

Exhibit 4.1

Education and Training Activities of Operation Bootstrap Program Participants Prior to and Following Program Entry

Activity	During Six Months Prior to Program Entry		Since Program Entry ^a	
	Percent Enrolled	Percent Enrolled	Percent Enrolled	Percent Completing Course of Study
Any Education or Training Program	48	76 [*]	34 [*]	
High school	0	0	0	
GED	3	5 [*]	2 [*]	
Other Adult Education	4	7 [*]	4 [*]	
2-Year College	19	37 [*]	10 [*]	
4-Year College	5	11 [*]	2 [*]	
Advanced Program	1	1	0	
Vocational School/Train.	15	23 [*]	16 [*]	
Job-Related Training	1	3 [*]	3 [*]	
Other	0	1 [*]	0	

^{*} Change since program entry is statistically significant at the 10-percent level.

^a The period since program entry ranges from 2 to 42 months and averages 23 months.

Exhibit 4.2

Education and Training Activities of Operation Bootstrap Program Participants by Six-Month Time Intervals Prior to and Following Program Entry

All Models	Six Month Intervals Defined Relative to Program Entry					
	Pre-Entry Six Months	Months 1-6 [†]	Months 7-12 [†]	Months 13-18 [†]	Months 19-24 [†]	Months 25-30
Number of Respondents ^a	707	707	644	490	337	158
Percent Enrolled	49%	61%	54%	52%	50%	49%
Change in Percent Enrolled from Pre-Program Period ^b	0	12 [˘]	7 [˘]	10 [˘]	11 [˘]	14 [˘]

PHA-Centered Model	Six Month Intervals Defined Relative to Program Entry					
	Pre-Entry Six Months	Months 1-6	Months 7-12 [†]	Months 13-18	Months 19-24 [†]	Months 25-30
Number of Respondents ^a	288	288	264	207	168	66
Percent Enrolled	41%	54%	53%	46%	47%	48%
Change in Percent Enrolled from Pre-Program Period ^b	0	13 [˘]	12 [˘]	10 [˘]	11 [˘]	13

Contract Model	Six Month Intervals Defined Relative to Program Entry					
	Pre-Entry Six Months	Months 1-6 [†]	Months 7-12 [†]	Months 13-18 [†]	Months 19-24 [†]	Months 25-30
Number of Respondents ^a	248	248	218	181	110	64
Percent Enrolled	51%	69%	62%	64%	62%	53%
Change in Percent Enrolled from Pre-Program Period ^b	0	18 [˘]	12 [˘]	18 [˘]	23 [˘]	19 [˘]

Pass-Through Model	Six Month Intervals Defined Relative to Program Entry					
	Pre-Entry Six Months	Months 1-6 [†]	Months 7-12 [†]	Months 13-18 [†]	Months 19-24 [†]	Months 25-30
Number of Respondents ^a	171	171	162	102	59	28
Percent Enrolled	58%	61%	44%	43%	44%	39%
Change in Percent Enrolled from Pre-Program Period ^b	0	3	-15 [˘]	-10	-7	-4

[†] Variation among models in enrollment level for these months is statistically significant at the 10 percent level.

[˘] Enrollment level for these months is significantly different from the remaining sample.

[˘] Change since program entry is statistically significant at the 10 percent level.

^a Number of respondents with follow-up data for complete six-month period. (For pre-entry six months, table shows only those with data for Months 1-6 of the follow-up period.)

^b Except for Months 1-6, change measures do not necessarily equal differences between figures shown in the preceding row, since each change measure is derived using its own sample-specific pre-entry enrollment rate.

Exhibit 4.3

Characteristics of Educational and Training Activities of Operation Bootstrap Program Participants Following Program Entry ^a

Type of Education/ Training	Number of Spells of Enrollment	Were Referred to Education/Training by:					Percent of Enrollees Who				
		Operation Bootstrap	Welfare Agency/ JTPA	Other Agency	Self-referal	Completed Course of Study	Perceived Education/ Training as Required for Section 8 Enrollment	Enrolled Only Because of Section 8 Requirement	Were Very Satisfied with Education/ Training	Found Education/ Training Very Helpful in Finding Job ^b	
Any											
Education	672	20	11	10	59	41	24	3	60	46	
High school	3	0	0	0	100	67	33	0	33	50	
GED	34	44	30	3	24	47	24	3	68	17	
ESL/Adult Education	52	23	25	19	33	62	29	4	48	44	
2-Yr College	281	21	5	7	67	25	25	4	68	48	
4-Yr College	77	8	9	1	82	14	21	0	58	56	
Advanced Degree	10	0	30	0	70	20	10	0	80	60	
Voc School/ Training	177	23	8	17	53	65	23	3	50	44	
Job-Related Training	30	3	43	13	40	87	7	10	73	61	
Other	8	38	13	0	50	0	13	0	25	29	

^a The data in this table describe specific spells of education/training. A given Operation Bootstrap Program participant appears more than once if s/he enrolled in more than one educational spell during the follow-up period. The period since Program entry ranges from 2 to 42 months and averages 23 months.

^b Of those enrollees who looked for work during the follow-up period.

Exhibit 4.4

Educational Credentials Earned by Operation Bootstrap Participants Following Program Entry ^a

Degree	Participants Receiving Degree:	
	Number	Percentage
Any Degree	151	21
High School Diploma/GED	36	5
Vocational/Technical Certificate	78	11
Two-Year College Degree	29	4
Four-Year College Degree	8	1

^a The period following program entry ranges from 2 to 42 months and averages 23 months.

Exhibit 4.5

Employment Preparation and Search

Percent of Operation Bootstrap Program Participants Who Used
Resource to Look For Work

Employment Assistance Resources:	During Six Months Prior to Program Entry	Since Program Entry ^a
Job Counseling	12	23 [†]
Job Search Assistance	10	21 [†]
Job Listings or Referrals	12	25 [†]
Direct Employer Contact	14	34 [†]
Took Civil Service Test or Filled Out Federal Job Application	4	9 [†]
Answer TV/Radio Ads	15	31 [†]
Talk With Friends and Relatives	14	32 [†]
Talk With Unions	1	2 [†]
Other	1	4 [†]

[†] Change since program entry is statistically significant at the 10-percent level.

^a The period following program entry ranges from 2 to 42 months and averages 23 months.

Exhibit 4.6

Characteristics of Spells of Employment Assistance Received
During the Operation Bootstrap Program, by Source

Employment Assistance Source	Percent of Program Participants Who Used Assistance Source	Percent of Those Who Used Assistance Source Who:					
		Received Job Counseling	Received Job Search Assistance	Received Job Referrals or Listings	Perceived Source Participation as a Requirement to Receive Section 8	Participated Only Because it was Required	Were Very Satisfied with Source Service
Unemployment Office or Service	21	48	38	66	9	1	10
Private Employment Agencies	12	33	26	52	3	1	15
School Placement Office	12	58	53	78	7	0	28
Community Action Groups	5	57	51	57	6	3	14
JTPA, JOBS, or Welfare Agencies	15	63	62	56	14	1	28
Placement Assistance from Training Program	5	81	78	75	22	3	53

Exhibit 4.6

Characteristics of Spells of Employment Assistance Received
During the Operation Bootstrap Program, by Source

Employment Assistance Source	Percent of Program Participants Who Used Assistance Source	Percent of Those Who Used Assistance Source Who				Participated Only if it was Required
		Received Job Counseling	Received Job Search Assistance	Received Job Referrals or Listings	Perceived Source Participation as a Requirement to Receive Section 8	
Unemployment Office or Service	21	48	38	66	9	
Private Employment Agencies	12	33	26	52	3	
School Placement Office	12	58	53	78	7	
Community Action Groups	5	57	51	57	6	
JTPA, JOBS, or Welfare Agencies	15	63	62	56	14	
Placement Assistance from Training Program	5	81	78	75	22	

Exhibit 4.7

Housing Status Before and After Operation Bootstrap Program Entry (Percent of Participants)

	At Date of Housing Certificate Receipt	At Follow-up ^a	Change in Percentage Among:	
			All Participants	Participants Who Moved
Type of Housing [†]				
Sole Tenant Of:				
Private Apartment	84	88	4	10
Public Housing Unit	9	7	-2	-6
Joint Tenant With Other Household	4	2	-2	-3
Homeless/In Shelter	1	0	-1	-1
Other ^b	2	2	0	0

[†] Change since program entry is statistically significant at the 10 percent level.

^a Two to 42 months following housing certificate receipt (average = 23 months).

^b Includes living temporarily with others but not paying rent, living permanently with others but not paying rent, bought/built/owns a house, living in hotel/motel room, and living in employer-provided housing.

Exhibit 4.8

Self-Rated Housing and Neighborhood Characteristics Before and After Operation Bootstrap Program Entry (Percentage of Participants)

Characteristic	At Date of Certificate Receipt	At Follow-up ^a	Change in Percentage Among:	
			All Participants	Participants Who Moved
Physical Condition of Housing [†]				
Excellent	26	35	9	19
Good	44	47	3	7
Fair	20	17	-3	-7
Poor	10	1	-9	-19
Neighborhood Safety [†]				
Excellent	21	27	6	15
Good	36	45	9	20
Fair	24	21	-3	-7
Poor	18	7	-11	-29
School Quality [†]				
Excellent	22	27	5	12
Good	45	44	-1	0
Fair	14	11	-3	-6
Poor	7	5	-2	-5
General Appearance of Neighborhood [†]				
Excellent	20	23	3	7
Good	46	53	7	17
Fair	23	20	-3	-8
Poor	11	4	-7	-16
Overall Neighborhood Rating [†]				
Excellent	19	23	4	11
Good	45	54	9	23
Fair	25	19	-6	-15

Poor	11	4	-7	-18
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[†] Change since program entry is statistically significant at the 10 percent level for all participants as well as those who moved.

^a Two to 42 months following housing certificate receipt (average = 23 months).

Exhibit 4.9

Reasons for Housing Change Among the 42 Percent of the Families
Which Moved at Least Once Since Receipt of Certificate

Reason for Moving	Percent Reporting as Main Reason	Percent Reporting as Contributing Reason
Wanted Safer Neighborhood	26	30
Needed Larger Living Quarters	22	28
Wanted Better Quality Housing	19	22
Other Neighborhood Characteristics	7	17
Employment	6	8
Other ^a	6	18
Wanted Cheaper Housing	5	7
Change in Family Size	3	3
Change In Marital Status	3	3
Landlord Wouldn't Accept Section 8	3	4
Displaced by Public/Private Auction	0	9
Displaced by Natural Disaster	0	1

^a Includes landlord wouldn't make repairs; not enough bedrooms for Section 8 approval; previous place did not qualify; house did not meet requirements/failed inspection; house/unit did not meet handicapped needs; dispute with landlord/bad landlord; and built/bought/own house.

Exhibit 4.10

Child Care Arrangements of Operation Bootstrap Program Participants While Working or in School ^a

Participants needing pre-school care	During Six Months Prior to Program Entry	Since Program Entry ^b
As percent of all participants	39	50 [*]
Percent receiving care from: ^c		
Self	3	3
Other children	3	3
Relative	38	42
Non-relative	77	83 [*]
Child cares for himself/herself	0	0
Other source	0	1
Percent receiving care in: ^c		
Own home	20	28 [*]
Someone else's home	54	53
Day care center/nursery school	48	58 [*]
Public kindergarten	1	4 [*]
Average monthly cost of care	\$112	\$122
Participants needing care for school-age children		
As percent of all participants	27	41 [*]
Percent relying on someone else besides self for care	85	91 [*]
Average monthly cost of care	\$68	\$79

^{*} Change since program entry is statistically significant at the 10-percent level.

^a Participants with at least one year of follow-up data.

^b The period following receipt of certificate ranges from 12 to 42 months.

^c Percents do not sum to 100 because participants were asked to list all types and locations of care used.

Exhibit 4.11

Child Care and Transportation Assistance Received
by Operation Bootstrap Program Participants While Working or in School ^a

	During Six Months Prior to Program Entry	Since Program Entry ^b
Participants Receiving Child Care Assistance		
As percent of all participants	20	40 [*]
As percent of all those who needed child care	36	57 [*]
Type of assistance received (percent) ^c		
Locating child care	32	28
Paying for child care	98	98
Felt assistance was very helpful	N/A	87
Participants Receiving Transportation Assistance		
As percent of all participants	24	36 [*]
Felt assistance was very helpful	N/A	82

^{*} Change since program entry is statistically significant at the 10-percent level.

^a Participants with at least one year of follow-up data.

^b The period following receipt of certificate ranges from 12 to 42 months.

^c Percents do not sum to 100 because participants were asked to list all types of assistance received.

Exhibit 4.12

Child Care and Transportation Assistance Received by Operation Bootstrap Program
Participants While Working or in School, by Program Model ^a

	During Six Months Prior to Program Entry	Since Program Entry ^{b†}
PHA-Centered Model Programs		
Participants Receiving Child Care Assistance		
As percent of all participants	15	32 [‡]
As percent of those who needed child care	31	49 [·]
Participants Receiving Transportation Assistance		
As percent of all participants	22	37 [·]
Contract Model Programs		
Participants Receiving Child Care Assistance		
As percent of all participants	19	50 [‡]
As percent of those who needed child care	30	64 [·]
Participants Receiving Transportation Assistance		
As percent of all participants	15	28 [‡]
Pass-Through Model Programs		
Participants Receiving Child Care Assistance		
As percent of all participants	29	41 [·]
As percent of those who needed child care	53	59
Participants Receiving Transportation Assistance		
As percent of all participants	41	47 [‡]

[†] Variation among models in receipt of both child care and transportation assistance is statistically significant at the 10 percent level.

[‡] Outcome is significantly different from the remaining models.

[·] Change since program entry is statistically significant at the 10-percent level.

^a Participants with at least one year of follow-up data.

^b The period following receipt of certificate ranges from 12 to 42 months.