

WORK- INTEGRATION SOCIAL ENTERPRISE (WISE) PROJECT



UNIVERSITY OF TORONTO
OISE | ONTARIO INSTITUTE
FOR STUDIES IN EDUCATION

A FIVE-YEAR WISE LONGITUDINAL RESEARCH STUDY
[2017-2022]
A REPORT OF YEAR 1 THROUGH YEAR 3 TO-DATE

OVERVIEW

- Introduction
 - Project's purpose and objective
- Methods
- Project Progress (focus on survey)
 - Challenges and successes
- Preliminary Findings
- Next steps

Presenters

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INTRODUCTION

Goal

- To follow youth over 3 years who are trained for workforce integration by a group of organizations and to obtain information on whether their circumstances are improving economically, socially and psychologically

Objectives

1. Assess how WISEs training youth-in/at risk for employment and skills development are achieving this goal over time;
2. Compare the impacts of WISEs with more conventional government-funded programs;
3. Analyze whether the economic and social return of WISEs are commensurate with the investment, using social accounting;
4. Support capacity building efforts of our partner organizations

METHODS

Approach

- Longitudinal, quantitatively driven, mixed methods study
- Recruited participants into the project from Sept 2017 to Dec 2018
- After baseline survey, we follow-up with participants after six months, one year, two years and three years (in-process)
- A small portion of participants (5%) also interviewed throughout the project (in-process)

Baseline Sample

- 621 youth between 17 and 35 yrs old who are in employment or skills training programs in Ontario
- The youth participated in training facilitated by 8 partner organizations
 - 4 SEs, 4 traditional training programs

Six month follow-up (response rate from BL)

- Non-SE: 57%; SE: 58%

One year follow-up (response rate from BL)

- Non-SE: 52%; SE: 53%

SURVEY QUESTIONNAIRE

Baseline

- Demographics (e.g., age, gender, marital status)
- Current status on housing, employment, and schooling
- Challenges for securing employment and reasons for entering the training program
- Personal satisfaction on different aspects of life, including financial, family situation and access to services

Follow-up

- Demographics updates and additional info
- Post-training relationship with organization
- Updates to overall economic situations (e.g., income, foodbank use, housing)
- Employment/job search experience updates including challenges
- Updates to personal satisfaction on 5 areas of wellbeing (Asset Matrix)
- Current employment status
- Feedback on training

BASELINE FINDINGS

- There are salient differences in profile between youth who are supported in social enterprises and youth in more conventional, classroom-based training programs
- The overall picture suggests that participants from SEs as a group were in greater precarity at baseline (i.e., higher proportion of SE participants who had less schooling, accessed food banks at least occasionally, experienced barriers to employment relating to mental health and fear of losing government financial assistance, as compared to participants from non-SE participants; SE participants also expressed lower satisfaction with the different areas of wellbeing examined)
- Non-Canadian born and less-precarious groups tend to part of non-SE programs over SE programs

PRELIMINARY FOLLOW-UP FINDINGS

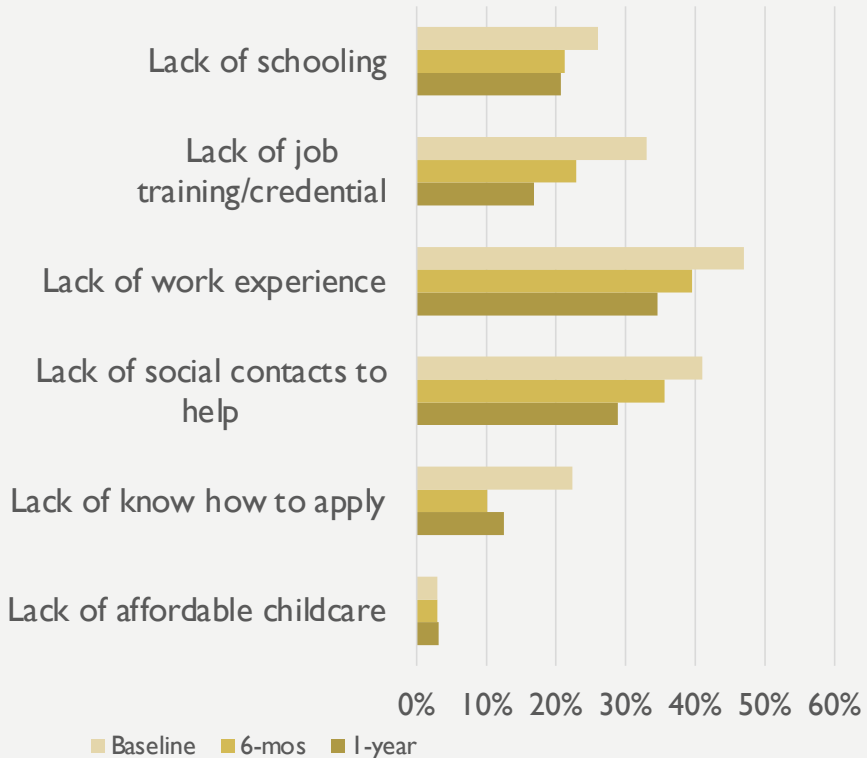
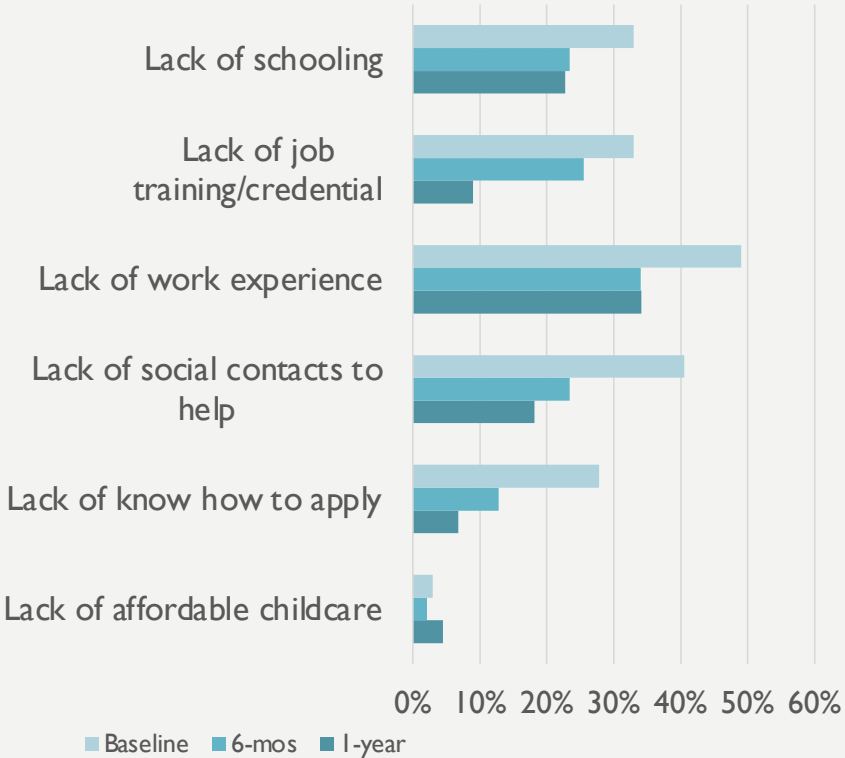
At 6-months and 1-year follow-up:

- Slight overall reduction in some measures of vulnerability for SE group (e.g., foodbank use, housing)
- SE participants were accessing in greater proportion certain support services still through the training organization (e.g., certification support, housing support, health services, counselling support), as compared to the non-SE group
- Greater reduction in proportion of SE participants experiencing different instrumental employment barriers at follow-up, as compared to changes among the non-SE participants

CHANGES TO INSTRUMENTAL BARRIERS TO EMPLOYMENT/JOB SEARCH

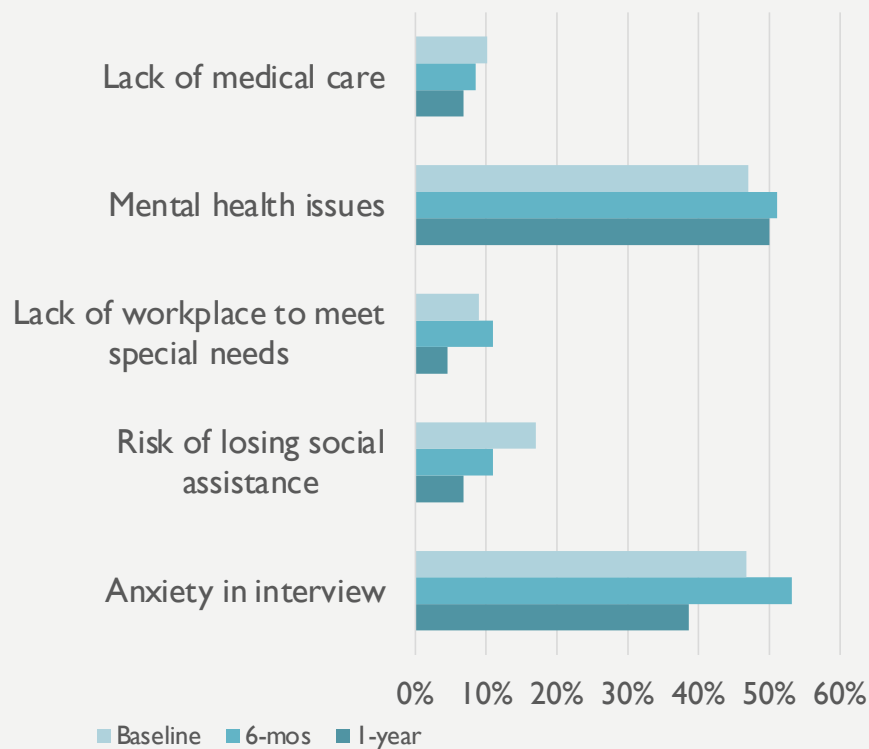
[Fig 1a] SE

[1b] Non-SE

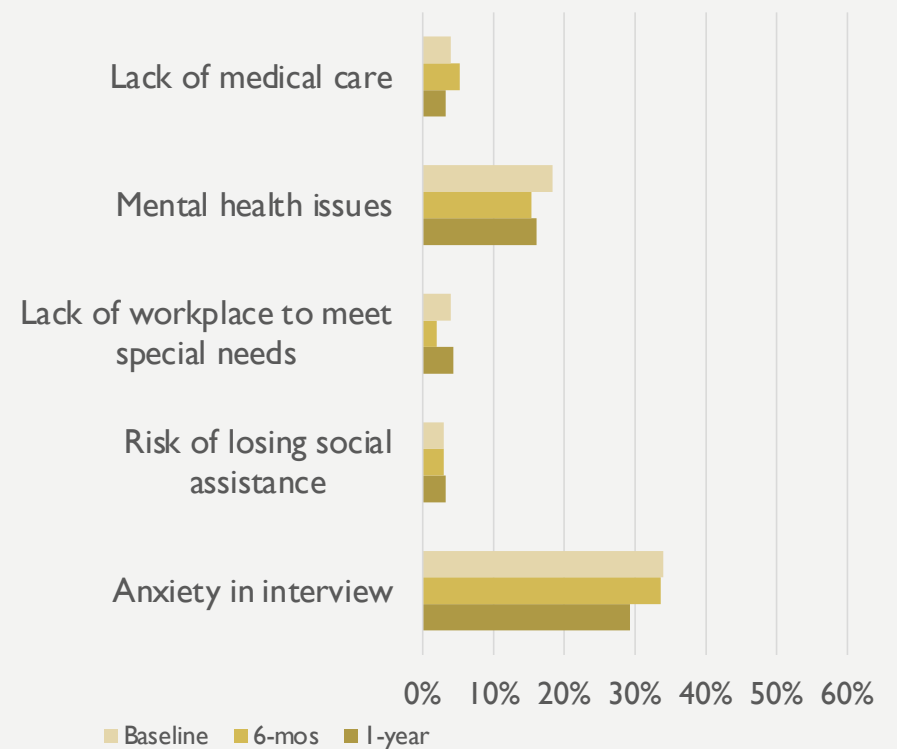


CHANGES TO HEALTH-RELATED AND OTHER BARRIERS TO EMPLOYMENT/JOB SEARCH

[Fig 2a] SE



[Fig 2b] Non-SE



EMPLOYMENT STATUS AT FOLLOW-UP

Table I.	6-months		1-year	
	SE	Non-SE	SE	Non-SE
Employment since training	68.1%	74.1%	79.5%	81.2%
Employed at follow-up	44.7%	46.4%	59.1%	56.6%
<i>Current Status</i>				
FT	27.7%	26.5%	27.3%	33.0%
PT	19.1%	19.9%	31.8%	23.7%
In school/trn	19.1%	20.3%	18.2%	19.0%
Job search (not emp/sch/trn)	25.5%	27.8%	20.5%	19.0%
Not emp/sch/trn/j sr	10.6%	5.6%	2.3%	5.4%
<i>Ave Hourly wage</i>				
FT	\$16.54	\$16.60	--	--
PT	\$14.00	\$14.61	--	--
<i>Job Search</i>				
length of search	3.4 mos	5.0 mos	--	--

Table 2a

Asset Areas (SE)	Baseline <i>M(SD)</i>	6-month <i>M(SD)</i>	1-year
Financial Wellbeing	2.25(.83)	2.37(.90)	2.46(.91)
Personal Wellbeing	3.01(.86)	2.86(.97)	2.87(.93)
Access to Services	3.41(.84)	3.31(.93)	3.27(.91)
Human Capital	3.33(.81)	3.36(.89)	3.36(.89)
Family & Community Relations	3.15(.79)	3.05(.93)	3.11(.79)

Table 2b

Asset Areas (Non-SE)	Baseline <i>M(SD)</i>	6-month <i>M(SD)</i>	1-year <i>M(SD)</i>
Financial Wellbeing	2.46(.89)	2.54(.94)	2.67(.90)
Personal Wellbeing	3.40(.90)	3.15(.98)	3.25(.99)
Access to Services	3.65(.82)	3.61(.85)	3.64(.82)
Human Capital	3.53(.78)	3.50(.79)	3.57(.84)
Family & Community Relations	3.41(.84)	3.32(.87)	3.35(.86)

CHANGES TO PERCEPTION OF WELLBEING

Looking at the scores descriptively (**only** within sample):

- Across the 3 time points, there is a small increase in financial wellbeing for both the SE and Non-SE groups.
- Both the SE and non-SE group see a decrease in personal wellbeing from baseline to 1-yr follow-up, and minimal changes to the human capital and family community relations
- SE group sees a slight decrease in access to services from baseline to 1-yr follow-up, while the non-SE group sees no change

SUCCESSSES AND CHALLENGES TO DATE

- Commitment and engagement from all partners involved
- Continuing positive partnerships
 - Social accounting work
 - 2019 site visits and updates
- Participant retention (both challenge & success)

NEXT STEPS

- 2-year follow-up survey is underway and will end Jan 2021
- 3-year follow-up will begin Sept 2020
- Analysis is underway on first round of follow-up interviews
- Currently finalizing interview protocol for the second round of interviews, which will begin summer 2020
- Ultimately, with data at 5 time points, we will explore whether the trajectories of the SE & Non-SE groups are different, and whether the SE group can close any gaps in wellbeing over the 3 years post training