

# Is there a link between *employees' perceptions of their employment social enterprise* and later employment and life stability outcomes?

## Evaluation Learning Committee

The research was guided by the committee composed of RTI, ESE staff members (including program alumni), REDF program leadership, and the Fund for Shared Insight. By leveraging the experience and expertise of ESE leadership, we gained:



### Feedback

- On the data collection tools and an assessment of proposed data collection processes



### Meaning Making

- Interpretation of the results to ensure accurate capture of their programs and beneficiary experiences
- Deepened understanding of phenomena at play



### Built Capacity

- Built evaluation capacity for participating organizations

## Data Collected

Employees from four ESE in three states participated in the study



### Surveys

- Perceptual feedback survey 4-8 weeks into ESE experience
- Follow up survey 18 months later about employment and life stability
- Analysis based on survey data from 344 individuals

## Perceptual Feedback Results

What we learned by elevating the voice and perspective of program participants



Feeling **connected** to ESE staff and **not fearing being able to succeed** in another job outside of the ESE was associated with exiting the ESE for a positive reason



**The Power of Relationships: Employee satisfaction – with program and staff – was found to be linked to stronger outcomes after exit.**



Feeling that ESE staff **treated them with respect** increased the likelihood that the ESE worker was employed 18 months after intake.



**Interacting frequently** with the ESE predicted higher wages 18 months after intake.



The ESE employees' **general satisfaction** with the ESE was predictive of them working at least 30 hour per week at the 18-month follow-up period.