BALTIMORE WORKFORCE FUNDERS COLLABORATIVE WAGE RECORD STUDY

AGGREGATED COMPLETION, EMPLOYMENT AND WAGES

2022 UPDATE

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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 third annual report includes data collected from workforce training programs through the fourth quarter of 2021 and programmatic data are matched with employment and wage data also through the end of 2021.

The COVID-19 pandemic affected program enrollment and completion starting in 2020. 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 had trained during the height of the pandemic would still be unknown.

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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 all participants at workforce organizations supported by the BWFC 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 preliminary and 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-two workforce organizations have submitted data for 5,167 program participants, of which 4,642 participants had a reported SSN. Of these program participants with an SSN, 2,956 completed their training program with one of the 22 workforce organizations between 2018 and 2021. Eighteen workforce organizations submitted data for a combined 768 program non-completers. The remaining 918 program

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participants without program exit information will be added to future reports when information is submitted on their training program exit. Additionally, 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 (54.6 percent), Black/African American (83.2 percent), young (<25 years, 38.8 percent), geographically concentrated (50 percent in one of ten zip codes), and have a high school diploma or less (65.5 percent). The demographics for program non-completers are fairly similar, with 53.2 percent male, 87.9 percent Black/African American, 42.3 percent under 25 years, and 56.7 percent in one of the top ten zip codes. The biggest difference between the two groups is the highest education level, with 73.7 percent of program non-completers with a high school diploma or less. More complete data on participant demographics would improve the specificity of future reports.

- 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. More longitudinal data and a larger sample size of program completers will help get more precise findings in future reports.

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- 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 89.2 percent of quarterly employment occurring in one of the top ten NAICS codes. Future reports with more data could look at whether NAICS codes match the expected employment of the training programs.

- 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 for programs whose participants had higher median wages and employment rates pre-training. Again, more data across time and with a higher sample size will increase the precision of these findings.

- This report is the second in the series to report results for program non-completers. Although the relatively small sample size limited the results, 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.

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- This report expands the foundation of this evaluation and highlights many opportunities for future reports. The JFI is excited to continue building upon these analyses in collaboration with funders, training programs, and other involved organizations.

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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 2021 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-two workforce training programs participating in the BWFC evaluation submitted data at least once from the first quarter in 2018 through the fourth quarter in 2021. Data collection occurred approximately quarterly from the first quarter in 2018 through the end of 2019, semi-annually in 2020, and annually in 2022. This year was the first year that training programs submitted their data through the AGS Prime portal. 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 22 training programs submitted data for individuals who had completed their training program. Eighteen 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. Fifteen training programs also submitted a written 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

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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.*

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 2021.

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 2021. Because of this delay in QCEW data reporting and because some individuals completed their training program as recently as the fourth quarter of 2021, some individuals did not have any wage records after program exit when 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.

* Available at: https://www.bls.gov/cew/home.htm.

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 below contains an overview of each of the fifteen 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 2018-2021 period and whose submitted data included a social security number (SSN) and program exit date. Twenty-two workforce training programs submitted data for a total of 2,956 program completers across the 2018-2021 time period. Eighteen training programs submitted data for a total of 768 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.

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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.

As mentioned previously, not all data for all individuals submitted can be utilized in this analysis at this point. As data become more complete and as more individuals finish their training programs, they will be able to be added to future reports. Table 3 shows the counts of individuals in the data submitted for all training programs combined. The 2,956 program completers and 768 program non-completers with a reported SSN and with program exit between 2018 and 2021 are the focus of this report. The remaining 918 individuals with a reported SSN and with unknown program completion status will be added to future reports as further data on program exit are received.

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 2,956 program completions and 768 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 lower in both 2020 and 2021 than in 2019.

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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 similar to that of program non-completers, of which 53 percent are male. Starting with 2020, more females than males participated in training programs, reversing prior trends. As more data become available, it will become clearer whether this change in gender composition was temporary—either due to the COVID-19 pandemic or other economic changes—or whether it will continue. Future iterations of this report could be able to further breakdown the "Other" gender category.

Table 4c shows that over 83 percent of program completers and nearly 88 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 45.7 percent of all program completers and 46.5 percent of program non-completers. Only 2.5 percent of program completers and 1.4 percent of program non-completers identify as Hispanic/Latino. However, approximately 12.9 percent of completers and 11.8 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 (38.8 percent of program completers and 42.3 percent of program non-completers). People ages 19 to 29 have accounted for a declining proportion of program completers and people ages 30 to 44 have accounted for an

increased proportion of program completers during the 2018-2021 time period. Again, this reverse in trends from the previous report could be temporary due to COVID-19.

Program non-completers had an even larger decrease in proportion of program participants between ages 19 and 24, dropping from 40.9 percent of all program non-completers in 2019 to 28.8 percent in 2021. Similar to program completers, the 30 to 44 age group increased in proportion during this same period. 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 50 percent of completers and nearly 57 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 58.4 percent of program completers and 59.4 percent of program non-completers. Fourteen percent of non-completers versus 7.1 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

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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.

Table 5 shows counts of training program exits for program completers (Table 5a) and program non-completers (Table 5b) for each of the 2018 through 2021 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 FOR PROGRAM COMPLETERS

The underlying methodology for wage record matching for all tables in Section 4 is the same. This same methodology is utilized in the employment and wage analysis for program non-completers in Section 5.

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 2021 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

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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 of Program Completers Employed by Quarter

Table 6 shows the percent of program completers employed by relative quarter and by calendar year of program exit for 2018 (Table 6a), 2019 (Table 6b), 2020 (Table 6c), and 2021 (Table 6d). 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 "+12" quarter for 2018 program completers, the "+8" quarter for 2019 program completers, the "+4" quarter for 2020 program completers, and at the exit quarter for 2021 program completers. Thus, for example, all individuals completing their training programs in 2018 will have twelve quarters of post-exit wage record data reported. Similarly, all individuals who completed their programs in 2021 only have data reported for quarters prior to program exit.

In order to better visualize these trends, Figures 1a through 1d are included, which are line graphs of the data from

Tables 6a through 6d. These data are reported as a single mean employment rate.

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. Figures 1a and 1b so substantial gains in the employment rates post-program exit. These gains remain elevated for several quarters. Although the increase drops over time, the final average employment rate is still higher in the final data points than pre-program exit for both years. The effect of the pandemic is evident in Figure 1c, with very moderate gains in employment post-program exit. Again, more longitudinal data will be needed to identify trends for 2021 program completers.

4.2 Median Wages of Program Completers 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. Among the population served there may be frequent entry into and exit from the workforce. In order to better illustrate this movement, both the median wages and the count of individuals used in the median wage calculation for each quarter are displayed in Table 7 below. Similar to Tables 6a through 6d, Tables 7a, 7b, 7c, and 7d are for individuals who exited their training programs in 2018, 2019, 2020, and 2021, respectively.

Figures 2a through 2d present line graphs of the data in Tables 7a through 7d, respectively. For people who completed their training programs between 2018 and 2020, there is a general trend of decreasing wages through the program exit quarter. This is followed by continued

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increasing median wages throughout the entire monitoring period post-program exit. People who exited their program in 2018 had the greatest median wage increase in the first four quarters after program exit, while people who exited in 2020 had the smallest median wage increase. In aggregate, there is smaller decline in median wages across the four quarters leading to and including the program exit quarter for people who completed training in 2020 or 2021. This combined with the relative stability in percent employed seen in Figures 1c and 1d could indicate that program completers in 2020 and 2021 were less likely to enroll in training programs due to acute unemployment.

4.3 Program Completers Continuously Employed 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 2020 because there are not yet consistent post-exit wages for individuals who completed in 2021. Future iterations of the report will be able to include more longitudinal data for these cohorts.

Tables 8a through 8c below shows the percent of program completers who were continuously employed starting in the first quarter post program exit for completions in 2018, 2019, and 2020, 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 Table 8 compared to the percent employed in Table 6.

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 9a through 9c below are similar to Tables 8a through 8c except that continuous employment is limited to people who have worked the equivalent of full-time, minimum wage jobs. For this analysis, the 2020 Maryland minimum hourly wage of $10.10 was used, totaling $5,252 in minimum quarterly earnings ($10.10*40 hours per week*13 weeks) to be included.

As expected, the percent of program completers with continuous, full-time, minimum wage employment in Table 9 is much smaller than the figures in Table 8. As it is difficult for individual workforce training programs to track longitudinal wages of their participants, it seems that these data may be especially helpful in determining whether any program adjustments can be made to help more individuals find long-term stable employment.

4.4 Employment and Median Earnings by Sector of Employment

In order to understand where individuals are finding employment, the analysis presented in Table 10 below reports the NAICS codes of top employment. The data include all people who exited their workforce training program at any point between 2018 and 2021 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. Table 10 is the only table that reports median earnings by calendar quarter instead of quarter relative to exit quarter. Table 10 shows that 89.2 percent of program completers' 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.

4.5 Employment and Median Earnings by Selected Demographic Subcategories

Table 11 below is similar to Tables 7a through 7c, but instead of median wages and employment counts reported in aggregate, Table 11 reports these data by participant demographics. Subcategories with no reportable data were removed from the table to increase readability.

Panel One of Table 11 has cuts by gender. There seems to be no dominant pattern of the relative wages between the two genders.

Panel Two has earnings and employment counts by race. In all four years, there was little clear pattern of relative wages across racial groups pre-exit. In 2018 through 2020, a different racial category seemed to have the highest wages post-exit: White/Caucasian in 2018, Asian in 2019, and Unknown in 2020. However, the smaller sample sizes, especially of the Asian and Unknown racial categories, could lead to less reliable results, so this table should be interpreted with caution. Future iterations of the report with more longitudinal data will help clarify any relative wage patterns.

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 greater caution. There appears to

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be no consistent relative trend in female versus male wages among Black/African American program participants in any of the years. White males tend to have the highest median wages among people who exited their program in 2018. Males with a reported race of "other" had the highest median wages among 2019 program completers. Asian males had the highest median wages in 2020 post-program exit, but these figures were only represented by five people.

Panel Four reports data by age category at the time of program enrollment. Among people who exited their training programs in 2018 and 2019, people between 25 and 29 tended to have the highest median wages post-exit. For program completers in 2020, people ages 55 to 64 had the highest median wages post-exit. Again, future reports can help determine whether this was an impact of COVID-19 or whether this signifies a change in trend.

Panel Five reports earnings and employment by the highest level of education. For 2018 through 2020, median wages tended to be higher with higher levels of education, 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 EMPLOYMENT AND WAGE RESULTS FOR PROGRAM NON-COMPLETERS

Section 5 presents an identical analysis to Section 4 but for program non-completers instead of program completers. Please refer back to corresponding sections in Section 4 for details about methodology and general guidance for interpretation. Because the sample size is much smaller for program non-completers, there is limited interpretation of results provided. Greater reporting of data for program non-completers as well as more longitudinal data will increase the precision of the results presented in this section.

5.1 Percent of Program Non-Completers Employed by Quarter

Table 12 for program non-completers corresponds to Table 6 for program completers and shows the percent of program non-completers employed by relative quarter and by calendar year of program exit for 2018 (Table 12a), 2019 (Table 12b), 2020 (12c), and 2021 (Table 12d).

Figures 3a through 3d (compare with Figures 1a through 1d) are included to visualize the trends of the data reported in Table 12. Unlike Figures 1a through 1d, which have a more obvious U-shape in the employment and wages across the pre-program, program, and post-program time period, Figures 3a through 3d have more constant

employment across the time period. There is often the bottoming out of employment and wages around the time of program participation because individuals either do not have time to be in a training program plus work full-time or because they have entered a training program because they have lost prior employment. Because there is not this same obvious drop in employment for most program non-completers, this could suggest that people who do not complete the program choose to exit because they found employment.

5.2 Median Wages of Program Non-Completers by Quarter
Tables 13a through 13d (compare with Tables 7a through 7d) present counts of employment and median wages for program non-completers by relative quarter and program exit year.

Figures 4a through 4d present line graphs of the data in Tables 13a through 13d. Compare to Figures 2a through 2d. Figure 4a seems to support the theory that the people who did not complete training programs in 2018 did so because they opted to pursue employment secured at higher median wages than pre-program wages. For program non-completers in 2019 and 2020, post-exit median wages generally return to pre-program wages. Especially when comparing to Figures 2b and 2c, it is clear that median wages tend to be higher for program completers than program non-completers.

5.3 Program Non-Completers Continuously Employed Post Program Exit
Table 14 shows the percent of program completers who were continuously employed starting in the first quarter post program exit for completions in 2018 (14a), 2019 (14b), and 2020 (14c). Compare with Tables 8a through 8c presented in Section 4.3. As expected, continuous employment rates are much lower among program non-completers.

Tables 15a through 15c (compare with Tables 9a through 9c) report continuous employment limited to those who have worked the equivalent of full-time, minimum wage jobs. These relatively lower continuous full-time equivalent employment rates among program non-completers may suggest that those who successfully complete a training program are more likely to find stable employment at sustainable wages.

5.4 Program Non-Completer Employment and Median Earnings by Sector of Employment

Table 16 reports the NAICS codes of top employment for program non-completers. This table can be compared with Table 10 for program completers. Similar to the results for program completers, employment for program non-completers is also highly concentrated, with 91.6 percent of the employment quarters falling into one of the top ten NAICS code industries.

5.5 Program Non-Completer Employment and Median Earnings by Selected Demographic Subcategories

Table 17 below is comparable to Table 11 for program completers and reports median wages and employment counts by participant demographics. The relatively smaller sample sizes for program non-completers results in fewer demographic subgroups for which data can be reported and realistically compared. Increasing the number of program non-completers in future data reporting would increase the precision and usefulness of these results.

6.0 CONCLUSION

This report is the third in what is planned to be 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 will surely help with data consistency going forward, 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.

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- ***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.

7.0 TABLES AND APPENDIX

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

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

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Table 2: Workforce Grantee and Training Program Information

Workforce Grantee	Training Program	Industries Targeted	Program Length	Program Components	Populations Targeted	Eligibility Requirements
Annapolis Light House	Light House Workforce Development Programs	Culinary; Building and Trades	BEST Vocational Hours: 12 weeks/321-420 total hours. Bistro Employment: case by case, with goal of 6 months at 20 hours/week.	Occupational skills training, internship/apprenticeship/on-the-job training, mentoring, work readiness, resume' prep.	Accommodate all populations, but specifically target populations experiencing homelessness and poverty.	Income below poverty line, ages 18+, criminal background check (no violent offenders or sex offenders).
Baltimore Alliance for Careers in Healthcare (BACH)	EARN	Healthcare	6-18 weeks, 107-509 total hours	Occupational skills training, work readiness/soft skills training, resume preparation and job search assistance	Incumbent workers, unemployed/underemployed	High school diploma or GED
BioTechnical Institute of Maryland, Inc.	BioSTART to Lab Associates	Biotechnology (bio-pharma, bio-processing, etc.)	15 weeks, 300 hours of instruction plus 200 hour internship	Occupational skills training, internship, mentoring, math or literacy remediation, college credits, work readiness, resume preparation and job search assistance	Broad populations targeted, including veterans, homeless individuals, individuals with disabilities, incumbent workers, etc.	High school diploma or GED, math and literacy assessment scores, criminal background check, 18+ years old
Caroline Center	CNA/GNA/Pharmacy Tech (PT)	Allied healthcare	15 weeks, 350 hours (CNA/GNA), 499 hours (PT)	Occupational skills training, internship, work readiness/soft skills training, resume preparation and job search assistance	Women residents of Baltimore City	Math/literacy assessment sores, high school diploma or GED, criminal background check, 20+ years old
Center for Urban Families (CFUF)	STRIVE	General job readiness	3 weeks, 120 hours	Work readiness/soft skills training, resume preparation and job search assistance	All unemployed and underemployed jobseekers	Ages 18-62
Civic Works	Baltimore Center for Green Careers	Solar energy, weatherization, environmental remediation, stormwater management	14 weeks, 530 hours	Occupational skills training, internship, math or literacy remediation, work readiness, resume preparation and job search assistance	Ex-offenders/returning citizens, residents of specific zip codes	Criminal background check, 18+ years old
Jane Addams Resource Corporation (JARC)	Careers in Manufacturing Programs	Manufacturing and construction	Welding: 14 weeks, 378 hours. Computer Numerical Control: 20 weeks, 540 hours.	Internship, math or literacy remediation, work readiness, resume preparation and job search assistance	Any low-income, unemployed or underemployed individuals	Math/literacy assessment scores, criminal background check
Jewish Community Services	Career Center	General job readiness	As long as needed	Internship, work readiness, resume preparation and job search assistance	Open	Open

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Workforce Grantee	Training Program	Industries Targeted	Program Length	Program Components	Populations Targeted	Eligibility Requirements
Maryland New Directions	Commercial Transportation Career (CTC)	Commercial transportation employment	3 weeks, 90 hours	Occupational skills training, work readiness, resume preparation and job search assistance	Open	Math/literacy assessment scores, high school diploma or GED, criminal background check, 18+ years old
	Maritime, Transportation, Distribution, and Logistics (MTDL)	Port and warehouse employment	3 weeks, 90 hours	Occupational skills training, work readiness, resume preparation and job search assistance	Open	Math/literacy assessment scores, high school diploma or GED, criminal background check, 18+ years old
NPower Maryland	Tech Fundamentals	Technology	22 weeks, 524 hours	Internship, work readiness, resume preparation and job search assistance	Out-of-school youth under age 24, Baltimore City and Baltimore County residents	High school diploma or GED, ages 18-25
Second Chance	Workforce Development for Retail and Deconstruction	Retail, construction, repair and maintenance	9 months	Occupational skills training, internship, mentoring, work readiness, resume preparation and job search assistance	Veterans, homeless individuals, ex-offenders/returning citizens, out-of-school youth under age 24, incumbent workers	21+ years old
South Baltimore Learning Center	Adult Education and Literacy	Healthcare, hospitality, manufacturing, construction	12 weeks, 72 hours	Math or literacy remediation, work readiness, resume preparation and job search assistance	All unemployed and underemployed jobseekers	18+ years old
St. Vincent de Paul of Baltimore	Next Course	Food service, culinary arts, hospitality	12 weeks, 72 hours	Occupational skills training, internship, work readiness, resume preparation and job search assistance	Broad populations targeted except for currently incarcerated individuals	Math/literacy assessment, 18+ years old
Urban Alliance	High school internship program	Hospitality, finance, general administration, communications, healthcare, constructing, land surveying	10 months, 500 hours	Internship, mentoring, college credits, work readiness, resume preparation and job search assistance	Youth enrolled in high school education	Open
Year Up	Year Up, Professional Training Corps (PTC) Baltimore	IT (helpdesk/desktop support, cyber security, business operations)	47 weeks, 30-35 hours/week	Occupational skills training, internship, mentoring, math or literacy remediation, college credits, work readiness, resume preparation and job search assistance	All unemployed and underemployed jobseekers	High school diploma or GED, ages 18-24

Table 3: Counts of Individuals in Submitted Data

Workforce Grantee Name	All	SSN Reported	Exit in 2018+	Program Completers	Program Non-Completers	Unknown Completion Status
			Counts of Individuals in Submitted Data*			
TOTAL	5,167	4,642	3,734	2,956	768	918

*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	Total
Program Completers	510	1,085	842	519	2,956
Program Non-Completers	147	286	189	146	768
TOTAL	657	1,371	1,031	665	3,724

Table 4b: Counts by Completion Status and Gender

Program Completers

Gender	2018	2019	2020	2021	Total
Female	151	449	438	266	1,304
Male	328	631	402	253	1,614
Other	1	2	2		5
Unknown	30	3			33
TOTAL	510	1,085	842	519	2,956

Program Non-Completers

Gender	2018	2019	2020	2021	Total
Female	44	138	103	73	358
Male	103	147	86	73	409
Other		1			1
TOTAL	147	286	189	146	768

Table 4c: Counts by Completion Status and Race

Program Completers

Race	2018	2019	2020	2021	Total
American Indian/Alaskan Native	2	4	5		11
Asian	11	16	26	8	61
Black/African American	417	924	677	444	2,462
Native Hawaiian/Pacific Islander		8	1		9
White/Caucasian	33	47	77	50	207
Two or more races	11	40	26	9	86
Other	4	30	21	2	57
Unknown	32	16	9	6	63
TOTAL	510	1,085	842	519	2,956

Program Non-Completers

Race	2018	2019	2020	2021	Total
American Indian/Alaskan Native	1	2	2		5
Asian	3		1	3	7
Black/African American	128	255	161	131	675
White/Caucasian	3	12	16	11	42
Two or more races	5	8	5	1	19
Other	2	8	2		12
Unknown	5	1	2		8
TOTAL	147	286	189	146	768

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

Program Completers

Race	Gender	2018	2019	2020	2021	Total
American Indian/Alaskan Native	Female		3	3		6
	Male	1	1	2		4
	Other	1				1
Asian	Female	3	7	16	5	31
	Male	8	9	10	3	30
Black/African American	Female	133	385	360	230	1,108
	Male	284	537	316	214	1,351
	Other		2	1		3
Native Hawaiian/Pacific Islander	Female		3			3
	Male		5	1		6
White/Caucasian	Female	10	17	35	20	82
	Male	23	30	41	30	124
	Other			1		1
Two or more races	Female	4	12	12	3	31
	Male	7	28	14	6	55
Other	Female		16	6	2	24
	Male	4	14	15		33
Unknown	Female	1	6	6	6	19
	Male	1	7	3		11
	Unknown	30	3			33
TOTAL		510	1,085	842	519	2,956

Program Non-Completers

Race	Gender	2018	2019	2020	2021	Total
American Indian/Alaskan Native	Female		2			2
	Male	1		2		3
Asian	Female	2			2	4
	Male	1		1	1	3
Black/African American	Female	37	121	91	68	317
	Male	91	133	70	63	357
	Other		1			1
White/Caucasian	Female	2	5	7	3	17
	Male	1	7	9	8	25
Two or more races	Female	3	5	1		9
	Male	2	3	4	1	10
Other	Female		4	2		6
	Male	2	4			6
Unknown	Female		1	2		3
	Male	5				5
TOTAL		147	286	189	146	768

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

Program Completers

Hispanic/Latino Ethnicity	2018	2019	2020	2021	Total
Yes	15	33	20	6	74
No	399	1,004	646	449	2,498
Unknown	96	48	176	64	384
TOTAL	510	1,085	842	519	2,956

Program Non-Completers

Hispanic/Latino Ethnicity	2018	2019	2020	2021	Total
Yes	1	4	5	1	11
No	105	273	159	129	666
Unknown	41	9	25	16	91
TOTAL	147	286	189	146	768

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

Program Completers

Age Category	2018	2019	2020	2021	Total
16-18	26	87	23	7	143
19-24	189	389	270	155	1,003
25-29	96	202	140	84	522
30-44	112	298	281	177	868
45-54	31	72	70	41	214
55-64	23	33	39	35	130
65+		1	3	4	8
Unknown	33	3	16	16	68
TOTAL	510	1,085	842	519	2,956

Program Non-Completers

Age Category	2018	2019	2020	2021	Total
16-18	12	26	5	5	48
19-24	62	117	56	42	277
25-29	26	53	44	25	148
30-44	31	69	54	56	210
45-54	9	14	14	9	46
55-64	2	6	11	6	25
65+		1	2		3
Unknown	5		3	3	11
TOTAL	147	286	189	146	768

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

Program Completers

Zip Code	2018	2019	2020	2021	Total
21202	11	39	27	15	92
21206	31	67	48	43	189
21207	20	48	22	15	105
21213	29	75	46	29	179
21215	56	70	61	35	222
21216	24	56	43	24	147
21217	23	60	48	18	149
21218	22	48	43	30	143
21223	18	38	32	22	110
21229	20	51	31	18	120
TOP TEN TOTAL	254	552	401	249	1,456
All other zip codes	216	528	439		1,452
Unknown zip code	40	5	2	1	48
TOTAL	510	1,085	842	519	2,956

Program Non-Completers

Zip Code	2018	2019	2020	2021	Total
21202	3	10	7	6	26
21206	6	7	12	11	36
21207	6	14	7	1	28
21213	9	22	16	7	54
21215	11	18	14	12	55
21216	13	18	8	11	50
21217	14	27	13	9	63
21218	5	15	14	8	42
21223	10	9	9	6	34
21229	13	19	4	10	46
TOP TEN TOTAL	90	159	104	81	434
All other zip codes	55	127	84	65	331
Unknown zip code	2		1		3
TOTAL	147	286	189	146	768

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

Program Completers

Highest Education Level	2018	2019	2020	2021	Total
<12th grade, no high school diploma	60	78	48	24	210
High school diploma/equivalent	277	679	465	306	1,727
Some college	92	204	169	92	557
AA Degree	8	27	25	15	75
BA Degree or higher	28	60	63	34	185
Trade school	8	6	7	2	23
Missing/unknown	37	31	65	46	179
TOTAL	510	1,085	842	519	2,956

Program Non-Completers

Highest Education Level	2018	2019	2020	2021	Total
<12th grade, no high school diploma	36	42	23	9	110
High school diploma/equivalent	77	174	117	88	456
Some college	18	42	21	16	97
AA Degree	2	5	2		9
BA Degree or higher	4	10	1	4	19
Trade school	4	3		1	8
Missing/unknown	6	10	25	28	69
TOTAL	147	286	189	146	768

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Table 5a: Workforce Training Program Completers by Year of Program Exit

Workforce Grantee Name	Training Program Name	Cohort Name	2018	2019	2020	2021	TOTAL
TOTAL	TOTAL	TOTAL	510	1,085	842	519	2,956

Table 5b: Workforce Training Program Non-Completers by Year of Program Exit

Workforce Grantee Name	Training Program Name	Cohort Name	2018	2019	2020	2021	TOTAL
TOTAL	TOTAL	TOTAL	147	286	189	146	768

Table 6a: Percent of 2018 Program Completers Employed Relative to Program Exit Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit																	
			-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12
TOTAL		510	45.9%	44.5%	44.3%	38.4%	53.7%	67.1%	64.9%	64.1%	62.9%	61.0%	60.2%	58.8%	55.9%	52.4%	51.8%	50.2%	50.6%

* indicates censored result due to fewer than five individuals per cell
**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.

Table 6b: Percent of 2019 Program Completers Employed Relative to Program Exit Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit													
			-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8
TOTAL		1085	49.1%	48.4%	48.8%	46.7%	54.3%	67.2%	64.4%	61.1%	57.5%	57.0%	56.3%	54.9%	55.0%

* indicates censored result due to fewer than five individuals per cell
**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.

Table 6c: Percent of 2020 Program Completers Employed Relative to Program Exit Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit								
			-4	-3	-2	-1	Exit	+1	+2	+3	+4
TOTAL		842	52.3%	50.7%	49.8%	48.1%	52.3%	55.5%	55.9%	55.8%	54.9%

* Indicates censored result due to fewer than five individuals per cell
**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.

Table 6d: Percent of 2021 Program Completers Employed Relative to Program Exit Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit				
			-4	-3	-2	-1	Exit
TOTAL		519	42.2%	40.7%	38.5%	40.8%	48.6%

* Indicates censored result due to fewer than five individuals per cell
**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.

Figure 1a. Percent of 2018 Program Completers Employed Relative to Program Exit Quarter

Figure 1b. Percent of 2019 Program Completers Employed Relative to Program Exit Quarter

Figure 1c. Percent of 2020 Program Completers Employed
Relative to Program Exit Quarter

Figure 1d. Percent of 2021 Program Completers Employed
Relative to Program Exit Quarter
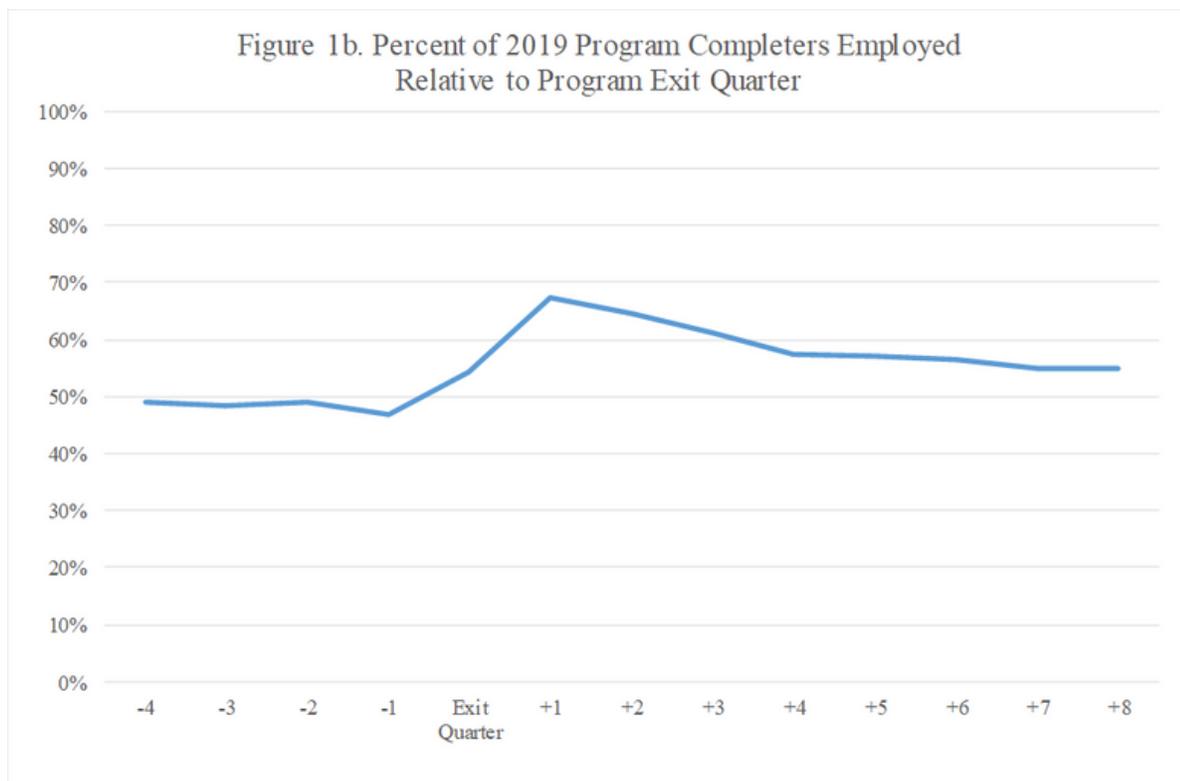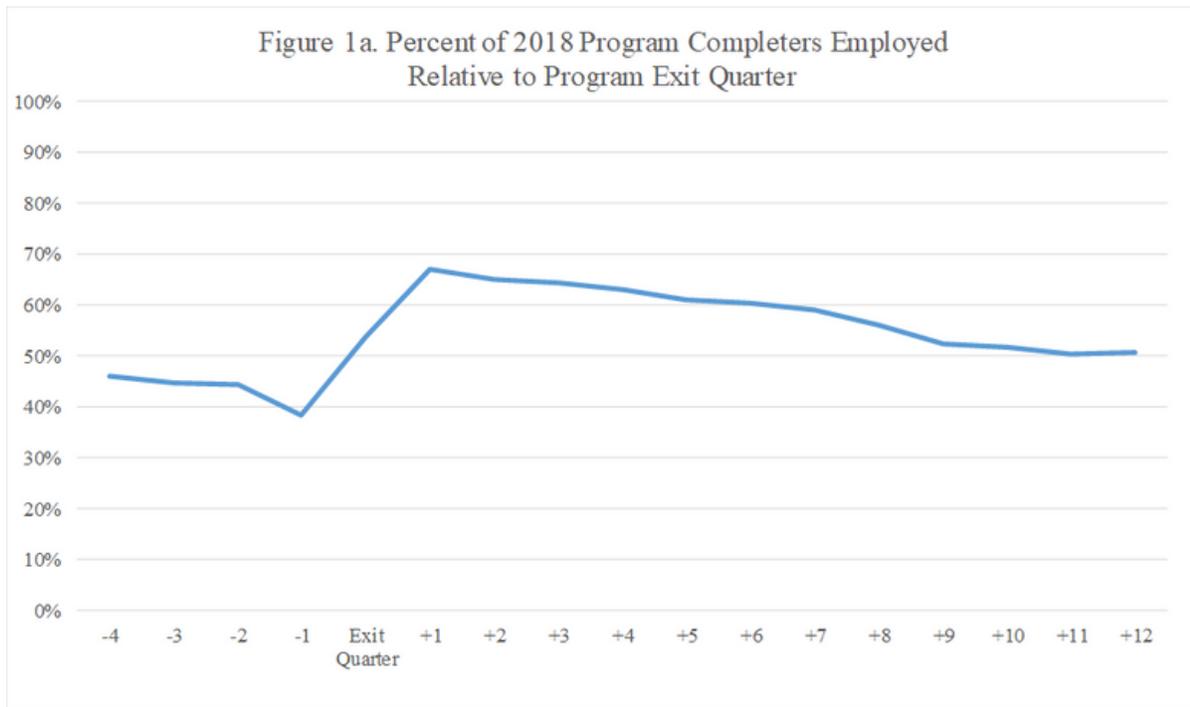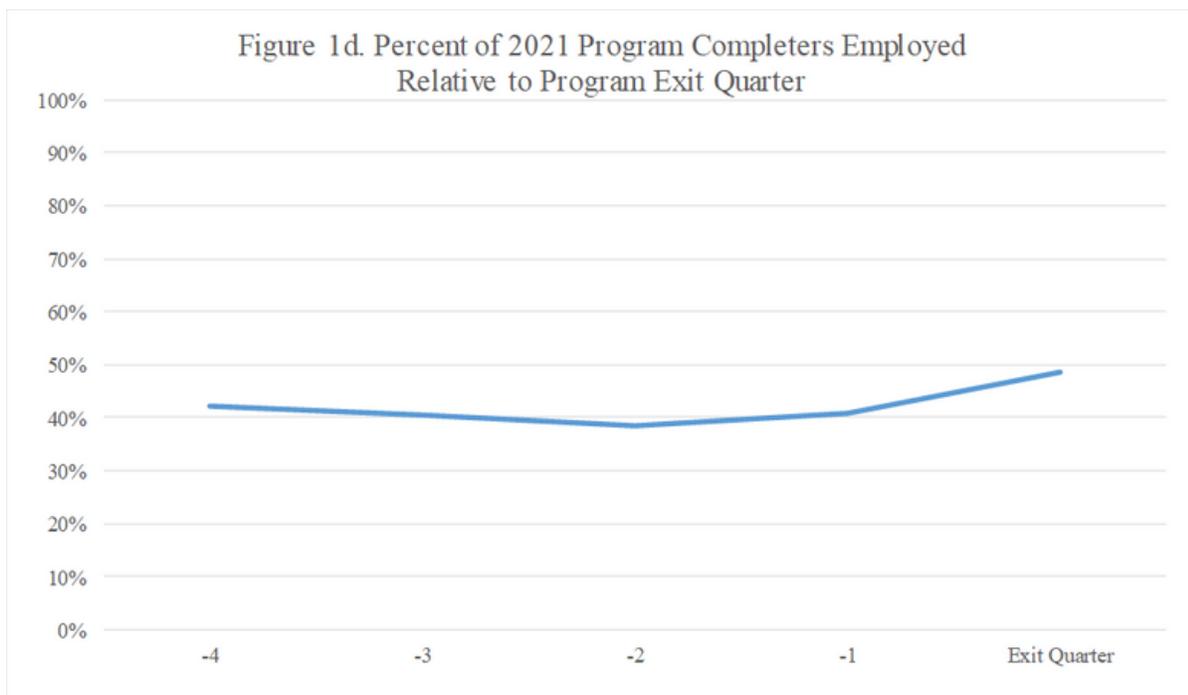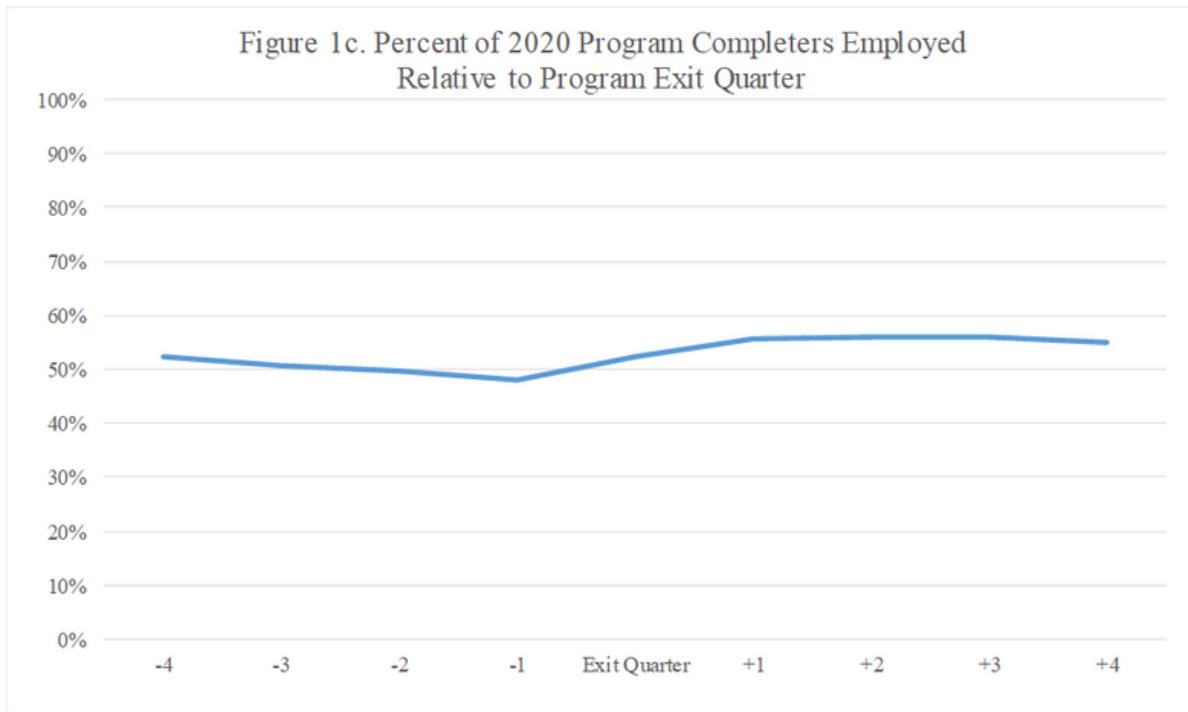
Table 7a: Median Wages and Counts of 2018 Program Completers Employed Relative to Program Exit Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit																	
			-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12
TOTAL	TOTAL	510	$3,127	$3,226	$2,732	$2,613	$2,055	$4,075	$5,722	$6,316	$6,412	$6,957	$6,534	$6,894	$6,538	$7,001	$7,129	$7,702	$7,581
			234	227	226	196	274	342	331	327	321	311	307	300	285	267	264	256	258

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

**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.

Table 7b: Median Wages and Counts of 2019 Program Completers Employed Relative to Program Exit Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit												
			-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8
TOTAL	TOTAL	1085	$3,543	$3,380	$3,073	$2,870	$2,606	$4,596	$5,683	$5,833	$6,359	$6,252	$6,538	$6,629	$6,671
			533	525	530	507	589	729	699	663	624	618	611	596	597

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

**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.

Table 7c: Median Wages and Counts of 2020 Program Completers Employed Relative to Program Exit Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit								
			-4	-3	-2	-1	Exit	+1	+2	+3	+4
TOTAL	TOTAL	842	$4,027	$4,184	$3,781	$3,537	$3,569	$5,300	$5,721	$5,750	$6,458
			440	427	419	405	440	467	471	470	462

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

**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.

Table 7d: Median Wages and Counts of 2021 Program Completers Employed Relative to Program Exit Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit				
			-4	-3	-2	-1	Exit
TOTAL	TOTAL	519	$4,407	$4,140	$4,116	$3,784	$3,581
			219	211	200	212	252

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

**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.

Figure 2a. Median Wages of 2018 Program Completers Employed Relative to Program Exit Quarter

Figure 2b. Median Wages of 2019 Program Completers Employed Relative to Program Exit Quarter

Figure 2c. Median Wages of 2020 Program Completers Employed Relative to Program Exit Quarter

Figure 2d. Median Wages of 2021 Program Completers Employed Relative to Program Exit Quarter
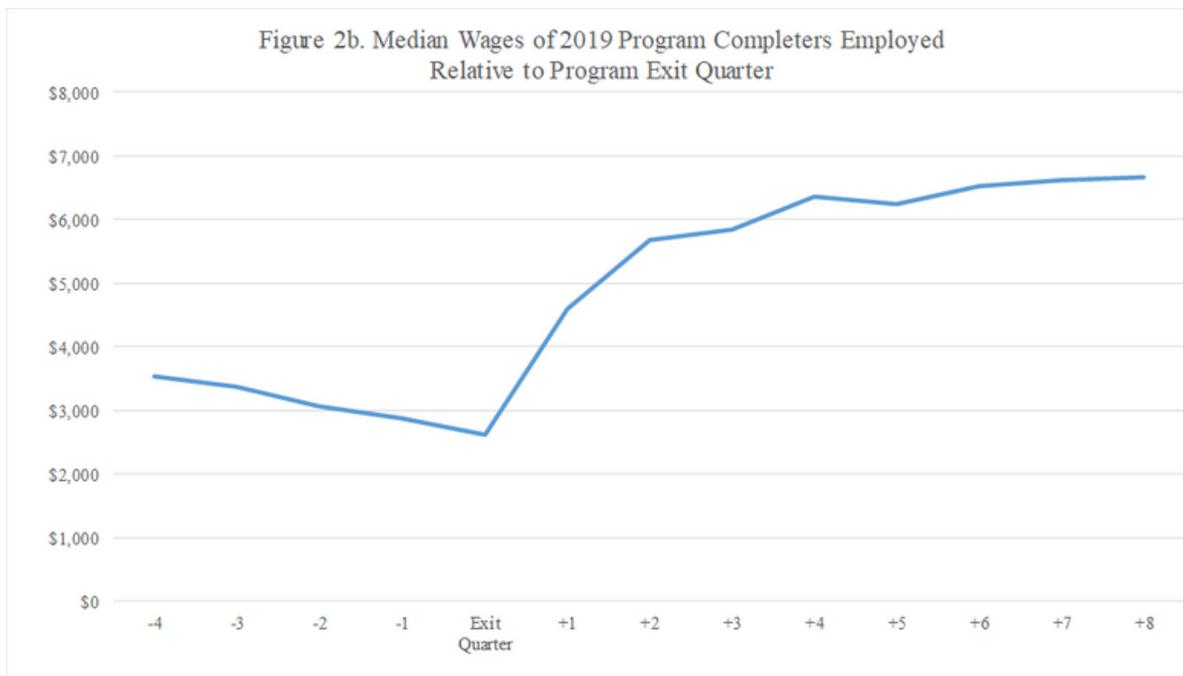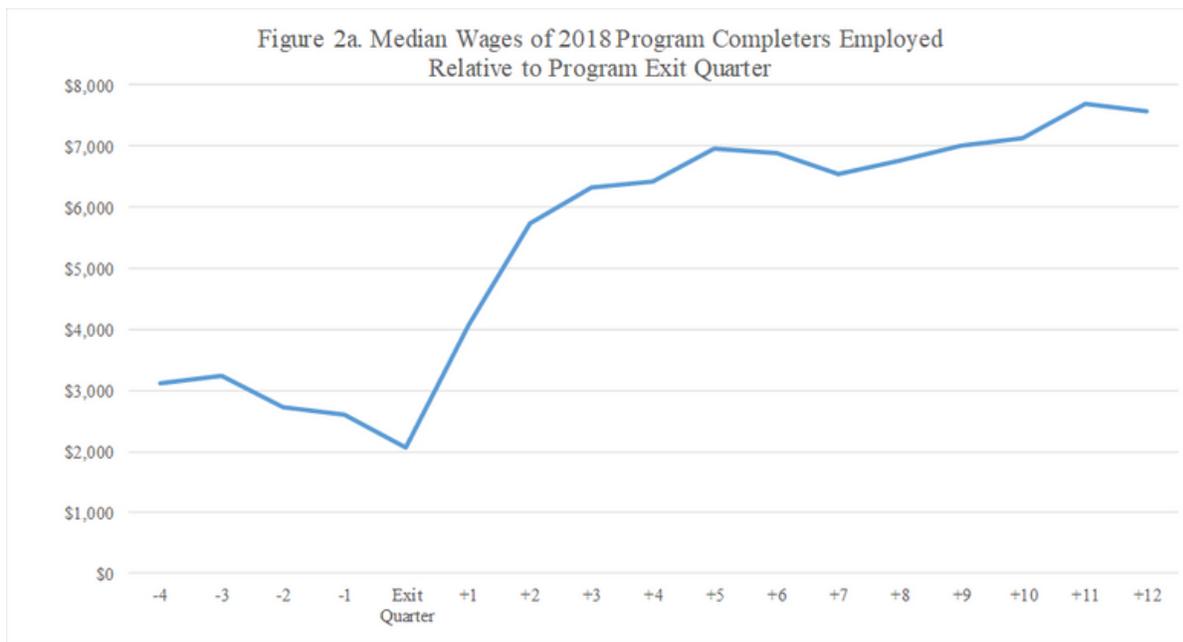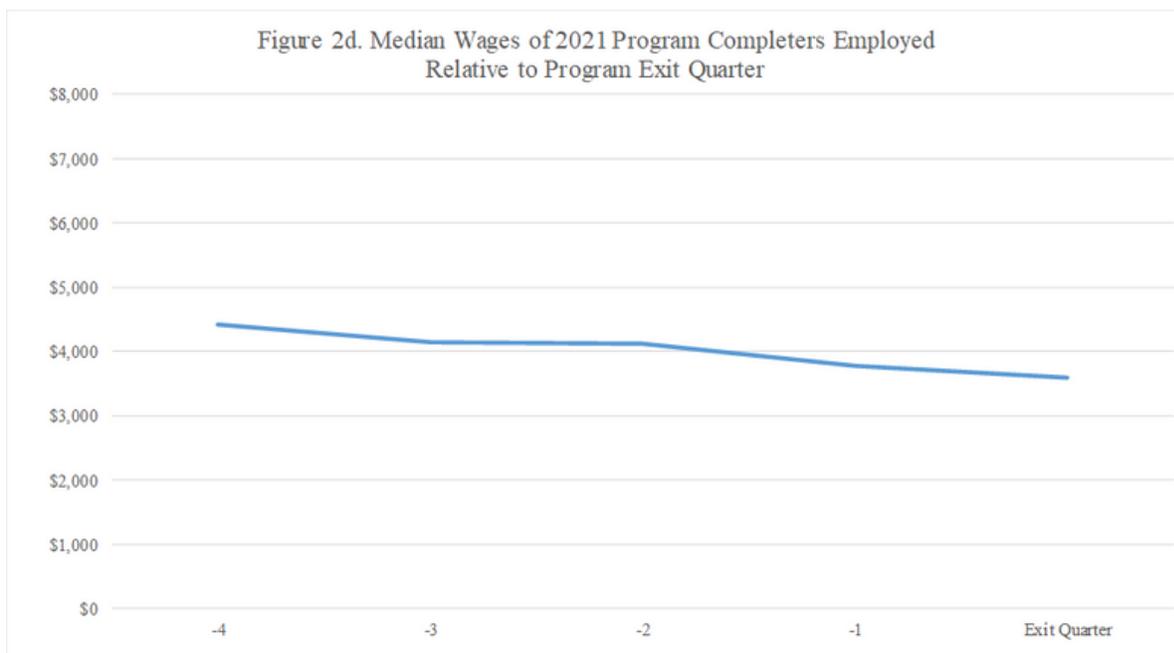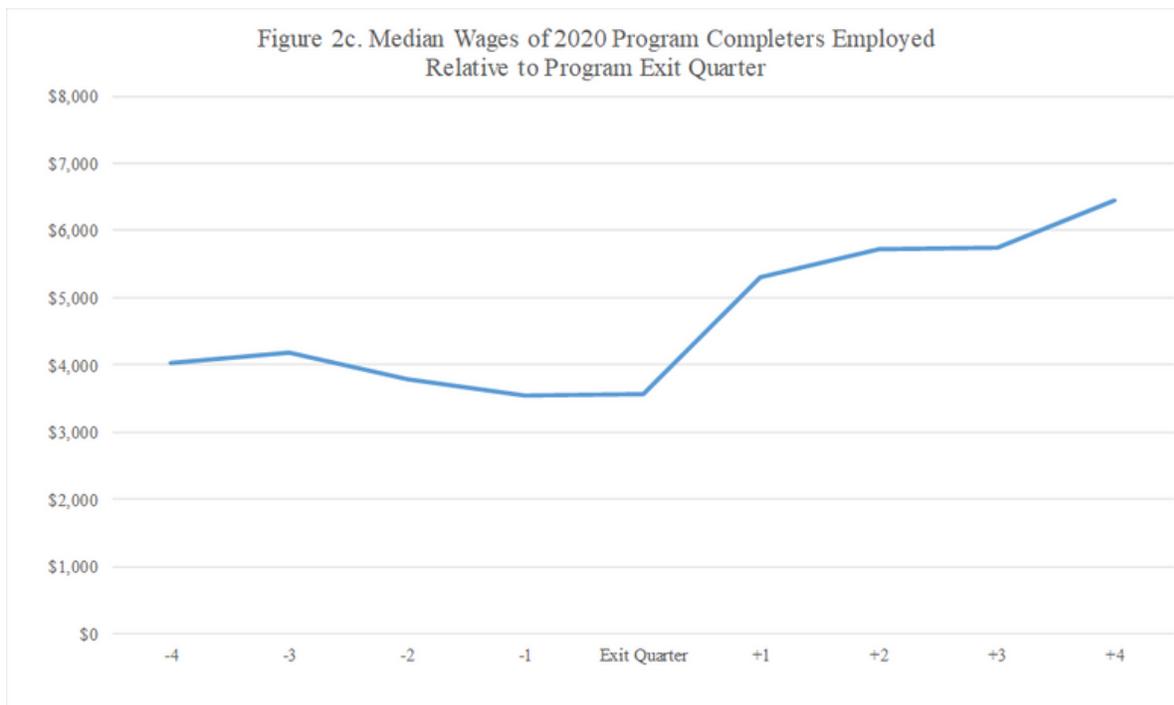
Table 8a: Percent of 2018 Program Completers Continuously Employed Post Program Exit, by Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit											
			+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12
TOTAL		510	67.1%	58.2%	53.1%	49.2%	44.5%	42.2%	39.0%	37.3%	33.3%	30.6%	29.4%	28.0%

indicates censored result due to fewer than five individuals per cell

**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data*

Table 8b: Percent of 2019 Program Completers Continuously Employed Post Program Exit, by Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit							
			+1	+2	+3	+4	+5	+6	+7	+8
TOTAL		1085	67.2%	58.8%	52.4%	45.7%	40.6%	37.0%	33.7%	30.6%

indicates censored result due to fewer than five individuals per cell

**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data*

Table 8c: Percent of 2020 Program Completers Continuously Employed Post Program Exit, by Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit			
			+1	+2	+3	+4
TOTAL		842	55.5%	49.2%	45.0%	40.3%

indicates censored result due to fewer than five individuals per cell

**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data*

Table 9a: Percent of 2018 Program Completers Continuously Employed at Full-Time Equivalent, by Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit											
			+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12
TOTAL		510	27.5%	23.5%	20.4%	17.8%	15.5%	14.5%	13.1%	12.0%	10.4%	10.0%	9.8%	9.2%

*indicates censored result due to fewer than five individuals per cell
**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.

Table 9b: Percent of 2019 Program Completers Continuously Employed at Full-Time Equivalent, by Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit							
			+1	+2	+3	+4	+5	+6	+7	+8
TOTAL		1085	28.8%	22.9%	18.4%	16.1%	14.2%	12.7%	11.2%	10.3%

* indicates censored result due to fewer than five individuals per cell
**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.

Table 9c: Percent of 2020 Program Completers Continuously Employed at Full-Time Equivalent, by Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit			
			+1	+2	+3	+4
TOTAL		842	28.3%	22.1%	18.5%	16.7%

* indicates censored result due to fewer than five individuals per cell
**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.

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

Rank	NAICS Code	2018Q1	2018Q2	2018Q3	2018Q4	2019Q1	2019Q2	2019Q3	2019Q4	2020Q1	2020Q2	2020Q3	2020Q4	2021Q1	2021Q2	2021Q3	Total Employee Quarters
1	56: Administrative and Support and Waste Management and Remediation Services	$1,900	$1,968	$3,082	$3,295	$3,123	$4,580	$4,065	$5,325	$4,290	$4,785	$4,218	$5,508	$4,165	$5,559	$4,955	2,786
		31	67	96	106	139	172	224	214	230	235	247	247	252	254	272	
2	62: Health Care and Social Assistance	$5,444	$6,307	$5,939	$6,830	$4,842	$5,249	$4,386	$6,555	$5,830	$6,653	$6,588	$7,734	$6,766	$7,159	$6,890	2,503
		15	24	33	31	59	92	162	153	199	250	261	286	294	313	331	
3	44-45: Retail Trade	$1,318	$2,796	$3,012	$3,502	$3,561	$3,520	$4,057	$3,545	$3,678	$3,256	$3,912	$4,337	$4,049	$4,660	$4,611	1,690
		19	20	32	70	68	95	104	130	145	154	161	185	169	163	175	
4	48-49: Transportation and Warehousing	$2,248	$3,778	$4,713	$5,357	$5,519	$5,051	$5,159	$5,261	$4,298	$4,441	$5,018	$5,112	$4,826	$4,381	$5,742	1,281
		6	16	28	34	32	46	68	122	134	154	149	159	131	125	77	
5	54: Professional, Scientific, and Technical Services	$1,762	$7,302	$5,742	$7,376	$7,632	$7,918	$8,580	$8,264	$7,114	$7,651	$7,837	$8,737	$7,656	$9,180	$9,217	1,003
		5	8	20	25	37	49	63	76	89	91	99	103	109	114	115	
6	23: Construction	$2,574	$4,240	$6,979	$5,898	$5,929	$6,375	$7,283	$7,324	$6,853	$7,120	$8,113	$9,516	$7,999	$8,304	$8,838	993
		7	26	31	32	41	67	82	88	86	89	83	89	86	88	98	
7	72: Accommodation and Food Services	$923	$1,835	$2,503	$2,350	$2,151	$3,651	$3,479	$3,418	$3,202	$1,424	$2,355	$3,227	$3,187	$3,701	$3,753	897
		26	35	34	39	42	49	68	84	87	61	66	69	71	81	85	
8	31-33: Manufacturing	$12,308	$8,050	$11,079	$10,370	$10,526	$10,429	$9,427	$9,525	$9,087	$8,887	$8,841	$9,127	$8,877	$9,368	$9,361	664
		2	15	14	20	24	35	42	46	62	62	58	60	59	71	94	
9	81: Other Services (except Public Administration)	$6,068	$6,644	$5,727	$7,995	$4,826	$3,759	$6,823	$5,578	$4,866	$5,063	$6,953	$6,613	$5,157	$6,131	$5,949	425
		8	12	11	9	17	27	27	45	42	42	29	32	36	42	46	
10	61: Educational Services	$8,061	$8,170	$6,790	$10,406	$9,839	$9,508	$8,980	$8,738	$7,367	$6,686	$6,135	$7,506	$6,601	$7,836	$6,622	435
		2	2	7	9	13	16	20	26	37	36	40	48	52	62	65	

TOTAL EMPLOYEE QUARTERS POST-EXIT FOR TOP TEN NAICS CODES   12,677
TOTAL EMPLOYEE QUARTERS POST-EXIT FOR ALL NAICS CODES   14,207

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

Table 11: Median Wages and Counts of Program Completers Employed by Participant Demographic

Panel One: By Gender

Exit Year	Gender	-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12
2018	Female	$3,196	$3,568	$2,919	$2,789	$2,083	$3,655	$5,659	$6,278	$6,266	$7,091	$7,033	$5,999	$6,220	$6,119	$6,427	$7,072	$6,275
		71	69	72	62	83	104	90	96	94	90	89	85	81	81	83	80	83
2018	Male	$3,052	$3,103	$2,609	$2,438	$1,826	$4,450	$5,446	$6,133	$6,494	$6,597	$6,783	$6,358	$6,903	$7,132	$7,355	$8,110	$7,846
		149	146	144	126	172	214	216	206	204	202	198	195	184	168	163	160	158
2018	Unknown	$5,769	$3,739	$5,298	$6,038	$3,313	$5,236	$7,541	$7,637	$8,727	$9,400	$8,476	$9,022	$7,784	$8,206	$11,104	$10,304	$7,258
		14	11	9	7	18	23	25	24	22	18	19	19	20	18	18	16	17
2019	Female	$3,648	$3,461	$2,894	$2,920	$2,400	$4,569	$5,535	$5,963	$6,316	$6,256	$6,457	$6,542	$6,613				
		257	254	249	221	245	313	313	294	285	282	281	273	274				
2019	Male	$3,415	$3,342	$3,180	$2,811	$2,758	$4,635	$5,762	$5,748	$6,390	$6,252	$6,905	$6,800	$6,729				
		275	271	281	286	344	416	385	369	339	336	329	322	323				
2020	Female	$4,262	$4,299	$4,321	$3,660	$4,273	$5,105	$5,468	$5,686	$6,630								
		231	225	228	229	231	240	245	247	242								
2020	Male	$3,956	$4,002	$3,239	$3,353	$3,035	$5,540	$6,312	$5,910	$6,221								
		207	200	189	174	207	225	224	221	219								
2021	Female	$4,888	$5,104	$4,670	$3,784	$3,948												
		126	116	111	116	119												
2021	Male	$3,563	$3,174	$3,750	$3,727	$3,396												
		93	95	89	96	133												

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
2018	Black/African American	$3,064	$3,147	$2,694	$2,567	$1,994	$3,894	$5,488	$6,021	$6,255	$6,533	$6,587	$6,265	$6,479	$6,582	$6,892	$7,284	$7,355
		196	194	199	171	229	285	280	275	268	264	259	252	238	225	219	214	215
2018	White/Caucasian	$979	$4,074	$3,163	$2,293	$1,212	$3,006	$6,160	$7,819	$8,061	$9,397	$9,684	$10,844	$12,199	$9,906	$12,769	$12,320	$13,249
		14	11	10	10	15	19	15	14	16	15	14	14	13	14	14	13	13
2018	Two or more races	$3,540	$4,961	*	$1,369	$3,997	$4,053	$7,429	$8,815	$7,620	$7,564	$8,651	$8,921	$8,983	$10,557	$7,884	$8,697	$10,543
		6	5	*	5	5	6	5	6	6	6	6	6	6	5	7	7	6
2018	Unknown	$6,038	$4,439	$5,298	$6,038	$3,771	$5,236	$7,636	$8,151	$8,727	$9,979	$8,476	$9,004	$7,379	$8,206	$10,103	$10,828	$7,258
		15	12	9	7	19	25	26	25	24	19	21	21	22	18	19	17	19
2019	Asian	$5,579	$5,403	$5,658	$5,810	$3,864	$7,771	$8,058	$6,903	$3,352	$10,258	$12,200	$7,908	$10,347				
		7	7	9	7	8	8	9	8	9	8	9	9	6				
2019	Black/African American	$3,452	$3,342	$3,033	$2,765	$2,641	$4,610	$5,591	$5,786	$6,255	$6,226	$6,457	$6,502	$6,537				
		480	471	473	450	513	646	618	585	554	545	537	528	534				
2019	White/Caucasian	$4,416	$3,804	$2,763	$3,894	$2,605	$3,856	$5,642	$4,968	$5,810	$4,985	$6,936	$6,486	$8,129				
		11	12	17	18	24	27	19	17	14	14	15	16	16				
2019	Two or more races	$5,693	$5,388	$4,184	$2,569	$1,448	$3,965	$6,441	$6,855	$7,342	$7,236	$8,561	$7,508	$6,437				
		15	16	15	17	25	20	24	23	24	25	22	19	19				
2019	Other	$6,157	$3,533	$6,343	$5,324	$3,219	$5,451	$6,349	$6,706	$7,464	$6,935	$6,310	$7,211	$7,286				
		12	14	12	10	12	15	18	17	15	17	17	15	14				
2019	Unknown	*	*	*	*	*	$3,192	$8,201	$7,662	$9,569	$9,569	$8,928	*	*				
		*	*	*	*	*	8	7	7	5	5	6	*	*				
2020	Asian	$3,184	$3,323	$2,292	$2,510	$506	$5,145	$8,121	$7,762	$8,161								
		8	9	6	5	10	10	8	10	11								
2020	Black/African American	$4,068	$4,178	$3,830	$3,577	$3,620	$5,354	$5,715	$5,556	$6,436								
		368	357	344	341	366	386	399	398	382								
2020	White/Caucasian	$3,463	$4,029	$2,784	$3,279	$3,624	$4,121	$4,134	$6,555	$6,187								
		32	27	32	27	34	42	37	35	37								
2020	Two or more races	$4,519	$4,822	$5,307	$2,942	$2,262	$4,540	$5,743	$7,019	$3,331								
		14	15	16	12	13	12	10	9	15								
2020	Other	$5,174	$6,368	$3,339	$3,821	$2,695	$5,820	$6,360	$3,857	$4,908								
		9	8	10	9	8	7	6	6	7								
2020	Unknown	$7,414	$5,739	$6,063	$7,600	$8,094	$8,126	$10,144	$8,415	$9,465								
		6	8	8	8	8	7	8	9	9								
2021	Black/African American	$4,507	$4,147	$4,129	$3,979	$3,396												
		194	186	175	188	225												
2021	White/Caucasian	$4,993	$4,011	$3,910	$2,129	$5,324												
		16	16	15	14	16												
2021	Two or more races	*	*	$1,200	*	*												
		*	*	5	*	*												

Panel Three: By Race and Gender

Exit Year	Race	Gender											Quarter Relative to Program Exit								
			-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12
2018	Black/African American	Female	$3,196	$3,471	$3,212	$2,895	$2,277	$3,734	$5,602	$6,324	$6,305	$6,890	$6,849	$5,988	$6,138	$5,948	$6,437	$6,654	$5,964
			63	62	64	54	72	92	84	89	85	82	80	76	72	74	74	72	74
2018	Black/African American	Male	$3,052	$3,036	$2,418	$2,435	$1,818	$4,273	$5,413	$5,845	$6,206	$6,430	$6,449	$6,317	$6,594	$6,838	$7,215	$7,620	$7,735
			133	132	135	117	157	193	196	186	183	182	179	176	166	151	145	142	141
2018	White/Caucasian	Female	*	*	*	*	$1,212	$2,698	*	*	*	*	*	*	*	*	*	*	*
							6	7											
2018	White/Caucasian	Male	$1,007	$4,074	$5,618	$1,377	$1,673	$3,112	$6,160	$8,166	$8,434	$9,397	$9,684	$9,081	$15,721	$9,906	$12,769	$12,472	$11,001
			11	9	6	6	9	12	11	11	12	11	10	10	9	10	10	10	10
2018	Unknown	Unknown	$5,769	$3,739	$5,298	$6,038	$3,313	$5,236	$7,541	$7,637	$8,727	$9,400	$8,476	$9,022	$7,784	$8,206	$11,104	$10,304	$7,258
			14	11	9	7	18	23	25	24	22	18	19	19	20	18	18	16	17
2019	Asian	Male	*	$4,279	$3,678	*	*	$6,427	$7,423	$9,027	$4,978	$12,449	$13,000	$9,149	$11,542				
				5	5			6	6	6	6	5	6	6	5				
2019	Black/African American	Female	$3,579	$3,432	$2,974	$3,022	$2,344	$4,569	$5,535	$6,002	$6,256	$6,320	$6,482	$6,542	$6,613				
			235	229	223	197	216	279	281	260	257	253	251	249	250				
2019	Black/African American	Male	$3,311	$3,171	$3,054	$2,689	$2,795	$4,673	$5,724	$5,520	$6,124	$6,119	$6,378	$6,334	$6,483				
			244	242	250	253	297	367	336	325	297	292	285	278	284				
2019	White/Caucasian	Female	*	*	$2,526	$3,415	$2,368	$3,591	$5,075	$4,055	$4,376	$4,547	$5,489	$6,088	$6,898				
					6	7	8	8	5	6	6	6	6	5	6				
2019	White/Caucasian	Male	$4,296	$3,655	$3,329	$4,115	$2,729	$3,856	$5,646	$5,014	$6,600	$6,274	$7,433	$6,997	$8,720				
			8	8	11	11	16	19	14	11	8	8	9	11	10				
2019	Two or more races	Female	$4,663	$5,388	$423	$576	$1,547	$3,275	$6,295	$8,114	$7,714	$6,817	$9,058	$9,073	$8,658				
			5	6	5	5	6	7	9	8	8	7	6	5	5				
2019	Two or more races	Male	$5,987	$5,239	$5,614	$2,723	$1,250	$5,230	$6,586	$6,520	$7,092	$7,317	$8,474	$7,358	$6,325				
			10	10	10	12	19	13	15	14	16	18	16	16	14				
2019	Other	Female	$4,787	$3,282	$6,259	$2,618	$3,016	$5,384	$5,888	$4,621	$5,368	$6,180	$5,989	$6,135	$6,550				
			8	10	9	7	8	10	11	11	9	10	10	9	8				
2019	Other	Male	*	*	*	*	*	$9,348	$8,369	$9,616	$10,278	$9,346	$10,355	$11,361	$11,810				
								5	7	6	6	7	7	6	6				
2019	Unknown	Male	*	*	*	*	*	$3,261	$9,174	$7,662	*	*	*	*	*				
								5	5	5									

Panel Three: By Race and Gender (Continued)

Exit Year	Race	Gender							Quarter Relative to Program Exit									
			-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12
2020	Asian	Female	$3,184	$3,323	$2,733	*	*	$5,229	*	$7,138	$5,392								
			6	7	5	*	*	5	*	5	6								
2020	Asian	Male	*	*	*	*	*	$4,021	*	$9,058	$10,193								
			*	*	*	*	*	5	*	5	5								
2020	Black/African American	Female	$4,434	$4,472	$4,425	$3,988	$4,323	$5,066	$5,566	$5,415	$6,618								
			199	189	190	192	197	201	207	210	204								
2020	Black/African American	Male	$3,931	$3,628	$3,239	$3,324	$3,069	$5,618	$6,199	$5,594	$6,241								
			168	167	153	148	168	184	191	187	178								
2020	White/Caucasian	Female	$2,374	$2,293	$3,644	$2,986	$4,720	$2,860	$3,741	$6,059	$6,617								
			14	13	17	16	14	19	18	16	17								
2020	White/Caucasian	Male	$3,825	$4,660	$2,627	$3,312	$3,206	$4,533	$5,869	$6,340	$5,707								
			17	13	14	10	19	22	18	18	19								
2020	Two or more races	Female	$4,609	$3,663	$7,053	$4,313	$6,135	$6,367	$5,942	$8,002	$5,069								
			6	8	7	8	7	8	8	7	8								
2020	Two or more races	Male	$4,519	$4,822	$2,840	*	$992	*	*	*	$2,940								
			8	9	9	*	6	*	*	*	7								
2020	Other	Male	$6,133	$6,855	$4,909	$4,587	$3,783	$5,902	$7,403	$5,013	$5,890								
			7	7	8	7	6	6	5	5	6								
2020	Unknown	Female	*	$5,251	$7,411	$7,982	$8,361	*	$7,470	$8,228	$8,411								
			7	5	5	5	5	*	5	6	6								
2021	Black/African American	Female	$4,861	$5,100	$4,483	$3,951	$3,985												
			113	103	96	102	107												
2021	Black/African American	Male	$3,650	$3,344	$3,858	$4,156	$2,979												
			81	83	79	86	118												
2021	White/Caucasian	Female	$8,921	$9,333	$4,290	$2,278	*												
			7	7	8	7	*												
2021	White/Caucasian	Male	$4,042	$2,772	$2,299	$1,979	$4,764												
			9	9	7	7	12												

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Panel Four: By Age Category at Program Enrollment

Exit Year	Age Category		-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12
											Quarter Relative to Program Exit								
2018	16-18		$1,819	$2,661	$1,515	$2,633	$3,054	$3,810	$5,878	$6,769	$6,898	$5,750	$5,744	$4,936	$5,251	$7,120	$5,966	$8,529	$6,345
			12	10	11	9	14	19	17	17	16	18	18	17	16	17	17	17	18
2018	19-24		$2,974	$2,626	$2,014	$1,739	$1,968	$3,422	$5,030	$5,390	$6,666	$6,696	$6,467	$6,316	$7,403	$7,405	$6,359	$8,107	$7,992
			90	88	85	75	101	121	113	113	113	115	114	107	100	93	102	97	94
2018	25-29		$3,203	$3,453	$3,160	$2,118	$1,786	$4,496	$5,591	$5,257	$6,829	$7,853	$8,128	$8,569	$7,646	$7,682	$8,351	$6,785	$7,718
			48	51	54	51	54	67	66	71	65	62	57	60	57	57	49	57	53
2018	30-44		$4,481	$4,451	$3,653	$3,509	$1,924	$4,960	$5,908	$6,559	$6,186	$6,755	$6,796	$6,762	$6,220	$6,293	$7,261	$7,598	$6,853
			48	49	48	40	66	80	76	72	74	70	73	72	69	61	57	49	56
2018	45-54		$2,248	$3,005	$2,802	$4,004	$960	$4,282	$6,501	$6,857	$5,705	$6,012	$6,043	$6,002	$4,925	$5,474	$3,622	$4,335	$5,916
			16	13	11	9	13	20	21	20	21	19	16	15	15	13	13	12	14
2018	55-64		$4,009	$5,081	$4,407	$3,147	$1,244	$3,108	$5,783	$6,308	$2,791	$6,697	$7,213	$4,107	$6,251	$8,222	$6,899	$8,116	$9,225
			5	5	6	5	7	11	12	10	10	9	9	9	7	7	7	7	6
2019	16-18		$1,351	$847	$1,465	$2,067	$1,967	$2,840	$3,179	$3,590	$4,187	$3,872	$4,236	$3,680	$4,890				
			29	42	48	53	59	58	52	52	52	54	53	51	49				
2019	19-24		$3,204	$3,036	$2,891	$2,533	$2,795	$4,993	$5,893	$6,286	$6,821	$6,398	$7,078	$7,093	$7,125				
			223	211	207	198	225	273	256	250	227	243	250	247	247				
2019	25-29		$4,551	$4,179	$3,782	$3,874	$2,287	$4,237	$6,381	$6,078	$6,090	$6,967	$6,784	$6,807	$6,790				
			113	108	113	99	111	139	135	130	124	110	108	107	108				
2019	30-44		$4,426	$4,564	$4,212	$3,698	$3,364	$4,962	$5,716	$5,863	$6,510	$6,488	$6,542	$6,945	$6,682				
			129	126	125	123	149	196	197	180	173	166	158	146	147				
2019	45-54		$5,739	$3,904	$3,850	$2,811	$2,550	$2,771	$4,789	$5,435	$6,632	$5,435	$5,868	$6,168	$7,978				
			30	31	28	25	32	46	41	35	32	31	27	30	33				
2019	55-64		$6,861	$5,223	$2,677	$3,325	$2,218	$4,880	$4,397	$6,160	$6,029	$5,414	$5,585	$3,963	$5,237				
			9	7	9	8	12	15	16	14	14	12	13	13	11				

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

								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
2020	16-18	$1,856	$2,801	$2,642	$1,951	$2,115	$3,433	$3,083	$3,766	$3,548								
		10	8	7	7	9	10	12	12	11								
2020	19-24	$3,346	$3,224	$3,126	$2,529	$3,368	$4,494	$5,665	$5,550	$6,592								
		154	151	142	138	148	163	155	158	154								
2020	25-29	$3,993	$4,740	$3,194	$3,822	$3,471	$5,108	$4,248	$4,785	$5,707								
		80	73	74	61	66	73	76	75	77								
2020	30-44	$5,174	$5,200	$4,936	$4,225	$3,606	$5,816	$6,362	$6,487	$6,900								
		133	137	138	135	147	148	151	148	142								
2020	45-54	$4,682	$5,173	$5,460	$5,422	$3,774	$4,978	$7,108	$6,057	$5,695								
		29	33	34	38	40	42	42	42	41								
2020	55-64	$8,034	$8,090	$8,512	$7,690	$4,488	$7,998	$8,500	$9,373	$6,910								
		20	16	16	17	21	21	24	24	26								
2021	16-18	*	*	*	$4,609	$3,599												
		*	*	*	5	6												
2021	19-24	$3,912	$4,153	$3,910	$2,716	$3,292												
		81	77	71	79	94												
2021	25-29	$2,831	$3,314	$5,172	$4,608	$2,411												
		39	35	35	36	37												
2021	30-44	$6,038	$4,844	$4,670	$4,571	$4,297												
		67	64	59	60	72												
2021	45-54	$4,372	$1,956	$3,821	$3,975	$2,961												
		9	8	9	10	19												
2021	55-64	$7,855	$6,652	$7,051	$4,671	$3,985												
		12	15	13	13	15												

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
2018	<12th grade, no high school diploma	$4,307 (18)	$4,074 (17)	$3,653 (20)	$5,051 (14)	$1,457 (22)	$4,232 (28)	$5,406 (27)	$5,318 (24)	$3,360 (28)	$4,076 (23)	$6,074 (21)	$3,485 (22)	$5,205 (20)	$4,559 (20)	$3,889 (21)	$5,320 (20)	$7,074 (20)
2018	High school diploma/equivalent	$2,791 (129)	$3,145 (125)	$2,456 (120)	$2,187 (104)	$1,706 (144)	$3,937 (180)	$5,348 (178)	$5,583 (177)	$6,270 (166)	$6,444 (171)	$6,235 (165)	$6,066 (157)	$6,289 (147)	$6,293 (137)	$6,813 (133)	$7,517 (130)	$6,809 (131)
2018	Some college	$3,488 (57)	$3,386 (56)	$3,402 (58)	$2,567 (53)	$3,233 (64)	$3,515 (78)	$5,771 (68)	$6,884 (70)	$7,549 (70)	$8,131 (68)	$7,447 (69)	$7,077 (67)	$7,646 (67)	$8,240 (61)	$7,454 (63)	$8,127 (62)	$8,468 (64)
2018	AA Degree	* (*)	* (*)	* (*)	* (*)	* (*)	* (*)	* (*)	* (*)	* (*)	$7,954 (5)	$7,922 (5)	$6,561 (5)	$9,483 (5)	$10,582 (5)	$11,475 (5)	$9,196 (5)	* (*)
2018	BA Degree or higher	$5,820 (9)	$2,926 (11)	$2,322 (12)	$1,864 (11)	$1,375 (18)	$5,340 (21)	$8,535 (20)	$8,558 (20)	$8,401 (22)	$9,729 (20)	$10,863 (19)	$10,464 (19)	$12,174 (17)	$11,904 (16)	$13,636 (15)	$10,203 (16)	$11,077 (15)
2018	Trade School	* (*)	* (*)	$3,147 (5)	* (*)	* (*)	$5,974 (5)	$6,501 (*)	* (*)	$5,610 (5)	* (*)	$6,796 (5)	$6,913 (6)	$6,803 (5)	$6,573 (6)	$6,427 (5)	$6,838 (5)	$5,505 (5)
2018	Missing/unknown	$6,038 (15)	$4,294 (14)	$5,298 (11)	$6,527 (8)	$3,404 (19)	$4,996 (26)	$7,025 (29)	$7,112 (28)	$7,389 (26)	$8,773 (20)	$8,157 (23)	$8,717 (24)	$7,474 (23)	$7,767 (22)	$8,742 (22)	$8,948 (18)	$7,073 (19)
2019	<12th grade, no high school diploma	$3,039 (17)	$1,593 (17)	$1,523 (19)	$1,818 (18)	$1,550 (24)	$2,378 (37)	$2,668 (30)	$2,688 (24)	$3,094 (30)	$2,421 (25)	$2,276 (26)	$3,584 (22)	$2,707 (27)				
2019	High school diploma/equivalent	$3,478 (324)	$3,085 (328)	$2,798 (332)	$2,646 (321)	$2,291 (366)	$4,237 (447)	$5,591 (422)	$5,390 (413)	$6,013 (375)	$5,826 (376)	$6,310 (387)	$6,269 (379)	$6,453 (374)				
2019	Some college	$3,583 (134)	$3,712 (125)	$3,601 (122)	$3,186 (113)	$3,470 (140)	$5,727 (166)	$6,281 (164)	$7,223 (152)	$7,364 (150)	$7,465 (146)	$7,644 (136)	$8,079 (137)	$7,832 (138)				
2019	AA Degree	$3,010 (12)	$3,036 (13)	$3,020 (12)	$1,823 (13)	$2,960 (12)	$6,795 (17)	$7,519 (19)	$7,804 (18)	$7,843 (17)	$7,458 (19)	$8,341 (14)	$7,479 (15)	$7,140 (11)				
2019	BA Degree or higher	$5,800 (29)	$5,403 (27)	$5,125 (28)	$4,413 (23)	$2,454 (29)	$5,855 (38)	$5,716 (39)	$6,453 (39)	$8,925 (35)	$8,673 (32)	$7,092 (30)	$7,318 (25)	$5,839 (32)				
2019	Trade School	* (*)	* (*)	* (*)	* (*)	* (*)	$1,363 (5)	* (*)										
2019	Missing/unknown	$4,416 (15)	$4,892 (14)	$4,401 (16)	$4,760 (18)	$4,979 (16)	$4,880 (19)	$5,649 (21)	$6,432 (13)	$5,684 (14)	$5,701 (16)	$4,833 (14)	$6,088 (15)	$6,968 (13)				

Panel Five: By Highest Level of Education (Continued)

Exit Year	Highest Level of Education	-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12
2020	<12th grade, no high school diploma	$3,739	$3,483	$2,978	$2,398	$1,614	$4,777	$4,293	$4,100	$3,547								
		24	23	23	20	20	20	22	24	24								
2020	High school diploma/equivalent	$3,939	$4,032	$3,517	$2,984	$3,166	$5,065	$5,621	$5,594	$5,942								
		232	224	216	201	228	250	255	251	242								
2020	Some college	$4,225	$4,290	$3,926	$4,273	$4,525	$6,249	$6,559	$6,507	$7,416								
		101	98	98	96	106	111	111	107	110								
2020	A A Degree	$5,009	$4,356	$5,652	$5,626	$3,733	$4,589	$7,418	$6,800	$6,718								
		11	12	10	9	11	12	12	13	13								
2020	B A Degree or higher	$5,563	$6,806	$6,423	$5,772	$5,835	$6,025	$7,890	$6,638	$7,557								
		38	36	40	41	39	43	42	46	42								
2020	Trade School	*	$1,342	*	$4,950	$2,524	$6,599	$6,944	$4,210	*								
		*	6	*	5	6	6	6	6	*								
2020	Missing/unknown	$3,670	$4,177	$3,270	$2,411	$3,505	$3,467	$4,964	$5,411	$5,256								
		30	28	28	33	30	25	23	23	27								
2021	<12th grade, no high school diploma	$5,462	$3,633	$2,552	*	$1,605												
		7	7	8	*	10												
2021	High school diploma/equivalent	$3,954	$3,864	$4,101	$3,907	$3,092												
		128	121	110	117	150												
2021	Some college	$4,915	$4,667	$4,434	$4,367	$4,645												
		51	53	48	52	53												
2021	A A Degree	$2,856	$4,039	$3,108	$1,979	$4,036												
		7	5	7	9	8												
2021	B A Degree or higher	$8,365	$7,979	$7,005	$1,342	$4,976												
		12	12	12	13	14												
2021	Missing/unknown	$1,535	$3,646	$2,994	$2,961	$3,103												
		14	13	15	17	16												

Quarter Relative to Program Exit

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

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Table 12a: Percent of 2018 Program Non-Completers Employed Relative to Program Exit Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit																	
			-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12
TOTAL		147	32.0%	38.8%	38.1%	33.3%	36.1%	42.2%	42.2%	45.6%	37.4%	39.5%	42.9%	34.7%	34.7%	34.0%	30.6%	27.9%	27.2%

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

**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.*

Table 12b: Percent of 2019 Program Non-Completers Employed Relative to Program Exit Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit												
			-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8
TOTAL		286	48.6%	46.9%	45.8%	44.4%	44.8%	53.8%	52.8%	49.0%	46.2%	46.2%	45.8%	42.3%	47.2%

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

**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.*

Table 12c: Percent of 2020 Program Non-Completers Employed Relative to Program Exit Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit								
			-4	-3	-2	-1	Exit	+1	+2	+3	+4
TOTAL		189	41.3%	43.9%	45.0%	45.0%	39.7%	42.3%	43.4%	45.0%	39.2%

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

**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.*

Table 12d: Percent of 2021 Program Non-Completers Employed Relative to Program Exit Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit				
			-4	-3	-2	-1	Exit
TOTAL		146	43.8%	44.5%	41.8%	38.4%	41.8%

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

**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.*

Figure 3a. Percent of 2018 Program Non-Completers Employed Relative to Program Exit Quarter

Figure 3b. Percent of 2019 Program Non-Completers Employed Relative to Program Exit Quarter

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Figure 3c. Percent of 2020 Program Non-Completers Employed Relative to Program Exit Quarter

Figure 3d. Percent of 2021 Program Non-Completers Employed Relative to Program Exit Quarter

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Table 13a: Median Wages and Counts of 2018 Program Non-Completers Employed Relative to Program Exit Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit																
			-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12
TOTAL		147	$2,212	$2,323	$1,458	$1,349	$1,118	$2,966	$3,578	$2,990	$3,733	$3,607	$2,914	$3,061	$3,657	$3,080	$2,974	$2,810	$2,866
			47	57	56	49	53	62	62	67	55	58	63	51	51	50	45	41	40

*Indicates censored result due to fewer than five individuals per cell
**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.*

Table 13b: Median Wages and Counts of 2019 Program Non-Completers Employed Relative to Program Exit Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit												
			-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8
TOTAL		286	$2,610	$3,045	$1,964	$1,535	$1,547	$2,378	$3,005	$3,049	$3,007	$3,608	$3,435	$3,402	$3,529
			139	134	131	127	128	154	151	140	132	132	131	121	135

*Indicates censored result due to fewer than five individuals per cell
**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.*

Table 13c: Median Wages and Counts of 2020 Program Non-Completers Employed Relative to Program Exit Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit								
			-4	-3	-2	-1	Exit	+1	+2	+3	+4
TOTAL		189	$4,140	$3,632	$3,090	$2,216	$2,915	$3,847	$3,847	$3,701	$3,779
			78	83	85	85	75	80	82	85	74

*Indicates censored result due to fewer than five individuals per cell
**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.*

Table 13d: Median Wages and Counts of 2021 Program Non-Completers Employed Relative to Program Exit Quarter

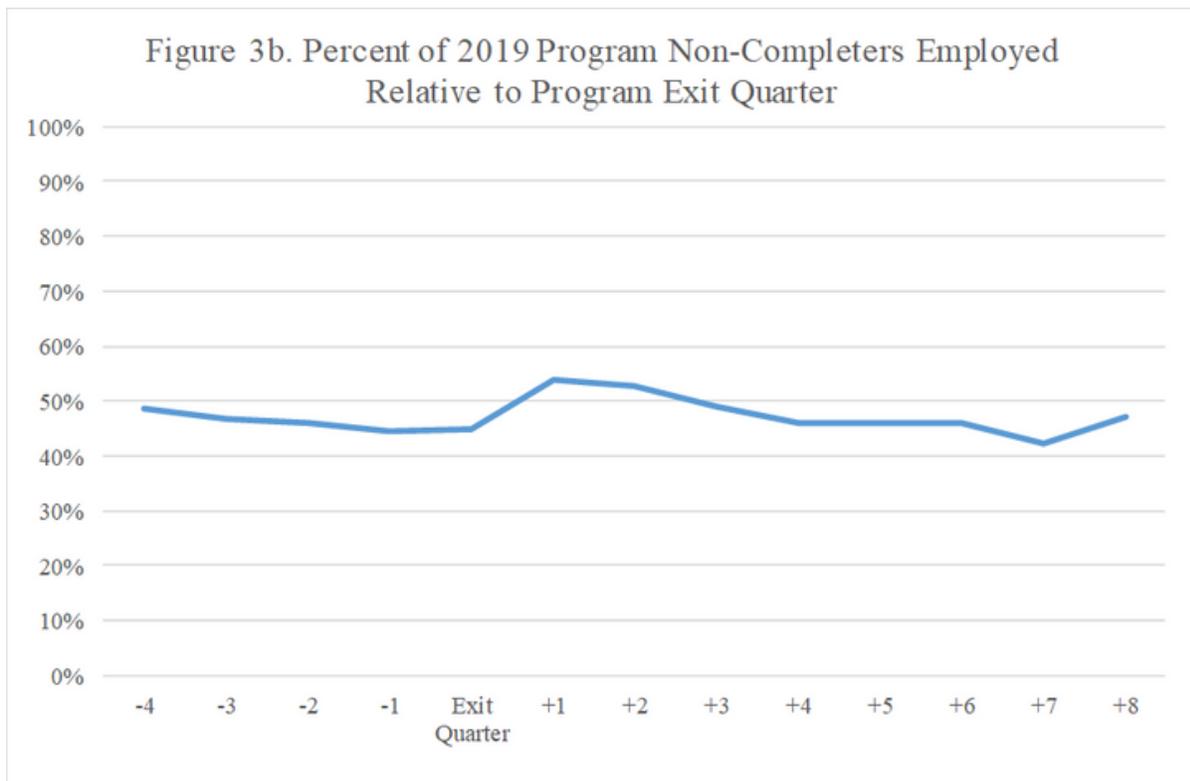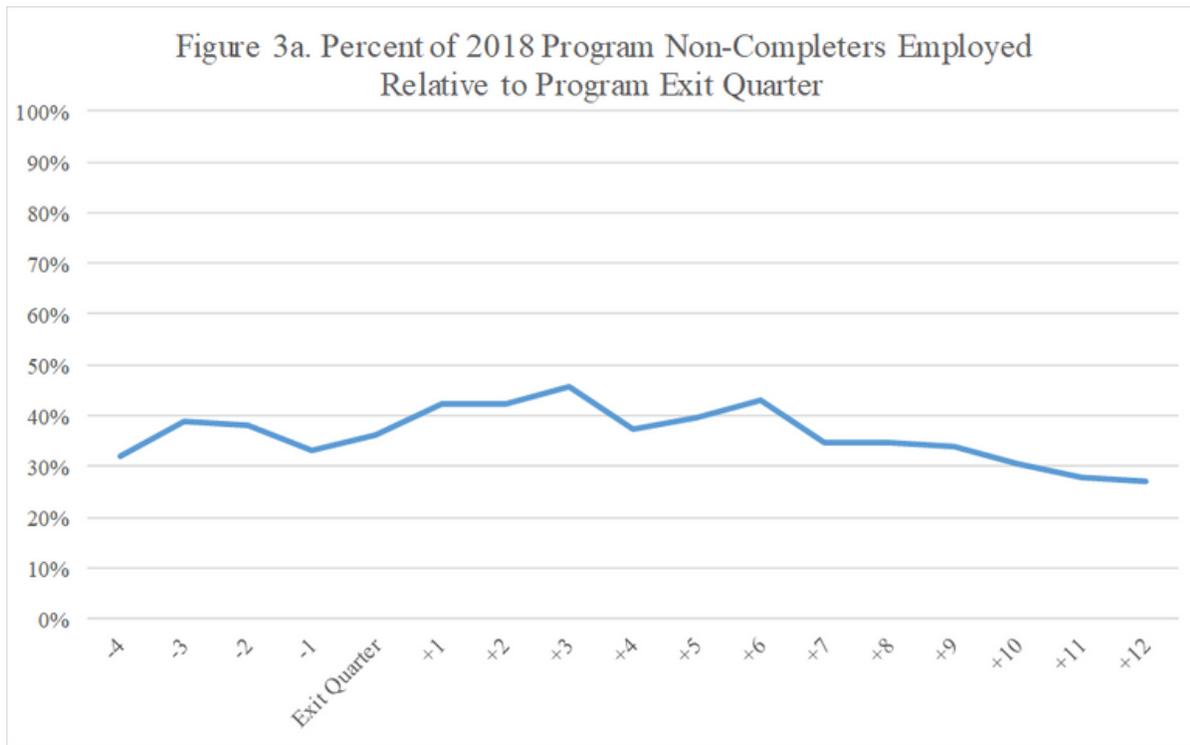| Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit				
			-4	-3	-2	-1	Exit
TOTAL		146	$3,292	$2,704	$4,004	$3,227	$2,880
			64	65	61	56	61

*indicates censored result due to fewer than five individuals per cell
**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.*

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Figure 4a. Median Wages of 2018 Program Non-Completers Employed Relative to Program Exit Quarter

Figure 4b. Median Wages of 2019 Program Non-Completers Employed Relative to Program Exit Quarter

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Figure 4c. Median Wages of 2020 Program Non-Completers Employed Relative to Program Exit Quarter

Figure 4d. Median Wages of 2021 Program Non-Completers Employed Relative to Program Exit Quarter

Table 14a: Percent of 2018 Program Non-Completers Continuously Employed Post Program Exit, by Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit											
			+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12
TOTAL		147	42.2%	34.7%	30.6%	26.5%	23.1%	21.1%	17.7%	15.6%	14.3%	12.2%	8.8%	7.5%

indicates censored result due to fewer than five individuals per cell
***Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.*

Table 14b: Percent of 2019 Program Non-Completers Continuously Employed Post Program Exit, by Quarter
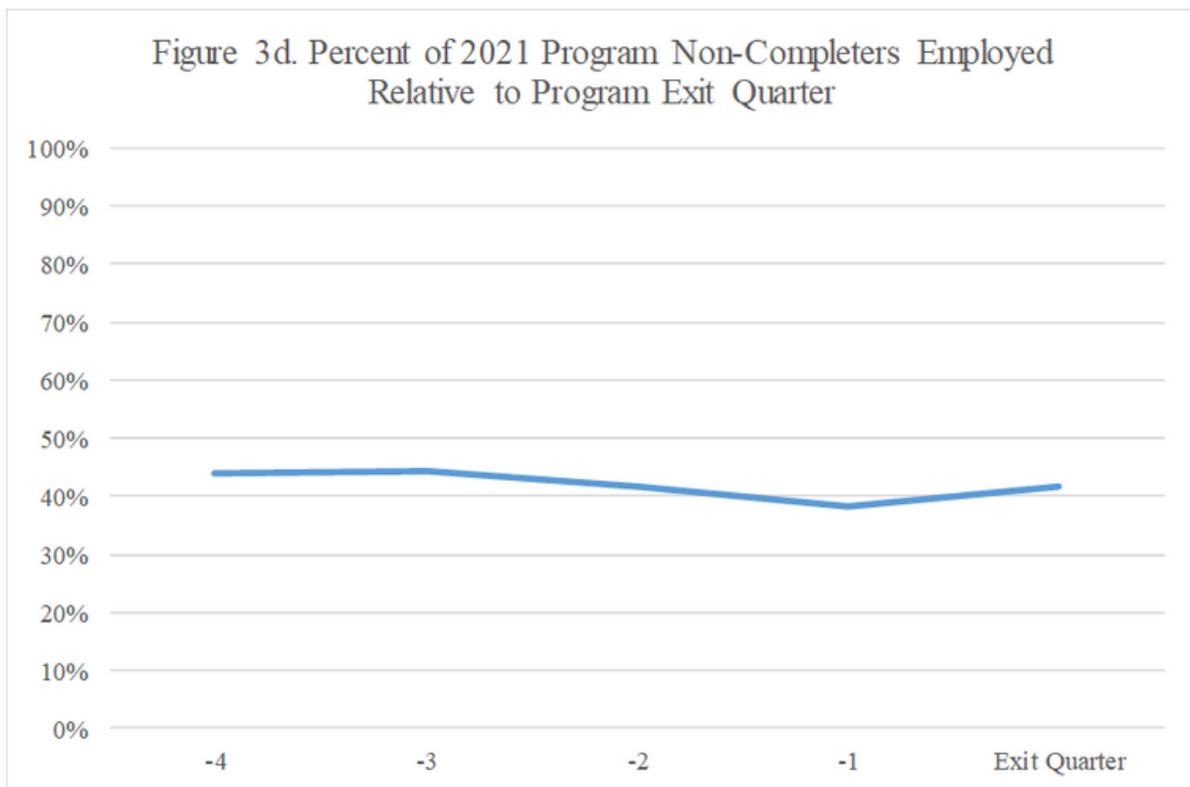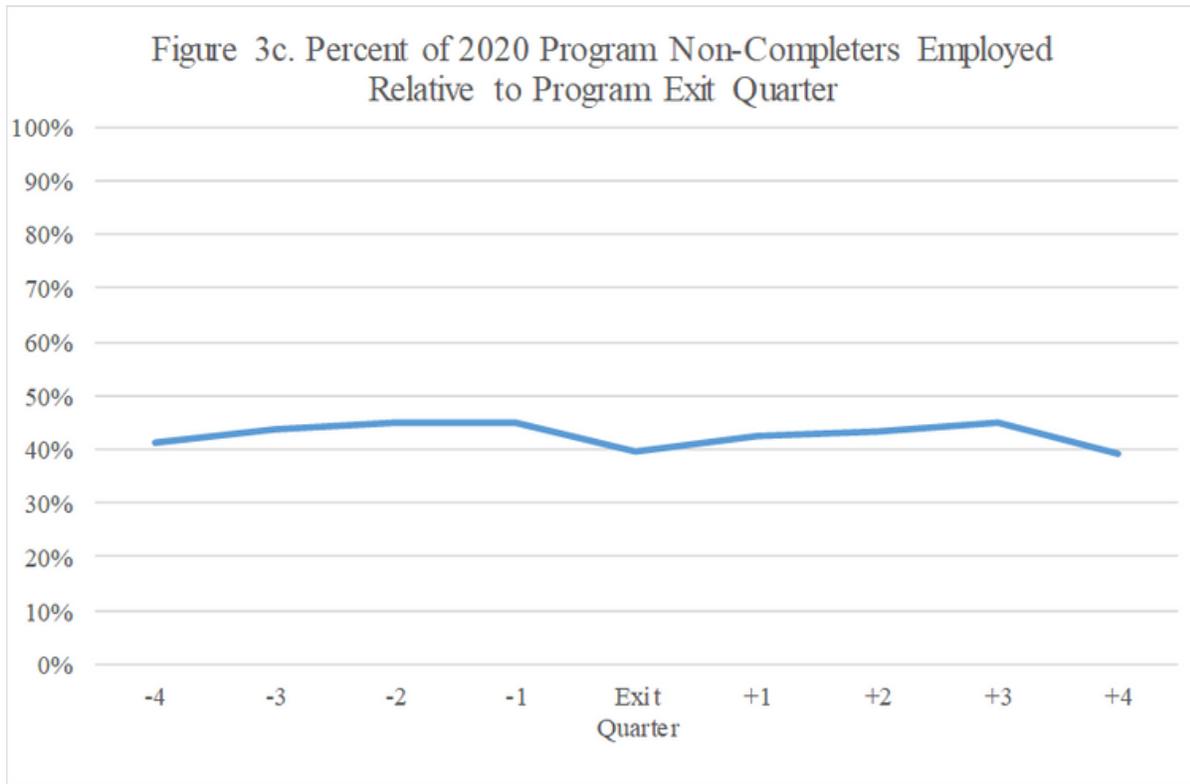
Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit							
			+1	+2	+3	+4	+5	+6	+7	+8
TOTAL		286	53.8%	44.8%	37.1%	32.5%	27.6%	24.1%	21.0%	19.6%

indicates censored result due to fewer than five individuals per cell
***Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.*

Table 14c: Percent of 2020 Program Non-Completers Continuously Employed Post Program Exit, by Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit			
			+1	+2	+3	+4
TOTAL		189	42.3%	37.0%	32.8%	26.5%

indicates censored result due to fewer than five individuals per cell
***Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.*

Table 15a: Percent of 2018 Program Non-Completers Continuously Employed at Full-Time Equivalent, by Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit											
			+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12
TOTAL	TOTAL	147	8.8%	6.8%	4.8%	4.1%	3.4%	*	*	*	*	*	*	*

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

**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.

Table 15b: Percent of 2019 Program Non-Completers Continuously Employed at Full-Time Equivalent, by Quarter

Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit							
			+1	+2	+3	+4	+5	+6	+7	+8
TOTAL	TOTAL	286	10.1%	7.0%	5.2%	4.9%	4.5%	3.5%	3.1%	3.1%

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

**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of Maryland are not included in the UI wage record data.

Table 15c: Percent of 2020 Program Non-Completers Continuously Employed at Full-Time Equivalent, by Quarter

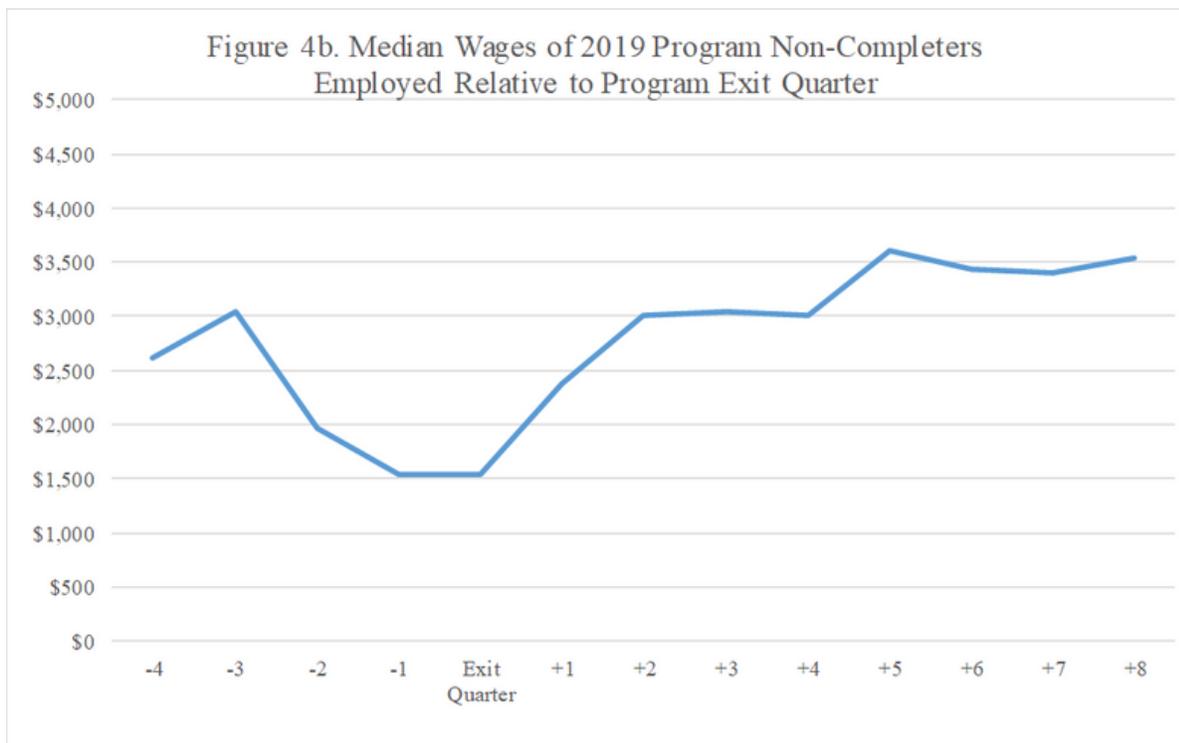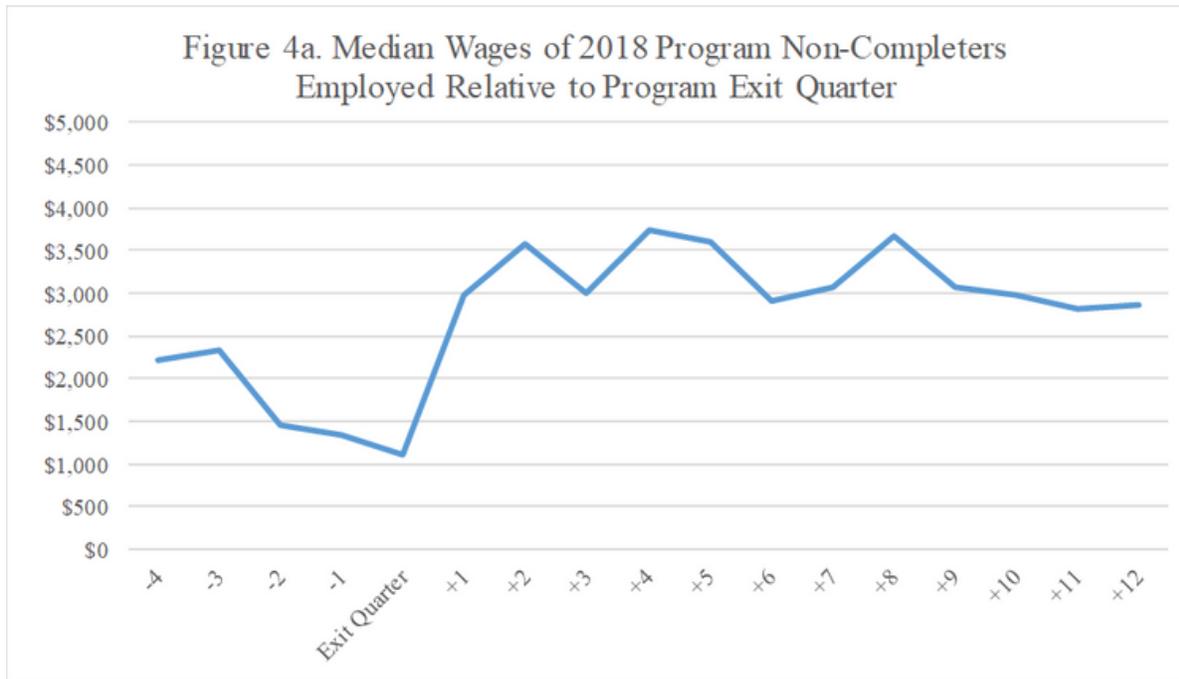| Workforce Grantee Name**	Training Program Name	Count	Quarter Relative to Program Exit			
			+1	+2	+3	+4
TOTAL	TOTAL	189	13.8%	9.0%	6.3%	5.8%

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

**Program completers with income reported via a 1099, who are employed by the federal government, or who are employed outside of the state of Maryland are not included in the UI wage record data.

Table 16: Top Sectors of Program Non-Completer Post-Program Employment by Median Wages and Counts, by Calendar Quarter

Rank	NAICS Code		2018Q1	2018Q2	2018Q3	2018Q4	2019Q1	2019Q2	2019Q3	2019Q4	2020Q1	2020Q2	2020Q3	2020Q4	2021Q1	2021Q2	2021Q3	Total Employee Quarters
1	56: Administrative and Support and Waste Management and Remediation Services	wage	$710	$961	$537	$2,115	$1,647	$1,381	$2,627	$1,667	$2,545	$3,436	$3,097	$2,892	$3,552	$2,526	$2,718	
		count	10	17	23	23	30	29	45	45	58	45	64	81	82	74	73	699
2	62: Health Care and Social Assistance	wage	*	$4,081	$6,021	$4,835	$3,646	$2,901	$3,328	$4,432	$4,461	$3,760	$5,141	$5,948	$5,471	$5,039	$5,733	
		count	*	5	5	6	12	24	28	31	42	46	45	48	53	61	56	465
3	44-45: Retail Trade	wage	$2,267	$1,180	$2,566	$2,432	$3,124	$1,558	$1,993	$2,693	$1,678	$2,035	$1,805	$2,950	$2,693	$2,991	$1,756	
		count	6	8	8	16	10	25	37	45	37	32	43	52	41	41	48	449
4	72: Accommodation and Food Services	wage	$418	$986	$1,927	$2,613	$2,517	$2,373	$2,562	$3,033	$2,957	$3,061	$2,501	$2,882	$2,196	$1,813	$3,022	
		count	11	16	14	19	26	26	37	34	43	21	30	25	21	37	43	403
5	48-49: Transportation and Warehousing	wage					$2,150	$2,027	$1,257	$3,432	$2,834	$2,622	$2,436	$3,306	$3,944	$2,679	$1,923	
		count					6	13	22	33	30	52	32	42	28	29	25	322
6	54: Professional, Scientific, and Technical Services	wage						$6,826	$6,271	$7,915	$7,543	$9,800	$7,181	$12,889	$7,927	$11,004	$12,316	
		count						5	8	11	13	12	12	10	8	6	6	97
7	31-33: Manufacturing	wage							$3,441	$4,643	$4,978	$2,602	$7,845	$3,868	$5,441	$6,682	$2,325	
		count							10	5	6	5	5	8	9	5	7	77
8	23: Construction	wage									$1,402	*	$6,191	$7,363	$9,297	$7,719	$7,811	
		count									*	*	9	7	9	6	5	64
9	42: Wholesale Trade	wage		$2,459							$3,954	$6,499	$4,549	*	$3,174	$2,480	$7,393	
		count		5							7	5	6	*	7	5	9	64
10	51: Information and Cultural Industries	wage													*	$1,920	$3,989	
		count													*	13	19	55
	TOTAL EMPLOYEE QUARTERS POST-EXIT FOR ALL TOP TEN NAICS CODES																		2,695
	TOTAL EMPLOYEE QUARTERS POST-EXIT FOR ALL NAICS CODES																		2,942

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

6 2

Table 17: Median Wages and Counts of Program Non-Completers Employed by Participant Demographic

Panel One: By Gender

Exit Year	Gender	-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12
												Quarter Relative to Program Exit						
2018	Female	$2,807	$2,283	$1,413	$1,163	$1,217	$2,687	$3,575	$3,141	$2,766	$3,123	$3,204	$3,785	$3,757	$1,615	$3,801	$3,127	$1,813
		22	26	25	22	24	26	24	25	24	26	27	22	24	21	19	15	17
2018	Male	$1,737	$2,323	$1,687	$1,402	$1,068	$3,387	$3,824	$2,842	$5,024	$4,539	$2,492	$2,797	$3,620	$3,370	$2,717	$2,530	$4,105
		25	31	31	27	29	36	38	42	31	32	36	29	27	29	26	26	23
2019	Female	$3,338	$3,777	$2,362	$1,472	$1,503	$2,532	$2,982	$3,287	$3,531	$3,864	$4,357	$3,276	$3,903				
		73	71	71	74	71	76	81	70	70	70	70	68	75				
2019	Male	$2,079	$2,201	$1,651	$1,584	$1,558	$2,107	$3,012	$2,985	$2,630	$3,341	$2,965	$3,523	$3,219				
		66	63	60	53	57	78	70	69	61	62	60	52	60				
2020	Female	$4,640	$4,058	$4,115	$2,992	$2,719	$4,027	$4,159	$4,604	$4,075								
		51	52	52	49	45	49	49	45	43								
2020	Male	$3,184	$2,321	$2,194	$1,154	$2,990	$3,573	$3,135	$3,109	$3,523								
		27	31	33	36	30	31	33	40	31								
2021	Female	$3,383	$4,098	$4,809	$3,297	$3,308												
		36	33	31	30	27												
2021	Male	$3,053	$2,419	$3,527	$3,227	$2,590												
		28	32	30	26	34												

Panel Two: By Race

Exit Year	Race	-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12
												Quarter Relative to Program Exit						
2018	Black/African American	$2,144	$2,294	$1,497	$1,402	$1,118	$2,966	$3,574	$3,066	$3,810	$3,668	$2,955	$3,557	$3,639	$3,080	$3,032	$2,969	$2,866
		42	52	51	45	47	56	58	62	51	54	60	48	48	48	42	38	36
2019	Black/African American	$2,685	$3,057	$1,895	$1,470	$1,573	$2,378	$2,982	$2,985	$2,959	$3,650	$3,435	$3,430	$3,529				
		128	120	118	114	113	138	137	129	121	121	123	111	125				
2019	White/Caucasian	$2,795	$3,237	$842	$3,268	$5,896	$3,335	$4,677	$5,472	$7,210	$7,301	$6,720	$5,647	*				
		6	6	5	7	5	8	7	5	5	5	5	5	*				
2020	Black/African American	$3,996	$3,615	$3,140	$2,436	$3,064	$3,858	$3,359	$3,642	$3,523								
		72	76	74	75	65	69	71	70	63								
2020	White/Caucasian	*	*	$1,760	$1,830	$2,508	$2,775	$2,167	$3,794	$4,075								
		*	*	7	5	8	6	8	9	7								
2021	Black/African American	$3,426	$2,975	$4,125	$3,227	$2,851												
		58	60	56	50	54												

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
2018	Black/African American	Female	$2,807	$2,357	$1,413	$1,370	$1,217	$2,687	$3,575	$3,386	$2,766	$3,395	$3,100	$3,918	$3,780	$1,606	$4,168	$4,304	$1,929
			20	23	23	20	20	22	22	22	22	24	26	21	22	20	17	13	16
2018	Black/African American	Male	$1,870	$2,264	$1,714	$1,577	$1,068	$3,128	$3,377	$2,842	$5,024	$4,539	$2,664	$2,806	$3,381	$3,267	$2,544	$2,249	$3,656
			22	29	28	25	27	34	36	40	29	30	34	27	26	28	25	25	20
2019	Black/African American	Female	$3,403	$4,150	$2,362	$1,313	$1,666	$2,532	$2,982	$3,192	$3,455	$4,064	$4,385	$3,419	$4,037				
			68	63	63	67	63	68	75	66	66	66	67	64	71				
2019	Black/African American	Male	$1,926	$1,950	$1,624	$1,584	$1,566	$2,107	$2,968	$2,974	$2,656	$3,298	$2,959	$3,383	$3,165				
			60	57	55	47	50	70	62	62	54	55	55	46	54				
2020	Black/African American	Female	$4,468	$4,024	$4,108	$3,102	$2,981	$4,179	$3,752	$3,903	$3,319								
			46	48	47	45	40	44	44	40	38								
2020	Black/African American	Male	$3,361	$2,407	$2,205	$1,316	$3,064	$3,429	$3,135	$3,306	$3,847								
			26	28	27	30	25	25	27	30	25								
2021	Black/African American	Female	$3,383	$3,738	$5,087	$2,646	$3,466												
			34	31	29	28	24												
2021	Black/African American	Male	$3,492	$2,450	$3,621	$3,278	$2,590												
			24	29	27	22	30												

Panel Four: By Age Category at Program Enrollment

Exit Year	Age Category	-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12
									Quarter Relative to Program Exit									
2018	16-18	*	$1,968	$2,725	$3,478	*	$3,641	$2,613	$3,630	$4,375	$5,101	$3,701	$4,320	$3,620	$2,714	$3,174	$3,127	$2,572
		*	5	6	5	*	5	7	7	5	6	8	5	7	7	7	5	6
2018	19-24	$2,330	$2,357	$1,592	$1,057	$1,178	$2,559	$3,786	$2,633	$3,165	$3,055	$3,253	$2,513	$4,036	$3,080	$3,801	$2,249	$1,813
		26	33	32	28	31	35	31	35	31	33	33	30	27	26	21	21	19
2018	25-29	$985	$2,401	$782	$730	$790	$3,569	$4,624	$1,159	$4,607	$4,539	$996	$3,596	$2,203	$1,615	*	*	$3,943
		8	8	6	5	5	9	7	11	8	8	9	6	7	5	*	*	6
2018	30-44	$4,318	$2,598	$1,740	$1,860	$537	$3,853	$5,042	$5,807	$6,806	$6,362	$3,110	$2,734	$8,781	$5,835	$2,036	$4,463	$4,105
		6	8	9	9	11	11	14	11	8	8	9	7	6	7	9	8	7
2019	16-18	$1,360	$1,021	$1,238	$1,387	$1,704	$1,845	$3,422	$2,842	$3,007	$5,525	$4,329	$4,699	$2,923				
		10	9	14	15	15	20	19	16	18	16	15	12	15				
2019	19-24	$2,448	$3,359	$2,254	$1,636	$1,734	$2,685	$3,001	$2,985	$2,463	$3,221	$3,452	$2,978	$2,634				
		71	67	65	58	52	69	68	67	66	68	64	57	64				
2019	25-29	$3,677	$2,470	$1,965	$1,876	$980	$1,808	$2,017	$4,427	$4,829	$3,384	$2,013	$3,103	$5,118				
		28	27	25	21	30	32	30	25	21	19	21	24	27				
2019	30-44	$3,716	$3,109	$1,306	$1,563	$1,666	$3,320	$3,018	$3,191	$3,302	$3,605	$2,196	$4,442	$4,776				
		19	21	19	22	25	24	26	20	18	20	23	21	21				
2019	45-54	$2,324	$1,330	$1,540	$981	$3,616	$6,047	$6,799	$2,962	$2,151	$6,182	$5,503	$7,301	$7,525				
		8	7	5	9	5	9	6	9	7	7	6	5	6				
2020	19-24	$4,429	$3,922	$2,792	$2,326	$1,873	$3,694	$4,159	$5,007	$3,174								
		25	30	30	30	24	26	25	24	25								
2020	25-29	$4,140	$3,449	$4,177	$3,076	$3,079	$3,497	$2,699	$2,802	$3,875								
		26	26	24	24	20	21	23	24	20								
2020	30-44	$3,645	$3,479	$2,377	$1,915	$3,091	$3,211	$3,875	$3,794	$3,464								
		18	20	19	18	22	22	25	25	21								
2020	45-54	*	*	*	$3,217	$5,070	$7,500	$8,533	$7,654	*								
		*	*	*	6	6	5	5	5	*								
2021	19-24	$2,570	$2,685	$3,643	$3,071	$4,133												
		21	20	21	20	22												
2021	25-29	$4,823	$2,870	$2,610	$1,643	$2,058												
		11	10	10	10	10												
2021	30-44	$3,537	$3,854	$5,325	$4,329	$2,719												
		23	24	23	18	20												

Panel Five: By Highest Level of Education

Exit Year	Highest Level of Education	-4	-3	-2	-1	Exit	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12
										Quarter Relative to Program Exit								
2018	<12th grade, no high school diploma	$2,550	$2,745	$1,584	$1,035	$388	$2,852	$3,197	$2,535	$3,035	$2,702	$1,949	$2,734	$4,036	$3,418	$2,796	$1,022	$1,435
		6	6	8	6	9	10	12	12	10	10	11	9	5	9	9	9	8
2018	High school diploma/equivalent	$2,264	$1,968	$1,687	$764	$1,315	$2,795	$3,945	$3,260	$4,335	$3,785	$2,697	$3,785	$3,275	$2,454	$3,768	$3,174	$3,230
		29	35	31	29	33	35	34	37	30	30	32	28	30	28	24	20	22
2018	Some college	$1,997	$2,375	$1,408	$1,708	$2,329	$2,218	$2,958	$1,754	$1,770	$3,055	$4,149	$2,902	$4,191	$4,144	$2,759	$3,907	$1,813
		10	12	12	10	8	10	9	10	8	11	12	10	10	8	8	8	7
2019	<12th grade, no high school diploma	$1,889	$1,330	$768	$2,299	$684	$2,045	$1,221	$2,740	$1,720	$2,680	$1,866	$2,600	$2,822				
		15	13	9	9	10	14	15	13	12	14	15	11	14				
2019	High school diploma/equivalent	$2,270	$2,117	$1,678	$1,280	$1,448	$2,094	$2,750	$2,895	$2,958	$3,575	$3,581	$3,402	$2,679				
		87	84	87	84	82	99	95	88	86	79	77	79	87				
2019	Some college	$4,384	$3,918	$2,357	$1,847	$2,032	$2,186	$3,402	$2,988	$3,125	$3,649	$3,914	$3,922	$5,743				
		29	27	29	27	22	29	30	30	24	26	27	22	24				
2019	BA Degree or higher	*	*	*	*	$1,666	$11,650	$11,979	$17,218	$13,110	$10,430	$12,407	$15,303	$17,661				
		*	*	*	*	7	6	6	5	5	7	6	5	6				
2019	Missing/unknown	*	$3,059	*	*	$5,668	$3,493	$4,677	*	$6,155	$2,882	$2,196	*	*				
		*	5	*	*	5	5	5	*	5	5	5	*	*				
2020	<12th grade, no high school diploma	*	$1,391	*	*	*	$3,555	*	$1,827	*								
		*	5	*	*	*	6	*	6	*								
2020	High school diploma/equivalent	$4,907	$3,842	$3,995	$3,016	$2,787	$3,847	$4,038	$3,794	$3,893								
		50	56	54	54	48	48	49	49	46								
2020	Some college	$4,533	$4,426	$2,555	$974	$3,217	$4,302	$4,159	$3,583	$3,131								
		8	8	9	12	10	9	11	11	10								
2020	Missing/unknown	$2,844	$3,300	$2,209	$2,414	$2,818	$3,573	$3,087	$3,707	$4,628								
		14	12	17	15	16	17	18	19	14								
2021	High school diploma/equivalent	$3,488	$3,730	$4,004	$3,451	$2,921												
		45	46	41	34	39												
2021	Some college	$802	*	$6,646	$6,086	$3,758												
		7	*	6	6	6												
2021	Missing/unknown	$1,820	$1,849	$2,207	$1,004	$1,918												
		7	9	11	12	11												

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

66
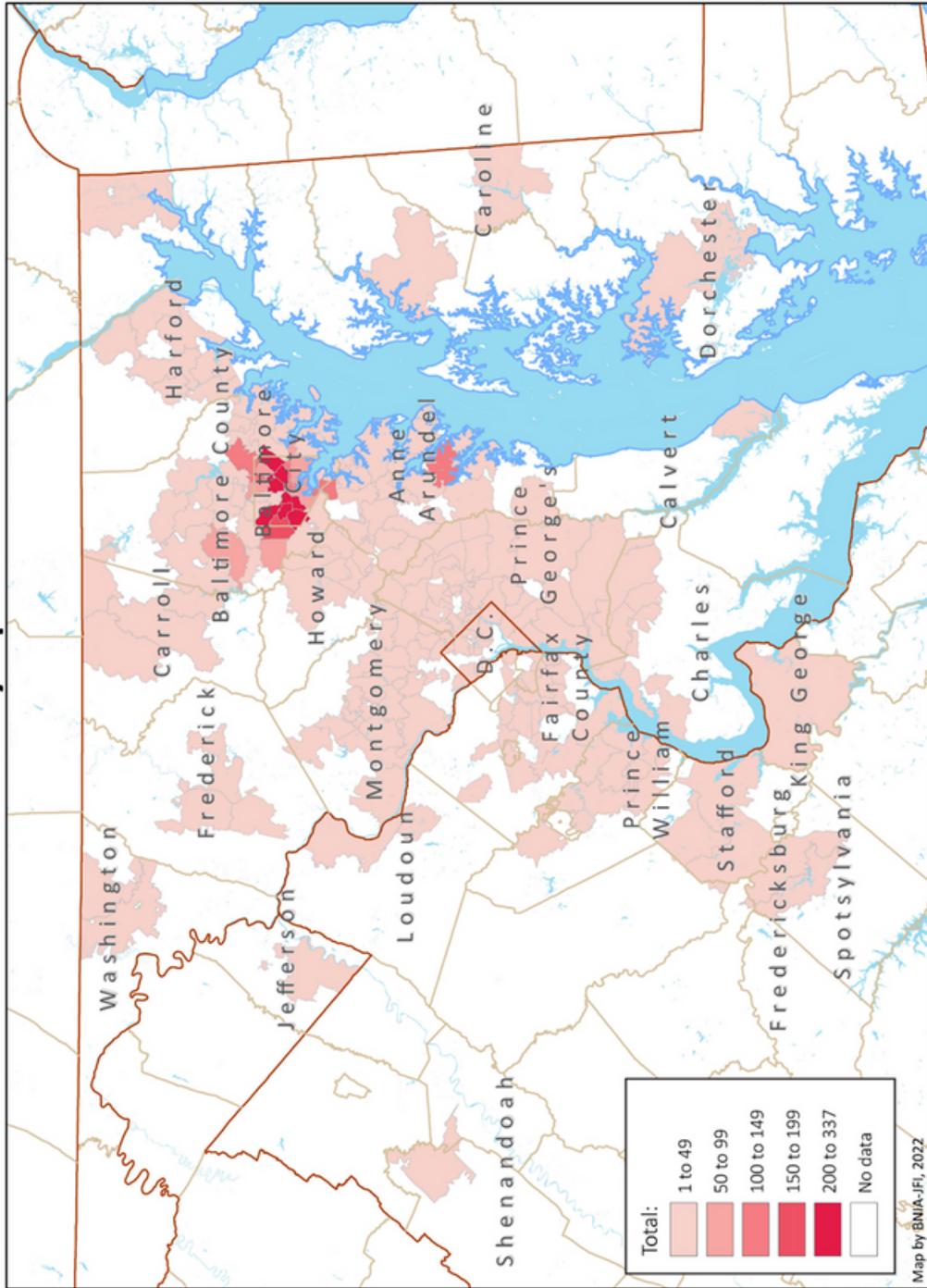
Total Number of Persons Served by Zip Code

Total Number of Persons Served by Zip Code
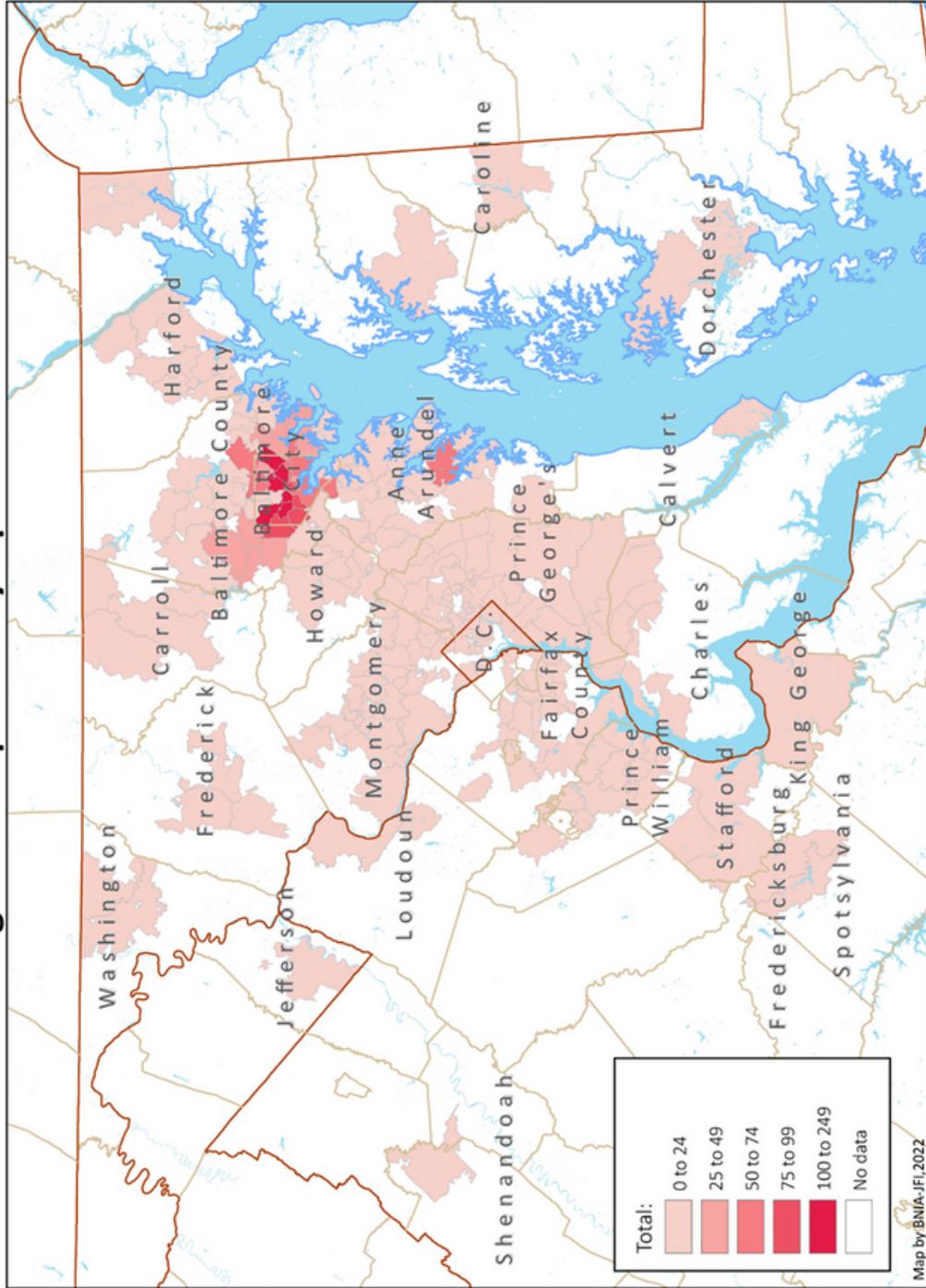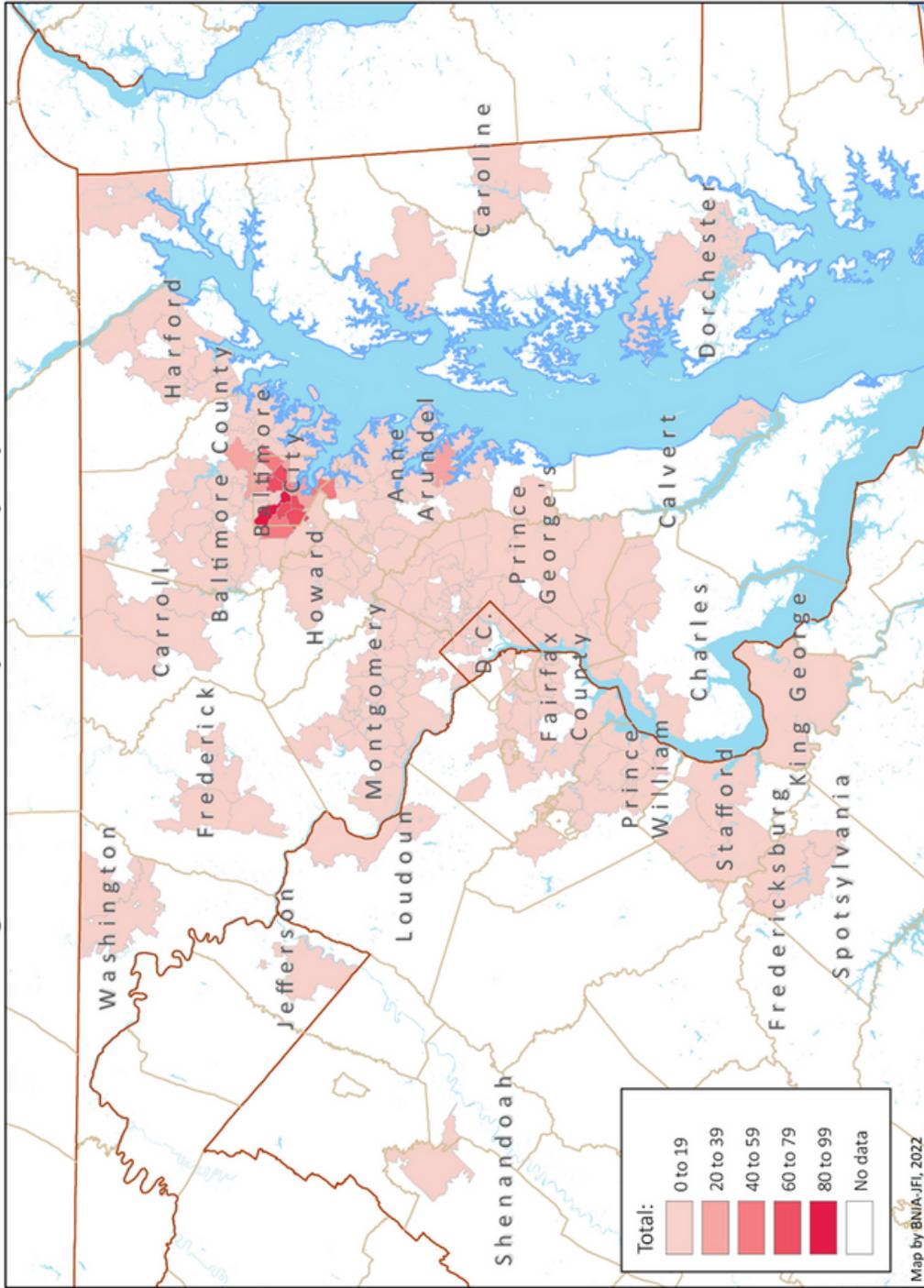

Map by BNIA-JFI, 2022

68

Total Number of Program Completers by Zip Code

Total: 0 to 24 | 25 to 49 | 50 to 74 | 75 to 99 | 100 to 249 | No data

Map by BNIA-JFI, 2022

69
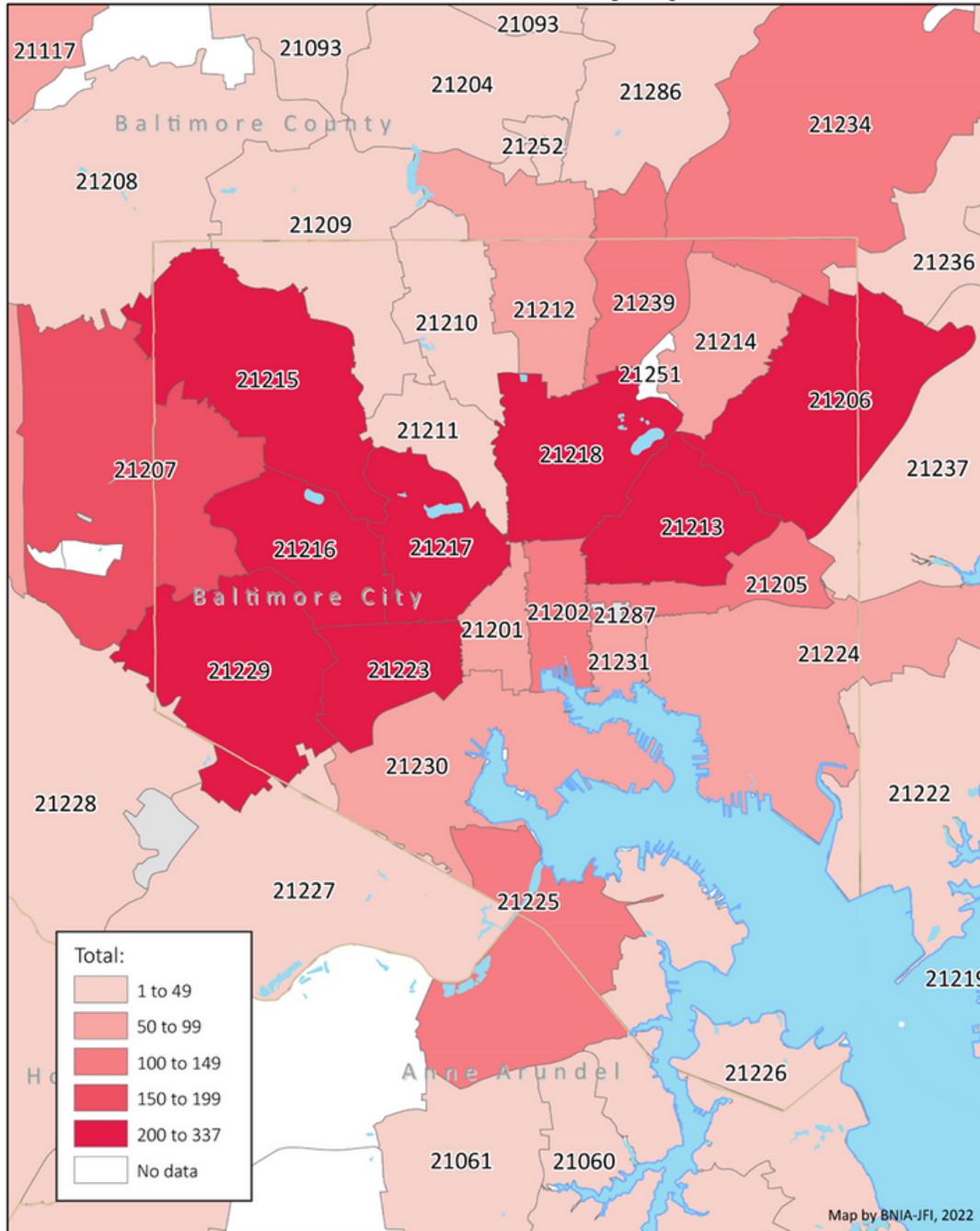
Total Number of Program Completers by Zip Code

Total Number of Program Non-Completers by Zip Code

71

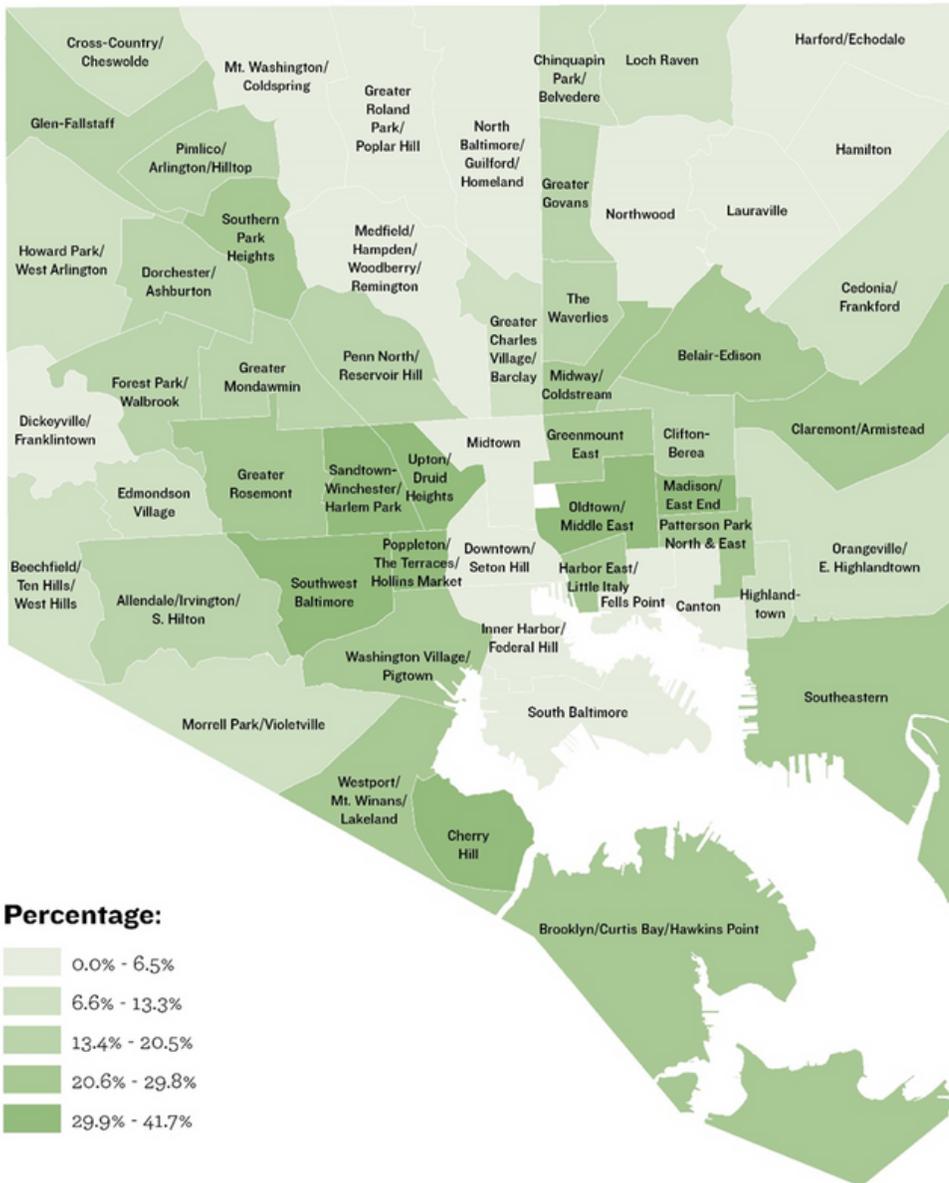## Total Number of Program Non-Completers by Zip Code
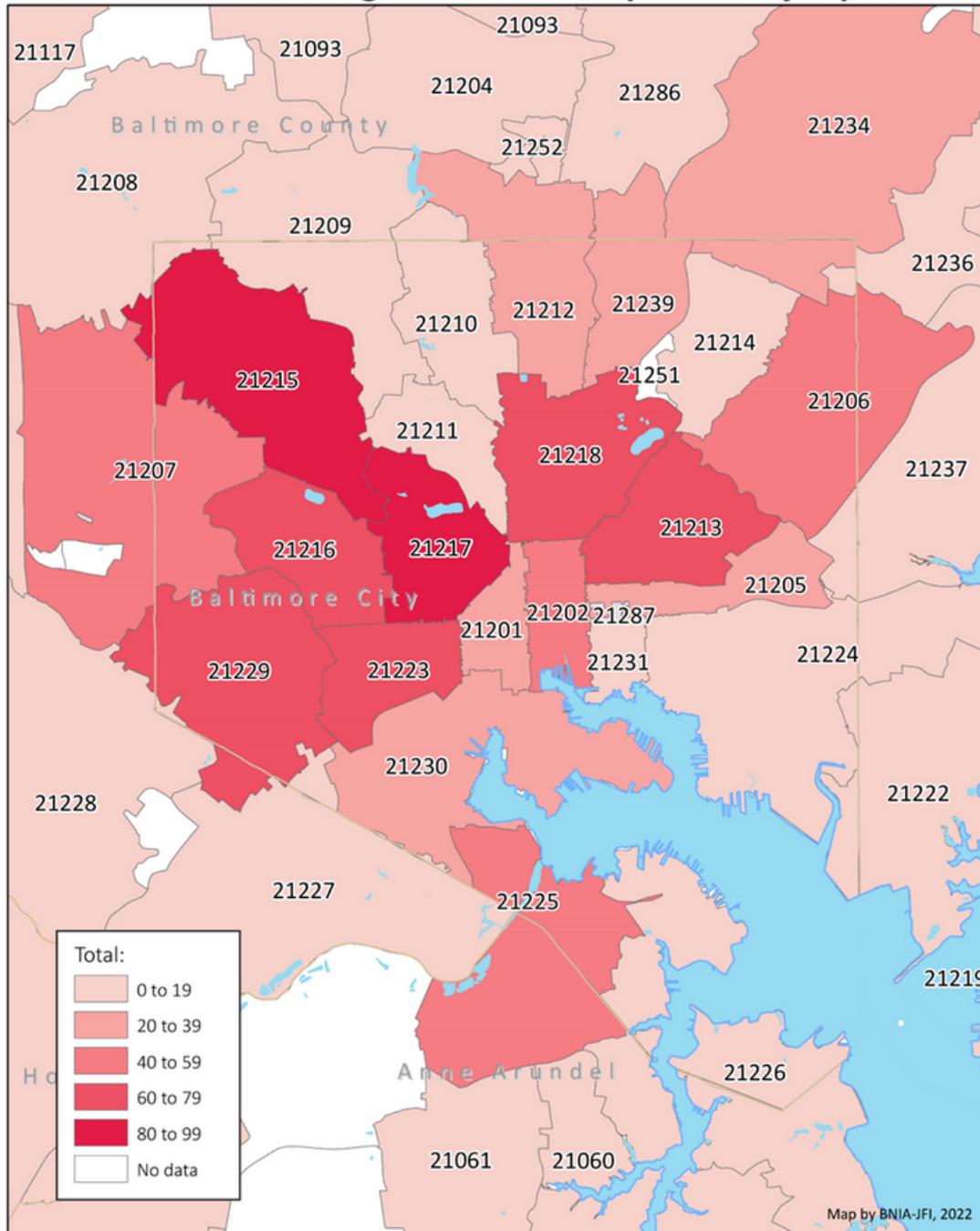
Unemployment Rate, 2015-2019
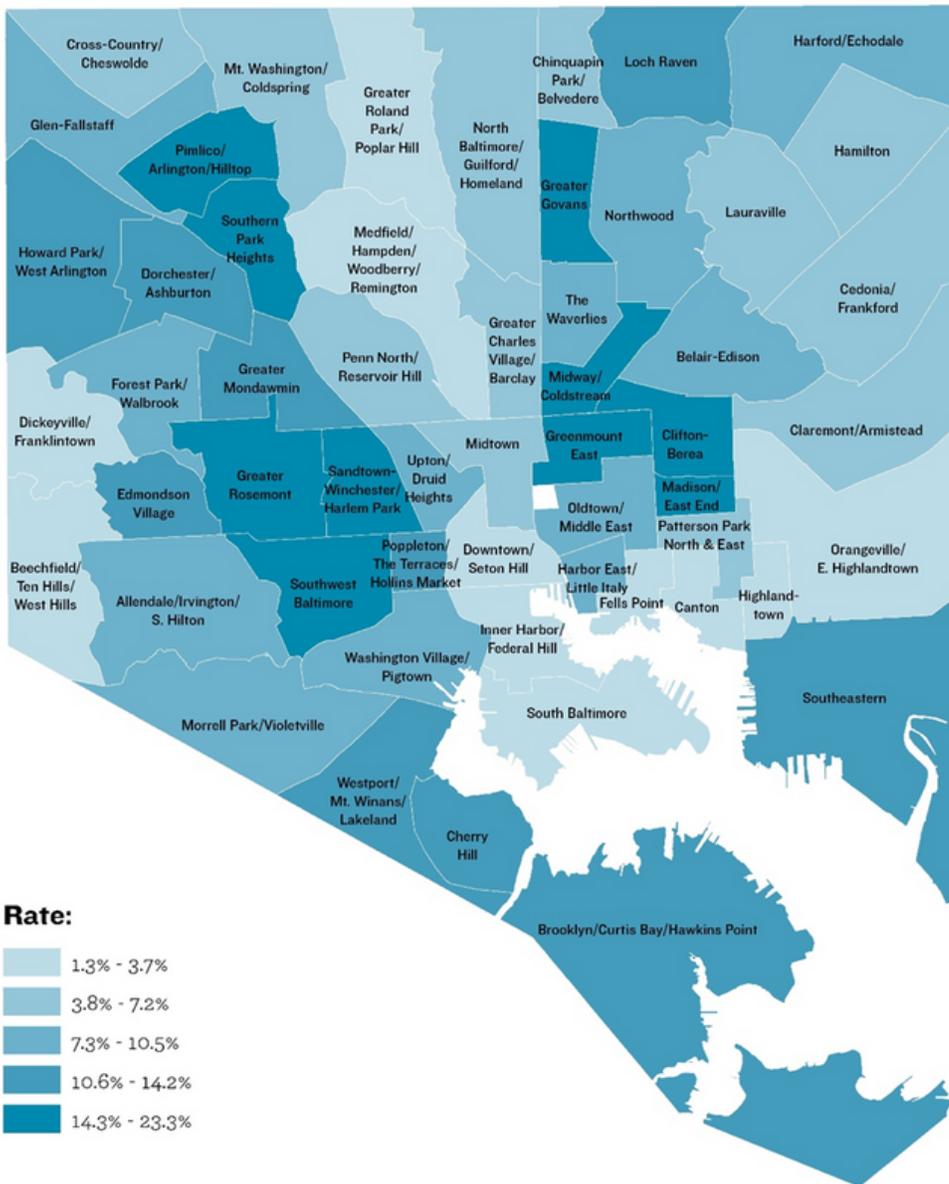
Rate:
- 1.3% - 3.7%
- 3.8% - 7.2%
- 7.3% - 10.5%
- 10.6% - 14.2%
- 14.3% - 23.3%

Map created by BNIA-JFI, 2021

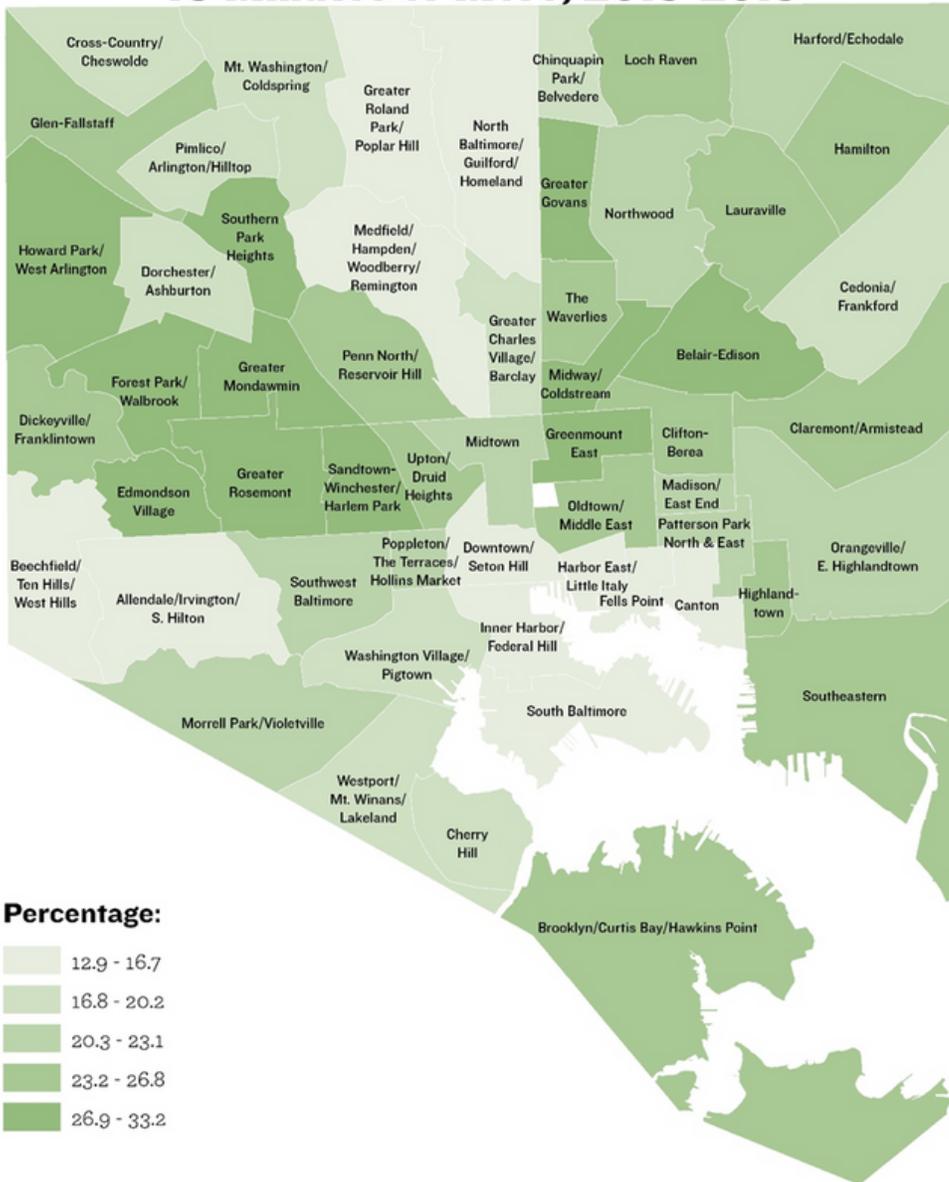Source: American Community Survey

73

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

Percentage:
0.0% - 6.5%
6.6% - 13.3%
13.4% - 20.5%
20.6% - 29.8%
29.9% - 41.7%

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

Percentage:
- 12.9 - 16.7
- 16.8 - 20.2
- 20.3 - 23.1
- 23.2 - 26.8
- 26.9 - 33.2

Map created by BNIA-JFI, 2021

Source: American Community Survey

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