2022 Aggregated Update of the Baltimore Workforce Funders Collaborative Wage Record Study: Completion, Employment, and Wages

Submitted to:

The Baltimore Workforce Funders Collaborative/Maryland Philanthropy Network
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1.0 Executive Summary

The Jacob France Institute of the University of Baltimore (JFI) was asked to develop a post-placement employment, earnings, and retention system to track and report on graduates or completers of employment and training programs supported by the Baltimore Workforce Funders Collaborative (BWFC). This evaluation was funded by the BWFC with grant support from The Harry and Jeanette Weinberg Foundation, the Abell Foundation, and the Annie E. Casey Foundation. Preliminary planning for this analysis began in 2017 with the first data collection in the first quarter of 2018. This fourth annual report includes data collected from workforce training programs through the fourth quarter of 2022 and programmatic data are matched with employment and wage data also through the end of 2022.

The COVID-19 pandemic affected program enrollment and completion starting in 2020 and continues to impact employment outcomes as both Baltimore Metropolitan area and Maryland employment remain below pre-Pandemic levels. Each workforce organization was impacted differently by the pandemic due to differences in technology access, options for moving program operations as well as workforce training online, differential access to technology and internet among the population served, and economic conditions that impacted demand for new workers trained in their industries. It is beyond the scope of this report to gather and analyze all contributing factors to altered program operations during the pandemic and determine the specific impact of the pandemic on each program given these different variables. Even if gathering these data would be feasible, the full impact of the pandemic on employment and wages of program participants who trained during the height of the pandemic would still be unknown. However, with the next year of wage and employment data, it will be possible to begin seeing whether training and employment outcomes during the pandemic are a temporary blip versus an ongoing trend. Additionally, further data will help provide insight as to whether individuals who completed training during the pandemic are able to "catch up" in both employment and wages to cohorts post-pandemic.

Finally, this report aggregates results for individuals reported by participating workforce organizations into single metrics. This was done to allow the BWFC to share the general findings of the report while also maximizing the privacy of participants.

The main highlights of this report include:

- The data and analyses presented in this report are based on current data available. Demographic data on individuals, such as gender, age, and education, are not available for all individuals and wage record data are currently only available for a limited number of quarters post program completion. Therefore, all data and analyses must be interpreted with caution. As more data on individuals' demographics and longitudinal wages become available, results will become clearer in future iterations of this report.
- Twenty-three workforce organizations have submitted data for 6,341 program participants, of which 5,960 participants had a reported SSN. Of these program

participants with an SSN, 4,950 exited their training program with one of the 23 workforce organizations between 2018 and 2022. Of these exits, 3,917 participants were flagged as program completers. Twenty-one workforce organizations submitted data for a combined 1,033 program non-completers. Future data collection will include new training program enrollees and potentially also include more training programs, so the sample size will increase with each report.

- The demographic groups with the highest counts of program completers for this analysis are: male (54.5 percent), Black/African American (81.7 percent), young (<25 years, 33.6 percent), geographically concentrated (47 percent in one of ten zip codes), and have a high school diploma or less (64.1 percent). The demographics for program non-completers are fairly similar, with 54.1 percent male, 85.1 percent Black/African American, 35.8 percent under 25 years, 53.8 percent in one of the top ten zip codes and have a high school diploma or less (64.1%).
- Among program completers, the employment and median earnings analyses generally show higher employment rates and higher median earnings post-program exit. The percent employed decreases over time, but part of this decrease could be due to people either moving out of the geographical area or switching to employment not captured in the UI wage data. On average, the gains in median wage tend to hold better across time. Additional longitudinal data will help get more precise findings in future reports.
- Analyses of continuous employment and continuous, fulltime-equivalent employment show a much smaller percent of program completers with continuous employment at sustainable wages. More data, both over time and with a higher sample size, will allow for a better understanding of long-term employment outcomes of program participants.
- Employment of this population is relatively consolidated within industry subsectors, with 90.1 percent of quarterly employment occurring in one of the top ten NAICS codes.
- Wage and employment results by demographic subcategory follow typical employment patterns post workforce training program participation. There are drops in earnings near the time of program entry and higher median wages and higher rates of employment post-completion. More data over time and with a higher sample size will increase the precision of these findings.
- This report is the third in the series to report results for program non-completers. ***Program non-completers generally have lower wages and employment rates post program exit than program completers.*** Most years see an increase in employment rates near the exit quarter, but rates drop to pre-program exit rates within a quarter or two. Collecting more data on program non-completers in the future would make these analyses more robust.

Guidelines for Interpreting Results:

Program Participation Data:

- Data reported on program participation do not reflect all individuals enrolled in training programs during the time period. Programs were initially only asked to report program completers and not all programs currently report all program non-completers.
- A "program completer" is defined as an enrollee who has completed one or more program components or certificates that allow them to be employed in the field for which they are training and has reached the job placement phase. A "program non-completer" is defined as someone who enrolled in a program but has been deemed to be a non-completer by the training program. Enrollees who are currently participating in a training program are not categorized as completers or non-completers until they exit the training program.

Wage Record Data:

- A wage record "match" during a quarter indicates *any* earned wages and does not necessarily mean an individual worked continuously during that quarter.
- No full-time or part-time designations or hourly pay rates are available.
- Presence in the wage records is an imperfect proxy for employment. Individuals may have had earnings not reflected in the data if they:
    - Received payments not reported to the MD UI system.
    - Worked out of state or for the federal government; and/or
    - Were classified as an independent contractor.

Reporting Wage Record Results:

- If wage record data needed to calculate any figure in this report were only available for fewer than five individuals, the results are censored, and an asterisk appears in place of the employment percentage or dollar amount of wages.
- If an individual had multiple employers within a single quarter, earnings are aggregated into one wage figure per quarter.
- Median wages are used (as opposed to average wages) to account for outliers.
- Reported wages are pre-tax earnings and are adjusted for inflation to 2022 dollars.

2.0 Data Sources

There are three data sources used in this report: participant data submitted by BWFC-participating training programs, Unemployment Insurance (UI) wage record data, and the Quarterly Census of Employment and Wages (QCEW).

Twenty-three workforce training programs participating in the BWFC evaluation submitted data at least once from the first quarter in 2018 through the fourth quarter in 2022. Data collection occurred approximately quarterly from the first quarter in 2018 through the end of 2019, semi-annually in 2020, and annually in 2022 and 2023. This year was the second year that training programs submitted their data through the AGS Prime portal for the Workforce Integrated Data System. It is anticipated that all future submissions will go through this portal.

Submitted data include participant-level information collected at intake and program exit, as well as cohort or program cost and completion data. All 23 training programs submitted data for individuals who had completed their training program. Twenty-two training programs submitted data for "program non-completers," defined as individuals who exited the program either via drop-out or removal without completing the training. Training programs also submitted a training program profile which includes information like program objectives and requirements, program length and budget, population served, tandem services provided, and occupations and industries targeted.

The JFI has access to UI wage record data via a data agreement with the Maryland Department of Labor (DOL). DOL approved the research use of the data for this study. Data include individuals' quarterly earnings and employer identification code. However, these data do not include federal government employees and only include Maryland civilian workers who are covered under the UI law, thus excluding independent contractors and other uncovered employment. Additionally, these data only include aggregate earnings and no indication of the type of employment (full-time, part-time, seasonal, etc.) or the hours worked to receive the reported earnings.

The QCEW database is administered by the Bureau of Labor Statistics and publishes quarterly employment data for approximately 95 percent of jobs in the US.[1] Specific to the purposes of this report, QCEW can link the employer code from the UI wage record data to the employer's North American Industry Classification System (NAICS) code, which identifies the industry subsector of the company at which the individuals are employed. For this report, data on employment NAICS codes were only available through Q3 of 2022.

UI wage record data typically are not released until several months after the end of the quarter. It is important to note that when the wage record matching was completed for this report, wage record data were available through the fourth quarter of 2022. Because of this delay in QCEW data reporting and because some individuals completed their training program as recently as the fourth quarter of 2022, some individuals did not have any wage records after program exit when

[1] Available at: https://www.bls.gov/cew/home.htm.

the analysis was completed. Table 1 lists the quarters of possible wage record matches by the calendar quarter of program exit. Fields shaded in gray indicate quarters where wage record data were available at the time of report writing but are not included in this report in order to have a consistent number of potential quarters of wage record data across all program participants who exited their program within the same calendar year.

3.0 Workforce Training Program and Program Participant Overview

To better understand the context of the analysis presented in Section 4.0, this section provides general information on the types of workforce training programs involved in the evaluation and the demographics of program completers.

3.1 Workforce Training Program Overview

Since the types of training programs included in this evaluation vary widely, including program training hours required, population served, and industries targeted, Table 2 in the appendix contains an overview of each of the workforce organizations who submitted a training program profile.

3.2 Program Participant Overview

This analysis is limited to individuals who exited a workforce training program during the 2018-2022 period and whose submitted data included a social security number (SSN) and program exit date. Twenty-three workforce training programs submitted data for a total of 3,917 program completers across the 2018-2022 time period. Twenty-two training programs submitted data for a total of 1,033 individuals designated as program non-completers, meaning they exited their training program prior to program completion. Unless otherwise noted, data are reported by the calendar year of program completion.

This section has three tables: Table 3, which shows counts of submitted data by participant characteristics; Table 4, which presents a series of demographic cuts by program completion status for all training programs combined; and Table 5, which presents counts for completers (Table 5a) and non-completers (Table 5b) for all training programs combined. The 3,917 program completers and 1,033 program non-completers with a reported SSN and with program exit between 2018 and 2022 are the focus of this report.

Participation by workforce development organization varied for each of the four years when data collection took place. In 2018, the data collection did not include non-completers for any organization. Several workforce programs have submitted data for completers and non-completers for some, but not all years. The inconsistency of participation by workforce organizations must be considered when analyzing the relative aggregated outcomes by year.

Starting with Table 4, all analyses are limited to program participants who exited their program in 2018 or later, who had a reported SSN, and who were designated as either a program completer or a program non-completer. Table 4a shows a total of 3,917 program completions and

1,033 program non-completions during the specified time period. A single person may be counted in the table more than once if they had more than one program exit during the time period. The greatest proportion of currently reported program exits is in 2019. The number of program exits is higher in 2019 than 2018 largely because many training programs did not initially collect SSNs or did not have participants' permission to release their SSNs at the start of the evaluation. Consequently, they had to delay participation in this analysis until the proper consent forms were in place. Counts of program exits are also lower in 2020-2022 than in 2019. The COVID-19 pandemic is almost certainly playing a role in this decrease, through decreased training programs offered, decreased program participation, and decreased staff capacity to report on training outcomes. Future reports will be better able to show whether this is a temporary decline or a continued trend.

Table 4b shows a program completer population that is mostly male, comprising nearly 55 percent of program completers. This is like that of program non-completers, of which 54 percent are male.

Table 4c shows that nearly 82 percent of program completers and 85 percent of program non-completers identify as Black/African American. Table 4d breaks down program completion status by race and gender, showing the largest subcategory to be Black/African American males, which accounts for 44.7 percent of all program completers and 45.7 percent of program non-completers. Only 3 percent of program completers and 2.2 percent of program non-completers identify as Hispanic/Latino (Table 4e). However, approximately 11.6 percent of completers and 10.7 percent of program non-completers have unknown ethnicity.

As shown in Table 4f, the program participants were relatively young, with the largest group of participants under the age of 25 (33.6 percent of program completers and 35.8 percent of program non-completers). People ages 30 to 44 have accounted for an increased proportion of program completers during the 2018-2022 time period. In the 2022 cohort, participants ages 55+ accounted for the highest proportion since 2018 (4.6% vs. 11%, respectively).

Program non-completers had an even larger decrease in proportion of program participants between ages 19 and 24, dropping from 40.6 percent of all program non-completers in 2019 to 19.1 percent in 2022. Again, future iterations of the report with more longitudinal data will be better suited for identifying long-term age trends in program participants.

Table 4g lists the counts by completion status and zip code, with 47 percent of completers and nearly 54 percent of non-completers with a known zip code residing in one of the top ten most frequent zip codes. Refer to the Appendix for maps of total participants, program completers, and program non-completers by zip code. Also included are three other demographic comparison maps, showing poverty rates, unemployment rates, and commute time.

Lastly, Table 4h lists the counts of program completers and non-completers by highest reported education level. These data should be interpreted with caution as having a high school diploma is frequently overreported. The most frequently reported highest education level is a high school

diploma or equivalent, representing 57.6 percent of program completers and 57.2 percent of program non-completers. Twelve percent of non-completers versus 6.5 percent of program completers have less education than a high school diploma.

These differences in demographics between the groups of program completers and non-completers can potentially provide context to better understand reasons aside from program completion that could impact employment and wage outcomes. Additionally, these data could be useful to the workforce organizations to increase information about the populations served. For example, these data could help training programs better understand who is more likely to complete a training program, which could potentially impact program recruitment. Additionally, the data could help identify potential changes that could be made to the training programs to reduce program non-completion among specific demographic categories.

Tables 5a/5b show counts of training program exits for program completers (Table 5a) and program non-completers (Table 5b) for each of the 2018 through 2022 program exit years. There are no cell size reporting limitations for this table, so all available data are displayed.

4.0 Employment and Wage Results

The data received from BWFC training programs were cleaned, aggregated and then merged with the UI wage record data described in Section 2.0 to match program completers with their quarterly wages for each employer. People with incomplete or missing SSNs were not able to be matched to the UI wage record data. This file was then merged with QCEW data, described in Section 2.0, to get the NAICS code, or employment industry code, for each program completer's employer. If a program completer had wages reported for multiple employers within a quarter, the wages were aggregated into a total quarterly wage and the industry code was reported as the NAICS code for the employer who paid the highest total wages in that quarter. All wages were converted to 2022 dollars. Please refer to Section 2.0 for further information about the UI wage record data and QCEW data.

Confidentiality agreements with DOL require that a minimum of five people represent each data point on employment or wages that is made public. Data that are censored due to sample size are marked with an asterisk.

Unless otherwise noted, the quarters in these analyses are measured in terms of distance to the calendar quarter in which the participant exited the training program. For example, if an individual completed a training program in February 2019, the exit quarter would be 2019Q1. The fourth quarter of 2018 would be the quarter prior to program exit and would be referred to as the "-1" quarter. Similarly, the second quarter of 2019 would be the first quarter after program exit and would be referred to as the "+1" quarter. Because of sample size and reporting limitations, defining quarters relative to the exit quarter allows for more efficient utilization of available data. Finally, analyses run with relative quarters (as opposed to calendar quarters) are aggregated by calendar year of exit because of changing economic conditions across time.

4.1 Percent Employed by Quarter

Table 6 shows the percent of both program completers and non-completers employed by relative quarter and by calendar year of program exit (2018-2022). It is important to note that this is not necessarily the number of participants employed; it is simply the percentage who had matches with the Maryland UI Wage Records.

As discussed in Section 2 and illustrated with Table 1, not all participants exiting within the same calendar year will have the same number of wage quarters post-program exit. To increase the clarity of the results, the data reported here are truncated at the "+16" quarter for 2018 participants, the "+12" quarter for 2019 participants, the "+8" quarter for 2020 participants, the "+4" quarter for 2021 participants, and at the +1 quarter for 2022 participants. Thus, for example, all individuals completing their training programs in 2018 will have sixteen quarters of post-exit wage record data reported. Similarly, all individuals who completed their programs in 2022 only have data reported for the quarters prior to and 1 quarter post program exit.

Program Completers Compared with Non-Completers

Because an individual may complete a training program early enough in the calendar quarter that they are able to find and start employment within their defined "exit quarter," it is expected that the quarter just prior to program exit (defined as "-1") would have the lowest rates of employment.

As can be observed in Table 6, 2018 Completers showed substantial gains in the employment rates post-program exit. Non-Completers had a more erratic pattern with both gains and losses post exit. Completers had a consistently higher percentage rate than Non-Completers, but both experienced gradual declines. Completers peaked at +1 Quarter (69.1%) with a decline to 54.3% at +16 Quarters. Non-Completers in 2018 had their highest percentage rate at +1 Quarter (44.4%) with a decline to 36.1% at +16 Quarters.

Similar patterns can be seen in subsequent program years with Program Completers having a consistently higher percentage of participants found in the Maryland UI Wage Records than Non-Completers. Keep in mind that each program year has fewer quarters included for longitudinal comparisons.

In order to better visualize these trends, Figures 1a through 1e are included, which are line graphs of the data from Table 6. These data are reported as a single mean employment rate.

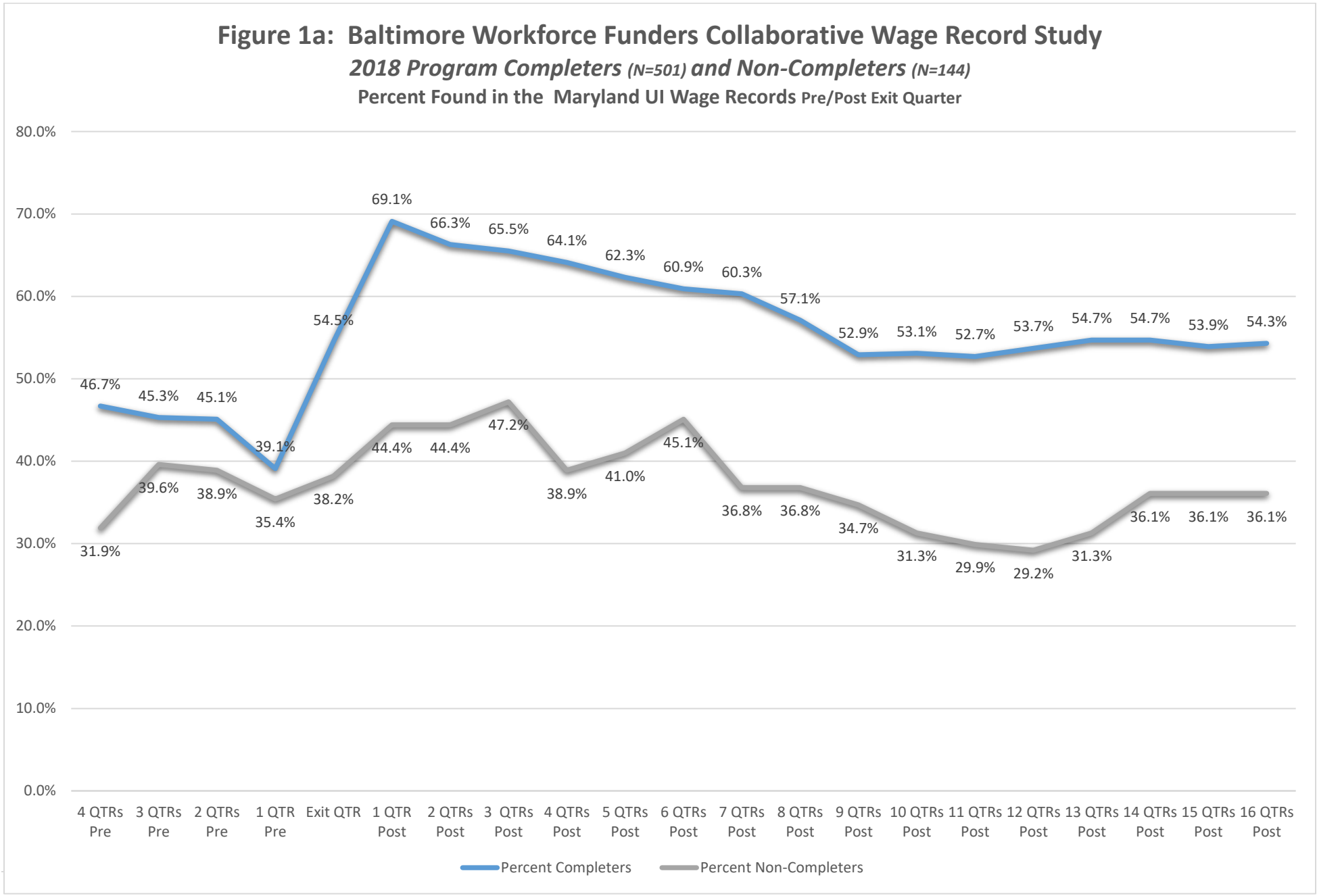
Figure 1a: Baltimore Workforce Funders Collaborative Wage Record Study
2018 Program Completers (N=501) and Non-Completers (N=144)
Percent Found in the Maryland UI Wage Records Pre/Post Exit Quarter
80.0%
70.0%
60.0%
50.0%
40.0%
30.0%
20.0%
10.0%
0.0%
46.7%
45.3%
45.1%
39.1%
54.5%
69.1%
66.3%
65.5%
64.1%
62.3%
60.9%
60.3%
57.1%
52.9%
53.1%
52.7%
53.7%
54.7%
54.7%
53.9%
54.3%
31.9%
39.6%
38.9%
35.4%
38.2%
44.4%
44.4%
47.2%
38.9%
41.0%
45.1%
36.8%
36.8%
34.7%
31.3%
29.9%
29.2%
31.3%
36.1%
36.1%
36.1%
4 QTRs Pre
3 QTRs Pre
2 QTRs Pre
1 QTR Pre
Exit QTR
1 QTR Post
2 QTRs Post
3 QTRs Post
4 QTRs Post
5 QTRs Post
6 QTRs Post
7 QTRs Post
8 QTRs Post
9 QTRs Post
10 QTRs Post
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13 QTRs Post
14 QTRs Post
15 QTRs Post
16 QTRs Post
Percent Completers
Percent Non-Completers

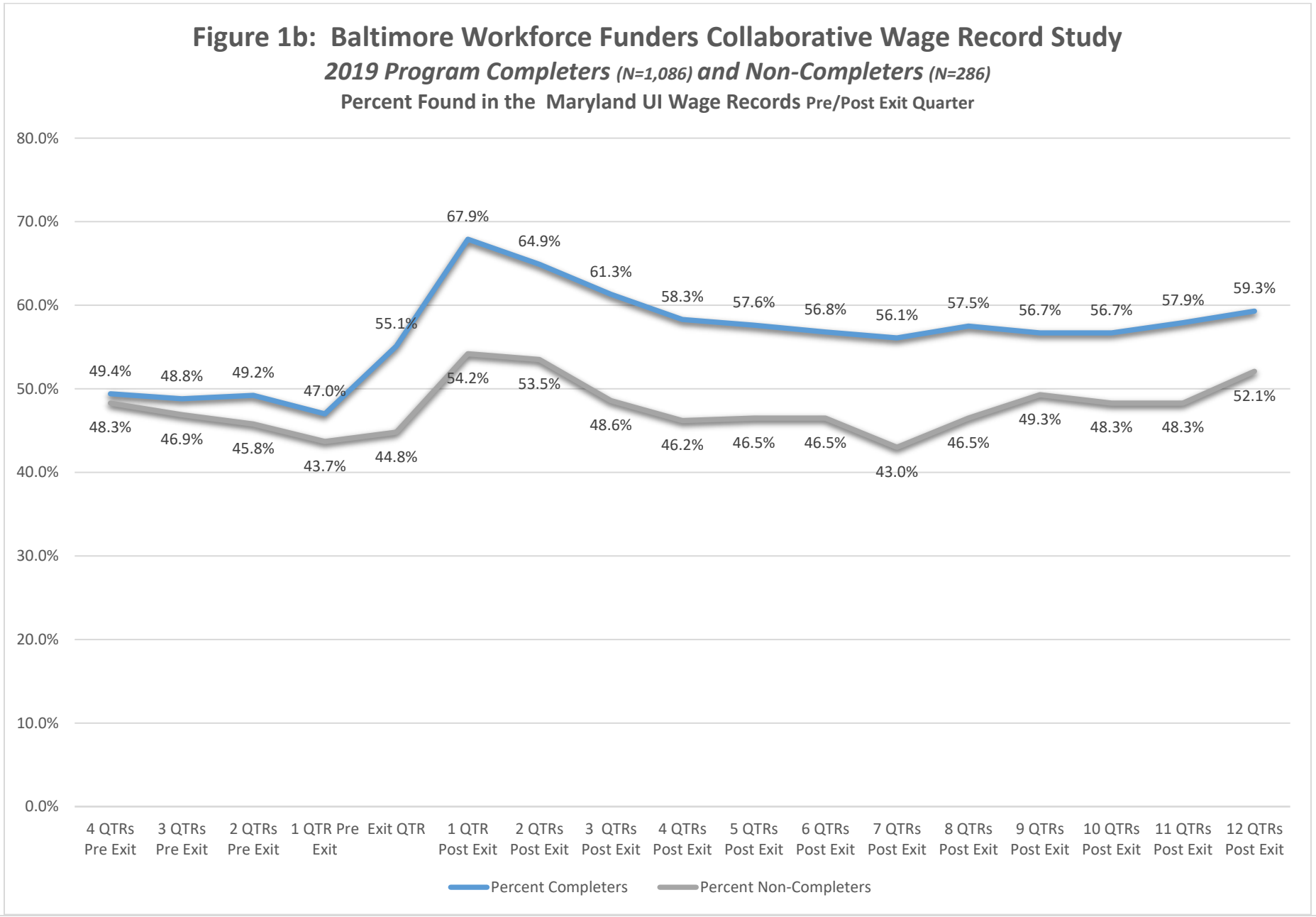
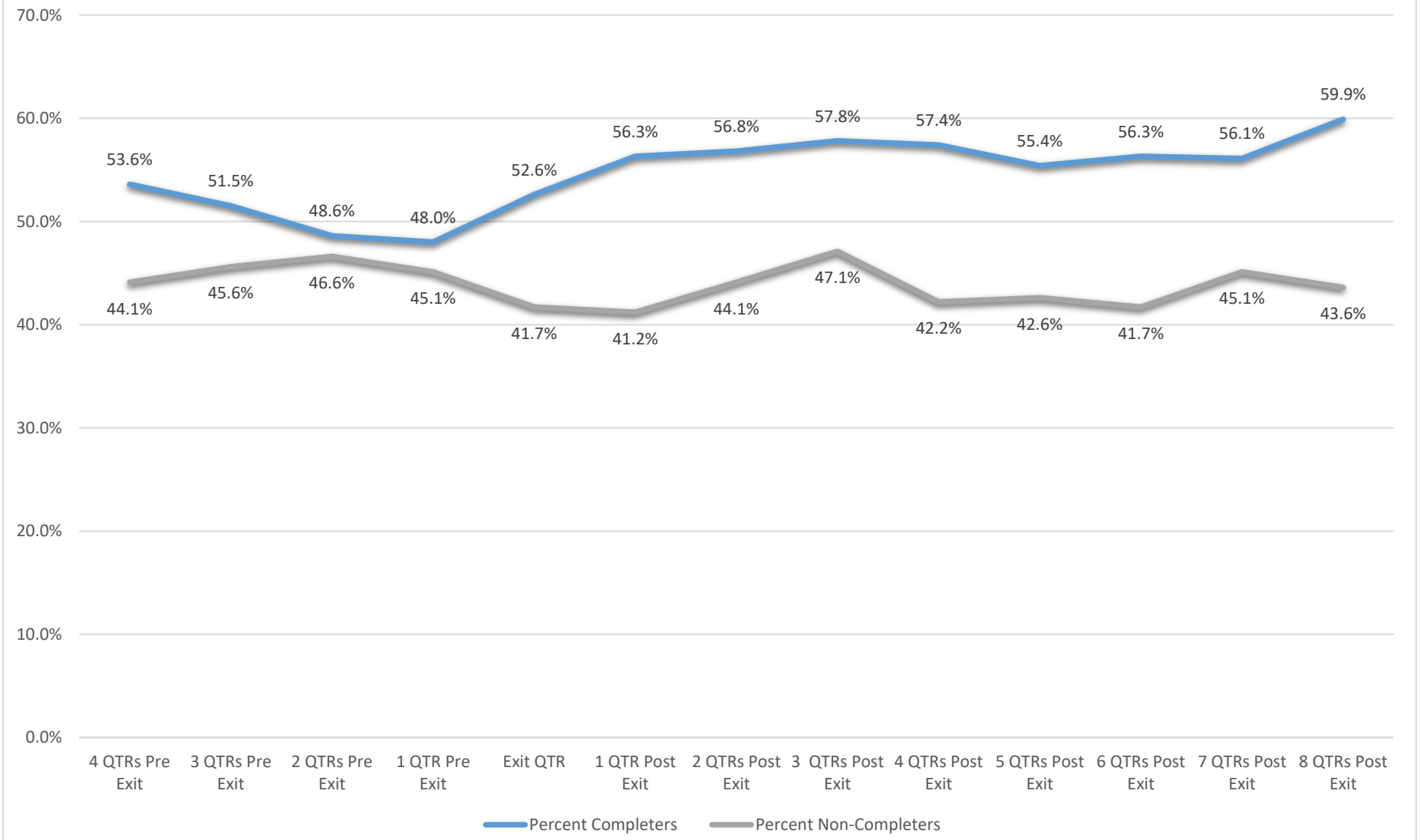


Figure 1b: Baltimore Workforce Funders Collaborative Wage Record Study
2019 Program Completers (N=1,086) and Non-Completers (N=286)
Percent Found in the Maryland UI Wage Records Pre/Post Exit Quarter
80.0%
70.0%
60.0%
50.0%
40.0%
30.0%
20.0%
10.0%
0.0%
49.4%
48.8%
49.2%
47.0%
55.1%
67.9%
64.9%
61.3%
58.3%
57.6%
56.8%
56.1%
57.5%
56.7%
56.7%
57.9%
59.3%
48.3%
46.9%
45.8%
43.7%
44.8%
54.2%
53.5%
48.6%
46.2%
46.5%
46.5%
43.0%
46.5%
49.3%
48.3%
48.3%
52.1%
4 QTRs Pre Exit
3 QTRs Pre Exit
2 QTRs Pre Exit
1 QTR Pre Exit
Exit QTR
1 QTR Post Exit
2 QTRs Post Exit
3 QTRs Post Exit
4 QTRs Post Exit
5 QTRs Post Exit
6 QTRs Post Exit
7 QTRs Post Exit
8 QTRs Post Exit
9 QTRs Post Exit
10 QTRs Post Exit
11 QTRs Post Exit
12 QTRs Post Exit
Percent Completers
Percent Non-Completers

Figure 1c: Baltimore Workforce Funders Collaborative Wage Record Study

2020 Program Completers (N=870) and Non-Completers (N=204)

Percent Found in the Maryland UI Wage Records Pre/Post Exit Quarter



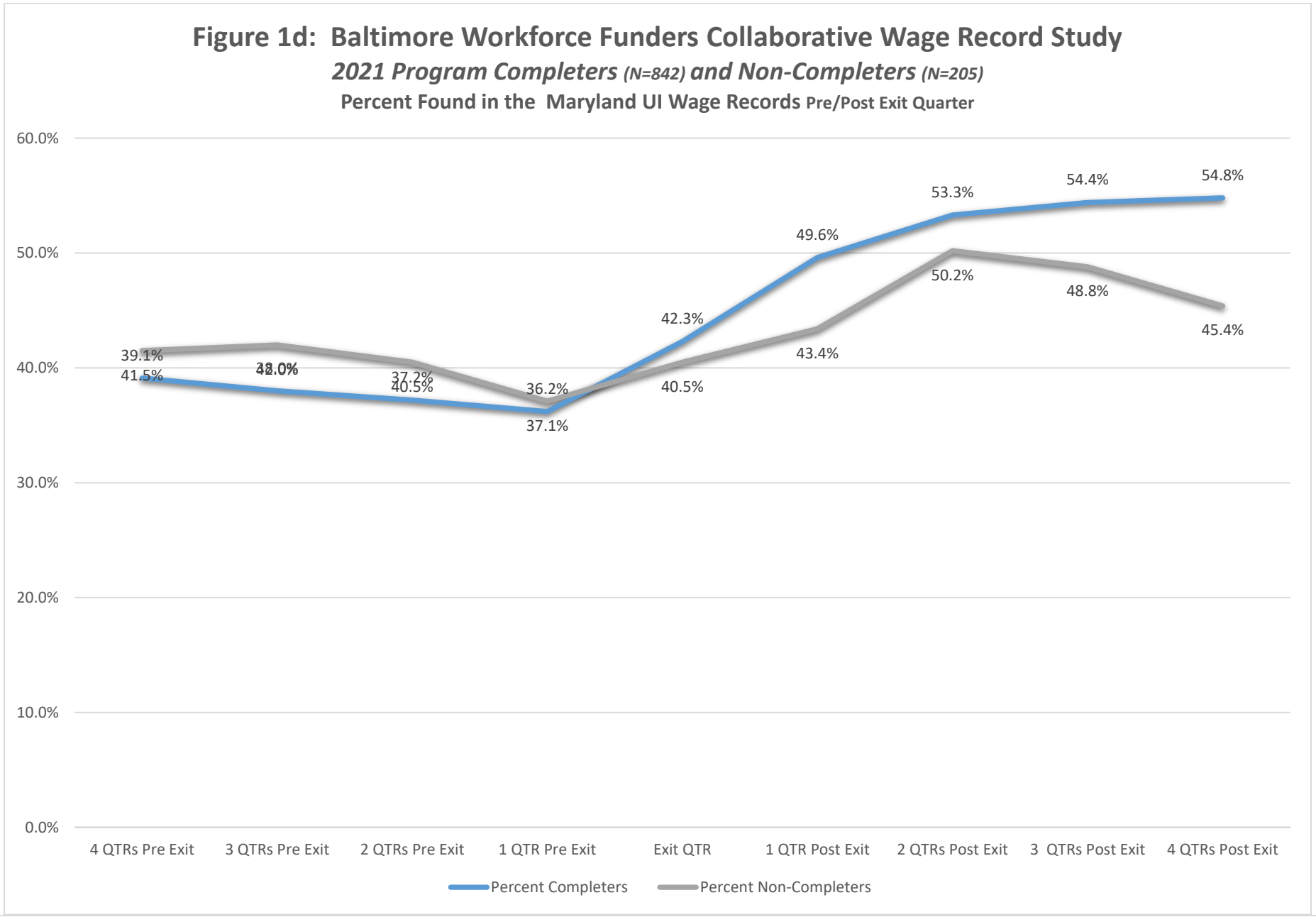


Figure 1d: Baltimore Workforce Funders Collaborative Wage Record Study
2021 Program Completers (N=842) and Non-Completers (N=205)
Percent Found in the Maryland UI Wage Records Pre/Post Exit Quarter
60.0%
50.0%
40.0%
30.0%
20.0%
10.0%
0.0%
39.1%
41.5%
42.0%
40.5%
37.2%
36.2%
37.1%
42.3%
40.5%
43.4%
49.6%
50.2%
53.3%
48.8%
54.4%
45.4%
54.8%
4 QTRs Pre Exit
3 QTRs Pre Exit
2 QTRs Pre Exit
1 QTR Pre Exit
Exit QTR
1 QTR Post Exit
2 QTRs Post Exit
3 QTRs Post Exit
4 QTRs Post Exit
Percent Completers
Percent Non-Completers

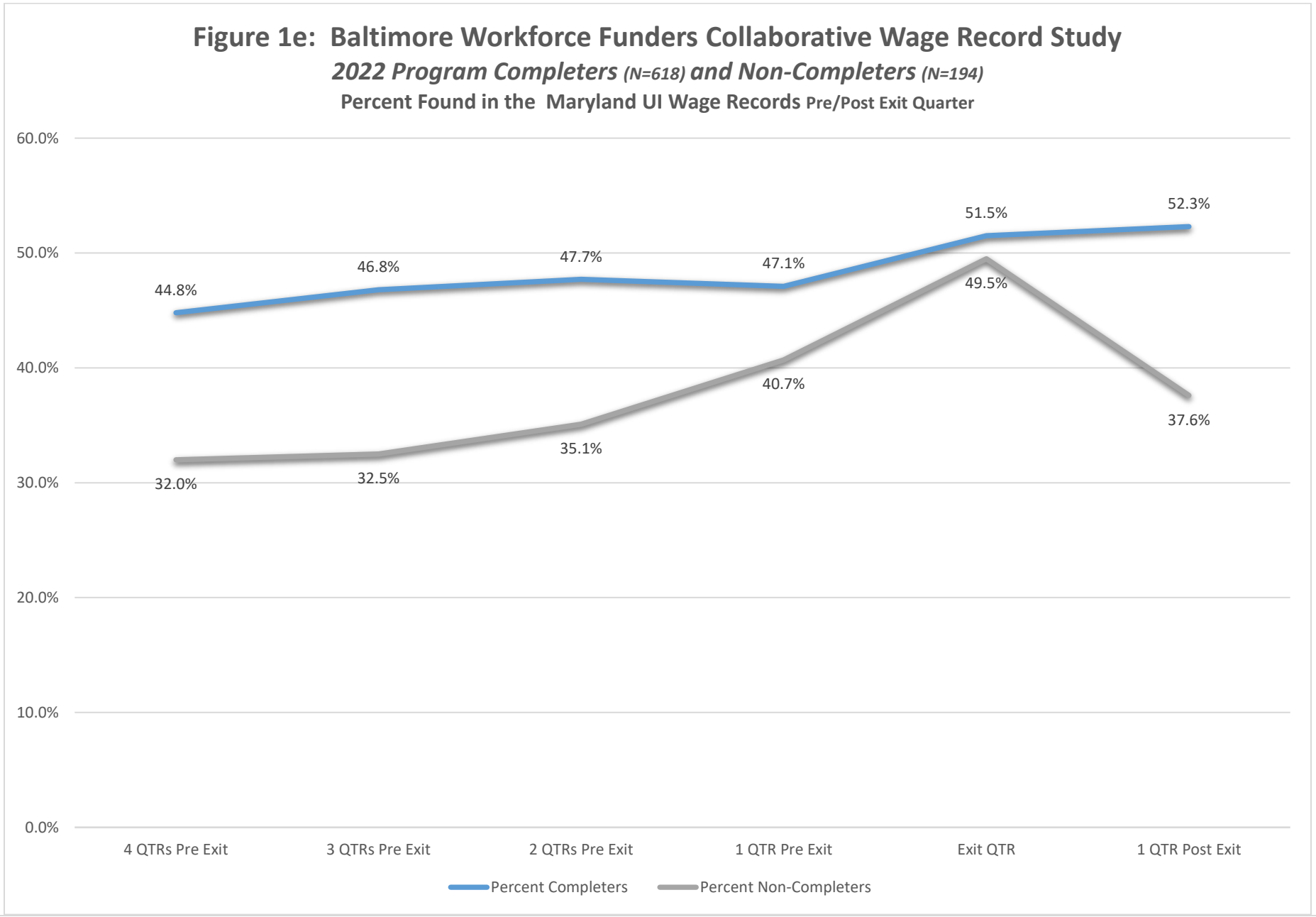


Figure 1e: Baltimore Workforce Funders Collaborative Wage Record Study
2022 Program Completers (N=618) and Non-Completers (N=194)
Percent Found in the Maryland UI Wage Records Pre/Post Exit Quarter
60.0%
50.0%
40.0%
30.0%
20.0%
10.0%
0.0%
44.8%
46.8%
47.7%
47.1%
51.5%
52.3%
32.0%
32.5%
35.1%
40.7%
49.5%
37.6%
4 QTRs Pre Exit
3 QTRs Pre Exit
2 QTRs Pre Exit
1 QTR Pre Exit
Exit QTR
1 QTR Post Exit
Percent Completers
Percent Non-Completers

4.2 Median Wages by Quarter

The results of the median wage analysis are presented in the same format as the employment analysis, with results by quarter relative to the quarter of program exit. Median wages are reported instead of average wages in order to limit the bias of wage outliers on either end of the wage distribution.

It is important to note that there may be frequent entry into and exit from the workforce (see Table 6), so results should be interpreted accordingly.

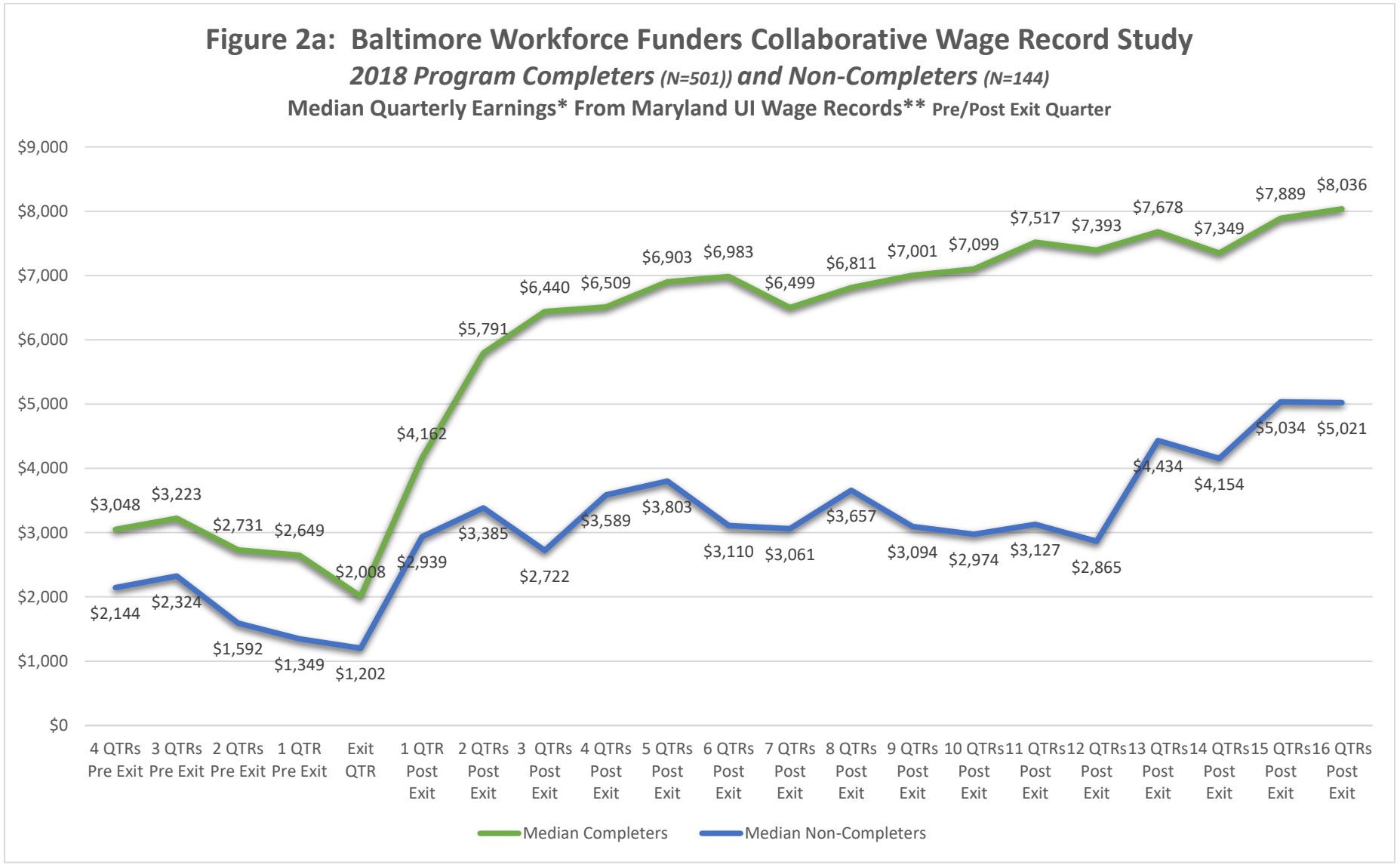
Program Completers Compared with Non-Completers

Table 7 shows the median quarterly earnings of both Completer and Non-Completer participants in 2018-2022. For both populations there is a general trend of decreasing wages prior to the program exit quarter (with the exception of 2021 Non-Completers). This is followed by continued increasing median wages throughout the entire monitoring period post-program exit. Completers who exited their program in 2018 had the greatest median wage increase in the first four quarters after program exit, while those who exited in 2020 had the smallest median wage increase.

Non-Completers who exited in 2021 had the greatest median wage increase in +1 Quarter through +4 Quarter and the smallest gains (and in some quarters decreases) in 2018 and 2020.

Figures 2a through 2e present line graphs of the data in Table 7. For all program years, it is clear that median wages tend to be higher for Program Completers than Program Non-Completers, but Completers consistently had higher earnings.

For instance, 2018 Completers had median earning of $2,008 at program exit that increased to $8,036 at +16 Quarters. The same cohort of Non-Completers showed a more moderate increase from $1,202 at program exit to $5,021 at +16 Quarters. Similar patterns can be seen in subsequent program years, but there are fewer quarters for longitudinal comparison.



*Earnings have been adjusted for inflation

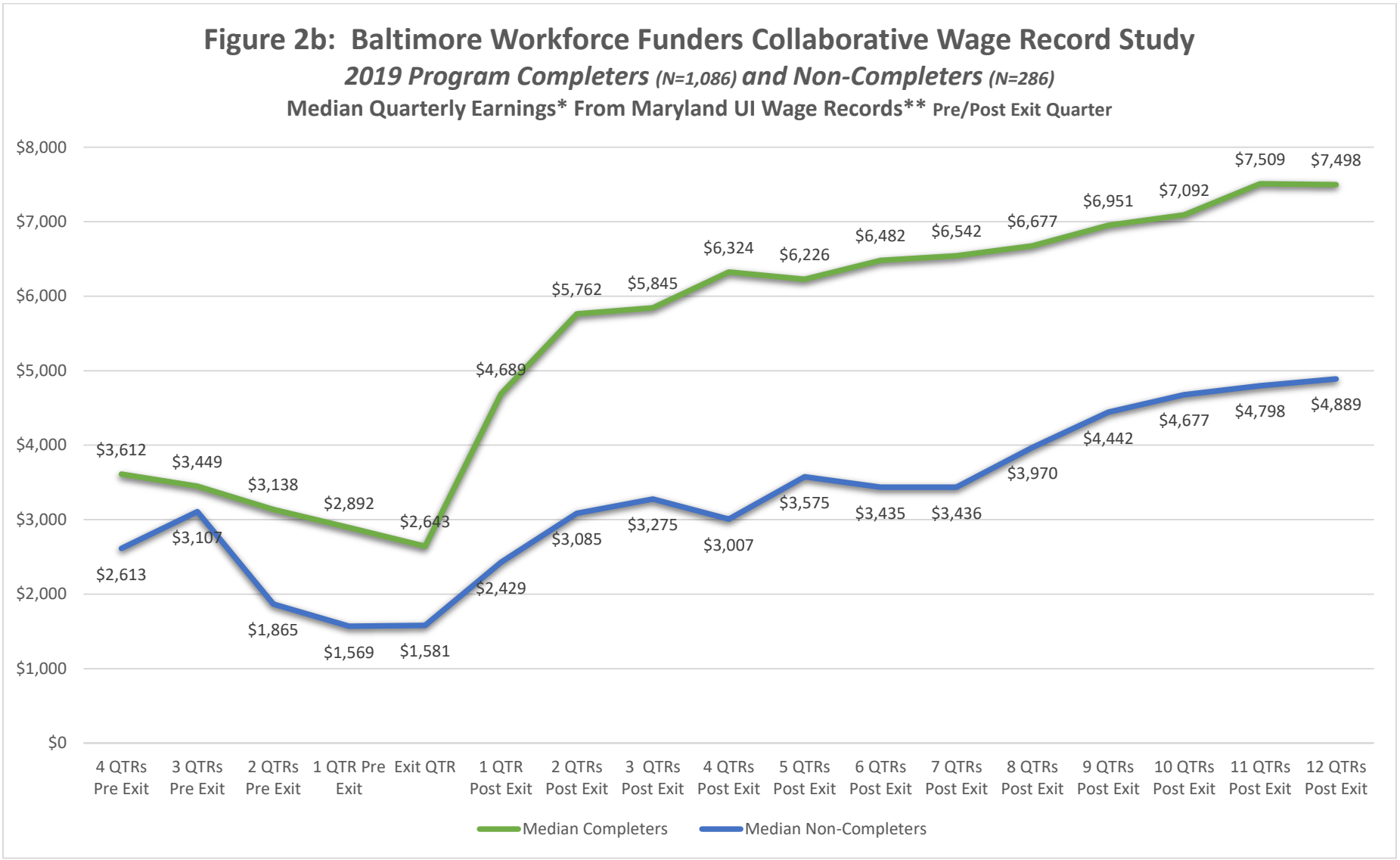
**Percentage of Completers found in MD UI Wage records ranged from a low of 39.1% in 1 QTR Pre Exit to a high of 69.1% at 1 QTR Post Exit

**Percentage of Non-Completers found in MD UI Wage records ranged from a low of 31.9% in 4 QTRs Pre Exit to a high of 47.2% at 3 QTRs Post Exit

Figure 2b: Baltimore Workforce Funders Collaborative Wage Record Study

2019 Program Completers (N=1,086) and Non-Completers (N=286)

Median Quarterly Earnings* From Maryland UI Wage Records Pre/Post Exit Quarter**



*Earnings have been adjusted for inflation

**Percentage of Completers found in MD UI Wage records ranged from a low of 47% in 1 QTR Pre Exit to a high of 67.9% at 2 QTRs Post Exit

**Percentage of Non-Completers found in MD UI Wage records ranged from a low of 43% in 7 QTRs Post Exit to a high of 54.2% at 1 QTR Post Exit

Figure 2c: Baltimore Workforce Funders Collaborative Wage Record Study

2020 Program Completers (N=870) and Non-Completers (N=204)

Median Quarterly Earnings* From Maryland UI Wage Records Pre/Post Exit Quarter**

*Earnings have been adjusted for inflation

**Percentage of Completers found in MD UI Wage records ranged from a low of 48% in 1 QTR Pre Exit to a high of 59.9% at 8 QTRs Post Exit

**Percentage of Non-Completers found in MD UI Wage records ranged from a low of 41.2% in 1 QTR Post Exit to a high of 47.1% at 3 QTRs Post Exit

*Earnings have been adjusted for inflation

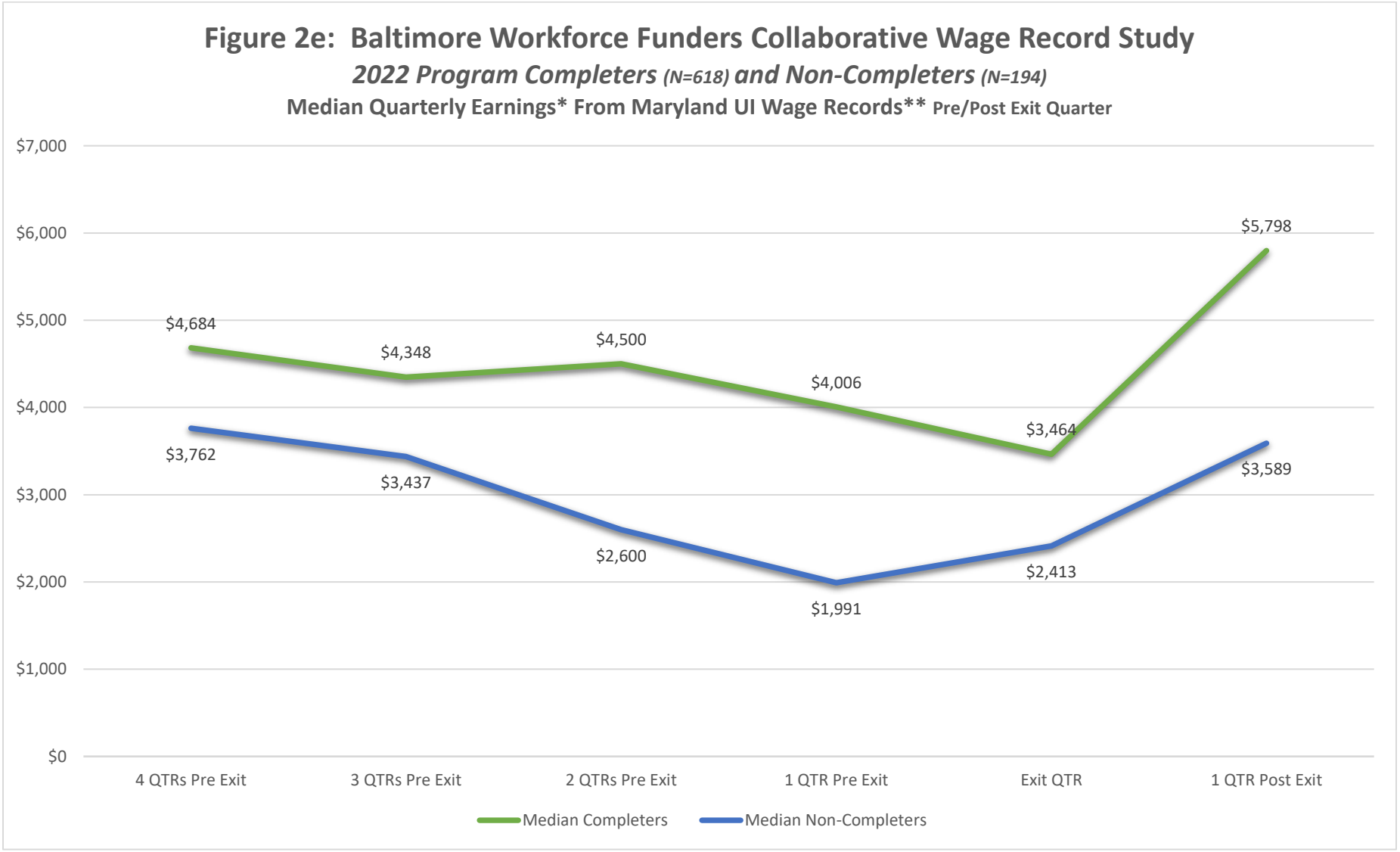
**Percentage of Completers found in MD UI Wage records ranged from a low of 36.2% in 1 QTR Pre Exit to a high of 54.8% at 4 QTRs Post Exit

**Percentage of Non-Completers found in MD UI Wage records ranged from a low of 37.1% in 1 QTR Post Exit to a high of 50.2% at 2 QTRs Post Exit

Figure 2e: Baltimore Workforce Funders Collaborative Wage Record Study

2022 Program Completers (N=618) and Non-Completers (N=194)

Median Quarterly Earnings* From Maryland UI Wage Records Pre/Post Exit Quarter**



*Earnings have been adjusted for inflation

**Percentage of Completers found in MD UI Wage records ranged from a low of 44.8% in 4 QTRs Pre Exit to a high of 52.3% a QTR Post Exit

**Percentage of Non-Completers found in MD UI Wage records ranged from a low of 32% in 4 QTR Post Exit to a high of 49.5% at Exit QTR

4.3 Continuous Employment Post Program Exit

As alluded to earlier in Section 4.2, there may be frequent job entry and exit among the population served, so even if a workforce organization had the same count of individuals earning wages from quarter to quarter, the people earning the wages may change completely each quarter. Since one goal of workforce training programs is to help people find stable, consistent employment, the analysis in this section looks at *continuous* employment following program exit. This analysis is limited to individuals who completed their training program between 2018 and 2021 because there are not yet consistent post-exit wages for individuals who completed in 2022. Future iterations of the report will be able to include more longitudinal data for these cohorts.

Program Completers Compared with Non-Completers

Tables 8a and 9a show the percent of Program Completers and Non-Completers who were continuously employed starting in the first quarter post program exit for completions in 2018, 2019, 2020 and 2021, respectively.

This analysis did not require that an individual stay with the same employer or have any wage constraints; it simply defined an individual as "continuously employed" as long as aggregate quarterly wages were continuously greater than zero. Even with this loose definition, there are considerable differences in the percent *continuously* employed in compared to the percent employed in Table 6 for both Program Completers and Non-Completers. Moreover, Non-Completers were continuously employed at a much lesser rate than Completers. Note that in 2018, Non-Completer Ns were too low to report several quarters of data.

One example of this trend occurred in 2019, where Non-Completers sharply declined from 44.4% at +1 Quarter post exit to 6.3% at +16 Quarters, compared to Completer rates (69.1% declining to 22.2% during the same time period).

In addition to moving individuals into employment, it is important to know whether people are finding stable, consistent employment that has the ability to bring people out of poverty and into sustainable independence. Tables 8b and 9b are similar to Tables 8a and 9a except that continuous employment is limited to people who have worked the equivalent of full-time, minimum wage jobs. For this analysis, the 2021 Maryland minimum hourly wage of $11.75 was used, totaling $6,110 in minimum quarterly earnings ($11.75*40 hours per week*13 weeks) to be included.

As expected, the percent of program participants with continuous, full-time, minimum wage employment is much smaller in general, with Program Non-Completer rates much lower than those of Completers.

For instance, 2019 Completers had a +1 Quarter post exit rate of 32.7% that declined to 8.4% at +12 Quarters (Non-Completer rates were 14% and 2.8% respectively).

Figures 3a-6a and 3b-6b represent line graphs of the data in Tables 8a/9a and 8b/9b.

Continuous Employment Cautions

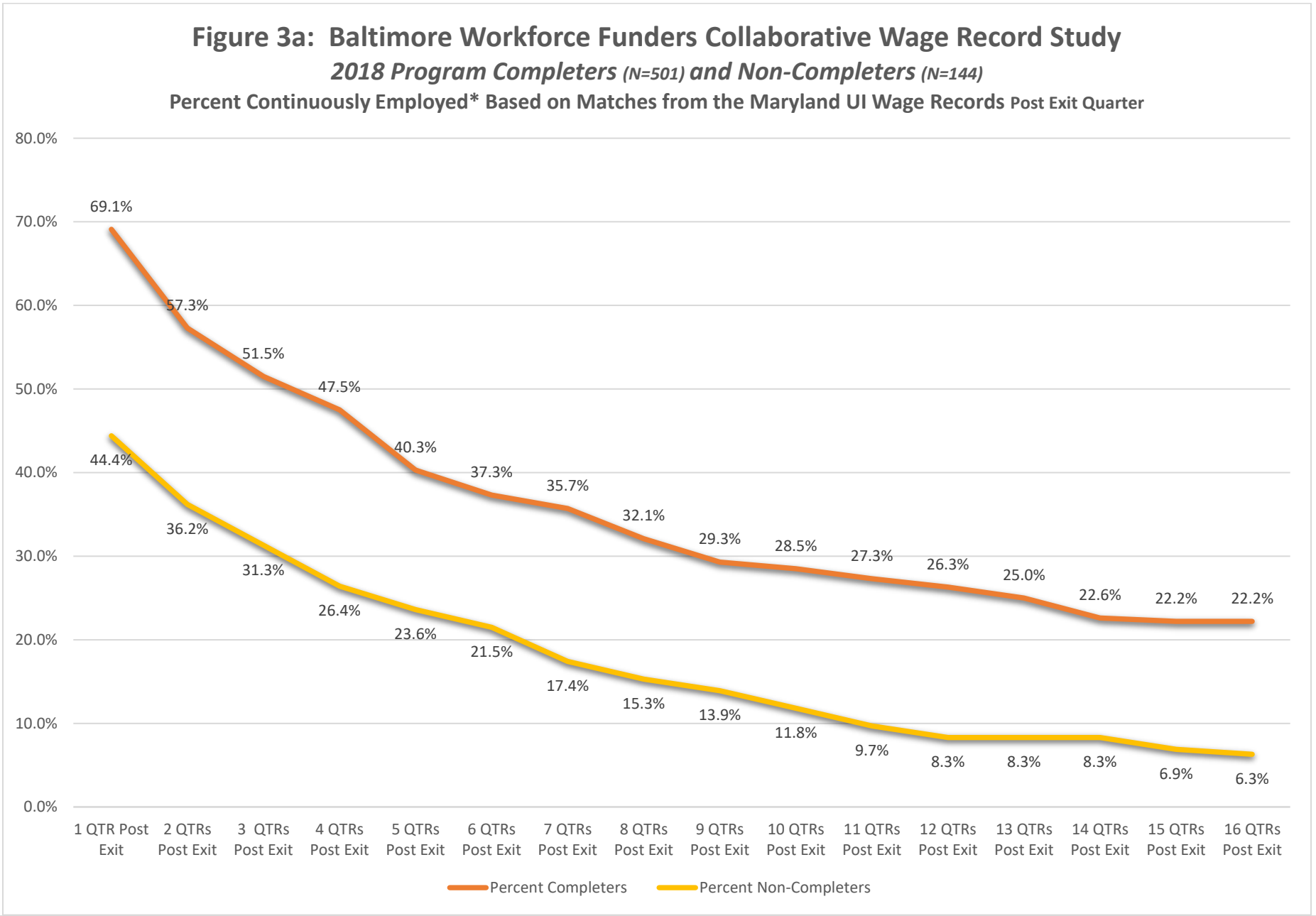
Although seemingly straight forward, these results should be interpreted with caution. For example, a 2018 participant may be found in +1 Quarter, +2 Quarter, (missing +3 Quarter) and then found in Quarters +4 through +16. This participant would be counted as having only 2 quarters of continuous employment, despite having worked 15 quarters during this time period.

Moreover, when the full-time, minimum wage proxy is applied, an individual would be excluded from further analyses once they exhibit one quarter of earnings that don't meet the criteria.

Figure 3a: Baltimore Workforce Funders Collaborative Wage Record Study

***2018 Program Completers** (N=501) **and Non-Completers** (N=144)*

Percent Continuously Employed* Based on Matches from the Maryland UI Wage Records Post Exit Quarter



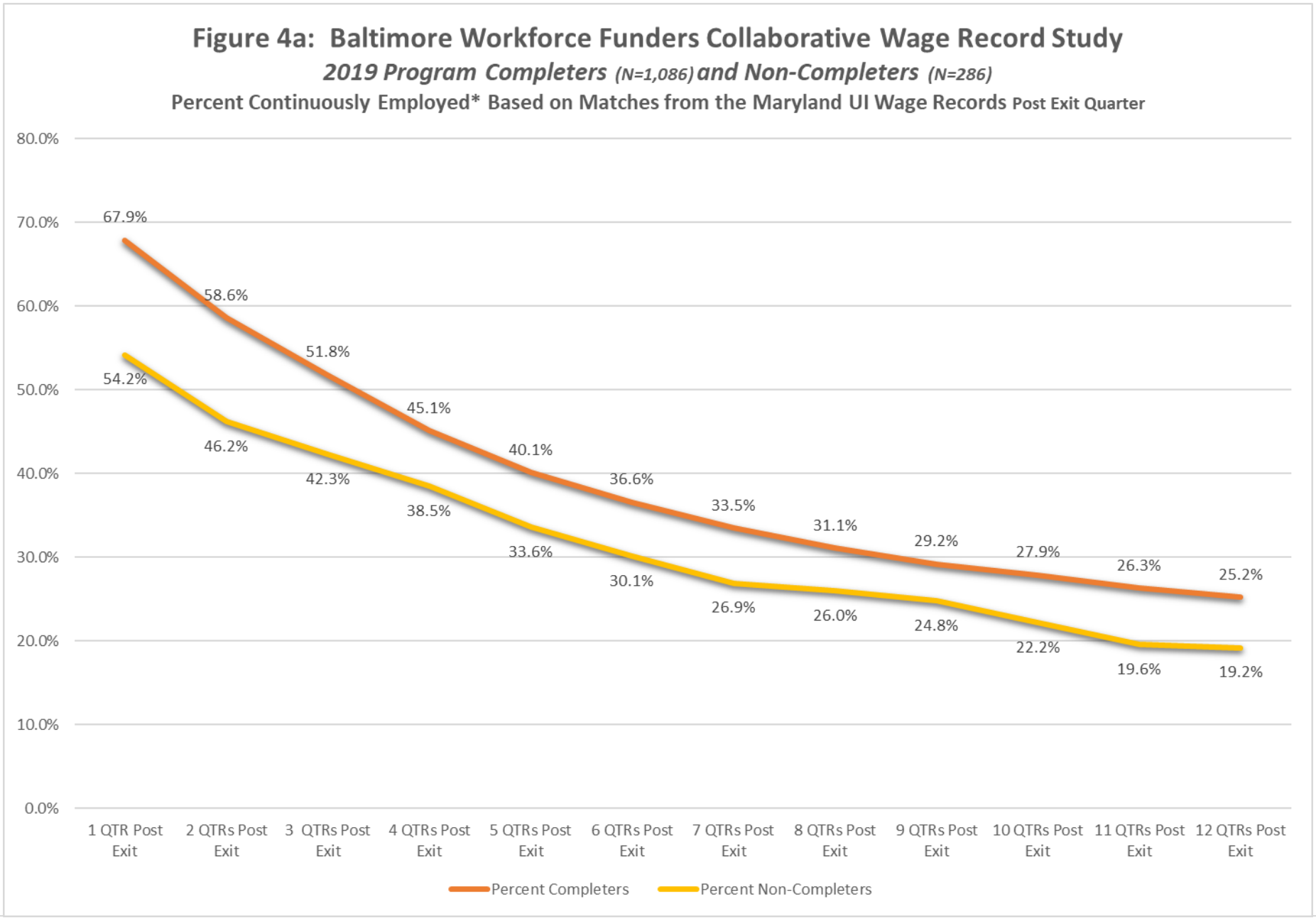


Figure 4a: Baltimore Workforce Funders Collaborative Wage Record Study
2019 Program Completers (N=1,086) and Non-Completers (N=286)
Percent Continuously Employed* Based on Matches from the Maryland UI Wage Records Post Exit Quarter
80.0%
70.0%
60.0%
50.0%
40.0%
30.0%
20.0%
10.0%
0.0%
67.9%
58.6%
51.8%
45.1%
40.1%
36.6%
33.5%
31.1%
29.2%
27.9%
26.3%
25.2%
54.2%
46.2%
42.3%
38.5%
33.6%
30.1%
26.9%
26.0%
24.8%
22.2%
19.6%
19.2%
1 QTR Post Exit
2 QTRs Post Exit
3 QTRs Post Exit
4 QTRs Post Exit
5 QTRs Post Exit
6 QTRs Post Exit
7 QTRs Post Exit
8 QTRs Post Exit
9 QTRs Post Exit
10 QTRs Post Exit
11 QTRs Post Exit
12 QTRs Post Exit
Percent Completers
Percent Non-Completers

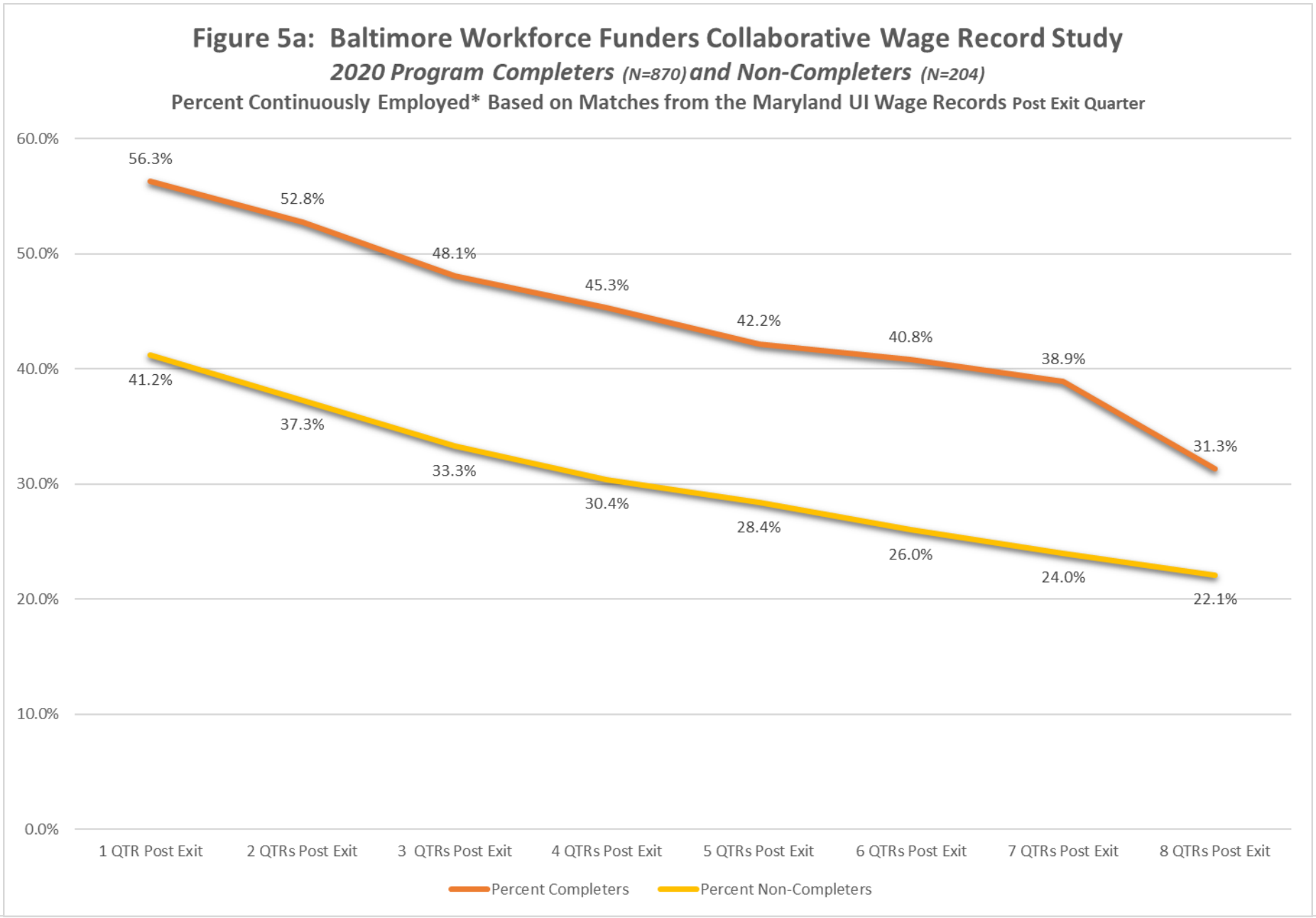


Figure 5a: Baltimore Workforce Funders Collaborative Wage Record Study
2020 Program Completers (N=870) and Non-Completers (N=204)
Percent Continuously Employed* Based on Matches from the Maryland UI Wage Records Post Exit Quarter
60.0%
50.0%
40.0%
30.0%
20.0%
10.0%
0.0%
56.3%
52.8%
48.1%
45.3%
42.2%
40.8%
38.9%
31.3%
41.2%
37.3%
33.3%
30.4%
28.4%
26.0%
24.0%
22.1%
1 QTR Post Exit
2 QTRs Post Exit
3 QTRs Post Exit
4 QTRs Post Exit
5 QTRs Post Exit
6 QTRs Post Exit
7 QTRs Post Exit
8 QTRs Post Exit
Percent Completers
Percent Non-Completers

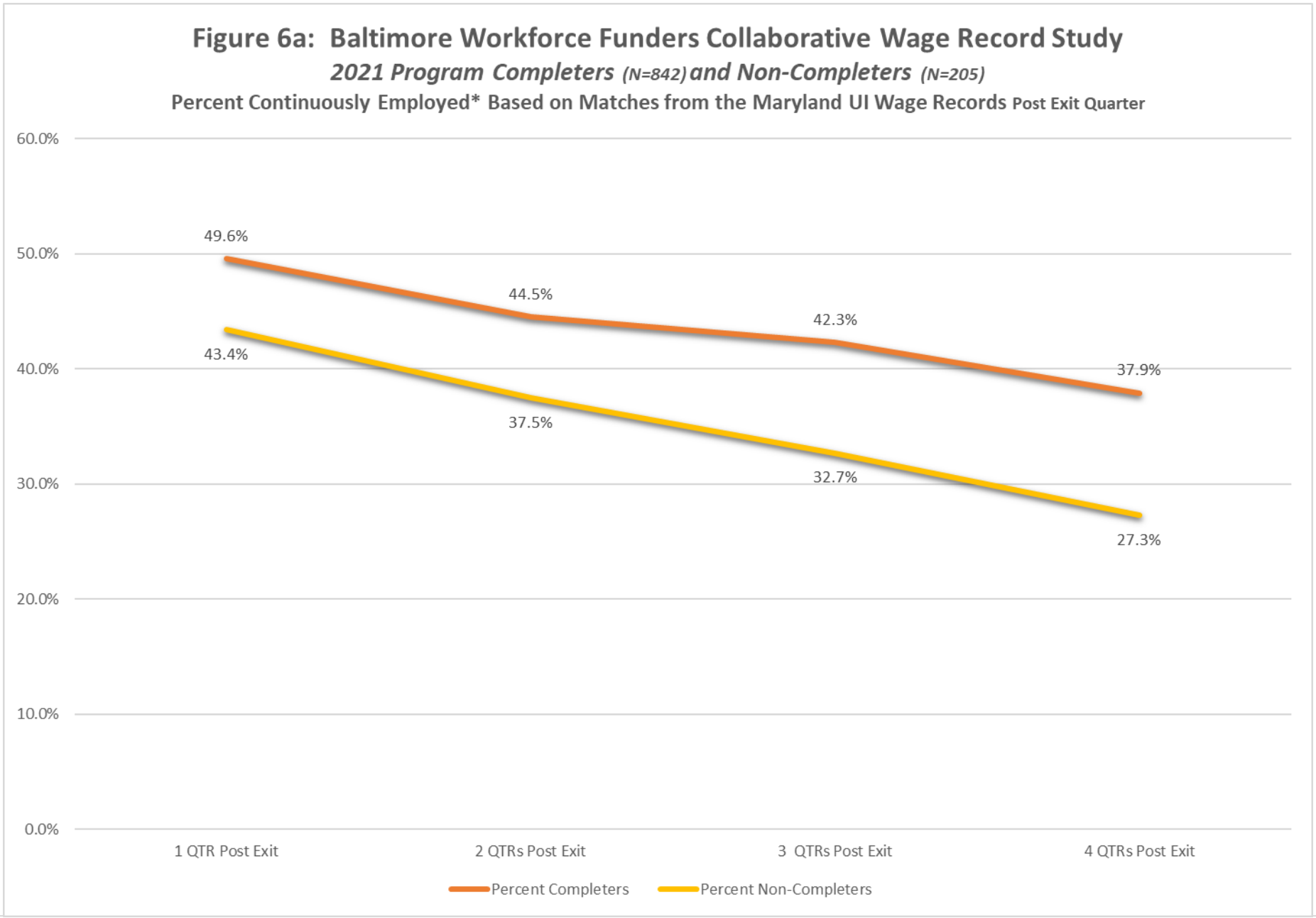


Figure 6a: Baltimore Workforce Funders Collaborative Wage Record Study
2021 Program Completers (N=842) and Non-Completers (N=205)
Percent Continuously Employed* Based on Matches from the Maryland UI Wage Records Post Exit Quarter
60.0%
50.0%
40.0%
30.0%
20.0%
10.0%
0.0%
49.6%
44.5%
42.3%
37.9%
43.4%
37.5%
32.7%
27.3%
1 QTR Post Exit
2 QTRs Post Exit
3 QTRs Post Exit
4 QTRs Post Exit
Percent Completers
Percent Non-Completers

Figure 3b: Baltimore Workforce Funders Collaborative Wage Record Study

2018 Program Completers (N=501) and Non-Completers (N=144)

Percent Continuously Employed at Full Time Employment Proxy*

Based on Matches from the Maryland UI Wage Records Post Exit Quar

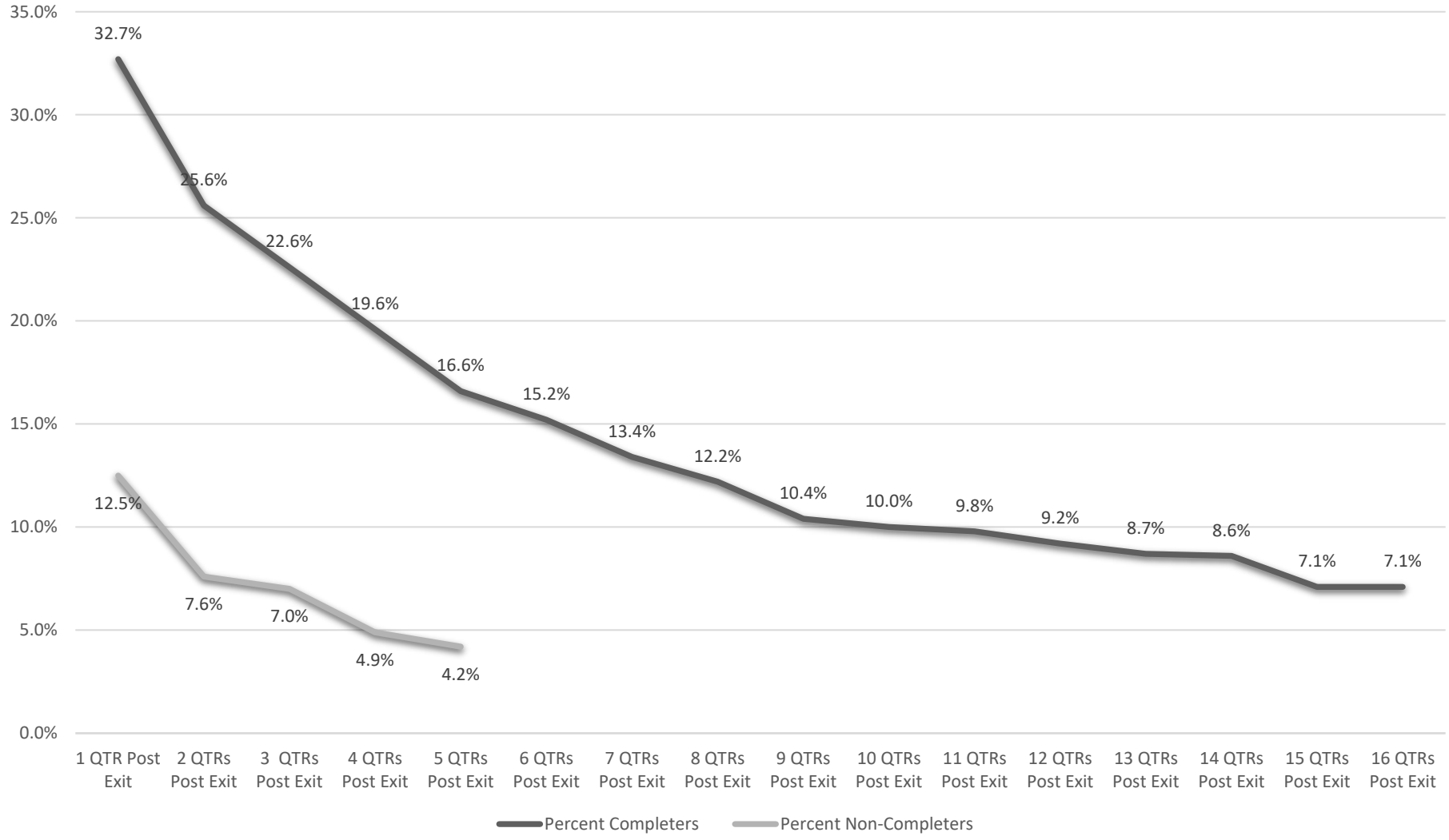


Figure 4b: Baltimore Workforce Funders Collaborative Wage Record Study

2019 Program Completers (N=1,086) and Non-Completers (N=286)

Percent Continuously Employed at Full Time Employment Proxy*

Based on Matches from the Maryland UI Wage Records Post Exit Qu

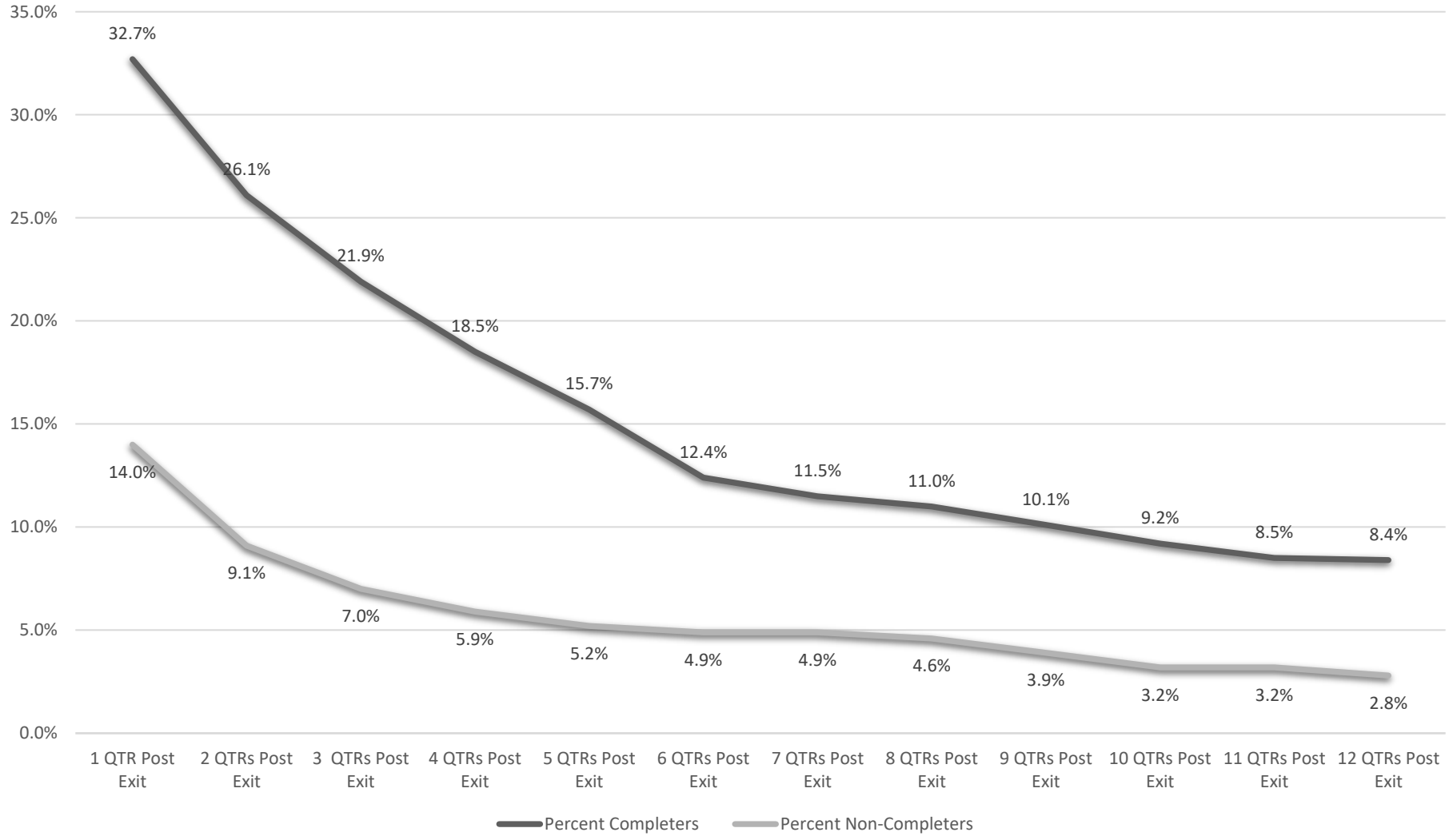


Figure 5b: Baltimore Workforce Funders Collaborative Wage Record Study

2020 Program Completers (N=870) and Non-Completers (N=204)

Percent Continuously Employed at Full Time Employment Proxy*

Based on Matches from the Maryland UI Wage Records Post Exit Qua

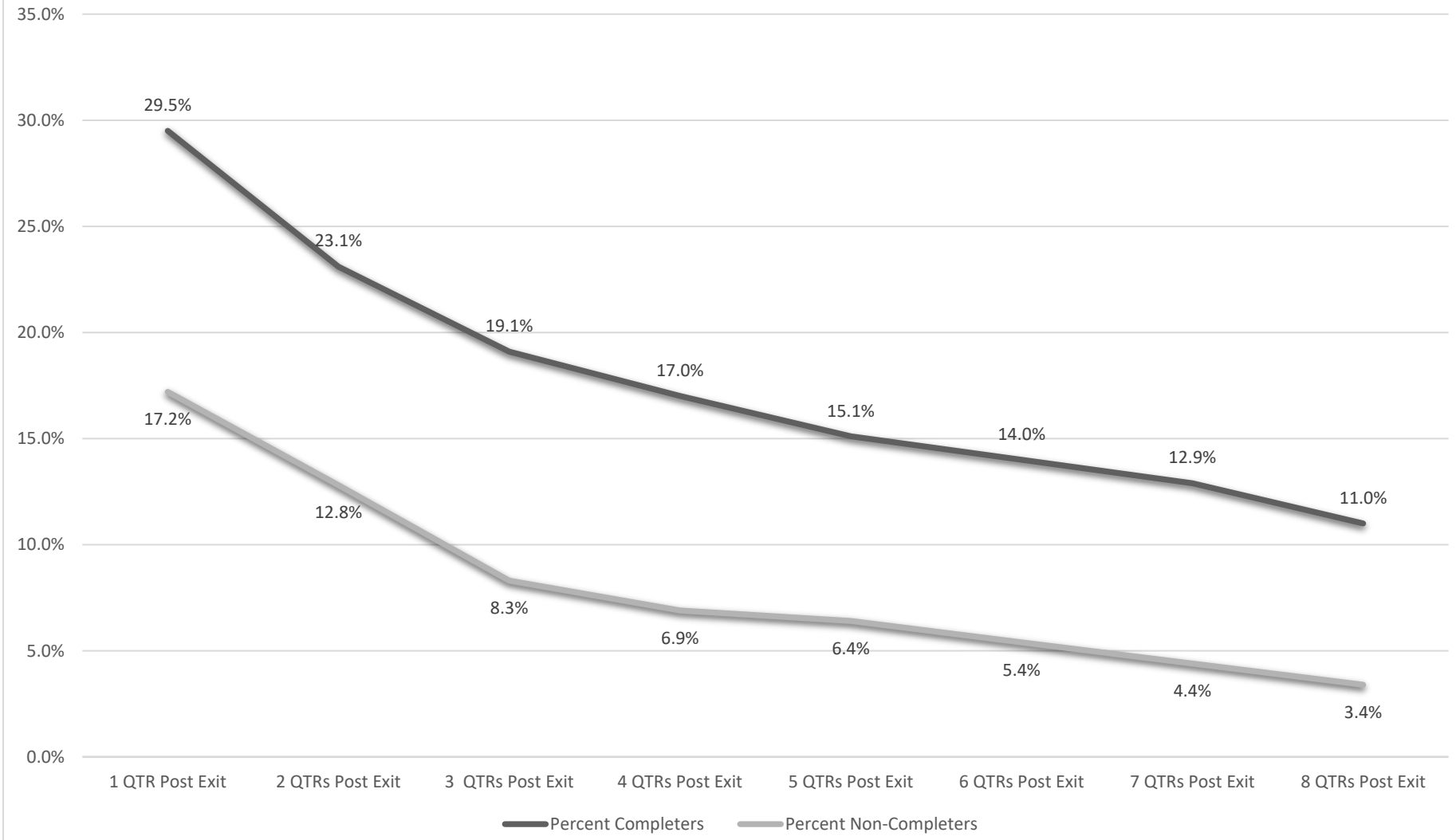
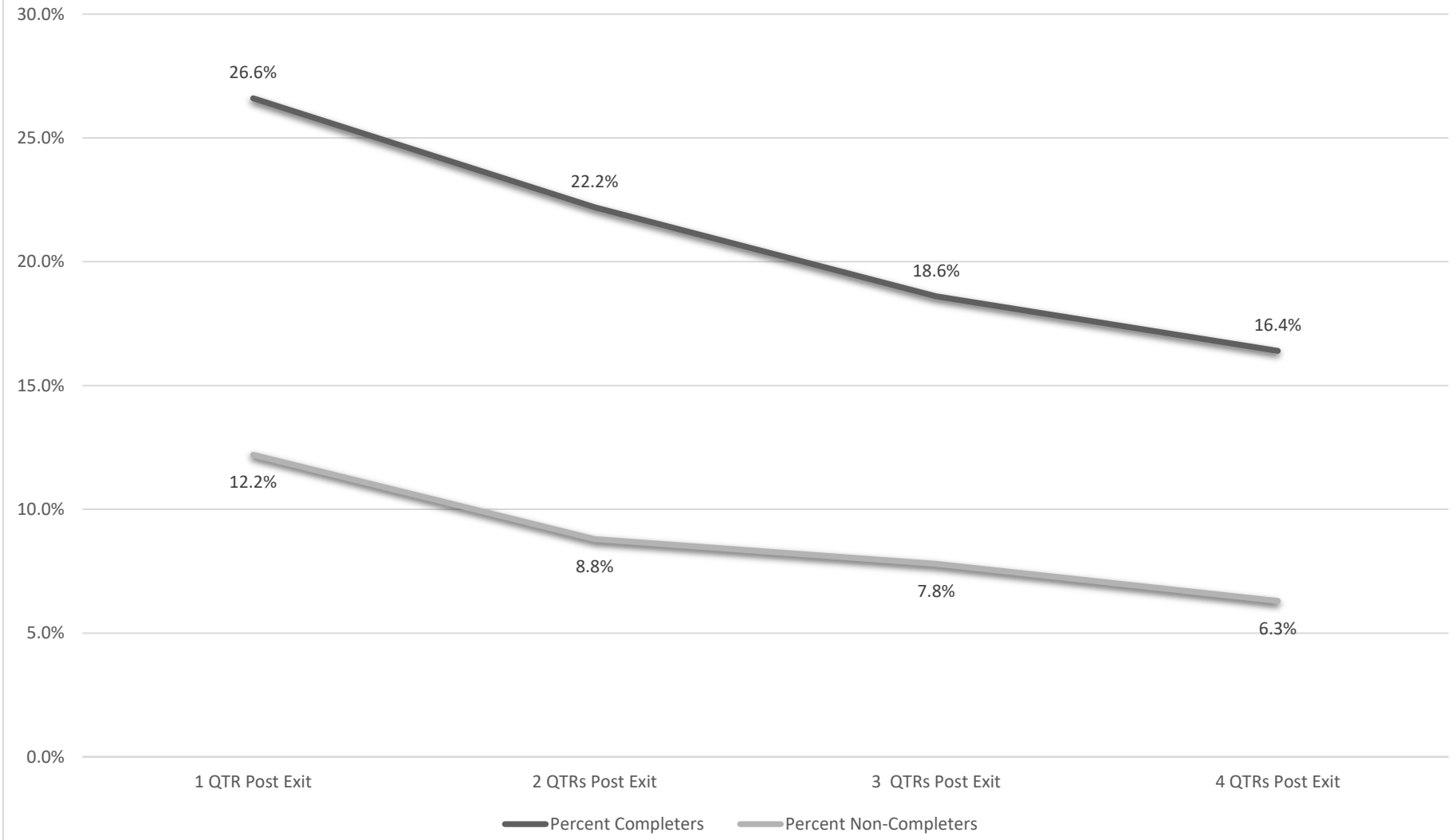


Figure 6b: Baltimore Workforce Funders Collaborative Wage Record Study

2021 Program Completers (N=842) and Non-Completers (N=205)

Percent Continuously Employed at Full Time Employment Proxy*

Based on Matches from the Maryland UI Wage Records Post Exit Qua



4.4 Employment and Median Earnings by Sector of Employment

In order to understand where individuals are finding employment, the analysis presented in Tables 10 and 11 reports the NAICS codes of top employment. The data include all people who exited their workforce training program at any point between 2018 and 2022 and is also limited to quarters of wages earned in the quarters following the program exit quarter. The ranking of NAICS codes was determined by the total number of employee quarters of earnings across the time period. These are the only tables that reports median earnings by calendar quarter instead of quarter relative to exit quarter. Both Tables show that 90 percent of participant employment was in one of the top ten NAICS codes, suggesting high industry consolidation in employment opportunities.

This analysis has some limitations. Not all quarters of wage records can be matched to a NAICS code, so the counts of employee quarters of earnings will not be the same as other wage analyses presented in this report. Additionally, the NAICS code corresponds to the industry of the employer and not of the individual's specific job, so the NAICS code is less likely to match an employee's actual job classification in larger companies or organizations.

Program Completers Compared to Non-Completers

Table 10 reports the NAICS codes of top employment for Program Completers. This table can be compared with Table 11 for Non-Completers. Also refer to Figures 11 and 12 for all individuals merged (2018-2021).

Program Completers had the highest number of participants in Administrative/Support/Waste Management/Remediation Services and Health Care/Social Assistance in the 4th Quarter of 2022, and the highest median earnings were in Professional/Scientific/Technical Services ($10,836). Program Non-Completers had the same highest employer industry concentrations as Completers and their highest median earnings were in Health Care/Social Assistance ($7,124).

4.5 Employment and Median Earnings by Selected Demographic Subcategories

Program Completers Compared to Non-Completers

Tables 12 and 13 reports median wages and employment counts of Program Completers and Non-Completers by participant demographics. Subcategories with no reportable data were removed from the table to increase readability.

Panel One of Tables 12 and 13 has cuts by gender. There seems to be no dominant pattern of the relative wages between the two genders other than males having slightly higher wages.

Panel Two has earnings and employment counts by race. Because of small Ns, comparisons are not particularly meaningful and should be interpreted with extreme caution.

Panel Three combines Panels One and Two and reports figures by race and gender. Again, because this evaluation's population is mostly Black/African American, data reported for other racial groups have much smaller sample sizes, thus should be interpreted with extreme caution. There appears to be no consistent relative

trend in female versus male wages among Black/African American program participants in any of the years other than the overall consistent pattern of males earning slightly more than females.

Panel Four reports data by age category at the time of program enrollment. If comparisons are truncated at +4 Quarters across 2018-2021, people ages 55 to 64 had the highest earnings for both Completers and Non-Completers, although Non-Completers ages 30 to 44 had similarly high earnings.

Panel Five reports earnings and employment by the highest level of education. Unsurprisingly, median wages tended to be higher with higher levels of education for all participants, specifically with either an AA degree, BA degree, or higher degree. As explained in the discussion of Panel One, caution should be utilized when drawing conclusions based small sample sizes and relatively few complete quarters of wages post-program exit.

5.0 Additional Analyses

In an attempt to provide fresh insight, a different methodological approach was undertaken, and 2018-2021 participants were merged and analyzed. In order to provide a consistent measure, workforce participation was viewed at -4 Quarters pre-exit through +4 Quarters post exit, and the range of earnings are presented at the 25th, 50th, and 75th percentiles.

Figures 7 and 9 show that at +4 Quarters after exit, Program Completers had a 25th percentile of $3,303, a mean of $6,619, and a 75th percentile of $9,465 (comparable Non-Completer figures were $1,652, $3,765, and $7,092).

When the full-time, minimum wage proxy was applied, the range between percentiles narrowed and differences between Completers and Non-Completers were also less pronounced (see Figures 8 and 10).

Figure 11 shows that while all employer industry affiliations had higher median quarterly earnings 4 quarters post-exit, the highest were in Manufacturing ($5,490 four quarters pre/$9,358 four quarters post), Professional/Scientific/Technical Services ($6,393 pre/$9,030 post), and Construction ($5,420 pre/$8,110 post).

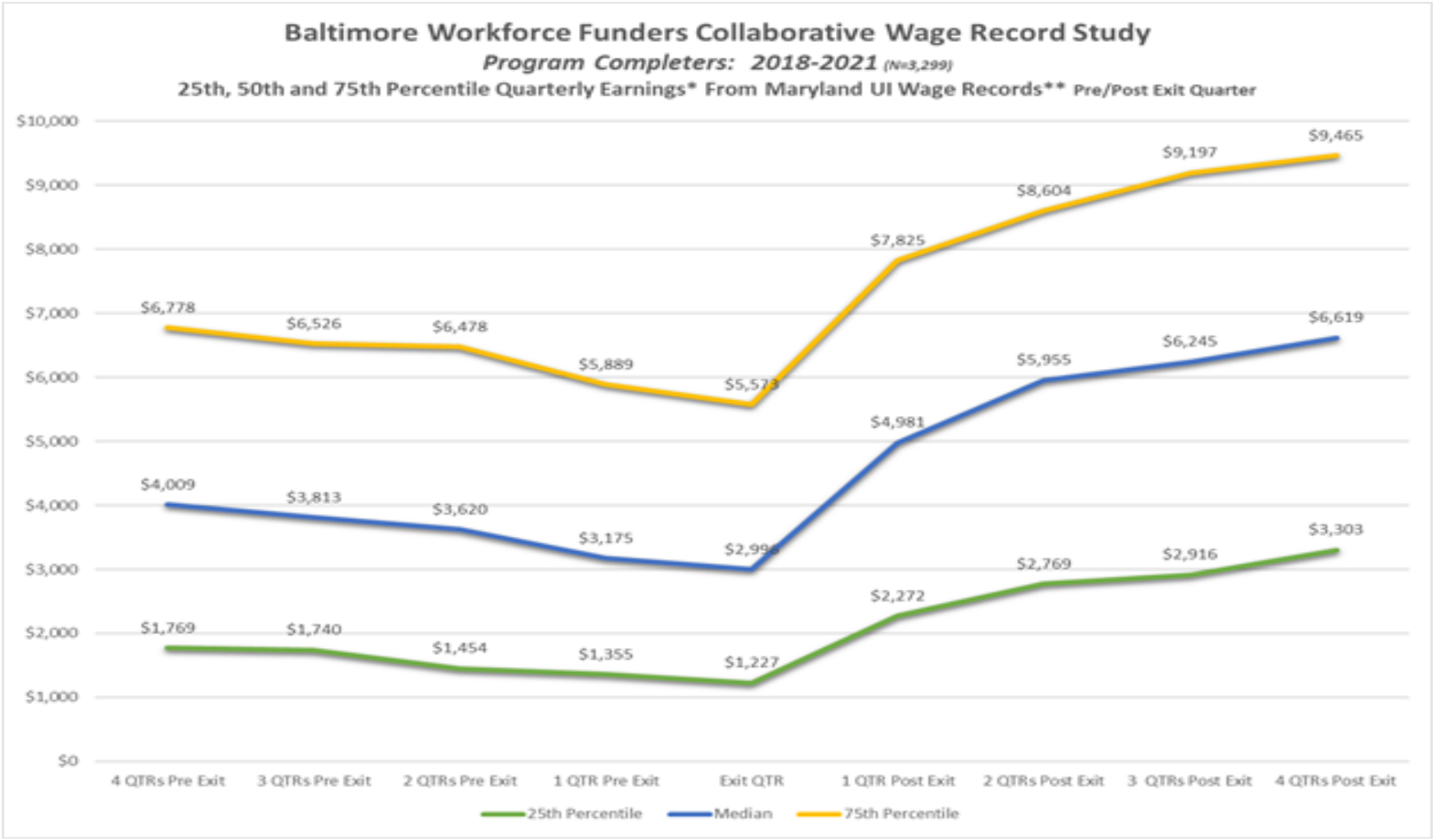
Figure 12 shows that four quarters post exit, the highest employer industry affiliations were found in Healthcare/Social Assistance (18.9%) and Administrative/Support/Waste Management/Remediation Services (18.8%).

Organizations participating in this study were asked to submit data related to a list of indicators developed collaboratively during the first year of the wage record initiative. These included a range of demographics factors that were intended to be used to disaggregate data and understand impact by populations served. However, the ability to conduct such analyses had been constrained by a lack of data submitted.

Figures 13 and 14 give more details concerning participant response rates. Many categories such as "Experienced Homelessness" and "Owe Child Support" had a majority of "Unknown" responses. Figure 15 shows the response rate of participants who left the question blank altogether.

If more "Unknown" and blank responses were included, demographic analyses could change substantially. While there is little to be done if a participant refuses to respond to certain questions, Workforce Grantees should endeavor to ensure as much data is collected as possible.

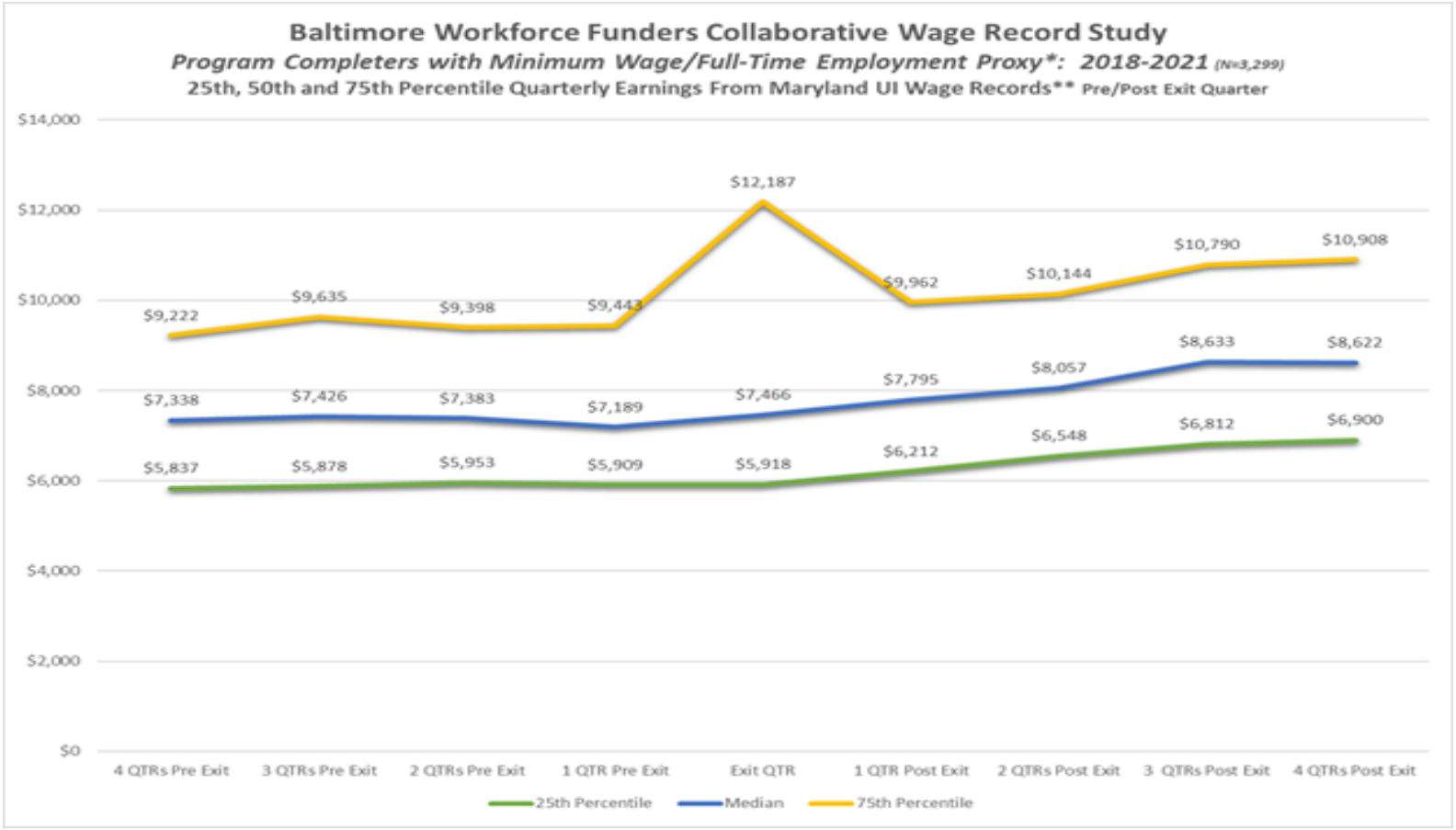
Figure 7



*Earnings have been adjusted for inflation.

**Percentage found in MD UI Wage records ranged from a low of 43.3% in 1 QTR Pre Exit to a high of 60.4% at 1 QTR Post Exit.

Figure 8



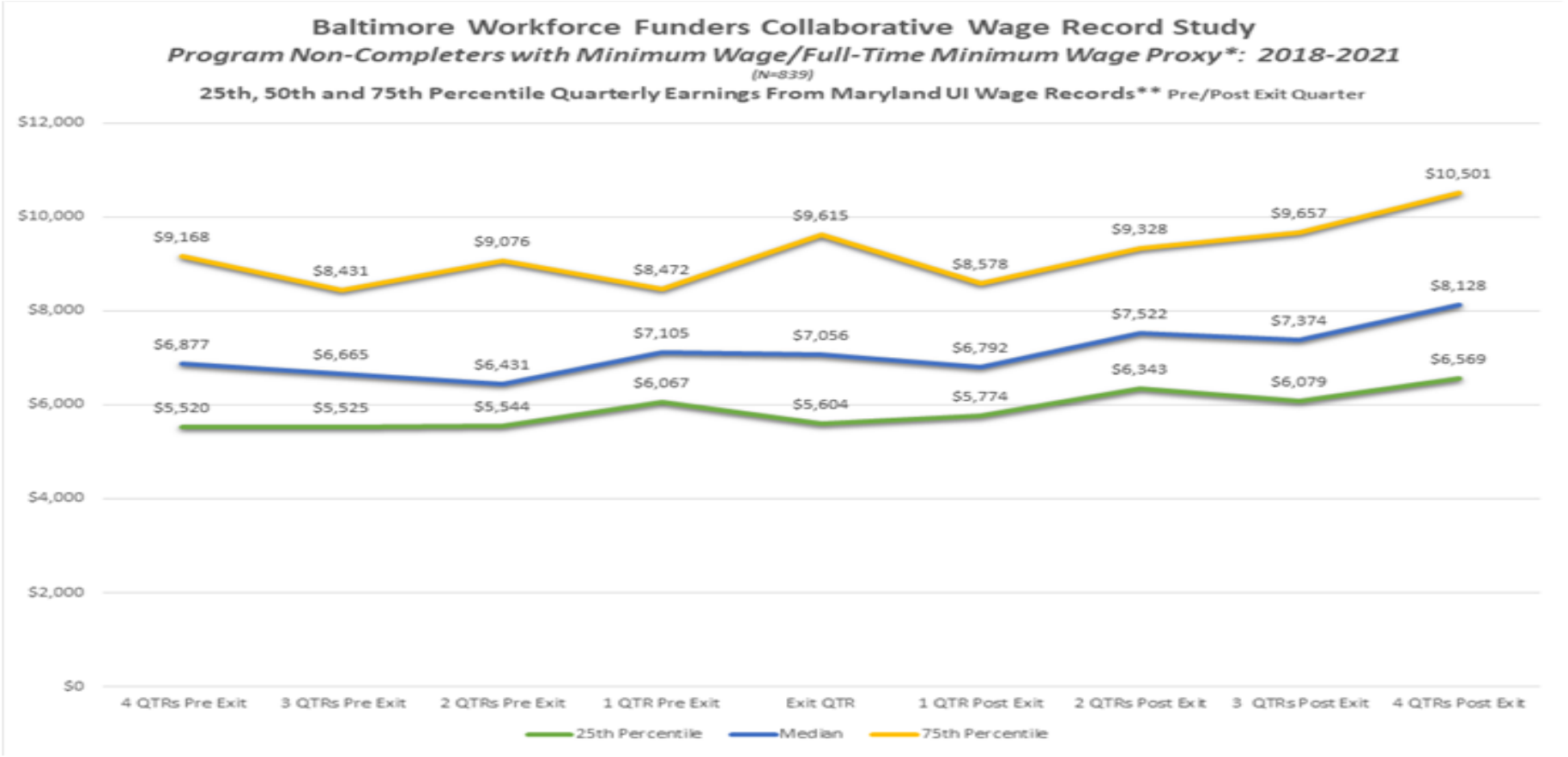
*Earnings have been adjusted for inflation. Full-time employment was calculated as minimum wage x 40 hours per week z 13 weeks for a quarterly sum.

**Percentage found in MD UI Wage records ranged from a low of 14% in 1 QTR Pre Exit to a high of 36.7% at 4 QTRs Post Exit.

Figure 9

*Earnings have been adjusted for inflation
**Percentage found in MD UI Wage records ranged from a low of 41% in 1 QTR Pre Exit to a high of 48.9% at 2 QTRs Post Exit

Figure 10



*Earnings have been adjusted for inflation. Full-time employment was calculated as minimum wage x 40 hours per week z 13 weeks for a quarterly sum.

**Percentage found in MD UI Wage records ranged from a low of 7.9% in 1 QTR Pre Exit to a high of 18% at 3 QTRs Post Exit

Figure 11

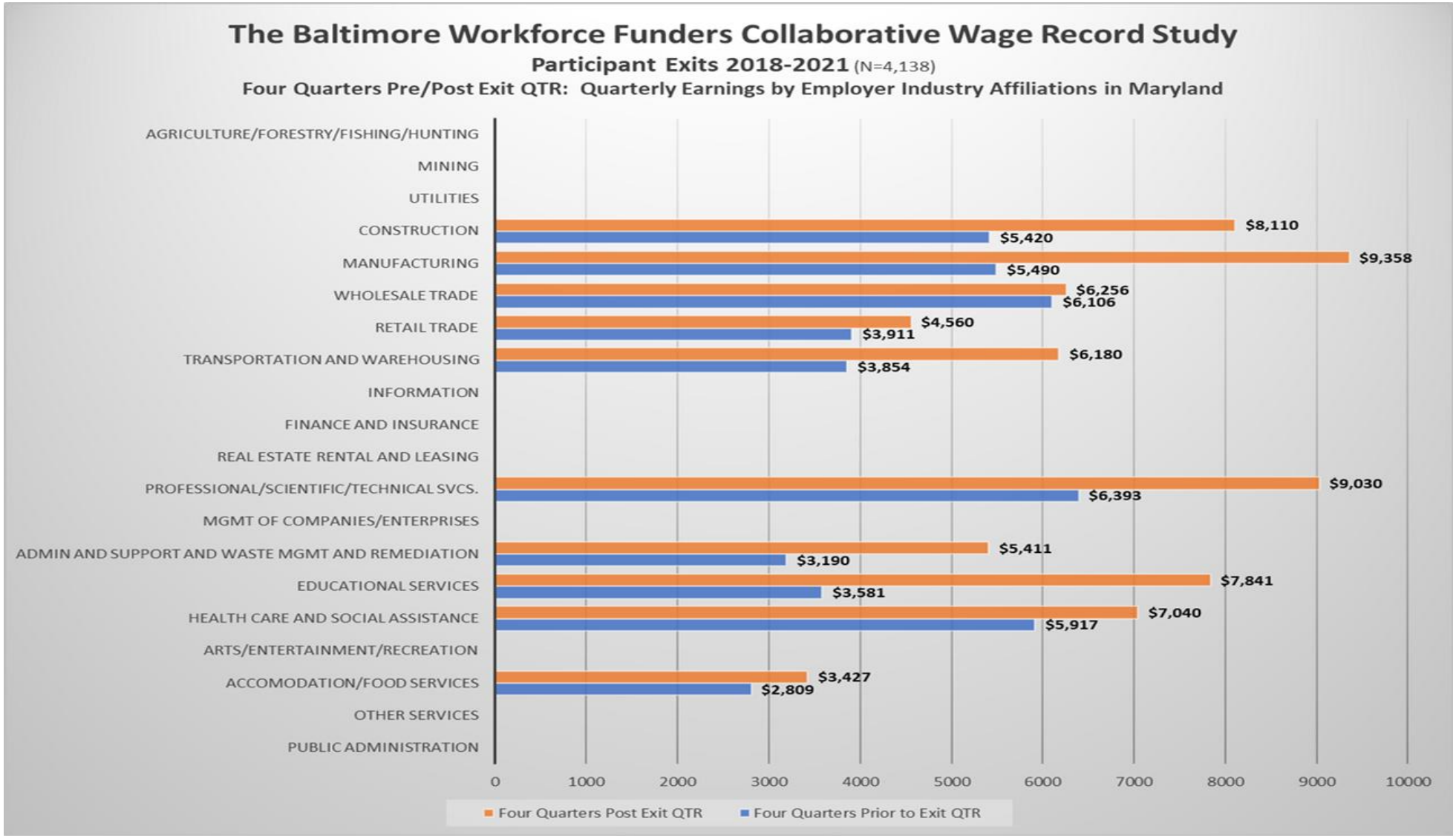

The Baltimore Workforce Funders Collaborative Wage Record Study
Participant Exits 2018-2021 (N=4,138)
Four Quarters Pre/Post Exit QTR: Quarterly Earnings by Employer Industry Affiliations in Maryland
AGRICULTURE/FORESTRY/FISHING/HUNTING
MINING
UTILITIES
CONSTRUCTION
$8,110
$5,420
MANUFACTURING
$9,358
$5,490
WHOLESALE TRADE
$6,256
$6,106
RETAIL TRADE
$4,560
$3,911
TRANSPORTATION AND WAREHOUSING
$6,180
$3,854
INFORMATION
FINANCE AND INSURANCE
REAL ESTATE RENTAL AND LEASING
PROFESSIONAL/SCIENTIFIC/TECHNICAL SVCS.
$9,030
$6,393
MGMT OF COMPANIES/ENTERPRISES
ADMIN AND SUPPORT AND WASTE MGMT AND REMEDIATION
$5,411
$3,190
EDUCATIONAL SERVICES
$7,841
$3,581
HEALTH CARE AND SOCIAL ASSISTANCE
$7,040
$5,917
ARTS/ENTERTAINMENT/RECREATION
ACCOMODATION/FOOD SERVICES
$3,427
$2,809
OTHER SERVICES
PUBLIC ADMINISTRATION
0
1000
2000
3000
4000
5000
6000
7000
8000
9000
10000
Four Quarters Post Exit QTR
Four Quarters Prior to Exit QTR

Figure 12

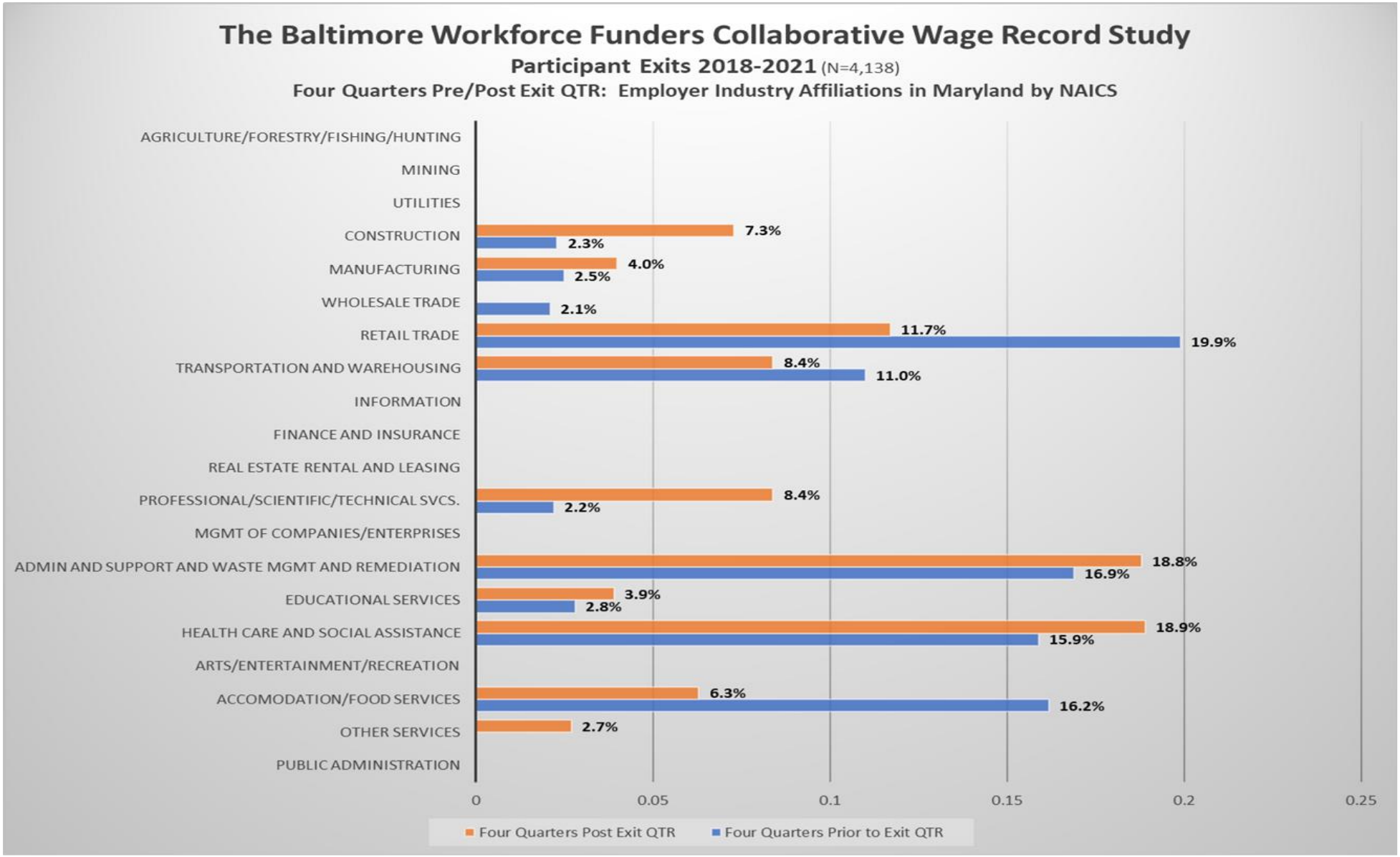

The Baltimore Workforce Funders Collaborative Wage Record Study
Participant Exits 2018-2021 (N=4,138)
Four Quarters Pre/Post Exit QTR: Employer Industry Affiliations in Maryland by NAICS
AGRICULTURE/FORESTRY/FISHING/HUNTING
MINING
UTILITIES
CONSTRUCTION
7.3%
2.3%
MANUFACTURING
4.0%
2.5%
WHOLESALE TRADE
2.1%
RETAIL TRADE
11.7%
19.9%
TRANSPORTATION AND WAREHOUSING
8.4%
11.0%
INFORMATION
FINANCE AND INSURANCE
REAL ESTATE RENTAL AND LEASING
PROFESSIONAL/SCIENTIFIC/TECHNICAL SVCS.
8.4%
2.2%
MGMT OF COMPANIES/ENTERPRISES
ADMIN AND SUPPORT AND WASTE MGMT AND REMEDIATION
18.8%
16.9%
EDUCATIONAL SERVICES
3.9%
2.8%
HEALTH CARE AND SOCIAL ASSISTANCE
18.9%
15.9%
ARTS/ENTERTAINMENT/RECREATION
ACCOMODATION/FOOD SERVICES
6.3%
16.2%
OTHER SERVICES
2.7%
PUBLIC ADMINISTRATION
0
0.05
0.1
0.15
0.2
0.25
Four Quarters Post Exit QTR
Four Quarters Prior to Exit QTR

Figure 13

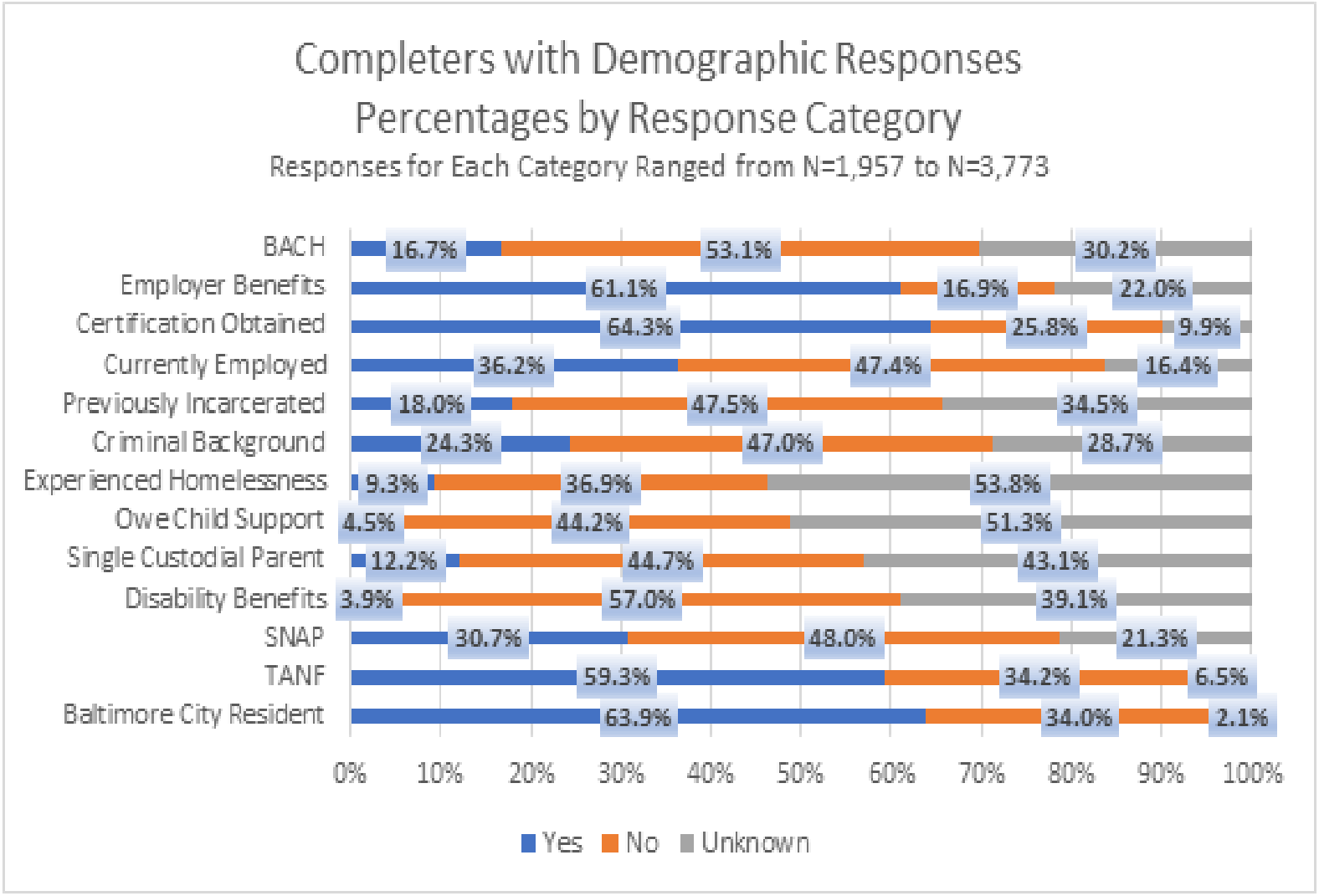

Completers with Demographic Responses
Percentages by Response Category
Responses for Each Category Ranged from N=1,957 to N=3,773
BACH
16.7%
53.1%
30.2%
Employer Benefits
61.1%
16.9%
22.0%
Certification Obtained
64.3%
25.8%
9.9%
Currently Employed
36.2%
47.4%
16.4%
Previously Incarcerated
18.0%
47.5%
34.5%
Criminal Background
24.3%
47.0%
28.7%
Experienced Homelessness
9.3%
36.9%
53.8%
Owe Child Support
4.5%
44.2%
51.3%
Single Custodial Parent
12.2%
44.7%
43.1%
Disability Benefits
3.9%
57.0%
39.1%
SNAP
30.7%
48.0%
21.3%
TANF
59.3%
34.2%
6.5%
Baltimore City Resident
63.9%
34.0%
2.1%
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%
Yes
No
Unknown

Figure 14

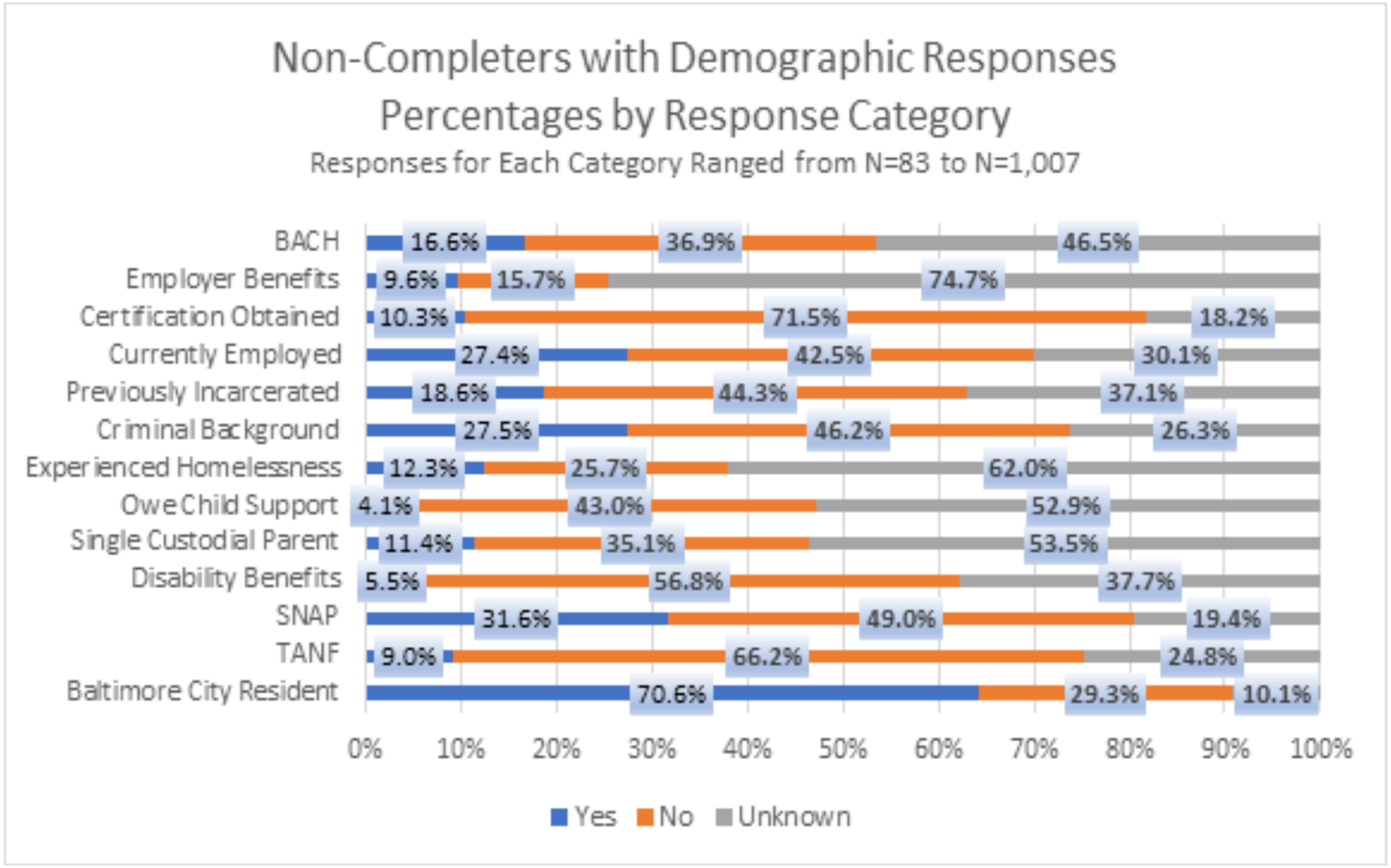
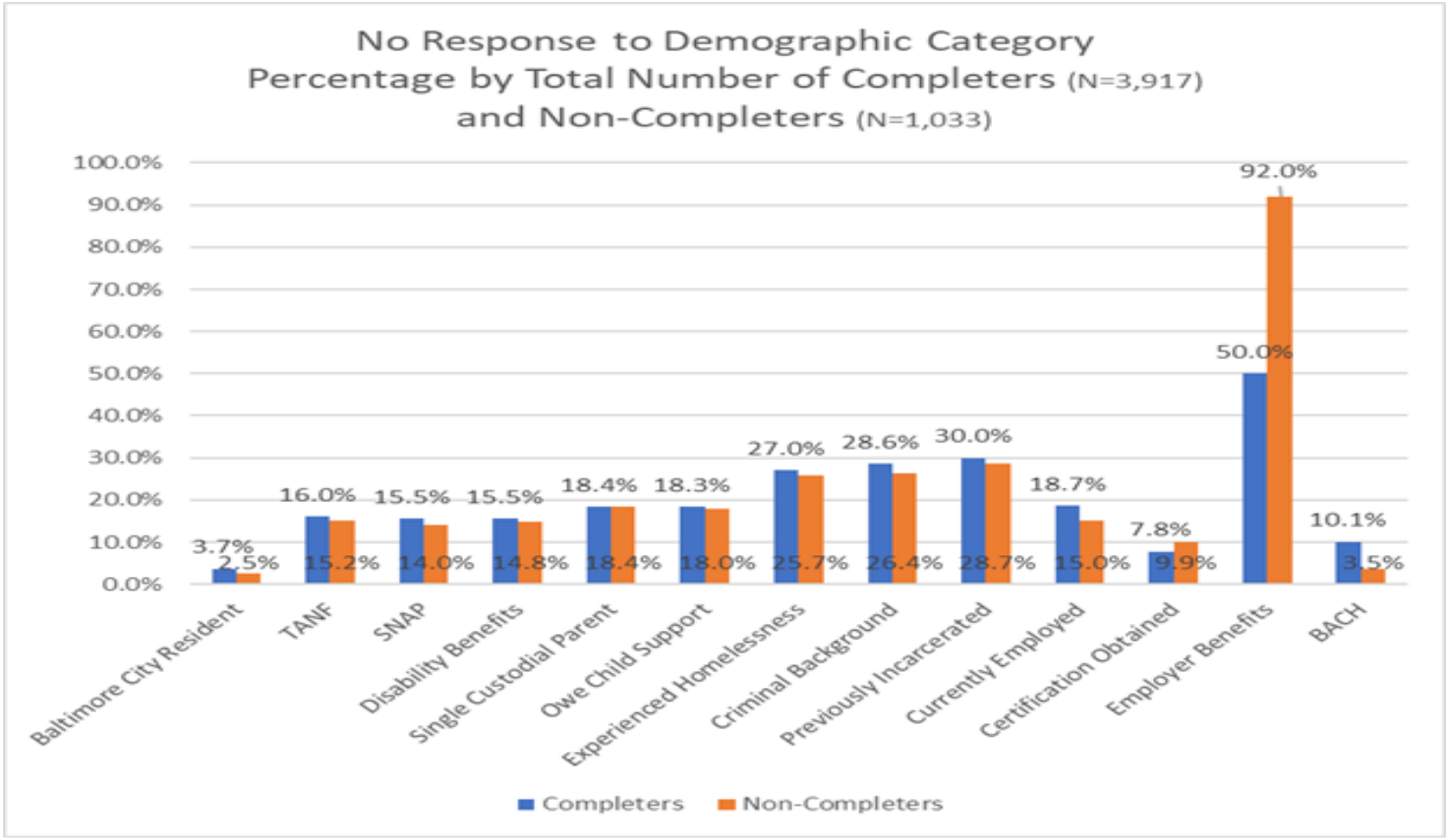

Non-Completers with Demographic Responses
Percentages by Response Category
Responses for Each Category Ranged from N=83 to N=1,007
BACH
16.6%
36.9%
46.5%
Employer Benefits
9.6%
15.7%
74.7%
Certification Obtained
10.3%
71.5%
18.2%
Currently Employed
27.4%
42.5%
30.1%
Previously Incarcerated
18.6%
44.3%
37.1%
Criminal Background
27.5%
46.2%
26.3%
Experienced Homelessness
12.3%
25.7%
62.0%
Owe Child Support
4.1%
43.0%
52.9%
Single Custodial Parent
11.4%
35.1%
53.5%
Disability Benefits
5.5%
56.8%
37.7%
SNAP
31.6%
49.0%
19.4%
TANF
9.0%
66.2%
24.8%
Baltimore City Resident
70.6%
29.3%
10.1%
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%
Yes
No
Unknown

Figure 15


No Response to Demographic Category
Percentage by Total Number of Completers (N=3,917)
and Non-Completers (N=1,033)
100.0%
90.0%
80.0%
70.0%
60.0%
50.0%
40.0%
30.0%
20.0%
10.0%
0.0%
3.7%
2.5%
16.0%
15.2%
15.5%
14.0%
15.5%
14.8%
18.4%
18.4%
18.3%
18.0%
27.0%
25.7%
28.6%
26.4%
30.0%
28.7%
18.7%
15.0%
7.8%
9.9%
50.0%
92.0%
10.1%
3.5%
Baltimore City Resident
TANF
SNAP
Disability Benefits
Single Custodial Parent
Owe Child Support
Experienced Homelessness
Criminal Background
Previously Incarcerated
Currently Employed
Certification Obtained
Employer Benefits
BACH
Completers
Non-Completers

6.0 Conclusion

This report is the fourth in a series of regular reports on the employment and wage outcomes of BWFC-supported workforce training program participants. This report provides an example of what analyses are possible and what can be expanded upon with additional longitudinal data for both the cohorts represented in this report as well as future cohorts in workforce training programs in the Baltimore area.

Based on the work done to collect data from workforce organizations, clean and analyze the data, and write this report, the JFI suggests focusing on the following to improve future reports:

- *Maintaining current efforts to increase data quality and consistency through routine training of workforce organization staff responsible for completing and submitting data templates.* Even though switching to data submissions via AGS Prime have improved data consistency, it is imperative that training of workforce organization staff continues to maximize data reliability.
- *Encouraging workforce organizations to gather as much of the data in the templates as possible.* If more variables were reported consistently and fewer organizations reported required variables as "Unknown," there would be more possibilities for analyses by subcategory, particularly because of sample size reporting requirements.
- *In conjunction with the previous bullet, identifying whether any variables currently in the template are no longer of interest due to overall data availability across training programs.* If there are variables that are not feasible for a significant proportion of training programs to gather, it might make sense to remove them from the template to reduce the overall data burden on training programs and hopefully increase data quality of the remaining requested variables.
- *Encouraging increased reporting of program non-completers.* Receiving more data on program non-completers would lead to a much more robust Section 5 and could allow for much greater comparison between program completers and non-completers. A better understanding of the experiences of both groups would help training programs better serve their participants' needs.
- *Identifying any modifications needed to maximize this report's usefulness in coming years.* Discussions with funders, training programs, and other involved organizations could help identify which reports are the most useful and how to potentially modify output to maximize impact.
- *Include qualitative reporting.* The employment and earnings outcomes in this report provide a quantitative assessment of Baltimore's non-profit supported training programs. Adding qualitative measures, such as completer surveys or interviews, could provide additional information on the impact and importance of the services provided.

Summary and Significance of Results

- The employment outcomes of the training programs supported by the Baltimore Workforce Funders Collaborative were clearly impacted by Pandemic related economic dislocations. After declining substantially between December 2019 and April 2020, employment in the State, the Baltimore Metropolitan Area and Baltimore City all remain below pre-Pandemic levels, despite a full national recovery. This slow recovery, especially in the key industries employing most completers, has suppressed both employment and earnings outcomes.

- Even with this economic context, **program completers experienced sizeable gains in post-training employment and earnings that far exceeded non-completers**.
- The Baltimore Workforce Funders Collaborative funded training providers participating in this study offer training to hard to serve populations, with 33.6 percent of program completers being young and 64 percent having only a high school diploma or less, which partially explains the relatively low level of completer earnings.
- Similarly, the Baltimore Workforce Funders Collaborative funded training providers provide a wide range of training services, ranging from adult basic education literacy training providers like the South Baltimore Learning Center, to advanced occupational skills training like the training provided by the Biotechnical Institute of Maryland. The basic skills training provided by many of these training providers can be expected to yield lower employment and earnings gains than more advanced skills or occupational training, and this impacts overall outcomes. However, it is important to note that basic skills gaps have been an often-cited barrier to employment and basic skills training remains important as an entry point to employment and starting a career pathway. The BWFC should consider analyzing outcomes by type of training in the future.

7.0 Tables and Appendix

See separate document

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Table 1: Quarters of Possible Wage Matches by Quarter of Completion

	Possible Wage Matches																			
Completion	**Exit**	**+1**	**+2**	**+3**	**+4**	**+5**	**+6**	**+7**	**+8**	**+9**	**+10**	**+11**	**+12**	**+13**	**+14**	**+15**	**+16**	**+17**	**+18**	**+19**
2018 Q1	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
2018 Q2	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
2018 Q3	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
2018 Q4	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X			
2019 Q1	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
2019 Q2	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X					
2019 Q3	X	X	X	X	X	X	X	X	X	X	X	X	X	X						
2019 Q4	X	X	X	X	X	X	X	X	X	X	X	X	X							
2020 Q1	X	X	X	X	X	X	X	X	X	X	X	X								
2020 Q2	X	X	X	X	X	X	X	X	X	X	X									
2020 Q3	X	X	X	X	X	X	X	X	X	X										
2020 Q4	X	X	X	X	X	X	X	X	X											
2021 Q1	X	X	X	X	X	X	X	X												
2021 Q2	X	X	X	X	X	X	X													
2021 Q3	X	X	X	X	X	X														
2021 Q4	X	X	X	X	X															
2022 Q1	X	X	X	X																
2022 Q2	X	X	X																	
2022 Q3	X	X																		
2022 Q4	X																			

Note: Fields shaded in gray show quarters where wage data were available at the time of report writing, but are not being reported in order to have consistent quarters reported across program completion years.

Table 2

Organization	Name of Program	Industries Targeted	Program Length Weeks	Program Length Hours	Population Served	Eligibility	Per Participant Cost
Annapolis Light House	BEST Building and Trades, Culinary, and Job Readiness Programs	Culinary, Building and trades	12 weeks of training plus up to 24 weeks of work experience	321-420 training plus up to 120 hours of work experience	Adults 18+ experiencing homelessness and poverty	No violent offenders or sex offenders.	unknown
The Light House recognizes that to end the cycle of homelessness, people need to have sustainable employment skills that will allow them to make a living wage so they can afford permanent housing. To reach that goal the Job Readiness Program prepares participants with the materials and skill sets they need to achieve their employment goals. 12-Week Training Includes: personal development and life skills workshops, interview preparation, employment search, resume development, and supportive staff and volunteers. Each participant receives assistance in barrier removal, employment counseling based on their individual goals, skills and interest assessments, and intensive case management.							
Baltimore Alliance for Careers in Healthcare (BACH)	BACH EARN	Health care	13	107	Maryland residents 18+	High School Degree, Criminal Background in alignment with MD Board of Nursing requirements.	$2,666
Based on workforce needs identified by healthcare employers, a partnership led by BACH works to increase the pipeline of qualified healthcare workers by providing talented residents with opportunities for meaningful work in the healthcare sector. The BACH EARN program (Employment Advancement Right Now) provides skills training for jobs as certified nursing assistants, geriatric nursing assistants, and patient care technicians. Funded by the Maryland Department of Labor, BACH partners with the seven major Baltimore City hospitals plus a variety of community-based organizations to accomplish these goals.							
BioTechnical Institute of Maryland	BioSTART to Laboratory Associates Program	Biotech	16	320	Maryland residents 18+	High School degree, No Felonies, 6th grade math and 10th grade reading scores.	
BTI's BioSTART to Lab Associates program works to create, nurture, and pursue an aspiration in individuals that have a love of science but are considered non-traditional students. Laboratory technicians, biomanufacturing technicians, and related jobs require special skills beyond high school but do not necessarily require a 2 or 4-year college degree. BTI's program is comprised of two initiatives: 1) BioSTART; and 2) Laboratory Associates Program. The combination provides academic strengthening and hands-on life science industry training, culminating with connections to career opportunities. By completing both components, participants may land careers that offer financial stability, independence, and economic mobility and strengthen communities. Phase one is the six-week BioSTART program that provides: strengthened academics (math and reading), professional development lessons, and an overview of the life sciences industry. Students that complete the BioSTART curriculum move directly into phase two, the Laboratory Associates Program, a ten-week program comprised of lecture and laboratory exercises; it also includes an optional 100-hour BTI-paid internship; however, the goal of training is employment. BTI's graduates are currently working in agriculture, animal health, biodefense, cancer research, clean technology, human and veterinary diagnostics, food safety, human health, and marine biology.							

Bon Secours Community Works	CNA/GNA Healthcare Training Program	Health care	8	100	Residents of West Baltimore 18+		$2,000
Bon Secours Community Works offers multiple trainings to help West Baltimore residents advance their careers and enter the medical field with an industry recognized certification. Healthcare trainings at Bon Secours Community Works typically run 8- 15 weeks and include a standard job readiness curriculum, financial literacy training, and individualized case management. BSCW currently offers Certified Nursing Assistant/ Geriatric Nursing Assistant (CNA/GNA) certification.							
Byte Back	Computer Foundations, Administrative Professional training, and IT Professional Training	Information Technology	16 (CompTIA A+ program)	192 (CompTIA A+ program)	Baltimore City residents 18+	Unemployed or underemployed, 8th grade math and reading scores	$3,580
Byte Back's mission is to close the digital divide by providing historically excluded communities an equitable pathway into the digital economy. We achieve this through transformative digital advocacy, digital literacy, and tech certification training. Computer Foundations 1 and 2 are starting places for adults that have little to no experience with computers. In the Administrative Professional Track career seekers earn Microsoft Office Specialist certifications and prepare for computer-based tasks in their future office careers. The IT Professional Track helps career seekers to earn a CompTIA A+ certification and get hired as an IT help desk technician or computer support specialist. The CompTIA A+ certification is the industry standard for computer support technicians. It prepares individuals for certification with in-depth study, hands-on practice, and study tools to help boost tech support skills and prepare for a career.							
Caroline Center	Caroline Center	Health care, retail pharmacy	15	400	Baltimore City residents 18+, women-only	Applicants may not have guilty charges; pending trials; or PBJs/Stets less than three years	$4,800
Caroline Center's mission is to empower women to reach the fullness of their potential so that they can create a future of hope for themselves and their families. The program prepares women to become knowledgeable, skilled, and compassionate healthcare professionals and to practice as certified nursing assistants (CNA), geriatric nursing assistants (GNA), and certified pharmacy technicians (PhT). Many of PhT graduates also acquire national certifications (CPhT), allowing them to practice anywhere in the country. Caroline Center is accredited by the Maryland Higher Education Commission, the Maryland Board of Nursing, and the Maryland Board of Pharmacy.							
Center for Urban Families (CFUF)	STRIVE Baltimore	General employment preparation	3	120	Adults 18+	No pending criminal charges	
STRIVE is an intensive 3-week workshop that combines tangible skills, such as resume writing and interviewing, with attitudinal training that prepares individuals to obtain and retain employment.							
Civic Works	Baltimore Center for Sustainable Careers	Construction, utilities, solar	10	350	Returning citizens 18+	No sex convictions	$20,000

Civic Works' Center for Sustainable Careers (CSC) is expanding access to family-sustaining careers for Baltimore residents from historically marginalized communities. It supports Baltimore residents in building the skills needed to secure quality employment, and employers around investing in their workers and advancing equity across their practices. CSC does this through a three-part model of hands-on learning, on-the-job training and job quality advancement. It has sector-based career tracks: utility infrastructure, brownfields remediation, roofing, and solar installation. Each roofing and solar student completes paid on-the-job training (OJT) through CSC's social enterprise. The job quality initiative then expands employment access and quality among partner employers by promoting the adoption of inclusive hiring policies, family-sustaining wages, equitable workplace practices, and career ladder strategies.							
Jane Addams Resource Corporation	JARC	Manufacturing, construction	varies	varies	Adults 18+	8th grade math and reading scores, No sex convictions	$20,000
JARC-Baltimore works to support healthy communities and economies by teaching low-income adults and workers the skills they need to earn a living wage. JARC connects job seekers with good jobs in the manufacturing sector and works to foster the life skills that create a path out of poverty. The Welding Fast Track program teaches the fundamentals of Shielded Metal Arc Welding (SMAW or "Stick") and other processes that are used in manufacturing and construction. In the CNC Machinist Fast Track program students learn to set up and operate Computer Numerical Control (CNC) machine tools.							
Jewish Community Services	Career Center	General employment preparation	varies	varies	Adults 18+ residing in Baltimore and surrounding counties		
Jewish Community Services provides workforce development services through its Ignite Career Center (Ignite.) Ignite provides customized services to those needing career assistance as well as to employer partners seeking staff. Ignite offers virtual offerings including online coaching sessions and free resume/LinkedIn profile reviews. For clients who come to Ignite with multiple challenges such as mental health and/or financial struggles, a coordinator of economic sufficiency or case manager can guide a client through exercises and give the client tools to stabilize and grow their finances.							
Job Opportunity Task Force	BetterU Construction Training	Construction	14	87	Baltimore City residents 18+	High school diploma, 7th grade math and reading scores	$8,795
JOTF works to develop and advocate for policies and programs to increase the skills, job opportunities, and incomes of low wage workers and job seekers in Maryland. JOTF's BetterU Construction Training is a 16-week pre-apprenticeship program for Baltimore residents with a high school diploma or GED.							
Living Classrooms	Project Serve	Construction, landscaping, cleaning, and maintenance	12 (open exit)	10 (open exit)	Returning citizens 18+		$6,500
Living Classrooms Foundation's Project SERVE is a 3–4-month intensive rapid attachment to paid job-training program that teaches returning citizens general skills in construction, landscaping, cleaning, and maintenance. Program participants are assigned a case manager that assists participants with barrier removal and stabilization needs. Participants participate in essential skills training that focuses on a variety of topics relating to transitioning back into the workforce and life.							

Maryland New Directions	Maritime, Transportation, Distribution and Logistics (MTDL)	Maritime transportation, distribution and logistics	3	90	Adults 18+		$6,500
	Commercial Transportation Careers (CTC)	Commercial transportation	3	90+	Adults 18+		$6,000
MND's MTDL program offers participants the skills and knowledge needed to secure employment in the Maritime, Transportation, Distribution and Logistics industries through a specialized three-week, 90-hour program which includes 2 years of post-completion/post-employment support. The program also includes sixty hours of job readiness training, reading, math, and computer literacy. Through workplace visits at the Port of Baltimore and/or related industry sites and business networking opportunities with industry professionals, participants are equipped to confidently move forward in pursuit of their new career. Upon completion, participants may take part in industry specific post-secondary certification programs including Forklift Certification, OSHA 10, Certified Customs Specialist (CCS). MND's Commercial Transportation Careers (CTC) program provides an accessible entry point into the sector, helping clients earn valuable occupational credentials (CDL-B License) and gain access to stable, well-paid employment with Transdev and a variety of other employers in the region. The training program includes three phases. Phase 1: Three weeks (90 hours) of training divided into two learning modules (Intro to Commercial Transportation and Career Focus, resulting in a CDL Learners Permit and DOT Medical Card. Phase 2: With a CDL Learner's Permit, candidates transition to behind-the-wheel driver training with various employer partners. At the culmination, successful candidates will take the CDL exam and acquire CDL-B commercial driver's licenses with Passenger Endorsement and Air-Brake certification. Phase 3: Candidates are eligible for hire with local transportation providers. Those hired will generally transition to paid, employer-specific training that varies by length and compensation.							
NPower Maryland	Tech Fundamentals	Information Technology	22	524	Out of school youth under age 24 residing in Baltimore City or County	High school diploma	unknown
Located in both East and West Baltimore neighborhoods, NPower provides tuition-FREE technology training and certifications to young adult job seekers and transitioning veterans, offering an alternative fast-track to tech jobs with employers committed to hiring diverse IT talent. The Tech Fundamentals program includes: Up to 20 weeks of instructor-led virtual training; a paid internship or a project-based learning experience; industry-recognized certifications: CompTIA A+ & IT Fundamentals+, a Google IT Support Certificate, and an IT Generalist Apprenticeship credential; exposure to Microsoft, Cisco, AWS, and other leading technologies; mentoring from senior-level IT professionals; employment readiness workshops; job placement assistance; and a full range of ongoing social service and personal development support.							
Paul's Place	Groundwork Kitchen Culinary Training Program	Culinary, hospitality	12	245	Adults 18+, below income threshold.	Math and literacy assessment	$10,500
Groundwork Kitchen Culinary Training Program offers free training in food service essentials, during which adults earn industry-recognized credentials and gain hands-on experience to start a career in food service. Case management, job placement and job retention services are integral program components.							

Per Scholas	IT Support (Training in Cyber Operations, Cyber Security, IT Security, and Network Support)	Information Technology	15	450	Adults 18+ residing in central Maryland and earning <$118,000/ year	High school diploma, 10th grade math and reading scores	$ 11,782
Per Scholas Baltimore aims to build sustainable and diverse tech talent pipelines to advance the needs of the dynamic tech landscape. In Baltimore, Per Scholas offers tuition-free IT Support, CompTIA and Google Training. Participants begin their IT Support career by learning the fundamentals through hands-on instruction covering core concepts and technologies and earning the CompTIA A+ certification and the Google IT Support Professional Certificate. The curriculum covers IT Support topics such as troubleshooting, hard drive technologies, and system administration. Career Coaches prepare participants with the tools to secure a role in the tech sector.							
Second Chance	Comprehen-sive Workforce Development Training	Deconstruct-ion, retail	13	520	Returning citizens 18+ who are Baltimore City residents	No Felony/Sexual Assault Convictions	$ 9,375
The expanded training program aims to improve the lives of people who come to Second Chance with few, if any, marketable skills and limited soft skills. All participants are unemployed, underemployed, or have limited employability due to previous incarceration. Most have no experience in an environment that requires accountability, time management, performance standards, appearance standards, or teamwork - all skills that support sustainable employment. Second Chance's experience demonstrates that when participants are able to sustain employment with a livable wage, they improve the quality of life for themselves, their families, and their communities. Further, by providing paid training and living wage employment to numerous ex-offenders, Second Chance works to reduce lost tax revenue and recidivism costs by over $1.5 million annually.							
South Baltimore Learning Center	Adult Education and Literacy	n/a	12	72	Adults 18+	Based on math and literacy assessment	unknown
SBLC offers Adult Basic Education courses that provide general Education and GED Preparation as well as the NEDP, an online program for earning a high school diploma.							
St. Vincent de Paul of Baltimore	Next Course	food service, culinary, hospitality	12	72	Adults 18+	Based on math and literacy assessment	unknown
Next Course is a 16-week, full time, intensive food service training program that integrates classroom instruction with hands-on experience.							
Urban Alliance	High School Internship Program (HSIP)	Hospitality, finance, general admin, communications, healthcare, construction, land survey	8	100	High school youth (12th grade)	Approval by guidance counselor	
Urban Alliance's mission is to bridge the opportunity gap for students by providing them with access to meaningful paid work experiences, job skills training, and professional development so they can succeed. UA's flagship High School Internship Program (HSIP) is designed using a workforce-readiness framework that includes mentoring, training of essential skills, and social and emotional learning.							

Vehicles for Change	Full Circle Auto Repair and Training	Automotive	16 (open exit)	640 (open exit)	Baltimore City and county adults 18+	No open criminal cases	$ 1,800.00
This program is an employer-driven, paid internship designed to provide auto mechanic training to individuals with multiple barriers to employment, including many that are justice-involved. At the Full Circle Auto Repair & Training Center, ASE certified master mechanics and Maryland state-certified inspectors train returning citizens to become skilled auto mechanics and ensure that reentry is a time of success, empowerment, and support. Interns receive Automotive Service Excellence (ASE) classroom training as well as hands-on training under the supervision of a master mechanic. At the completion of their internship, program graduates are immediately hired within the automotive industry. Graduates have gone on to work as auto technicians and diesel mechanics in dealerships, national chains and independent auto repair shops. In addition, some interns pursue careers in service and sales.							
Year Up	Year Up, Professional Training Corps (PTC) Baltimore	IT (helpdesk / desktop support, cyber security, business operations)	47	1,410 - 1,645	Opportunity youth ages 18-24	High school diploma	Un-known
Year Up is a 3-step job training program for young adults that takes 1 year or less to complete. The first phase of the program takes place in a classroom setting where participants focus on a specific training pathway and develop professional and personal skills. In the second phase of the program, participants are placed into a corporate internship where they apply newly acquired skills. Finally, upon graduation from Year Up, support staff will guide young adults through every part of their job search to ensure success.							

Table 3: Counts of Individuals in Submitted Data by Workforce Grantee

Workforce Grantee Name	Counts of Individuals in Submitted Data*					
	All	SSN Reported	Exit in 2018+	Program Completers	Program Non-Completers	Unknown Completion Status
Annapolis Light House	213	185	185	133	52	
BACH	459	453	401	323	78	
BioTechnical Institute of Maryland	208	208	192	142	50	
Bon Secours Community Works	23	11	11	11	0	
Byte Back	181	103	85	77	8	
Caroline Center	177	177	177	140	37	
Caroline Center + BACH	277	276	276	206	70	
CFUF	1,130	1,103	737	495	233	9
Civic Works	355	355	354	342	12	
JARC	130	130	111	70	41	
Jewish Community Services	69	69	69	46	20	2
Job Opportunities Task Force	165	165	115	108	7	
Living Classrooms	67	67	29	17	12	
Maryland New Directions	585	500	500	430	70	
NPower Maryland	361	360	360	321	39	
Paul's Place	62	62	62	51	11	
Per Scholas	679	667	660	558	102	
Second Chance	155	154	152	84	68	
South Balto. Learning Ctr.	432	428	13	13	0	
St. Vincent de Paul of Baltimore	53	53	52	40	12	
Urban Alliance	172	50	50	45	5	
Vehicles for Change	82	80	80	62	18	
Year Up	306	304	290	202	88	
Grand Total	6,341	5,960	4,961	3,917	1,033	11

*Note: Reported counts for individuals with program exit in 2018+ are limited to those with a reported SSN. Reported counts for program completers and non-completers are limited to individuals with a reported SSN and exit in 2018+. Program completers, non-completers, and those with unknown completion status total the counts for individuals with a reported SSN and exit in 2018+.

Table 4: Workforce Training Program Participant Overview by Year of Program Exit

Table 4a: Counts by Completion Status

	2018	2019	2020	2021	2022	Total
Program Completers	501	1,086	870	842	618	3,917
Program Non-Completers	144	286	204	205	194	1,033
TOTAL	645	1,372	1,074	1,047	812	4,950

Table 4b: Counts by Completion Status and Gender

Program Completers

Gender	2018	2019	2020	2021	2022	Total
Female	149	451	449	388	304	1,741
Male	321	631	418	454	310	2,134
Other	1	2	3		3	9
Unknown	30	2			1	33
TOTAL	501	1,086	870	842	618	3,917

Program Non-Completers

Gender	2018	2019	2020	2021	2022	Total
Female	44	139	112	99	77	471
Male	100	146	92	105	116	559
Other		1		1	1	3
TOTAL	144	286	204	205	194	1,033

Table 4c: Counts by Completion Status and Race

Program Completers

Race	2018	2019	2020	2021	2022	Total
American Indian/Alaskan Native	2	4	5	1	1	13
Asian	11	16	26	41	11	105
Black/African American	408	926	696	654	515	3,199
Native Hawaiian/Pacific Islander		8	1		2	11
White/Caucasian	33	47	80	91	55	105
Two or more races	11	40	27	14	13	106
Other	4	30	21	4	11	70
Unknown	32	15	14	37	10	108
TOTAL	501	1,086	870	842	618	3,917

Program Non-Completers

Race	2018	2019	2020	2021	2022	Total
American Indian/Alaskan Native	1	2	2			5
Asian	3		1	6	1	11
Black/African American	127	254	172	173	153	879
White/Caucasian	3	13	18	16	25	75
Two or more races	5	8	6	2	5	26
Other	2	8	2	2	4	18
Unknown	3	1	3	6	6	19
TOTAL	144	286	204	205	194	1,033

Table 4d: Counts by Completion Status, Race, and Gender

Program Completers

Race	Gender	2018	2019	2020	2021	2022	Total
American Indian/Alaskan Native	Female		3	3			6
	Male	1	1	2		1	5
	Other	1					1
Asian	Female	3	7	16	22	6	54
	Male	8	9	10	19	4	50
	Other					1	1
Black/African American	Female	131	387	368	312	246	1,444
	Male	277	537	326	342	267	1,749
	Other		2	2		2	6
Native Hawaiian/Pacific Islander	Female		3			1	4
	Male		5	1		1	7
White/Caucasian	Female	10	17	36	27	34	124
	Male	23	30	43	64	20	180
	Other			1		1	2
Two or more races	Female	4	12	12	5	8	41
	Male	7	28	15	9	5	64
Other	Female		16	6	3	7	32
	Male	4	14	15	1	4	38
Unknown	Female	1	6	8	19	2	36
	Male	1	7	6	18	8	40
	Unknown	30	2		1		33
TOTAL		501	1,086	870	842	618	3,917

Program Non-Completers

Race	Gender	2018	2019	2020	2021	2022	Total
American Indian/Alaskan Native	Female		2				2
	Male	1		2			3
Asian	Female	2			4	1	7
	Male	1		1	2		4
Black/African American	Female	37	121	98	85	64	405
	Male	90	132	74	88	88	472
	Other		1			1	2
White/Caucasian	Female	2	6	8	5	9	30
	Male	1	7	10	11	16	45
Two or more races	Female	3	5	2	1		11
	Male	2	3	4	1	5	15
Other	Female		4	2	4	2	12
	Male	2	4			2	8
Unknown	Female		1	2	2	1	6
	Male	3		1	2	5	11
TOTAL		144	286	204	205	194	1,033

Table 4e: Counts by Completion Status and Hispanic/Latino Ethnicity

Program Completers

Hispanic/Latino Ethnicity	2018	2019	2020	2021	2022	Total
Yes	15	33	23	34	14	119
No	392	1,006	671	738	537	3,344
Unknown	94	47	176	70	67	454
TOTAL	501	1,086	870	842	618	3,917

Program Non-Completers

Hispanic/Latino Ethnicity	2018	2019	2020	2021	2022	Total
Yes	1	4	6	7	5	23
No	102	273	173	182	170	900
Unknown	41	9	25	16	19	110
TOTAL	144	286	204	205	194	1,033

Table 4f: Counts by Completion Status and Age Category at Enrollment

Program Completers

Age Category	2018	2019	2020	2021	2022	Total
16-18	26	86	23	7	1	143
19-24	184	389	274	205	121	1,173
25-29	94	202	147	189	80	712
30-44	111	299	293	305	250	1,258
45-54	30	72	73	67	94	336
55-64	23	34	41	47	56	201
65+		1	3	4	12	20
Unknown	33	3	16	18	4	74
TOTAL	501	1,086	870	842	618	3,917

Program Non-Completers

Age Category	2018	2019	2020	2021	2022	Total
16-18	12	26	5	5	2	50
19-24	62	116	56	49	37	320
25-29	25	53	50	44	26	198
30-44	30	70	63	84	72	319
45-54	8	14	14	13	26	75
55-64	2	6	11	7	26	52
65+		1	2		3	6
Unknown	5		3	3	2	13
TOTAL	144	286	204	205	194	1,033

Table 4g: Counts by Completion Status and Top Ten Zip Codes

Program Completers

Zip Code	2018	2019	2020	2021	2022	Total
21202	11	39	28	20	32	130
21206	31	67	48	49	30	225
21207	20	47	23	20	26	136
21213	28	76	47	44	39	234
21215	55	70	61	39	40	265
21216	23	56	44	30	32	185
21217	22	61	49	25	37	194
21218	22	48	44	34	26	174
21223	17	38	32	24	26	137
21229	19	51	32	22	35	159
TOP TEN TOTAL	248	553	408	307	323	1,839
All other zip codes	216	528	460	533	295	2,032
Unknown zip code	37	5	2	2		46
TOTAL	501	1,086	870	842	618	3,917

Program Non-Completers

Zip Code	2018	2019	2020	2021	2022	Total
21202	3	10	7	7	21	48
21206	5	7	12	13	8	45
21207	5	14	8	1	4	32
21213	9	22	18	10	14	73
21215	10	18	14	15	14	71
21216	14	18	8	11	6	57
21217	14	27	12	9	12	74
21218	5	15	14	9	7	50
21223	10	9	10	6	9	44
21229	13	19	4	15	11	62
TOP TEN TOTAL	88	159	107	96	106	556
All other zip codes	54	127	96	109	88	474
Unknown zip code	2		1			3
TOTAL	144	286	204	205	194	1,033

Table 4h: Counts by Completion Status and Highest Education Level

Program Completers

Highest Education Level	2018	2019	2020	2021	2022	Total
<12th grade, no high school diploma	56	78	48	24	49	255
High school diploma/equivalent	274	679	465	497	342	2,257
Some college	92	204	169	105	86	656
AA Degree	8	27	29	43	17	124
BA Degree or higher	27	60	67	110	52	316
Trade school	7	6	7	4	8	32
Missing/unknown	37	32	85	59	64	277
TOTAL	501	1,086	870	842	618	3,917

Program Non-Completers

Highest Education Level	2018	2019	2020	2021	2022	Total
<12th grade, no high school diploma	35	42	23	9	16	125
High school diploma/equivalent	75	174	116	124	102	591
Some college	18	41	21	18	17	115
AA Degree	2	6	4	9	5	26
BA Degree or higher	4	10	2	9	9	34
Trade school	4	3		1	4	12
Missing/unknown	6	10	38	35	41	130
TOTAL	144	286	204	205	194	1,033

Table 5a: Workforce Training Program Completers by Year of Program Exit							
Workforce Grantee Name		**2018**	**2019**	**2020**	**2021**	**2022**	**TOTAL**
Annapolis Light House							
	TOTAL		9	47	41	36	133
BACH							
	TOTAL		39	192	51	41	323
BioTechnical Institute of Maryland							
	TOTAL	13	37	18	38	36	142
Bon Secours Community Works							
	TOTAL				11		11
Byte Back							
	TOTAL			26	23	28	77
Caroline Center							
	TOTAL		58			82	140
Caroline Center + BACH							
	TOTAL		80	58	68		206
CFUF							
	TOTAL	149	144	77	56	69	495
Civic Works							
	TOTAL	60	117	60	69	36	342
JARC							
	TOTAL	13	2	17	19	19	70
Jewish Community Services							
	TOTAL	1	8	12	13	13	47
Job Opportunities Task Force							
	TOTAL	31	27	23	16	11	108
Living Classrooms							
	TOTAL					17	17
Maryland New Directions							
	TOTAL	30	99	94	102	105	430
NPower Maryland							
	TOTAL	65	97	63	59	37	321
Paul's Place							
	TOTAL				14	37	51
Per Scholas							
	TOTAL	55	151	102	250		558
Second Chance							
	TOTAL		28	20	3	33	84
South Balto. Learning Ctr.							
	TOTAL	9	4				13
St. Vincent de Paul of Baltimore							
	TOTAL	15	15	10			40
Urban Alliance							
	TOTAL		45				45
Vehicles for Change							
	TOTAL	6	23	6	9	18	62
Year Up							
	TOTAL	54	103	45			202
GRAND TOTAL		501	1,086	870	842	618	3,917

Table 5b: Workforce Training Program Non-Completers by Year of Program Exit							
Workforce Grantee Name		**2018**	**2019**	**2020**	**2021**	**2022**	**TOTAL**
Annapolis Light House							
	TOTAL		7	16	18	11	52
BACH							
	TOTAL		8	37	16	17	78
BioTechnical Institute of MD							
	TOTAL		13	12	14	11	50
Bon Secours Community Works							
	TOTAL				11		11
Byte Back							
	TOTAL					8	8
Caroline Center							
	TOTAL		16			21	37
Caroline Center + BACH							
	TOTAL		30	23	17		70
CFUF							
	TOTAL	87	79	37	16	14	233
Civic Works							
	TOTAL		12				12
JARC							
	TOTAL		5	7	15	14	41
Jewish Community Services							
	TOTAL	1	6	5	1	7	20
Job Opportunities Task Force							
	TOTAL			3	3	1	7
Maryland New Directions							
	TOTAL		5	16	28	26	75
NPower Maryland							
	TOTAL	8	13	4	11	3	39
Paul's Place							
	TOTAL				4	7	11
Per Scholas							
	TOTAL	14	34	19	35		102
Second Chance							
	TOTAL			12	16	40	68
St. Vincent de Paul of Baltimore							
	TOTAL			12			12
Urban Alliance							
	TOTAL		5				5
Vehicles for Change							
	TOTAL					14	14
Year Up							
	TOTAL	34	53	1			88
GRAND TOTAL		144	286	204	205	194	1,033

Table 6: Percent Employed Relative to Program Exit Quarter

		Quarter Relative to Program Exit																			
	Count	-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12	+13	+14	+15	+16
*2018 Program **Completers***	501	46.7%	45.3%	45.1%	39.1%	54.5%	69.1%	66.3%	65.5%	64.1%	62.3%	60.9%	60.3%	57.1%	52.9%	53.1%	52.7%	53.7%	54.7%	54.7%	53.9%	54.3%
*2019 Program **Completers***	1,086	49.4%	48.8%	49.2%	47.0%	55.1%	67.9%	64.9%	61.3%	58.3%	57.6%	56.8%	56.1%	57.5%	56.7%	56.7%	57.9%	59.3%				
*2020 Program **Completers***	870	53.6%	51.5%	48.6%	48.0%	52.6%	56.3%	56.8%	57.8%	57.4%	55.4%	56.3%	56.1%	59.9%								
*2021 Program **Completers***	842	39.1%	38.0%	37.2%	36.2%	42.3%	49.6%	53.3%	54.4%	54.8%												
*2022 Program **Completers***	618	44.8%	46.8%	47.8%	47.1%	51.5%	52.3%															
*2018 Program **Non-Completers***	144	31.9%	39.6%	38.9%	35.4%	38.2%	44.4%	44.4%	47.2%	38.9%	41.0%	45.1%	36.8%	36.8%	34.7%	31.3%	29.9%	29.2%	31.3%	36.1%	36.1%	36.1%
*2019 Program **Non-Completers***	286	48.3%	46.9%	45.8%	43.7%	44.8%	54.2%	53.5%	48.6%	46.2%	46.5%	46.5%	43.0%	46.5%	49.3%	48.3%	48.3%	52.1%				
*2020 Program **Non-Completers***	204	44.1%	45.6%	45.6%	45.1%	41.7%	41.2%	44.1%	47.1%	42.2%	42.6%	41.7%	45.1%	43.6%								
*2021 Program **Non-Completers***	205	41.5%	42.0%	40.5%	37.1%	40.5%	43.4%	50.2%	48.8%	45.4%												
*2022 Program **Non-Completers***	194	32.0%	32.5%	35.1%	40.7%	49.5%	37.6%															

Table 7: Median Earnings of Program Participants Employed Relative to Program Exit Quarter

		Quarter Relative to Program Exit																			
	Count	-4	-3	-2	-1	Quarter	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12	+13	+14	+15	+16
*2018 Program **Completers***	501	$3,048	$3,223	$2,731	$2,649	$2,008	$4,162	$5,791	$99	$7,517	$6,903	$6,983	$6,499	$6,811	$7,001	$7,099	$7,517	$7,393	$7,678	$7,349	$7,889	$8,036
*2019 Program **Completers***	1,086	$3,612	$3,449	$3,138	$2,892	$2,643	$4,689	$5,762	$5,845	$6,324	$6,226	$6,482	$6,542	$6,677	$6,951	$7,092	$7,509	$7,498				
*2020 Program **Completers***	870	$4,267	$4,290	$3,786	$3,520	$3,512	$5,190	$5,933	$5,910	$6,443	$7,145	$7,147	$7,317	$7,084								
*2021 Program **Completers***	842	$4,829	$4,379	$4,425	$3,891	$3,522	$6,184	$6,464	$7,256	$7,460												
*2022 Program **Completers***	618	$4,684	$4,348	$4,500	$4,006	$3,464	$5,798															
*2018 Program **Non-Completers***	144	$2,144	$2,324	$1,592	$1,349	$1,202	$2,939	$3,385	$2,722	$3,589	$3,803	$3,110	$3,061	$3,657	$3,094	$2,974	$3,127	$2,865	$4,434	$4,154	$5,034	$5,021
*2019 Program **Non-Completers***	286	$2,613	$3,107	$1,865	$1,569	$1,581	$2,429	$3,085	$3,275	$3,007	$3,575	$3,435	$3,436	$3,970	$4,442	$4,677	$4,798	$4,889				
*2020 Program **Non-Completers***	204	$4,714	$3,941	$3,742	$2,832	$3,064	$4,317	$4,092	$4,336	$4,320	$4,822	$4,596	$4,971	$4,909								
*2021 Program **Non-Completers***	205	$3,382	$2,783	$3,621	$3,227	$3,133	$2,559	$3,341	$4,594	$4,995												
*2022 Program **Non-Completers***	194	$3,762	$3,437	$2,600	$1,991	$2,413	$3,589															

Table 8a: Percent of Program Completers Continuously Employed Relative to Program Exit Quarter

		Quarter Relative to Program Exit															
	Count	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12	+13	+14	+15	+16
*2018 Program **Completers***	501	69.1%	57.3%	51.5%	47.5%	40.3%	37.3%	35.7%	32.1%	29.3%	28.5%	27.3%	26.3%	25.0%	22.6%	22.2%	22.2%
*2019 Program **Completers***	1,086	67.9%	58.6%	51.8%	45.1%	40.1%	36.6%	33.5%	31.1%	29.2%	27.9%	26.3%	25.2%				
*2020 Program **Completers***	870	56.3%	52.8%	48.1%	45.3%	42.2%	40.8%	38.9%	31.3%								
*2021 Program **Completers***	842	49.6%	44.5%	42.3%	37.9%												

Table 8b: Percent of Program Completers Continuously Employed at Full Time Proxy Relative to Program Exit Quarter

		Quarter Relative to Program Exit															
	Count	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12	+13	+14	+15	+16
*2018 Program **Completers***	501	32.7%	25.6%	22.6%	19.6%	16.6%	15.2%	13.4%	12.2%	10.4%	10.0%	9.8%	9.2%	8.7%	8.6%	7.1%	7.1%
*2019 Program **Completers***	1,086	32.7%	26.1%	21.9%	18.5%	15.7%	12.4%	11.5%	11.0%	10.1%	9.2%	8.5%	8.4%				
*2020 Program **Completers***	870	29.5%	23.1%	19.1%	17.0%	15.1%	14.0%	12.9%	11.0%								
*2021 Program **Completers***	842	26.6%	22.2%	18.6%	16.4%												

Table 9a: Percent of Program Non-Completers Continuously Employed Relative to Program Exit Quarter

		Quarter Relative to Program Exit															
	Count	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12	+13	+14	+15	+16
*2018 Program **Non-Completers***	144	44.4%	36.2%	31.3%	26.4%	23.6%	21.5%	17.4%	15.3%	13.9%	11.8%	9.7%	8.3%	8.3%	8.3%	6.9%	6.3%
*2019 Program **Non-Completers***	286	54.2%	46.2%	42.3%	38.5%	33.6%	30.1%	26.9%	26.2%	24.8%	22.2%	19.6%	19.2%				
*2020 Program **Non-Completers***	204	41.2%	37.3%	33.3%	30.4%	28.4%	26.0%	24.0%	22.1%								
*2021 Program **Non-Completers***	205	43.4%	37.5%	32.7%	27.3%												

Table 9b: Percent of Program Non-Completers Continuously Employed at Full Time Proxy Relative to Program Exit Quarter

		Quarter Relative to Program Exit															
	Count	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12	+13	+14	+15	+16
*2018 Program **Non-Completers***	144	12.5%	7.6%	7.0%	4.9%	4.2%	*	*	*	*	*	*	*	*	*	*	*
*2019 Program **Non-Completers***	286	14.0%	9.1%	7.0%	5.9%	5.2%	4.9%	4.9%	4.6%	3.9%	3.2%	3.2%	2.8%				
*2020 Program **Non-Completers***	204	17.2%	12.8%	8.3%	6.9%	6.4%	5.4%	4.4%	3.4%								
*2021 Program **Non-Completers***	205	12.2%	8.8%	7.8%	6.3%												

Table 10: Top Sectors of Program Completer Post-Program Employment by Median Wages and Counts, by Calendar Quarter

Rank	NAICS Code	2018Q2	2018Q3	2018Q4	2019Q1	2019Q2	2019Q3	2019Q4	2020Q1	2020Q2	2020Q3	2020Q4	2021Q1	2021Q2	2021Q3	2021Q4	2022Q1	2022Q2	2022Q3	2022Q4	Total Employee Quarters
1	56: Administrative and Support and Waste	$2,719	$3,891	$5,531	$3,791	$5,282	$5,172	$5,547	$5,179	$5,616	$4,921	$5,340	$5,458	$6,146	$5,860	$6,133	$5,686	$6,265	$6,653	$6,599	
	Management and Remediation Services	18	86	99	124	158	236	255	262	258	324	340	356	361	413	445	435	457	491	511	5,629
2	62: Health Care and Social Assistance		$5,476	$8,060	$7,310	$6,718	$5,486	$6,169	$5,942	$6,286	$6,682	$7,687	$6,800	$7,418	$7,041	$8,484	$7,411	$7,554	$8,653	$8,045	
		*	20	24	34	75	123	178	198	233	304	338	348	378	410	438	443	458	551	580	5,133
3	44-45: Retail Trade		$3,049	$3,266	$3,880	$4,841	$5,323	$4,694	$4,281	$4,099	$4,670	$5,005	$4,234	$4,465	$5,140	$5,254	$4,384	$5,295	$5,458	$5,852	
		*	24	48	42	64	99	156	155	162	201	229	201	206	223	296	234	246	259	276	3,121
4	48-49: Transportation and Warehousing	$3,958	$5,301	$5,473	$6,285	$5,432	$5,638	$4,855	$3,772	$4,650	$4,877	$5,173	$5,034	$5,209	$5,741	$5,301	$5,529	$6,099	$6,394	$6,402	
		10	21	37	30	45	77	141	124	163	191	198	163	161	188	284	131	263	315	338	3,011
5	54: Professional, Scientific, and Technical		$6,879	$6,910	$7,858	$8,389	$8,712	$8,446	$7,399	$7,659	$7,823	$8,859	$7,738	$9,174	$8,982	$10,301	$9,258	$9,699	$11,146	$10,836	
	Services	*	15	30	30	46	71	82	88	99	114	122	126	145	166	182	184	213	237	248	2,198
6	23: Construction	$2,595	$6,086	$7,195	$6,731	$6,793	$6,671	$8,315	$7,687	$8,934	$10,408	$12,205	$10,451	$10,572	$11,051	$14,120	$8,948	$9,294	$10,392	$9,584	
		15	24	24	33	54	83	73	79	106	129	136	147	131	160	154	144	173	166	138	1,969
7	72: Accommodation and Food Services	$3,896	$3,048	$2,786	$3,878	$4,535	$4,318	$4,330	$4,029	$4,371	$4,982	$5,261	$4,234	$4,724	$4,301	$5,508	$4,538	$4,821	$4,707	$5,822	
		14	28	36	40	50	62	77	95	78	113	113	105	124	132	144	140	150	168	160	1,829
8	31-33: Manufacturing		$9,314	$10,144	$9,860	$11,020	$9,951	$9,651	$8,939	$8,680	$8,627	$8,764	$9,065	$9,340	$9,170	$10,137	$9,467	$8,933	$10,137	$9,887	
		*	14	17	18	27	33	39	54	60	64	57	54	66	87	94	91	107	127	134	1,143
9	81: Other Services (except Public		$5,604	$8,440	$4,950	$5,312	$7,306	$5,741	$4,866	$6,762	$8,301	$7,994	$6,717	$7,172	$6,206	$7,033	$9,732	$6,892	$7,805	$8,045	
	Administration)	*	7	7	13	20	26	43	48	41	52	50	48	51	57	60	45	63	79	70	780
10	61: Educational Services			$10,956	$9,935	$10,620	$9,749	$9,188	$7,368	$7,236	$6,226	$7,652	$6,503	$7,228	$7,168	$8,204	$7,024	$8,425	$8,356	$9,051	
		*	*	10	12	13	22	30	33	34	41	50	64	77	89	95	105	105	109	109	998
TOTAL EMPLOYEE QUARTERS POST-EXIT FOR TOP TEN NAICS CODES																					25,811
TOTAL EMPLOYEE QUARTERS POST-EXIT FOR ALL NAICS CODES																					28,646

** indicates censored result due to fewer than five individuals per cell*

Table 11: Top Sectors of Program Non-Completer Post-Program Employment by Median Wages and Counts, by Calendar Quarter

Rank	NAICS Code	2018Q2	2018Q3	2018Q4	2019Q1	2019Q2	2019Q3	2019Q4	2020Q1	2020Q2	2020Q3	2020Q4	2021Q1	2021Q2	2021Q3	2021Q4	2022Q1	2022Q2	2022Q3	2022Q4	Total Employee Quarters
1	56: Administrative and Support and Waste	$2,852	$1,073	$2,174	$1,412	$2,125	$2,719	$3,160	$2,971	$3,242	$3,135	$3,542	$3,159	$2,679	$2,751	$4,422	$3,639	$3,856	$4,783	$3,619	
	Management and Remediation Services	9	12	23	19	29	44	58	55	58	81	100	95	93	111	117	89	133	139	133	1,398
2	62: Health Care and Social Assistance	*	*	$4,692	$3,868	$5,371	$3,716	$3,716	$4,619	$3,760	$6,620	$6,136	$5,388	$5,697	$4,695	$6,260	$5,949	$5,929	$7,426	$7,124	
		*	*	7	6	14	29	29	38	48	43	59	58	65	81	93	87	101	120	113	991
3	44-45: Retail Trade	$1,635	*	$1,602	*	$2,008	$2,260	$2,769	$2,316	$2,245	$2,729	$3,481	$2,858	$4,103	$3,108	$3,970	$3,111	$3,631	$3,006	$2,722	
		6	*	9	*	19	35	59	46	37	48	72	46	44	70	101	65	64	83	104	908
4	72: Accommodation and Food Services	$2,168	$1,927	$2,836	$3,566	$3,478	$2,648	$3,570	$3,379	$2,279	$2,369	$2,938	$1,451	$2,153	$3,559	$4,269	$3,319	$2,911	$3,501	$3,860	
		8	14	21	22	26	34	45	52	26	31	30	22	41	54	67	58	77	64	61	753
5	48-49: Transportation and Warehousing	*	*	$3,482	$3,246	$2,620	$2,920	$3,370	$2,971	$2,841	$3,024	$3,571	$4,554	$3,168	$3,337	$4,092	$3,038	$4,889	$4,927	$4,933	
		*	*	7	5	10	25	47	33	66	45	50	36	37	57	67	31	71	69	72	728
6	54: Professional, Scientific, and Technical	*	*	*	*	$5,511	$5,735	$7,588	$6,563	$7,757	$6,568	$11,568	$10,430	$7,374	$7,018	$9,428	$8,329	$8,884	$13,425	$3,860	
	Services	*	*	*	*	5	9	9	13	14	14	13	11	9	14	17	23	20	19	26	216
7	31-33: Manufacturing	*	*	*	*	*	$4,290	*	$4,656	$2,602	$7,845	$2,840	$5,441	$5,851	$4,689	$5,279	$2,551	$5,728	$7,506	$6,889	
		*	*	*	*	*	6	*	6	5	5	7	7	6	8	11	11	11	17	22	122
8	23: Construction	*	*	*	*	*	*	*	*	*	$2,535	$5,719	*	*	$5,849	$4,637	$5,733	$8,319	$5,520	$5,753	
		*	*	*	*	*	*	*	*	*	8	8	*	*	8	9	12	7	9	8	69
9	71: Arts, Entertainment and Recreation	*	*	*	*	*	$663	$2,541	*	*	*	$8,733	*	*	*	$1,202	$3,545	$5,323	$4,995	$1,706	
		*	*	*	*	*	5	7	*	*	*	5	*	*	*	5	8	10	9	6	55
10	81: Other Services	*	*	*	*	$4,861	*	$3,216	*	*	*	*	*	*	$1,791	*	*	*	$5,261	$3,480	
		*	*	*	*	5	*	8	*	*	*	*	*	*	5	*	*	*	6	15	39
TOTAL EMPLOYEE QUARTERS POST-EXIT FOR ALL TOP TEN NAICS CODES																					5,279
TOTAL EMPLOYEE QUARTERS POST-EXIT FOR ALL NAICS CODES																					5,883

** indicates censored result due to fewer than five individuals per cell*

Table 12: Median Wages and Counts of Program Completers Employed by Participant Demographic

Panel One: By Gender

		Quarter Relative to Program Exit																				
Exit Year	**Gender**	**-4**	**-3**	**-2**	**-1**	**Exit**	**+1**	**+2**	**+3**	**+4**	**+5**	**+6**	**+7**	**+8**	**+9**	**+10**	**+11**	**+12**	**+13**	**+14**	**+15**	**+16**
2018	Female	$3,039	$3,471	$2,802	$2,848	$2,035	$3,705	$5,726	$6,368	$6,363	$6,976	$6,587	$5,994	$6,573	$6,293	$6,197	$6,654	$6,519	$7,021	$7,225	$7,553	$7,632
		70	70	73	63	83	106	90	97	93	90	89	87	81	81	84	84	82	80	83	77	76
2018	Male	$3,010	$3,104	$2,613	$2,435	$1,832	$4,595	$5,528	$6,304	$6,540	$6,742	$6,953	$6,490	$6,959	$7,275	$7,364	$8,097	$7,812	$7,837	$7,413	$7,883	$8,179
		150	145	143	125	170	215	216	205	204	202	196	193	183	164	162	161	168	172	171	173	173
2018	Unknown	$5,768	$3,739	$5,406	$6,161	$2,912	$5,603	$7,641	$7,280	$8,452	$9,014	$8,662	$9,013	$7,486	$7,185	$10,103	$9,779	$7,033	$6,340	$9,284	$9,706	$10,679
		14	11	9	7	19	24	26	25	23	19	19	20	21	19	19	17	18	20	19	17	19
2019	Female	$3,720	$3,507	$3,014	$2,867	$2,377	$4,648	$5,545	$5,972	$6,329	$6,222	$6,415	$6,537	$6,665	$6,733	$7,088	$6,551	$7,480				
		258	255	249	222	247	317	316	296	289	287	285	279	282	288	281	281	289				
2019	Male	$3,484	$3,341	$3,181	$2,873	$2,836	$4,737	$5,874	$5,731	$6,332	$6,226	$6,834	$6,739	$6,700	$7,240	$7,117	$8,004	$7,484				
		275	273	283	286	349	420	388	370	344	337	330	326	340	322	323	334	343				
2020	Female	$4,532	$4,382	$4,129	$3,465	$4,024	$4,950	$5,559	$5,686	$6,603	$7,224	$7,462	$6,864	$6,777								
		243	235	228	230	242	250	254	263	266	259	248	248	262								
2020	Male	$4,062	$4,151	$3,323	$3,517	$3,069	$5,494	$6,386	$6,197	$6,262	$6,770	$6,303	$7,765	$7,500								
		222	212	194	187	214	238	238	238	240	220	233	229	249								
2021	Female	$5,057	$5,403	$5,624	$4,344	$3,969	$6,088	$6,364	$6,915	$7,648												
		171	155	152	159	166	190	200	218	217												
2021	Male	$4,371	$3,703	$4,043	$3,337	$3,065	$6,196	$6,712	$7,464	$7,327												
		158	165	160	146	187	226	237	235	238												
2022	Female	$5,339	$4,379	$4,370	$4,429	$3,894	$5,586															
		146	149	149	147	179	148															
2022	Male	$3,791	$4,231	$4,582	$3,204	$3,097	$5,905															
		127	132	140	133	161	167															

Panel Two: By Race

Exit Year	Race	Quarter Relative to Program Exit																			
		-4	**-3**	**-2**	**-1**	**Exit**	**+1**	**+2**	**+3**	**+4**	**+5**	**+6**	**+7**	**+8**	**+9**	**+10**	**+11**	**+12**	**+13**	**+14**	**+15**	**+16**
2018	Asian	*	*	*	*	*	$11,389	*	$10,250	$9,577	$11,493	$13,775	$11,244	$15,462	*	*	*	*	*	*	*	*
		*	*	*	*	*	5	*	5	5	5	5	5	5	*	*	*	*	*	*	*	*
2018	Black/African American	$3,044	$3,133	$2,657	$2,619	$1,956	$3,933	$5,562	$6,140	$6,353	$6,629	$6,587	$6,294	$6,573	$6,802	$6,892	$7,196	$7,320	$7,181	$7,140	$7,479	$7,841
		195	194	199	171	227	288	280	274	266	264	257	251	237	221	219	219	223	226	228	226	224
2018	White/Caucasian	$979	$4,075	$3,185	$2,311	$1,237	$3,067	$6,286	$7,991	$8,238	$9,604	$9,784	$10,844	$12,199	$9,906	$12,769	$12,320	$13,249	$12,379	$11,046	$13,661	$15,650
		14	11	10	10	15	19	15	14	16	15	14	14	13	14	14	13	13	13	13	11	11
2018	Two or more races	$3,539	$4,961	*	$1,369	$4,079	$4,139	$7,592	$9,009	$7,787	$7,667	$8,651	$8,921	$8,983	$10,557	$7,884	$8,697	$10,543	$11,660	$11,557	$11,095	$11,396
		6	5	*	5	5	6	5	6	6	6	6	6	6	5	7	7	6	7	7	7	7
2018	Unknown	$6,038	$4,491	$5,406	$6,161	$3,380	$5,603	$7,707	$7,805	$8,452	$9,607	$8,662	$8,887	$7,271	$7,185	$9,573	$10,304	$7,033	$6,340	$8,655	$8,819	$10,679
		15	12	9	7	20	26	27	26	25	20	21	22	23	19	20	18	20	22	21	19	21
2019	Asian	$5,693	$5,522	$5,782	$5,938	$3,930	$7,949	$7,808	$6,316	$3,340	$10,258	$12,200	$7,908	$6,209	$10,568	$13,201	$10,450	$12,423				
		7	7	7	7	8	9	9	9	9	8	9	9	10	10	10	10	12				
2019	Black/African American	$3,517	$3,304	$3,079	$2,798	$2,668	$4,692	$5,597	$5,787	$6,254	$6,223	$6,411	$6,464	$6,632	$6,847	$7,086	$7,396	$7,453				
		481	474	476	452	518	652	622	588	562	550	542	539	555	539	531	543	558				
2019	White/Caucasian	$4,506	$3,881	$2,824	$3,753	$2,663	$3,912	$5,766	$4,950	$5,810	$4,985	$6,937	$6,884	$8,129	$6,604	$5,522	$6,422	$6,039				
		11	12	17	17	24	27	19	16	14	14	15	15	16	15	19	19	22				
2019	Two or more races	$5,809	$5,502	$4,746	$2,626	$1,490	$4,729	$6,731	$7,006	$7,342	$6,452	$8,306	$7,508	$6,409	$7,965	$5,571	$8,759	$9,575				
		15	16	14	17	26	22	25	24	24	26	22	21	21	22	21	21	20				
2019	Other	$6,282	$3,607	$6,473	$5,441	$3,290	$5,571	$6,489	$6,706	$7,464	$6,935	$6,310	$7,212	$7,286	$8,347	$8,067	$7,361	$8,554				
		12	14	12	10	12	15	18	17	15	17	17	15	14	15	15	14	14				
2019	Unknown	$2,729	$4,885	$2,339	*	$2,633	$3,262	$8,201	$7,662	$9,569	$9,569	$8,928	*	*	$10,094	$8,272	$8,943	$4,245				
		6	5	6	*	6	8	7	7	5	5	6	*	*	5	5	5	5				
2020	Asian	$3,276	$3,407	$2,343	$2,510	$668	$5,145	$7,974	$7,762	$8,500	$8,358	$9,245	$7,858	$6,803								
		9	10	6	5	9	10	9	11	12	12	11	11	11								
2020	Black/African American	$4,330	$4,242	$3,848	$3,590	$3,560	$5,297	$5,861	$5,678	$6,402	$7,135	$6,631	$7,129	$6,949								
		386	372	348	354	387	406	416	424	411	391	398	392	421								
2020	White/Caucasian	$3,724	$4,296	$2,725	$3,344	$3,624	$3,805	$4,409	$6,714	$6,187	$6,031	$7,537	$6,340	$4,546								
		35	28	33	29	36	45	40	39	43	42	35	36	41								
2020	Two or more races	$5,194	$3,465	$4,828	$2,195	$2,378	$5,493	$6,921	$8,376	$3,331	$5,419	$7,137	$10,389	$7,845								
		15	16	14	11	14	12	10	9	15	15	17	16	15								
2020	Other	$5,778	$6,010	$3,134	$3,628	$3,035	$5,820	$7,169	$4,324	$5,890	$6,539	$7,427	$9,537	$7,190								
		10	9	11	10	9	7	7	6	8	8	7	8	8								
2020	Unknown	$6,521	$6,048	$4,819	$7,982	$8,361	$7,917	$9,895	$8,211	$10,000	$8,114	$9,801	$10,865	$9,798								
		9	11	9	7	7	8	10	12	11	11	12	13	12								

2021	Asian	*	$1,772	$1,462	*	*	$5,178	$7,869	$9,790	$4,790
		*	5	6	*	*	6	7	6	$9
2021	Black/African American	$4,872	$4,572	$4,431	$4,221	$3,465	$6,238	$6,366	$6,975	$7,285
		286	279	268	269	313	350	367	377	380
2021	White/Caucasian	$6,660	$3,592	$4,245	$2,278	$4,379	$6,306	$7,902	$7,741	$9,224
		23	23	21	17	20	32	34	39	38
2021	Two or more races	$2,856	*	$1,117	$1,787	$3,595	$3,896	$4,591	$5,529	$5,892
		5	*	6	5	6	10	9	9	9
2022	Asian	$8,381	$12,456	*	*	$5,093	*			
		6	5	*	*	5	*			
2022	Black/African American	$4,819	$4,302	$4,373	$3,692	$3,299	$6,013			
		236	240	260	243	265	279			
2022	White/Caucasian	$4,349	$5,202	$4,079	$5,191	$5,971	$5,795			
		18	22	25	23	27	22			
2022	Other	*	$787	*	*	$940	$2,902			
		*	7	*	*	5	6			
2022	Unknown	$2,987	$6,544	$5,643	$7,262	$6,471				
		8	6	7	7	7	*			

Panel Three: By Race and Gender

			Quarter Relative to Program Exit																			
Exit Year	**Race**	**Gender**	**-4**	**-3**	**-2**	**-1**	**Exit**	**+1**	**+2**	**+3**	**+4**	**+5**	**+6**	**+7**	**+8**	**+9**	**+10**	**+11**	**+12**	**+13**	**+14**	**+15**	**+16**
2018	Black/African American	Female	$3,034	$3,223	$3,035	$3,060	$2,120	$3,729	$5,699	$6,416	$6,404	$6,825	$6,585	$5,935	$6,186	$6,206	$6,527	$6,434	$6,245	$6,948	$6,934	$7,442	$7,421
			62	63	65	55	72	94	84	90	84	82	80	78	72	74	75	76	73	71	73	68	68
2018	Black/African American	Male	$3,044	$3,066	$2,425	$2,432	$1,808	$4,599	$5,499	$5,969	$6,312	$6,555	$6,696	$6,341	$6,607	$7,051	$7,238	$7,553	$7,642	$7,421	$7,234	$7,520	$7,897
			133	131	134	116	155	194	196	184	182	182	177	173	165	147	144	143	150	155	155	158	156
2018	White/Caucasian	Female	*	*	*	*	$1,237	$2,753	*	*	*	*	*	*	*	*	*	*	*	*	*	$8,317	*
			*	*	*	*	6	7	*	*	*	*	*	*	*	*	*	*	*	*	*	5	*
2018	White/Caucasian	Male	$1,007	$4,075	$5,690	$1,405	$1,707	$3,178	$6,286	$8,346	$8,619	$9,604	$9,784	$9,081	$15,721	$9,906	$12,769	$12,472	$11,001	$12,374	$11,432	$13,661	$13,546
			11	9	6	6	9	12	11	11	12	11	10	10	9	10	10	10	10	9	8	7	8
2018	Unknown	Unknown	$5,768	$3,734	$5,406	$6,161	$2,912	$5,603	$7,641	$7,280	$8,452	$9,014	$8,662	$9,013	$7,486	$7,185	$10,103	$9,779	$7,033	$6,340	$9,284	$9,706	$10,679
			14	11	9	7	19	24	26	25	23	19	19	20	21	19	19	17	18	20	19	17	19
2019	Asian	Male	*	$4,366	$3,753	*	$4,103	$6,522	$7,055	$8,183	$2,479	$12,449	$13,000	$9,149	$10,347	$10,568	$12,418	$10,142	$9,972				
			*	5	5	*	5	6	7	6	7	5	6	6	6	6	6	6	8				
2019	Black/African American	Female	$3,631	$3,487	$3,035	$2,956	$2,329	$4,648	$5,545	$6,002	$6,316	$6,318	$6,479	$6,537	$6,682	$6,745	$7,166	$6,876	$7,496				
			236	230	223	198	218	283	284	262	261	258	255	255	257	261	251	252	260				
2019	Black/African American	Male	$3,378	$3,228	$3,095	$2,762	$2,852	$4,742	$5,762	$5,521	$6,057	$6,118	$6,382	$6,314	$6,621	$7,141	$7,020	$7,701	$7,285				
			244	244	253	254	300	369	337	326	301	292	286	283	298	278	279	290	297				
2019	White/Caucasian	Female	*	*	$2,579	$3,490	$2,920	$3,670	$5,187	$4,055	$4,375	$4,547	$5,489	$6,088	$6,898	$6,198	$5,249	$3,208	$2,794				
			*	*	6	7	8	8	5	6	6	6	6	5	6	6	8	7	8				
2019	White/Caucasian	Male	$4,384	$3,732	$3,402	$3,980	$2,789	$3,912	$5,770	$4,973	$6,600	$6,274	$7,434	$8,064	$8,720	$8,181	$7,095	$8,614	$7,110				
			8	8	11	10	16	19	14	10	8	8	9	10	10	9	11	12	14				
2019	Two or more races	Female	$4,758	$5,502	$432	$589	$1,581	$3,347	$6,433	$8,293	$7,713	$6,817	$9,058	$9,073	$8,658	$10,204	$8,046	$4,414	$7,859				
			5	6	5	5	6	7	9	9	8	7	6	5	5	5	5	5	6				
2019	Two or more races	Male	$6,109	$5,350	$6,253	$2,783	$1,389	$5,428	$6,899	$6,855	$7,092	$6,086	$7,864	$7,358	$6,370	$7,133	$5,554	$9,355	$10,220				
			10	10	9	12	10	15	16	15	16	19	16	16	16	17	16	16	14				
2019	Other	Female	$4,884	$3,349	$6,387	$2,676	$3,083	$5,502	$5,888	$4,723	$5,368	$6,180	$5,989	$6,135	$6,550	$6,147	$5,467	$4,065	$7,860				
			8	10	9	7	8	10	11	11	9	10	10	9	8	8	9	9	8				
2019	Other	Male	*	*	*	*	*	$9,348	$8,369	$9,615	$10,278	$9,346	$10,355	$11,361	$11,809	$11,648	$11,016	$12,329	$12,284				
			*	*	*	*	*	5	7	6	6	7	7	6	6	7	6	5	6				
2019	Unknown	Male	*	*	*	*	*	$3,333	$9,376	$7,662	*	*	*	*	*								
			*	*	*	*	*	5	5	5	*	*	*	*	*								

Panel Three: By Race and Gender (Continued)

			Quarter Relative to Program Exit																			
Exit Year	**Race**	**Gender**	**-4**	**-3**	**-2**	**-1**	**Exit**	**+1**	**+2**	**+3**	**+4**	**+5**	**+6**	**+7**	**+8**	**+9**	**+10**	**+11**	**+12**	**+13**	**+14**	**+15**	**+16**
2020	Asian	Female	$3,276	$3,407	$2,793	*	$668	$5,229	$7,138	$6,649	$4,839	$7,459	$8,887	$6,916	$5,148								
			7	8	5	*	5	5	5	6	7	8	7	7	6								
2020	Asian	Male	*	*	*	*	*	$4,021	*	$9,058	$10,193				$14,535								
			*	*	*	*	*	5	*	5	5				5								
2020	Black/African American	Female	$4,572	$4,564	$4,231	$3,852	$4,187	$4,923	$5,598	$5,418	$6,553	$7,223	$7,271	$6,788	$6,808								
			205	195	192	195	205	209	213	223	216	216	207	208	217								
2020	Black/African American	Male	$4,052	$3,821	$3,273	$3,520	$3,090	$5,692	$6,288	$6,208	$6,260	$6,907	$6,026	$7,522	$7,403								
			180	176	155	158	174	195	201	199	195	176	191	184	203								
2020	White/Caucasian	Female	$2,754	$2,470	$3,118	$3,017	$4,591	$2,806	$3,606	$6,555	$6,564	$7,652	$7,903	$6,620	$4,511								
			17	13	16	16	15	20	19	17	20	19	17	17	21								
2020	White/Caucasian	Male	$4,039	$4,838	$2,685	$3,347	$3,290	$3,929	$5,869	$6,766	$5,895	$5,549	$6,889	$6,060	$5,708								
			17	14	16	12	20	24	20	21	22	22	18	19	20								
2020	Two or more races	Female	$6,759	$3,649	$7,208	$3,684	$5,661	$6,671	$7,120	$9,212	$7,074	$4,671	$7,673	$10,679	$7,630								
			6	9	5	6	8	8	7	6	8	8	8	7	8								
2020	Two or more races	Male	$4,043	$4,280	$3,335	$1,034	$3,335	$1,034	$992	*	$2,940	$5,419	$5,938	$10,099	$11,527								
			9	7	9	5	9	5	6	*	7	7	9	9	9								
2020	Other	Male	$6,268	$7,006	$5,017	$4,587	$3,783	$5,902	$7,403	$5,013	$5,890	$5,816	$6,381	$9,491	$8,214								
			7	7	8	7	6	6	5	5	6	6	5	7	6								
2020	Unknown	Female	*	$5,375	$7,574	*	*		$7,319	$7,412	$7,426	$9,465	$7,957	$9,449	$6,291	$7,248							
			*	6	5	*	*		5	6	8	7	7	7	8	7							
2021	Black/African American	Female	$5,101	$5,414	$5,798	$4,482	$4,110	$6,232	$6,367	$6,914	$7,892												
			150	138	129	139	149	162	174	191	189												
2021	Black/African American	Male	$4,371	$3,796	$4,044	$3,481	$2,979	$6,367	$6,383	$7,076	$6,969												
			136	141	139	130	164	188	193	186	191												
2021	White/Caucasian	Female	$4,397	$7,079	$3,910	$2,278	*	$5,565	$6,981	$5,130	$7,173												
			9	8	9	7	*	8	6	7	8												
2021	White/Caucasian	Male	$7,146	$2,831	$4,756	$2,442	$4,138	$7,141	$8,054	$9,000	$9,466												
			14	15	12	10	16	24	28	32	30												
2022	Black/African American	Female	$5,351	$4,336	$4,358	$4,097	$3,937	$6,325															
			123	124	126	123	122	125															
2022	Black/African American	Male	$3,963	$4,157	$4,714	$3,024	$3,079	$5,851															
			112	115	123	118	141	152															
2022	White/Caucasian	Female	$7,974	$6,400	$4,212	$5,310	$7,204	$4,781															
			11	14	17	15	17	13															

Panel Four: By Age Category at Program Enrollment

Exit Year	Age Category	Quarter Relative to Program Exit																			
		-4	**-3**	**-2**	**-1**	**Exit**	**+1**	**+2**	**+3**	**+4**	**+5**	**+6**	**+7**	**+8**	**+9**	**+10**	**+11**	**+12**	**+13**	**+14**	**+15**	**+16**
2018	16-18	$1,819	$2,032	$1,490	$2,687	$3,116	$3,813	$5,793	$6,918	$6,720	$5,877	$5,744	$4,707	$5,251	$7,120	$5,899	$7,762	$6,345	$7,966	$8,469	$7,819	$9,301
		12	11	12	9	14	20	18	17	17	18	19	18	16	17	18	18	18	16	17	15	17
2018	19-24	$2,915	$2,571	$2,042	$1,694	$1,956	$3,497	$5,105	$5,607	$6,813	$6,843	$6,584	$6,316	$7,412	$7,650	$6,358	$8,097	$7,839	$7,451	$6,948	$7,670	$7,830
		91	87	84	75	101	123	112	113	113	115	113	107	99	91	102	99	101	104	104	97	100
2018	25-29	$3,203	$3,453	$3,191	$2,161	$1,822	$4,595	$5,709	$5,373	$6,979	$8,026	$8,307	$8,662	$7,646	$7,682	$8,351	$6,785	$7,661	$8,093	$8,421	$8,504	$9,850
		48	51	54	51	54	67	66	71	65	62	57	60	57	57	49	57	54	50	51	51	53
2018	30-44	$4,256	$4,451	$3,693	$3,630	$1,834	$5,004	$5,764	$6,679	$6,230	$6,846	$6,885	$6,847	$6,289	$6,368	$7,261	$7,426	$6,853	$7,628	$7,709	$7,894	$7,668
		48	49	48	40	66	80	76	73	74	70	73	72	69	60	57	51	58	62	62	67	63
2018	45-54	$2,078	$3,066	$2,802	$4,004	$903	$4,119	$6,634	$7,008	$5,835	$6,144	$6,074	$5,899	$4,925	$5,474	$3,622	$3,723	$7,099	$6,320	$4,265	$6,031	$6,365
		15	13	11	9	12	20	21	20	20	19	15	15	15	12	13	13	13	12	13	13	11
2018	55-64	$4,009	$5,081	$4,440	$3,211	$906	$3,358	$5,678	$6,189	$2,521	$6,697	$7,306	$5,946	$6,251	$8,476	$7,043	$8,158	$7,525	$5,758	$6,894	$5,883	$7,914
		5	5	6	5	6	11	12	9	9	9	8	8	7	6	6	6	6	8	7	7	6
2019	16-18	$1,379	$896	$1,461	$2,087	$2,010	$3,095	$3,150	$3,634	$4,098	$4,061	$4,236	$3,716	$4,986	$5,424	$3,777	$4,215	$5,068				
		29	42	47	52	59	59	52	52	53	54	53	52	56	54	54	51	55				
2019	19-24	$3,269	$3,080	$2,955	$2,582	$2,861	$5,061	$5,919	$6,252	$6,798	$6,320	$7,056	$7,026	$7,132	$7,353	$8,057	$7,980	$8,047				
		223	212	207	199	228	275	257	251	229	245	251	248	254	235	228	233	236				
2019	25-29	$4,644	$4,264	$3,859	$3,959	$2,337	$4,304	$6,477	$5,982	$6,090	$6,967	$6,784	$6,891	$6,832	$7,307	$7,086	$7,690	$7,837				
		113	108	113	99	111	140	136	129	124	110	108	108	110	114	117	119	118				
2019	30-44	$4,475	$4,645	$4,152	$3,748	$3,233	$5,094	$5,767	$5,905	$6,394	$6,572	$6,482	$6,911	$6,677	$6,712	$7,375	$7,662	$7,549				
		130	127	126	124	151	198	199	182	177	169	161	154	154	154	154	160	171				
2019	45-54	$5,856	$3,984	$3,592	$2,990	$2,606	$3,142	$4,789	$5,487	$6,631	$5,435	$5,868	$6,168	$7,791	$7,108	$7,769	$8,221	$7,669				
		30	31	30	26	34	47	41	36	34	31	27	30	34	35	38	39	40				
2019	55-64	$7,001	$5,318	$2,732	$2,959	$2,267	$5,190	$4,494	$6,159	$6,029	$5,798	$5,090	$3,923	$4,726	$5,276	$6,666	$5,798	$4,259				
		9	8	9	7	12	16	18	14	14	13	14	12	12	16	12	12	11				

Panel Four: By Age Category at Program Enrollment (Continued)

Exit Year	Age Category	Quarter Relative to Program Exit																			
		-4	**-3**	**-2**	**-1**	**Exit**	**+1**	**+2**	**+3**	**+4**	**+5**	**+6**	**+7**	**+8**	**+9**	**+10**	**+11**	**+12**	**+13**	**+14**	**+15**	**+16**
2020	16-18	$1,817	$2,862	$2,700	$1,994	$2,115	$3,432	$3,083	$4,486	$3,966	$4,540	$4,280	$6,142	$7,802								
		11	8	7	7	9	10	12	13	12	10	12	10	10								
2020	19-24	$3,420	$3,239	$3,150	$2,538	$3,350	$4,447	$5,669	$5,542	$6,592	$6,475	$7,186	$6,875	$6,931								
		157	152	143	143	152	166	159	163	158	159	162	154	167								
2020	25-29	$4,066	$4,688	$3,182	$3,752	$3,238	$4,908	$4,408	$4,894	$5,697	$6,460	$6,144	$6,888	$6,910								
		86	81	79	66	73	83	84	83	88	80	81	80	90								
2020	30-44	$5,652	$5,347	$4,830	$4,318	$3,541	$5,812	$6,553	$6,622	$6,768	$7,467	$6,961	$7,889	$7,464								
		147	145	136	137	154	155	161	163	159	149	150	155	168								
2020	45-54	$5,092	$5,411	$5,469	$5,308	$3,721	$4,698	$7,108	$6,507	$5,817	$7,439	$7,894	$6,768	$6,584								
		33	37	35	40	41	45	44	45	46	44	41	43	47								
2020	55-64	$8,473	$8,181	$8,604	$7,690	$4,488	$7,905	$8,090	$9,372	$7,305	$7,760	$7,895	$7,832	$6,891								
		19	17	16	17	21	22	24	26	27	26	23	21	19								
2021	16-18	*	*	*	$4,609	$3,598	*	$6,714	$5,527	$5,102												
		*	*	*	5	6	*	5	5	6												
2021	19-24	$3,894	$3,837	$3,903	$3,000	$3,177	$4,591	$5,280	$6,656	$6,440												
		92	90	86	89	106	111	112	110	119												
2021	25-29	$4,498	$4,490	$4,374	$3,133	$2,551	$4,621	$5,254	$5,889	$6,309												
		71	66	69	57	58	74	88	97	88												
2021	30-44	$5,966	$5,868	$5,878	$4,884	$4,361	$7,021	$7,380	$7,759	$8,241												
		119	113	111	109	125	157	164	169	171												
2021	45-54	$4,509	$3,378	$8,344	$5,118	$3,039	$6,872	$7,491	$6,975	$8,108												
		17	17	15	16	26	28	28	31	29												
2021	55-64	$7,855	$3,654	$7,051	$4,671	$3,966	$6,695	$9,252	$9,441	$10,635												
		18	21	17	19	22	27	27	28	27												
2022	16-18	*	*	*	*	*	*															
		*	*	*	*	*	*															
2022	19-24	$3,617	$3,912	$4,274	$3,551	$3,079	$5,734															
		65	65	77	75	81	68															
2022	25-29	$4,467	$4,540	$4,541	$3,814	$3,168	$5,236															
		47	49	46	41	43	42															
2022	30-44	$5,131	$4,434	$4,178	$4,318	$3,090	$6,251															
		115	113	109	103	117	134															
2022	45-54	$6,416	$5,353	$5,367	$4,110	$3,715	$5,086															
		26	30	32	37	40	39															
2022	55-64	$6,600	$5,608	$5,744	$5,568	$4,217	$5,993															
		17	21	22	22	28	30															

Panel Five: By Highest Level of Education

Exit Year	Highest Level of Education	Quarter Relative to Program Exit																				
		-4	**-3**	**-2**	**-1**	**Exit**	**+1**	**+2**	**+3**	**+4**	**+5**	**+6**	**+7**	**+8**	**+9**	**+10**	**+11**	**+12**	**+13**	**+14**	**+15**	**+16**
2018	<12th grade, no high school diploma	$4,080	$3,453	$3,416	$5,102	$1,258	$3,932	$5,136	$5,435	$3,308	$3,958	$5,275	$3,484	$5,470	$4,647	$3,907	$4,994	$7,049	$4,841	$4,088	$6,257	$6,437
		17	17	19	14	21	27	26	24	27	22	20	22	19	19	20	21	21	25	22	22	20
2018	High school diploma/equivalent	$2,745	$3,133	$2,540	$2,388	$1,700	$4,060	$5,458	$5,706	$6,353	$6,568	$6,294	$6,197	$6,511	$6,296	$6,806	$7,280	$6,782	$7,120	$6,770	$7,256	$7,701
		132	126	121	104	145	183	181	179	168	173	165	159	147	136	135	135	138	138	150	144	145
2018	Some college	$3,393	$3,431	$3,173	$2,161	$3,283	$3,497	$5,874	$7,117	$7,745	$8,460	$7,447	$7,418	$7,646	$8,489	$7,454	$8,127	$7,989	$8,880	$8,464	$8,754	$9,735
		56	55	58	53	63	79	67	69	69	67	69	66	67	60	63	62	65	60	58	57	57
2018	AA Degree	*	*	*	*	*	*	*	*	*	$8,129	$7,922	$6,561	$9,483	$10,582	$11,475	$9,196	*	$12,858	*	$10,989	$12,524
		*	*	*	*	*	*	*	*	*	5	5	5	5	5	5	5	*	5	*	5	5
2018	BA Degree or higher	$5,820	$2,926	$2,348	$1,902	$1,403	$5,449	$8,739	$3,936		$10,174	$11,102	$10,857	$12,174	$12,402	$14,021	$10,230	$11,077	$11,330	$14,240	$11,508	$13,328
		9	11	12	11	18	21	19	19	21	20	18	18	17	15	14	15	15	14	11	13	15
2018	Trade School	*	*	*	$3,211	*	$6,096	$6,634	*	$5,733	*	$6,946	$6,504	$6,803	$6,573	$6,425	$6,838	*	$6,571	$6,571	$7,133	$7,409
		*	*	*	5	*	5	5	*	5	*	5	6	6	6	5	5	*	6	6	5	5
2018	Missing/unknown	$6,038	$4,330	$5,406	$6,660	$3,193	$5,351	$7,079	$7,256	$7,225	$8,918	$8,157	$8,664	$7,355	$7,697	$8,441	$8,116	$7,073	$7,427	$8,140	$9,706	$10,062
		15	14	11	8	20	27	30	29	27	21	23	25	24	23	23	19	21	24	22	21	23
2019	<12th grade, no high school diploma	$3,101	$1,626	$1,557	$1,857	$1,585	$2,430	$2,668	$2,688	$3,094	$2,421	$2,276	$3,584	$2,707	$3,108	$2,519	$4,135	$4,041				
		17	17	19	18	24	37	30	24	30	25	26	22	27	31	24	27	26				
2019	High school diploma/equivalent	$3,545	$3,104	$2,880	$2,702	$2,337	$4,312	$5,608	$5,392	$5,954	$5,798	$6,184	$6,145	$6,437	$6,804	$6,245	$6,843	$6,892				
		325	330	333	320	371	452	427	414	382	378	389	386	391	369	370	381	397				
2019	Some college	$3,656	$3,788	$3,677	$3,112	$3,531	$5,704	$6,260	$7,238	$7,305	$7,430	$7,543	$8,052	$7,832	$8,366	$8,454	$9,064	$8,854				
		134	125	122	115	141	167	164	153	151	147	137	140	142	144	145	142	145				
2019	AA Degree	$3,071	$3,103	$3,086	$1,863	$3,025	$6,945	$7,519	$7,803	$7,843	$7,458	$8,341	$7,479	$7,140	$8,174	$9,673	$9,269	$10,562				
		12	13	12	13	12	17	19	18	17	19	14	15	11	11	11	12	13				
2019	BA Degree or higher	$5,918	$5,522	$5,782	$4,510	$2,508	$6,088	$6,786	$6,540	$8,925	$8,279	$6,557	$7,318	$5,946	$8,090	$8,370	$9,683	$9,155				
		29	27	27	23	29	39	38	40	35	34	31	25	33	36	35	36	33				
2019	Trade School	*	*	*	*	*	$3,995	*	*	*	$1,723	$3,723	*	* *	*	*	*						
		*	*	*	*	*	6	*	*	*	5	5	*	* *	*	*	*						
2019	Missing/unknown	$4,506	$5,175	$4,920	$4,813	$1,984	$4,987	$5,773	$6,535	$5,683	$5,700	$4,833	$6,160	$6,968	$5,987	$5,794	$7,065	$5,612				
		17	16	18	19	18	19	21	12	14	16	14	14	13	14	15	13	16				

Panel Five: By Highest Level of Education (Continued)

Exit Year	Highest Level of Education	Quarter Relative to Program Exit																			
		-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12	+13	+14	+15	+16
2020	<12th grade, no high school diploma	$3,938	$3,637	$3,068	$2,516	$1,643	$4,777	$4,548	$4,100	$3,579	$7,111	$4,998	$5,987	$6,188								
		25	24	24	21	21	22	23	26	25	24	26	24	29								
2020	High school diploma/equivalent	$4,009	$4,158	$3,560	$2,995	$3,166	$4,950	$5,669	$5,542	$5,827	$6,351	$6,138	$6,836	$6,749								
		245	229	214	209	236	258	259	261	258	239	246	250	260								
2020	Some college	$4,451	$4,018	$3,973	$4,233	$4,233	$6,247	$6,640	$6,565	$7,416	$7,202	$8,279	$8,151	$7,294								
		101	98	93	93	106	108	110	108	110	110	106	102	115								
2020	AA Degree	$5,119	$4,452	$4,772	$5,626	$3,733	$4,589	$6,568	$6,800	$6,718	$9,765	$10,822	$10,473	$8,423								
		11	12	9	9	11	12	11	13	13	12	11	11	13								
2020	BA Degree or higher	$5,876	$6,956	$6,882	$5,899	$5,439	$8,126	$7,860	$6,637	$7,755	$8,123	$9,094	$7,765	$7,753								
		37	36	40	41	38	43	41	46	43	46	45	47	46								
2020	Trade School	*	$1,371	*	$4,950	$2,524	$6,599	$6,944	$4,210	$6,340	$5,920	$10,217	*	*								
		*	6	*	5	6	6	6	6	5	5	5	*	*								
2020	Missing/unknown	$4,248	$4,195	$3,716	$2,410	$3,422	$3,467	$5,113	$5,744	$5,371	$4,749	$3,830	$5,002	$3,456								
		30	28	29	33	31	25	24	23	28	26	25	25	28								
2021	<12th grade, no high school diploma	$5,462	$3,633	$2,151	$2,436	$4,064	$7,082	$6,182	$5,422	$7,186												
		7	7	9	5	11	15	14	13	14												
2021	High school diploma/equivalent	$4,031	$4,284	$4,245	$4,051	$3,118	$5,811	$5,914	$6,608	$6,292												
		129	123	113	119	153	159	175	173	181												
2021	Some college	$4,915	$4,667	$4,430	$4,884	$4,645	$5,766	$6,349	$7,285	$7,504												
		51	53	47	55	57	62	57	59	57												
2021	AA Degree	$7,178	$7,786	$6,006	$2,456	*	$5,022	$10,272	$11,042	$12,704												
		10	8	8	5	*	7	11	11	10												
2021	BA Degree or higher	$8,365	$6,624	$6,259	$1,342	$5,203	$6,112	$6,815	$8,818	$8,970												
		12	13	13	13	14	23	21	21	20												
2021	Missing/unknown	$5,297	$3,694	$3,910	$4,406	$3,099	$3,837	$3,387	$4,288	$5,739												
		21	16	21	25	25	20	22	33	32												
2022	<12th grade, no high school diploma	$3,798	$1,690	$3,057	$1,920	$2,568	$3,975															
		12	17	17	15	20	20															
2022	High school diploma/equivalent	$4,675	$4,489	$4,579	$4,056	$3,097	$6,324															
		168	166	169	156	169	187															
2022	Some college	$4,677	$4,035	$4,078	$4,136	$3,909	$6,053															
		43	40	44	42	51	49															
2022	AA Degree	$5,479	$5,781	$6,387	$4,631	$5,967	$7,370															
		8	9	11	11	11	10															
2022	BA Degree or higher	$8,867	$4,514	$3,838	$4,779	$9,082	$6,161															
		24	25	19	21	24	29															
2022	Trade School	*	$1,467	$3,292	$1,935	$2,066	*															
		*	5	5	6	5	*															
2022	Missing/unknown	$2,706	$4,434	$4,889	$2,819	$3,815	$4,808															
		19	25	28	37	40	26															

** indicates censored result due to fewer than five individuals per cell*

Table 13: Median Wages and Counts of Program Non-Completers Employed by Participant Demographic

Panel One: By Gender

		Quarter Relative to Program Exit																				
Exit Year	**Gender**	**-4**	**-3**	**-2**	**-1**	**Exit**	**+1**	**+2**	**+3**	**+4**	**+5**	**+6**	**+7**	**+8**	**+9**	**+10**	**+11**	**+12**	**+13**	**+14**	**+15**	**+16**
2018	Female	$2,682	$2,088	$1,397	$976	$1,241	$2,852	$3,482	$2,374	$2,756	$3,122	$3,263	$3,868	$3,532	$1,583	$3,571	$3,127	$2,045	$4,235	$4,154	$5,072	$4,627
		21	26	24	21	24	25	23	24	23	25	26	22	24	20	18	15	17	16	18	20	18
2018	Male	$1,737	$2,478	$1,889	$1,436	$1,202	$3,113	$3,448	$3,056	$4,998	$4,698	$2,885	$2,797	$3,753	$3,394	$2,890	$3,015	$4,105	$4,434	$4,121	$4,467	$5,214
		25	31	32	29	36	39	40	42	33	34	39	31	29	30	27	28	26	29	34	30	33
2019	Female	$3,373	$3,860	$2,410	$1,439	$1,516	$2,431	$3,030	$3,723	$3,474	$3,864	$4,357	$3,394	$4,138	$4,307	$5,212	$6,133	$4,969				
		73	71	71	73	72	77	82	69	69	70	70	68	77	79	74	77	79				
2019	Male	$2,240	$2,246	$1,604	$1,657	$1,600	$2,129	$3,090	$3,051	$2,656	$3,384	$2,965	$3,633	$3,473	$3,737	$4,066	$3,970	$4,604				
		65	63	60	52	56	78	71	69	62	63	62	54	62	61	59	61	67				
2020	Female	$4,959	$4,322	$4,261	$3,296	$2,776	$4,654	$4,159	$5,090	$4,563	$5,540	$4,787	$6,012	$4,914								
		58	60	59	55	52	50	55	53	52	51	45	50	50								
2020	Male	$3,539	$2,547	$2,248	$1,172	$3,119	$3,861	$3,983	$3,583	$3,847	$4,209	$4,922	$4,195	$4,754								
		32	33	36	37	33	34	35	43	33	36	39	41	38								
2021	Female	$3,383	$3,284	$3,410	$2,568	$3,978	$2,576	$2,522	$3,975	3624												
		46	43	42	39	33	41	55	46	47												
2021	Male	$3,382	$2,450	$3,643	$3,910	$2,563	$2,486	$4,316	$5,358	5721												
		39	43	41	37	49	48	47	51	45												
2022	Female	$3,834	$3,174	$2,473	$2,679	$3,263	$4,828															
		35	34	31	32	36	26															
2022	Male	$3,301	$3,916	$2,091	$1,568	$2,148	$2,745															
		27	29	36	46	57	46															

Panel Two: By Race

		Quarter Relative to Program Exit																				
Exit Year	**Race**	**-4**	**-3**	**-2**	**-1**	**Exit**	**+1**	**+2**	**+3**	**+4**	**+5**	**+6**	**+7**	**+8**	**+9**	**+10**	**+11**	**+12**	**+13**	**+14**	**+15**	**+16**
2018	Black/African American	$2,076	$2,294	$1,687	$1,410	$1,202	$2,930	$3,289	$2,904	$3,855	$4,043	$3,181	$3,596	$3,639	$3,094	$3,032	$3,174	$2,865	$4,417	$3,798	$4,834	$4,695
		41	52	51	46	49	58	59	62	52	55	62	50	50	48	42	40	38	41	47	46	46
2019	Black/African American	$2,739	$3,119	$1,836	$1,502	$1,608	$2,429	$3,078	$3,133	$2,959	$3,645	$3,435	$3,609	$3,872	$3,927	$4,695	$4,806	$4,969				
		126	120	118	112	113	139	139	128	121	122	125	113	128	127	123	123	131				
2019	White/Caucasian	$534	$3,303	$859	$3,340	$6,026	$3,408	$4,677	$5,472	$7,210	$7,301	$6,720	$5,647	$7,275	$6,149	$8,546	$10,546	$2,991				
		7	6	5	7	5	8	7	5	5	5	5	5	5	6	5	5	7				
2020	Black/African American	$4,606	$3,912	$4,048	$3,066	$3,091	$4,331	$4,092	$4,566	$4,226	$4,598	$4,509	$4,367	$4,914								
		83	85	82	81	74	71	78	79	73	77	72	77	76								
2020	White/Caucasian	$5,327	*	$2,255	$1,482	$2,679	$3,573	$622	$4,199	$4,106	$7,332	$5,049	$4,342	$4,250								
		5	*	8	6	9	7	9	10	8	6	7	9	7								
2021	Black/African American	$3,425	$3,259	$4,099	$3,227	$3,133	$2,436	$3,342	$4,706	5146												
		74	74	71	66	71	79	88	83	82												
2021	White/Caucasian	*	*	$1,206	$2,858	$2,437	$4,877	$3,341	$4,279	*												
		*	*	5	5	6	5	7	6	*												
2022	Black/African American	$3,841	$3,215	$2,468	$2,174	$2,442	$2,975															
		54	58	58	63	73	59															

Panel Three: By Race and Gender

			Quarter Relative to Program Exit																				
Exit Year	**Race**	**Gender**	**-4**	**-3**	**-2**	**-1**	**Exit**	**+1**	**+2**	**+3**	**+4**	**+5**	**+6**	**+7**	**+8**	**+9**	**+10**	**+11**	**+12**	**+13**	**+14**	**+15**	**+16**
2018	Black/African American	Female	$2,682	$2,208	$1,397	$1,349	$1,241	$2,852	$3,482	$2,590	$2,756	$3,260	$3,253	$4,004	$3,532	$1,550	$4,442	$4,304	$2,214	$4,417	$3,927	$5,072	$4,829
			19	23	22	19	20	21	21	21	21	23	25	21	22	19	16	13	16	15	17	20	17
2018	Black/African American	Male	$1,869	$2,324	$2,026	$1,609	$1,202	$3,000	$3,224	$3,056	$4,998	$4,698	$3,110	$2,806	$3,687	$3,370	$2,717	$2,810	$3,655	$4,347	$3,608	$4,467	$4,562
			22	29	29	27	29	37	38	41	31	32	37	29	28	29	26	27	22	26	30	26	29
2019	Black/African American	Female	$3,406	$4,235	$2,410	$1,307	$1,620	$2,431	$3,030	$3,370	$3,436	$4,064	$4,385	$3,522	$4,113	$4,307	$5,212	$6,260	$5,037				
			67	63	63	66	64	69	76	65	65	66	67	64	72	73	70	71	72				
2019	Black/African American	Male	$2,002	$1,993	$1,548	$1,657	$1,608	$2,129	$3,085	$3,021	$2,681	$3,412	$2,959	$3,522	$3,219	$3,577	$3,911	$3,650	$4,841				
			59	57	55	46	49	70	63	62	55	56	57	48	56	54	52	52	59				
2020	Black/African American	Female	$4,863	$4,190	$4,249	$3,425	$2,833	$4,762	$4,152	$5,090	$4,380	$5,122	$4,787	$5,991	$4,914								
			53	56	54	51	47	45	50	47	46	47	41	45	46								
2020	Black/African American	Male	$3,539	$2,547	$2,341	$1,396	$3,119	$3,861	$4,011	$3,645	$3,847	$3,778	$4,340	$3,937	$4,754								
			30	29	28	30	27	26	28	32	27	30	31	32	30								
2021	Black/African American	Female	$3,362	$3,284	$4,151	$2,515	$4,025	$2,576	$2,270	$3,307	$3,724												
			41	37	35	34	28	37	48	39	40												
2021	Black/African American	Male	$3,537	$2,665	$3,823	$4,103	$2,617	$2,372	$4,802	$5,367	$5,629												
			33	37	36	32	43	42	40	44	42												
2022	Black/African American	Female	$3,924	$2,759	$2,779	$2,646	$2,491	$4,002															
			30	31	26	27	29	21															
2022	Black/African American	Male	$3,083	$3,916	$2,091	$1,791	$2,412	$2,745															
			24	27	32	36	44	39															

Panel Four: By Age Category at Program Enrollment

		Quarter Relative to Program Exit																				
Exit Year	**Age Category**	**-4**	**-3**	**-2**	**-1**	**Exit**	**+1**	**+2**	**+3**	**+4**	**+5**	**+6**	**+7**	**+8**	**+9**	**+10**	**+11**	**+12**	**+13**	**+14**	**+15**	**+16**
2018	16-18	* *		$4,336	$3,549	*	$3,715	$2,666	$3,704	$4,471	$5,213	$3,759	$4,320	$3,620	$3,144	$3,174	$3,127	$2,572	$3,288	$5,611	$4,996	$3,312
		* *		5	5	*	5	7	7	5	6	8	5	7	6	7	5	6	7	8	5	7
2018	19-24	$2,264	$2,311	$1,657	$780	$1,342	$2,840	$3,566	$2,590	$3,058	$3,191	$3,508	$2,537	$3,857	$3,024	$4,168	$2,672	$2,045	$4,434	$3,608	$3,761	$5,236
		25	34	33	29	33	37	32	35	32	39	35	32	29	27	21	23	21	19	22	23	20
2018	25-29	$985	$2,401	$798	$730	$806	$3,642	$4,718	$1,184	$4,708	$4,639	$1,018	$3,675	$2,203	$1,615	*	*	$3,943	$5,608	$4,279	$5,803	$4,562
		8	8	6	5	5	9	7	11	8	8	9	6	7	5	*	*	6	7	6	6	7
2018	30-44	$4,317	$2,598	$1,740	$1,860	$548	$3,932	$5,153	$5,935	$6,956	$6,502	$3,110	$2,794	$8,781	$5,835	$2,036	$4,463	$4,105	$3,202	$4,185	$7,570	$7,247
		6	8	9	9	11	11	14	11	8	8	9	7	6	7	9	8	7	8	12	12	14
2019	16-18	$1,387	$1,042	$1,265	$1,418	$1,741	$1,886	$3,497	$2,842	$3,007	$5,524	$4,329	$4,699	$2,923	$2,575	$3,114	$3,858	$4,484				
		10	9	14	15	15	20	19	16	18	16	15	12	15	14	15	17	17				
2019	19-24	$2,530	$3,428	$2,326	$1,694	$1,845	$2,694	$3,033	$2,990	$2,463	$3,220	$3,452	$2,998	$2,679	$4,016	$4,952	$4,730	$5,142				
		70	67	64	57	51	69	68	67	66	68	64	58	65	68	58	66	66				
2019	25-29	$3,752	$2,520	$2,007	$1,719	$970	$1,816	$2,442	$4,524	$3,560	$3,472	$2,000	$3,402	$5,183	$4,307	$5,251	$6,220	$4,385				
		28	27	25	20	31	33	31	24	21	20	22	23	27	29	24	24	26				
2019	30-44	$3,373	$3,173	$1,334	$1,597	$1,703	$3,393	$3,084	$3,191	$3,302	$3,604	$2,196	$4,442	$4,975	$3,625	$4,659	$4,927	$3,897				
		19	21	19	22	25	24	26	20	18	20	23	23	24	22	29	25	28				
2019	45-54	$2,371	$1,357	$1,266	$1,003	$3,696	$6,180	$7,052	$2,962	$2,151	$6,182	$4,770	$7,301	$7,525	$6,144	$1,034	*	$4,717				
		8	7	6	9	5	6	7	9	7	7	7	5	6	5	6	*	5				
2020	19-24	$4,606	$4,104	$3,084	$2,490	$2,346	$3,835	$4,159	$4,566	$3,704	$3,493	$4,237	$4,195	$4,698								
		27	31	30	31	26	25	25	25	26	30	27	29	24								
2020	25-29	$4,323	$4,031	$4,826	$3,535	$3,242	$4,859	$2,700	$3,097	$4,972	$2,345	$4,535	$4,660	$4,416								
		26	26	25	24	21	22	26	24	21	21	21	19	24								
2020	30-44	$5,092	$4,135	$3,259	$2,543	$3,504	$3,800	$4,166	$5,735	$4,133	$7,499	$6,737	$4,971	$7,961								
		26	27	31	26	25	26	26	33	28	28	26	31	30								
2020	45-54	*	*	*	$3,288	$5,070	$7,501	$8,533	$7,654	*	*	*	*	*								
		*	*	*	6	6	5	5	5	*	*	*	*	*								
2021	19-24	$2,566	$2,685	$4,004	$3,617	$4,363	$2,559	$4,399	$3,796	$4,009												
		22	24	25	23	26	29	32	31	29												
2021	25-29	$4,823	$3,384	$2,610	$1,943	$2,643	$2,943	$3,254	$5,453	$3,916												
		23	18	16	14	12	18	21	18	18												
2021	30-44	$3,447	$3,073	$4,215	$3,597	$2,617	$2,327	$3,005	$5,451	$6,053												
		29	32	34	30	33	33	42	37	36												
2022	19-24	$3,840	$3,463	$2,495	$2,285	$3,995	$4,277															
		18	18	18	22	21	16															
2022	25-29	$3,690	$5,152	$2,519	$2,499	$2,697	$3,809															
		9	9	10	11	9	8															
2022	30-44	$4,180	$3,563	$3,065	$1,877	$2,130	$3,163															
		16	19	24	30	39	28															
2022	45-54	$2,667	$3,046	$1,548	$1,736	$1,193	$3,772															
		10	8	6	10	7	6															
2022	55-64	$3,772	$7,633	$3,402	$1,606	$2,442	$2,975															
		6	5	5	7	11	9															

Panel Five: By Highest Level of Education

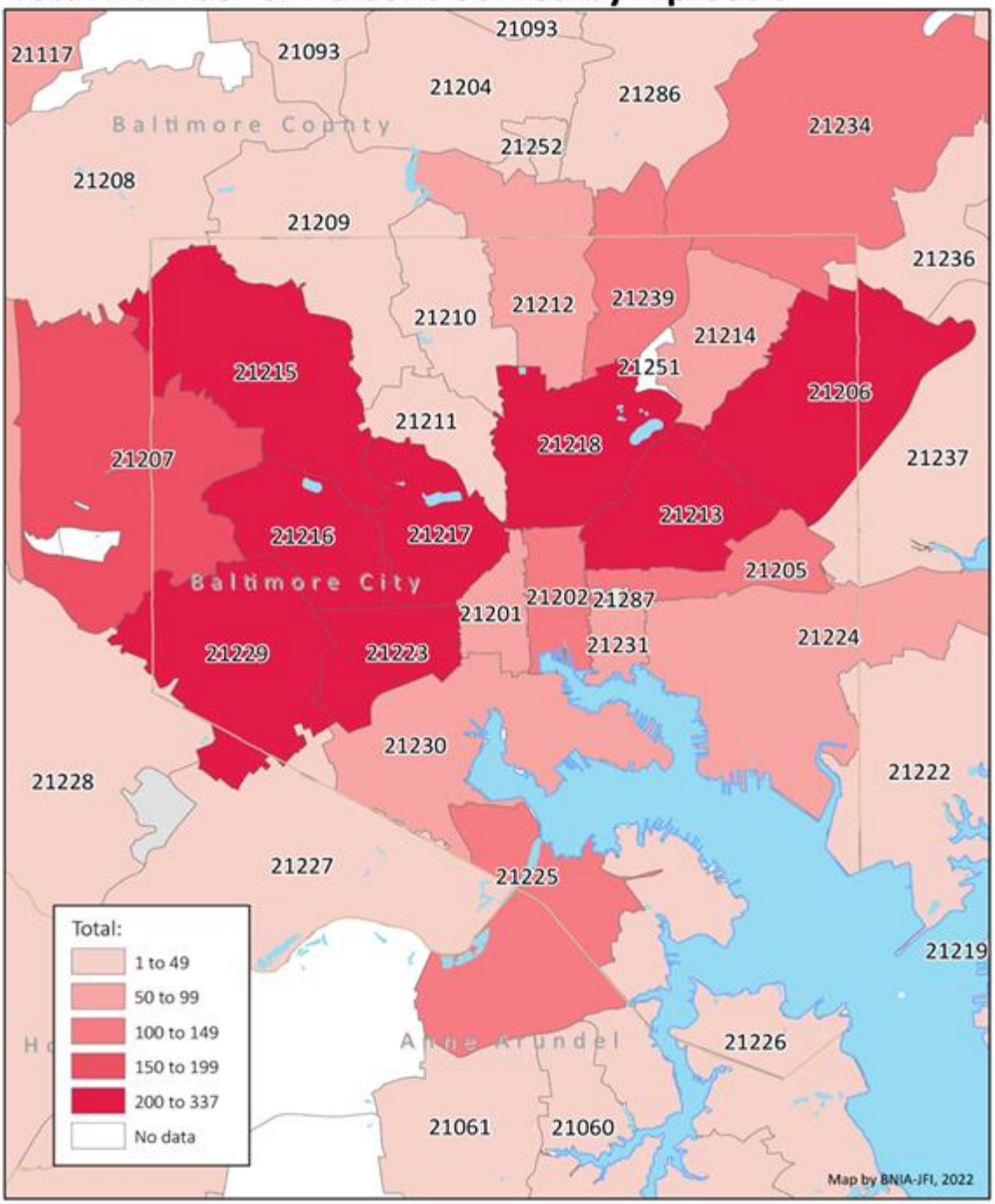
Exit Year	Highest Level of Education	Quarter Relative to Program Exit																				
		-4	**-3**	**-2**	**-1**	**Exit**	**+1**	**+2**	**+3**	**+4**	**+5**	**+6**	**+7**	**+8**	**+9**	**+10**	**+11**	**+12**	**+13**	**+14**	**+15**	**+16**
2018	<12th grade, no high school diploma	$4,080	$3,453	$3,416	$5,102	$1,258	$3,932	$5,136	$5,435	$3,308	$3,958	$5,275	$3,484	$5,470	$4,647	$3,907	$4,994	$7,049	$4,841	$4,088	$6,257	$6,437
		17	17	19	14	21	27	26	24	27	22	20	22	19	19	20	21	21	25	22	22	20
2018	High school diploma/equivalent	$2,745	$3,133	$2,540	$2,388	$1,700	$4,060	$5,458	$5,706	$6,353	$6,568	$6,294	$6,197	$6,511	$6,296	$6,806	$7,280	$6,782	$7,120	$6,770	$7,256	$7,701
		132	126	121	104	145	183	181	179	168	173	165	159	147	136	135	135	138	138	150	144	145
2018	Some college	$3,393	$3,431	$3,173	$2,161	$3,283	$3,497	$5,874	$7,117	$7,745	$8,460	$7,447	$7,418	$7,646	$8,489	$7,454	$8,127	$7,989	$8,880	$8,464	$8,754	$9,735
		56	55	58	53	63	79	67	69	69	67	69	66	67	60	63	62	65	60	58	57	57
2018	AA Degree	*	*	*	*	*	*	*	*	*	$8,129	$7,922	$6,561	$9,483	$10,582	$11,475	$9,196	*	$12,858	*	$10,989	$12,524
		*	*	*	*	*	*	*	*	*	5	5	5	5	5	5	5	*	5	*	5	5
2018	BA Degree or higher	$5,820	$2,926	$2,348	$1,902	$1,403	$5,449	$8,739	$3,936		$10,174	$11,102	$10,857	$12,174	$12,402	$14,021	$10,230	$11,077	$11,330	$14,240	$11,508	$13,328
		9	11	12	11	18	21	19	19	21	20	18	18	17	15	14	15	15	14	11	13	15
2018	Trade School	*	*	*	$3,211	*	$6,096	$6,634	*	$5,733	*	$6,946	$6,504	$6,803	$6,573	$6,425	$6,838	*	$6,571	$6,571	$7,133	$7,409
		*	*	*	5	*	5	5	*	5	*	5	6	6	6	5	5	*	6	6	5	5
2018	Missing/unknown	$6,038	$4,330	$5,406	$6,660	$3,193	$5,351	$7,079	$7,256	$7,225	$8,918	$8,157	$8,664	$7,355	$7,697	$8,441	$8,116	$7,073	$7,427	$8,140	$9,706	$10,062
		15	14	11	8	20	27	30	29	27	21	23	25	24	23	23	19	21	24	22	21	23
2019	<12th grade, no high school diploma	$3,101	$1,626	$1,557	$1,857	$1,585	$2,430	$2,668	$2,688	$3,094	$2,421	$2,276	$3,584	$2,707	$3,108	$2,519	$4,135	$4,041				
		17	17	19	18	24	37	30	24	30	25	26	22	27	31	24	27	26				
2019	High school diploma/equivalent	$3,545	$3,104	$2,880	$2,702	$2,337	$4,312	$5,608	$5,392	$5,954	$5,798	$6,184	$6,145	$6,437	$6,804	$6,245	$6,843	$6,892				
		325	330	333	320	371	452	427	414	382	378	389	386	391	369	370	381	397				
2019	Some college	$3,656	$3,788	$3,677	$3,112	$3,531	$5,704	$6,260	$7,238	$7,305	$7,430	$7,543	$8,052	$7,832	$8,366	$8,454	$9,064	$8,854				
		134	125	122	115	141	167	164	153	151	147	137	140	142	144	145	142	145				
2019	AA Degree	$3,071	$3,103	$3,086	$1,863	$3,025	$6,945	$7,519	$7,803	$7,843	$7,458	$8,341	$7,479	$7,140	$8,174	$9,673	$9,269	$10,562				
		12	13	12	13	12	17	19	18	17	19	14	15	11	11	11	12	13				
2019	BA Degree or higher	$5,918	$5,522	$5,782	$4,510	$2,508	$6,088	$6,786	$6,540	$8,925	$8,279	$6,557	$7,318	$5,946	$8,090	$8,370	$9,683	$9,155				
		29	27	27	23	29	39	38	40	35	34	31	25	33	36	35	36	33				
2019	Trade School	*	*	*	*	*	$3,995	*	*	*	$1,723	$3,723	*	* *	*	*	*						
		*	*	*	*	*	6	*	*	*	5	5	*	* *	*	*	*						
2019	Missing/unknown	$4,506	$5,175	$4,920	$4,813	$1,984	$4,987	$5,773	$6,535	$5,683	$5,700	$4,833	$6,160	$6,968	$5,987	$5,794	$7,065	$5,612				
		17	16	18	19	18	19	21	12	14	16	14	14	13	14	15	13	16				

Panel Five: By Highest Level of Education (Continued)

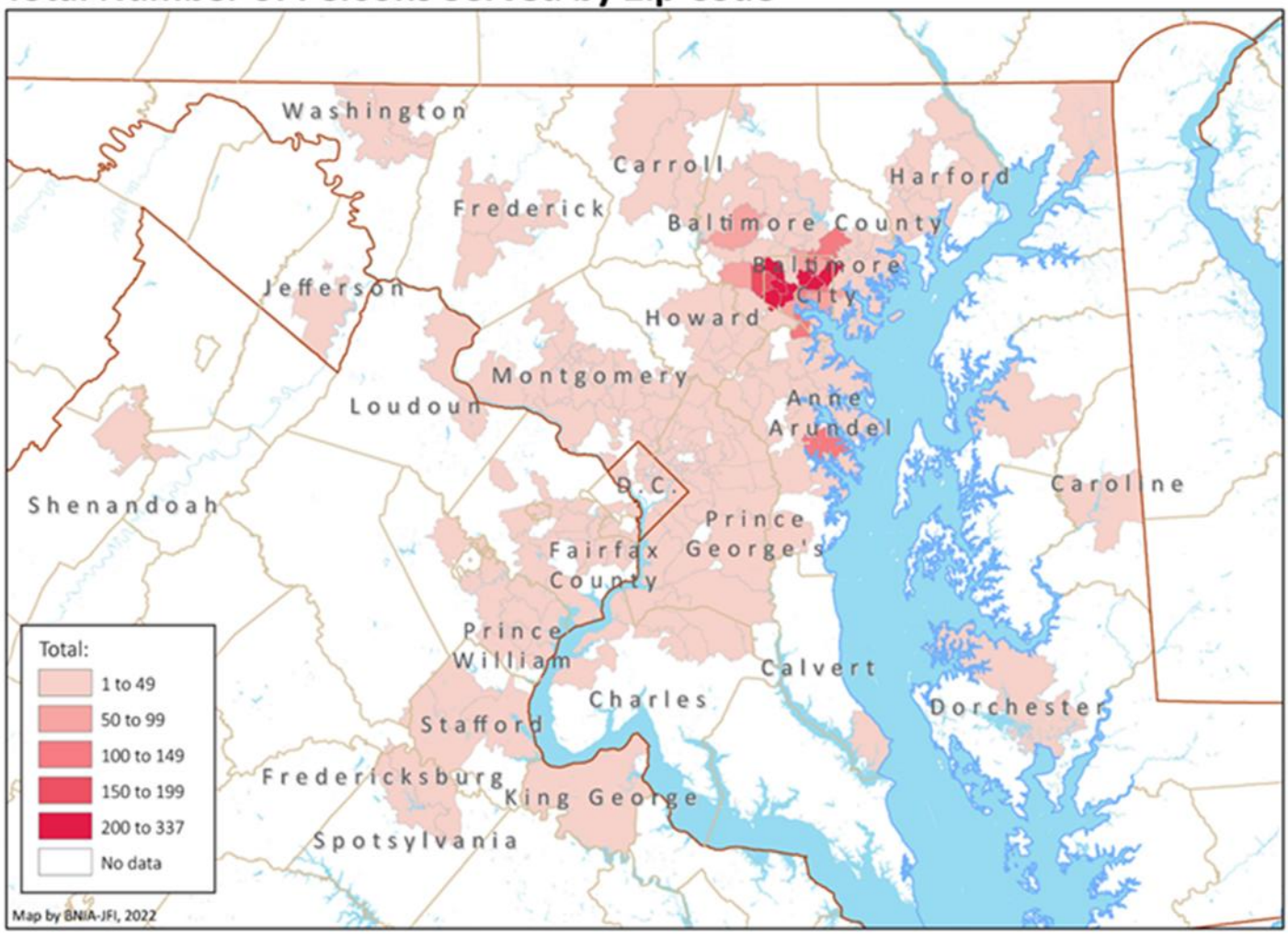
Exit Year	Highest Level of Education	Quarter Relative to Program Exit																			
		-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12	+13	+14	+15	+16
2020	<12th grade, no high school diploma	$3,938	$3,637	$3,068	$2,516	$1,643	$4,777	$4,548	$4,100	$3,579	$7,111	$4,998	$5,987	$6,188								
		25	24	24	21	21	22	23	26	25	24	26	24	29								
2020	High school diploma/equivalent	$4,009	$4,158	$3,560	$2,995	$3,166	$4,950	$5,669	$5,542	$5,827	$6,351	$6,138	$6,836	$6,749								
		245	229	214	209	236	258	259	261	258	239	246	250	260								
2020	Some college	$4,451	$4,018	$3,973	$4,233	$4,233	$6,247	$6,640	$6,565	$7,416	$7,202	$8,279	$8,151	$7,294								
		101	98	93	93	106	108	110	108	110	110	106	102	115								
2020	AA Degree	$5,119	$4,452	$4,772	$5,626	$3,733	$4,589	$6,568	$6,800	$6,718	$9,765	$10,822	$10,473	$8,423								
		11	12	9	9	11	12	11	13	13	12	11	11	13								
2020	BA Degree or higher	$5,876	$6,956	$6,882	$5,899	$5,439	$8,126	$7,860	$6,637	$7,755	$8,123	$9,094	$7,765	$7,753								
		37	36	40	41	38	43	41	46	43	46	45	47	46								
2020	Trade School	*	$1,371	*	$4,950	$2,524	$6,599	$6,944	$4,210	$6,340	$5,920	$10,217	*	*								
		*	6	*	5	6	6	6	6	5	5	5	*	*								
2020	Missing/unknown	$4,248	$4,195	$3,716	$2,410	$3,422	$3,467	$5,113	$5,744	$5,371	$4,749	$3,830	$5,002	$3,456								
		30	28	29	33	31	25	24	23	28	26	25	25	28								
2021	<12th grade, no high school diploma	$5,462	$3,633	$2,151	$2,436	$4,064	$7,082	$6,182	$5,422	$7,186												
		7	7	9	5	11	15	14	13	14												
2021	High school diploma/equivalent	$4,031	$4,284	$4,245	$4,051	$3,118	$5,811	$5,914	$6,608	$6,292												
		129	123	113	119	153	159	175	173	181												
2021	Some college	$4,915	$4,667	$4,430	$4,884	$4,645	$5,766	$6,349	$7,285	$7,504												
		51	53	47	55	57	62	57	59	57												
2021	AA Degree	$7,178	$7,786	$6,006	$2,456	*	$5,022	$10,272	$11,042	$12,704												
		10	8	8	5	*	7	11	11	10												
2021	BA Degree or higher	$8,365	$6,624	$6,259	$1,342	$5,203	$6,112	$6,815	$8,818	$8,970												
		12	13	13	13	14	23	21	21	20												
2021	Missing/unknown	$5,297	$3,694	$3,910	$4,406	$3,099	$3,837	$3,387	$4,288	$5,739												
		21	16	21	25	25	20	22	33	32												
2022	<12th grade, no high school diploma	$3,798	$1,690	$3,057	$1,920	$2,568	$3,975															
		12	17	17	15	20	20															
2022	High school diploma/equivalent	$4,675	$4,489	$4,579	$4,056	$3,097	$6,324															
		168	166	169	156	169	187															
2022	Some college	$4,677	$4,035	$4,078	$4,136	$3,909	$6,053															
		43	40	44	42	51	49															
2022	AA Degree	$5,479	$5,781	$6,387	$4,631	$5,967	$7,370															
		8	9	11	11	11	10															
2022	BA Degree or higher	$8,867	$4,514	$3,838	$4,779	$9,082	$6,161															
		24	25	19	21	24	29															
2022	Trade School	*	$1,467	$3,292	$1,935	$2,066	*															
		*	5	5	6	5	*															
2022	Missing/unknown	$2,706	$4,434	$4,889	$2,819	$3,815	$4,808															
		19	25	28	37	40	26															

** indicates censored result due to fewer than five individuals per cell*

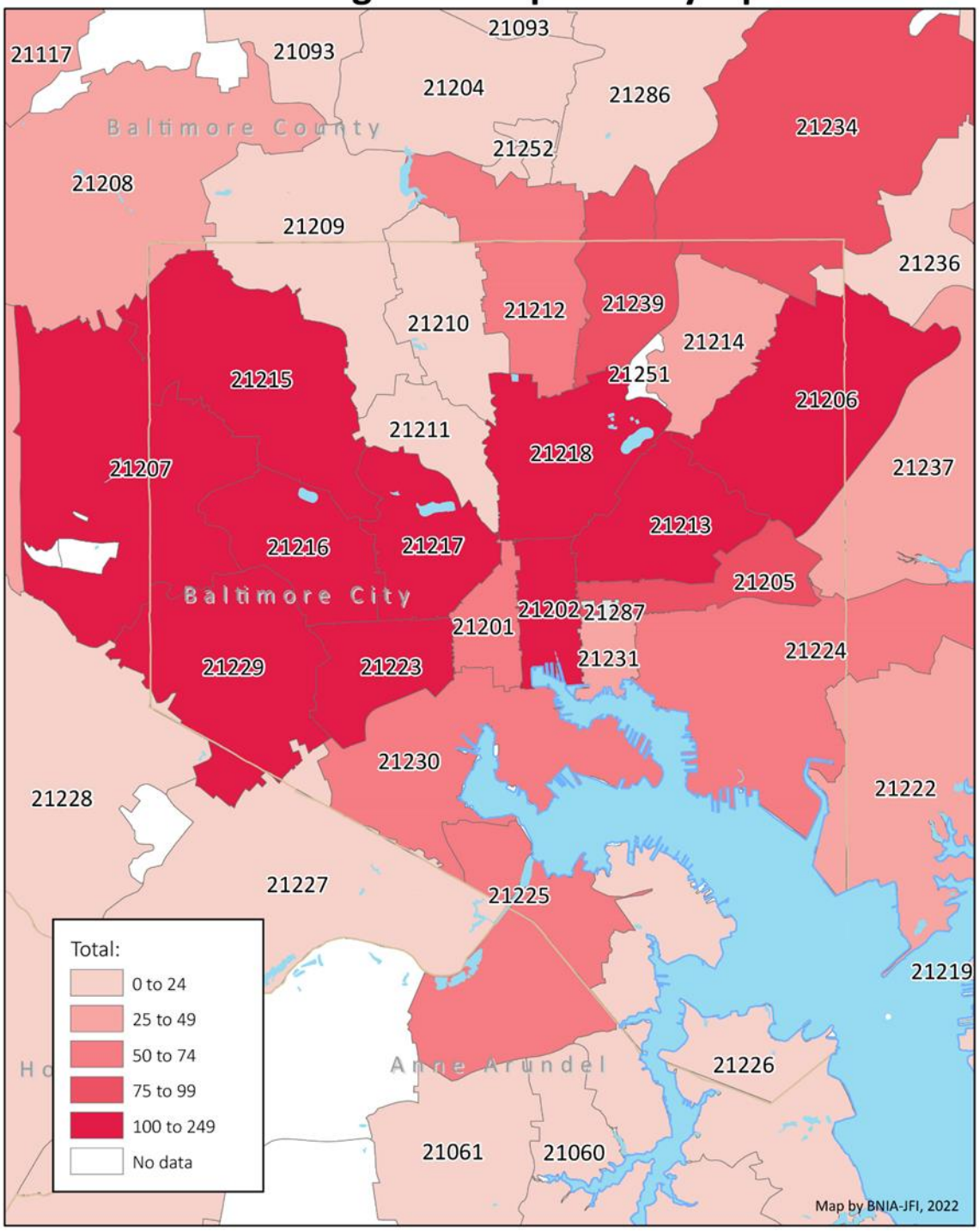
Total Number of Persons Served by Zip Code



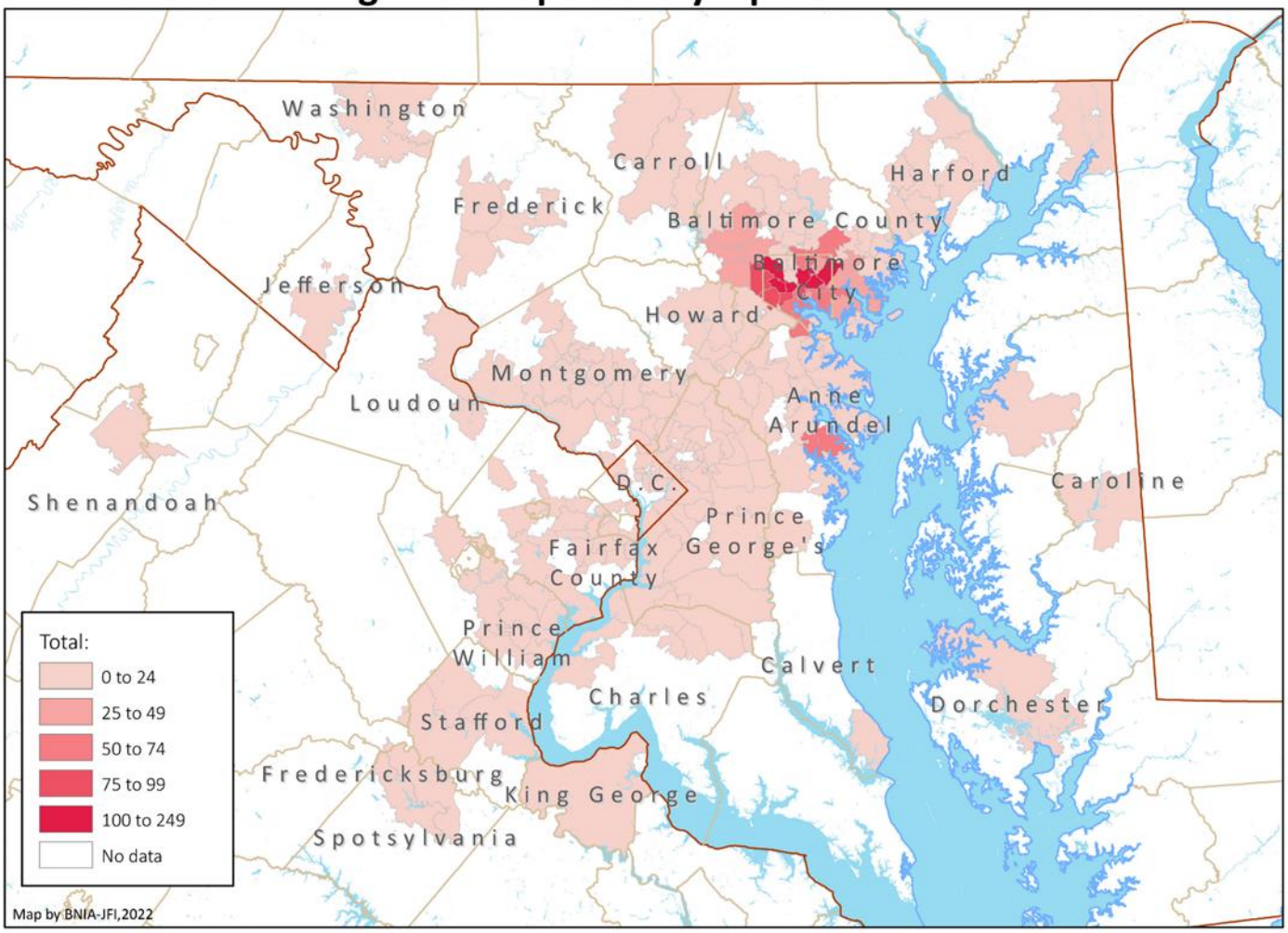
Total Number of Persons Served by Zip Code



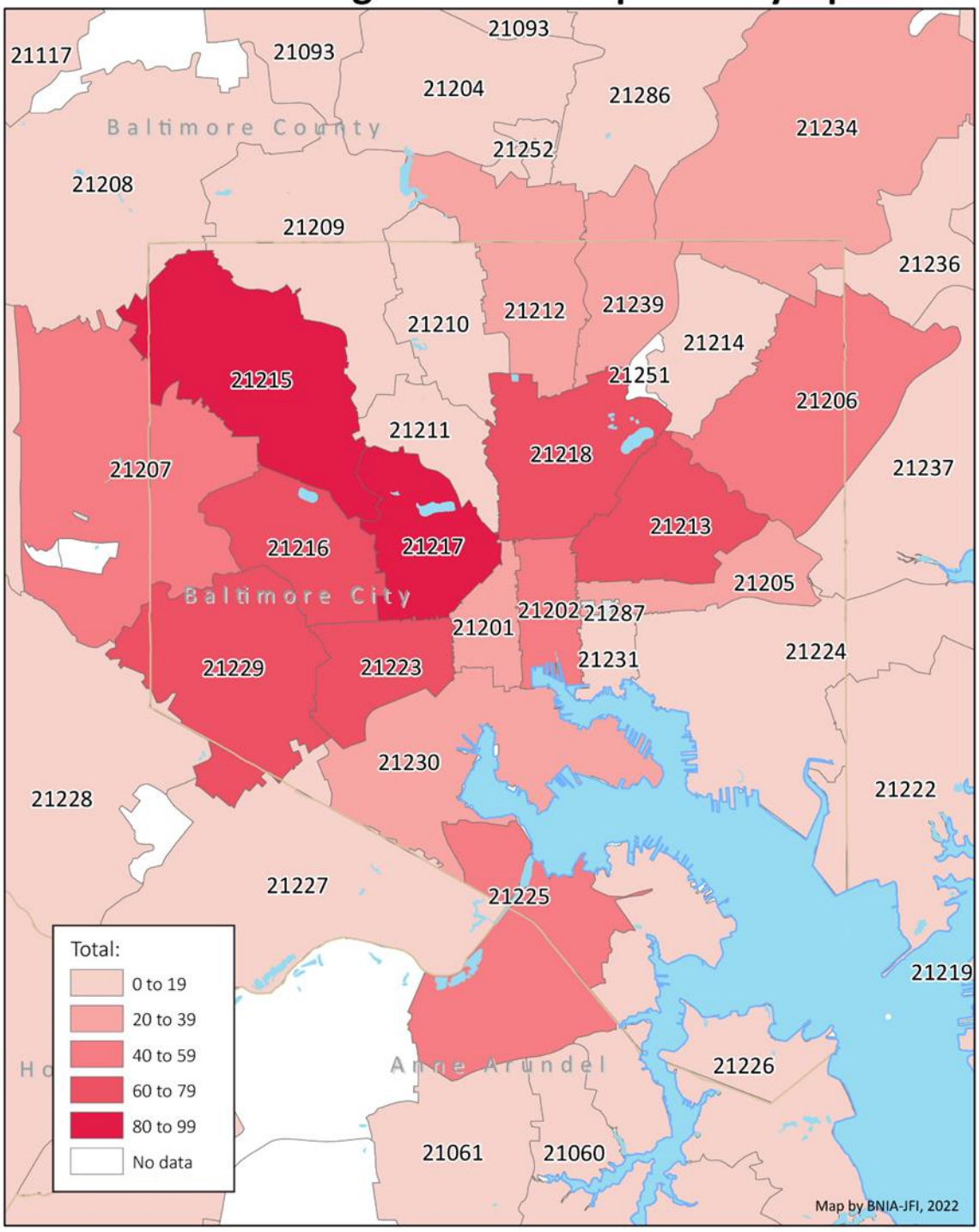
Total Number of Program Completers by Zip Code



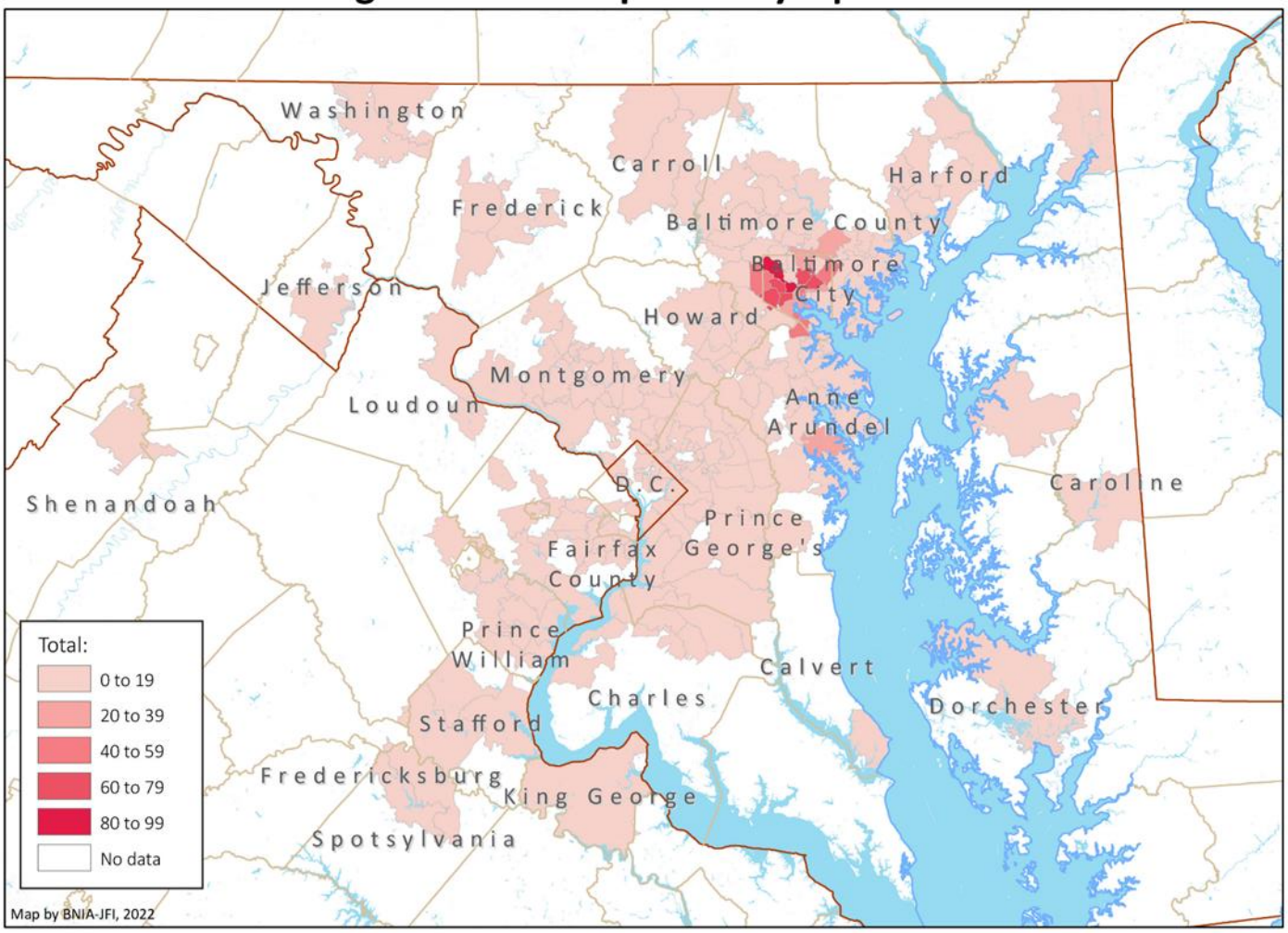
Total Number of Program Completers by Zip Code



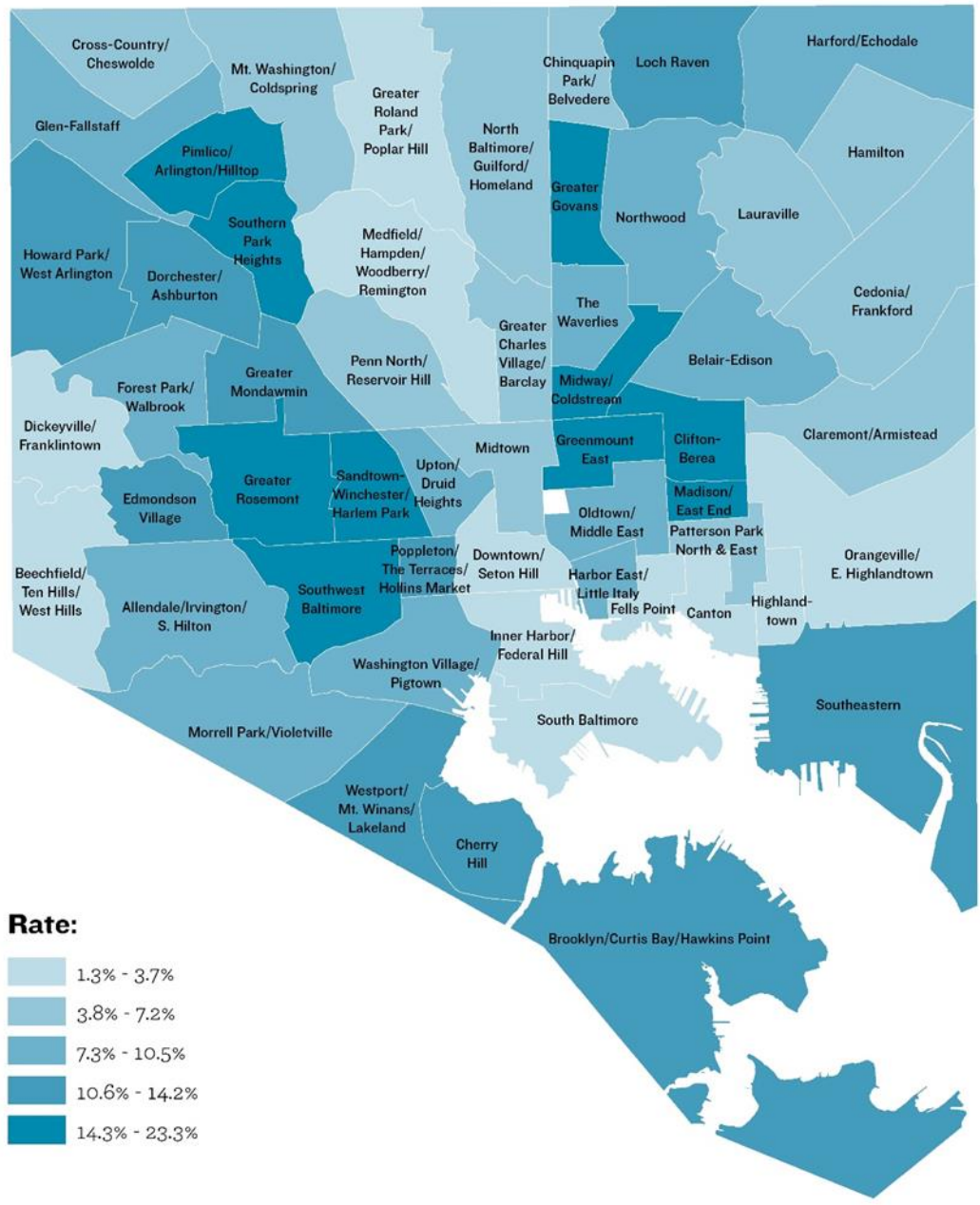
Total Number of Program Non-Completers by Zip Code



Total Number of Program Non-Completers by Zip Code



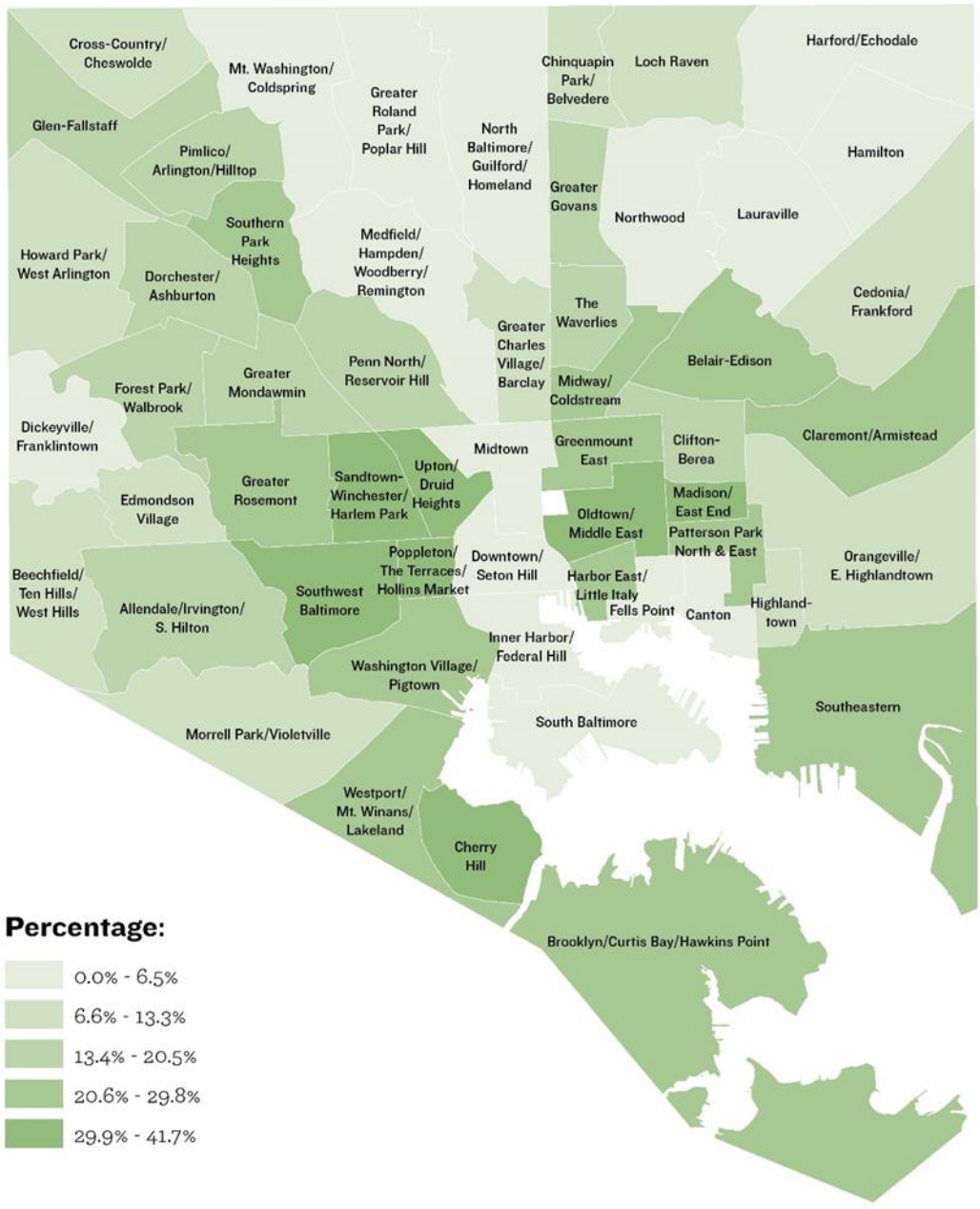
Unemployment Rate, 2015-2019



Map created by BNIA-JFI, 2021

Source: American Community Survey

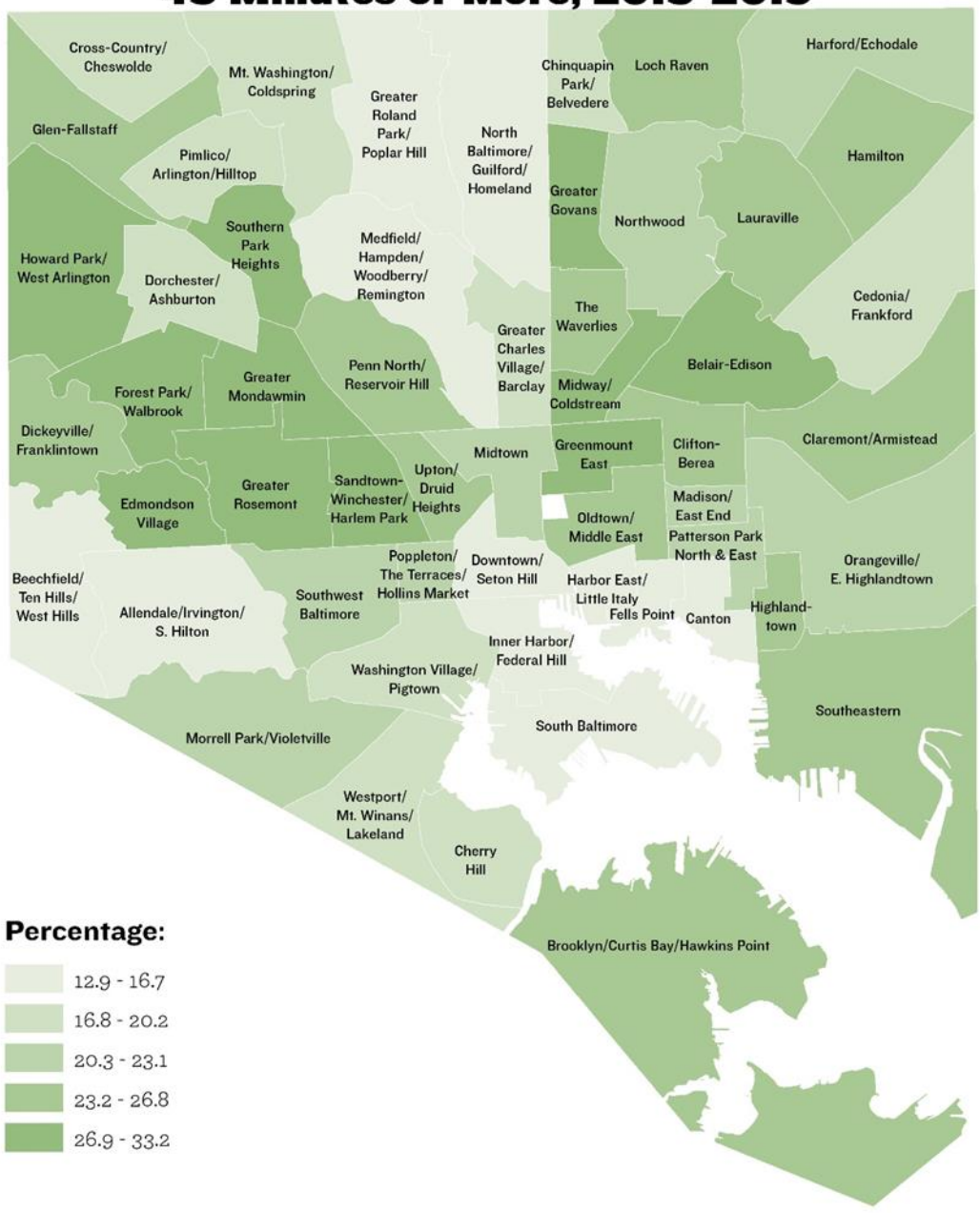
Percent of Family Households Living Below the Poverty Line, 2015-2019



Map created by BNIA-JFI, 2021

Source: American Community Survey

Percent of Employed Population with a Travel Time to Work of 45 Minutes or More, 2015-2019



Map created by BNIA-JFI, 2021

Source: American Community Survey