Reimage Program Analysis Memo

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Executive Summary

Reimage is a program for court-involved youth and young adults 16 to 24 years of age[1]. This program provides mentors and case managers to assist with continued education, obtaining jobs, completing training, and navigating the court system. The desired short-term outcomes for program participants include taking advantage of educational opportunities, job readiness training, and short-term occupational skills training. Long-term outcomes include attaining a high school diploma or General Educational Development (GED), maintaining a stable job, and not re-offending. Program case managers have been collecting and entering demographic, program services/activity data and outcome measures into Client Track, an electronic database used to enter and track participant data.

For the Centers for Disease Control Training and Technical Assistance Youth Violence Prevention Initiative (CDC TTA YVP), American Institutes for Research is analyzing 3 years of Client Track data to understand the extent to which the program's job readiness training, supportive services, and participant characteristics are related to participant outcomes.

The goal of the analyses was to assess the relationship between (1) participants completing job readiness training and desirable outcomes, (2) participants completing other services (i.e., job placement services, leadership development, community service/restorative justice, and mentoring) and desirable outcomes, and (3) participant demographic characteristics at entry (gender, previous arrest, school status) and desirable outcomes.

Our main findings are as follow:

1. For Research Question 1 (RQ1), which explored the relationship between participating in job readiness training and participant outcomes, job readiness training was positively and consistently associated with short- and long-term outcomes.
2. For Research Question 2 (RQ2), which explored the relationship between participant-level services and participant outcomes, two of these services were positively and consistently associated with short- and long-term outcomes. Specifically, leadership training and mentoring services were positively related to short- and long-term outcomes, but there was no relationship between job placement, community service, or restorative justice activities and desirable outcomes.

[1] The program also enrolls a small percentage of 16-18-year-old youth who are at-risk for court-involvement but who are not yet involved.

3. For Research Question 3 (RQ3), which explored the relationship between participant-level characteristics and participant outcomes, generally speaking, there were few significant relationships between participant characteristics and desirable outcomes. Outcomes were similar for males and females, participants who had been previously arrested and those who had not been previously arrested, and participants who were in high school when they started the program (versus those who had already graduated or dropped out of high school). We also found consistent evidence that participants who successfully completed the program were more likely to have positive short- and long-term outcomes than were participants who did not complete the program.

We describe implications for program improvements and practice.

Introduction

Reimage is a program for court-involved youth and young adults 16 to 24 years of age[2]. This program provides mentors and case managers to assist with continued education, obtaining jobs, completing training, and navigating the court system. The desired short-term outcomes for program participants include taking advantage of educational opportunities, job readiness training, and short-term occupational skills training. Long-term outcomes include attaining a high school diploma or General Educational Development (GED), maintaining a stable job, and not re-offending. Program case managers have been collecting and entering demographic, program services/activity data and outcome measures into Client Track, an electronic database used to enter and track participant data.

For the Centers for Disease Control and Prevention Training and Technical Assistance Youth Violence Prevention Initiative (CDC TTA YVP), American Institutes for Research is analyzing 3 years of Client Track data to understand the extent to which the program's job readiness training, supportive services, and participant demographic characteristics are related to participant outcomes. A different set of participants was included in the program each year. We analyzed data on participant demographics, services received, and the following desirable participant short- and long-term outcomes:

- Placed into employment
- Earned General Educational Development (GED)
- Attained a degree or industry-recognized certificate
- Working or attending school at the first 9-month follow-up[3]
- Recidivism at 12 months

The goal of the analyses was to assess three research questions (RQ):

1. The extent to which there is a relationship between participants completing job readiness training and desirable outcomes

[2] The program also enrolls a small percentage of 16-18 year-old youth who are at-risk for court-involvement but who are not yet involved.

[3] Reimage had provided us with three variables tracking whether a participant was "working or attending school" at 3-, 6-, and 9-month follow-up. We collapsed the categories into one to assess whether a participant was "working or attending school" at any given point within this time period.

2. The extent to which there is a relationship between participants completing other services and desirable outcomes. Other services include (1) job placement services, (2) leadership development, (3) community service/restorative justice, and (4) mentoring.
3. The extent to which there is a relationship between participant demographics[4] and program completion at entry and achievement of desirable outcomes. The characteristics used are:
    a. Female participants compared to male participants
    b. Participants who have reoffended one or more times since joining the program compared to participants who have not reoffended since joining the program
    c. Participants who, at program entry, had graduated high school or obtained a GED compared to participants who are still in high school
    d. Participants who, at program entry, had dropped out of school compared to participants who are still in high school, and
    e. Participants who completed the program versus participants who did not complete the program.

Analysis Approach

We analyzed the Client Track data, which records job readiness training, support services, and short- and long-run outcomes as dichotomous variables. For example, from the data we can determine if the participant completed job readiness training (yes/no), earned a GED diploma (yes/no), and was placed into employment (yes/no). We present descriptive statistics, tables, and charts to summarize findings.

First, we ran our analysis estimating the simple relationship between job readiness training (RQ1) or support services (RQ2) and each outcome using a logistic regression model. Second, we ran analyses including dichotomous variables for the following participant level characteristics: gender (male/female), housing living conditions (permanent/temporary home), and arrests history (yes/no[5]), to control for any observable differences between those who do

[4] We did not make comparisons in outcomes based on race/ethnicity because (a) a large proportion of participants (87%) were from a single racial/ethnic group (Black/African American) and other groups were not represented adequately to make valid comparisons; and (b) there was such a high rate of overlap between being Black/African American and having a GED that we would be unable to distinguish what portion of the outcomes were based on race/ethnicity (independent of education).
[5] Note, while the majority of program participants had an arrest history, this was not the case for 11 percent of program participants as shown in Table 1.

and do not complete job readiness training or engage in support services that might be related to outcomes.

Third, to understand to what extent there is a relationship between participant-level demographics and outcomes (RQ3), we also used a logistic regression model. We focused on understanding how the participant-level characteristics (i.e., age, gender, housing status, prior arrest, school status at time of enrollment at entry, and status at program exit) are related to the achievement of participant outcomes.

Participants Findings

Descriptive Statistics

First, we present basic features of the data to better describe the participants involved in Reimage. Analyses were conducted on a sample of 491 participants. We only analyzed variables for which we had participant data on the outcome and predictor of interest. For this reason, the number of participants included in the analysis varies based on the outcome of interest. See Exhibits 1–3.

Exhibit 1. Participant Demographics

Characteristics	Participants *N* (Percentage) Total = 491
Gender	**490** (100%)
Male	338 (68.98%)
Female	152 (31.02%)
Living in Temporary Housing	**491** (100%)
Yes	47 (9.57%)
No	444 (90.43%)
Race	**491** (100%)
American Indian/Alaska Native	1 (0.20%)
Native Hawaiian or Other Pacific Islander	1 (0.20%)
Black or African American	428 (87.17%)
White	61 (12.42%)
Prior Arrests	**491** (100%)
First-time offense	222 (45.21%)
Repeat offenses	213 (43.38%)
No offense (at risk)	56 (11.41%)
School Status at the Time of Enrollment	**470** (100%)
In-school youth (high school)	149 (31.70%)
High school graduate or GED	171 (36.38%)
School dropout	150 (31.91%)
Program Exit Reason	**325** (100%)

Characteristics	Participants *N* (Percentage) Total = 491
Did not complete transition plan[6].	226 (69.54%)
Completed program and transition plan.	53 (16.31%)
Left for compelling personal reasons and completed transition plan.	22 (6.77%)
Left program to pursue transition activities and completed transition plan.	12 (3.69%)
Moved from target area	11 (3.38%)
Ineligible: Left for compelling personal reasons and did not complete transition plan.	1 (0.31%)

Exhibit 2. Services Received

Characteristics	Participants *N* (Percentage) Total = 491
Job Readiness Training	**491** (100%)
Number of youth who completed	153 (31.16%)
Number of youth who did not complete	338 (68.84%)
Job Placement Services	**114** (100%)
Number of youth who participated	71 (62.28%)
Number of youth who did not participate	43 (37.72%)
Leadership Development Services	**362** (100%)
Number of youth who participated	50 (13.81%)
Number of youth who did not participate	312 (86.19%)
Community Service/Restorative Justice	**427** (100%)
Number of youth who participated	30 (7.03%)
Number of youth who did not participate	397 (92.97%)

[6] This label is somewhat misleading because the participant may have completed their goals and had positive outcomes but if he/she did not complete and sign a formal transition plan, they would be labeled as "unsuccessful." The program team is thinking through the best way to define what "unsuccessful" means.

Characteristics	Participants *N* (Percentage) Total = 491
Mentoring	**345** (100%)
Number of youth who participated	54 (15.65%)
Number of youth who did not participate	291 (84.35%)

Exhibit 3. Participant Outcomes

Characteristics	Participants *N* (Percentage) Total = 491
Working or Attending School at the First 9-Month Follow-Up[7]	**183** (100%)
Yes	73 (39.89%)
No	110 (60.11%)
Placed Into Employment	**491** (100%)
Yes	219 (44.60%)
No	272 (55.40%)
Earned a GED[8]	**491** (100%)
Yes	25 (5.09%)
No	466 (94.91%)
Attained a Degree or Industry-Recognized Certification	**491** (100%)
Yes	57 (11.61%)
No	434 (88.39%)

[7] There was not an option for "could not locate information at follow up." Therefore, if someone was non-responsive during follow up, he or she was labeled as "not working or attending school" (even if the participant actually might be doing this).
[8] Approximately 67% of participants were not eligible to earn their GED because they were currently in high school or had a high school diploma/GED already. Only the 30% of participants who were high school drop outs have the potential to earn their GED.

Recidivism at 12 Months for Those Entering from an Institution[9]	**79** (100%)
Arrested for a new crime within 12 months	9 (11.39%)
Reached 12 months since release	70 (88.61%)
Recidivism at any Time After Program Enrollment[10]	**496** (100%)
Arrested for a new crime	30 (6.05%)
Not Arrested for a new crime	454 (91.53%)
Unknown	12 (2.41%)

Findings

The analyses presented control for the demographic characteristics described earlier (age, gender, housing status, and prior arrest). The results without controls can be found in the Appendix, Tables 1A–2D. We only include figures when the findings were significant for two or more predictors.

Participation in Job Readiness Training

Overall, our analyses showed a positive relationship between completing job readiness training and desirable outcomes (See Figure 1). For individuals who completed job readiness training, the odds of working or attending school were over four times greater (odds ratio = 4.17, $p < 0.000$, $N = 183$), the odds of becoming employed were over five times greater (odds ratio = 5.36, $p < 0.000$, $N = 490$), and the odds of attaining a degree or industry-recognized certificate were over six times greater (odds ratio = 6.14, $p < 0.000$, $N = 490$) compared to individuals who did not complete job readiness training.

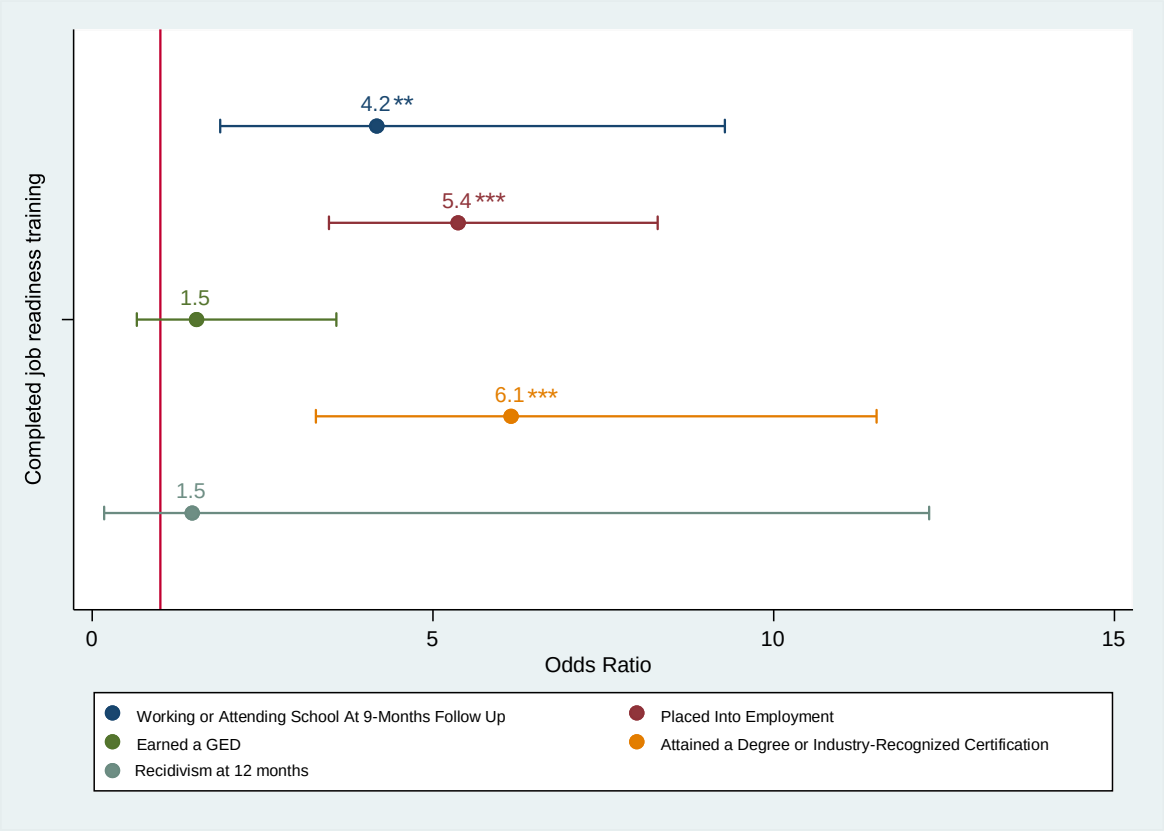
The two exceptions were earning a GED and not reoffending: There was no significant difference between the odds of earning a GED (odds ratio = 1.53, $p = 0.326$, $N = 490$) or the

[9] This sample is much smaller than the overall sample (79 people versus 491 people) because it only includes participants that entered Reimage within 90 days of release from an institution. Subsequent analyses that are reported for recidivism were done with this smaller sample.

[10] This data was taken from a different data source (program spreadsheets rather than program data base) and thus includes a slightly larger group.

odds of reoffending[11] (odds ratio = 1.46, $p = 0.723$, $N = 75$) based on whether an individual had completed job readiness training.

Figure 1. Odds of Achieving Desirable Outcomes for Individuals Who Completed Job Readiness Training, Compared to Those Who Did Not



Note: Exponentiated coefficients: ** $p < 0.05$ *** $p < 0.01$

As requested by Reimage, we performed an additional analysis to assess whether youth who completed job readiness training had different odds of working or attending school at the 9-month follow-up only. (The previous analysis examined the odds of working or attending school at any follow-up within the first 9 months.) There was no significant difference in the odds of working or attending school at the 9-months follow-up mark based on whether a participant had completed job readiness training (odds ratio = 2.24, $p = 0.383$, $N = 81$).

[11] This odds ratio excluded the following control variables: living in temporary housing and having repeated offenses. We were unable to include these in the analysis because of the small sample size and lack of variation.

Participation in Other Services

In this section, we discuss findings from our analysis of participation in other services and achieving desirable outcomes.

Job placement

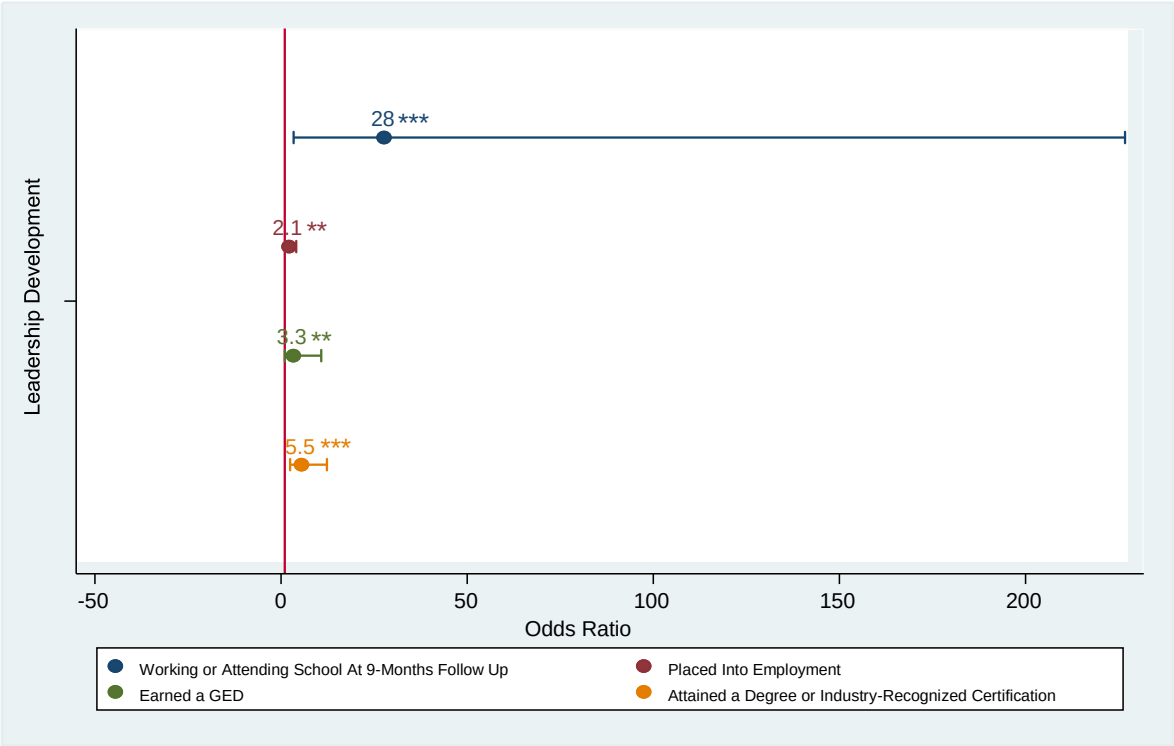
We found no relationship between participation in job placement services and achieving any of the desirable outcomes. Individuals who participated in job placement services did not have statistically significantly different odds of working or attending school (odds ratio = 3.84, $p = 0.303$. $N = 31$), becoming employed (odds ratio = 1.87, $p = 0.213$, $N = 114$), or earning a GED (odds ratio = 0.94, $p = 0.957$, $N = 100$) from those individuals who had not participated in job placement services.[12]

Leadership development

We observed a positive relationship between completing leadership development and nearly all desirable outcomes (See Figure 2). For participants who completed leadership development, the odds of working or attending school were nearly 28 times greater (odds ratio = 27.65, $p = 0.002$, $N = 159$), the odds of becoming employed were twice as great (odds ratio = 2.13, $p = 0.0022$, $N = 362$), the odds of earning a GED were nearly four times greater (odds ratio = 3.92, $p = 0.049$, $N = 326$), and the odds of attaining a degree or industry-recognized certificate were five times greater (odds ratio = 5.48, $p < 0.000$, $N = 362$) compared to participants who had not participated in leadership development services.[13]

[12] Due to the small sample size and lack of variation, we were unable to analyze the relationship between job placement and attaining a degree or industry-recognized certification as well as the relationship between job placement and recidivism.
[13] Due to the small sample size and lack of variation, we were unable to analyze the relationship between leadership development and recidivism.

Figure 2. Odds of Achieving Desirable Outcomes for Individuals Who Participated in Leadership Development, Compared to Those Who Did Not



Note: Exponentiated coefficients: ** $p < 0.05$, *** $p < 0.01$

Community service/restorative justice

We found no relationship between participating in community service/restorative justice services and achieving most of the desirable outcomes. Individuals who completed community services and restorative justice activities did not have significantly different odds of becoming employed (odds ratio = 0.48, $p = 0.109$, $N = 426$), earning a GED (odds ratio = 1.92, $p = 0.414$, $N = 426$), or attaining a degree or industry-recognized certificate (odds ratio = 0.86, $p = 0.855$, $N = 426$) compared to individuals who had not completed job placement services.[14]

The one exception was working or attending school: For individuals who had participated in community services and restorative justice activities, the odds of working or attending school were nine times greater (odds ratio = 9.13, $p = 0.062$, $N = 150$) compared to individuals who had not participated in community services and restorative justice activities.

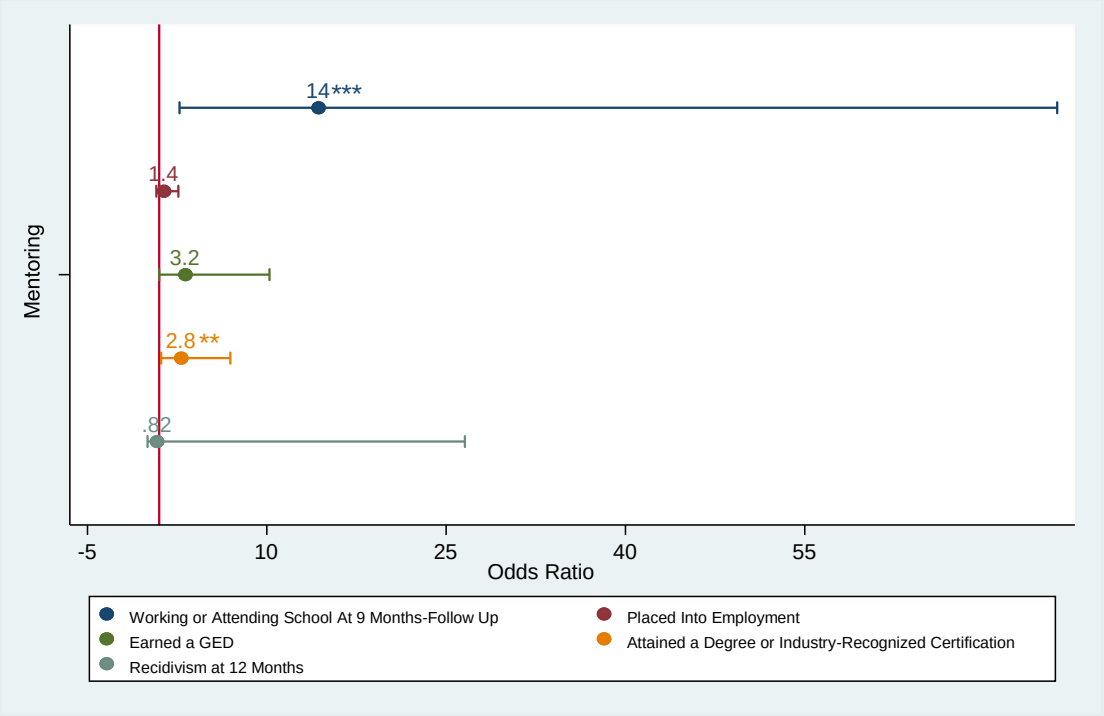
[14] Due to the small sample size and lack of variation, we were unable to analyze the relationship between community service/restorative justice and recidivism.

Mentoring

The analysis revealed a positive relationship between receiving mentoring services and achieving desirable outcomes (See Figure 3). For individuals who participated in mentoring services, the odds of working or attending school were 14 times greater (odds ratio = 14.33, $p = 0.002$, $N = 121$), the odds of earning a GED were three times greater (odds ratio = 3.195, $p = 0.050$, $N = 344$), and the odds of attaining a degree or industry-recognized certificate were nearly twice as great (odds ratio = 2.84, $p = 0.022$, $N = 344$) compared to those individuals who had not participated in mentoring services.

The two exceptions were becoming employed and reoffending: There was no significant difference between the odds of becoming employed (odds ratio = 1.40, $p = 0.284$, $N = 344$) or the odds of reoffending[15] (odds ratio = 0.82, $p = 0.913$, $N = 44$) based on whether an individual had received mentoring services or not.

Figure 3. Odds of Achieving Desirable Outcomes for Individuals Who Participated in Mentoring, Compared to Those Who Did Not



Note: Exponentiated coefficients: ** $p < 0.05$ *** $p < 0.01$

[15] This odds ratio excluded the following control variables: living in temporary housing and having repeated offenses. We were unable to include these in the analysis because of the small sample size and lack of variation.

The Relationship Between Participant-Level Characteristics and Outcomes

Overall, a number of participant-level characteristics were related to the various desirable outcomes. This section presents results about the relationship between each participant characteristic, controlling for all others, and the desirable outcomes. Regression outputs without controls can be found in the Appendix, Tables 3A–3E.

Gender

We found no relationship between gender and achieving most of the desirable outcomes. There was no significant difference in the odds of working or attending school (odds ratio = 1.60, $p = 0.182$, $N = 183$), the odds of becoming employed (odds ratio = 1.04, $p = 0.816$, $N = 490$), the odds of earning a GED (odds ratio = 1.10, $p = 0.823$, $N = 490$), the odds of reoffending[16] (odds ratio = 4.58, $p = 0.251$, $N = 75$), or the odds of successfully completing the program (odds ratio = 1.27, $p = 0.382$, $N = 313$) based on whether a participant is a female compared to a male.

The one exception was that for female participants, the odds of attaining a degree or industry-recognized certificate were less than half that of male participants (odds ratio = 0.401, $p = 0.014$, $N = 490$).

Prior arrests

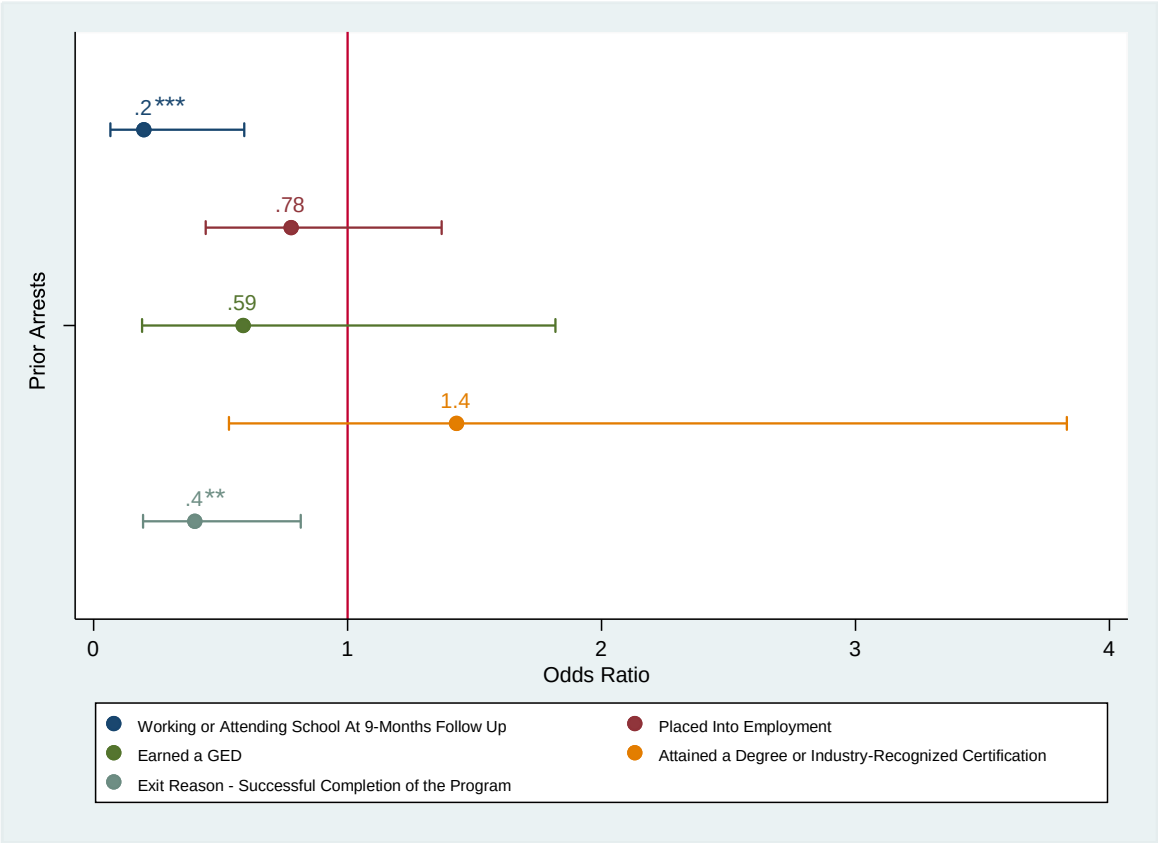
We found no relationship between prior arrests and achieving most of the desirable outcomes.[17] There was no significant difference in the odds of becoming employed (odds ratio = 0.77, $p = 0.384$, $N = 490$), the odds of earning a GED (odds ratio = 0.58, $p = 0.357$, $N = 490$), and the odds of attaining a degree or industry-recognized certificate (odds ratio = 1.42, $p = 0.478$, $N = 490$) based on whether a participant had been arrested previously.

The main exceptions were these: For participants with one or more prior arrest(s), the odds of working or attending school at the 9-month follow-up and of successfully completing the program were less than half of the odds for participants without any prior arrest (odds ratio = 0.19, $p = 0.004$, $N = 183$; odds ratio = 0.398, $p = 0.012$, $N = 313$; respectively). See Figure 4.

[16] This odds ratio excluded the control variables of living in temporary housing and having repeated offenses, because we were unable to perform analysis on these due to the small sample size and lack of variation.

[17] Note, while the majority of program participants had an arrest history, this was not the case for 11 percent of program participants. Due to the small sample size and lack of variation, we were unable to analyze the relationship between prior arrest and recidivism.

Figure 4. Odds of Achieving Desirable Outcomes for Participants With One or More Prior Arrest(s), Compared to Those Without Any Prior Arrest



Note: Exponentiated coefficients: ** $p < 0.05$, *** $p < 0.01$

School status at time of enrollment

From the information received from Reimage, the variable for school status at the time of enrollment had three levels: youth in high school, youth that graduated high school or obtained a GED, and youth who had dropped out of school. We compare youth in high school to (1) youth that graduated high school/obtained a GED or (2) youth who had dropped out of school. We found no relationship between school status at the time of enrollment and achieving most of the desirable outcomes.

There was no significant difference in the odds of working or attending school at 9-month follow-up (odds ratio = 0.43, $p = 0.117$, $N = 171$), the odds of becoming employed (odds ratio = 1.86, p = 0.051, $N = 469$), the odds of attaining a degree or industry-recognized certificate (odds ratio = 1.92, $p = 0.287$, $N = 469$), the odds of reoffending (odds ratio = 1.31, $p = 0.832$, $N = 46$), and the odds of successfully completing the program (odds ratio = 1.09,

p = 0.830, *N* = 299) based on whether a participant had dropped out of school or was still in high school.

There were no significant differences in the odds of working or attending school at 9-month follow-up (odds ratio = 0.44, *p* = 0.160, *N* = 171), the odds of becoming employed (odds ratio = 1.90, p = 0.058, N = 469), the odds of attaining a degree or industry-recognized certificate (odds ratio = 1.56, *p* = 0.482, *N* = 469), and the odds of reoffending[18] (odds ratio = 1.31, *p* = 0.832, *N* = 46) based on whether a participant had graduated high school/ obtained a GED or was still in high school. There was one exception: For participants who had graduated high school or obtained a GED, the odds of successfully completing the program were approximately three times greater (odds ratio = 2.97, *p* = 0.018, *N* = 299) compared to participants who were still in high school.

Program exit reason

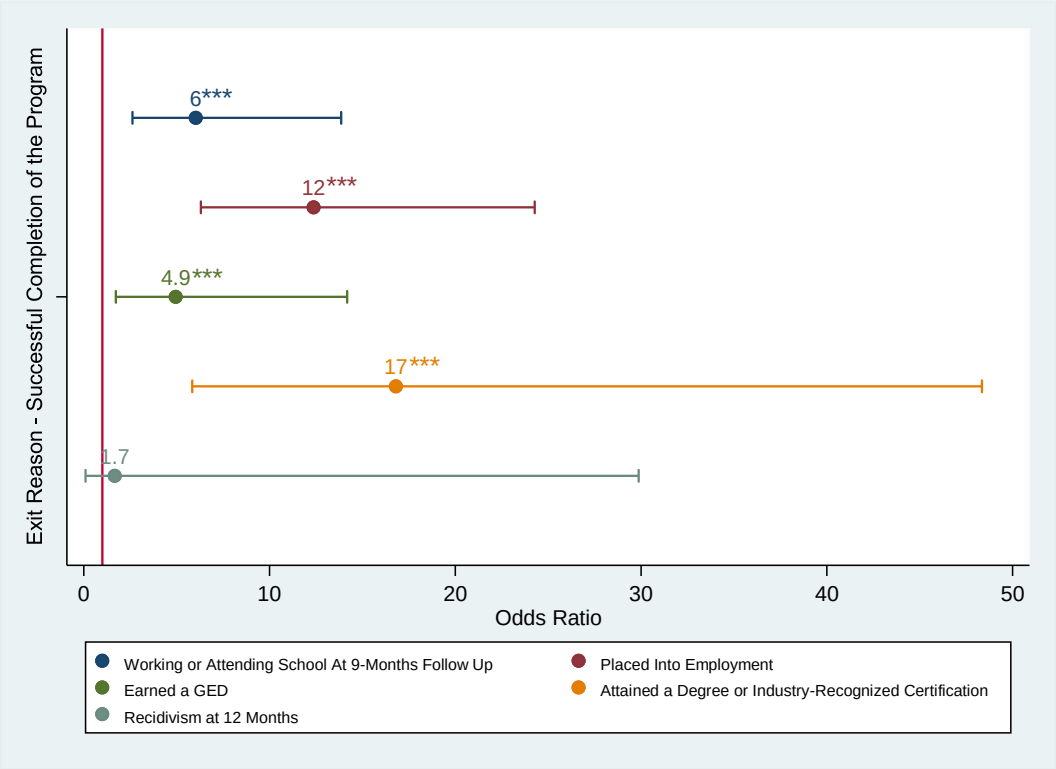
For participants who successfully completed the program, the odds of working or attending school at 9-month follow-up were six times greater (odds ratio = 6.02, *p* < 0.000, *N* = 173), the odds of becoming employed were 12 times greater (odds ratio = 12.37, *p* < 0.000, *N* = 313), the odds of earning a GED were nearly five times greater (odds ratio = 4.94, *p* = 0.003, *N* = 313), and the odds of attaining a degree or industry-recognized certificate were nearly 17 times greater (odds ratio = 16.8, *p* < 0.000, *N* = 313) compared to participants who did not complete the program.

The one exception was reoffending: There was no significant difference in the odds of reoffending (odds ratio = 1.66, p = 0.729, N = 41) based on whether a participant had successfully completed the program or not.[19] See Figure 5.

[18] Due to the small sample size and lack of variation, we were unable to analyze the relationship between participants who had graduated high school or obtained a GED and recidivism.

[19] This odds ratio excluded the following control variables: gender, living in temporary housing, and having repeated offenses, because of the small sample size and lack of variation.

Figure 5. Odds of Achieving Desirable Outcomes for Participants Who Successfully Completed the Program, Compared to Those Who Did Not



Note: Exponentiated coefficients: ** $p < 0.05$ *** $p < 0.01$

Conclusion

Below we summarize findings for each research question and then describe implications for program improvements and practice. When exploring the relationship between participating in job readiness training and participants achieving desirable outcomes (RQ1), job readiness training was positively and consistently associated with desirable short and long-term outcomes.

When exploring the relationship between participating in other services and participants achieving desirable outcomes (RQ2), two of the four services were positively and consistently associated with short- and long-term outcomes. That is, leadership training and mentoring services were positively related to short and long-term outcomes but job placement, community service, or restorative justice activities were not related to desirable outcomes.

When exploring the relationship between participant-level characteristics and participants achieving desirable outcomes (RQ3), generally speaking, there were few significant relationships between participant characteristics and desirable outcomes. Outcomes were similar for males and females, participants who had been previously arrested and those who had not been previously arrested, and participants who were in high school when they started the program (versus those who had already graduated or dropped out of high school). We also found consistent evidence that participants who successfully completed the program were more likely to have positive short and long-term outcomes than participants who did not complete the program.

These findings have several implications for program improvements and practice. First, we want to acknowledge the potential underlying factors that might be influencing the relationship between participants and desirable outcomes. Program benefits might not occur for certain types of participant even if they complete the program. For example, someone who struggles to get along with others or comply with instructions may not be able to complete programming or to hold a job based on those issues. For this person, their lack of stable employment is not merely a result of dropping out of programming, and keeping them in the program may not fix this issue. Second, the findings suggest further refinement of the program's theory of change and what might be considered core program components (job readiness training, leadership development, and mentoring) and what might be considered more supplemental or as-needed program components (job placement and community services/restorative justice activities). We do not suggest eliminating the supplemental program components, but further exploring what program elements (or combination of elements) are critical for positive program outcomes. Third, given the positive and consistent relationships of job readiness training, leadership development, and mentoring to desirable outcomes, modifications to the program could be made, such as requiring all participants to meet with a mentor at least monthly and requiring participants to complete job readiness training and leadership development trainings at program entry or within the first 6 months of participating in the program. The data also suggest understanding ways to improve job placement and community service and restorative justice activities being offered, or whether money should be reallocated from these services to other activities that seem more promising. Fourth, findings indicate that completing the program is associated with desirable outcomes for diverse types of participants, including what may be considered high-risk youth (i.e., youth who have dropped out of high school or been arrested previously), which is promising. This is not always the case in programs that serve several types of at-risk youth (i.e., the program might appear to benefit youth with prior arrests but not youth who have dropped out of high school) and is encouraging. It would be useful in

the future to learn more about how to effectively deploy resources so that programming is provided to those most likely to benefit, and how to strengthen programming to increase its benefit for youth who require additional supports to improve their life outcomes.

Appendix

Table 1A. Logistic Regression Estimates of the Relationship Between Job Readiness Training and Desirable Outcomes—Odds Ratios

	Working or attending school at 9-month follow-up		Placed into employment		Earned GED		Attained a degree or industry-recognized certificate		Recidivism at 12 months	
Variable	**OR**		**OR**		**OR**		**OR**		**OR**	
Completed job readiness training	4.784*** (1.780)	4.175*** (1.702)	4.908*** (1.040)	5.369*** (1.192)	1.506 (0.633)	1.531 (0.664)	4.645*** (1.371)	6.146*** (1.967)	1.037 (0.882)	1.467 (1.591)
Living in temporary housing		1.151 (0.633)		1.221 (0.407)		0.717 (0.550)		0.800 (0.425)		
Females		1.619 (0.594)		1.038 (0.224)		1.105 (0.489)		0.365* (0.141)		5.307 (7.516)
Being 19 years or older		0.353*** (0.139)		1.985*** (0.420)		2.699* (1.393)		4.528*** (1.803)		19.91*** (20.25)
Being Black or African American		0.576 (0.277)		1.322 (0.398)		0.720 (0.417)		1.994 (1.141)		17.47** (21.61)
Prior Arrests										
First-time offense		0.436 (0.270)		1.085 (0.364)		0.808 (0.499)		2.669* (1.486)		1.265 (1.121)
Repeat offenses		0.220** (0.138)		1.201 (0.402)		0.501 (0.324)		2.000 (1.102)		
N	183	183	491	490	491	490	491	490	79	75
Demographic Controls		X		X		X		X		X
chi2	19.15***	35.61***	61.63***	75.09***	0.920	7.184	28.28***	58.57***	0.00184	19.11***
bic	237.4	252.2	625.7	648.2	209.1	239.9	336.7	339.3	64.77	61.83

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Notes. Exponentiated coefficients; standard errors in parentheses

This odds ratio excluded the following control variables-living in temporary housing and having repeated offenses- because of the small sample size and lack of variation.

Table 1B. Logistic Regression Estimates of the Relationship Between Job Readiness Training and Working or Attending School at the 9-Month Follow-Up Mark—Odds Ratios

	Working or attending school at 9-month follow-up mark	
Variable		
Completing job readiness training	2.650 (1.999)	2.248 (2.087)
Living in temporary housing		1.536 (1.255)
Females		2.225 (1.408)
Being 19 years or older		0.236** (0.150)
Being Black or African American		0.474 (0.389)
Prior Arrests		
First-time offense		0.323 (0.286)
Repeat offenses		0.208* (0.196)
N	81	81
Demographic controls		X
chi2	1.629	12.82*
bic	105.6	120.8

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Note. Exponentiated coefficients; standard errors in parentheses

Table 2A. Logistic Regression of the Relationship Between Participation in Job Placement Services and Desirable Outcomes—Odds Ratios

Variable	Working or attending school at 9-month follow-up		Placed into employment		Earned GED	
Variable	**OR**		**OR**		**OR**	
Job placement services	4.667** (3.491)	3.849 (5.033)	3.333*** (1.386)	1.873 (0.945)	1.231 (0.905)	0.948 (0.941)
Living in temporary housing		5.254 (7.275)		1.139 (0.786)		1.663 (1.624)
Females		0.128 (0.175)		1.119 (0.542)		2.396 (1.842)
Being 19 years or older		0.446 (0.567)		5.193*** (2.413)		9.052* (10.71)
Being Black or African American		0.309 (0.502)		0.768 (0.530)		
Prior Arrests						
First-time offense		5.790 (6.721)		1.273 (0.822)		0.459 (0.459)
Repeat offenses		1 (.)		0.707 (0.507)		0.572 (0.681)
N	38	31	114	114	114	100
Demographic Controls		X		X		X
chi2	4.433**	12.71**	8.958***	24.99***	0.0813	10.07
bic	50.24	52.71	157.7	170.1	72.36	82.67

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Notes. Exponentiated coefficients; standard errors in parentheses

Due to the small sample size and lack of variation, we were unable to analyze the relationship between job placement and attaining a degree or industry-recognized certification as well as the relationship between job placement and recidivism. Because the predictor variable (being Black of African American) perfectly predicts the dependent variable (earned a GED), we were also unable to control for this predictor in analyzing the relationships between the odds ratio for earning a GED and job placement.

Table 2B. Logistic Regression of the Relationship Between Participation in Leadership Development and Desirable Outcomes—Odds Ratios

	Working or Attending School at 9-month follow-up		Placed into employment		Earned GED		Attained a degree or industry-recognized certificate	
Variable	**OR**		**OR**		**OR**		**OR**	
Leadership development	34.12*** (35.98)	27.65*** (29.69)	1.665* (0.509)	2.132** (0.704)	2.556* (1.406)	3.297** (1.996)	4.182*** (1.527)	5.480*** (2.268)
Living in temporary housing		1.071 (0.648)		0.981 (0.345)		0.434 (0.459)		0.472 (0.307)
Females		1.790 (0.723)		1.014 (0.243)		1.210 (0.638)		0.354** (0.157)
Being 19 years old or older		0.632 (0.304)		2.330*** (0.633)		8.952** (9.484)		3.165** (1.485)
Being Black or African American		0.660 (0.346)		1.928* (0.683)		1.228 (0.981)		1.443 (0.832)
Prior Arrests								
First-time offense		0.515 (0.403)		1.066 (0.402)		1.574 (1.306)		1.658 (1.013)
Repeat offenses		0.328 (0.261)		1.181 (0.453)		0.614 (0.580)		1.576 (1.000)
N	159	159	362	362	362	362	362	362
Demographic Controls		X		X		X		X
chi2	24.40***	30.73***	2.773*	17.34**	2.547	13.75*	13.78***	29.50***
Bic	188.2	212.2	499.5	520.3	152.4	176.5	265.9	285.5

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Notes. Exponentiated coefficients; standard errors in parentheses

Due to the small sample size and lack of variation, we were unable to analyze the relationship between leadership development and recidivism.

Table 2C. Logistic Regression of the Relationship Between Participation in Community Service/Restorative Justice and Desirable Outcomes—Odds Ratios

	Working or attending school at 9-month follow-up		Placed into employment		Earned GED		Attained a degree or industry-recognized certificate	
Variable	**OR**		**OR**		**OR**		**OR**	
Community service/restorative justice	8.846** (9.811)	9.140* (10.83)	0.402** (0.178)	0.484 (0.219)	1.597 (1.234)	1.929 (1.550)	0.604 (0.453)	0.869 (0.670)
Living in temporary housing		0.892 (0.536)		1.087 (0.373)		0.492 (0.518)		0.537 (0.341)
Females		1.493 (0.616)		1.004 (0.221)		1.206 (0.605)		0.520 (0.208)
Being 19 years old or older		0.378** (0.160)		1.705** (0.367)		2.020 (1.121)		2.600** (1.037)
Being Black or African American		0.420* (0.217)		1.056 (0.312)		0.578 (0.342)		1.621 (0.896)
Prior Arrests								
First-time offense		0.442 (0.289)		0.877 (0.300)		0.991 (0.800)		2.709 (2.081)
Repeat offenses		0.221** (0.149)		1.052 (0.360)		0.782 (0.650)		2.627 (2.018)
N	150	150	247	426	247	426	247	426
Demographic Controls		X		X		X		X
chi2	5.445**	19.30***	4.776**	12.30*	0.329	3.778	0.517	12.95*
Bic	203.8	220.0	587.4	615.1	167.2	200.0	294.9	314.2

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Notes. Exponentiated coefficients; standard errors in parentheses

Due to the small sample size and lack of variation, we were unable to analyze the relationship between community service/restorative justice and recidivism.

Table 2D. Logistic Regression of the Relationship Between Participation in Mentoring and Desirable Outcomes—Odds Ratios

	Working or attending school at 9-month follow-up		Placed into employment		Earned GED		Attained a degree or industry-recognized certificate		Recidivism at 12 months	
Variable	**OR**		**OR**		**OR**		**OR**		**OR**	
Job placement services	13.45*** (10.66)	14.33*** (12.21)	1.119 (0.332)	1.402 (0.443)	2.372 (1.315)	3.195* (1.896)	1.777 (0.704)	2.844** (1.297)	0.237 (0.240)	0.823 (1.459)
Living in temporary housing		0.615 (0.430)		0.741 (0.266)		0.913 (0.724)		0.631 (0.362)		
Females		1.389 (0.643)		0.947 (0.231)		0.764 (0.431)		0.342** (0.153)		2.484 (3.251)
Being 19 years or older		0.507 (0.257)		2.059*** (0.496)		3.513* (2.374)		4.993*** (2.391)		37.99** (53.79)
Being Black or African American		0.581 (0.346)		1.520 (0.522)		0.934 (0.740)		2.064 (1.320)		11.56** (13.78)
Prior Arrests										
First-time offense		0.664 (0.517)		1.090 (0.397)		0.952 (0.689)		2.740 (1.839)		0.843 (0.944)
Repeat offenses		0.202* (0.166)		1.030 (0.377)		0.511 (0.400)		2.140 (1.449)		
N	121	121	345	344	345	344	345	344	47	44
Demographic Controls		X		X		X		X		X
chi2	16.01***	26.66***	0.142	11.32	2.162	7.896	1.957	24.96***	1.833	15.81***
bic	153.3	171.4	487.4	510.0	145.0	174.2	269.2	277.1	49.56	48.62

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.0$

Notes. Exponentiated coefficients; standard errors in parentheses

This odds ratio excluded the following control variables-living in temporary housing and having repeated offenses - because of the small sample size and lack of variation.

Table 3A. Logistic Regression of the Relationship Between Gender and Desirable Outcomes—Odds Ratios

	Working or attending school at 9-month follow-up			Placed into employment			Earned GED			Attained a degree or industry-recognized certificate			Recidivism at 12 months			Exit reason/successful completion of the program		
Variable	**OR**			**OR**			**OR**			**OR**			**OR**			**OR**		
Females		1.525 (0.503)			1.042 (0.205)			1.267 (0.543)			0.447** (0.163)			6.000* (6.527)			1.238 (0.335)	
N	183	183	183	491	490	491	491	490	491	491	490	491	82	82	82	313	313	313
Demographic Controls																		
chi2	7.838***	1.634	0.202	22.70***	8.524***	0.0438	1.252	11.34*	3.833*	0.298	0.223	6.246	14.75***	5.602**	2.238	24.04***	10.81***	4.168**
bic	248.7	254.9	256.4	259.9	678.8	686.1	686.1	705.8	206.1	209.6	209.8	234.6	350.2	355.1	362.8	367.6	54.75	61.39

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Note. Exponentiated coefficients; standard errors in parentheses

Table 3B. Logistic Regression of the Relationship Between Gender and Desirable Outcomes—Odds Ratios

	Working or attending school at 9-month follow-up	Placed into employment	Earned GED	Attained a degree or industry-recognized certificate	Recidivism at 12 months	Exit reason/successful completion of the program
Variable	**OR**	**OR**	**OR**	**OR**	**OR**	**OR**
Females	1.602 (0.566)	1.048 (0.211)	1.104 (0.489)	0.401** (0.150)	4.587 (6.090)	1.274 (0.353)
Living in temporary housing	1.108 (0.588)	1.004 (0.316)	0.683 (0.522)	0.636 (0.322)		0.512 (0.247)
Prior Arrests						
First-time offense	0.256** (0.149)	0.715 (0.219)	0.719 (0.436)	1.513 (0.796)	1.210 (1.063)	0.381** (0.149)
Repeat offenses	0.143*** (0.0854)	0.807 (0.247)	0.461 (0.295)	1.352 (0.712)		0.417** (0.163)
N	183	490	490	490	75	313
Demographic Controls	X	X	X	X	X	X
chi2	22.70***	11.34*	6.246	24.04***	18.98***	11.23*
bic	259.9	705.8	234.6	367.6	57.64	399.0

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Notes. Exponentiated coefficients; standard errors in parentheses

The odds ratio of recidivism excludes the control variables -living in temporary housing and having repeat offenses- because of small sample size and lack of variation.

Table 3C. Logistic Regression of Prior Arrests With Desirable Outcomes—Odds Ratios

	Working or attending school at 9-month follow-up		Placed into employment		Earned GED		Attained a degree or industry-recognized certificate		Exit reason/successful completion of the program	
Variable	**OR**		**OR**		**OR**		**OR**		**OR**	
Prior arrests	0.201*** (0.110)	0.198*** (0.111)	0.783 (0.222)	0.778 (0.225)	0.659 (0.373)	0.589 (0.339)	1.385 (0.680)	1.429 (0.719)	0.378*** (0.137)	0.398** (0.146)
Living in a temporary housing		1.106 (0.576)		1.010 (0.318)		0.670 (0.512)		0.631 (0.319)		0.515 (0.249)
Females		1.674 (0.588)		1.023 (0.204)		1.185 (0.515)		0.408** (0.151)		1.265 (0.349)
Being 19 years old or older		0.359*** (0.132)		1.751*** (0.341)		2.651* (1.365)		3.871*** (1.478)		1.102 (0.294)
Being Black or African American		0.794 (0.363)		1.313 (0.371)		0.729 (0.420)		1.932 (1.059)		1.671 (0.706)
N	183	183	491	490	491	490	491	490	313	313
Demographic Controls		X		X			X			X
chi2	9.983***	19.85***	0.741	10.61*	0.500	5.324	0.472	23.90***	7.007***	11.13**
bic	246.6	257.6	686.6	700.3	209.5	229.3	364.5	361.5	374.5	393.3

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Note. Exponentiated coefficients; standard errors in parentheses

Table 3D. Logistic Regression of School Status at Enrollment With Desirable Outcomes—Odds Ratios

	Working or attending school at 9-month follow-up		Placed into employment		Attained a degree or industry-recognized certificate		Recidivism at 12 months		Exit reason/successful completion of the program	
Variable	**OR**		**OR**		**OR**		**OR**		**OR**	
School Status at Time of Enrollment										
HS graduate or GED	0.324** (0.145)	0.449 (0.256)	2.114*** (0.490)	1.907* (0.650)	3.312*** (1.475)	1.568 (1.002)			1.944** (0.600)	2.973** (1.367)
School dropout	0.267*** (0.120)	0.433 (0.231)	1.987*** (0.475)	1.862* (0.594)	3.487*** (1.572)	1.927 (1.187)	3.600 (3.071)	1.317 (1.709)	0.731 (0.252)	1.098 (0.481)
Living in temporary housing		1.068 (0.581)		1.028 (0.329)		0.686 (0.349)				(0.268)
Females		1.795 (0.662)		1.067 (0.221)		0.382** (0.149)		2.625 (3.746)		1.255 (0.361)
Being 19 years or older		0.465 (0.227)		1.121 (0.333)		2.501* (1.381)		10.59* (13.87)		(0.239)
Being Black or African American		0.721 (0.346)		1.359 (0.393)		1.784 (0.984)		12.09** (13.97)		1.680 (0.724)
Prior Arrests										
First-time offense		0.196** (0.126)		0.699 (0.220)		1.383 (0.742)		1.349 (1.294)		0.459* (0.189)
Repeat offenses		0.126*** (0.0828)		0.792 (0.249)		1.198 (0.645)				0.527 (0.215)
N	171	171	470	469	470	469	50	46	299	299
Demographic Controls		X		X		X		X		X
chi2	9.623***	26.76***	12.56***	15.69**	10.87***	22.52***	2.105	13.08**	10.04***	19.88**
bic	237.9	251.6	652.1	684.7	338.7	359.6	52.86	55.37	360.3	384.6

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Notes. Exponentiated coefficients; standard errors in parentheses

Due to the small sample size and lack of variation, we were unable to analyze the relationship between participants who had graduated high school or obtained a GED and recidivism. The odds ratio of recidivism also excludes the control variables -living in temporary housing and having repeated offenses- because of the same reasons.

Table 3E. Logistic Regression of the Relationship Between Successfully Exiting the Reimage Program and Desirable Outcomes—Odds Ratios

	Working or attending school at 9-month follow-up		Placed into employment		Earned a GED		Attained a degree or industry-recognized certificate		Recidivism at 12 months	
Variable	**OR**		**OR**		**OR**		**OR**		**OR**	
Successfully existing the program	5.812*** (2.264)	6.027*** (2.560)	11.46*** (3.808)	12.37*** (4.255)	5.307*** (2.784)	4.944*** (2.657)	14.06*** (7.271)	16.80*** (9.061)	0.370 (0.319)	1.665 (2.453)
Living in temporary housing		1.808 (1.014)		1.368 (0.564)		0.558 (0.607)		0.601 (0.521)		
Females		1.814 (0.710)		0.966 (0.277)		0.799 (0.456)		0.175*** (0.117)		
Being 19 years old or older		0.285*** (0.117)		1.825** (0.498)		1.776 (1.009)		3.061** (1.649)		82.15*** (126.0)
Black or African American		0.623 (0.325)		1.091 (0.419)		0.815 (0.663)		2.909 (3.208)		5.399 (15.50)
Prior Arrests										
First-time offense		0.313* (0.197)		1.086 (0.493)		0.575 (0.394)		1.408 (0.957)		3.675 (5.044)
Repeat offenses		0.170*** (0.111)		1.202 (0.543)		0.481 (0.344)		0.924 (0.656)		
N	173	173	313	313	313	313	313	313	72	41
Demographic Controls		X		X		X		X		X
chi2	22.84***	42.95***	72.57***	79.23***	10.67***	13.01*	35.00***	50.42***	1.291	16.45***
bic	221.7	232.5	372.1	399.9	132.9	165.1	155.7	174.7	47.95	36.26

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Notes. Exponentiated coefficients; standard errors in parentheses

The odds ratio of recidivism excludes the following control variables: gender, living in temporary housing, and having repeat offenses which were excluded because of the small sample size and lack of variation.