

CONFIDENTIAL

Applicant #: \_\_\_\_\_



State of Colorado  
ReHire Follow-Up Survey

**ReHireColorado**  
Improving lives. Strengthening the economy.

Vendor:		Interviewer Name:	
Respondent First Name:		Sex:	1. Male 3. Female
Respondent Last Name:			

	Date	Start/End Time
Interview Session:	_____/_____/_____	_____:_____ _____:_____

*Applicant Information*

Program Start Date	_____/_____/_____
Treatment Status	

## Colorado ReHire Follow-Up Survey

Introduction: We would like to know about your employment history since you applied to ReHire Colorado. ReHire Colorado helped people find jobs. Some people were placed in an internship. An internship is a job in which [VENDOR] or another agency helped you find the job and paid your salary.

Z1	Did you receive an internship after [APPMONTH]?	1. Yes 0. No → <b>Z5</b>
Z2	Since your internship ended, have you worked for pay?	1. Yes → <b>Z3</b> 0. No → <b>A75 (SF)</b>
Z3	We would like to know about your first job <b>AFTER</b> your internship. Who was your employer?	
Z4	Are you still working for this employer?	1. Yes → <b>A3_d (SD)</b> 0. No → <b>A3_b (SB)</b>
Z5	Since [APPMONTH], have you worked for pay?	1. Yes → <b>Z6</b> 0. No → <b>A75 (SF)</b>
Z6	We would like to know about the first job you got <b>AFTER</b> [APPMONTH]. Who was your employer?	
Z7	Are you still working for this employer?	1. Yes → <b>A3_d (SD)</b> 0. No → <b>A3_b (SB)</b>

### **Employment Section B:First job since ReHire not current job**

A3_b	What was your occupation at this employer?	
A4_b	When did you start working with this employer?	____ / _____
A5_b	When did you stop working with this employer?	____ / _____
A6_b	Did you get a pay stub or government form from your employer reporting your earnings?	1. Yes    0. No
A7_b	Were you paid by the hour?	1. Yes    0. No → <b>A9_b</b>
A8_b	What was your hourly wage rate, before taxes or other deductions? Include any overtime pay, commissions, or tips usually received.	____ . ____ → <b>A11_b</b>

## Colorado ReHire Follow-Up Survey

A9_b	What is the easiest way for you to report your earnings before taxes or other deductions: <u>daily</u> , <u>weekly</u> , <u>bi-weekly</u> , <u>twice monthly</u> , <u>monthly</u> , <u>annually</u> , or on some other basis?	<ol style="list-style-type: none"> <li>1. Daily</li> <li>2. Weekly</li> <li>3. Bi-Weekly, every two weeks</li> <li>4. Twice Monthly</li> <li>5. Monthly</li> <li>6. Annually</li> <li>7. Other (Specify): _____</li> </ol>
A10_b	How much did you usually earn each [time period] before deduction for taxes or for any other benefits? Include any overtime pay, commissions, or tips usually received. For example, if paid daily give daily earnings, if paid weekly give weekly paycheck etc.	<input type="text"/> <input type="text"/> , <input type="text"/> <input type="text"/> . <input type="text"/>
A11_b	Which of the following benefits did you receive from your employer? <b>[Select all that apply]</b>	<ol style="list-style-type: none"> <li>1. Health Insurance</li> <li>2. Employer Contributions to a Retirement Account</li> <li>3. Paid Vacation Days</li> <li>4. Paid Sick Leave</li> </ol>
A12_b	Including overtime, how many hours did you <u>usually</u> work per week on this job?	<input type="text"/> <input type="text"/>
A13_b	Would you have liked to work more hours if your employer would have let you?	1. Yes    0. No
A14_b	Did the number of hours you worked from week to week change <u>a lot</u> , <u>a fair amount</u> , <u>a little</u> , or <u>hardly at all</u> ?	<ol style="list-style-type: none"> <li>1. A Lot</li> <li>2. A Fair Amount</li> <li>3. A Little</li> <li>4. Hardly at All</li> </ol>
A15_b	Were you a regular or a temporary employee?	<ol style="list-style-type: none"> <li>1. Regular</li> <li>2. Temporary</li> </ol>
A16_b	How satisfied are you with this job?	<ol style="list-style-type: none"> <li>1. Very Satisfied</li> <li>2. Somewhat satisfied</li> <li>3. Neither Satisfied nor dissatisfied</li> <li>4. Somewhat Dissatisfied</li> <li>5. Very Dissatisfied</li> </ol>

## Colorado ReHire Follow-Up Survey

A17_b	How many minutes does it take you to travel, one way, <u>directly</u> from your home to your place of work? Consider the time it would usually take you to get from home to a location where you would start getting paid.		<input type="text"/> / <input type="text"/> minutes, one way
A18_b	How did you find this job? <b>[Circle all which apply.]</b>		
	0. ReHire program → <b>If not 0 skip to A20_b</b>		
	1. Referred by friends/relatives		
	2. Referred by other people (Employer, Co-Worker, Teacher, School Placement, Minister)		
	3. Connecting Colorado / County Workforce Center		
	5. Temporary Agency		
	6. Internet / Newspaper Ads / Help-Wanted Signs / Walk-In		
A19_b	How did the ReHire program help you find this job? <b>[Read responses - select one]</b>		
	1. I started this job as a ReHire internship.		
	2. ReHire helped connect me with this job, but I started as a regular employee.		
	3. The ReHire program helped me in another way. Specify: _____		
A20_b	You said that you don't work here anymore. Do you have different job now?	1. Yes → <b>A2_c (SC)</b> 0. No → <b>A75 (SF)</b>	
<b>Employment Section C: Current job if not the same as your first job</b>			
A2_c	We'd like to know about your current job. If you are working more than one job, tell us about the job where you work the most hours. What is the name of this employer?		
A3_c	What is your occupation at this employer?		
A4_c	When did you start working with this employer?	<input type="text"/> / <input type="text"/>	
A6_c	Do you get a pay stub or government form from your employer reporting your earnings?	1. Yes    0. No	
A7_c	Are you paid by the hour?	1. Yes    0. No → <b>A9_c</b>	

## Colorado ReHire Follow-Up Survey

A8_c	[If yes] What is your hourly wage rate, before taxes or other deductions? Include any overtime pay, commissions, or tips usually received.	<input type="text"/> . <input type="text"/> → A11_c				
A9_c	[If not] What is the easiest way for you to report your earnings before taxes or other deductions: <u>daily</u> , <u>weekly</u> , <u>bi-weekly</u> , <u>twice monthly</u> , <u>monthly</u> , <u>annually</u> , or on some other basis?	<ol style="list-style-type: none"> <li>1. Daily</li> <li>2. Weekly</li> <li>3. Bi-Weekly, every two weeks</li> <li>4. Twice Monthly</li> <li>5. Monthly</li> <li>6. Annually</li> <li>7. Other (Specify): _____</li> </ol>				
A10_c	How much do you usually earn each [time period] before deduction for taxes or for any other benefits? Include any overtime pay, commissions, or tips usually received. For example, if paid daily give daily earnings, if paid weekly give weekly paycheck etc.	<input type="text"/> , <input type="text"/> , <input type="text"/>				
A11_c	Which of the following benefits do you receive from your employer? <b>[Select all that apply]</b> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">1. Health Insurance</td> <td style="width: 50%;">3. Paid Vacation Days</td> </tr> <tr> <td>2. Employer Contributions to a Retirement Account</td> <td>4. Paid Sick Leave</td> </tr> </table>		1. Health Insurance	3. Paid Vacation Days	2. Employer Contributions to a Retirement Account	4. Paid Sick Leave
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2. Employer Contributions to a Retirement Account	4. Paid Sick Leave					
A12_c	Including overtime, how many hours do you <u>usually</u> work per week on this job?	<input type="text"/>				
A13_c	Would you like to work more hours if your employer would have let you?	<ol style="list-style-type: none"> <li>1. Yes</li> <li>0. No</li> </ol>				
A14_c	Do the number of hours you worked from week to week change <u>a lot</u> , <u>a fair amount</u> , <u>a little</u> , or <u>hardly at all</u> ?	<ol style="list-style-type: none"> <li>1. A Lot</li> <li>2. A Fair Amount</li> <li>3. A Little</li> <li>4. Hardly at All</li> </ol>				
A15_c	Are you a regular or a temporary employee?	<ol style="list-style-type: none"> <li>1. Regular</li> <li>2. Temporary</li> </ol>				
A16_c	How satisfied are you with this job?	<ol style="list-style-type: none"> <li>1. Very Satisfied</li> <li>2. Somewhat satisfied</li> <li>3. Neither Satisfied nor dissatisfied</li> <li>4. Somewhat Dissatisfied</li> <li>5. Very Dissatisfied</li> </ol>				

## Colorado ReHire Follow-Up Survey

A17_c	How many minutes does it take you to travel, one way, directly from your home to your place of work? Consider the time it would usually take you to get from home to a location where you would start getting paid.		<input type="text"/> minutes, one way
A18_c	How did you find this job? <b>[Circle all which apply.]</b>		
	0. ReHire program → <b>If not 0 skip to A20_c</b>		
	1. Referred by friends/relatives		
	2. Referred by other people (Employer, Co-Worker, Teacher, School Placement, Minister)		
	3. Connecting Colorado / County Workforce Center		
	5. Temporary Agency		
	6. Internet / Newspaper Ads / Help-Wanted Signs / Walk-In		
A19_c	How did the ReHire program help you find this job? <b>[Read responses - select one]</b>		
	1. I started this job as a ReHire internship. 2. ReHire helped connect me with this job, but I started as a regular employee. 3. The ReHire program helped me in another way. Specify: _____		
A20_c	Are you currently working in any other jobs?	1. Yes → <b>A0_e (SE)</b> 0. No → <b>CL8</b>	
<b>Employment Section D: First job is the same as your current job</b>			
A3_d	What is your occupation at this employer?		
A4_d	When did you start working with this employer?	<input type="text"/> / <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	
A6_d	Do you get a pay stub or government form from your employer reporting your earnings?	1. Yes    0. No	
A7_d	Are you paid by the hour?	1. Yes    0. No → <b>A9_b</b>	
A8_d	[If yes] What is your hourly wage rate, before taxes or other deductions? Include any overtime pay, commissions, or tips usually received.	<input type="text"/> . <input type="text"/> → <b>A11_b</b>	

## Colorado ReHire Follow-Up Survey

A9_d	<p>[If not] What is the easiest way for you to report your earnings before taxes or other deductions: <u>daily</u>, <u>weekly</u>, <u>bi-weekly</u>, <u>twice monthly</u>, <u>monthly</u>, <u>annually</u>, or on some other basis?</p>	<ol style="list-style-type: none"> <li>1. Daily</li> <li>2. Weekly</li> <li>3. Bi-Weekly, every two weeks</li> <li>4. Twice Monthly</li> <li>5. Monthly</li> <li>6. Annually</li> <li>7. Other (Specify): _____</li> </ol>				
A10_d	<p>How much do you usually earn each [time period] before deduction for taxes or for any other benefits? Include any overtime pay, commissions, or tips usually received. For example, if paid daily give daily earnings, if paid weekly give weekly paycheck etc.</p>	<input type="text"/> <input type="text"/> , <input type="text"/> <input type="text"/> . <input type="text"/>				
A11_d	<p>Which of the following benefits do you receive from your employer? <b>[Select all that apply]</b></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">1. Health Insurance</td> <td style="width: 50%;">3. Paid Vacation Days</td> </tr> <tr> <td>2. Employer Contributions to a Retirement Account</td> <td>4. Paid Sick Leave</td> </tr> </table>		1. Health Insurance	3. Paid Vacation Days	2. Employer Contributions to a Retirement Account	4. Paid Sick Leave
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2. Employer Contributions to a Retirement Account	4. Paid Sick Leave					
A12_d	<p>Including overtime, how many hours do you <u>usually</u> work per week on this job?</p>	<input type="text"/> <input type="text"/>				
A13_d	<p>Would you like to work more hours if your employer would have let you?</p>	1. Yes    0. No				
A14_d	<p>Did the number of hours you worked from week to week change <u>a lot</u>, <u>a fair amount</u>, <u>a little</u>, or <u>hardly at all</u>?</p>	<ol style="list-style-type: none"> <li>1. A Lot</li> <li>2. A Fair Amount</li> <li>3. A Little</li> <li>4. Hardly at All</li> </ol>				
A15_d	<p>Are you a regular or a temporary employee?</p>	<ol style="list-style-type: none"> <li>1. Regular</li> <li>2. Temporary</li> </ol>				
A16_d	<p>How satisfied are you with this job?</p>	<ol style="list-style-type: none"> <li>1. Very Satisfied</li> <li>2. Somewhat satisfied</li> <li>3. Neither Satisfied nor dissatisfied</li> <li>4. Somewhat Dissatisfied</li> <li>5. Very Dissatisfied</li> </ol>				

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A17_d	How many minutes does it take you to travel, one way, directly from your home to your place of work? Consider the time it would usually take you to get from home to a location where you would start getting paid.		<input type="text"/> minutes, one way
A18_d	How did you find this job? <b>[Circle all which apply.]</b>		
	0. ReHire program → <b>If not 0 skip to A20_d</b> 1. Referred by friends/relatives 2. Referred by other people (Employer, Co-Worker, Teacher, School Placement, Minister) 3. Connecting Colorado / County Workforce Center 5. Temporary Agency		
	9. Other Subsidized Employment / Internship (Specify): <input type="text"/> 12. Other (Specify): <input type="text"/>		
A18_d	How did the ReHire program help you find this job? <b>[Read responses - select one]</b>		
	1. I started this job as a ReHire internship. 2. ReHire helped connect me with this job, but I started as a regular employee. 3. The ReHire program helped me in another way. Specify: <input type="text"/>		
A20_d	Are you currently working in any other jobs?	1. Yes 0. No → <b>CL8</b>	
<b>Employment Section E: 2nd Current Job</b>			
A0_e	How many other jobs are you working		1 → <b>A2_e</b> >=2 → <b>A1_e</b>
A1_e	We'd like to know about one of your other jobs. Please tell us about the other job where you work the most hours.  What is the name of this employer?	→ <b>A3_e</b>	
A2_e	What is the name of the employer for this other job?		
A3_e	What is your occupation at this employer?		
A4_e	When did you start working with this employer?	<input type="text"/> / <input type="text"/> <input type="text"/>	
A6_e	Do you get a pay stub or government form from your employer reporting your earnings?	1. Yes    0. No	

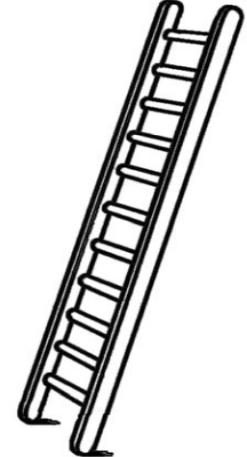
## Colorado ReHire Follow-Up Survey

A7_e	Are you paid by the hour?	1. Yes    0. No → A9_e
A8_e	What was your hourly wage rate, before taxes or other deductions? Include any overtime pay, commissions, or tips usually received.	_____ → A11_e
A9_e	What is the easiest way for you to report your earnings before taxes or other deductions: <u>daily</u> , <u>weekly</u> , <u>bi-weekly</u> , <u>twice monthly</u> , <u>monthly</u> , <u>annually</u> , or on some other basis?	<ol style="list-style-type: none"> <li>1. Daily</li> <li>2. Weekly</li> <li>3. Bi-Weekly, every two weeks</li> <li>4. Twice Monthly</li> <li>5. Monthly</li> <li>6. Annually</li> <li>7. Other (Specify): _____</li> </ol>
A10_e	How much did you usually earn each [time period] before deduction for taxes or for any other benefits? Include any overtime pay, commissions, or tips usually received. For example, if paid daily give daily earnings, if paid weekly give weekly paycheck etc.	_____ , _____ , _____
A11_e	Which of the following benefits did you receive from your employer? <b>[Select all that apply]</b>	<ol style="list-style-type: none"> <li>1. Health Insurance</li> <li>2. Employer Contributions to a Retirement Account</li> <li>3. Paid Vacation Days</li> <li>4. Paid Sick Leave</li> </ol>
A12_e	Including overtime, how many hours did you <u>usually</u> work per week on this job?	_____
A13_e	Would you like to work more hours if your employer would let you?	1. Yes    0. No
A14_e	Do the number of hours you worked from week to week change <u>a lot</u> , <u>a fair amount</u> , <u>a little</u> , or <u>hardly at all</u> ?	<ol style="list-style-type: none"> <li>1. A Lot</li> <li>2. A Fair Amount</li> <li>3. A Little</li> <li>4. Hardly at All</li> </ol>
A15_e	Are you a regular or a temporary employee?	<ol style="list-style-type: none"> <li>1. Regular</li> <li>2. Temporary</li> </ol>

## Colorado ReHire Follow-Up Survey

A16_d	How satisfied are you with this job?	1. Very Satisfied 2. Somewhat satisfied 3. Neither Satisfied nor dissatisfied 4. Somewhat Dissatisfied 5. Very Dissatisfied
A17_e	How many minutes does it take you to travel, one way, directly from your home to your place of work? Consider the time it would usually take you to get from home to a location where you would start getting paid.	<input style="width: 20px; height: 15px; border: 1px solid black; margin-right: 5px;" type="text"/> minutes, one way
A17_e	How did you find this job? <b>[Circle all which apply.]</b>	
	0. ReHire program → <b>If not 0 skip to A21_e</b> 1. Referred by friends/relatives 2. Referred by other people (Employer, Co-Worker, Teacher, School Placement, Minister) 3. Connecting Colorado / County Workforce Center 5. Temporary Agency 6. Internet / Newspaper Ads / Help-Wanted Signs / Walk-In	9. Other Subsidized Employment / Internship (Specify): _____ 12. Other (Specify): _____
A18_d	How did the ReHire program help you find this job? <b>[Read responses - select one] → CL8</b>	
	1. I started this job as a ReHire internship. 2. ReHire helped connect me with this job, but I started as a regular employee. 3. The ReHire program helped me in another way. Specify: _____	
<b>Section F: If not currently working</b>		
A75	Are you looking for work?	1. Yes → <b>CL8</b> 0. No → <b>A77</b>
A77	Why are you not looking for work?	1. Retired 2. Disabled / Health Limitation 3. In School 4. In Training 5. Taking care of family / friends 8. Other, specify _____
A78	<b>[If Retired]</b> Are you receiving Social Security benefits?	1. Yes   0. No
A79	<b>[If Disabled / Health Limitation]</b> Are you receiving disability benefits from any source?	1. Yes   0. No

## Colorado ReHire Follow-Up Survey

CL8	<p>Imagine a ladder with steps numbered from zero at the bottom to ten at the top. The top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you. The higher the step, the better you feel about your life, and the lower the step the worse you feel about it. On which step of the ladder would you say you personally feel you stand at this time?</p>	 <p style="text-align: right; margin-top: -20px;">         10 Best possible life          9          8          7          6          5          4          3          2          1          0 Worst possible life       </p>
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*The next set of statements ask about how you see yourself in the workplace.*

		Strongly Disagree	Disagree	Neither A / D	Agree	Strongly Agree
X12	I am willing to contact employers to ask about employment opportunities	1	2	3	4	5
X13	I speak out in a group setting	1	2	3	4	5
X14	I have a positive attitude about myself	1	2	3	4	5
X15	I am confident in my abilities	1	2	3	4	5
X16	I don't worry about what other people think of me	1	2	3	4	5

## Colorado ReHire Follow-Up Survey

<p><i>We would next like to understand how childcare has affected your work.</i></p>		
B6	Do you have any children that live with you or that you are regularly responsible for?	1. Yes 0. No → <b>B12</b>
B8	During your current or most recent job, was there a period when you were without childcare for at least one of your children when you needed to work?	1. Yes 0. No
<p><i>Now, we would like to know about what you think might happen in the future.</i></p>		
B12	In the <u>next two months</u> , how often do you anticipate that you and your family will experience actual hardships such as inadequate housing, food, or medical care?	1. Not at all 2. A little bit 3. Sometimes 4. Often 5. Almost always
<p><i>Next, we would now like to find out how your health has affected your ability to work.</i></p>		
B13	How would you rate your overall physical health today -- <u>excellent</u> , <u>very good</u> , <u>good</u> , <u>fair</u> , or <u>poor</u> ?	1. Excellent 2. Very good 3. Good 4. Fair 5. Poor
B14	Compared to one year ago, how would you rate your health in general now? Is it <u>much better</u> , <u>somewhat better</u> , <u>about the same</u> , <u>somewhat worse</u> , or <u>much worse</u> ?	1. Much better 2. Somewhat Better 3. About the same 4. Somewhat worse 5. Much Worse

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*Next, we would now like to know what you think your future will be like.*

		Strongly Disagree	Disagree	Neither A / D	Agree	Strongly Agree
X25	Two years from now, I expect to be working.	1	2	3	4	5
X28	Two years from now, I expect that I will not need assistance from any government assistance programs (such as, SNAP/Food Stamps, cash assistance, disability insurance).	1	2	3	4	5

*Now, we'd like to know about any hardships you have experienced since you applied to ReHire.*

B22	Since [APPMONTH], have you been homeless at any point in time?	1. Yes 0. No → <b>B25</b>
B23	Since [APPMONTH], how many weeks or months have you been homeless?	1. Less than a week 2. Less than a month 3. 1 to 3 months 4. 4 to 6 months 5. 6 months to a year 6. More than a year
B25	Since [APPMONTH], have you been convicted of any crime other than a minor traffic violation?	1. Yes 0. No → <b>B30</b>
B26	Since [APPMONTH], have you been incarcerated?	1. Yes    0. No → <b>B29</b>
B27	Since [APPMONTH], how much time have you spent incarcerated?	1. Less than a week 2. Less than a month 3. 1 to 3 months 4. 4 to 6 months 5. 6 months to a year 6. More than a year
B29	Are you currently on probation or parole?	1 Yes    0. No

## Colorado ReHire Follow-Up Survey

B30	Since [APPMONTH], has drinking alcohol interfered with your responsibilities at work?	<ol style="list-style-type: none"><li>1. I don't drink</li><li>2. No</li><li>3. Yes, one time</li><li>4. Yes, more than one time</li></ol>
B31	Since [APPMONTH], has smoking marijuana interfered with your responsibilities at work?	<ol style="list-style-type: none"><li>1. I don't smoke marijuana</li><li>2. No</li><li>3. Yes, one time</li><li>4. Yes, more than one time</li></ol>
B32	Since [APPMONTH], has using hard durgs such as cocaine, heroine or meth interfered with your responsibilities at work?	<ol style="list-style-type: none"><li>1. I don't use hard drugs</li><li>2. No</li><li>3. Yes, one time</li><li>4. Yes, more than one time</li></ol>

## Colorado ReHire Follow-Up Survey

Sometimes we feel good and other times we feel sad and unhappy. Some people are always happy and others always feel sad. We now want to ask you some questions about how you've been feeling this past week. Remember, whatever we ask you will be kept confidential.

We may not remember how we felt a long time ago, but we can remember recent feelings. Therefore, we would like to ask you about the last 7 days. By the last 7, we mean if today is Monday, we want you to tell me how you have been feeling from last Monday morning until last night.

		Number of Days
D1	How many days were you bothered by things that usually don't bother you?	
D2	How many days did you not feel like eating or your appetite was poor?	
D3	How many days did you feel you could not shake off the blues even with help from your family or friends?	
D4	How many days did you feel that you were just as good as other people?	
D5	How many days did you have trouble keeping your mind on what you were doing?	
D6	How many days have you felt depressed?	
D7	How many days did you feel everything you did was an effort?	
D8	How many days did you feel hopeful about the future?	
D9	How many days did you feel your life had been a failure?	
D10	How many days did you feel fearful?	
D11	How many days was your sleep restless?	
D12	How many days did you feel happy?	
D13	How many days did you talk less than usual?	
D14	How many days did you feel lonely?	
D15	How many days did you feel people were unfriendly?	
D16	How many days did you enjoy life?	
D17	How many days did you feel like crying?	
D18	How many days did you feel sad?	
D19	How many days did you feel that nobody liked you?	
D20	How many days did you feel you could not get "going"?	