

## Year Three Evaluation Highlights

*Rethinking Job Search (Rethinking) is in a very strong position and has the resources, skills, and collaborations firmly in place to continue its current trajectory.*

### Key Findings

- **Facilitators are a key asset.** They are skilled, engaged, and effective in their roles. The facilitator selection criteria are correct. New facilitators have been rapidly brought on board after turnover.
- **Recruitment is exceeding targets,** despite low unemployment rates in the state overall.
- **Sites are generating partner referrals.** Despite concerns about partner engagement, WorkSource staff have offered referrals, logistical support, and promotion of Rethinking to WIOA clients.
- **Surprising demographic trend in enrollment.** The participant group differs from the broader UI pool in that it is made up largely of women over age 40, with relatively more education and fewer barriers.
- **Performance objectives are being met.** For example, 70% of enrollees are completing over 80% of the intervention sessions.
- **Participant satisfaction is a key success.** An extraordinary 97% of participants responding to an exit survey say they would recommend Rethinking to other people.
  - 95% of completers reported being motivated to search for jobs.
  - 87% of completers reported being confident in their job search.
- **Preliminary employment outcomes** for entering employment (55%) and retention (85%) have greatly exceeded program goals, though it should be noted that the goals were set unrealistically low.
  - The results are roughly on par with the negotiated performance level for WIOA dislocated workers in 2015.

### Average Learning from Rethinking

Scale of 1-5, with 5 being "strongly agree"

	After Workshop (N=487)	6 Months Post (N=258)
The workshop lessons helped me get a job.	n/a	3.6
I understand why my emotions matter.	4.5	4.4
I am following up on job leads.	4.5	n/a
I am motivated to get the job I want.	4.5	4.0
I can identify my risky thinking.	4.4	4.3
I can change my risky thinking.	4.4	4.2
I can improve my self-esteem.	4.4	4.2
I am confident I can set goals for myself.	4.4	4.3
I am able to use the workshop lessons in my job search.	4.4	4.1
I am confident I can choose alternative actions.	4.3	4.2
I can manage my emotions better.	4.2	4.0
I am in the process of setting up interviews with employers.	4.2	n/a

### What impact has Rethinking had on your life?

Themes from open-ended responses to participant survey

Theme (Proportion)	Sub-Themes (Number)
Job search, motivation, confidence (35%)	Got employed (13)
	Prepared or supported in job search (62)
	Active in job search (20)
	Motivated to job search (42)
	Confidence in job search (35)
	Confidence general (27)
	Motivated non-specific (11)
Empowerment or perspective (25%)	Personal improvement (42)
	Empowering (34)
	Not alone (22)
	Perspective (53)
Tools and skills (23%)	Tools (44)
	Management of self/emotions/actions (53)
	Better thinking and decision-making process (42)
Positive (10%)	General, non-specific but positive (59)
Other (7%)	Unclear attribution (28)
	No impact (13)