

PALMER COURT EMPLOYMENT PILOT

BASELINE SURVEY REPORT

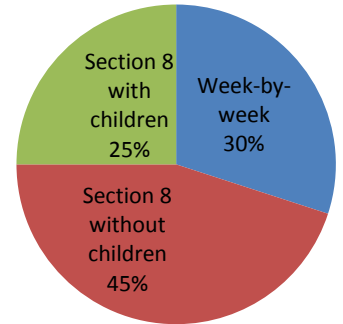


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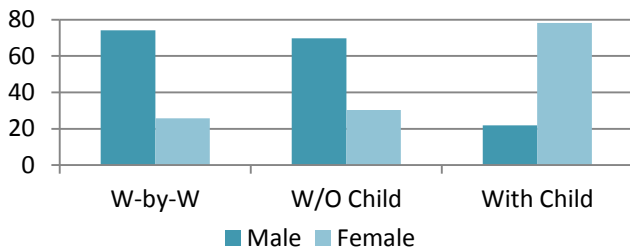
Palmer Court Employment Pilot Baseline Data Report

Baseline data for the Palmer Court Employment Pilot were collected between mid-February and mid-March 2011. The purpose of collecting the baseline data was to gain insight into the current demographic composition and employment situation of the residents of Palmer Court. As of March 1, 2011 there were 220 adults (18 and older) living at Palmer Court. Of this population, 154 (70%) were formerly chronically homeless individuals and families residing in permanent supportive housing using Section 8 vouchers. This group is comprised of 44 households (55 adults) with children under 18, and 99 individuals and couples without children. The remaining 66 (30%) were individuals formerly at risk of homelessness and invited to live in Palmer Court on a week-by-week contract. These three groups will be compared throughout this report to better understand the possible unique circumstances and needs of each group.

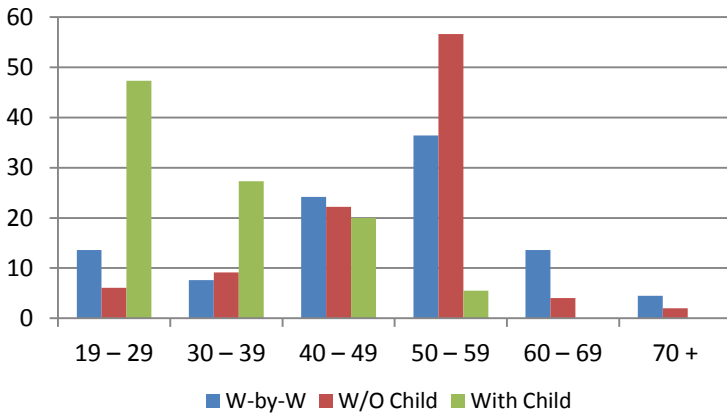


Palmer Court Residents - Basic Demographics

The three groupings described above were evaluated in a variety of demographic areas. (See Table 1, Appendix 1 for complete data.) As might be anticipated, residents with children are more likely to be female.

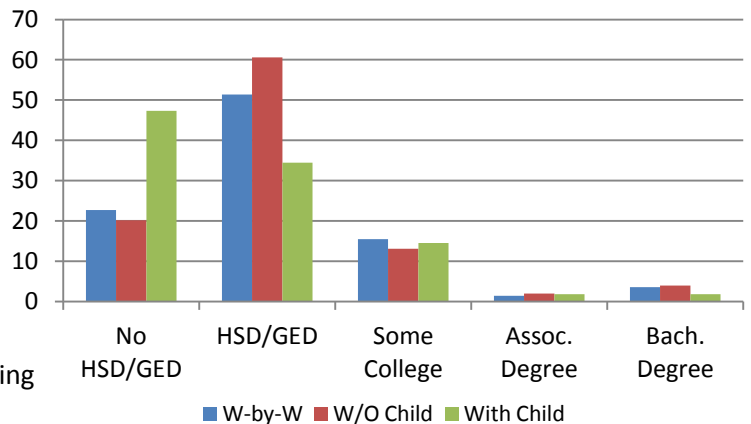


Of the 44 households with children, 11 are comprised of two adults with children, the remaining 33 are almost exclusively single female headed households. Taking particular note of these families is important as the other permanent supportive housing facilities in Salt Lake do not focus on families with children.



In addition to gender differences, the groupings were significantly different in the age distribution. Residents with children averaged 32 years of age with nearly half between the ages of 19 and 29. Those without children and the week-by-week residents averaged nearly 17 years older. While similar in average, the week-by-week residents showed a greater variety of ages while nearly 57% of those without children were in their 50s.

There were also significant differences in the education levels between the groups. The residents with children were less likely to have had any formal education as nearly half had not earned a high school diploma or GED. The other two groups were again more similar with higher levels of basic education as well as education beyond high school. Very few residents in any group were currently attending education or training programs.



The type of transportation most frequently used was similar between groups with nearly 70% of the entire population primarily accessing public transportation. Those without children and week-by-week residents were more likely to use a bicycle for transportation while families were more likely to be “on foot.”

Residents were also asked to rate their overall physical health and mental health. Nearly half (49.1%) of the residents reported only fair to poor physical health and 62.3% reported fair to poor mental health. These numbers are significantly higher than reports in the general population. For example, in Utah only 19.9% of the general population report fair to poor physical health (Utah State Dept. of Health). While high, these numbers are not surprising as part of the definition of “chronic homelessness” includes an identified physical or mental health disability.

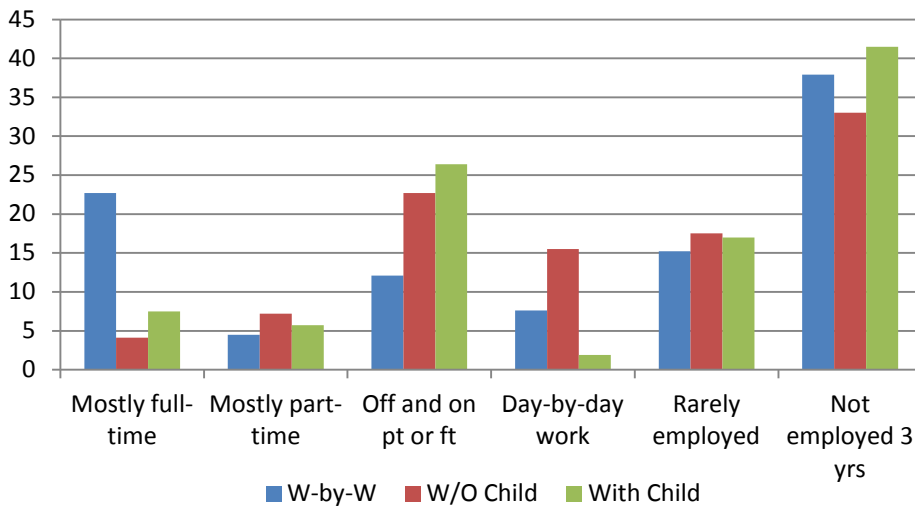
Public Social Service Usage

Tracking changes in the use of public benefits is also of interest to this pilot. A review of the DWS data base provided extensive information regarding the use of public benefits which are either administered through this agency or tracked for eligibility purposes. As noted below, more than one third (34.5%) of the residents are already receiving social security benefits. Another nearly 6% are receiving GA benefits, an indicator that an individual is likely applying for disability. Only 9 families with children (16.4%) received FEP cash assistance in March. Because only 51.4% are accessing public health benefits it is likely that most of the remaining residents have no access to health care coverage. After reviewing all government and earned income source, the data show that 28.8% of week-by-week residents, 35.4% of those without children, and half (50.9%) the residents with children, have no income at this time.

March Data	Section 8 N = 154		Week-to-week N = 66	Total N = 220
	With children n = 55	Without children n = 99		
Social Security Benefits SSI, SSDI or combination	15 (27.3%)	33 (33.3%)	28 (42.4%)	76 (34.5%)
SSI for child	4	---	---	4
Food Stamps/SNAP Total Dollars/month	52 (94.5%) \$16,103	83 (83.4%) \$10,636	35 (53.0%) \$3,966	170 (77.3%) \$30,705
FEP (TANF) Total Dollars/month	9 (16.4%) \$2,967	-0-	-0-	9 (4.1%) \$2,967
General Assistance (GA) Total Dollars/month	-0-	12 (12.1%) \$3,107	1 (1.5%) \$261	13 (5.9%) \$3,368
Unemployment comp Total Dollars/month	-0-	3 (2.2%) \$172	3 (4.5%) \$1,043	6 (2.7%) \$1,215
Public health insurance	47 (85.5%)	38 (38.4%)	28 (42.4%)	113 (51.4%)
Veteran’s Benefits	-0-	4	3	7
Child Support	10 (18.2%)	---	---	---
No income (including no earned income)	28 (50.9%)	35 (35.4%)	19 (28.8%)	81 (36.8%)

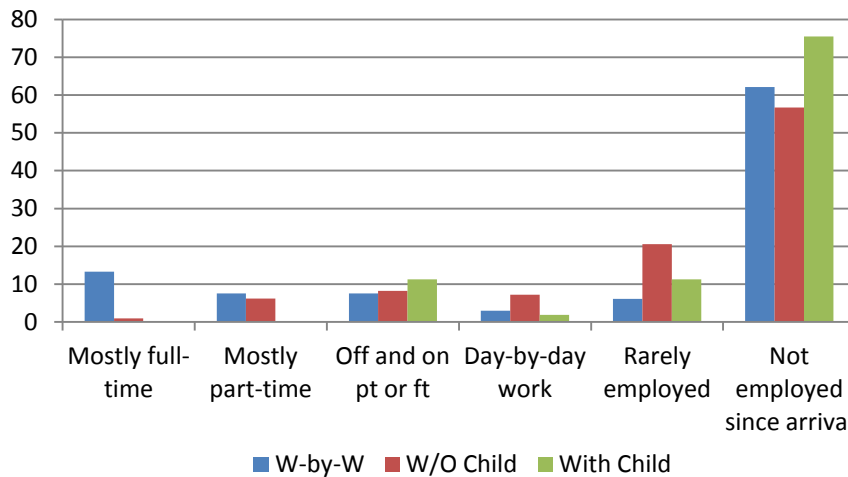
Employment History:

During the baseline interview residents were asked to think about their experiences with employment during the three years prior to their arrival at Palmer Court. Week-by-week residents were the most likely to have maintained relatively stable employment during that time. However a majority of all groups had only



worked rarely to never during that period. More of the families with children reported working on and off. It should be noted that during this time nearly one quarter of the families with children were 18 or younger during these years; some were still in high school and some had yet to have children.

When asked about employment since coming to Palmer Court, a greater percentage of individuals reported no employment since arrival. With the basic need of shelter having been provided by entering permanent supportive housing it is understandable that those who had been working periodically might not



have the need to continue their sporadic employment. It should not be assumed that the previous patterns of employment changed concurrently with entering Palmer Court. As will be noted later, the average length of time since previous employment as measured at baseline was three years. This indicates that most residents not only have not worked since coming to Palmer Court, but also did not work in the year prior to arrival.

Employment Status at Baseline

Current employment status was also a focus of the baseline interview. Respondents were asked whether or not they were currently employed. If employed, they were asked to discuss their current job. If unemployed, residents were asked to talk about their most recent employment experience.

Employed at Baseline

Of the 220 residents, 28 (12.7%) were employed at baseline. Employment rates were highest for the week-by-week residents. These residents were also most likely to have been in their current job for the longest length of time, working the most hours and making the most money.

Residents Employed At Baseline

	Section 8		Week-to-week N = 66	Total N = 220
	With children n = 55	Without children n = 99		
Employed at baseline	4 (7.3%)	12 (12.1%)	12 (18.2%)	28 (12.7%)
Length of time at current job Range: .25 – 96 months	2	12	24	13
Wages Range: \$5.00 - \$15.00	\$7.50	\$7.50	\$9.25	\$8.00
Hours per week Range: 5 – 40 hours/week	17.5	12	35	20
Health insurance offered by employer	1	-0-	6	7

Unemployed at Baseline

The table below reflects the most recent episode of unemployment for residents who were not working at the baseline. As noted above, the median length of time since last employment was 36 months.

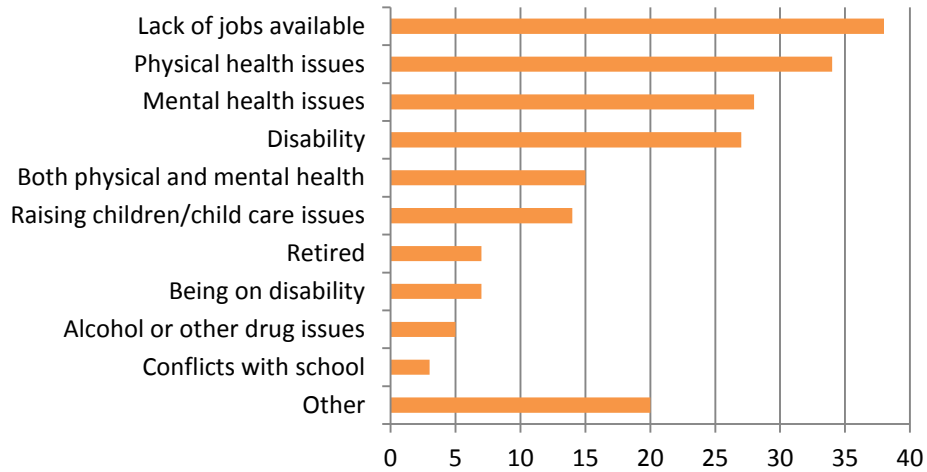
Residents Unemployed At Baseline

	Section 8		Week-to-week N = 66	Total N = 220
	With children n = 55	Without children n = 99		
Unemployed at baseline	51 (92.7%)	87 (87.9%)	54 (81.8%)	192 (87.3%)
Months since last job	36 months (.5 – 156)	36 months (.5 – 276)	28.5 months (1 – 288 months)	36 months (.5 – 288)
Length of time at last job	5.5 months (.5 – 72)	6 months (.03 – 180)	12 months (.5-480)	6 months (.03 – 480)
Wages at last job	\$7.50 (\$5.15 - \$30.00)	\$8.00 (\$0.40 - \$18.00)	\$8.00 (\$3.35 - \$20.00)	\$8.00 (\$0.40 - \$30.00)

Not all residents who were unemployed completed this portion of the baseline survey. There were 16 week-by-week residents and 7 residents without children who had received disability for so long they were unable to remember anything about their previous employment. There were also 4 week-by-week residents and 4 residents without children whose acute mental health issues made it such that they could not provide this information. Finally, 5 residents (all residents with children) have never been employed.

Residents who were unemployed were asked to talk about “why” they thought they were not working at this time. The results below show that physical and mental health issues are the primary factors effecting employment. These issues were sometimes identified specifically, such as naming depression or back problems, or indicated by just noting unemployment as due to “my disability.” A few (7) specifically noted concern over the impact of earning wages on their disability payments. Another large group noted that the bad economy and lack of jobs made employment hard.

Reasons for not currently working - N - 176



Residents were also asked to list any employment related activities they had done in the month prior to the baseline. Seventy-seven residents could name at least one activity they had done in the past month including meeting with Abel or Bruce or Tim and applying for jobs online or in person. Others talked about going to school or attending to their medical or mental health needs as steps toward employment. A few mentioned working sides jobs, helping out friends or volunteering at various places as ways to possibly get their “foot in the door” to get job.

Case Management Perspective

The final four questions (pages 6 -7) regarding each resident’s baseline status relative to employment were completed by the individual’s case manager. Case managers were trained to complete this portion based on their personal assessment of the resident based on personal interactions and observations.

Question 1, the “Stages of Change” comes from the “Stages of Change and Vocational Recovery for Homeless Job Seekers and Workers” worksheet provided by John Rio. The purpose of this question is to evaluate each person’s cognitive engagement with the idea of working or moving toward employment. The data show that exactly half of the resident’s at baseline were in the “pre-contemplative” stage, meaning that employment is not “on their radar.” This group may or may not ever be interested in pursuing employment. There is more hope however for those in the Contemplation and Preparation stages. These groups represent 37% of the residents and have expressed varying degrees of interest in employment.

The next two questions focus on the interest and ability of residents to participate in employment. These are important areas of consideration as there is often a disconnect between what residents says they can do and what their actual abilities (physical, mental and cognitive) allow. Case managers report that 40.2% of residents have no interest in employment and 35.6% have no ability to engage in such activities. This leaves many who may have interest and can participate at some level.

The final question is a summary of “actual” activities. This is an important gauge, if on no more than an individual level, of determining if a resident’s self report is the same as the case manager’s observation. Differences between the two would indict future exploration.

Stages of Change

		Section 8 N = 154		Week- to-week N = 66	Total N = 220
		With children n = 55	Without children n = 99		
Pre- Contemplation	Resistant to discussions about work; getting a job is not on the radar; projects unemployment as necessary for working on recovery-does not see benefits of working to improved health; may state they can work whenever they want to.	21 (38.2%)	57 (57.6%)	32 (48.5%)	110 (50.0%)
Contemplation	Considers employment as a possibility ; will talk with staff about working, may ask about implications of employment.	20 (36.4%)	15 (15.2%)	12 (18.2%)	47 (21.4%)
Preparation	Taking stock of oneself to plan for pursuing a job ; makes vocational plan; gathers info.; expresses concerns; seeks solutions to potential problems; enters training or educational programs to prepare for employment; considers risks of personal behaviors linked to working, develops response plan.	10 (18.2%)	15 (15.2%)	10 (15.2%)	35 (15.9%)
Action	Exits training to enter employment; working (taxed income) for an employer.	2 (3.6%)	7 (7.1%)	1 (1.5%)	10 (4.5%)
Maintenance	Remains attached to the workforce ; resolves on the job problems; seeks re-employment when there is a job loss; secures new work within 2 months of a job loss.	2 (3.6%)	5 (5.1%)	10 (15.2%)	17 (7.7%)
Relapse prevention	Uses available supportive services to stay employed; considers next job as career moves ; considers more training needed to get more satisfying work; uses earned income legitimately; learns skills to respond to trigger events or moments.	-0-	-0-	1 1.5%)	1 0.5%)

Interest in Employment Related Activities

	Section 8 N = 154		Week-to- week N = 66	Total N = 220
	With children n = 55	Without children n = 99		
Not interested in participating in employment or employment related activities.	17 (30.9%)	45 (45.5%)	30 (45.5%)	78 (40.2%)
Some interest in participating in employment or employment related activities.	12 (21.8%)	18 (18.2%)	6 (9.1%)	32 (16.5%)
Interested in doing volunteer work, or self employment or similar jobs, (i.e. donate plasma collect cans, yard work, making jewelry, panhandle)	-0-	5 (5.1%)	1 (1.5%)	6 (3.1%)
Interested in participating in temporary labor, project (i.e. construction job) or seasonal work	2 (3.6%)	3 (3.0%)	3 (4.5%)	8 (4.1%)
Interested in doing part time work in a training program/with a job coach or similar assistance (i.e. Easter Seals, DI, Valley Services, etc)	3 5.5%)	8 (8.1%)	3 (4.5%)	11 (5.7%)
Interested in working a part time regular job <32 hours	16 (29.1%)	9 (9.1%)	6 (9.1%)	28 (14.4%)
Interested in working a full time job >32 hours a week.	5 (9.1%)	11 (11.1%)	17 (25.8%)	31 (16.%)

Ability to Perform Employment Related Activities

	Section 8 N = 154		Week-to-week N = 66	Total N = 220
	With children n = 55	Without children n = 99		
Unable to work at all. Physical or mental disabilities affecting ability to work. Not eligible to work (i.e. non citizen, no work permit)	14 (25.5%)	43 (43.4%)	25 (37.9%)	69 (35.6%)
Limited ability to work. May need some special accommodations due to a disability. Able to participate in very basic job readiness activities.	9 (16.4%)	14 (14.1%)	8 (12.1%)	27 (13.9%)
Able participate in volunteer work, or self employment or similar jobs, donating plasma (i.e. collecting cans, yard work, making jewelry, panhandling)	-0-	8 (8.1%)	2 (3.0%)	10 (5.2%)
Able to participate in temporary labor, project, or seasonal work, (i.e. construction),	4 (7.3%)	8 (8.1%)	6 (9.1%)	16 (8.2%)
Able to participate in part time work in a training program/ with a job coach or similar assistance (i.e. Easter Seals, DI, Valley Services, etc)	11 (20.0%)	10 (10.1%)	2 (3.0%)	21 (10.8%)
Able to work a part time regular job <32 hours week	14 (25.5%)	6 (6.1%)	8 (12.1%)	24 (12.4%)
Able to work a FT job >32 hours a week.	3 (5.5%)	10 (10.1%)	15 (22.7%)	27 (13.9%)

Actual Current Activity in Employment Related Activities

	Section 8 N = 154		Week-to-week N = 66	Total N = 220
	With children n = 55	Without children n = 99		
Not working and not participating in any job related readiness activities. Not eligible to work (i.e. non citizen, no work permit)	31 (56.4%)	59 (59.6%)	34 (51.5%)	104 (53.6%)
Participating in job readiness activities	11 (20.0%)	16 (16.2%)	17 (25.8%)	42 (21.6%)
Participating in volunteer work, or self employment or similar jobs, donating plasma (i.e. collecting alum cans, yard work, making jewelry, panhandling)	1 (1.8%)	7 (7.1%)	1 (1.5%)	8 (4.1%)
Participating in temporary labor, project or seasonal work, (i.e. construction),	2 (3.6%)	5 (5.1%)	1 (1.5%)	8 (4.1%)
Participating in part time work in a training program/ with a job coach or similar assistance (i.e. Easter Seals, DI, Valley Services, etc)	3 (5.5%)	7 (7.1%)	2 (3.0%)	12 (6.2%)
Working a part time regular job <32 hours week	6 (10.9%)	3 (3.0%)	4 (6.1%)	12 (6.2%)
Working a full time job >32 hours a week	1 (1.8%)	2 (2.0%)	7 (10.6%)	8 (4.1%)

APPENDIX 1

Table 1: Palmer Court Basic Demographic Data

	Section 8		Week-to-week N = 66	Total N = 220
	With children n = 55	Without children n = 99		
Median Age (Range: 19 – 74)	32.2	49.1	48.4	44.6
19 – 29	26 (47.3%)	6 (6.1%)	9 (13.6%)	41 (18.6%)
30 – 39	15 (27.3%)	9 (9.1%)	5 (7.6%)	29 (13.2%)
40 – 49	11 (20.0%)	22 (22.2%)	16 (24.2%)	49 (22.3%)
50 – 59	3 (5.5%)	56 (56.6%)	24 (36.4%)	83 (37.7%)
60 – 69	-0-	4 (4.0%)	9 (13.6%)	13 (5.9%)
70 +	-0-	2 (2.0%)	3 (4.5%)	5 (2.3%)
Gender				
Male	12 (21.8%)	69 (69.7%)	49 (74.2%)	130 (59.1%)
Female	43 (78.2%)	30 (30.3%)	17 (25.8%)	90 (40.9%)
Education Level				
No High School diploma/GED	26 (47.3%)	20 (20.2%)	15 (22.7%)	61 (27.7%)
High School Diploma or GED	19 (34.5%)	60 (60.6%)	34 (51.5%)	113 (51.4%)
Some college	8 (14.5%)	13 (13.1%)	13 (19.7%)	34 (15.5%)
Associate’s Degree	1 (1.8%)	2 (2.0%)	-0-	3 (1.4%)
Bachelor’s Degree	1 (1.8%)	4 (4.0%)	3 (4.5%)	8 (3.6%)
Unknown	-0-	-0-	1 (1.5%)	1 (0.5%)
Currently in school or training				
Yes	6 (10.9%)	3 (3.0%)	3 (4.5%)	12 (5.5%)
No	49 (89.1%)	96 (97.0%)	63 (95.5%)	208 (94.5%)
Main sources transportation				
Car	8 (14.5%)	11 (11.1%)	4 (6.1%)	23 (10.5%)
Bus	40 (72.7%)	61 (61.6%)	48 (72.7%)	149 (67.7%)
Bike	2 (3.6%)	22 (22.2%)	7 (10.6%)	31 (14.1%)
On Foot	21 (38.2%)	22 (22.2%)	22 (33.3%)	55 (25.0%)
Other	4 (7.3%)	6 (6.1%)	3 (4.5%)	13 (5.9%)
Overall physical health				
Good – Excellent	36 (65.4%)	43 (43.4%)	33 (50.0%)	112 (50.9%)
Fair - Poor	19 (34.5%)	56 (56.5%)	33 (50.0%)	108 (49.1%)
Overall mental health				
Good – Excellent	20 (36.4%)	34 (34.3%)	29 (43.9%)	83 (37.7%)
Fair - Poor	35 (63.6%)	65 (65.6%)	37 (56.1%)	137 (62.3%)