

FIRST PLANNING DISTRICT CONSORTIUM

WORKFORCE DEVELOPMENT BOARD

May 4, 2021

Notice is hereby given that there will be an Executive Committee meeting of the First Planning District Workforce Development Board on Wednesday, May 12th, 2021 at 8:30 a.m. at the Northshore Pastoral Center, 4465 North Causeway Blvd., Covington, LA.

AGENDA

1. Review and discussion of Financial Reports through March 2021
 - a. Expenditure Report
 - b. Fund Utilization Report
 - c. Monthly Employee Count and Wage Data
2. Review and approval of Budget modification for recommendation to full Board
3. Review and approval of updated salary schedule (adding Director of Planning and Operations position)
4. Review and approval of One-Stop Operator Contractor for recommendation to full Board
5. Review and discussion of LWC's Areas of Deficiencies of Regional/Local Plan
6. Updates and discussion on current initiatives
7. Other Business

Alan Thriffiley

Alan Thriffiley, Chairman

Serving Plaquemines, St. Bernard & St. Tammany Parishes

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FPD WDB EXPENDITURES TO BUDGET REPORT

Through MARCH 31, 2021

Budget Line Items	ANNUAL BUDGET July 2020 – June 2021	EXPENDITURES THROUGH 3/31/2021	% EXP	BALANCE OF FUNDS	CURRENT OBLIGATIONS	BALANCE INCLUDING OBLIGATIONS	% w/ OBS	RESERVE FOR FUTURE YEAR 7/21 – 6/22
Tri-Parish Centers - Program								
Staff Salaries/Fringe	849,201	571,794	67.33%	277,407	0	277,407	67.33%	231,000
Operating Costs	264,359	135,160	51.13%	129,199	68,456	60,743	77.02%	42,100
Training & Support for Clients								
Plaquemines	201,306	27,876	13.85%	173,430	16,430	157,000	22.01%	89,000
St. Bernard	416,837	87,841	21.07%	328,996	62,903	266,093	36.16%	165,000
St. Tammany	912,821	806,022	88.30%	106,799	207,310	-100,511	111.01%	216,755
St. Tammany Corp CEA	15,000	11,250	75.00%	3,750	3,750	0	100.00%	1,250
Other Misc. Program Inc.	5,150	5,150	100.00%	0				
Training/Support Subtotal	1,551,114	938,139	60.48%	612,975	290,393	322,582	79.20%	472,005
Dislocated Worker Disaster Grant – Temporary Jobs								
Plaquemines	100,044	0	0	100,044	0	100,044	0.00%	0
St. Bernard	873,937	160,742	18.39%	713,195	0	713,195	18.39%	0
St. Tammany	855,705	91,948	10.75%					
DWG Temp Jobs Subtotal	1,829,686	252,690	13.81%	1,576,996	0	1,576,996	13.81%	0
Program Total	4,494,360	1,897,783	42.23%	2,596,577	358,849	2,237,728	50%	745,105
Administration Office								
Staff Salaries/Fringe	273,079	177,331	64.94%	95,748	0	95,748		262,879
Operating Costs	40,255	18,305	45.47%	21,950	0	21,950		38,099
Admin Total	313,334	195,636	62.44%	117,698	0	117,698	62.44%	300,978
GRAND TOTALS								
	4,807,694	2,093,419	43.54%	2,714,275	358,849	2,355,426	51.01%	1,046,083

FIRST PLANNING DISTRICT WORKFORCE DEVELOPMENT BOARD
FUND UTILIZATION REPORT

Month ending MAR 31, 2021

	Admin	Program	Total Allocation	Expended thru 3-31-21	Balance	Percent Expended	Obligations	Percent w/Oblig	At-Risk of Recapture by 6/30/21
Adult									
*PY19 expires 6/21	10,198.00	91,791.00	101,989.00	101,989.00	0.00	100%			0
**FY 20 expires 6/21	54,371.00	489,342.00	543,713.00	540,554.00	3,159.00	99%	3,159.00	100%	0
***PY20 expires 6/22	11,556.00	104,003.00	115,559.00	104,003.00	11,556.00	90%	0.00	90%	
****FY21 expires 6/22	57,664.00	518,979.00	576,643.00	5,070.00	571,573.00	1%	127,036.00	23%	
	133,789.00	1,204,115.00	1,337,904.00	751,616.00	586,288.00	56%			
Youth									
*PY19 expires 6/21	61,253.00	551,281.00	612,534.00	552,552.00	59,982.00	90%	59,982.00	100%	0
***PY20 expires 6/22	66,805.00	601,241.00	668,046.00	0.00	668,046.00	0%	103,465.00	15%	
	128,058.00	1,152,522.00	1,280,580.00	552,552.00	728,028.00	43%			
Disl Wk									
*PY19 expires 6/21	15,923.00	143,310.00	159,233.00	159,233.00	0.00	100%		100%	0
**FY20 expires 6/21	67,502.00	607,522.00	675,024.00	671,029.00	3,995.00	99%	3,995.00	100%	0
***PY20 expires 6/22	16,130.00	145,172.00	161,302.00	139,767.00	21,535.00	87%	5,405.00	90%	
****FY21 expires 6/22	64,557.00	581,010.00	645,567.00	0.00	645,567.00	0%	124,888.00	19%	
	164,112.00	1,477,014.00	1,641,126.00	970,029.00	671,097.00	59%			
*****DWG expires 3/22	203,298.00	1,829,686.00	2,032,984.00	264,294.00	1,768,690.00	13%		13%	
Grand Total	629,257.00	5,663,337.00	6,292,594.00	2,538,491.00	3,754,103.00		427,930.00		0.00

*PY19 - Program Year 2019 - Funds available July 1, 2019, expires on June 30, 2021

**FY20 - Fiscal Year 2020 - Funds available October 1, 2019, expires on June 30, 2021

***PY20 - Program Year 2020 - Funds available July 1, 2020, expires on June 30, 2022

****FY 21 - Fiscal Year 2021 - Funds available October 1, 2020, expires on June 30, 2022

***** DWG - Dislocated Worker Emergency Grant - Funds available July 1, 2020, expires on March 31, 2022

WIB # 10
Monthly Employee count / cost all locations

	Monthly Budget		Jul-20		Aug-20		Sep-20		Oct-20		Nov-20		Dec-20		Jan-21		Feb-21		Mar-21		Apr-21		May-21		Jun-21	
Employees	#	Gross	#	Gross	#	Gross	#	Gross	#	Gross	#	Gross	#	Gross	#	Gross	#	Gross	#	Gross	#	Gross	#	Gross	#	Gross
Administration																										
Fulltime	3	\$16,570.56	3	15,696.56	3	15,996.56	3	16,283.56	3	16,618.56	3	16,570.56	3	16,570.56	3	16,570.56	3	16,570.56	3	16,570.56						
Part time	2		2	2,594.24	2	1,390.00	1	1,176.13	1	1,122.67	1	948.92	2	1,750.88	2	1,570.45	1	1,069.21	1	1,109.30	2	1,595.25				
NET	5	\$16,570.56	5	18,290.80	5	17,386.56	4	17,459.69	4	17,741.23	4	17,519.48	5	18,321.44	5	18,141.01	4	17,639.77	4	17,679.86	5	18,165.81				
St Tammany																										
Fulltime	10	\$32,139.42	11	30,449.96	10	33,483.28	11	36,122.80	11	34,542.12	10	33,516.60	10	33,516.60	10	32,493.83	10	32,516.58	11	36,183.24	11	35,978.71				
Part time	5		4	5,054.00	3	2,733.00	1	1,086.75	2	5,433.32	2	1,344.00	1	896.00	0	0.00	1	438.00	2	896.00	2	1,222.00				
State *	5		5		5		5		5		5		5		5		5		5		5					
Partner Reimburse																										
NET	20	\$32,139.42	20	35,503.96	18	36,216.28	17	37,209.55	18	39,975.44	17	34,860.60	16	34,412.60	15	32,493.83	16	32,954.58	18	37,079.24	18	37,200.71				
St Bernard																										
Fulltime	4	\$12,016.64	4	9,066.66	4	10,861.42	4	12,016.64	4	12,016.64	4	12,016.64	4	12,016.64	4	12,016.64	4	11,799.98	4	12,234.36	3	8,966.66				
Part time	0		0																							
State *	0		0		0		0		0		0		0		0		0		0		0					
NET	4	\$12,016.64	4	9,066.66	4	10,861.42	4	12,016.64	4	12,016.64	4	12,016.64	4	12,016.64	4	12,016.64	4	11,799.98	4	12,234.36	3	8,966.66				
Plaquemines																										
Fulltime	1	\$2,716.66	1	2,500.00	1	2,716.66	1	2,716.66	1	2,716.66	1	2,716.66	1	2,716.66	1	2,716.66	1	2,716.66	1	2,716.66	1	2,716.66				
Partime	0		0		0		0		0		0		0		0		0		0		0					
State *	0		0																							
NET	1	\$2,716.66	1	2,500.00	1	2,716.66	1	2,716.66	1	2,716.66	1	2,716.66	1	2,716.66	1	2,716.66	1	2,716.66	1	2,716.66	1	2,716.66				
Totals																										
Fulltime	18	\$63,443.28		57,713.18		63,057.92		67,139.66		65,893.98		64,820.46		64,820.46		63,797.69		63,603.78		67,704.82		64,232.59				
Partime	7			7,648.24		4,123.00		2,262.88		6,555.99		2,292.92		2,646.88		1,570.45		1,507.21		2,005.30		2,817.25				
State *	5		5		5		5		5		5		5		5		5		5		5					
Partner Reimbursement																										
NET	30	\$63,443.28	30	65,361.42	28	67,180.92	26	69,402.54	27	72,449.97	26	67,113.38	26	67,467.34	25	65,368.14	25	65,110.99	27	69,710.12	27	67,049.84	0		0	0.00

* State employee not included in WIB budget. Administrative control by State

TWO-YEAR BUDGET
JULY 1, 2020 THROUGH JUNE 30, 2022

REVISION #2

26-May-21

Total Funds available through June 2022

	PROGRAM	ADMINISTRATIVE	TOTAL
Total Carryover Funds	\$ 1,437,974	\$ 194,302	\$ 1,632,276
New Allocation 2020/22	\$ 1,950,405	\$ 216,712	\$ 2,167,117
St. Tammany Corp CEA	\$ 15,000	\$ -	\$ 15,000
Other Misc. Program Income	\$ 5,150		\$ 5,150
Disaster Dislocated Worker Grant	\$ 1,829,686	\$ 203,298	\$ 2,032,984
GRAND TOTAL	\$ 5,238,215	\$ 614,312	\$ 5,852,527

LINE ITEMS	ANNUAL BUDGET		CHANGE		RESERVE		CHANGE		ALL YEARS GRAND TOTALS
	July 1, 2020 – June 30, 2021				July 1, 2021 – June 30, 2022				
	PROGRAM	ADMIN	PROGRAM	ADMIN	PROGRAM	ADMIN	PROGRAM	ADMIN	
Staff Salaries/Fringe Benefits	\$849,201	\$273,079			\$231,000	\$262,879			\$1,616,159
System Operator	107,790				20,000				\$127,790
Travel/Mileage	1,176	800				800			\$2,776
Conference/Meetings	1,349	2,500		-1,463		2,500			\$4,886
Unemployment Insurance	5,000								\$5,000
Accounting Services	0	5,050				5,050			\$10,100
Supplies	9,400	3,300			2,400	3,300			\$18,400
Furniture/Equipment	9,000	7,000	5,343			3,000			\$24,343
Rent	15,000	4,800	1,999		4,000	6,000			\$31,799
Repairs/Maintenance	3,850	1,500		654		1,500			\$7,504
Telephone/Internet	9,670	4,780	1,420		2,500	5,424			\$23,794
Insurance (GL/Cobra/Surety Bond)	1,000	675		200	1,000	675			\$3,550
Licensing Fees/Assessments	2,539	700				700			\$3,939
Postage	274	800		502		800			\$2,376
Advertisement	561	1,500		107		1,500			\$3,668
Outreach	80,000	200	(10,557)		10,000	200			\$79,843
Professional Development – Staff	2,850	500	1,795			500			\$5,645
Professional Dues	6,000	2,500				2,500			\$11,000
Auto (Gas/Maint/Insurance)	8,900	3,650			2,200	3,650			\$18,400
Training & Support - Participants	1,530,964				470,755				\$2,001,719
St. Tammany Corp CEA	13,750				1250				\$15,000
Misc. Program Income	5,150								\$5,150
Disaster Temporary Jobs	1,829,686								\$1,829,686
SUBTOTAL	\$4,493,110	\$313,334	\$0	\$0	\$745,105	\$300,978	\$0	\$0	\$5,852,527

Submitted By:

Melissa Kirsch, WDB Executive Director

Approved by the Workforce Development Board on _____

Alan Thriffiley, Chairman

**FIRST PLANNING DISTRICT
SALARY SCHEDULE**

POSITION		SALARY
Workforce Board Executive Director	\$65,000 - \$75,000	\$75,000
Director of Planning & Operations	\$60,000 - \$70,000	\$67,500
Fiscal Manager	\$54,000 - \$64,000	\$63,000
Program Liaison	\$45,000 - \$60,000	\$59,000
Center Services Coordinator (Comprehensive Center)	\$45,000 - \$55,000	\$48,000
Center Services Coordinator (Satellite Center)	\$40,000 - \$50,000	\$42,000
Director of Business Services	\$52,000 - \$64,000	\$63,000
Business Services Representative (BSR)	\$42,000 - \$52,000	\$45,600
Career Specialist 2	\$34,000 - \$44,000	
1. St. Tammany - Youth Lead		\$38,600
2. St. Tammany		\$35,000
3. St. Tammany		\$36,100
4. St. Tammany		\$34,600
5. St. Tammany		\$34,100
6. St. Bernard		\$35,000
Career Specialist 1	\$32,000 - \$42,000	
1. St. Tammany		\$33,600
2. St. Tammany Youth		\$32,600
3. St. Bernard		\$33,600
4. Plaquemines		\$32,600
Career Specialist – Part-Time	\$15 – \$20 an hour	\$13.50 an hour
Receptionist (part-time)	\$12 - \$16 an hour	\$13 an hour
Monitor – Part-Time	\$22 - \$27 an hour	\$26.73 an hour
DWG Project Coordinator (Temporary) x 2		\$34,000

ONE-STOP OPERATOR PROCUREMENT 2021
Proposal
Scoring Summary

Proposer Name	Reviewers	Score	Average Score
Higher Minds of Education Felicia Young, M.Ed. Owner/Director	Charlene Bonck, LRS	46	64.25
	Steve Price, Exec Com member	76	
	Jeanne Marino, STPG	76	
	Jennifer Barnett, Center Operator		
	Melissa Kirsch, WDB Exec Dir	59	
Project NOW David Remick, President	Charlene Bonck	70	88.5
	Steve Price	93	
	Jeanne Marino	100	
	Jennifer Barnett		
	Melissa Kirsch	91	
Castles of Dreams, LLC Bryan Moore President/CEO	Charlene Bonck	91	99.75
	Steve Price	102	
	Jeanne Marino	105	
	Jennifer Barnett		
	Melissa Kirsch	101	

Melissa Kirsch, Executive Director



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John Bel Edwards, Governor
Ava Dejoie, Secretary

**Office of Workforce Development
Assistant Secretary**

April 27, 2021

First Planning District Consortium
Melissa Kirsch, LWDB 10 Director
317 North Jefferson Ave., Room 213
Covington, LA 70433

Re: Regional and/or Local Plan Review

Dear Ms. Kirsch:

The Louisiana Workforce Commission, Office of Workforce Development has completed its review of your most recent local plan. Consistent with the requirements of 20 CFR §§ 679.520 and 679.570, the Governor must review all completed plans. Such plans will be considered approved 90 days after receipt of the plan unless the Governor determines in writing that:

- (a) There are deficiencies in workforce investment activities that have been identified through audits and the local area has not made acceptable progress in implementing plans to address deficiencies; or
- (b) The plan does not comply with applicable provisions of WIOA and the WIOA regulations, including the required consultations and public comment provisions, and the nondiscrimination requirements of 29 CFR part 38.
- (c) The plan does not align with the State Plan, including with regard to the alignment of the core programs to support the strategy identified in the State Plan in accordance with WIOA sec. 102(b)(1)(E) and §676.105 of this chapter.

Your local plan is not approved. Pursuant to the above requirements, your plan either: (1) contains deficiencies, (2) does not comply with applicable provisions or WIOA or WIOA regulations, or (3) does not align with the Louisiana State Plan, as further shown in the attached document that outlines the required element(s) that need to be added to your plan with approval from your board. The updated plan must be submitted to the Louisiana Workforce Commission, Office of Workforce Development no later than July 1, 2021. Technical Assistance is available upon request. This will be considered a deficiency until remedied.

If you have any questions or need any additional information, please feel free to contact Quanda Charles at (225) 342-2936 or via email at gcharles@lwc.la.gov.

Sincerely,


Tavares A. Walker, Esq.
Assistant Secretary
Louisiana Workforce Commission

cc: Sonya Williams, Deputy Assistant Secretary
Andrea Morrison, Deputy Assistant Secretary

PLAN SUMMARY REVIEW: REGION 1 - LWDA 10

REGIONAL AND LOCAL PLANNING GUIDE: 2020 - 2024		
Observation: For the most part, LWDA 10 followed the Regional/Local Plan guidance that was issued to them by LWC.		
CHAPTER 1: ECONOMIC & WORKFORCE ANALYSIS – REGIONAL COMPONENT		
Page	Section	Comment
		No Issues.
CHAPTER 2: STRATEGIES FOR SERVICE INTERGRATION – REGIONAL COMPONENT		
Page	Section	Comment
43	A1	The Plan strengths and weakness listed does not appear to align with workforce development activities in the region.
41-43	B1	Does not provide regional organizations who currently provide or could provide supportive services.
CHAPTER 3: VISION, GOALS, & IMPLEMENTATION STRATEGIES – REGIONAL COMPONENT		
Page	Section	Comment
		No Issues
CHAPTER 4: OPERATING SYSTEMS & POLICIES – LOCAL COMPONENT		
Page	Section	Comment
		No Issues
CHAPTER 5: PERFORMANCE GOALS & EVALUATION – LOCAL COMPONENT		
Page	Section	Comment
		No Issues
CHAPTER 6: TECHNICAL REQUIREMENTS & ASSURANCES – LOCAL COMPONENT		
Page	Section	Comment
35	B	Local Plan addressed how local service providers will carry out the requirements for integration and access to services available in the local one stop system but cooperative agreements are not applicable.
36	C	Regional & Local Plan modification procedures were not addressed.

[Signature]
 Assistant Secretary
 Louisiana Workforce Commission

Deputy Assistant Secretary
 Louisiana Workforce Commission

Third Quarter Performance (Jan - Mar 2021)

WIOA INDICATORS	90% of Goal	State of La. Negotiated Level	Tri-Parish	Jefferson	Orleans	River Parishes	Tangipahoa	Baton Rouge	Lafourche	Lafayette	Calcasieu	Lasalle	Rapides	around Shreveport	Shreveport	Ouachita	83	State
# of parishes in local area			3	1	1	3	10	1	3	8	6	6	1	9	1	1	10	
ADULT																		
Number Served (Participants)			223	163	557	20	307	394	102	664	151	149	78	211	59	117	166	3,312
Number Exited (Participants)			230	256	860	25	268	383	78	333	167	64	35	155	45	55	120	2,992
Employment Rate 2nd Qtr After Exit	60.3%	67.0%	68.1%	49.4%	47.9%	74.1%	68.4%	57.8%	83.2%	70.6%	57.3%	92.0%	91.9%	75.7%	76.8%	86.5%	70.9%	62.1%
Employment Rate 4th Qtr After Exit	60.3%	67.0%	69.0%	52.7%	56.1%	68.1%	75.0%	78.8%	79.2%	68.1%	69.6%	83.7%	88.6%	74.9%	73.8%	79.0%	77.1%	66.5%
Median Earnings 2nd Qtr After Exit	\$5,400	\$6,000	\$6,276	\$4,144	\$4,295	\$6,581	\$13,695	\$5,508	\$6,640	\$5,980	\$5,338	\$6,685	\$13,166	\$6,108	\$7,021	\$5,994	\$5,525	\$5,860
Credential Attainment	57.9%	64.3%	89.2%	79.7%	64.1%	80.0%	91.8%	77.6%	83.5%	58.7%	80.6%	81.5%	81.8%	78.5%	78.0%	81.0%	76.5%	75.1%
Measurable Skill Gains	48.6%	54.0%	81.6%	58.3%	50.9%	77.8%	85.4%	74.3%	73.7%	32.1%	47.0%	69.5%	54.9%	58.3%	28.0%	43.6%	65.3%	59.5%
DISLOCATED WORKER																		
Number Served (Participants)			201	22	357	69	120	154	41	335	15	78	20	163	45	23	21	1,622
Number Exited (Participants)			145	12	455	36	87	72	61	263	12	47	12	148	68	16	18	1,421
Employment Rate 2nd Qtr After Exit	60.3%	67.0%	66.2%	58.8%	50.9%	47.4%	56.6%	64.9%	54.8%	62.8%	28.6%	89.2%	64.7%	60.4%	45.7%	77.8%	78.6%	58.1%
Employment Rate 4th Qtr After Exit	61.2%	68.0%	69.3%	58.3%	66.5%	67.9%	78.6%	87.1%	81.3%	68.7%	63.6%	90.9%	86.7%	87.1%	79.2%	90.9%	86.4%	71.3%
Median Earnings 2nd Qtr After Exit	\$7,020	\$7,800	\$5,980	\$6,269	\$7,205	\$8,276	\$7,479	\$6,213	\$8,580	\$7,456	\$24,657	\$7,993	\$8,946	\$6,675	\$6,536	\$8,198	\$5,191	\$7,140
Credential Attainment	63.5%	70.5%	89.5%	66.7%	84.1%	69.2%	92.9%	90.0%	84.6%	76.4%	50.0%	77.8%	88.9%	76.9%	88.2%	83.3%	85.7%	80.3%
Measurable Skill Gains	53.1%	59.0%	81.2%	42.9%	70.5%	50.0%	86.6%	71.7%	84.2%	56.4%	66.7%	83.9%	90.9%	68.8%	35.5%	80.0%	76.2%	69.9%
YOUTH																		
Number Served (Participants)			121	73	266	32	110	216	33	279	108	95	26	121	58	82	58	1,669
Number Exited (Participants)			23	62	92	10	64	109	21	211	46	29	27	75	19	15	39	839
Employment Rate 2nd Qtr After Exit	66.2%	73.5%	58.5%	75.6%	63.6%	75.0%	77.1%	35.0%	89.2%	55.7%	84.6%	91.7%	85.8%	72.3%	78.9%	60.8%	62.5%	64.9%
Employment Rate 4th Qtr After Exit	64.8%	72.0%	66.7%	77.4%	61.6%	52.9%	81.6%	40.5%	82.5%	67.1%	81.1%	83.7%	84.5%	91.9%	71.7%	55.6%	64.4%	69.1%
Median Earnings 2nd Qtr After Exit	\$2,610	\$2,900	\$2,459	\$2,833	\$2,833	\$2,713	\$4,470	\$2,003	\$3,243	\$2,872	\$5,366	\$4,406	\$2,579	\$4,510	\$3,341	\$3,600	\$3,906	\$3,088
Credential Attainment	52.2%	58.0%	57.9%	80.3%	62.9%	50.0%	84.8%	11.5%	85.0%	30.1%	66.7%	47.6%	75.0%	69.4%	66.7%	68.2%	39.0%	50.1%
Measurable Skill Gains	40.5%	45.0%	68.3%	69.6%	40.7%	40.0%	65.7%	39.6%	72.0%	26.4%	63.9%	65.8%	16.7%	46.8%	59.6%	68.2%	72.1%	51.5%
WAGNER-PEYSER																		
Number Served																		179,300
Number Served (Participants)			1,000	2,055	2,684	1,152	3,434	2,869	1,614	5,937	1,949	583	946	2,817	1,720	2,438	1,927	33,031
Number Exited (Participants)			1,030	2,708	2,804	1,167	3,640	3,182	1,609	5,962	2,479	822	1,082	2,900	2,005	2,363	1,786	35,442
Employment Rate 2nd Qtr After Exit	54.0%	60.0%	55.3%	53.6%	48.4%	50.1%	52.5%	52.8%	49.6%	46.0%	58.4%	47.7%	53.4%	52.3%	49.4%	51.1%	47.5%	51.0%
Employment Rate 4th Qtr After Exit	55.8%	62.0%	57.2%	55.3%	51.3%	58.4%	56.8%	57.2%	53.4%	49.5%	56.7%	53.4%	61.1%	57.0%	55.2%	56.5%	51.8%	54.4%
Median Earnings 2nd Qtr After Exit	\$4,500	\$5,000	\$5,327	\$4,553	\$4,243	\$5,540	\$5,809	\$5,104	\$4,199	\$4,060	\$6,046	\$4,271	\$4,666	\$4,011	\$3,525	\$3,515	\$4,231	\$4,513

Did not Meet Goal
 Met the Negotiated Level
 Exceeds the Negotiated Level
 No Participants in Numerator or Denominator