



Employment Outcomes of Chicago Manufacturing Technology Bridge Graduates

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Executive Summary

Using 1999 wage record data from the Illinois Department of Employment Security (IDES)¹ and demographic data collected from participant intake forms at Bridge program sites, this report estimates the impact of the Chicago Manufacturing Technology Bridge program on the employment outcomes of program graduates. The 295 people studied in this report enrolled in the Chicago Manufacturing Technology Bridge program -- a 16-week training program designed to prepare disadvantaged inner city residents for career-path jobs in manufacturing -- between 1987 and 2000. In 1999, individuals who completed the program were much more successful than those who had not yet enrolled in the program at finding jobs, earning a livable wage, and working in the manufacturing and trade sectors rather than the service sector.

As part of a quasi-experimental study design, the author divided Bridge participants into two groups: those who had completed the program as of a given quarter of 1999, referred to in this paper as “graduates,” and those who had not yet enrolled in the program as of a given quarter, referred to as “future enrollees.” Individuals in both groups are similar in most respects: they tend to be low income, underemployed, and either Hispanic or African American. The major difference between them is that, during the period of analysis, graduates had completed the program while future enrollees had not yet enrolled in it. As a result, the large difference in employment outcomes between the two groups are

¹ Employers are required to submit to the state quarterly wage information for all employees as part of their unemployment insurance filings.

primarily attributable to completion of the Bridge program. The differences are as follows:

- Graduates were much more likely than future enrollees to be employed. Five times as many Bridge graduates as future enrollees – 36% versus 7% -- were consistently and gainfully employed during 1999.
- Graduates earned more than twice as much income as future enrollees. The median annual income for Bridge graduates in 1999 was \$16,555 – more than double the median income for Bridge future enrollees, \$7,758.
- Employed graduates were somewhat more likely to work in manufacturing than employed future enrollees. Fifty-four percent of employed graduates worked primarily in the manufacturing sector during at least one quarter of 1999 compared to 45% of employed future enrollees.
- Employed future enrollees were more likely than employed graduates to work in the service sector. Fifty percent more employed future enrollees primarily worked in the service sector as employed graduates during at least one quarter of 1999 (48% compared to 32%).

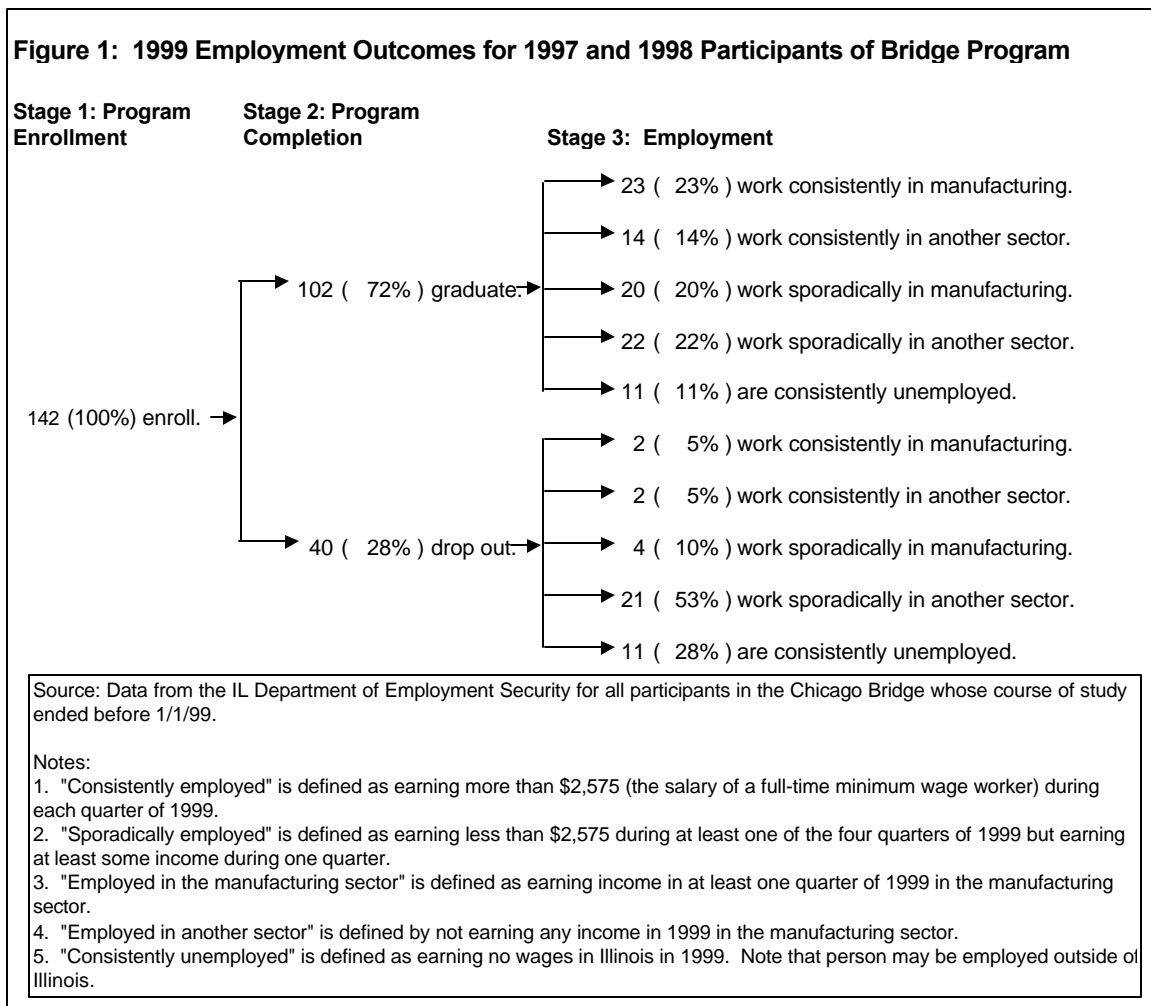
I. Introduction

The Chicago Manufacturing Technology Bridge Program is a 16-week training program designed to prepare disadvantaged inner city residents for career-path jobs in manufacturing. In 1997 and 1998, 142 people participated in the program. Seventy-two percent of these participants graduated; twenty-eight percent did not. In 1999, the difference in employment outcomes between these two groups is dramatic. Only 11% of the graduates were consistently unemployed in Illinois while 28% of dropouts were. Furthermore, while 23% of the graduates were consistently and gainfully employed in the manufacturing sector, only 5% of the dropouts were.² The decision tree in figure 1 (following page) gives more detail on the outcomes of graduates and dropouts. It is clear from this comparison that Bridge graduates fared much better than Bridge dropouts in the labor market in 1999.

Although graduates were more successful in the job market than dropouts, it is not clear how much of this difference is caused by completion of the Bridge program and how much is the result of differences in personal characteristics and individual circumstances. Bridge dropouts may be less likely to stay employed or to find manufacturing jobs, not because they dropped out of the Bridge program, but because they have low motivation, difficulty with obtaining child care, poor transportation to work, learning disabilities, personal problems, or other barriers to employment. These individuals may have had a hard time finding a job even if they had completed the Bridge program. Likewise, graduates might be people

² That is, they earned more than \$2,575, the salary of a full-time minimum wage worker, and were employed in the manufacturing sector during each quarter of 1999.

who will succeed regardless of circumstances because of natural ability, perseverance, family support, few barriers to employment, or other characteristics. In order to control for these extraneous factors – and to thereby estimate the effect of the Bridge program on employment outcomes of graduates -- this analysis compares the employment outcomes of graduates to those of a similar group of individuals who have not entered the Bridge program: future enrollees.



II. Methodology

This analysis uses wage record data from the Illinois Department of Employment Security (IDES) and demographic data collected through participant intake forms at Bridge program sites for 295 people who enrolled in the Chicago Bridge program between 1987 and 2000. The records consist of the wages the person earned during each quarter in 1999 and the four-digit Standard Industrial Classification (SIC) code identifying the industry in which the person worked.

The data were analyzed to answer three basic questions:

1. Do Bridge graduates remain employed at higher rates than otherwise similar people?
2. Do Bridge graduates earn higher wages than otherwise similar people?
3. Are Bridge graduates more likely to work in manufacturing than otherwise similar people?

In order to answer these questions, the 295 subjects were divided into four groups -- graduates, dropouts, current enrollees, and future enrollees – for each of the four quarters of 1999 and for the entire year in aggregate. Graduates were considered the experiment group; future enrollees were the comparison group. Although the primary comparison in this paper is between graduates and future enrollees, statistics on dropouts and current enrollees are also included for comparison. Since future enrollees were drawn from the same population as graduates – i.e., those with some work experience applying for job training and placement to the Bridge program – they are an appropriate comparison group. A statistical comparison of demographic data taken from participant intake forms

indicates that future enrollees are similar to graduates in most respects. See Appendix A for the criteria used to separate individuals into each study group during each quarter. See Appendix B for an analysis of the demographic differences between these groups.

The data have several limitations. First, they do not indicate the number of hours a person worked during a particular quarter. Thus, it is not possible to derive an individual's hourly wage. Instead, only gross quarterly income and gross annual income can be calculated. Second, the data represent only one calendar year, a time period that does not correspond to most subjects' participation in the Bridge program. Thus, the group of graduates in a particular quarter includes individuals who graduated only a few months prior to the quarter and others who had been out of the program for as long as two years and have higher earning potential. The sample of program participants is too small and the time period too short to track individuals over time. Third, the data do not explicitly state whether a subject was employed during a particular quarter. The only way to calculate unemployment rates is to estimate them through reported income. This method is problematic because the data include only wages earned in Illinois; if an individual moved out of the state, he would be counted as unemployed, even though he might be employed elsewhere.

III. Employment Outcomes

Individuals who completed the Bridge program were much more successful in the job market than the comparison group of individuals who had

not yet enrolled in the program. The following three subsections compare the success of these two groups in finding jobs, earning a livable wage, and working in the manufacturing and trade sectors.

A. Employment Persistence and Employment Rates

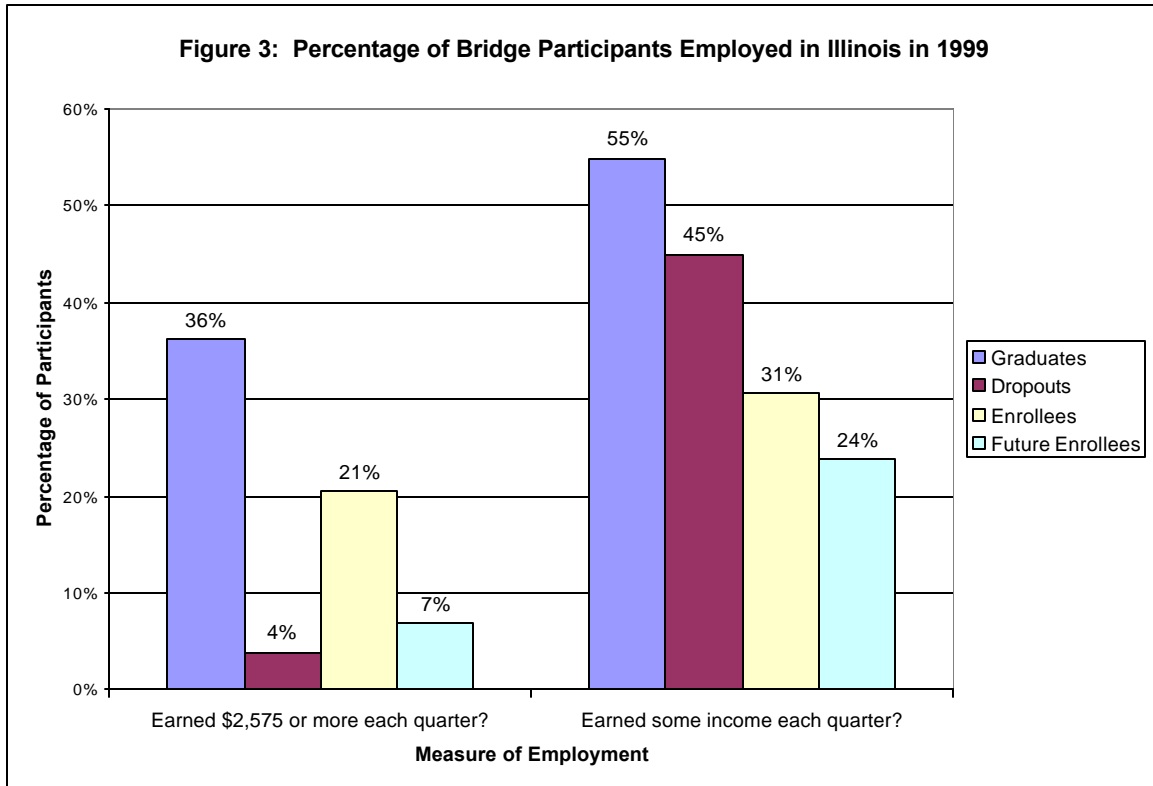
As mentioned above, the IDES data do not indicate whether or not a participant is employed during a particular quarter; they only indicate the wages reported for that person in Illinois. This analysis assumes that subjects were unemployed during quarters in which no wage data were reported, even though some subjects may actually be employed outside of the state. Since between 40% and 47% of total subjects have no reported wages in any given quarter; and since it is unlikely that nearly half of all subjects leave the state at any given time,³ it is likely that subjects with no reported wages were, in fact, unemployed and that this assumption will not skew difference in employment rates between study groups calculated here. These rates may, however, underestimate the employment rates for all groups since they technically refer only to the percentage of individuals employed in Illinois.

Because of the difficulty of precisely determining whether or not a participant was employed during a given quarter, this analysis uses two measures of employment rates. The first calculates the percentage of Bridge graduates, dropouts, current enrollees, and future enrollees earning any income

³ Case workers at the Instituto del Progreso Latino, the largest Bridge program site, estimated that approximately 10% of Bridge participants leave Illinois for an extended period of time – often to Mexico, Texas and California to visit relatives during the Christmas holidays – but that most of them eventually return to Illinois.

whatsoever in each quarter of 1999. If an individual earned one dollar or more, he or she was considered employed. The second measure counts as employed only those who earned at least \$2,575 per quarter, the amount someone working full-time (500 hours) at minimum wage (\$5.15 per hour) would earn.

According to both measures of employment, graduates were employed at much higher rates than future enrollees. More than twice as many graduates as the comparison group of non-participants (55% versus 24%) earned some wages during each of the four quarters of 1999. Four times as many graduates as

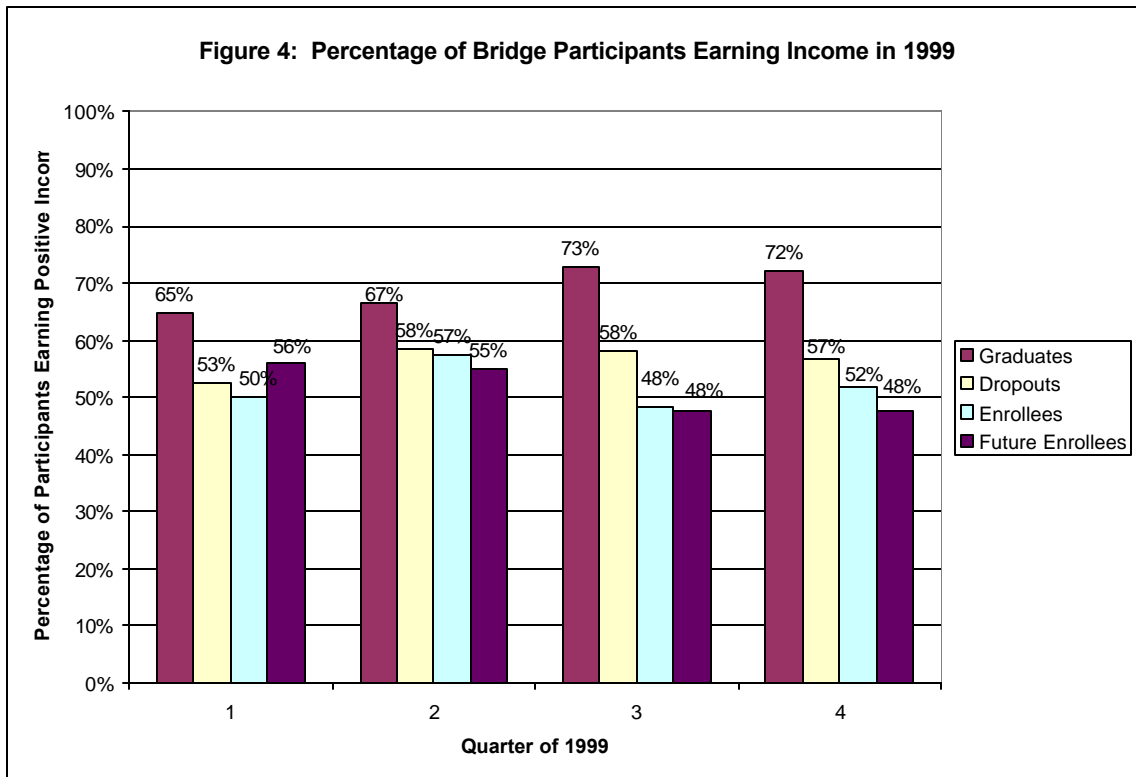


future enrollees (36% versus 7%) earned at least \$2,575 in each quarter of 1999.

Figure 3 (above) graphs the differences for each of the four groups for both measures of employment. Although the average Bridge participant has dramatically better employment prospects upon completing the program, most

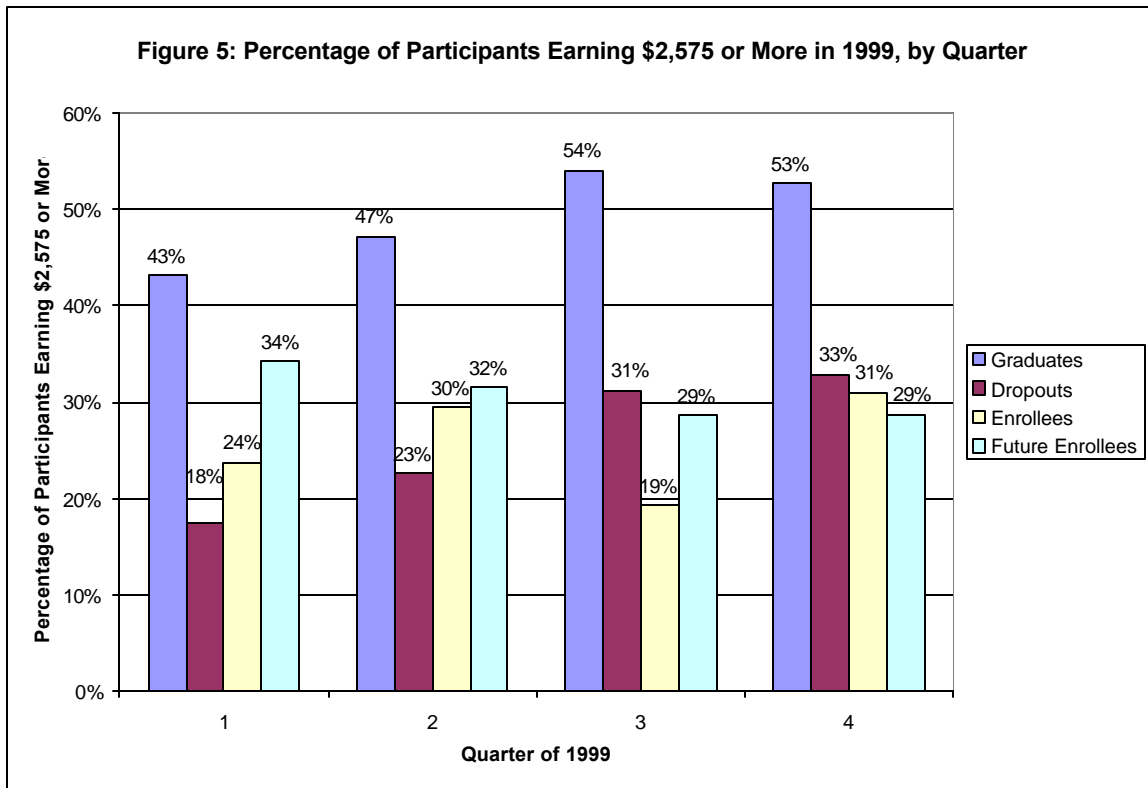
graduates still struggle to remain employed. Even though participants make dramatic gains after graduation, a 16-week program cannot resolve all of the employment difficulties that people in this disadvantaged population face. According to interviews with program staff and program participants at the Instituto del Progreso Latino, the largest Bridge program site, many participants are unable to find work for reasons unrelated to insufficient job training, including inadequate transportation, lack of childcare, limited English proficiency and workplace discrimination.

The two measurements of employment also indicate that more graduates than future enrollees were employed in each quarter of 1999. As noted above, the composition of these four comparison groups of subjects changes each quarter according to whether or not an individual had completed the program at



that point. Therefore, this quarter-by-quarter analysis does imply anything about employment persistence; it does, however, indicate that graduates were more likely than all other groups to be employed in a given quarter. As figure 4 (previous page) indicates, more graduates than future enrollees were employed each quarter of 1999, according to the first measurement of employment. In the fourth quarter, this difference was as great 72% for graduates compared to 48% for future enrollees and as small in the first quarter as 65% for graduates and 56% for future enrollees.

Graduates were also more likely to be employed according to the second indicator of employment. As shown in Figure 5 (below), more graduates than future enrollees are employed at the level of a full-time minimum wage worker



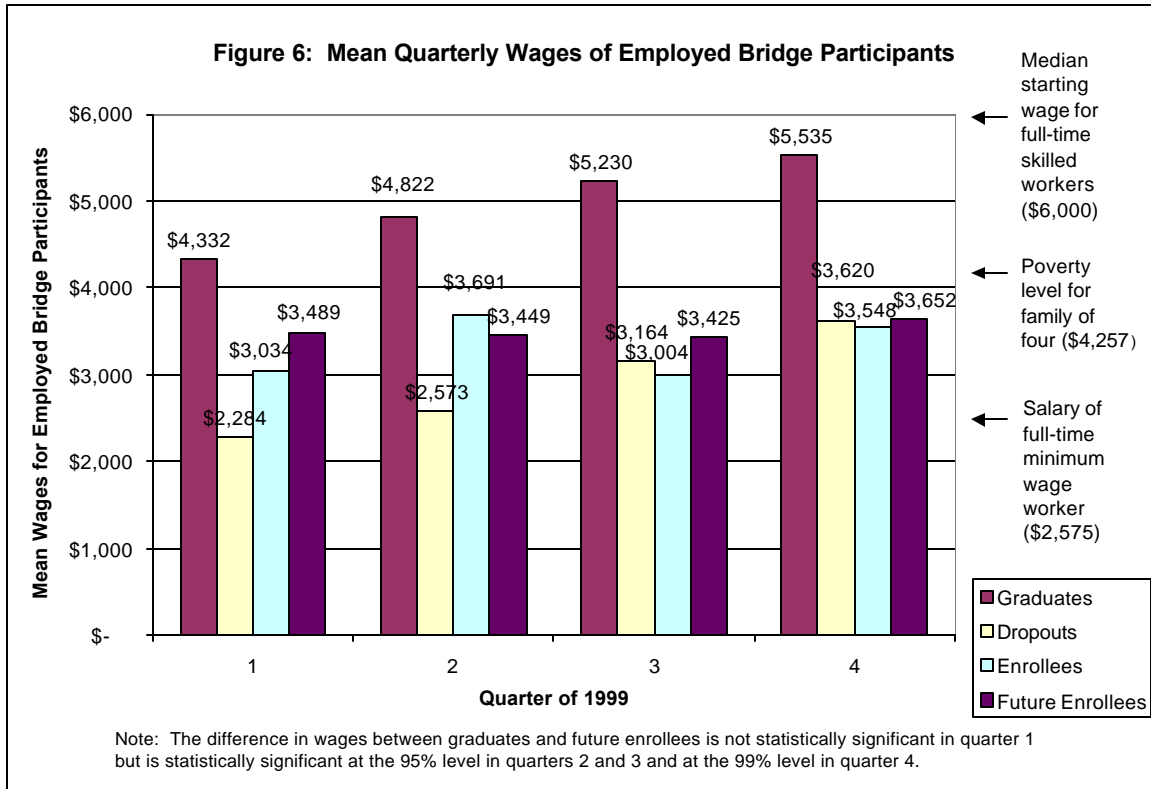
or more during each quarter in 1999. This difference is as great as 52% for graduates and 29% for future enrollees in the fourth quarter, and as low as 43% for graduates and 34% for future enrollees in the first quarter. Graduating from the program, therefore, is correlated with at least a minimum level of employment.

B. Wages

Graduates of the Bridge program earned significantly more wages than did future enrollees during 1999. The median annual income for Bridge graduates in 1999 was \$16,555 – more than double the median income for Bridge future enrollees, \$7,758. The mean income for employed graduates also was much larger than the mean income for future enrollees during each quarter of 1999.⁴ (See figure 6, next page). This difference is statistically significant during each quarter at either the 95% level or the 99%, depending upon the quarter. These differences are not only large and statistically significant. They also indicate that the average employed graduate earns enough to place him (or her) above the poverty line for a family of four which was \$4,257 per quarter in 1999 for households of four people under 65 years old, according to the US Census Bureau. None of the other three groups – including future enrollees – cross this

⁴ Note that the average wage of the graduate group increases from the first through the fourth quarter. This increase has two causes. First, the members of the graduate group changes from quarter to quarter; recent graduates had higher earning potentials than earlier graduates – probably because the Bridge program improved between 1997 and 1999 and delivered better services to later cohorts -- and their higher incomes boosted the overall average. Second, although earlier graduates earned less than recent ones, their earning potential increased over time, perhaps due to job experience. The average wage for those who had graduated before 1999, increases from \$1,803 in quarter 1 to \$3,275, \$3,849, and \$3,893 in quarters 2, 3, and 4 respectively.

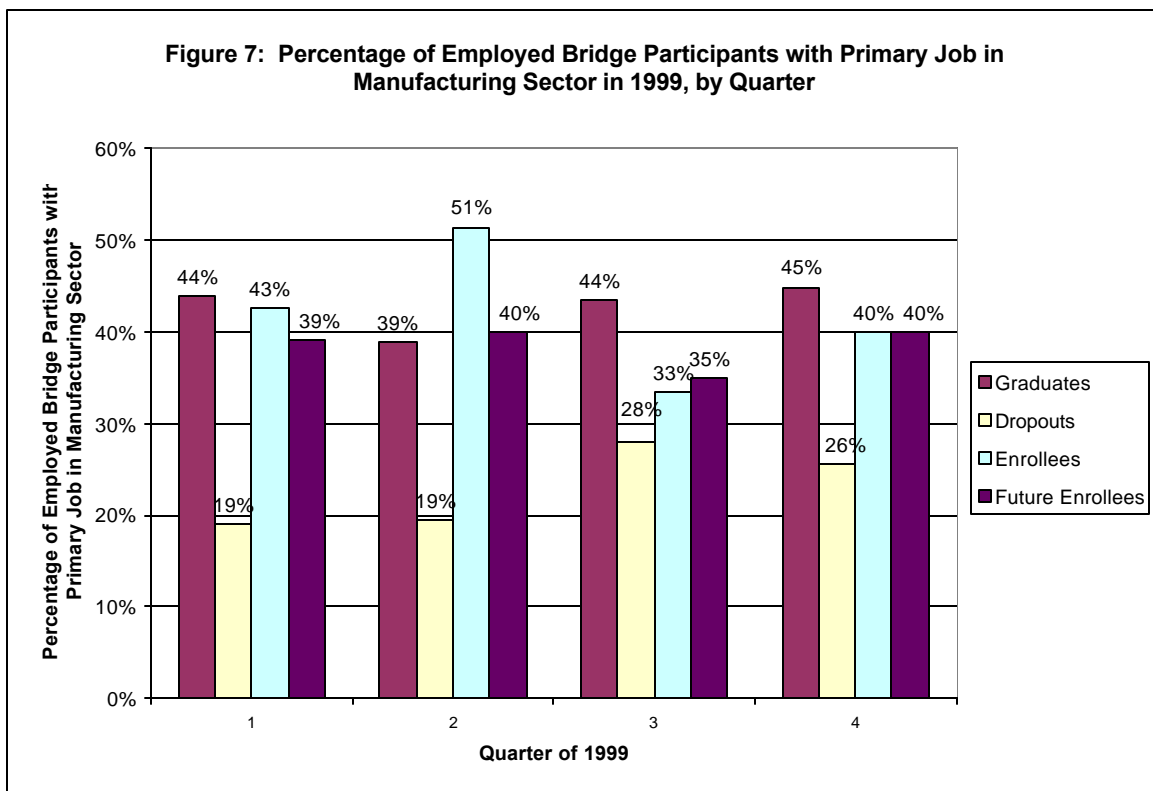
critical threshold. Thus, it appears that the Bridge program gives employed graduates the means to rise above the poverty level through jobs with a liveable wage and prospects for advancement.



C. Sector of Occupation

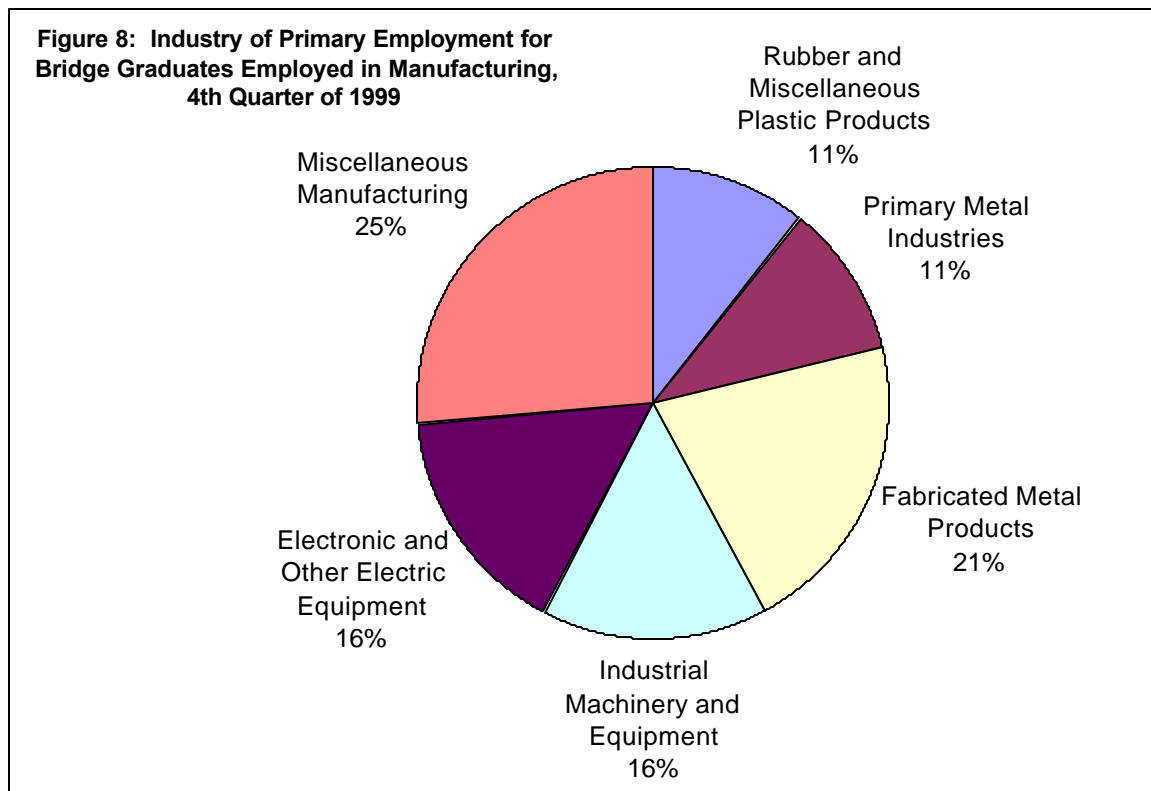
Of the 11 industry sectors defined by the Standard Industrial Classification (SIC) system, most Bridge program subjects are employed in four: manufacturing, wholesale trade, retail trade, and service. Graduates are more likely to be employed in manufacturing and trade while future enrollees are more likely to be employed in service. This contrast indicates that the Bridge program is successful in moving graduates from service sector jobs to manufacturing and trade sector jobs.

More graduates than future enrollees were employed in the manufacturing sector as their primary job in three of the four quarters of 1999. This difference in employment rates is never more than 5%, however. For example, in the fourth quarter, 45% of graduates were employed in the manufacturing sector while 40% of future enrollees were. (See figure 7, below). According to intake forms completed by Bridge participants, not many participants were employed upon enrollment in the Bridge program. Nearly half of those who were employed, however, had been employed in manufacturing, albeit in low-skilled jobs. As a result, the difference in percentage of graduates and future enrollees employed in manufacturing is slight. Since the SIC only indicates sector of employment rather than type of occupation, this percentage obscures the likelihood that those who were already employed in manufacturing advanced to better positions upon



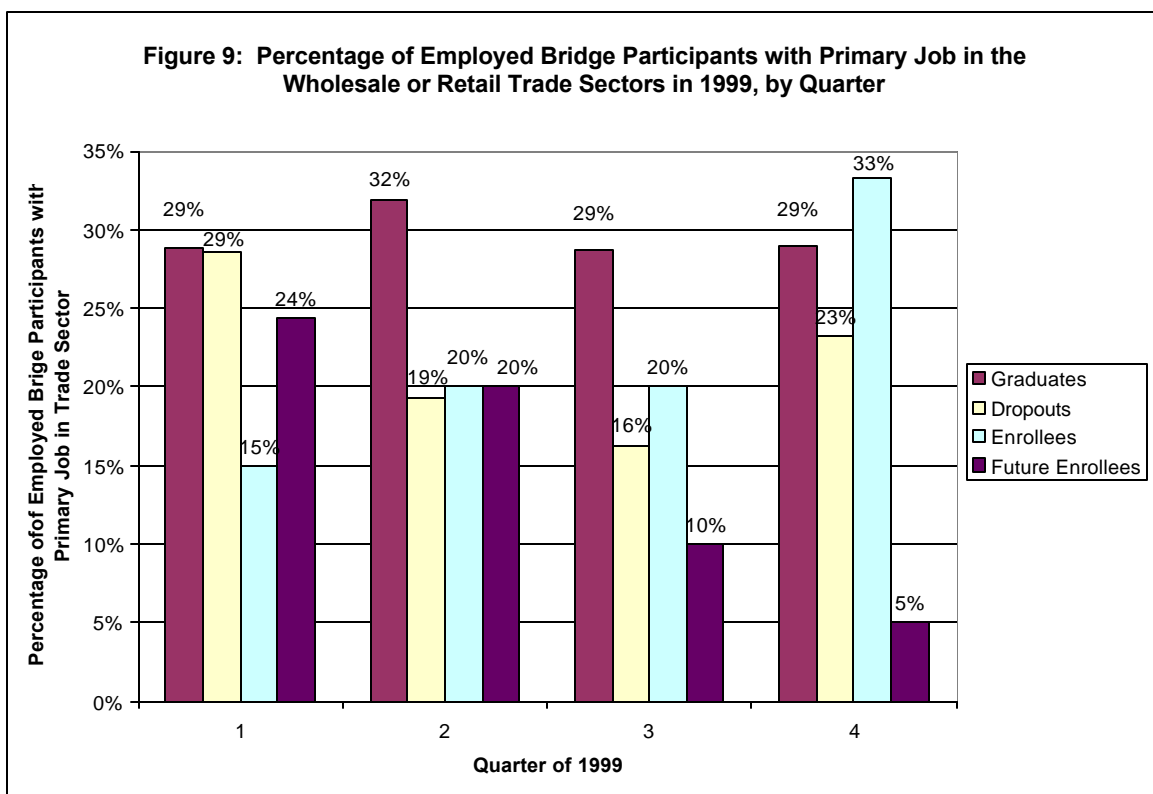
graduation.

Of the 39 Bridge graduates employed in manufacturing in the fourth quarter of 1999, 28 were employed in five industries: Rubber and Miscellaneous Plastic Products, Primary Metal Industries, Fabricated Metal Products, Industrial Machinery and Equipment, and Electronic and Other Electric Equipment. See figure 8 (below) for the specific percentage of graduates employed in



each of these industries. The sample size (N=39) is too small to allow statistical comparisons between graduates and future enrollees at this level of detail of industrial classification. Graduates are much more likely than future enrollees to be employed in trade. Four times as many employed graduates as future enrollees as future enrollees worked primarily in the wholesale or retail trade sectors during at least one quarter of 1999 (41% compared to 10%). Note in

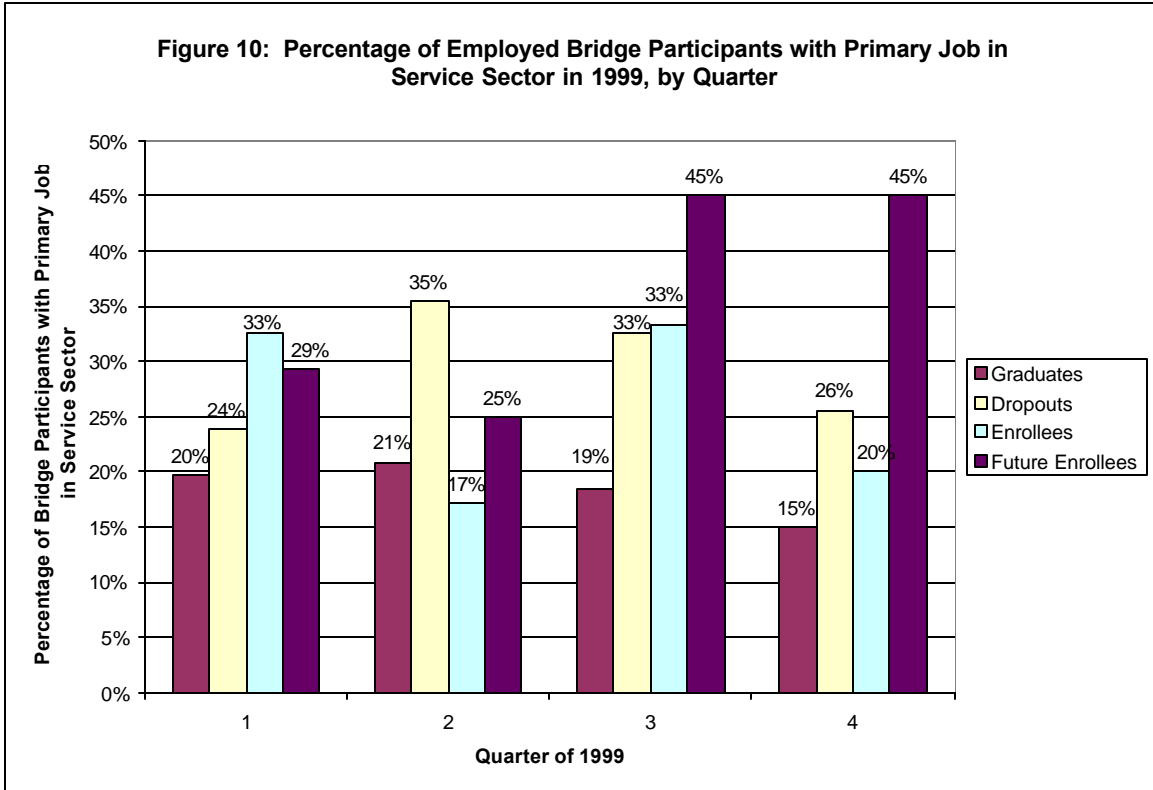
figure 9 (below) that this difference is present during each quarter of 1999. Of the 20 graduates employed in trade in the fourth quarter of 1999, for example, most graduates were employed in wholesale trade. Eight of them were employed in Wholesale Trades – Durable Goods, four were employed in Wholesale Trade – Non-Durable Goods, and the remainder were employed in Retail Trade.



Bridge graduates were less likely to be employed in the service sector than future enrollees. During each quarter of 1999, far fewer graduates than future enrollees were employed in the service sector as their primary job. In the fourth quarter of 1999, for example, three times as many future enrollees as graduates were primarily employed in the service sector. (See figure 10, next

page). During that quarter, six (30%) of all employed future enrollees worked for business services and half of those (15%) worked for “help supply” services.⁵

By contrast, less than 3% of employed graduates worked in help supply services.



⁵ Help supply services, such as temp agencies, supply personnel to other establishments.

IV. Towards a Cost-Benefit Analysis

A back-of-the-envelope cost-benefit analysis shows that the City of Chicago and the State of Illinois benefit from the Bridge program. Since the Bridge program increases both employment rates and the average wage for those who are employed, the benefits to the State of Illinois and the City of Chicago are substantial in comparison to the \$3,100 cost per participant for the Bridge program.⁶ The societal benefits of the program could include the following⁷:

1. Reduced reliance on social services – Many individuals who received social services before the Bridge program were steadily employed after the program. Of the 37 graduates who were consistently and gainfully employed in 1999, four (11%) had previously received public assistance such as AFDC/Welfare and eight (22%) were receiving unemployment insurance. It is likely that the Bridge program, by providing increased work opportunities, reducing the reliance of some graduates on social services.
2. Increased tax revenue - The average graduate –including both employed and unemployed graduates -- earned \$13,820 in 1999, while the average future enrollee earned just \$7,610. At current graduation and employment rates, putting 100 people through the Bridge program would yield 72 graduates who earned, on average, \$6,210 more per year than they did before the program. This would generate a total of \$447,120 of income per year that likely would not have been earned and would presumably increase income tax revenue.

⁶ This is the average cost per student at the Instituto del Progreso Latino, assuming that 100 students enroll per year, according to Instituto executive director.

3. Increased manufacturing output – During this period of historically low unemployment, some Chicago manufacturers are constrained from expansion because they cannot find enough skilled workers, according to conversations with area manufacturers. By training and helping to employ individuals who previously were employable only in low-skill jobs, the Bridge program is helping to create a new pool of skilled labor to meet the needs of local manufacturers.

⁷ This list of benefits could serve as the basis for a more rigorous cost-benefit analysis.

V. Conclusion

Compared to an otherwise similar group of individuals, graduates from the Chicago Bridge program are five times more likely to be consistently and gainfully employed, earn twice as much income on average, are more likely to work in manufacturing or trade, and are less likely to work in services. Although many remain unemployed even after graduation, the average person has dramatically better chances of securing a livable wage job and of supporting a family after graduation than before the program.

Appendix A: Study Group Categorization

Individuals were categorized into groups according to the following definitions:

(1) Graduate – A person who graduated from the Bridge program before the start of a given time period of analysis; (2) Dropout – A person who enrolled in the Bridge program and was recorded as having dropped out before the start of a given time period of analysis; (3) Current Enrollee – A person who was either (a) enrolled in the Bridge program for any portion of a given time period of analysis, as determined by his/her enrollment date or (b) a person who dropped out of the Bridge program during a course that was held at least in part during the time period in question but for whom no dropout date is given; (4) Future Enrollee – Any person who could not be definitively categorized as a graduate, dropout or current enrollee because no demographic or personal data from the Bridge enrollment form were available for them. These people presumably enrolled in the Bridge program after December 1999, the most recent data installment of Bridge enrollees.

Individuals were categorized in different groups at different points in time, according to their status with respect to the Bridge program at that time, causing the members of each group to change from quarter to quarter. (See Table A1, below). For example, a person who graduated from the program in February, 1999 would be considered a “current enrollee” during the first quarter of 1999. During the second quarter, his/her status would change to “graduate.” Likewise, in cases where the entire year of 1999 was the time period of analysis, all subjects who graduated from the Bridge program before January 1, 1999 were

considered graduates. All subjects who dropped out of the program before that date were considered dropouts. Those who were enrolled at any point during the year were considered current enrollees while all others were considered future enrollees.

Table A1: Number of Participants by Group by Quarter				
Time Period	Group			
	Graduates	Dropouts	Enrollees	Future Enrollees
1st Quarter	102	40	80	73
2nd Quarter	108	53	61	73
3rd Quarter	148	74	31	42
4th Quarter	148	76	29	42
Each Quarter of 1999	102	40	111	42

Appendix B: Demographic Comparison of Study Groups

Although the two groups are not identical in their demographic composition, they are similar in most respects. Note in Tables B1 – B4 (following pages) that the percentage of individuals in most demographic categories is nearly the same for both graduates and future enrollees.⁸ There are significant differences between the groups in a few categories, however.

Future enrollees are more likely to have some characteristics that predispose them to lower employment outcomes than graduates. In the first quarter, there are slightly more African Americans and welfare recipients among future enrollees and slightly fewer unemployment insurance recipients. (See charts B1 and B2, following pages). According to results of previous Academy for Educational Development studies of the Bridge program,⁹ these characteristics would make the graduates more likely to succeed *a priori*. In addition, there is a small but statistically significant difference in educational level between the two groups; it amounts to approximately six months in education attainment. In the first quarter, the pre-program reading and math Test of Adult Basic Education (TABE) scores for graduates were two-thirds of a point higher than those of future enrollees. In addition, in the fourth quarter, the average graduate had completed six months more school than the average future enrollee. (See Tables B3 and B4, following pages). Lower educational attainment would obviously make future enrollees less likely to succeed in the job market

⁸ The data reported in this section were collected through participant intake forms at each program site.

⁹ “Bridge to Advanced Technological Education Project: Analysis of Chicago Bridge Participants Six Months after Graduation 1999-2000” and “Bridge to Advanced Technological Education

At the same time, however, graduates are more likely than future enrollees to lack certain experience that is critical for job success. Substantially more future enrollees had manufacturing work experience prior to enrolling in the Bridge program. In previous AED reports, manufacturing experience was highly correlated with success in the Bridge program and beyond. This difference exists in both the first and the fourth quarter of 1999. In addition, substantially more future enrollees had completed previous vocation education. These two factors would likely give the average future enrollee an advantage in the job market,

It is likely that these demographic differences do not affect the large and statistically significant differences between graduates and future enrollees on all employment outcomes. First, the increased rates of prior manufacturing experience and previous vocational training among future enrollees might compensate for this group's lower educational attainment and increased incidents of welfare enrollment. Second, the differences between the groups are much smaller in the fourth quarter, the quarter in which the differences between the two groups are the greatest.

Table B1: Demographic Composition of Bridge Comparison Groups for First Quarter of 1999												
	Graduates			Dropouts			Enrollees			Future Enrollees		
	Valid N (Yes)	Valid N (Total)	%	Valid N (Yes)	Valid N (Total)	%	Valid N (Yes)	Valid N (Total)	%	Valid N (Yes)	Valid N (Total)	%
On transitional assistance?	4	73	5%	1	33	3%	8	76	11%	9	66	14%
On Unemployment Insurance?	17	75	23%	5	31	16%	8	79	10%	7	67	10%
Earned Income?	18	75	24%	6	31	19%	27	79	34%	24	67	36%
Supported?	22	75	29%	11	32	34%	29	79	37%	23	67	34%
Selective Service?	28	67	42%	17	35	49%	29	75	39%	20	69	29%
Single Head of Household?	29	73	40%	12	32	38%	39	76	51%	34	68	50%
Disabilities?	3	79	4%	1	36	3%	2	79	3%	2	71	3%
Employed upon Enrollment?	27	71	38%	5	31	16%	28	73	38%	24	74	32%
Diploma or GED?	28	79	35%	15	36	42%	30	78	38%	20	68	29%
Currently on Welfare?	4	74	5%	3	30	10%	11	79	14%	12	67	18%
Been on Welfare in Past?	3	74	4%	3	29	10%	21	79	27%	19	67	28%
TANF Recipient?	1	74	1%	0	28	0%	7	75	9%	8	67	12%
Ever Convicted of a Felony?	1	74	1%	2	27	7%	14	78	18%	7	67	10%
Ever had Vocational Training?	6	74	8%	3	28	11%	17	79	22%	17	67	25%
Ever Worked in Manufacturing?	11	72	15%	5	27	19%	36	78	46%	34	67	51%
African American?	32	102	31%	20	40	50%	23	80	29%	17	72	24%
Hispanic?	66	102	65%	19	40	48%	55	80	69%	52	72	72%

Appendix Table B2: Demographic Composition of Bridge Comparison Groups for Fourth Quarter '99												
	Graduates			Dropouts			Enrollees			Future Enrollees		
	Valid N (Yes)	Valid N (Total)	%	Valid N (Yes)	Valid N (Total)	%	Valid N (Yes)	Valid N (Total)	%	Valid N (Yes)	Valid N (Total)	%
On transitional assistance?	10	117	9%	3	67	4%	5	25	20%	4	39	10%
On Unemployment Insurance?	22	120	18%	8	65	12%	0	28	0%	7	39	18%
Earned Income?	37	120	31%	14	65	22%	8	28	29%	16	39	41%
Supported?	36	120	30%	26	66	39%	10	28	36%	13	39	33%
Selective Service?	42	110	38%	34	69	49%	5	27	19%	13	40	33%
Single Head of Household?	54	119	45%	26	63	41%	15	28	54%	19	39	49%
Disabilities?	4	124	3%	2	72	3%	0	29	0%	2	40	5%
Employed upon Enrollment?	45	117	38%	15	60	25%	9	29	31%	15	39	38%
Diploma or GED?	48	124	39%	25	71	35%	7	26	27%	13	40	33%
Currently on Welfare?	10	120	8%	9	65	14%	7	26	27%	4	39	10%
Been on Welfare in Past?	14	120	12%	14	64	22%	11	26	42%	7	39	18%
TANF Recipient?	4	118	3%	5	61	8%	4	26	15%	3	39	8%
Ever Convicted of a Felony?	7	119	6%	11	62	18%	3	26	12%	3	39	8%
Ever had Vocational Training?	16	120	13%	11	63	17%	11	26	42%	5	39	13%
Ever Worked in Manufacturing?	33	117	28%	20	62	32%	11	26	42%	22	39	56%
African American?	52	148	35%	30	76	39%	9	29	31%	11	41	27%
Hispanic?	101	148	68%	48	76	63%	23	29	79%	30	41	73%

Table B3: Descriptive Demographic Statistics for all Bridge Comparison Groups for First Quarter of 1999

	Graduates				Dropouts				Enrollees				Future Enrollees			
	N	Mean	Median	Std Dev	N	Mean	Median	Std Dev	N	Mean	Median	Std Dev	N	Mean	Median	Std Dev
Age	86	30.95	32.00	8.73	40	26.88	26.00	7.28	80	29.21	27.00	9.60	72	29.76	27.50	9.95
Household Size	51	3.51	3.00	1.92	33	2.67	2.00	2.00	77	4.18	4.00	1.78	70	3.41	3.00	1.96
Family Income	15	13,045	13,104	6,221	8	9,954	8,576	8,846	63	12,274	10,000	9,300	78	11,946	11,750	10,772
Highest Grade Completed	73	11.27	12.00	1.73	37	11.19	11.00	1.33	76	10.93	11.00	1.96	70	10.61	11.00	2.37
Score on TABE Reading Pre-Test*	82	8.85	9.60	1.06	36	9.18	9.60	0.94	78	8.69	9.60	1.44	31	8.21	8.40	1.60
Score on TABE Math Pre-Test*	82	8.78	8.95	1.18	36	8.90	9.40	1.08	78	8.74	8.70	1.16	31	8.09	8.00	1.39
Length of Most Recent Employment	63	3.01	1.17	3.94	31	1.18	0.50	1.60	71	2.11	0.58	3.42	28	2.20	0.58	4.82
Hourly Wage in Most Recent Employment	63	8.49	8.00	3.16	33	7.26	6.35	2.96	73	7.93	7.00	3.61	28	7.67	7.00	2.98

* Indicates statistically significant difference between means of graduates and future enrollees at $p < .05$.

Table B4: Descriptive Demographic Statistics for all Bridge Comparison Groups for Fourth Quarter of 1999

	Graduates				Dropouts				Enrollees				Future Enrollees			
	N	Mean	Median	Std Dev	N	Mean	Median	Std Dev	N	Mean	Median	Std Dev	N	Mean	Median	Std Dev
Age	132	30.82	31.00	9.07	76	27.01	26.00	8.08	11	29.07	26.00	9.42	41	30.56	29.00	10.50
Household Size	96	3.79	4.00	1.94	66	3.45	3.00	1.84	29	3.76	4.00	2.31	40	3.18	3.00	1.68
Family Income	47	13,567	13,104	9,262	30	9,938	10,000	7,083	27	11,140	8,000	10,043	40	12,537	12,500	11,454
Highest Grade Completed*	97	11.09	12.00	1.97	51	11.04	11.00	1.50	24	11.17	11.00	1.71	37	10.43	11.00	2.29
Score on TABE Reading Pre-Test	No data are available for these measures.															
Score on TABE Math Pre-Test																
Length of Most Recent Employment	97	3.07	1.00	4.47	51	0.92	0.42	1.69	24	1.93	0.79	2.71	37	3.32	1.08	5.43
Hourly Wage in Most Recent Employment	97	8.76	8.20	3.64	51	7.04	6.25	2.06	24	7.89	7.00	2.64	37	8.57	8.00	3.39

* Indicates statistically significant difference between means of graduates and future enrollees at $p < .05$.