

**TRAINING AND EMPLOYMENT
NOTICE**

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TO: ALL STATE WORKFORCE LIAISONS
ALL STATE WORKFORCE AGENCIES

FROM: THOMAS M. DOWD 
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SUBJECT: Release and Availability of Final Research Report on Ready4Work

1. Purpose. To announce the release and the availability of report titled *Ready4Work: Final Research Report*.

2. Background. The premise of the Ready4Work (R4W) demonstration, funded by the Employment and Training Administration, the Annie E. Casey Foundation and the Ford Foundation and carried out by Public/Private Ventures, was that a strong reentry program should include employment-readiness and job-placement services, facilitated by case managers who would also refer participants to other needed programs such as drug treatment and housing. In addition, the demonstration's hypothesis was that mentors could help ease the reentry of adult ex-offenders into employment by providing both practical and emotional support, and in the process, reduce the rate at which they return to prison.

In 2003, sites in 10 cities initiated R4W, and a site in another city joined the program in 2004. Faith-based organizations were the lead agencies at seven of the sites, while two secular nonprofits, a mayor's office and a for-profit entity led the remaining four.

3. Report Findings. The report's major findings include:

- Overall, sites were successful in enrolling participants from the target population of 18- to 34-year-old felons with a high chance of rearrest. R4W participants are younger, more likely to be African American, more likely to be male, and on average, have a higher level of education than the general population of ex-offenders.
- R4W sites generally met their case management and employment services goals. Almost all of the participants met with their assigned case managers and a large majority took advantage of the employment services offered by the sites.
- The R4W sites experienced more challenges implementing their mentoring components than the other components of their programs. Although the sites managed to recruit a sufficient number of mentors to match every four participants with a mentor, only a little over half of the participants ever met with a mentor.
- Given the many competing demands on participants' time and the propensity for recidivism, R4W sites were quite successful in keeping participants engaged for an average of eight months. Furthermore, those participants who met with mentors remained active even longer.

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- The fact that over half of the participants found work and over 60 percent of them remained employed for at least three months suggests the program holds promise. In addition, the fact that the participants who met with mentors were more likely to achieve employment outcomes suggests that mentoring holds particular promise.

4. **Availability.** To view an abstract of the publication or to download the full report, visit the Employment and Training Administration's publications Web site at:
<http://wdr.doleta.gov/research/keyword.cfm>.