, 2H, 2L, and 2M; Q3 denotes question 3 and Q4 stands for question 4. The mean of the remaining items for a given case was substituted for missing values.

* $p \leq 0.05$
** $p \leq 0.01$
*** $p \leq 0.001$
**** $p \leq 0.0001$

TABLE 4

EMPLOYER PERCEPTIONS OF THE JTP PROGRAM

Perceptions	JTP Employees Are:- Always(5)	Usually(4)	S.T.(3)	Rarely(2)	Never(1)	No Opinion(3)	Mean	Std. Dev.	N
JTP Good Source of Skilled Labor (Q5)	5.8	36.5	39.7	7.1	0.6	10.3	3.40****	0.733	156
	Very Likely(5)	Somewhat Likely(4)	Not Very Likely(2)	Not at All Likely(1)	Don't Know(3)	Mean	Std. Dev.	N	
Likely to Hire More JTP (Q9)	51.9	35.3	3.2	2.6	7.1	4.30****	0.927	156	
Index		--	--	--	--	7.13****	1.669	156	

NOTES: Numeric values assigned to each response option are given in parentheses after the option.

Statisticel tests are two-tailed tests against the null hypothesis that the mean equals the midpoint of the range--3 for question 5, and for question 9, and 5 for the index.

The index was defined as follows: 1.25 (Q5 + Q9-2). Its minimum possible value is 0, and its maximum is 10. If one item were missing, the value of the other item was substituted for the missing value.

* $p \leq 0.05$
** $p \leq 0.01$
*** $p \leq 0.001$
**** $p \leq 0.0001$

TABLE 5

EMPLOYER COST-BENEFIT ASSESSMENT (Q8)

		Percentage	N
Costs outweigh benefits	(1)	6.5	10
Benefits outweigh costs	(3)	51.3	79
Costs and benefits are about the same	(2)	22.1	34
No opinion	(2)	20.1	31
Total		100.0	154
Mean	2.45		
Standard deviation	0.616		
Significance	0.0001		

NOTES: Numeric values assigned to each response option are given in parentheses after the option.

The statistical test is a two-tailed test against the null hypothesis that the mean equals the middle value of the scale--2.0.

The positive assessment of the cost-benefit ratio reported in table 5 reinforces the view that employers find JTP participants a good source of employees. The average assessment of the cost-benefit ratio is over 70 percent of a standard deviation above the neutral point on the item, and the deviation from neutral is highly statistically significant.

Table 6 shows some tendency for employers to believe that JTP participants are less prone to absenteeism, tardiness, theft, and vandalism on the job than are other employees. Discrepancies from neutral are small, however. The data show that employees believe that JTP participants are about as prone to job turnover as other employees.

Reasons why employers participate in JTP are shown in table 7. These data indicate that the wage subsidy is the most important reason for participation. However, lower recruitment costs also contribute. Lower training costs and contribution to the corporate image are not perceived to be as important as the subsidy and lowered recruitment costs.

Tables 8 and 9 show the number of JTP employees per firm and the average length of employment, respectively. It is noteworthy that 13 out of 119 firms (8.4 percent) report they did not hire any JTP participants in the last year. It is encouraging to find

that most JTP employees remain with the firm for more than a year (DKs excluded).

On balance, employers express a mildly favorable assessment of JTP. Particularly encouraging is the fact that they believe that JTP participants are more productive and do higher-quality work than nonparticipants and are good sources of trained employees. A large majority of employers report that they will likely hire JTP participants again. Also, employers believe that the benefits outweigh the costs of participation. These positive

TABLE 6

EMPLOYER ASSESSMENT OF
JTP CLIENTS' EMPLOYMENT-RELATED BEHAVIORS

Behavior	JTP Clients Are--						
	Better(3)	Same(2)	Worse(1)	No Opinion(2)	Mean	Std. Dev	N
Turnover (Q2I)	18.1	50.3	16.8	14.8	2.01	0.592	155
Absenteeism/ Tardiness (Q2J)	16.0	68.6	7.7	7.7	2.08*	0.481	156
Theft/vandalism (Q2K)	6.5	57.5	1.3	34.6	2.05*	0.276	153
Index	..	..	..	..	5.27	1.794	156

NOTES: Numeric values assigned to each response option are given in parentheses after the option.

The statistical tests are two-tailed tests against the null hypothesis that the mean equals the midpoint of the range (2 for items 2I, 2J, and 2K, 5 for the index).

The index is defined as follows:
Index = 5(Q2I + Q2J + Q2K-3)/3. Its minimum value is 0, and its maximum is 10. If an item were missing, the mean of the remaining items for a given case was substituted for the missing value.
* $p \leq 0.05$.

TABLE 7

REASONS WHY EMPLOYERS PARTICIPATE
IN JTP OHIO PROGRAMS

Reason	Extremely Important(5)	(4)	(3)	(2)	Not at all Important(1)	Mean	Std. Dev.	N
Lower Recruitment costs (Q10A)	31.2%	17.0%	19.9%	13.5%	18.4%	3.29*	1.491	141
Lower training costs (Q10B)	19.3	18.6	30.7	11.4	20.0	3.06	1.372	140
Subsidy (Q10C)	44.7	20.6	13.5	6.4	14.9	3.74****	1.457	141
Help corporate image (Q10D)	14.3	18.6	26.4	11.4	29.3	2.77	1.416	140

NOTES: Numeric values assigned to each response option are given in parenthesis after the option.

Statistical tests are two-tailed tests against the null hypothesis that the mean equals the midpoint of the range (3).
* $p \leq .05$
*** $p \leq .0001$.

TABLE 8

NUMBER OF JTP EMPLOYEES (Q6)

Number of employees (Q6)	Percentage	N
None	8.4	13
1	16.1	25
2	6.5	10
3	9.7	15
4	5.2	8
5	2.6	4
6	4.5	7
7	0.6	1
8	3.9	6
10	3.9	6
More than 10	15.5	24
Don't know	23.2	36

Mean = 7.86 (N = 119)
Standard deviation = 11.52

NOTE: Don't knows were omitted from calculation of mean and standard deviation.

TABLE 9

AVERAGE TENURE OF JTP CLIENT EMPLOYMENT (Q7)

Tenure (Q7)	Percentage	N
1 to 3 months (2)	8.4	13
4 to 6 months (5)	9.1	14
7 to 9 months (8)	7.1	11
10 to 12 months (11)	7.1	11
More than 12 months (18)	40.3	62
Don't know (missing)	27.9	43
Total	100.0	154

Mean 12.80 (N = 111)
Standard deviation 6.28

NOTE: Numeric values assigned to each response option are given in parenthesis after the option. Calculation of the mean and standard deviation omitted the don't knows.

findings must be tempered by several factors, however. The response rate is not good; a high proportion of DK responses may imply no strong opinions. Most responses are in the neutral categories.

Correspondence between Employee and Employer Reports

The methods of assessing the correspondence between employee and employer reports of numeric variables are described in detail in chapter 2. Table 10 presents the statistics described in chapter 2. To summarize briefly, a and b are the least-squares intercept and slope, respectively, in regressions where the employee report is the dependent variable and the employer report is the independent variable. The r-square is the squared correlation from this regression. The restricted r-square summarizes degree of approximation to exact equality between employee and employer reports--under the restrictions that a=o and b=1.[3]

The overall results in table 10 show close agreement between the average employee and employer reports of starting date, ending date, hours per week, and earnings per week. None of the differences are statistically significant, and the numeric values are close.

However, case-by-case correspondence between employee and employer reports is generally low to moderate. The restricted r-square for starting date is especially low, indicating that employees and employers do not agree about the date when the employee started in the job. It is possible, however, to predict

TABLE 10

CORRESPONDENCE BETWEEN EMPLOYEE AND EMPLOYER REPORTS OF START DATE, END DATE, HOURS, AND EARNINGS

Variable	Employee Mean	Employer Mean	a	b	r-square	Restricted r-square	N
Starting date	86.4	86.2	38.5****	0.555****	0.504	0.177	314
Ending date	87.0	86.9	19.6**	0.775**	0.766	0.700	38
Hours/week	37.2	37.0	11.9****	0.683****	0.363	0.284	320
Earnings/week	225.2	233.5	28.0*	0.844**	0.556	0.532	251

NOTES: Tests of hypotheses against the two-tailed alternative that the mean reported by the employee equals the mean reported by the employer were carried out using the correction for correlated samples. None of the differences of means were statistically significant.

The statistical test for a (intercept) is against the null hypothesis that a = 0. The statistical test for b (slope) is against the null hypothesis that b = 1.

The restricted r-square was calculated under the restriction that a = 0 and b = 1.

* $p \leq .05$
** $p \leq .01$
*** $p \leq .001$
**** $p \leq .0001$

[3] Note that the statistical tests on b are against the alternative that b=1, not against the usual alternative that b=0.

the employee report of starting date from a linear function of the employer report with substantially better accuracy than using the exact employer report. The discrepancy between the restricted and unrestricted r-square for starting date is the largest in the table. This fact is reflected in the large deviation of a from 0 and b from 1. The poorest correspondence between employer and employee reports (unrestricted r-square) is for hours. The fairly good correspondence for earnings is encouraging given (1) the general view that earnings are difficult to measure accurately, and (2) the difference between the operational definition of employee and employer reports of earnings.

Table 11 and the bottom panel of table 12 report cross tabulations between employee and employer reports of whether the employee was still working at the firm at the time of the interview. Table 11 is derived from the ending-date questions, and table 12 from the questions regarding reason for leaving the firm (see chapter 2). Since the employer survey occurred later than the employee survey, it is possible for an employee to accurately report still working at the firm and the employer to accurately report that the individual is no longer working at the firm. The lower left cell (totals excluded) of the table therefore may contain consistent entries. The upper right cell clearly contains inaccurate reports, however. It is moderately encouraging, therefore, to find just over 3 percent of the entries are in the upper right cell (11 cases out of 351). Because of the time lapse between the employee and employer surveys, however, it is difficult to assess the large number of entries in the lower left

TABLE 11

CORRESPONDENCE BETWEEN EMPLOYEE AND EMPLOYER REPORTS OF WHETHER STILL EMPLOYED

	Employer Report		
Employee Report	No	Yes	Total
No	30.6%	3.4%	14.8%
Yes	69.4	96.6	85.2
Total	100.0 (124)	100.0 (205)	100.0 (351)

$\phi = 0.348$ $\rho^2 = 0.121$

$\chi^2 = 42.6$ df = 1 $p < 0.0001$

TABLE 12

CORRESPONDENCE BETWEEN EMPLOYEE AND EMPLOYER
REPORTS OF REASON FOR LEAVING/STILL THERE

	Employer Reason								
Employee Reason	Fired	Health	Job end	Laid off	New Job	Quit	Other	Still There	Total
Fired			1			2		1	4
Health	1	1						1	3
Job ended	1		1					2	4
Laid off	1		1	8		1		2	13
New job	1			1	5	5		1	13
Family reason					2	1		1	4
Transportation	1					1		2	4
Don't know					1	4	1	1	7
Still there	16	2	5	14	23	24		215	299
Total	21	3	8	23	31	38	1	226	351

Employer Report

Employee Report	Not Still There	Still There	Total
Not Still There	32.8%	4.9%	14.8%
Still There	67.2	95.1	85.2
	100.0	100.0	100.0
Total	(125)	(226)	(351)

$\beta = 0.377$ $\beta^2 = 0.142$
$x^2 = 49.8$ df = 1 $p < 0.0001$

NOTE: The second panel of the table was constructed by condensing the numbers in the first panel.

cell. Some of these may be accurate reports from both parties, but it is unlikely that all of them are.

The upper panel of table 12 reports a crossclassification of employee and employer stated reasons for leaving the job. Entries are numbers rather than percentages, due to the sparsity of entries in the table. Because of the small N and large number of cells, no firm conclusions can be drawn from the table; however, some modest degree of agreement between employees and employers is apparent. The largest discrepancy occurs for "fired." Only 4 employees report being fired, and none of these are reported as fired by employer. In contrast employers report having fired 21 employees, 16 of whom reported they were still working at the firm. Again, the time-lapse between the two surveys makes interpretation of this result ambiguous.

The data indicate that employment and earnings information reported by employees are not very accurate. If employer reports are viewed as accurate--"true scores" in the parlance of measurement theory--then the unrestricted r-squares in table 10 are estimates of reliability (Lord and Novick 1968). These values are substantially below generally accepted standards in social science research.

There are two factors that must be considered before passing excessively harsh judgment on the accuracy of the JTP participants' reports of employment and earnings data. First, the time point of reference and exact wording of the employee and employer questionnaires do not match. The earnings questions are quite different in the two surveys. The employee reports, in fact, are based on responses to a question about total earnings from all sources. Second, if employer reports also are viewed as fallible, as they surely must be, then the r-squares in table 10 understate the reliabilities of employee reports. In fact, if employee and employer reports are assumed to be equally reliable measures, then the correlation, rather than r-square, is the estimate of reliability. These correlations are 0.710 for starting date, 0.875 for ending date, 0.602 for hours, and 0.745 for earnings. These are not exceptionally high reliabilities when compared to other social science data, but they are within the usual range reported for short attitude scales.

On balance, it appears that JTP participant reports of employment and earnings data are not so inaccurate that they invalidate all findings based on them, but there remains much room for improvement.

CHAPTER 4

SUMMARY AND COMMENTARY

This report contains findings from two parts of a survey of employers of JTP Ohio title IIA participants. The first part queries employer respondents about their attitudes and opinions toward JTP Ohio and their participation in JTP programs. Part two requests employment and earnings data for title IIA participants who worked in the firm after ending their JTP training. The analysis of part two data is conducted by comparing employee reports of their employment and earnings to employer reports.

Overall the findings indicate that employers hold a moderately favorable opinion of JTP and of JTP participants as employees. The indicator implying the most favorable assessment of JTP is a question about the chance of hiring JTP participants in the future. Nearly 52 percent of the employer respondents reported they would be "very likely" to hire JTP participants, and over 35 percent said they would be somewhat likely--a total of just 87 percent saying they probably would continue hiring JTP trainees. Of the remaining 13 percent, 7.1 percent indicated they didn't know, leaving just under 6 percent saying they probably would not hire JTP participants again. In a closely related question, employers reported that JTP trainees are a good source of skilled labor.

In addition, employers stated that JTP participants are better than nonparticipants in job application skills, appearance, getting along with their coworkers, work attitude, work quality, and productivity. Employers tend to believe that JTP participants are less prone to absenteeism, tardiness, theft, and vandalism on the job, but most employers indicate no difference between JTP participants and nonparticipants. Employers also reported by a wide margin that the benefits of their participation in JTP Ohio outweigh the costs. A fairly high percentage (20) had no opinion, however.

On the other hand, employers expressed belief that JTP participants are below average in math skills, need more OJT than nonparticipants, and need more supervision than nonparticipants. Only the last of these three items has an average that falls below the midpoint far enough to be statistically significant, however.

The most important reasons for employer participation in JTP are wage subsidy and lowered recruitment costs. The least important reason is to "help the corporate image."

The report contains comparisons between employee and employer reports for six employment and earnings factors. These factors are (1) starting date of the job; (2) ending date of the job, if ended; (3) hours worked per week; (4) earnings per week;

(5) whether still employed at the firm; and (6) reason for leaving the job, if applicable. The first four of these variables are numeric, the other two nominal.

The means of the employee and employer reports on the four numeric variables are nearly equal to each other. None of the employee-employer differences of means are statistically significant. These comparisons of means are not good indicators of the case-by-case correspondence of employee and employer reports, but they do show practically no tendency for employees to under- or overstate hours, earnings, starting date, or ending date. In contrast to the near equality of means, there is only a loose correspondence between employee and employer reports for individual cases. This means that errors are fairly large in absolute magnitude, but they average out to near zero. Restricted r-squares measuring the degree of approximation to exact equality of employee and employer reports show substantial errors of reporting. Starting date shows a particularly low restricted r-square (0.177 on a scale where 1.0 = perfect equality for all observations). Hours worked per week also is associated with a low restricted r-square (0.284). Ending date and earnings are associated with somewhat higher values (0.700 and 0.532, respectively). For all four variables employee reports can be predicted by a linear function of employer reports more accurately than by exact equality. The unrestricted r-square (0.504) for starting date shows substantial improvement over the restricted r-square. The other three unrestricted r-squares all exhibit statistically significant increases over the restricted r-squares, but the magnitude of the improvement is smaller than for starting date.

The degree of inaccuracy of the dates, hours, and earnings reports of employees depends on how accurate one presumes employer reports to be. If employer reports are perfectly accurate, then the r-squares are estimates of reliability, and these are quite low by social science standards. On the other hand, if employer reports are assumed to be as inaccurate as employee reports, then correlations rather than r-squares between employee and employer reports estimate reliability of employee reports. These correlations are about the same magnitude as reliabilities for short attitude scales in the social science literature.

In assessing these results it is important to recognize that employee reports referred to an earlier time point than employer reports, and wording of questions and manner of constructing operational definitions of variables differed somewhat between employees and employers. Still, the starting date of the job should not be affected by the timing of the surveys, and the operational procedures were essentially identical for the two respondents. Yet, starting date is the least accurately measured of the four variables. Poor recall of employees may be the primary explanation of this result.

The evidence regarding employee-employer agreement about whether the employee was still working at the firm at the time of

the interview is somewhat ambiguous because the reference time point for employees was earlier than for employers. Only 3 percent of the former clients whom employers reported as still employed reported themselves not to be with these employers. The major source of discrepancies was just the reverse: former clients who said they were employed but their reported employers said they were not. It is likely, of course, that between the contact with the employees and their reported employers, some employees left these jobs.

Since most JTP clients in the employer survey were still working at the firm at the time of the interview and there are many possible reasons for leaving a firm, the table crossclassifying employee with employer stated reason for leaving has many cells with no entries and all remaining cells with few cases. Based on this limited evidence, it is apparent that the primary discrepancies between employee and employer reports concern being fired. Not in one instance out of 4 employee reports of being fired and 21 employer reports of firing do the reports agree.

The favorable opinions held by employers regarding JTP and JTP clients are encouraging. It seems likely that these opinions reflect the fact that, as shown in the title IIA statewide report (Hotchkiss and Smythe 1987), the programs do work as intended. It must be kept in mind, though, that most employer responses are neutral, and the response rate for part 1 of the employer survey is fairly low.

The low to moderate accuracy of employee reports of dates of employment, hours, and earnings must be a cause for concern. Averages of employee and employer reports are nearly equal. Hence, aggregate analyses such as those conducted by DOL using means may be fairly accurate. We have not examined means by SDA, however, due to the small sample size. Also, measurement error generally inflates variances which, in turn, inflate standard errors of the mean. Since standard errors become measurement errors in aggregate analyses, the measurement error at the individual level remains a barrier to accurate aggregate analyses, though its impact is much reduced with aggregate data.

The results here suggest that it would be useful to--

- o improve procedures for obtaining employment and earnings data from employees and
- o improve assessment procedures for determining the accuracy of employee reports.

Improving measurement procedures may depend on diagnosing the errors. The diagnosis must depend on carefully formulated checks between employee reports and employer records. Alternative methods of asking employees employment and earnings questions should be tried and compared to employer reports to determine which is most accurate. A larger sample than the employer sample

used here is imperative. Reference dates must be matched for employees and employers. Questions must also be carefully matched so that they pertain to precisely the same information.[4]

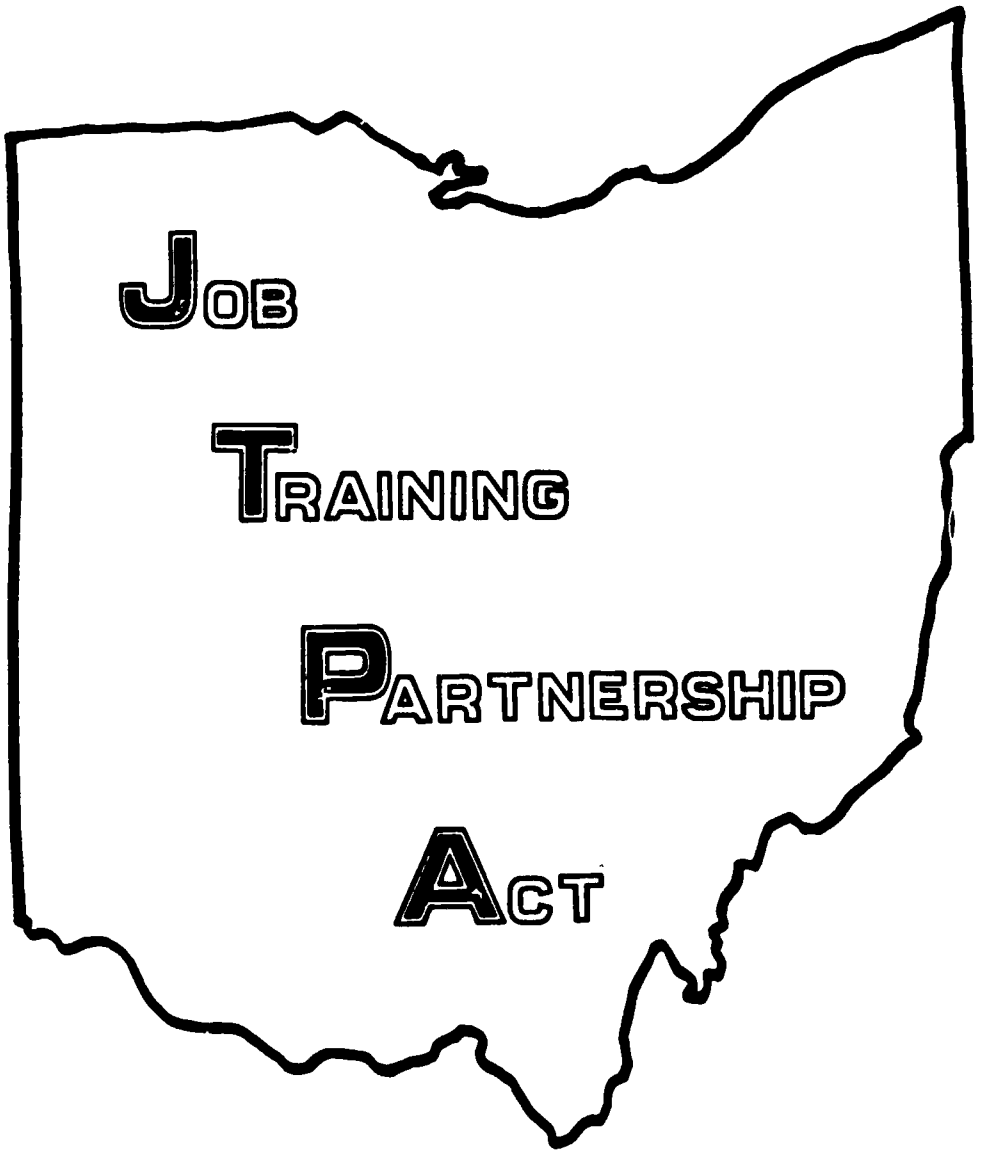
[4] For example, in the present case the earnings question directed to employees asked about all earnings, not just those from the firm included in the employer survey.

APPENDIX A

EMPLOYER SURVEY

Employer Opinions

OF OHIO'S



Appropriate Solutions Incorporated
1357 W. Lane Avenue — Suite 207
Columbus, OH 43221-3590

PART 1

INSTRUCTIONS: PLEASE ANSWER EACH QUESTION CAREFULLY. IF YOU ARE NOT CERTAIN ABOUT ANY ANSWERS, PLEASE GIVE US YOUR BEST ESTIMATE.

1. Not all employers are aware that some of their newly hired employees have been involved in the JTPA/PIC program. If you are not aware of <u>any</u> of your employees being in this program, you will be unable to complete this questionnaire. Please check the box below, complete the detail page for the employee(s) requested, and return the survey forms to us in the envelope provided.

   [ ] I am unaware of <u>any</u> employees participating in JTPA.

2. The following series of questions asks you to compare your typical employees who <u>have</u> been through JTPA/PIC with your typical employees who <u>have not</u> been through such a program.

JTPA Employees are Better		No Difference		JTPA Employees are Worse		No Opinion	
[3]	[2]	[1]	[2]	a.	Resume skills		
[3]	[2]	[1]	[2]	b.	Interviewing skills		
[3]	[2]	[1]	[2]	c.	Employee appearance		
[3]	[2]	[1]	[2]	d.	Communication skills		
[3]	[2]	[1]	[2]	e.	Math and computation skills		
[3]	[2]	[1]	[2]	f.	Training that employees have when they are hired		
[3]	[2]	[1]	[2]	g.	Ability to get along with fellow employees		
[3]	[2]	[1]	[2]	h.	Overall work attitude		
[3]	[2]	[1]	[2]	i.	Employee turnover		
[3]	[2]	[1]	[2]	j.	Absenteeism and Tardiness		
[3]	[2]	[1]	[2]	k.	Employee theft and vandalism		

JTPA Employees need Less		No Difference		JTPA Employees need More		No Opinion	
[3]	[2]	[1]	[2]	l.	Amount of training required after hired		
[3]	[2]	[1]	[2]	m.	Supervision needed		

3. How would you rate the quality of work done by employees who were previously JTPA/PIC participants compared to your other employees who do similar work?

[5] JTPA employees provide much better quality
[4] JTPA employees provide better quality
[3] No difference in quality of work
[2] JTPA employees provide worse quality
[1] JTPA employees provide much worse quality
[3] Don't know

4. How would you rate the productivity of employees who were previously JTPA/PIC participants compared to your other employees who do similar work?

[5] JTPA employees provide much more productivity
[4] JTPA employees provide more productivity
[3] No difference in quality of work
[2] JTPA employees provide less productivity
[1] JTPA employees provide much less productivity
[3] Don't know

5. Do you feel that JTPA/PIC is a good source of skilled labor?

[5] Always
[4] Usually
[3] Sometimes
[2] Rarely
[1] Never
[3] No opinion

6. How many JTPA participants has your firm hired in the last 12 months?

_____ participants

[.] Don't know

7. What is the average length of employment for JTPA/PIC participants in your firm?

[2] 1 to 3 months
[5] 4 to 6 months
[8] 7 to 9 months
[11] 10 to 12 months
[18] More than 12 months
[.] Don't know

8. When considering the costs versus the benefits of hiring typical JTPA/PIC participants, do you feel that:

[1] Costs outweigh the benefits
[3] Benefits outweigh the costs
[2] Costs and benefits are about the same
[2] No opinion

9. How likely is your firm to hire additional JTPA/PIC participants in the future?

[5] Very likely
[4] Somewhat likely
[2] Not very likely
[1] Not at all likely
[3] Don't know

10. How important are the following factors in deciding to hire JTPA/PIC participants? A "1" is extremely important and a "5" is not at all important. Circle the appropriate number.

(5 4 3 2 1)* a. Lower recruitment cost
1 2 3 4 5

(5 4 3 2 1) b. Lower training cost
1 2 3 4 5

(5 4 3 2 1) c. Subsidy provided
1 2 3 4 5

(5 4 3 2 1) d. Help our corporate image
1 2 3 4 5

1 e. Other - please describe:

_____

*Numeric values in parentheses ar those used in statistical calculations.

11. Which of the following categories best describes your business?

[ ] Agriculture, forestry, fishing
[ ] Mining
[ ] Construction
[ ] Manufacturing
[ ] Transportation, communications, electric, gas, sanitary services
[ ] Wholesale trade
[ ] Retail trade
[ ] Finance, insurance, real estate
[ ] Services
[ ] Government

12. How many people are employed by your organization:

_____ At this location

_____ Total company, all locations

Thank you for your help. Feel free to add any comments you might have regarding JTPA and its programs in the space below. Please return this questionnaire with the employee survey(s) in the envelope provided.

PART 2

INSTRUCTIONS

The person listed below has participated in JTPA/PIC. The six questions pertain to this person's employment with your company.

Company:

Employee:

Social Security Number:

1.A **Date employment began:** _____

B **Date employeement ended, if ended:** _____

2. **If employment has ended, please indicate the primary reason:**

[ ] Laid Off
[ ] Quit
[ ] Fired
[ ] Other - please explain:_____

[ ] Health Problem
[ ] Job Ended
[ ] Took Other Job

3. **Average number of hours worked per week:** _____

4.A **Hourly wage when hired:** _____

B **Hourly wage currently, or when ended:** _____

5. **Were you aware this person participated in JTPA/PIC?**

[ ] Yes [ ] No

6. **Did you receive a subsidy to train this worker?**

[ ] Yes [ ] No

Please Return to:

JTPA/PIC Evaluation Center
Appropriate Solutions, Inc.
1357 W. Lane Av. - Suite 207
Columbus, OH 43221-3590

APPENDIX B

EMPLOYEE SURVEY

|__|__| Ref. Wk |__|__| SDA |__| Group |__|__|__|-|__|__|-|__|__|__|__| SSN |__|__| I'er ID

Start Time:_____ [ ] C [ ] CP [ ] T

Hello, this is _____ with Appropriate Solutions, Inc. I'm calling for the National Center at Ohio State University in Columbus, Ohio. May I speak with [R NAME]?

We recently sent you a letter explaining that we are contacting people who took part in JTPA programs in Ohio to ask them about their experiences after leaving the program.

We are collecting information for a 13 week period from [DATE 1] _____ to [DATE 3] _____. These questions will only take a few minutes and your answers will help to improve these programs.

1. Did you do any work for pay during the last week of this period between Sunday [DATE 2] _____ and Saturday [DATE 3] _____?

1 No -----> [GO TO Q 2]
2 Yes

a. How much did you get paid for work you did during that week, before any deductions? Include wages on all jobs you may have worked including tips, overtime, bonuses, commissions and any work from self employment.

|__|__|__| $ per week

[IF R CANNOT ANSWER IN $ PER WEEK, RECORD AMOUNT AND INDICATE PERIOD WORKED IN 13TH WEEK]

$_____ per: [ ] hour -- # hrs:_____

[ ] day -- # days:_____

[ ] biweekly [ ] month [ ] year

b. Now I want to ask you about the entire 13 week period from Sunday, [DATE 1] _____ to Saturday [DATE 3] _____, including the week we just talked about. How many weeks did you work at all for pay during the 13-week period?

[INCLUDE ALL WEEKS IN WHICH R WORKED, OR WAS ON *PAID* SICK LEAVE OR *PAID* VACATION]

|__|__| weeks [MIN = 01 MAX = 13]

[GO TO Q 3]

2. Now I want to ask you about the entire 13 weeks from Sunday, [DATE 1] _____ to Saturday, [DATE 3] _____. Did you do any work for pay during that 13-week period?

1 No ——→
2 Yes

2a. Were you looking for work in the four weeks before [DATE 3] _____?

1 Yes ----> [GO TO Q 4]
2 No ——→

2a1) What was the main reason you weren't looking for a job at that time?

1 Attending school full-time
2 Health problems
3 Family care responsibilities
4 Transportation
5 No job available, discouraged
6 Laid off, awaiting recall
7 Child care problems

___ Other (specify) _____

_____

9 DK/NA

[GO TO Q 4]

2b. How many weeks did you do any work at all for pay during the 13-week period?

|__|__| weeks -----> [GO TO Q 3]

[MIN = 01 MAX = 12]

3. Between [DATE 1] _____ and [DATE 2] _____, please tell me each employer you have worked for beginning with the employer you worked with first.

a. [ASK THE FOLLOWING FOR EACH EMPLOYER DURING PERIOD]

b. When did you start and stop working for [NAME OF EMPLOYER]?

c. About how many hours per week (do / did) you usually work?

d. [IF LEFT] What was your main reason for leaving?

1st Employer: |_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|

Address: |_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|

City: |_|_|_|_|_|_|_|_|_|_|_|_|_|_| State |_|_| Zip |_|_|_|_|_|

Phone (_|_|_) - |_|_|_| - |_|_|_|_|

b. Start: |_|_|-|_|_|-|_|_| Stop |_|_|-|_|_|-|_|_| [CANNOT EXCEED DATE 3]
mo da yr mo da yr 9'S = DK 0'S = still employed

c. Hours per week: |_|_| d. Reason Left: |_|_|

00 = Still Employed	04 = transportation	08 = family reasons
01 = fired	05 = child care	09 = returned to school
02 = laid off	06 = took other job	10 = loss of welfare benefits
03 = job ended	07 = health	11 = company closed
99 = DK/NA		

Other:_____

[ ] [CHECK IF SELF EMPLOYED]

e. What type of business is [1st EMPLOYER] involved in? Is it --

1 Manufacturing
2 Retail sales
3 A service business
4 Federal, state, or local government
5 Or some other?
9 DK/NA

2nd Employer: |_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|

b. Start: |_|_|-|_|_|-|_|_| Stop |_|_|-|_|_|-|_|_| [CANNOT EXCEED DATE 3]
mo da yr mo da yr 9'S = DK 0'S = still employed

c. Hours per week: |_|_| d. Reason Left: |_|_|

Other:_____.

3rd Employer: |_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|

b. Start: |_|_|-|_|_|-|_|_| (mo da yr) Stop |_|_|-|_|_|-|_|_| (mo da yr) |CANNOT EXCEED DATE 3|
9'S=DK 0'S=still employed

c. Hours per week: |_|_| d. Reason Left: |_|_|

00 = Still Employed	04 = transportation	08 = family reasons
01 = fired	05 = child care	09 = returned to school
02 = laid off	06 = took other job	10 = loss of welfare benefits
03 = job ended	07 = health	11 = company closed
99 = DK/NA		

Other:_____

4. From |DATE 1| _____ to |DATE 3| _____ did you take part in any formal education or training programs to improve your education or job skills other than in a JTPA Program?

1 No
2 Yes →

a. What kind of school did you attend? |LIST TYPE OF SCHOOL IN COL a. *and* ASK Q *b* TO *d* FOR EACH PROGRAM|

b. When did you start and stop attending this program?

c. |IF STOPPED| Did you complete it? |CANNOT BE AFTER DATE 3|

d. How many hours per week (do / did) you attend the program?

Type of school	Started	Stopped	Completed	Hours
|_|	mo da yr |_|_|-|_|_|-|_|_|	mo da yr	1 Yes 2 No	|_|_|
|_|	mo da yr |_|_|-|_|_|-|_|_|	mo da yr	1 Yes 2 No	|_|_|

1 = 4 Year college	3 = Public school	9'S = DK/NA
2 = 2 Year college	4 = Private training	0'S = still in school
5 = Other	9 = DK/NA	

5. What is the highest grade or level of education you have completed?

01	Eighth grade or less
02	Ninth grade
03	Tenth grade
04	Eleventh grade
05	High school graduate
06	G.E.D.
07	1 yr post HS - no degree
08	2-3 yr post HS - no degree
09	Associate degree
10	College graduate
11	Master's degree
12	Doctoral degree
99	DK/NA

6. In what month and year were you last enrolled full time in school not counting a JTPA Program?

|__|__|-|__|__| 99 = DK/NA
mo yr

7. How many of the years since that time have you worked at least 6 months?

|__|__| [MAX = 87 - Q6] 99 = DK/NA

8. In the twelve months before you started with JTPA, how many total weeks did you work 20 hours or more?

|__|__| weeks [MAX = 52] 99 = DK/NA

9. Including yourself, how many people in your family lived in the same house with you during the past year?

|__|__| 99 = DK/NA

10. Now I'd like to ask you about financial support or assistance you or any of your family living with you were receiving during the week from [DATE 2] _____ to [DATE 3] _____.

a. Were you receiving any public assistance from ADC?

1 No
2 Yes ----------> a1) What was the monthly amount you received?
9 DK/NA
|__|__|__|__| $ per month

b. Were you receiving any General Relief?

1 No
2 Yes ----------> b1) What was the monthly amount you received?
9 DK/NA
|__|__|__| $ per month

c. Were you receiving Food Stamps?

1 No
2 Yes ----------> c1) What was the monthly amount you received?
9 DK/NA
|__|__|__|__| $ per month

d. Did you have a Welfare Medical Assistance Card?

1 No
2 Yes

e. Were you receiving Refugee Funds?

1 No
2 Yes ----------> e1) What was the monthly amount you received?
9 DK/NA

|__|__|__|__| $ per month

f. Were you receiving SSI from Social Security?

1 No
2 Yes ----------> f1) What was the monthly amount you received?
9 DK/NA

|__|__|__|__| $ per month

11. Over the last 12 months, what would be your best estimate of the total income from yourself and all the family members who lived with you? This would include all income, from wages and salary as well as any cash assistance or support. This does not include the value of Food Stamps.

|__|__|__|__|__|__| $ per year

9's = Don't Know
b's = Refused

12. Do you recall the month and year that you left the JTPA Program?

|__|__|-|__|__|
mo yr

9's = DK/NA
0's = Not in Program -----> [SKIP TO END]

13. Would you say that the program or training you were in was excellent, good, fair or poor?

1 Excellent
2 Good
3 Fair
4 Poor
9 DK/NA

14. Do you think the program or training you had helped you a great deal, helped you some, helped you a little, or didn't help you at all?

1 Helped great deal
2 Helped some
3 Helped a little
4 Didn't help at all
9 DK/NA

I want to thank you very much for your cooperation and taking the time to share this information with me.

END TIME: _____ |__|__|-|__|__|-|__|__|
mo da yr
Date of Completion

_____
Interviewer Signature

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