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**NATIONAL JOB CORPS STUDY:
ELIGIBLE APPLICANTS' PERSPECTIVES
ON JOB CORPS OUTREACH
AND ADMISSIONS**

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EXECUTIVE SUMMARY

Since 1964, the Job Corps program has been a central part of federal efforts to provide employment assistance to disadvantaged youths between the ages of 16 and 24 who can benefit from a wide range of education, vocational training, and support services in a predominantly residential setting. Currently, 111 Job Corps centers operate nationwide, serving more than 60,000 new enrollees each year, at an annual cost of more than \$1 billion.

The National Job Corps Study, funded by the U.S. Department of Labor (DOL), is designed to provide a thorough and rigorous assessment of the impacts of Job Corps on key participant outcomes. The study is employing an experimental design, where all program applicants found eligible for Job Corps during the sample intake period were randomly assigned to either a program or a control group. Program group members were permitted to enroll in Job Corps, and control group members were not. Baseline interview data were collected soon after random assignment. Follow-up survey data collected 12, 30, and 48 months after random assignment, as well as administrative records data, will be used for estimation of program impacts.

This report describes eligible Job Corps applicants' sources of information about Job Corps, their program expectations, and their experiences with the program's outreach and admissions (OA) system, which seeks to recruit and screen disadvantaged youths who can benefit from Job Corps. Baseline interview data are used for the analysis. The report provides information that will help us interpret program impact estimates in the future; it also provides information on the OA system from the perspective of eligible program applicants, which may be of use to policymakers who seek to improve program operations. It is intended to complement a separate report on the process analysis for the evaluation, a report that will present a detailed description of OA processes and systems using data from interviews with program staff.

How Do Eligible Job Corps Applicants Learn About Job Corps?

Word of mouth is the main way eligible applicants learn about the program. Two-thirds first hear about it through friends or relatives. In addition, nearly one-fifth hear about it through the media or fliers sent through the mail. Only a small percentage first learn about the program through direct contact with an OA counselor or from some other referral source (for example, school, employment and welfare offices, parole or probation officers). In addition, two-thirds of eligible applicants know a person who attended or is attending Job Corps.

The main sources of program information are similar for males and females and are also similar by age. However, females are more likely than males to learn about Job Corps from the media and less likely to learn about it from their parents, which is consistent with the fact that females are older and more likely than males to live alone. Similarly, younger applicants are more likely than older applicants to learn about Job Corps from school and the media and less likely to learn about it from employment offices.

Why Do Youths Apply to the Program?

Eligible applicants report that the most important reasons they apply to Job Corps are acquiring job training and earning a GED. Other important reasons include achieving a career goal, becoming able to find employment after leaving the program, and getting away from home or community problems.

Job training is the most important reason that older applicants apply to Job Corps, whereas getting a GED is the most important reason for younger applicants. This finding is consistent with differences in the education and employment histories of eligible applicants by age.

What Are Program Expectations?

Eligible applicants have high expectations about Job Corps. Virtually all believe that Job Corps will improve their vocational, academic, and social skills, as well as their self-esteem. About one-half know what center they want to attend, and about 85 percent know what type of training they want. Females tend to desire clerical or health occupation trades, whereas the distribution of the types of trades males want is more broad.

About one-third of eligible applicants have worries about what Job Corps would be like. Among those with worries, the main worries are not knowing anybody or not fitting in (25 percent); violence, drugs, or safety (20 percent); homesickness (13 percent); and not knowing what it will be like (11 percent).

Whom Do Applicants Talk to About Their Enrollment Decision?

Most Job Corps applicants speak with someone about their enrollment decision. About 80 percent talk with their parents, 70 percent talk to friends, and 50 percent talk to other relatives. Most applicants perceive advice from these sources to be important, and virtually all persons consulted encourage the youths to enroll.

What Do OA Counselors Tell Applicants About the Program?

Most eligible applicants report that OA counselors provide them with information about important aspects of Job Corps. For example, about 80 percent report that OA counselors tell them about how long they would be expected to stay in the program, how long until they would be given a center assignment, and what their chances would be of getting their desired trades. In addition, about two-thirds report that the OA counselor discusses how long until the youths would be able to first visit their families after enrolling in the program. Three-quarters of eligible applicants spend two hours or less in total with OA counselors. In general, the information told to eligible program applicants does not differ by region.

Did Important Job Corps Policy Changes in 1995 Affect Recruitment Experiences?

In response to congressional concerns about drugs and violence at Job Corps centers, Job Corps instituted two new policies between March and July 1995--during the sample intake for the study. These included introducing a strict “zero tolerance” policy for drugs and violence and a “one strike and you’re out” rule to govern terminations of students found guilty of offenses prohibited under the zero tolerance policy. These important programmatic changes may have affected the amount and nature of information that OA counselors tell eligible applicants, the reasons that applicants apply to the program, and their program expectations.

Most key recruiting experiences of eligible applicants who applied to Job Corps before and after the policy changes are similar. However, there are some small changes consistent with what would be expected on the basis of the policy changes. For example, OA counselors typically spent slightly more time with applicants during the post-March period than during the pre-March period, which suggests that OA counselors may have spent more time screening youths and informing them about program rules and expectations. Consistent with this finding is that a higher percentage of youths in the post-March period reported that they obtained the most information about what Job Corps would be like from an OA counselor (21 percent, compared to 16 percent). In addition, after the policy changes took effect, a smaller percentage of applicants said they had worries about attending Job Corps (33.5 percent, compared to 37 percent), and a smaller percentage of those with worries had concerns about violence, drugs, or safety on center. These small changes, however, should be interpreted cautiously, because of possible seasonal differences in the characteristics of program applicants and recruitment patterns.

INTRODUCTION

Job Corps plays a central role in federal efforts to provide employment assistance to disadvantaged youths ages 16 to 24. The program's goal is to help disadvantaged youths become "more responsible, employable, and productive citizens" by providing comprehensive services, including basic education, vocational skills training, counseling, and residential support. It serves more than 60,000 new enrollees each year at an annual cost of more than \$1 billion.

The National Job Corps Study, funded by the U.S. Department of Labor (DOL), was designed to provide information about the effectiveness of Job Corps in obtaining its goal.¹ The cornerstone of the study is the random assignment of all youth found eligible for Job Corps to either a program group or a control group. Program group members were permitted to enroll in Job Corps, and control group members were not (although they could enroll in other training or education programs). The research sample for the study consists of approximately 9,400 program group members and 6,000 control group members randomly selected from among nearly 81,000 eligible applicants nationwide. Sample intake occurred between November 1994 and February 1996.

We will estimate the impacts of Job Corps on participants' post-program earnings and other employment-related outcomes by comparing the distribution of outcomes of program and control group members. We will conduct the impact analysis using survey data on members of the research sample collected at baseline (immediately after random assignment), 12 months after random assignment, 30 months after random assignment, and 48 months after random assignment. In addition, we will collect administrative data on Social Security (SSA) earnings on all sample members, and Unemployment Insurance (UI) administrative records on sample members in 17

¹The study is being conducted by Mathematica Policy Research, Inc. (MPR) and its subcontractors, Battelle Human Affairs Research Centers and Decision Information Resources.

randomly selected states. Basic-skills tests will also be administered to a subsample of the research sample in conjunction with the 30-month follow-up interview.

The purpose of this report is to describe sample members' sources of information about Job Corps prior to the time they apply to the program, their program expectations, and their experiences with the program's OA system. Baseline interview data are used for this analysis. The analysis will provide information on how eligible applicants hear about Job Corps, their reasons for applying to the program, and their experiences with OA counselors. The information will help us interpret program impact estimates in the future, because initial experiences with the OA system, as well as program expectations and attitudes, can influence whether applicants actually enroll in the program and affect the extent to which program participants benefit.

The analysis will also provide Job Corps staff with some new information on the OA system, which is responsible for recruiting and screening disadvantaged youths who can benefit from Job Corps. OA agencies include private nonprofit firms, private for-profit firms, state employment agencies, and the centers themselves, and recruitment is administered through a competitive bidding process with the nine Job Corps regional offices. OA agencies provide information to the public through outreach activities (for example, by placing advertisements and making presentations at schools), screen youths to ensure they meet the eligibility criteria, sometimes assign youths to centers, and arrange for transportation to centers. Therefore, this report can provide useful information to policymakers who seek to improve a key Job Corps component. It is intended to complement a future report on the process analysis for the study, a report that will present a detailed description of OA processes and systems using data from interviews with program staff.

It is important to emphasize that the sample population for this report consists of eligible program applicants. Because about 30 percent of eligible program applicants do not enroll in Job

Corps centers, the analysis sample includes both program participants and nonparticipants. Because random assignment occurred after youths were determined to be eligible for the program (and not after they enrolled in the program), eligible applicants are the relevant population for the study. We will provide a comprehensive analysis of participation, along with estimates of impacts on participants in the report presenting program impacts using 30-month follow-up data.

This report is in two sections. In the first, we discuss data and methods. In the second, we present analysis findings. Appendix A summarizes the design and implementation of the baseline interview.

A. DATA AND METHODS

Baseline interview data for research sample members are used to examine eligible applicants' sources of information about Job Corps, their program expectations, their reasons for applying, and their experiences with OA counselors. The analysis pertains to the experiences of eligible program applicants who applied to Job Corps between November 17, 1994, and December 16, 1995.

Baseline interview data on approximately 8,800 program research and 5,500 control group members are pooled to increase the precision of the estimates.² Descriptive statistics are presented in a series of tables for the full sample, and by gender and age categories. Selected tables are also displayed by region, and we highlight differences between residential and nonresidential designees in the text. All statistics are calculated using sample weights so that the estimates can be generalized to eligible program applicants in the intended study population. Appendix B displays estimated standard errors for selected measures.

²As discussed in Appendix A in the report entitled "National Job Corps Study: Methodological Appendixes on Sample Implementation and Baseline Interviewing," the average values of data items used in this report are similar for program research and control group members because of the successful implementation of random assignment. Hence, the pooled data will generate unbiased estimates.

It is important to recognize that the estimates on sample member's experiences with the OA system reflect the proportion of eligible applicants who had those experiences, and *not* the proportion of OA counselors who act in certain ways. This is because the youth and not the OA counselor is the unit of analysis, and because not all OA counselors recruit the same number of eligible applicants.

B. ANALYSIS FINDINGS

The discussion of the analysis findings is divided into the following six topic areas on the basis of data collected from the baseline interview:

1. ***Sources of Information About Job Corps***, including how eligible program applicants hear about Job Corps and whether they know people who have participated.
2. ***Reasons for Applying to Job Corps***, including whether the youths want to earn a GED, acquire training for a specific job, or escape from the home or community.
3. ***Program Expectations***, including (1) whether eligible applicants expect Job Corps to improve their academic, vocational, and social skills; build their self-esteem; or provide the type of training they want, and (2) the type of worries they have about enrolling in centers.
4. ***Sources of Guidance About the Decision to Enroll in Job Corps***, including the types of people eligible applicants talk to about enrolling in the program, the extent to which the advice from these people is valuable, and the extent to which these people encourage the youths to enroll.
5. ***Initial Contact with OA Counselors***, including whether the mode of first contact was by telephone or in-person, and the place of in-person contact.
6. ***Topics Discussed with OA Counselors***, including whether the OA counselor discussed how long the youths are expected to stay in the program, how long until the youths could visit their families, how long until the youths would be given a center assignment, the chances that the youths would get their desired trades, and the total time OA counselors spent with the youths.

The main findings from each topic area are summarized in bullet form. We conclude the section with an analysis of the effects of important Job Corps policy changes on the recruitment experiences of eligible applicants.

1. Sources of Information About Job Corps (Tables B.1 and B.2)

- ***Two-thirds of youths first hear about Job Corps through friends or relatives.*** About 18 percent hear about it from the media or from fliers through the mail; most others learn about it from school, employment, or welfare offices. Only a small percentage first hear about the program from an OA counselor.
- ***In general, the sources from which youths first learn about Job Corps are similar by gender and age.*** Friends and relatives are the main source of information for all groups. However, eligible female applicants are more likely than eligible male applicants to learn about Job Corps from the media and are less likely to hear about it from parents (which is consistent with the fact that females tend to be older than males and are more likely to live alone).³ In addition, younger applicants are more likely than older applicants to learn about the program from relatives and school but are much less likely to learn about it from the media and employment offices. These findings reflect the fact that younger applicants are much more likely to live with their parents and to have been in school before applying to Job Corps but are less likely to have been employed or looking for work.
- ***The sources differ slightly by region.*** Friends and relatives are the most common sources of information about Job Corps in all regions. However, a smaller proportion of eligible applicants hear about the program through the media in Regions 3, 7/8, and 10 than in other regions, and parents and relatives are a less common source in Region 1 than in other regions.
- ***About two-thirds of eligible applicants know a person who attended the program.***
- ***The main sources from which youths obtain the most information about what Job Corps would be like are similar to those from which youths first learn about the program.*** However, nearly 20 percent report that OA counselors provided them with the most information about the program.

³The characteristics of eligible Job Corps applicants are discussed in a separate report entitled “National Job Corps Study: Characteristics of Youths Served by Job Corps.”

TABLE B.1
 SOURCES OF INFORMATION ABOUT JOB CORPS
 PRIOR TO PROGRAM APPLICATION
 (Percentages)

	Total	Gender			Age		
		Males	Females	Females with Children	16 to 17	18 to 20	21 to 24
How First Heard About Job Corps							
Parents	10.8	13.0	7.8	4.8	14.6	9.5	5.0
Other relatives	21.8	21.1	22.7	21.2	24.5	20.5	18.0
Friends	35.0	35.9	33.7	34.8	33.6	37.3	32.6
Media or the mail	18.0	14.8	22.7	25.9	11.1	19.9	30.1
School or school counselor	5.0	5.8	3.9	1.9	6.9	4.6	1.6
Welfare office	2.9	2.2	3.8	5.6	3.3	2.2	3.3
Employment service	2.1	2.2	2.1	2.3	0.8	2.2	5.2
Other	4.4	5.0	3.5	3.6	5.0	3.8	4.2
First Heard About Job Corps From an OA Counselor	3.2	3.5	2.8	2.9	3.2	3.2	3.5
Knew Anyone Who Attended Job Corps	66.7	66.8	66.5	68.8	71.7	64.8	58.9
How Obtained the Most Information About What Job Corps Would Be Like							
Parents	6.5	7.7	4.9	3.6	9.0	5.6	2.7
Other relatives	16.7	16.5	17.0	17.7	19.0	15.8	13.5
Friends	30.6	30.9	30.2	30.6	29.7	31.5	30.8
Media or the mail	12.7	11.8	14.1	14.4	10.1	13.4	17.8
OA counselor	19.6	18.7	20.8	22.4	16.8	20.5	24.1
School or school counselor	4.5	4.9	4.0	2.1	6.1	4.1	1.5
Employment service	4.1	4.3	3.6	3.4	3.2	4.7	4.8
Other	5.3	5.2	5.4	5.8	6.2	4.6	4.9
Sample Size	14,327	8,646	5,681	1,664	5,894	5,934	2,499

SOURCE: Baseline Interview Data.

TABLE B.2
 SOURCES OF INFORMATION ABOUT JOB CORPS PRIOR
 TO PROGRAM APPLICATION, BY REGION
 (Percentages)

	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Regions 7/8	Region 9	Region 10
How First Heard About Job Corps									
Parents	7.6	12.3	10.9	10.3	13.7	10.6	11.1	9.6	10.9
Other relatives	15.1	20.8	23.3	21.9	21.2	23.0	20.6	23.6	21.7
Friends	38.1	34.3	39.0	35.7	32.5	32.5	34.3	33.6	36.0
Media or the mail	25.4	17.9	14.3	18.7	21.2	19.3	11.7	22.7	14.1
School or school counselor	5.9	6.6	5.0	4.6	3.2	4.4	6.2	3.9	8.7
Welfare office	4.6	4.4	3.2	2.3	3.1	2.3	3.1	2.0	2.7
Employment service	0.9	1.1	1.0	2.0	1.2	3.6	4.9	1.3	1.1
Other	2.3	2.6	3.3	4.5	3.9	4.4	8.1	3.4	4.9
First Heard About Job Corps From an OA Counselor									
	2.8	2.5	2.2	3.6	1.5	3.6	6.3	2.3	2.5
Knew Anyone Who Attended Job Corps									
	61.2	64.4	72.6	72.1	62.0	63.4	67.3	56.6	69.8
How Obtained the Most Information About What Job Corps Would Be Like									
Parents	5.1	7.1	6.1	6.5	9.3	5.9	5.9	5.8	7.7
Other relatives	10.7	15.3	18.3	18.5	16.5	17.0	15.5	15.7	16.0
Friends	33.3	31.6	35.6	31.3	28.3	27.8	29.3	26.6	33.5
Media or the mail	15.6	13.0	11.6	12.2	15.6	11.1	10.6	18.8	8.9
OA counselor	22.0	19.7	17.5	18.1	20.4	20.6	19.6	23.0	18.2
School or school counselor	5.8	6.3	4.4	3.6	4.0	3.4	5.6	4.4	6.9
Employment service	1.2	1.2	1.3	5.5	1.1	8.4	7.3	1.5	1.6
Other	6.3	5.8	5.2	4.4	4.8	5.8	6.2	4.2	7.2
Sample Size	634	1,050	1,953	3,298	1,450	2,139	1,783	1,330	690

SOURCE: Baseline Interview Data.

2. Reasons for Applying (Table B.3)

- ***Almost all Job Corps applicants report that the following reasons are important for joining the program: (1) achieving a career goal, (2) getting job training, (3) earning a GED (for those who had not completed high school), and (4) being able to find employment after leaving the program.*** In addition, about 60 percent cite getting away from home or community problems as an important reason. Youths report that general self-improvement, improving their financial situation, and continuing their education are other important reasons.
- ***The most important reasons youths apply to the program are to get job training and a GED (30 percent each).*** Individuals also often cite general self-improvement or achieving a career goal as the major reason for joining the program (about 10 percent each).
- ***The most important reasons youths apply to the program differ by age.*** Getting job training is the most important reason for older applicants, whereas getting a GED is the most important reason for younger applicants. These findings reflect the fact that at the time of program application, nearly all those ages 16 and 17, but only one-half of those ages 21 to 24, do not have a high school diploma or GED, and that younger applicants tend to enroll in Job Corps after having recently been in school, whereas older applicants tend to enroll after having been in the labor force.⁴

3. Program Expectations (Table B.4)

- ***The most commonly cited way Job Corps is expected to help is to provide training for a specific job.*** Expectations are also high that Job Corps will lead to new friendships and improve mathematics skills (nearly 70 percent each). In addition, about 60 percent expect Job Corps to improve their self-esteem and social skills, and about half expect Job Corps to improve their reading skills.
- ***In general, the proportion of those who expect Job Corps to improve their vocational, academic, and social skills does not differ by gender or age.*** As discussed, the main reason that most young applicants apply to Job Corps is to get a GED, while the main reason most older applicants apply to Job Corps is to get job training. However, program expectations do not differ by age: younger applicants also expect Job Corps to improve their job training skills, and older applicants also expect Job Corps to improve their academic skills. There is some evidence, however, that a higher percentage of younger applicants expect Job Corps to improve their ability to get along with people and increase their self-control and self-discipline. This could reflect the fact that a

⁴See the report entitled “National Job Corps Study: Characteristics of Youths Served by Job Corps.”

TABLE B.3
REASONS FOR JOINING JOB CORPS
(Percentages)

	Gender				Age		
	Total	Males	Females	Females with Children	16 to 17	18 to 20	21 to 24
Important Reasons for Joining Job Corps							
Desire to achieve a career goal	99.3	99.1	99.6	99.8	99.0	99.4	99.6
Getting job training	98.2	97.9	98.8	99.4	97.5	98.7	99.0
Getting a GED ^a	95.1	95.3	94.9	97.2	95.0	95.6	94.3
Being able to find work	90.4	89.5	91.7	92.9	88.5	91.0	93.4
Getting away from community problems	60.8	62.2	58.7	58.2	65.1	59.1	53.9
Getting away from home	58.1	59.1	56.7	47.6	58.4	59.0	55.1
Other reasons	72.7	71.5	74.3	76.9	71.4	73.5	73.6
Main Other Important Reason for Joining Job Corps^b							
General self-improvement	43.0	47.2	38.2	21.7	44.2	43.7	39.5
Improving financial situation	19.6	13.0	27.2	60.7	11.6	20.8	30.8
Continuing education or getting into the military	13.4	13.3	13.5	9.4	11.9	13.3	16.1
Pressure from relatives or friends	5.1	6.3	3.7	1.8	8.1	4.4	1.6
Not doing well in school	4.3	4.8	3.8	1.1	10.0	1.7	0.0
Homeless	3.5	3.6	3.3	0.8	2.3	5.0	2.4
Other reasons	11.1	11.7	10.3	4.5	11.8	11.2	9.6
Most Important Reason Decided to Join Job Corps							
Getting job training	32.0	33.3	30.0	28.3	26.1	34.4	40.3
Getting a GED	28.0	26.2	30.7	31.3	33.3	26.4	19.2
General self-improvement	10.2	10.5	9.7	8.8	10.6	9.9	9.9
Achieving career goals	10.0	9.5	10.7	10.3	7.5	11.2	13.0
Finding work, improving financial situation	6.3	5.6	7.2	12.8	5.3	6.5	8.1
Personal or family reasons	5.7	6.7	4.4	1.3	8.1	4.7	2.3
Getting away from home or community	4.1	4.2	4.1	4.9	4.0	4.4	3.9
Other reasons	3.7	4.1	3.2	2.2	5.0	2.5	3.3
Sample Size	14,327	8,646	5,681	1,664	5,894	5,934	2,499

SOURCE: Baseline Interview Data.

^aData pertain to those who had not received a GED or high school diploma.

^bData pertain to those who cited other reasons being important in their decision to join Job Corps.

TABLE B.4
PROGRAM EXPECTATIONS
(Percentages)

	Gender				Age		
	Total	Males	Females	Females with Children	16 to 17	18 to 20	21 to 24
Ways Expect Job Corps to Help a Lot							
Provide training for a specific job	95.2	94.8	95.7	95.9	94.8	95.1	96.1
Lead to new friendships	69.4	70.2	68.3	67.0	67.4	70.3	72.1
Improve mathematics skills	68.6	65.2	73.5	75.8	68.7	67.7	70.4
Improve ability to get along with people	59.3	57.6	61.7	58.1	61.6	58.0	56.8
Improve self-control or discipline	57.4	56.7	58.4	55.2	60.2	55.4	55.5
Improve self-esteem	56.9	54.4	60.6	61.6	54.7	56.7	63.0
Improve reading skills	53.3	51.5	55.8	58.5	52.5	52.4	57.2
Knows What Center Wants to Attend	51.1	51.6	50.4	49.5	54.0	49.9	47.0
Main Reason Wants to Attend a Specific Center^a							
Center is close to home	44.9	39.3	53.2	67.7	41.6	45.9	51.3
Knows someone who went or goes there	14.3	15.4	12.5	7.6	17.3	12.7	9.9
Center offers desired trades	9.7	11.4	7.1	4.5	10.1	9.0	10.4
Center is far from home	8.0	9.1	6.3	3.5	8.1	8.3	7.1
Attractive setting	6.1	7.1	4.6	1.9	5.2	7.2	5.6
Good reputation	5.7	6.3	4.8	2.5	6.5	5.3	4.5
Right size or racial/gender mix	3.2	3.3	3.0	2.1	3.4	3.6	1.9
Recruiters advice	2.6	2.8	2.1	2.2	2.6	2.5	2.5
Other	5.6	5.1	6.3	8.0	5.3	5.5	6.7
Knows What Type of Job Training Wants	85.0	84.6	85.5	87.2	83.2	85.4	88.4
Type of Training Wants							
Clerical	22.9	13.1	36.9	37.5	18.5	25.1	27.9
Health	21.9	6.6	43.8	50.3	18.1	23.9	25.9
Auto mechanics and repair, heavy equipment operator	11.7	19.0	1.4	0.6	13.8	10.6	9.5
Carpentry	6.3	10.2	0.7	0.4	8.1	5.7	3.4
Welding	6.1	9.8	0.8	1.0	6.9	5.8	5.3
Electrical	6.2	10.0	0.8	0.3	6.6	6.2	5.4
Other construction trades	7.5	11.8	1.4	1.0	9.3	6.5	5.9
Food service	4.4	5.1	3.3	1.6	4.4	4.0	5.1
Cosmetology ^b	3.4	1.1	6.6	4.2	4.6	2.7	2.0
Electronics, appliance repair	3.0	4.7	0.7	0.6	3.2	3.0	2.6
Other	6.6	8.6	3.6	2.5	6.5	6.5	6.8

TABLE B.4 (continued)

	Gender				Age		
	Total	Males	Females	Females with Children	16 to 17	18 to 20	21 to 24
Expected Earnings Per Hour After Job Corps							
\$5 to \$6	20.1	16.9	25.1	22.1	24.8	18.4	15.1
\$7 to \$8	28.8	25.1	34.7	35.8	27.3	29.8	29.7
\$9 to \$10	24.7	26.4	21.9	22.7	21.2	25.6	29.2
\$11 or more	26.4	31.5	18.2	19.3	26.7	26.2	36.1
(Average earnings per hour)	10.1	10.7	9.2	9.3	10.3	10.1	10.1
Has Concerns About Job Corps	34.4	31.1	39.4	29.9	34.6	35.0	32.6
Main Type of Concern ^c							
Not knowing anybody or not fitting in	26.8	24.3	29.7	26.1	29.1	26.6	21.6
Violence, drugs, or safety	20.2	23.2	16.7	17.6	21.4	19.6	18.6
Homesickness	12.8	12.4	13.2	12.8	13.6	12.3	11.9
Not knowing what it will be like	11.4	12.5	10.1	10.7	10.3	12.0	12.9
Dealing with other people	8.4	6.8	10.2	12.1	8.1	8.1	10.3
Living arrangements	6.5	5.7	7.5	4.3	6.1	7.0	6.6
Strict rules and highly regimented life	2.7	3.4	2.0	1.2	2.9	2.8	2.4
Racism	2.1	2.0	2.2	2.8	1.8	2.2	2.4
Not doing well in classes	2.1	2.2	2.1	4.4	1.6	2.3	3.1
Other	6.9	7.5	6.2	7.9	5.2	7.2	10.3
Still Plans to Attend Job Corps ^d							
Already attending	6.5	6.0	7.3	8.1	5.9	7.1	6.7
Plans to attend	92.4	92.8	91.9	90.5	93.1	92.1	91.5
Does not plan to attend	1.0	1.2	0.8	1.4	1.0	0.8	1.8
Sample Size	14,327	8,646	5,681	1,664	5,894	5,934	2,499

SOURCE: Baseline Interview Data.

^aData pertain to those in treatment group who were not already in a Job Corps center.

^bNot a trade offered by Job Corps.

^cData pertain to those who had other worries about what Job Corps would be like.

^dData pertain to program group members only.

higher proportion of younger applicants have had problems with the criminal justice system and with drugs.⁵

- ***About one-half of eligible applicants know what center they want to attend.*** The figure does not vary by gender, age, or residential designation status, but it is only about one-third for those in Region 2 (not shown). The main reasons that youths want to attend a specific center are that (1) it is close to home (45 percent), (2) the youth knows someone who is there (14 percent), (3) the center offers their desired trades (9.5 percent), and (4) the center is far from home (8 percent). The center's reputation plays an important role for only a small percentage of sample members.
- ***About 85 percent know what type of training they want.*** This figure does not differ by gender or age. However, the type of training wanted differs markedly by gender. About 80 percent of females want either clerical or health occupation trades, whereas the distribution of the type of trades males want is more broad. The most popular trades wanted by males are auto mechanic (19 percent), clerical (13 percent), carpentry (10 percent), electrical (10 percent), welding (10 percent), and other construction trades (12 percent).
- ***On average, applicants expect to earn about \$10 per hour after leaving Job Corps.*** The median wage is \$8 per hour. Average expected earnings are higher for males than females (\$10.70, compared to \$9.20).
- ***About one-third have worries about what Job Corps would be like.*** A higher percentage of females than males have worries, although the figure does not differ by age. Worried youths are most concerned about not fitting in (27 percent); violence, drugs, and safety (20 percent); being homesick (13 percent); and not knowing what it will be like (11.5 percent).
- ***About 95 percent of program group members planned to attend a center at the baseline interview date (or had already enrolled in a center).*** This figure, however, is higher than the percentage who actually enroll (about 70 percent).⁶

4. Sources of Guidance About the Decision to Enroll in Job Corps (Table B.5)

- ***Overall, about 80 percent of applicants talk with their parents about enrolling in Job Corps.*** Younger applicants, however, are much more likely to speak to their parents than are older applicants, which reflects the fact that a higher proportion of younger applicants live with their parents.

⁵See the report entitled "National Job Corps Study: Characteristics of Youths Served by Job Corps."

⁶We will explore the determinants of program participation in a future report.

TABLE B.5

SOURCES OF GUIDANCE ABOUT THE DECISION TO ENROLL IN JOB CORPS
(Percentages)

	Total	Gender			Age		
		Males	Females	Females with Children	16 to 17	18 to 20	21 to 24
Parents or Guardians							
Talked with youth about going to Job Corps	79.2	80.5	77.4	64.6	90.5	74.9	61.8
Advice important in youth's decision ^a	81.4	82.0	80.5	79.2	83.9	79.5	78.0
Encouraged youth to go to Job Corps ^a	97.4	98.0	96.4	97.0	97.4	97.1	98.1
Other Relatives							
Talked with youth about going to Job Corps	53.4	51.2	56.7	53.1	57.1	52.0	47.7
Advice important in youth's decision ^a	77.8	78.0	77.6	74.8	79.5	77.0	74.9
Encouraged youth to go to Job Corps ^a	96.3	97.3	95.0	95.6	95.9	96.5	97.0
Friends							
Talked with youth about going to Job Corps	70.7	70.0	71.8	66.2	72.7	71.1	65.0
Advice important in youth's decision ^a	61.7	60.9	62.7	62.9	60.3	62.7	62.5
Encouraged youth to go to Job Corps ^a	90.7	91.6	89.5	95.5	88.5	91.9	93.7
School Teacher or Counselor							
Talked with youth about going to Job Corps	20.7	21.4	19.8	11.2	30.1	16.0	8.9
Advice important in youth's decision ^a	80.7	79.8	82.2	86.9	79.9	82.0	82.0
Encouraged youth to go to Job Corps ^a	95.9	96.5	95.0	96.7	95.3	96.5	97.5
Case Worker							
Talked with youth about going to Job Corps	10.7	8.9	13.4	21.4	13.4	8.5	9.6
Advice important in youth's decision ^a	80.7	83.7	77.8	71.3	84.5	78.0	73.5
Encouraged youth to go to Job Corps ^a	98.3	98.4	98.2	99.2	97.8	99.2	98.5
Probation Officer							
Talked with youth about going to Job Corps	7.9	10.4	4.3	2.6	12.6	4.8	4.1
Advice important in youth's decision ^a	80.1	78.6	85.3	85.2	81.7	75.3	81.7
Encouraged youth to go to Job Corps ^a	98.4	98.2	98.8	100.0	99.1	97.5	95.6
Church Leader							
Talked with youth about going to Job Corps	6.6	6.7	6.5	4.9	6.6	6.7	6.4
Advice important in youth's decision ^a	90.7	90.0	91.6	91.0	91.3	91.2	87.7
Encouraged youth to go to Job Corps ^a	95.7	96.4	94.7	96.7	96.1	94.8	97.3

TABLE B.5 (continued)

	Gender				Age		
	Total	Males	Females	Females with Children	16 to 17	18 to 20	21 to 24
Another Adult							
Talked with youth about going to Job Corps	21.8	21.2	22.8	20.7	22.3	21.7	21.0
Advice important in youth's decision ^a	78.6	78.7	78.5	81.2	80.0	78.1	76.1
Encouraged youth to go to Job Corps ^a	96.3	97.2	95.2	95.6	96.0	96.6	96.7
Encouragement from OA Counselor							
Encouraged a lot	61.7	59.1	65.5	66.7	61.2	61.8	62.7
Encouraged a little	27.9	30.0	24.8	23.0	28.9	28.1	25.1
Discouraged	3.2	3.2	3.3	3.3	3.4	3.2	2.8
Neither encouraged nor discouraged	7.2	7.7	6.4	7.0	6.5	6.9	9.4
Sample Size	14,327	8,646	5,681	1,664	5,894	5,934	2,499

SOURCE: Baseline Interview Data.

^aData pertain to those who discussed attending Job Corps with the specified individuals.

- ***About 70 percent of applicants talk to friends and 50 percent talk to other relatives about enrolling in the program.***
- ***About 20 percent speak to a school teacher or counselor or another adult.*** Overall, only a small percentage speak to case workers, church leaders, and probation officers. However, younger applicants speak to these individuals and school personnel much more frequently than do older individuals. In addition, females with children often speak to case workers (because a large proportion receive public assistance), and males are more likely than females to talk to probation officers (because a higher proportion of males have had problems with the law).⁷
- ***About 80 percent of applicants perceive advice from these sources (except friends) to be important.*** Only 60 percent said their friends' advice was important in their decision to enroll in Job Corps.
- ***Virtually all persons consulted encourage the youths to enroll in the program.***
- ***Most applicants (90 percent) perceive that OA counselors encourage them to enroll in centers.*** This figure is similar by gender, age, residential designation status, and region.

5. Initial Contact with OA Counselors (Tables B.6 and B.7)

- ***Overall, about 60 percent of eligible Job Corps applicants first speak to an OA counselor in person and 40 percent first speak by telephone.***
- ***The mode of first contact differs by gender, age, and region.*** About 65 percent of males first speak to an OA counselor in person, compared to 50 percent of females and 42 percent of females with children. Younger applicants are much more likely to speak to an OA counselor in person than are older applicants. In addition, in-person contact is more common in Regions 2, 4, 6, and 7/8 than in other regions.
- ***About 95 percent of those who first speak to an OA counselor by telephone themselves initiate the contact.*** Calls are made to an OA office or to the Job Corps 800 number. OA counselors initially call only 2.5 percent of *all* program applicants.
- ***Almost 80 percent of those who first speak to an OA counselor in person meet with the recruiter in the OA counselor's office, an employment service office, or at a Job Corps center.***⁸ About 5 percent meet at a social service agency, and a similar percentage

⁷See the report entitled "National Job Corps Study: Characteristics of Youths Served by Job Corps."

⁸The employment service office or the Job Corps center could be the location of the OA counselor's office.

TABLE B.6
INITIAL CONTACT WITH OA COUNSELORS
(Percentages)

	Total	Gender			Age		
		Males	Females	Females with Children	16 to 17	18 to 20	21 to 24
How First Spoke to OA Counselor							
By telephone	40.9	34.5	50.3	57.5	31.4	45.9	52.1
In person	59.1	65.5	49.7	42.5	68.6	54.1	47.9
Mode of Telephone Contact^a							
Youth called OA counselor	58.4	56.8	60.0	66.2	58.1	57.8	60.0
Youth called the 800 Job Corps number	35.8	37.3	34.2	29.2	34.3	36.5	36.3
OA counselor called youth	5.9	6.0	5.7	4.6	7.6	5.7	3.7
Place of In-Person Contact^{b,c}							
OA counselor office	38.8	38.8	38.8	37.2	39.6	37.0	41.0
Employment service office	24.7	25.5	23.1	23.3	21.3	27.9	27.5
Job Corps center	17.1	16.6	18.0	20.7	17.2	17.2	16.5
Social service agency, church	5.6	5.3	6.0	7.0	5.7	5.1	6.2
Youth's home	4.7	4.3	5.6	5.6	5.8	4.2	2.8
School	4.5	4.6	4.4	3.0	5.1	4.8	1.7
Other	4.6	4.8	4.1	3.2	5.3	3.9	4.3
Sample Size	14,327	8,646	5,681	1,664	5,894	5,934	2,499

SOURCE: Baseline Interview Data.

^aData pertain to those who first spoke to OA counselor by telephone.

^bData pertain to those who first spoke to OA counselor in person.

^cThe employment service office or the Job Corps center could be the location of the OA counselor's office.

TABLE B.7
INITIAL CONTACT WITH OA COUNSELORS, BY REGION
(Percentages)

	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Regions 7/8	Region 9	Region 10
How First Spoke to OA Counselor									
By telephone	56.5	34.6	46.1	33.7	50.4	35.9	36.7	48.2	48.9
In person	43.5	65.4	53.9	66.3	49.6	64.1	63.3	51.8	51.1
Mode of Telephone Contact^a									
Youth called OA counselor	40.6	50.6	53.5	62.9	58.9	66.8	66.7	54.1	55.9
Youth called the 800 Job Corps number	51.3	43.9	40.6	30.8	35.8	27.3	25.4	41.9	41.3
OA counselor called youth	8.1	5.5	5.9	6.3	5.4	5.9	7.9	3.9	2.8
Place of In-Person Contact^{b,c}									
OA counselor office	42.9	49.0	52.7	30.4	45.8	30.2	34.5	44.8	51.4
Employment service office	9.5	13.5	9.5	35.2	12.1	38.6	31.7	10.9	9.8
Job Corps center	16.0	27.4	18.4	12.6	22.7	13.1	11.4	31.4	18.1
Social service agency, church	9.7	3.7	6.5	5.8	7.4	4.0	6.1	4.9	3.6
Youth's home	4.3	1.3	3.8	7.0	2.4	6.6	4.6	1.0	4.7
School	13.1	2.6	3.8	3.7	3.0	4.0	5.9	5.5	7.6
Other	4.6	2.5	5.2	5.3	6.7	3.4	5.8	1.5	4.8
Sample Size	634	1,050	1,953	3,298	1,450	2,139	1,783	1,330	690

SOURCE: Baseline Interview Data.

^aData pertain to those who first spoke to OA counselor by telephone.

^bData pertain to those who first spoke to OA counselor in person.

^cThe employment service office or the Job Corps center could be the location of the OA counselor's office.

meet at the applicant's home and at school. The place of contact differs somewhat by region. For example, youths in Region 1 are much more likely than youths in other regions to meet with OA counselors in school, and youths in the south (Regions 4 and 6) are most likely to meet with OA counselors at home.⁹

6. Topics Discussed with OA Counselors (Tables B.8 and B.9)

- ***About 80 percent of eligible program applicants discuss with their OA counselors how long they would be expected to stay in Job Corps.*** About 35 percent of OA counselors give a range of greater than three months for the expected length of stay, whereas 65 percent give a more exact figure. Almost one-half of those given a range are told that they are expected to stay between 6 and 24 months. The average expected length of stay is 14 months for those given a more precise figure, and more than one-half are told that they are expected to stay in the program for at least one year. In general, these figures do not differ by gender, age, or region.
- ***About two-thirds of applicants discuss with their OA counselors how long until they would be able to first visit their families after enrolling in the program.*** About half report that they were told that they could visit their families within one month, and about one-quarter were told that it would be more than three months. Youths in Region 1 report discussing visitation much more frequently than youths in other regions (80 percent compared to 60 percent), and youths are told that they could visit their families most quickly in Regions 1 and 2, and least quickly in Regions 4 and 7/8.
- ***Almost 80 percent of applicants are told how long until they would be given a center assignment.***
- ***About one-half of those were told that they would be given a center assignment within one month, and about 15 percent were told the assignment would take two months or longer.*** Waiting times were shorter for females than males and for nonresidential than residential designees but do not differ by age. Average waiting times were longest in Region 9 and shortest in Regions 3 and 5.
- ***Among those who knew what type of training they wanted when they applied to Job Corps, about 85 percent discussed with OA counselors their chances of getting their desired training.*** Over 80 percent were told that their chances were good or excellent. These figures do not differ by region.
- ***OA counselors typically spend less than two hours in total with eligible program applicants.*** About 75 percent of eligible applicants spent two hours or less with their OA counselors, and 35 percent spent one hour or less.

⁹This finding is unexpected, because the average age of eligible program applicants in Region 1 is higher than in all regions except Region 9.

TABLE B.8
TOPICS DISCUSSED WITH OA COUNSELORS
(Percentages)

	Gender				Age		
	Total	Males	Females	Females with Children	16 to 17	18 to 20	21 to 24
Discussed How Long Youth Is Expected to Stay in Job Corps	82.1	82.5	81.5	80.2	83.0	81.4	81.3
Way in Which OA Counselor Discussed Length of Stay ^a							
Gave a range of more than 3 months	35.4	34.4	37.0	34.4	34.9	36.2	35.1
Gave more precise time	64.6	65.6	63.0	65.6	65.1	63.8	64.9
Most Commonly Reported Ranges of Expected Stay (in months) ^b							
6 to 12	22.8	22.8	22.8	24.6	22.1	23.6	22.7
6 to 24	45.3	43.4	48.1	46.9	45.0	45.0	46.8
12 to 24	20.2	21.7	18.0	17.6	20.5	19.8	20.1
24 or more	5.1	5.0	5.1	5.4	6.0	4.6	3.9
Other	6.6	7.1	6.0	5.6	6.4	6.9	6.5
Precise Time of Expected Stay (in months) ^c							
Less than 6	13.2	13.8	12.4	12.2	11.8	14.4	14.1
6	23.6	23.5	23.8	23.3	22.7	24.7	23.5
7 to 11	9.0	8.7	9.5	10.2	9.0	9.0	9.0
12	12.8	13.0	12.5	9.4	12.7	12.5	14.0
13 to 23	2.2	2.5	1.7	1.1	2.4	1.9	2.2
24	35.1	34.7	35.8	39.1	37.6	33.3	33.3
24 or more	4.0	3.9	4.2	4.6	3.8	4.3	3.9
(Average months)	14.1	14.0	14.2	14.8	14.5	13.7	13.7
Discussed When Youth Is Able to Visit Family	63.2	63.7	62.2	53.2	67.3	60.6	58.3
Months Until First Able to Visit Family ^a							
Less than 1	50.1	47.7	54.1	57.8	51.2	48.7	50.4
1 to 3	23.3	24.5	21.4	19.6	23.5	23.8	21.5
3 or more	26.5	27.8	24.5	22.6	25.4	27.4	28.1
(Average months)	2.1	2.1	1.9	1.8	2.0	2.1	2.1
Discussed How Long Until Youth Is Given Center Assignment	78.6	79.1	77.9	75.3	79.3	77.8	79.1

TABLE B.8 (continued)

	Gender				Age		
	Total	Males	Females	Females with Children	16 to 17	18 to 20	21 to 24
Weeks Until Given Center Assignment^a							
Less than 2	7.4	6.0	9.6	12.7	7.1	7.3	8.6
2 to 4	37.8	35.7	40.9	41.4	37.9	38.0	37.0
4 to 8	38.9	40.7	36.3	32.6	39.2	38.2	40.0
8 or more	15.8	17.6	13.1	13.2	15.8	16.5	14.4
(Average weeks)	5.2	5.5	4.8	4.9	5.2	5.2	5.1
Discussed Chances of Getting Desired Trade^d							
	85.0	84.6	85.5	87.2	83.2	85.4	88.4
Chances of Getting Desired Trade^a							
Excellent	37.3	34.8	41.0	45.8	33.9	38.6	42.1
Good	44.1	44.8	43.2	38.6	44.9	43.8	43.2
Fair	15.2	16.9	12.6	13.3	17.6	14.3	11.5
Poor	3.4	3.5	3.2	2.3	3.6	3.3	3.2
Total Hours OA Counselor Spent with Youth							
1 or less	34.0	33.8	34.3	35.4	33.7	34.8	32.8
1 to 2	40.3	41.1	39.0	37.7	41.5	39.0	40.3
2 to 3	17.0	16.7	17.3	16.3	16.5	17.7	16.4
More than 3	8.7	8.3	9.3	10.6	8.3	8.5	10.4
Sample Size	14,327	8,646	5,681	1,664	5,894	5,934	2,499

SOURCE: Baseline Interview Data.

^aData pertain to those who discussed the indicated topic with the OA counselor.

^bData pertain to those given a range of more than three months about their expected stay.

^cData pertain to those given as precise time about their expected stay.

^dData pertain to those who knew what trade they wanted.

TABLE B.9
TOPICS DISCUSSED WITH OA COUNSELORS, BY REGION
(Percentages)

	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Regions 7/8	Region 9	Region 10
Discussed How Long Youth Is Expected to Stay in Job Corps	85.4	79.5	81.2	79.5	84.3	83.6	81.8	85.8	82.5
Way in Which OA Counselor Discussed Length of Stay ^a									
Gave a range of more than 3 months	43.3	43.5	33.5	33.9	33.9	38.9	34.8	29.0	34.0
Gave more precise time	56.7	56.5	66.5	66.1	66.1	61.1	65.2	71.0	66.0
Most Commonly Reported Ranges of Expected Stay (in months) ^b									
6 to 12	28.0	23.5	14.8	24.6	25.8	20.1	25.5	26.1	19.6
6 to 24	36.1	50.4	48.2	48.6	49.1	51.0	33.3	41.9	32.5
12 to 24	24.6	17.6	21.5	15.5	16.7	18.1	27.0	21.8	31.9
24 or more	2.8	2.6	8.5	5.9	3.6	4.6	4.8	3.7	6.8
Other	8.4	5.9	7.0	5.4	4.8	6.2	9.4	6.5	9.3
Precise Time of Expected Stay (in months) ^c									
Less than 6	14.0	9.4	9.5	13.5	18.0	14.6	13.8	11.9	13.3
6	14.1	21.6	17.3	26.2	26.6	24.0	29.7	26.0	12.3
7 to 11	12.3	2.6	7.0	8.7	8.4	12.5	10.8	7.4	11.1
12	15.6	18.2	8.9	11.1	12.2	10.7	14.0	14.6	21.7
13 to 23	0.4	3.3	1.4	2.1	1.4	1.9	4.5	1.8	2.2
24	40.2	41.5	50.9	34.3	29.4	33.4	22.8	33.1	36.8
24 or more	3.5	3.4	4.9	4.1	4.0	2.9	4.3	5.0	2.6
(Average months)	14.9	15.5	17.0	13.8	12.7	13.2	12.3	14.1	14.5
Discussed When Youth Is Able to Visit Family	81.3	61.6	65.8	59.0	67.1	60.7	63.8	62.6	61.7
Months Until First Able to Visit Family ^a									
Less than 1	70.1	60.0	48.7	38.8	55.4	51.0	44.6	59.6	45.5
1 to 3	26.6	31.2	29.6	21.3	26.2	19.2	20.9	12.7	26.1
3 or more	3.2	8.8	21.7	39.9	18.4	29.9	34.4	27.7	28.4
(Average months)	1.0	1.1	1.8	2.8	1.7	2.2	2.5	1.9	2.1
Discussed How Long Until Youth Is Given Center Assignment	83.6	77.2	78.2	78.4	74.5	78.8	79.7	80.3	80.4

TABLE B.9 (continued)

	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Regions 7/8	Region 9	Region 10
Weeks Until Given Center Assignment^a									
Less than 2	8.6	5.8	7.6	6.3	11.9	7.3	10.5	2.1	8.2
2 to 4	39.4	43.8	55.0	33.4	50.0	36.9	33.0	19.1	31.4
4 to 8	42.2	32.7	31.8	48.2	30.9	41.9	40.5	29.3	38.5
8 or more	9.8	17.8	5.6	12.1	7.1	13.9	16.0	49.5	22.0
(Average weeks)	4.4	5.2	3.8	4.9	3.8	5.0	5.3	9.6	5.5
Discussed Chances of Getting Desired Trade^d									
85.9	89.3	96.6	82.8	83.1	85.4	83.4	84.7	90.9	
Chances of Getting Desired Trade^a									
Excellent	37.6	32.0	37.7	41.3	39.6	38.6	35.8	31.1	32.4
Good	45.1	44.8	46.1	40.8	40.2	44.6	46.5	48.3	45.4
Fair	13.0	17.8	13.3	14.6	17.1	14.2	14.4	16.2	19.3
Poor	4.4	5.3	2.8	3.3	3.1	2.6	3.3	4.4	2.9
Total Hours OA Counselor Spent with Youth									
1 or less	31.1	42.8	37.3	33.4	28.7	35.3	32.8	35.7	25.5
1 to 2	43.2	36.5	41.9	41.1	42.2	39.1	39.4	35.2	45.7
2 to 3	17.2	12.8	14.7	16.8	20.0	15.9	18.3	19.2	19.2
More than 3	8.5	7.9	6.2	8.6	9.1	9.8	9.5	10.0	9.6
Sample Size	634	1,050	1,953	3,298	1,450	2,139	1,783	1,330	690

SOURCE: Baseline Interview Data.

^aData pertain to those who discussed the indicated topic with the OA counselor.

^bData pertain to those given a range of more than three months about their expected stay.

^cData pertain to those given as precise time about their expected stay.

^dData pertain to those who knew what trade they wanted.

7. The Effects of Job Corps Policy Changes (Table B.10)

In response to congressional concerns about drugs and violence at Job Corps centers, Job Corps instituted two new policies between March and July 1995--during the sample intake for the study. These included introducing a strict “zero tolerance” policy for drugs and violence and a “one strike and you’re out” rule to govern terminations of students found guilty of offenses prohibited under the zero tolerance policy. In addition, centers’ performance records are not affected by youths who were terminated from the program under the zero tolerance policy within 30 days after enrollment.

These important programmatic changes may have affected the recruitment experiences of youths who applied for and were found eligible for Job Corps. Indeed, the policies were specifically designed to discourage applications by those who were not prepared to refrain from violence and drug use while enrolled. Thus, the new policies may have affected the amount and nature of information that OA counselors tell eligible applicants, the reasons that applicants apply to the program, and their program expectations.

This section compares the recruiting experiences of eligible Job Corps applicants before and after the policy changes took effect on March 1, 1996. The pre-period for the analysis includes eligible youths who applied to Job Corps between November 17, 1994, and February 29, 1995, and the post-period includes those who applied between March 1, 1995, and December 16, 1995. About one-quarter of the sample applied to Job Corps in the pre-period, and three-quarters applied to the program in the post-period.

It is important to note that the characteristics of youths applying to Job Corps and recruitment patterns may differ by season, so observed differences in the data items for the two groups may not be due to the policy changes. Yet observed differences consistent with the policy changes may be suggestive of the true effects of the changes.

TABLE B.10

COMPARISON OF THE KEY PRE-PROGRAM EXPERIENCES OF JOB CORPS APPLICANTS
BEFORE AND AFTER MARCH 1, 1995, WHEN THE POLICY CHANGES TOOK EFFECT
(Percentages)

	Application Date Before March 1, 1995	Application Date On or After March 1, 1995	p-value to Test for Differences
Sources of Information About Job Corps and Reasons for Applying to Job Corps			
How First Heard About Job Corps			.00***
Parents	10.4	11.0	
Other relatives	22.8	21.5	
Friends	37.4	34.2	
Media or the mail	14.9	18.9	
School or school counselor	5.5	4.9	
Welfare office	2.9	2.9	
Employment service	1.7	2.3	
Other	4.5	4.4	
First Heard About Job Corps From an OA Counselor	3.2	3.2	.88
Knew Anyone Who Attended Job Corps	69.3	65.9	.00***
How Obtained the Most Information About What Job Corps Would Be Like			.00**
Parents	6.8	6.5	
Other relatives	17.4	16.5	
Friends	32.1	30.2	
Media or the mail	11.7	13.0	
OA counselor	16.2	20.6	
School or school counselor	5.2	4.3	
Employment service	4.5	3.9	
Other	6.2	5.0	
Most Important Reason Decided to Join Job Corps			.00**
Getting job training	33.8	31.4	
Getting a GED	27.6	28.1	
General self-improvement	11.5	9.8	
Achieving career goals	5.8	11.2	
Finding work, improving financial situation	7.0	6.1	
Personal or family reasons	5.6	5.8	
Getting away from home or community	4.6	4.0	
Other reasons	4.2	3.5	

TABLE B.10 (continued)

	Application Date Before March 1, 1995	Application Date On or After March 1, 1995	p-value to Test for Differences
Program Expectations			
Ways Expect Job Corps to Help a Lot			
Provide training for a specific job	95.5	95.1	.39
Lead to new friendships	69.5	69.4	.91
Improve mathematics skills	68.7	68.5	.86
Improve ability to get along with people	58.7	59.5	.48
Improve self-control or discipline	57.2	57.4	.83
Improve self-esteem	57.2	56.8	.67
Improve reading skills	52.7	53.4	.48
Knows What Center Wants to Attend	51.3	51.1	.85
Knows What Type of Training Wants	85.5	84.8	.41
Has Concerns About Job Corps	37.0	33.7	.00**
Main Type of Concern ^a			.58
Not knowing anybody or not fitting in	26.0	27.1	
Violence, drugs, or safety	22.4	19.5	
Homesickness	12.5	12.9	
Not knowing what it will be like	11.7	11.3	
Dealing with other people	7.4	8.8	
Living arrangements	5.9	6.7	
Strict rules and highly regimented life	2.7	2.8	
Racism	2.3	2.0	
Not doing well in classes	2.2	2.1	
Other	7.0	6.8	
Initial Contact and Topics Discussed with OA Counselors			
How First Spoke to OA Counselor			.11
By telephone	39.7	41.3	
In person	60.3	58.7	
Discussed How Long Youth is Expected to Stay in Job Corps	80.5	82.6	.01**
Way in Which OA Counselor Discussed Length of Stay ^b			.07*
Gave a range of more than 3 months	33.9	35.9	
Gave more precise time	66.1	64.1	

TABLE B.10 (continued)

	Application Date Before March 1, 1995	Application Date On or After March 1, 1995	p-value to Test for Differences
Approximate Range of Expected Stay (in months) ^c			.95
6 to 12	23.3	22.7	
6 to 24	45.6	45.3	
12 to 24	19.5	20.3	
24 or greater	5.4	5.0	
Other	6.2	6.8	
Precise Time of Expected Stay (in months) ^d			.20
Less than 6	12.5	13.4	
6	25.1	23.2	
7 to 11	9.0	9.0	
12	12.0	13.0	
13 to 23	2.7	2.0	
24	33.8	35.3	
24 or greater	4.8	3.8	
(Average months)	14.1	14.1	.86
Discussed When Youth Is Able to Visit Family	60.9	63.9	.01***
Discussed How Long Until Youth Is Given Center Assignment	79.8	78.3	.08*
Discussed Changes of Getting Desired Trade ^e	85.5	84.8	.41
Total Hours OA Counselor Spent with Youth			.05**
1 or less	35.0	33.7	
1 to 2	41.1	40.0	
2 to 3	15.4	17.4	
Greater than 3	8.5	8.8	
Sample Size	3,212	11,115	

SOURCE: Baseline Interview Data.

^aData pertain to those who had worries about what Job Corps would be like.

^bData pertain to those who discussed length of stay with the OA counselor.

^cData pertain to those whose OA counselor gave a range of more than 3 months for the expected length of stay.

^dData pertain to those whose OA counselor gave a range of 3 months or less for the expected length of stay.

^eData pertain to those who knew what trade they wanted.

*Significantly different from zero at the .10 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

***Significantly different from zero at the .01 level, two-tailed test.

Table B.10 displays summary statistics for key data items for those who applied to Job Corps before and after March 1, 1995. The table also displays p-values to test for differences in variable means and distributions for the two groups.

The policy changes did not appear to have a large effect on eligible applicants' sources of information about Job Corps or on their recruitment experiences. However, a few small changes appear consistent with the policy changes. First, OA counselors typically spent more time with applicants during the post-March period than the pre-March period. This suggests that OA counselors may have spent more time screening youths and informing them about the program and its rules and expectations. Consistent with this finding is that a higher percentage of youths in the post-March period reported that they obtained the most information about what Job Corps would be like from an OA counselor (21 percent, compared to 16 percent). Youths in the post-March period were also more likely to have discussed with OA counselors about how long they would be expected to stay in centers and how soon they could visit their families. Furthermore, some evidence exists that applicants had fewer worries about attending Job Corps after the policy changes took effect (33.5 percent, compared to 37 percent), and a smaller percentage of those with worries had concerns about violence, drugs, or safety on center.

It is interesting to note that because of the decrease in center enrollment during fall 1994 and mid-1995, Job Corps increased media advertisement to boost the recruitment of program applicants. This increased spending probably was somewhat successful, because a higher percentage of those in the post-March group than in the pre-March group first heard about Job Corps from the media (10 percent, compared to 15 percent).

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APPENDIX A

THE BASELINE INTERVIEW

Baseline interviewing took place between mid-November 1994 and July 1996.¹⁰ All sample members were contacted by telephone soon after they had been randomized. Detailed tracking information in program intake forms, which were sent to MPR as part of the random assignment process, was used to help locate youths. In randomly selected areas, in-person interviews were attempted with sample members not reachable by telephone, because it would have been prohibitively expensive to conduct in-person interviews nationwide.

The (unweighted) response rate to the baseline interview for sample members in all areas was 93.1 percent. Interviews were completed with 14,327 of the 15,386 youths in the research sample, and most interviews were completed by telephone soon after random assignment. Furthermore, the difference in completion rates for the program research and control group is only 1.5 percentage points (93.8 percent for program research group members and 92.3 percent for control group members). The response rate for sample members in the areas selected for in-person interviewing--the *effective* response rate--was 95.2 percent (95.9 percent for program group members and 94.3 percent for control group members). Response rates to the baseline interview were high for all key subgroups, and the observed characteristics of interview respondents and nonrespondents were similar.

¹⁰A separate methodological report describes the design and implementation of the baseline interview (see Appendix C in the report entitled “National Job Corps Study: Methodological Appendixes on Sample Implementation and Baseline Interviewing”).

APPENDIX B
STANDARD ERRORS FOR SELECTED ESTIMATES

APPENDIX TABLE B.1

STANDARD ERRORS FOR SELECTED ESTIMATES
(Percentage Points)

	Gender			Age			
	Total	Males	Females Children	16 to 17	18 to 20	21 to 24	
Sources of Information About Job Corps							
How First Heard About Job Corps							
Parents	.24	.33	.33	.48	.42	.35	.40
Other relatives	.32	.40	.52	.91	.51	.48	.70
Friends	.37	.47	.59	1.08	.57	.58	.86
Media or the mail	.30	.35	.53	.99	.38	.48	.84
First Heard About Job Corps From an OA Counselor							
	.14	.19	.21	.39	.22	.21	.34
Knew Anyone Who Attended Job Corps							
	.37	.47	.59	1.05	.55	.58	.91
How Obtained the Most Information About What Job Corps Would be Like							
Parents	.19	.26	.27	.43	.34	.28	.30
Other Relatives	.29	.37	.47	.87	.47	.44	.64
Friends	.36	.46	.58	1.05	.56	.57	.86
Media or the mail	.27	.32	.44	.81	.37	.41	.72
OA counselor	.32	.39	.51	.95	.46	.49	.80
Reasons for Applying to Job Corps							
Important Reasons For Joining Job Corps (average value)							
	.28	.32	.39	.67	.39	.30	.58
Most Important Reason Decided to Join Job Corps							
Getting job training	.36	.47	.57	1.01	.53	.57	.90
Getting a GED	.35	.43	.58	1.04	.57	.53	.72
General self-improvement	.23	.30	.37	.64	.36	.56	.55
Achieving career goals	.24	.29	.39	.68	.32	.38	.62
Program Expectations							
Ways Expect Job Corps to Help a Lot (average value)							
	.35	.45	.55	.99	.54	.54	.80

TABLE B.1 (continued)

	Total	Gender			Age		
		Males	Females	Females with Children	16 to 17	18 to 20	21 to 24
Knows What Center Wants to Attend	.39	.49	.62	1.13	.60	.60	.92
Main Reason Wants to Attend Specific Center							
Center is close to home	.55	.68	.88	1.51	.81	.85	1.34
Knows someone who went or goes there	.38	.49	.58	.85	.61	.56	.78
Center offers desired trades	.33	.44	.46	.68	.50	.49	.81
Center is far from home	.30	.40	.42	.58	.45	.47	.70
Attractive setting	.26	.35	.36	.44	.36	.44	.62
Good reputation	.26	.33	.38	.51	.41	.38	.56
Knows What Type of Training Wants	.28	.36	.44	.75	.46	.43	.58
Average Expected Earnings Per Hour After Job Corps ^a	7.33	9.50	11.21	18.41	13.67	10.75	12.80
Has Concerns About Job Corps	.37	.46	.61	1.02	.58	.57	.86
Main Type of Concern							
Not knowing anybody or not fitting in	.59	.76	.92	1.88	.93	.90	1.35
Violence, drugs, or safety	.54	.75	.77	1.63	.85	.81	1.26
Homesickness	.45	.59	.69	1.43	.71	.68	1.07
Not knowing what it will be like	.43	.59	.59	1.33	.62	.67	1.09
Sources of Guidance About the Decision to Enroll in Job Corps							
Talked with Parents or Guardians	.32	.39	.52	1.08	.36	.52	.89
Talked with Other Relatives	.39	.49	.62	1.13	.60	.60	.91
Talked with Friends	.35	.45	.56	1.06	.54	.55	.87
Talked with School Teacher or Counselor	.32	.41	.51	.73	.56	.45	.53
Encouragement from OA Counselor							
Encouraged a little	.38	.49	.59	1.06	.59	.59	.89
Encouraged a lot	.35	.46	.54	.95	.55	.54	.80
Discouraged	.15	.18	.23	.39	.23	.22	.31
Neither encouraged nor discouraged	.20	.26	.30	.57	.30	.30	.54

TABLE B.1 (continued)

	Total	Gender			Age		
		Males	Females	Females with Children	16 to 17	18 to 20	21 to 24
Initial Contact and Topics Discussed with OA Counselors							
How First Spoke to OA Counselor	.38	.47	.62	1.11	.55	.60	.92
Discussed How Long Youth Is Expected to Stay in Job Corps	.31	.39	.51	.95	.47	.49	.76
Way in Which OA Counselor Discussed Length of Stay	.43	.54	.71	1.27	.66	.67	1.03
Average Time of Expected Stay ^a	10.90	13.57	17.86	33.08	16.40	17.22	25.63
Discussed When Youth Is Able to Visit Family	.41	.50	.70	1.65	.59	.64	1.05
Average Months Until Able to Visit Family ^a	2.74	3.41	4.48	11.52	3.83	4.36	7.81
Discussed How Long Until Youth is Given a Center Assignment	.32	.41	.52	.98	.50	.50	.77
Average Weeks Until Given a Center Assignment ^a	4.49	5.82	6.71	15.49	6.87	6.85	10.90
Discussed Chances of Getting Desired Trade	.28	.36	.44	.75	.46	.43	.58
Total Hours OA Counselor Spent with Youth							
1 or less	.37	.47	.60	1.08	.57	.58	.86
1 to 2	.38	.49	.61	1.09	.59	.59	.90
2 to 3	.29	.67	.48	.84	.45	.46	.68
Greater than 3	.22	.27	.37	.70	.34	.34	.57
Sample Size	14,327	8,646	5,681	1,664	5,894	5,934	2,499

SOURCE: Baseline Interview Data.

^aStandard errors are actual values and not in percentage points.