

STEP 12-Month Report



RESULTS FROM 12-MONTH SURVEY | NOVEMBER 2022

The 12-month STEP survey demonstrates that changes to enrolled families' financial and emotional well-being continue at the one-year mark of STEP payments. In contrast, control group families have a remarkably different picture. In the enrolled group, savings have increased, financial stress has decreased, and the overall emotional well-being of parents has improved.

Between the Baseline and 12-month survey, **enrolled participants have increased their savings on average by \$1,440**. During the same period, the control group families saw their savings decline on average by **\$2,449**. In responding to the question, "In the past three months, have you made regular deposits towards your savings?" only **12%** of families did so at Baseline. In the 12-month survey, **56%** of participants are saving consistently. Personal savings appear to have been directly improved by STEP.

Following this survey, we'll be conducting one-on-one interviews to provide additional contextual information on the impact of STEP. Interview results will be added as an addendum to this report. We'll be digging deeper into the results to better understand the changes enrolled families have experienced and identify roadblocks outside of the increased income that may hinder continued improvements in financial health, such as credit scores, savings, and debts.

Overall, the data shows that STEP enrollment positively impacts participants and their children. Over the next few months, we'll continue to measure financial, emotional, and well-being metrics and seek to understand the possible effects of pairing the cash payments with additional Family Mobility programmings, such as Coaching and Income Supports, to maximize the impact of STEP.

STEP Demographics

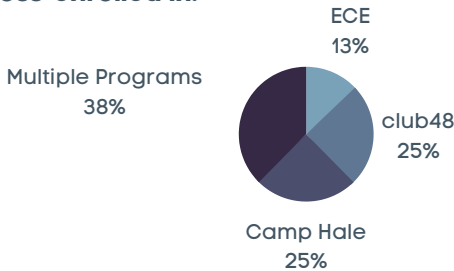
Additional change in control group; 17 participants at baseline, 11 at 12-months

Enrolled families **16**
Control-group families **11**

Enrolled Families:

- **100%** Single-parent households
- **100%** Female-led

Youth Programs STEP Families are cross-enrolled in:



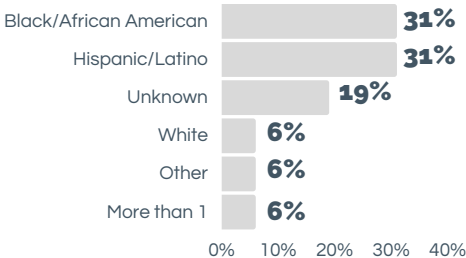
Baseline Average Median Income (AMI) of Enrolled STEP Families:

82% of Households AMI less than 30%
18% of Households AMI between 30%-50%

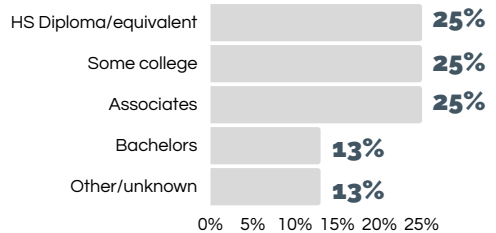
Average monthly household income: **\$1,825**

A family of three has an AMI of less than 30% if their income is below \$32,650/year

Race/Ethnicity of Enrolled STEP Participants

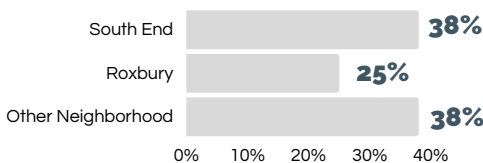


Highest Completed Degree of Enrolled STEP Participants



Two parents are currently in school

Boston Neighborhood of Enrolled STEP Families



Control Group Demographics

- 100% Female
- 88% of Single-parent households
- Slightly higher average monthly income compared to Enrolled Group (\$2,107)
- Three parents are currently in school
- Overall, similar composition to the Enrolled Group

Housing & Safety

12-MONTH SURVEY RESULTS

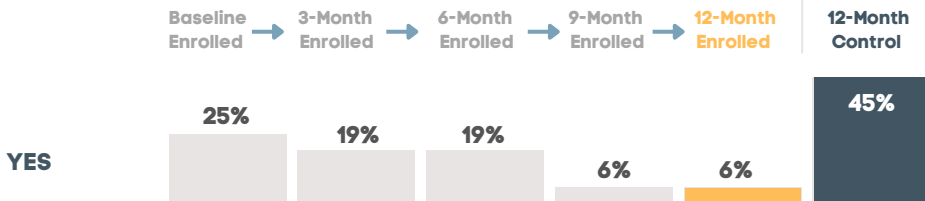
The difference between Enrolled families' ability and Control Group families' ability to keep pace with rising utility bills is stark: Only **6%** of enrolled families reported trouble paying utility bills, compared to **45%** of control group families.

Enrolled families continue to report a stable housing situation. Control Group families saw little change; **82%** reported having stable housing at the Baseline survey, and **82%** were stable at 12 months.

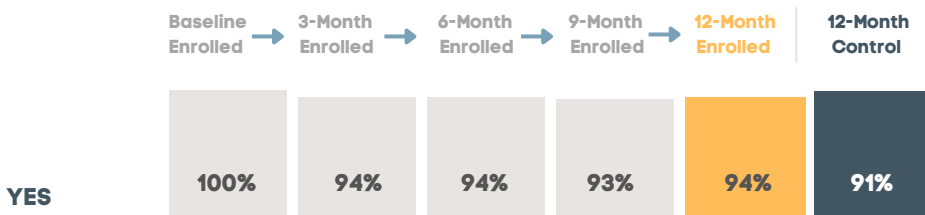
Which best describes your housing stability?

	Baseline Enrolled	3-Month Enrolled	6-Month Enrolled	9-Month Enrolled	12-Month Enrolled	12-Month Control
Stable (rent)	94%	100%	100%	100%	100%	82%
Stable (own)	0%	0%	0%	0%	0%	0%
Semi-Stable	0%	0%	0%	0%	0%	18%
Unstable (homeless or temp)	6%	0%	0%	0%	0%	0%

Do you have trouble paying your heating/cooling, water or electricity bill?



Do you have access to adequate medical care for yourself and your dependants?



One Enrolled family is continuing to have trouble accessing adequate medical care and has indicated they would like help with this. The Family Mobility Team is now working with this family on this.

Financial Capabilities

12-MONTH SURVEY RESULTS

Credit Scores

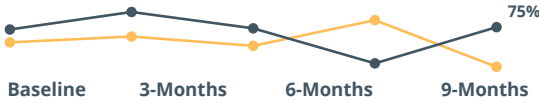
Median Credit Score - Enrolled

Baseline: 638 | 3-M: 643 | 6-M: 635 | 9-M: 657 | 12-M: 617

Median Credit Score - Control Group

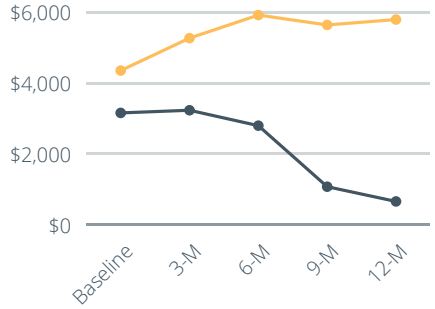
Baseline: 649 | 3-M: 664 | 6-M: 650 | 9-M: 650 | 12-M: 651

Score over time, by group



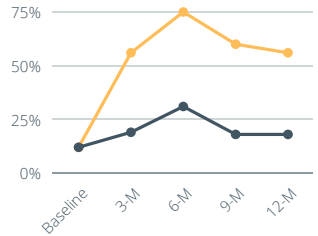
Savings

Enrolled Group families had savings increase on average by **\$1,440** while the Control Group has seen a **\$2,499 decline**.



In the past three months, have you made regular deposits towards your savings?

	Baseline	3-Month	6-Month	9-Month	12-Month
% of Enrolled Families "Yes"	12%	56%	75%	60%	56%
% of Control Group "Yes"	12%	19%	31%	18%	18%



Do you have a retirement account and are you making contributions?

- **There has been little change in the habits of retirement savings.** At Baseline, **35%** of enrolled group families were making regular contributions; that slightly dropped to **31%** by the 12-month mark. **18%** of the Control Group reported making regular retirement contributions at 12 months.

Debts

Overall, **73%** of enrolled participants started STEP with debt. At the 12-month survey point, enrolled participants reported:

- **63%** have credit card debt
- **38%** have car loans
- **44%** have student loan debt
- **19%** have other types of debt

Public Benefits

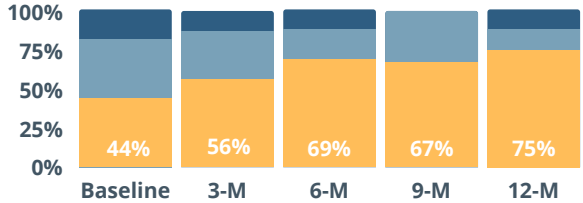
12-MONTH SURVEY RESULTS

The percentage of families that feel confident they are receiving the maximum public benefits they are eligible for *increased* from the Baseline by **31%**.

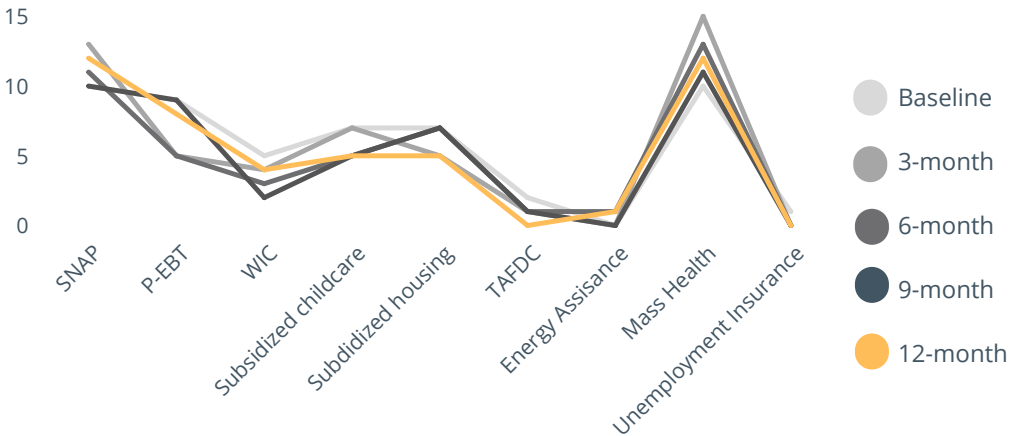
I am not receiving public benefits

I am receiving public benefits and am unsure if I am receiving the maximum amount eligible for

I am receiving the maximum public benefits I am eligible for



Number of participants who reported receiving the listed public benefit

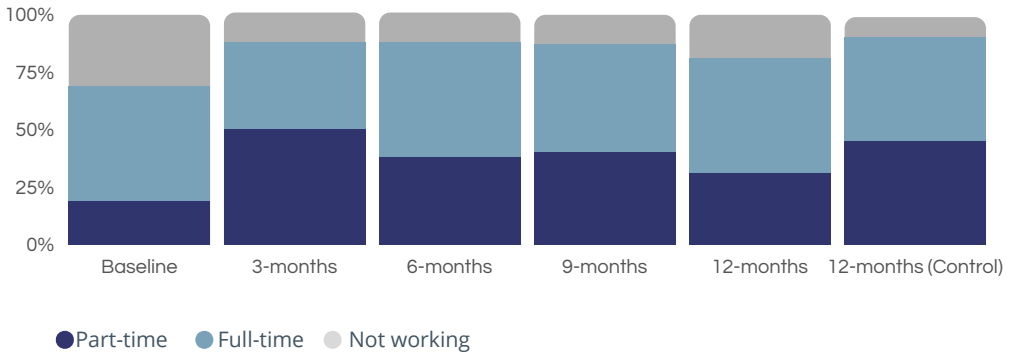


Use of public benefits has remained mostly the same throughout the program.

Employment

12-MONTH SURVEY RESULTS

What is your employment status?



3 Enrolled families have indicated they would like support finding a new job.

When asked about current barriers with employment, respondents reported:

- Personal or family responsibilities
- Own illness or disability
- Attending school
- Suitable work is unavailable or hard to find

If there's any other context or information you'd like to add regarding financial stability, please feel free to add it here:

Enrolled

- I like to open an account for kids' college

Control Group

[no comments]

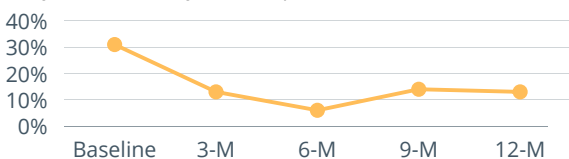
Financial stress & access to necessities

12-MONTH SURVEY RESULTS

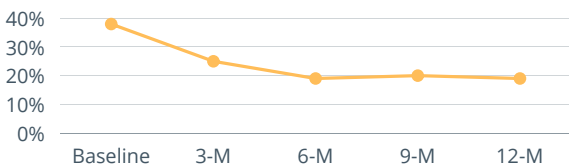
While the 3-month mark likely represented a period of initial stabilization, improvements continued in the 6, 9, and 12-month surveys on markers of financial stress.

Participants report on a scale ranging from 'Very often,' 'Fairly often,' 'Sometimes,' 'Almost Never,' and 'Never' in different areas related to financial stress. Over time, the survey results show a decrease in those reporting at the negative end of the scale ('Fairly' or 'Very Often' experiencing the stressor) and an increase in those reporting positively on the scale ('Almost Never' or 'Never' experiencing the stressor).

"Very Often" or "Fairly Often" experienced the financial stressor



Those reporting that their **housing and/or financial situation has negatively impacted stress levels, sleep, and/or overall well-being** dropped from **31%** at Baseline to **13%** at 12 months.



Those struggling with **anxiety due to finances** 'Very Often' or 'Fairly Often' **decreased from 38% at Baseline to 19%** between Baseline and 12 months.

Converting the question responses to a 1-5 point scale, with 1 representing 'Never' and 5 representing 'Very often,' we calculated the average across all questions to determine the overall financial stress score.



Questions measuring financial stress

One or some people in your household cut the size of their meals or skipped meals because there wasn't enough money for food

You couldn't afford hygiene products (i.e., laundry detergent, shampoo)

You have experienced anxiety or stress about paying your bills

Your housing and/or financial situation has negatively impacted your stress levels, sleep, and/or overall well-being

You couldn't afford to eat balanced meals (proteins, fruits, veggies).

Lack of transportation has kept you from medical appointments, work, or from getting things you need

Parent's emotional well-being

12-MONTH SURVEY RESULTS

The 12-month survey indicates that parents' emotional well-being is continuing to improve. Parents reporting 'Almost Never' or 'Never' experiencing an emotional stressor continues to increase while "Very Often" or "Fairly Often" continues to decline.

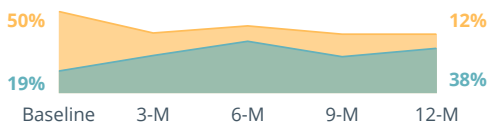
The average overall emotional well-being score (with a higher score indicating higher emotional stress) at the 12-month mark is **10.38** for enrolled participants vs. **11.72** for the Control Group.

In the past 3 months, how often did you experience the following?

Percentage of ENROLLED Participants who reported "Very Often" or "Fairly Often"
Percentage of CONTROL GROUP Participants who reported "Never" or "Almost Never"

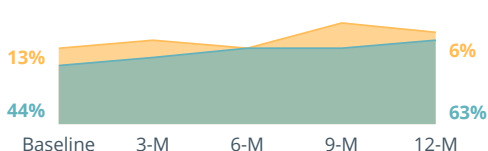
Note: Participants could also select "Sometimes", not represented here

Felt nervous and stressed



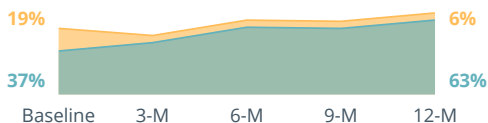
Participants reporting "Very Often or "Fairly Often" dropped 38%

Lacked confidence about your ability to handle your personal problems?



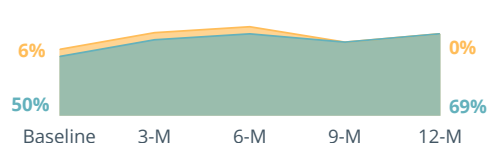
Participants reporting "Very Often or "Fairly Often" dropped 7%

Found that you could not cope with all the things you had to do?



Participants reporting "Very Often or "Fairly Often" dropped 13%

Felt difficulties were piling up so high that you could not overcome them?



Participants reporting "Very Often or "Fairly Often" dropped 6%

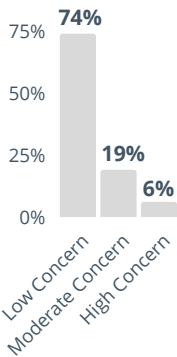
Children's well-being

12-MONTH SURVEY RESULTS

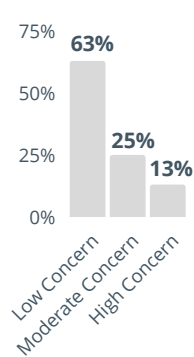
The impact of the STEP program on children's stress and behavior continues to be inconclusive. However, we theorize long-term growth in these areas as parents expand bandwidth and can better observe and address areas of concern in the children.

26% of enrolled children's behavior fell in the moderate or high concern category

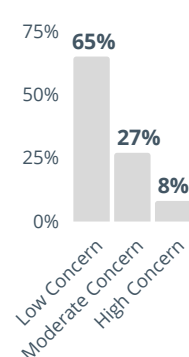
Baseline



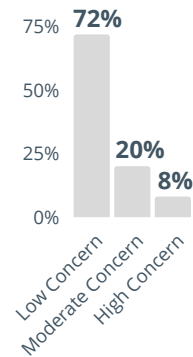
3-months



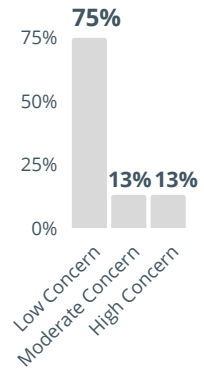
6-months



9-months



12-months



Questions in children's well-being score:

- Seems nervous, tense, or fearful
- Is restless or can't sit still
- Purposely tries to hurt children, adults, or animals (for example, by kicking or biting)
- Has trouble adjusting to changes
- Gets very upset often
- Seems very unhappy, sad, or withdrawn
- Has difficulty falling or staying asleep (at naptime or night)
- Is afraid of certain places, animals, or things
- Cries or hangs onto you when you try to leave

Methodology

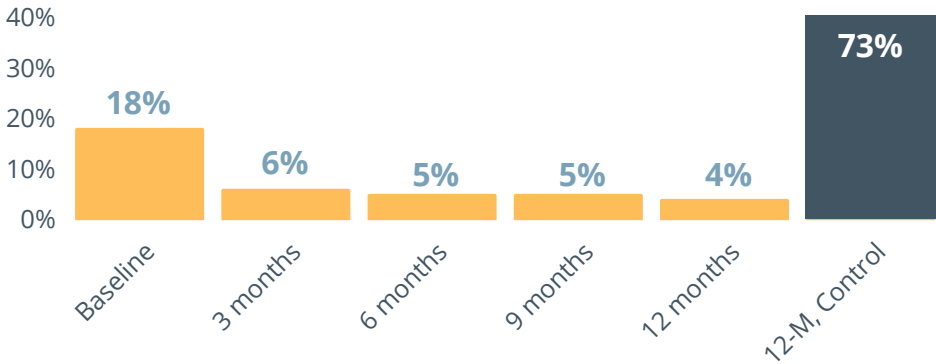
Children's well-being was measured using a 9-question scale (questions below) where parents relayed whether their child (3) often, (2) sometimes, or (1) rarely/never engaged in a specific behavior. Each child's scores were aggregated to give their total score. The total score reflects whether a child's behavior is categorized as a **low (9-12 points)**, **moderate (13-15 points)**, or **high (16+ points)** concern.

Other Indicators - Children

12-MONTH SURVEY

More parents could pay for their child's school-related field trips & Extracurricular activities post-enrollment in STEP.

% of Parents who had difficulty or were unable to pay for child's school-related field trips



% of Parents who do not enroll children in extracurricular activities due to finances

