

EXECUTIVE SUMMARY

This final evaluation report of the Bootcamp program is the 3rd of three reports submitted for the complete evaluation of the program. The first interim evaluation report, submitted in May 2013, summarized the qualitative interviews and focus groups with various stakeholder groups; and the second interim evaluation report, submitted in December 2013, provided the results of a survey detailing the facilitators and barriers of success in Bootcamp and the results of the Bootcamp Employee Tracking Data Base. This final report is highly statistical in nature, since it reports on the contribution and statistical significance of various factors of success reported in the first two reports. Consequently, these series of reports represent four major stages in the evaluation process – qualitative interviews, quantitative surveys, factor analysis, and correlation and regression. These stages build on one another and are explained in detail in this report. In addition, since the Bootcamp Employee Tracking Data Base relates to the ultimate effects of Bootcamp, this final report further analyzes the data in the data base.

The factor analysis was conducted as a means to reduce the number of possible factors of Bootcamp success and to cluster them into unique and separate categories. Out of the 13 facilitators of success and barrier to success that evolved out of the surveys reported in the second interim report, 4 factors of success were found to be unique, each with separate underlying constructs. These 4 factors are: **Determination to Succeed, Personal Background, Personal Commitment to the Job with the Ability to Adapt and Improve, and Family Support.** These 4 major factors, along with the individual facilitators that comprise them, were used to demonstrate statistical relationships to job success and to make statistical predictions of success. The statistical calculations that were made include correlations, regression and t-tests. These are described in detail in this report.

The faculty correlations revealed that the factors of *Helping Others To Succeed and Accepting Help from Others, Handling Stress, and Being Committed to the Job and Adaptable in the Job* were most highly and significantly correlated to job success. Employer correlations revealed that the factors of *Helping Others To Succeed and Accepting Help from Others, and Being Committed to the Job and Adaptable in the Job* were most highly and significantly correlated to job success. When regression analyses were performed for both faculty and employer data, again the factors of *Helping Others To Succeed and Accepting Help from Others, and Being Committed to the Job and Adaptable in the Job* were most statistically predictive of job success. The t-test analysis showed that for both faculty and employer ratings, *Being Committed to the Job and Adaptable in the Job* indicates statistical differences between success and lack of success on the job. These are all personal factors or characteristics. The background factors of criminal record, financial situation and family support showed little or no correlation or predictive power on job success.

The Bootcamp Employee Tracking Data Base provides data on graduates who become employed as a result of their Bootcamp training. Job success or non success was determined for each employee in the data base. The statistical analysis reveals information about the factors and facilitators of success as they relate to actual success on the job.

Seven recommendations are presented at the end of this report. These recommendations represent a start in the use of this report. Extensive discussions of the meaning and implications of this report could generate ideas for actionable solutions that could likely lead to significant program improvement.

