
**THE HOPE PROGRAM:
A STUDY OF CLIENTS WITH CONVICTION HISTORIES
2002 – 2005**

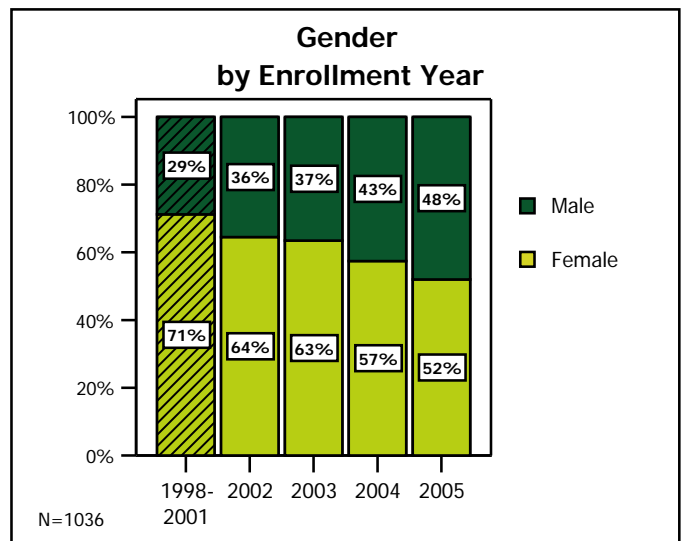
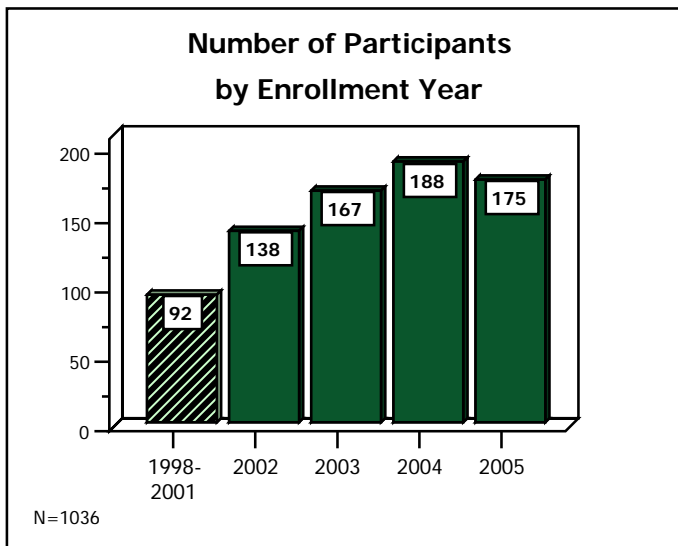
March 2007



- The percentage of clients with a past conviction history increased from 14% to 49% over the four year period from 2002 – 2005.
- This increase primarily affected males (79% of male enrollees in 2005 had past convictions) and had an interrelationship with substance abuse (84% of the 2005 enrollees with past convictions had substance abuse histories and 72% of the 2005 enrollees with substance abuse histories had past convictions).
- Clients with past convictions did as well as other clients in completing HOPE's job readiness training.
- Clients with past convictions did better than other clients in terms of job placement.
- On the other hand, clients with past convictions did not retain their jobs as long as others. Their retention was lower at 90 days and fell off more quickly compared to those with no conviction histories. Based on a multivariate analysis, none of the characteristics listed as "Potential Barriers to Employment" explained the difference in retention. In other words, even when controlling all characteristics (that is, for people with the same levels of education, same housing situations at enrollment, and so forth) there was still a difference in retention for clients with past convictions. Given the importance of job retention, this will be an area of further analysis.

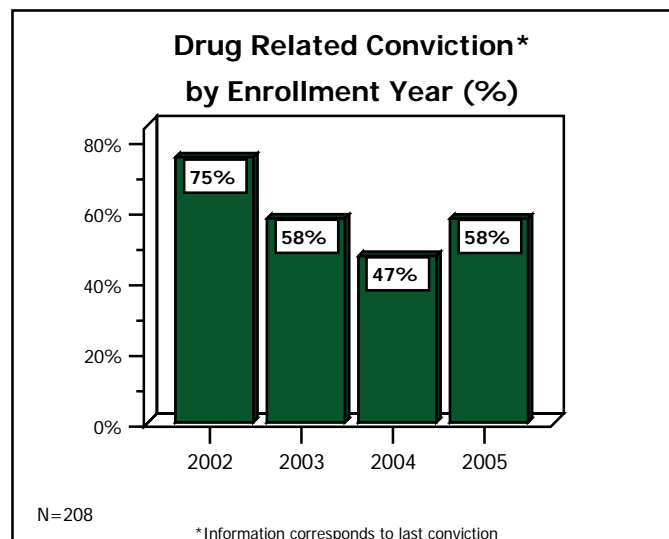
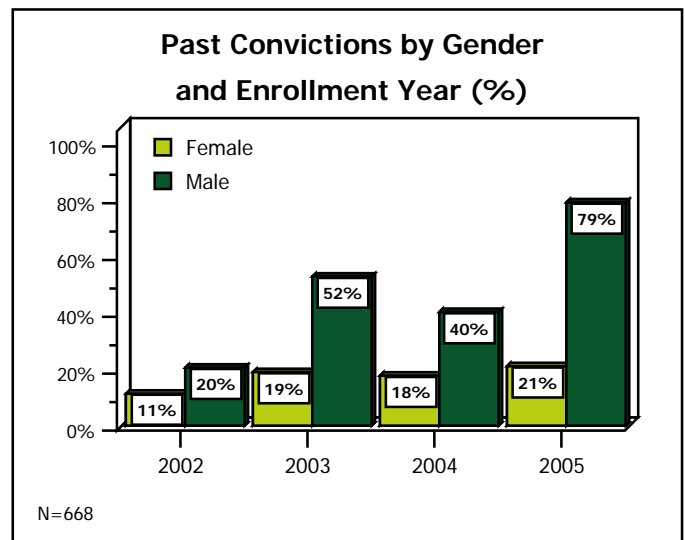
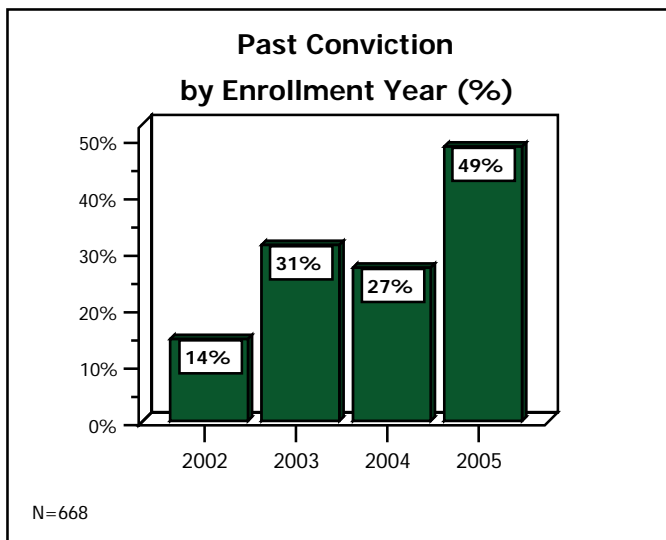
Enrollment at HOPE

- During 2002-2005, the average annual number of students enrolled in The HOPE Program's job readiness program was 167. This represented an increase of more than 80% compared to the average of 1998-2001.
- In addition to the increase in enrollment, there were also changes in clients' demographic characteristics. Of note, in 2005 the number of male clients almost equaled that of female clients, while from 1998 - 2002 female clients made up the majority of enrollees.

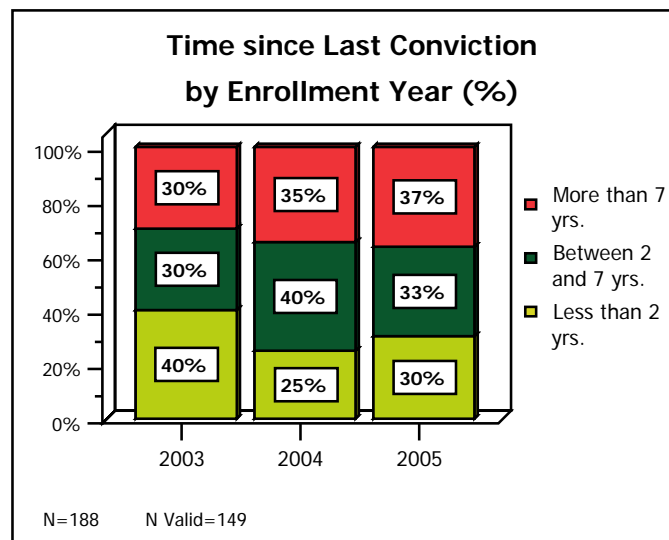
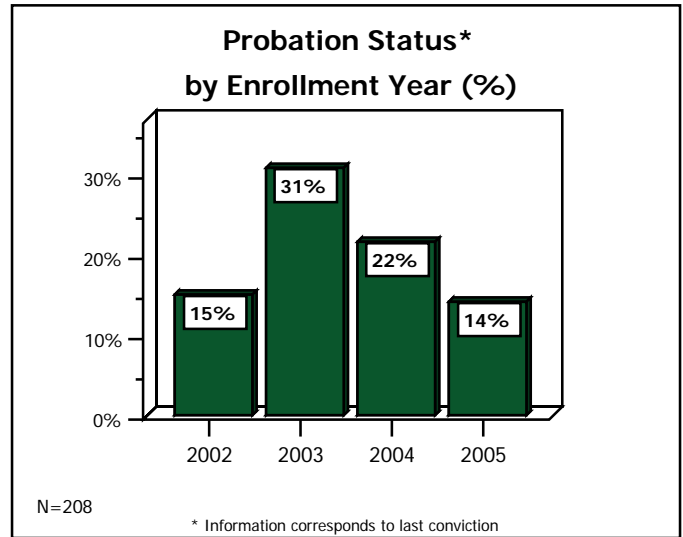
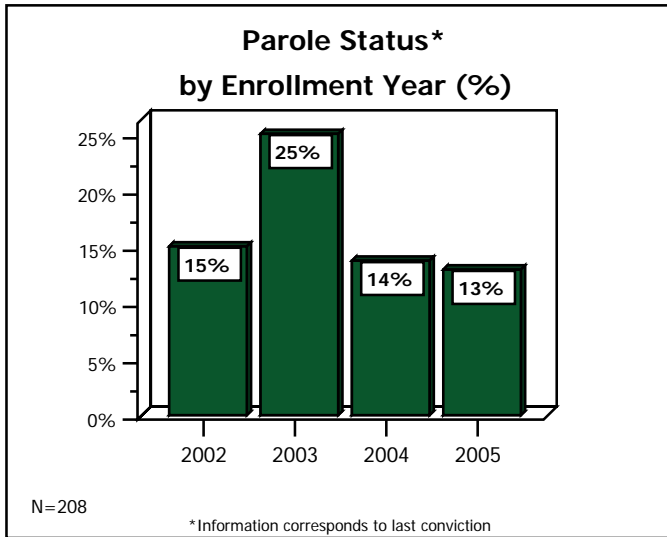


Clients with Past Convictions

- Since 2002, the percentage of participants with past convictions grew from 14% to nearly half of total enrollees in 2005.
- This increase primarily affected male clients and paralleled the increase in the percentage of male clients with histories of substance abuse.
- For half of the students who enrolled in HOPE in 2005 with past convictions, their most recent convictions were for drug-related crimes. (This interrelationship is highlighted by the fact that 84% of the students who enrolled in 2005 with past convictions also had substance abuse histories and 72% of the students who enrolled with substance abuse histories also had past convictions.)

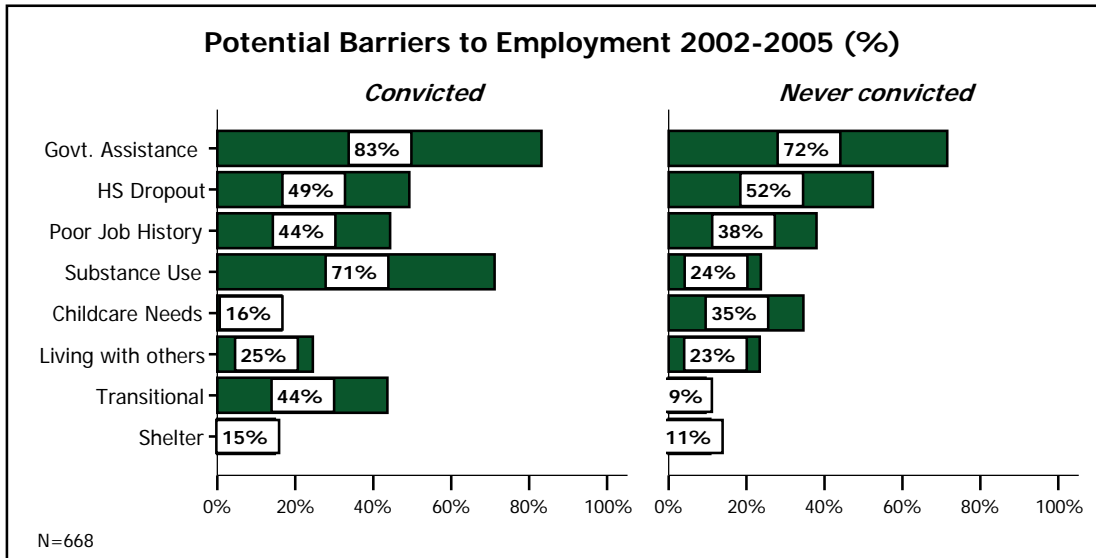


- In 2004 and 2005, nearly 30% of participants with past convictions were either on parole or probation when they enrolled in HOPE; this was down from approximately 50% in 2003.
- Compared to 2003, in 2004 and 2005 a higher percentage of students with past convictions enrolled with more than seven years having elapsed since their last conviction and fewer enrolled within two years since their last conviction.

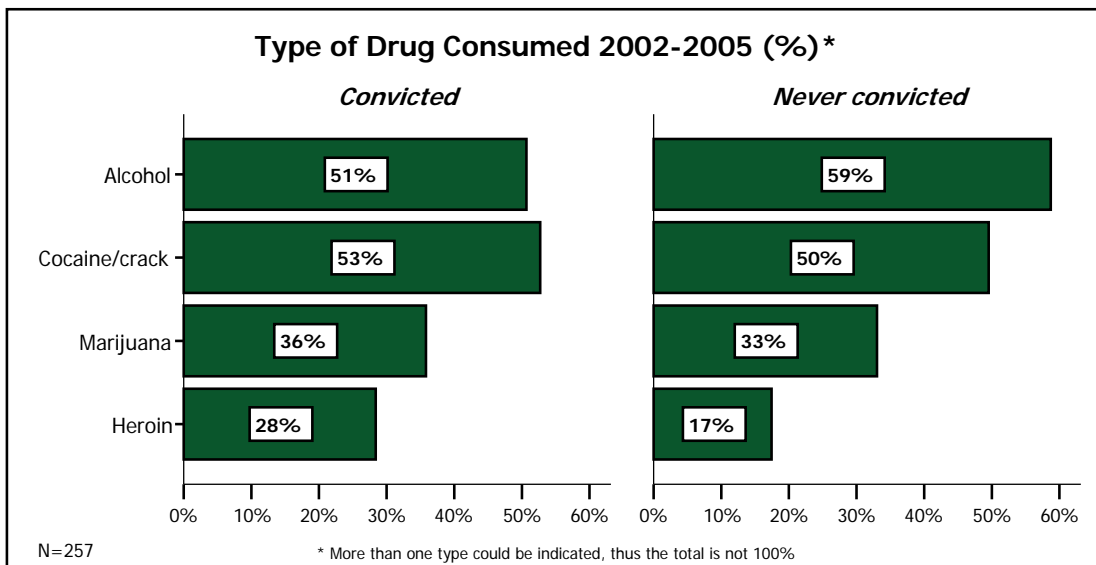


Potential Barriers to Employment

- In addition to histories of convictions, other client characteristics may constitute barriers to employment.
- The chart below compares clients with past convictions to the rest of the clients on several of these important characteristics. As was noted earlier, the most noteworthy finding was the higher proportion of clients with histories of convictions who also had substance abuse histories. In addition, a much higher percentage of clients with past convictions also lived in transitional housing at enrollment. More had poor job histories and fewer had childcare needs. The latter point is consistent with the higher incidence of conviction histories among HOPE's male clients.



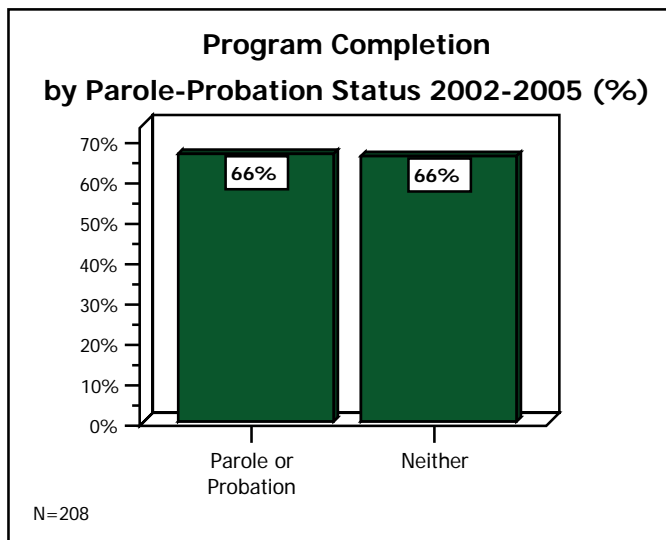
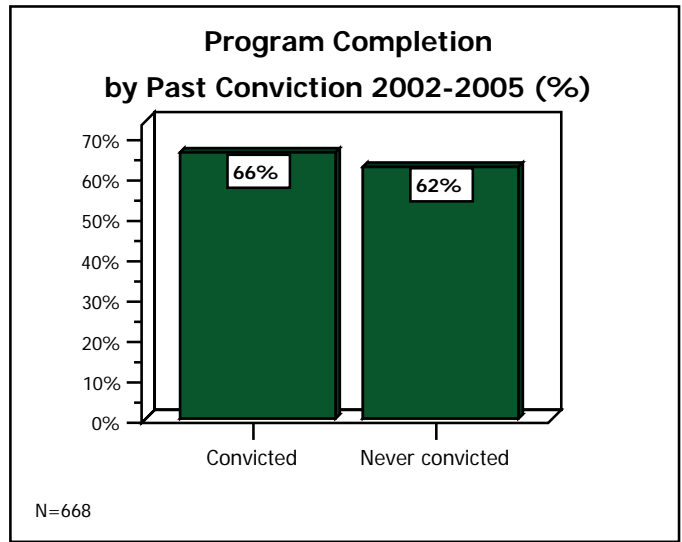
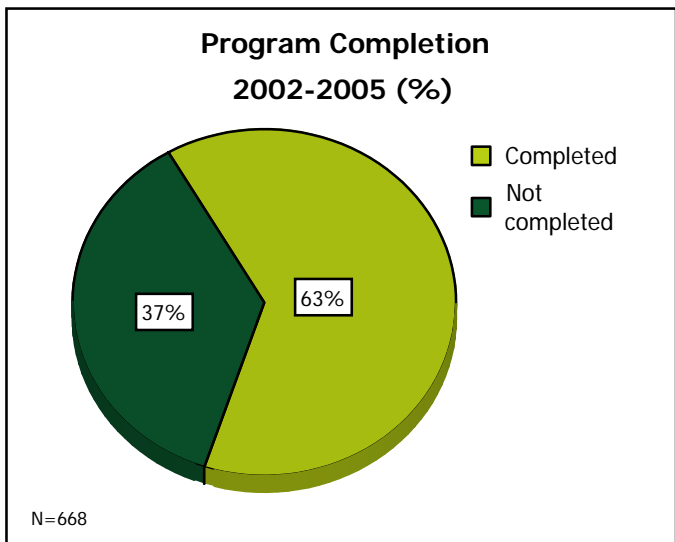
- The chart below looks at drugs consumed by clients with substance abuse histories with and without past convictions. There were a higher proportion of clients who used heroin and a lower proportion of clients who used alcohol among clients with past convictions compared to other clients with substance abuse histories who did not have past convictions.



Outcomes

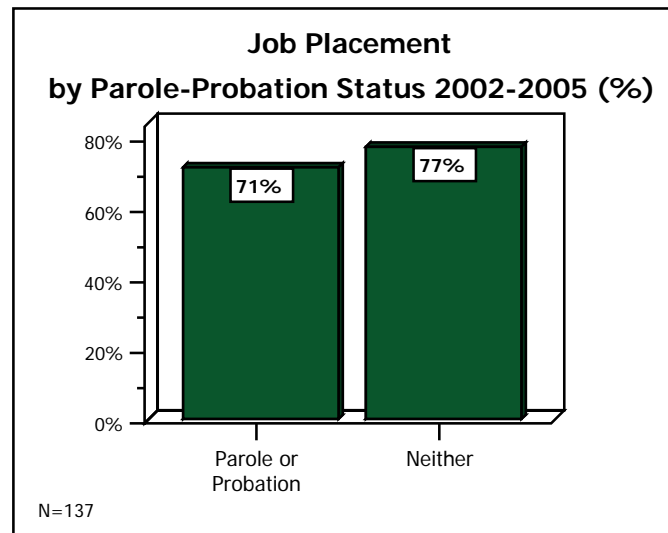
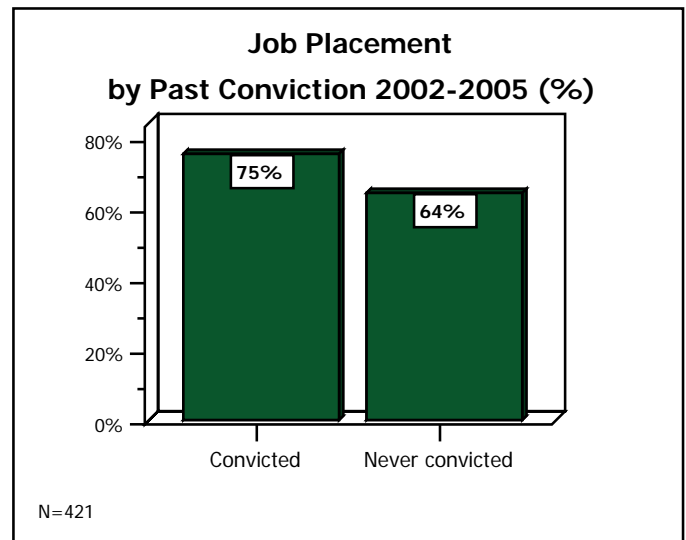
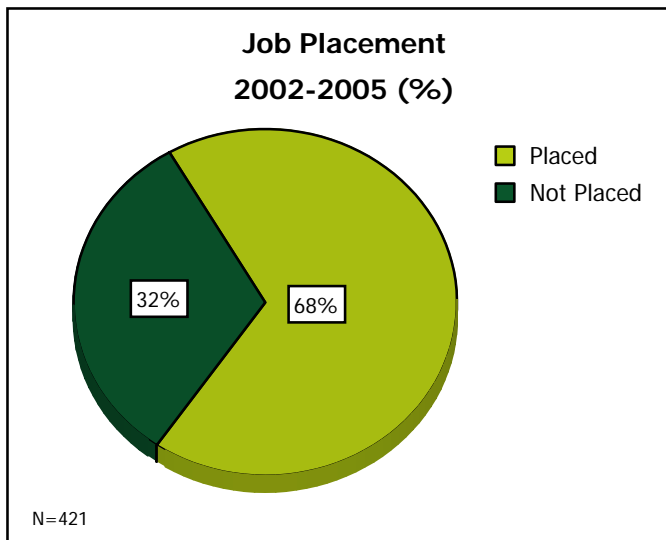
Completion

Almost two-thirds of clients who enrolled in HOPE completed the program. This percentage remained relatively stable during 2002-2005. Clients with past convictions completed the program at a slightly higher rate than those without. The bottom graph compares completion results for HOPE clients with past convictions. Among these clients, whether or not they were on parole or probation did not affect completion rates.



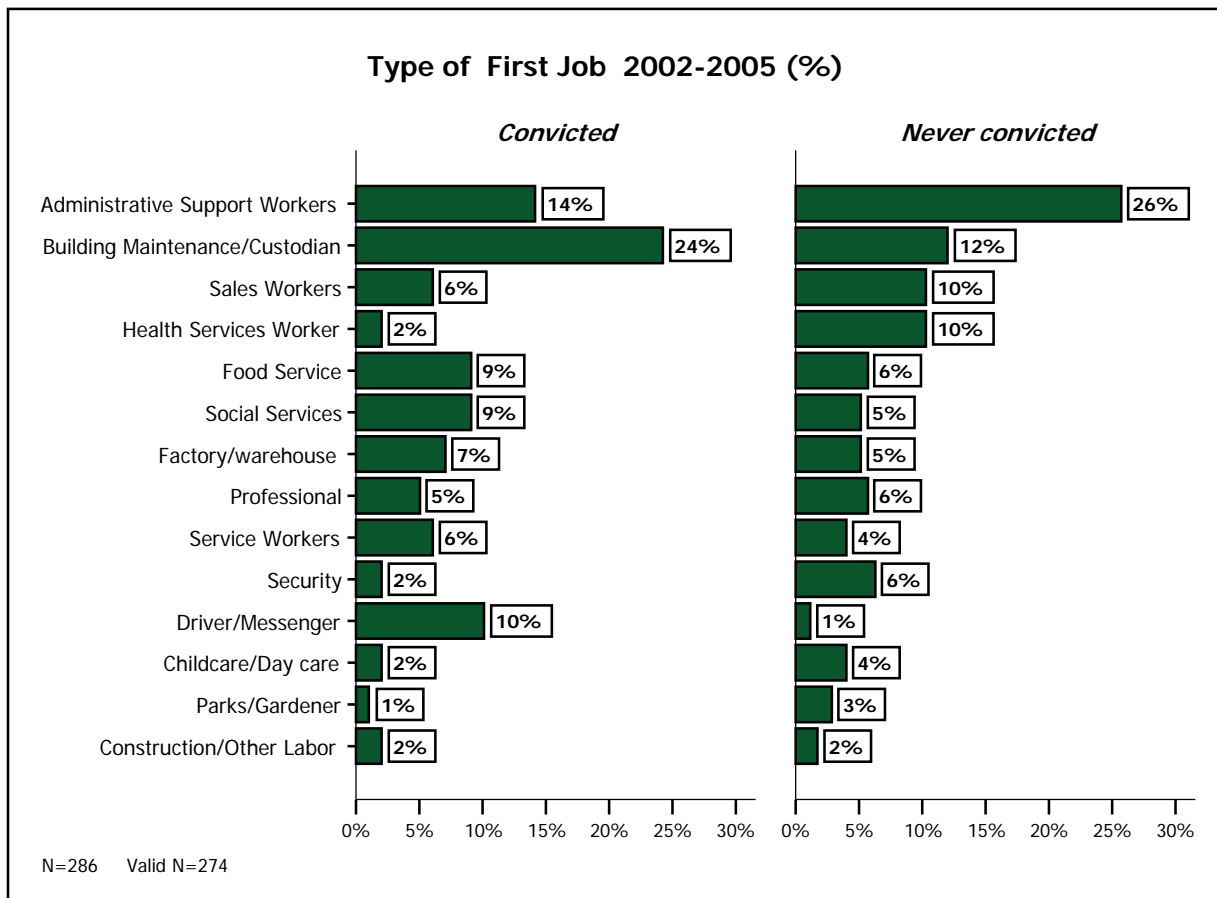
Job Placement

- Job placement refers to the percentage of students who completed the program and were placed in jobs. During the period 2002-2005, 421 students completed the program, of whom 137 had past convictions.
- Sixty-eight percent (286) of program completers were placed in jobs including 104 with past convictions. During this period a greater number of job placements were made because some students were placed in more than one job.
- Students with past convictions had better job placement rates than those without: 75% of those who had past convictions and completed the program were placed in jobs compared to 64% of those without past convictions who completed the program.
- The chart at the bottom of the page compares job placement by parole/probation status for students with conviction histories who completed the program. From the chart we can see that HOPE students who were on parole or probation at enrollment were not as successful in job placement (71% placed) compared to those who had a past conviction but were not on parole nor probation (77% placed).



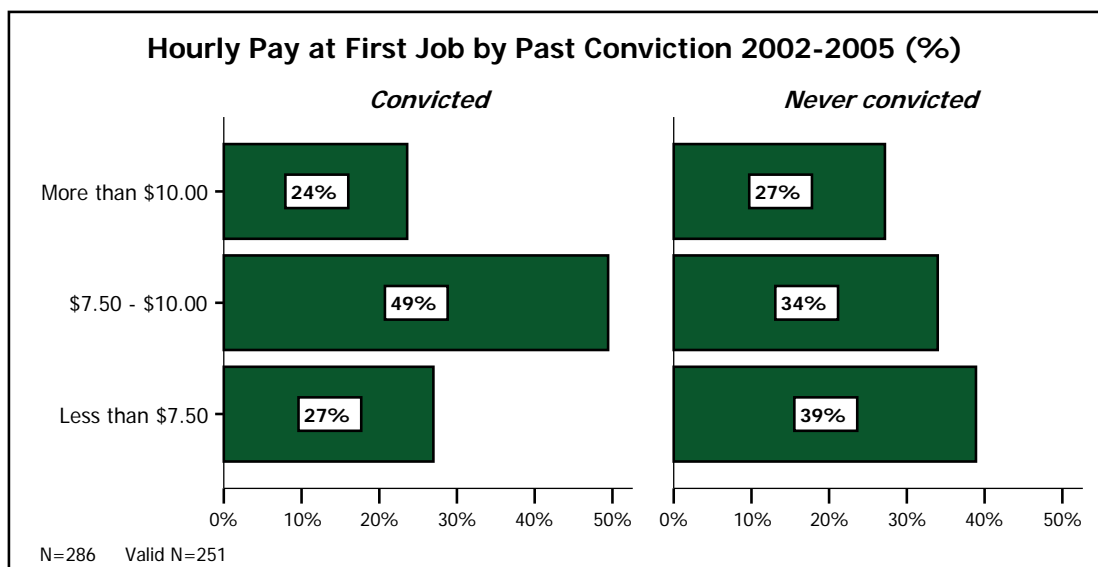
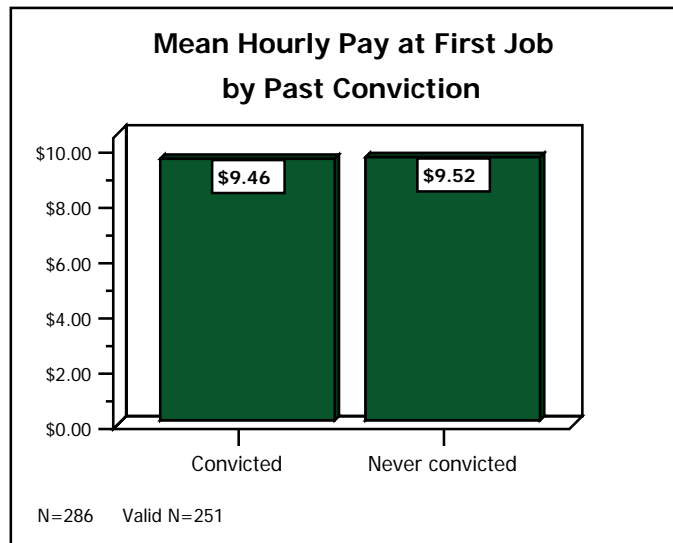
Type of First Job

- Building maintenance and custodial work was the primary sector for initial job placement for 24% of HOPE graduates with past convictions. Comparably, only 12% of graduates without conviction histories were placed in this sector. The next most common job placement for first time jobs for those with past convictions was in the administrative support area at 14%; this was the most common (26%) for clients without conviction histories. The third most common for those with conviction histories was drivers or messengers (10%) which attracted only 1% of graduates without conviction histories.



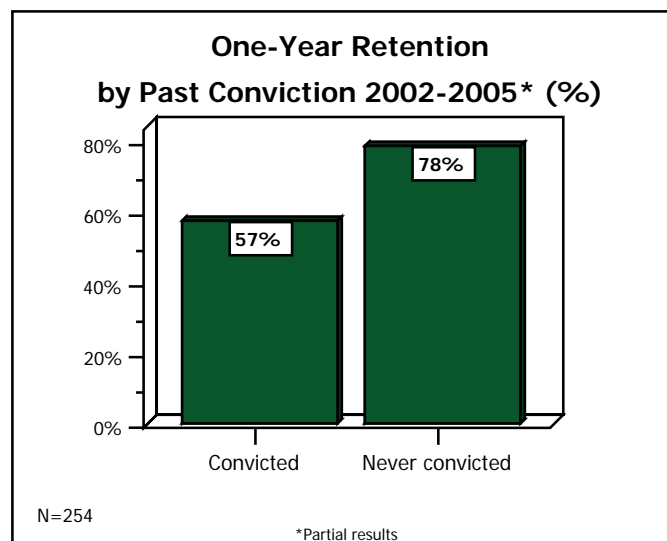
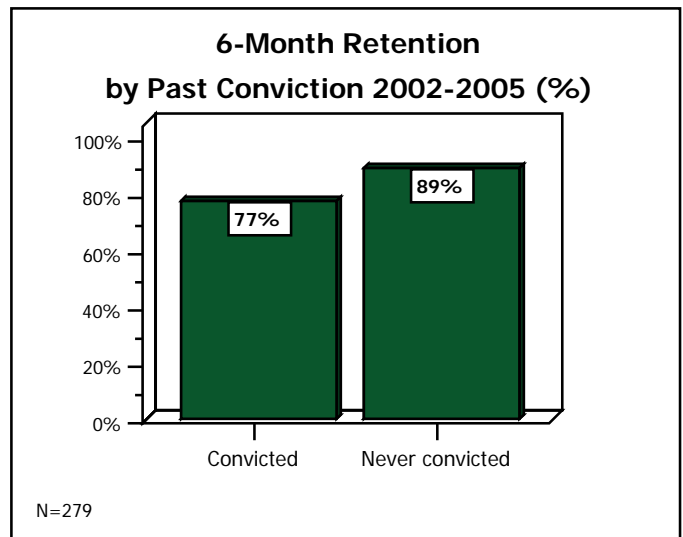
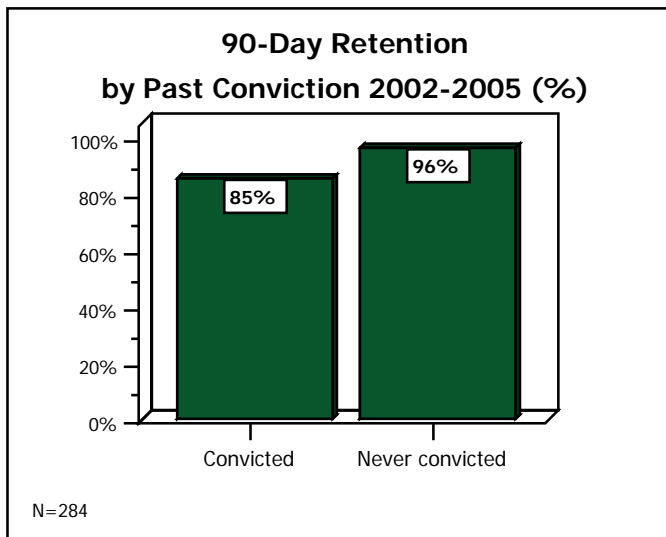
Salary at First Job

- Mean hourly starting salary for clients with conviction histories was very close to that for those without convictions.
- Almost half of the clients with past convictions received a starting wage in the range of \$7.50-\$10.00 per hour. A smaller percentage of clients with past convictions started below \$7.50 per hour than those without past convictions. The percentage of clients with past convictions starting above \$10.00 per hour was also smaller, although to a lesser extent.

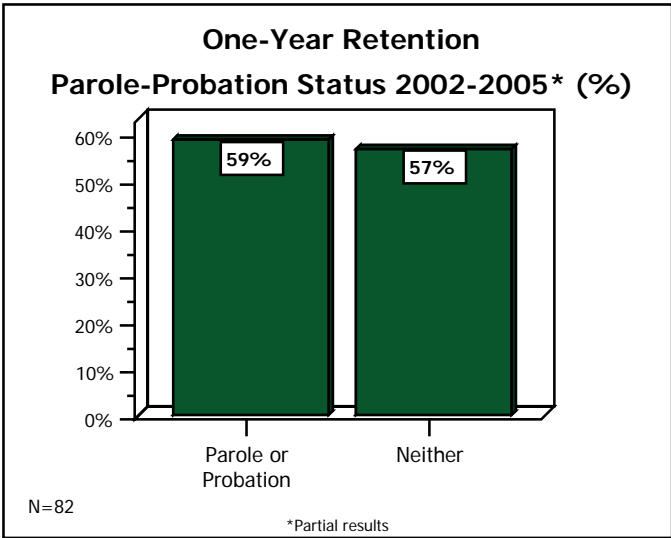
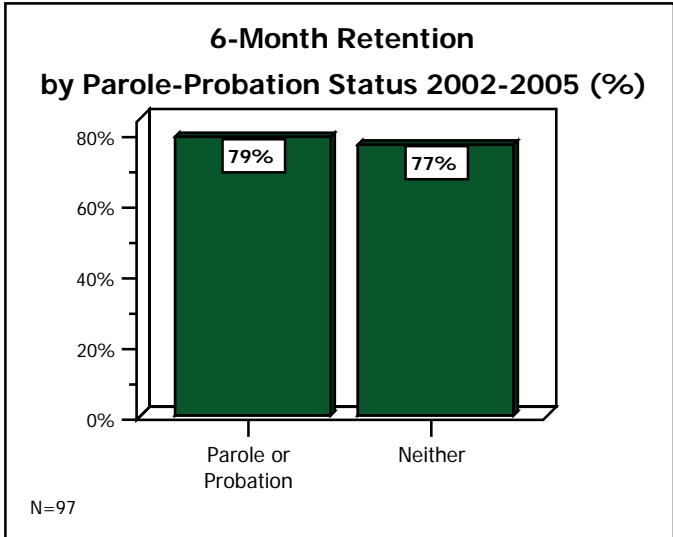
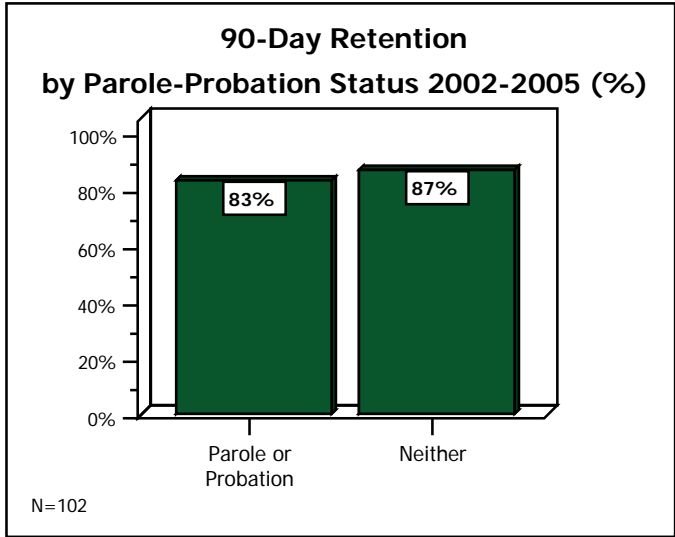


Job Retention

- Job retention refers to the percentage of students who retained a job for a specific amount of time. A total of 286 students were placed in at least one job during 2002-2005.
- Job retention was evaluated at three different points: 90 days; 6 months; and 1 year. Naturally, as longer job retention benchmarks were considered, the percent of clients for whom the measure was not yet applicable increased (for example, many clients who enrolled in 2005 were too recently placed for a one-year retention measure to be applied).
- Retention was consistently lower for clients with past convictions, and, after the 90 day point, dropped off more rapidly than it did for those without past convictions. Based on a multivariate analysis, none of the characteristics listed as “Potential Barriers to Employment” explained the difference in retention. In other words, even when controlling for all other client characteristics (that is, for people with the same levels of education, same housing situations, and so forth) there was still a difference in retention for clients with past convictions.



- Job retention at the 90 day benchmark for clients with conviction histories and on parole or probation was worse (83% retention) than for those who were not on parole or probation (87% retention). That “disadvantage” eroded by the six month point and the results were about even at six month and one year retention benchmarks.



Long Term Job Retention

- Information on two-year retention was available for 163 who enrolled in HOPE between 2002 to 2004 and who found jobs. This population was then used to compare all the retention outcomes.
- Clients in this population with a history of convictions had lower 90 day retention rates than their peers and lost ground at each milestone, particularly at the one year point when only 74% of those who had reached 90 days were still employed compared to 84% of their peers without convictions who had reached 90 days. At the two year retention milestone 67% of the clients in this population with a history of conviction and who had reached 90 days were still employed compared to 72% of their peers without convictions who had reached 90 days.

