

Combined State Plan Appendix I

The Workforce Innovation & Opportunity Act (WIOA) §116(b)(2)(A) requires all states to submit PY 2016 and PY 2017 target performance level proposals in conjunction with their State Plan (WIOA §102). To-date, USDOL requisite guidance, final regulations and precise definitions remain in draft form. As such, Ohio's target performance levels are based on what guidance has been made available, specifically the following three releases: 1) the USDOL's *Workforce Innovation and Opportunity Act Notice of Proposed Rulemaking*; 2) *Request for Information Collection for the WIOA Performance Management, Information, and Reporting System OMB Control No. 1205-ONEW*; and 3) *Request for Information Collection for the WIOA Performance Management, Information, and Reporting System OMB Control No. 1205-3NEW*. If our interpretation of these documents turns out to be incorrect, whether due to error or to changes made by the Departments of Education and Labor when they finalize their regulations and guidance, the State of Ohio reserves the right to revisit and amend any and all of these state proposed levels of performance and any language in this appendix.

Establishing PY 2016 and PY 2017 target performance levels are challenging as the WIA-to-WIOA implementation introduces substantive programmatic and system-wide front-end and back-end evaluation, modification and testing. Concerns and assumptions include but are not limited to:

1. Participant universe expansion and definitions:

For existing WIA participants (i.e., Adult and Dislocated Workers) transitioning to WIOA, extant WIA participant definition applies absent final USDOL guidance. Nevertheless, questions exist with respect to whether self-service Title III job-seekers will be included in the denominator for target performance level purposes. WIA performance outcomes included both self-service and staff assisted seekers in the common performance measure outcomes. Noting that self-service job seekers have fewer obstacles to employment than those who require staff assisted services, self-service seekers' performance outcomes are generally higher.

Regarding Title I Youth, by integrating Ohio's newly incorporated Temporary Assistance to Needy Families (TANF) population into WIOA's Youth cohort and program, results are expected to differ significantly from historical WIA Youth population performance outcomes. This change affects Ohio's ability to make accurate projections.

In summary:

The State of Ohio decided that the Combined Case Management and Employment Program (CCMEP) will be the state's singular youth program (i.e., in form and function, the TANF youth employment program and a WIOA youth program will cease). The newly introduced CCMEP program will be administered and run at the local level by a designated lead agency. This program will be co-funded by both TANF and WIOA. Co-enrollment status in CCMEP will make available comprehensive WIOA youth services to the newly integrated TANF population. Local areas may exercise flexibility with respect to WIOA youth enrollment (i.e., non-TANF eligible), but due to funding constraints coupled with

the OWF/TANF participation requirement, the non-TANF population is expected to be minimal.

OWF/TANF 'work-eligible' youths (aged 16-24) will be enrolled as a mandatory condition to maintain receipt of their TANF benefit. As such, there is reasonable concern regarding future systemic performance measure levels compared to historic WIA primary performance measure outcomes. This population is among Ohio's hardest to serve and is often facing critical barriers to employment that other low-income populations do not.

USDOL is required to provide statistical models to gage potential changes in participant population demographic variability. However, these models are not available to-date which limits Ohio's ability to account for expected model output. While there is historic WIA/TANF co-enrollment data available, this data were from participants voluntarily participating in the workforce program as opposed to required participation. Therefore, it is unlikely that the USDOL model can adjust for this variability. Initial performance results will require careful monitoring and cross-comparative analysis. If early data dictates it, the State of Ohio may require adjustment to the proposed performance levels.

2. Exit: Ohio used the WIA definition of exit even though the NPRM proposed a different definition. The NPRM proposed that a Period of Participation not be extended by self-service (such as when a staff-assisted customer continues to utilize the system through self-service). This entirely too complicated to implement via an ad hoc process and appropriate system changes have not yet been possible. In absence of clear guidance by USDOL and knowledge of how USDOL's statistical model will handle this question, we opted to use the WIA definition of exit.
3. WIA-to-WIOA not only required programmatic changes and challenges, but new eligibility and performance reporting requirements mandated a redesign of Ohio's existing case management and employment system. As a result, significant training will be required of new and existing staff. Once trained, new and existing WIA/WIOA staff as well as Comprehensive Case Management Employment System (CCMEP) staff will require time to apply their training and overcome the new system's learning curve.
4. Economic Changes: USDOL is required to provide statistical models to gage potential changes in local economic variability. Again, these models are not available to-date which limits Ohio's ability to account for expected model output. Ohio's proposals reflect a general consensus that near-term Ohio's economy will remain stable as it is today.
5. Primary Performance Measures: definitions, cohorts, and numerators and denominators as interpreted from existing guidance and the Participant Integrated Record Layout (PIRL) released with *US DOL/ETA's Request for Information Collection for the WIOA Performance Management, Information, and Reporting System OMB Control No. 1205-3NEW*:
 - 1) **Employment 2nd Quarter After Exit**: the percentage of program participants who are in unsubsidized employment during the second quarter after exit from the program.

For Youth: Placement in Employment or Education 2nd Quarter After Exit: the percentage of program participants who are in education or training activities, or in unsubsidized employment, during the second quarter after exit from the program.

Cohort: PY 2016: Participants who exit between July 2015 and June 2016

PY 2017: Participants who exit between July 2016 and June 2017

Placement in Employment or Education 2nd Quarter after Exit Numerator:

Count of UNIQUE RECORDS where (Funding Stream) and ((Date of First Youth Service is not null) or (Date of First Individualized Career Service is not null)) and (Employment Status at Program Entry is < 3) and ((EMPLOYED 2ND QUARTER AFTER EXIT QUARTER = > 0 and < 9) and (TYPE OF EMPLOYMENT MATCH 2ND QUARTER AFTER EXIT QUARTER = 5) or (WAGES 2ND QUARTER AFTER THE EXIT QUARTER > 0 and WAGES 2ND QUARTER AFTER THE EXIT QUARTER < 999999.99) or (YOUTH 2ND QUARTER PLACEMENT (TITLE I) > 0)) and (DATE OF EXIT is within the report period) and (EXCLUSIONARY REASONS is null or EXCLUSIONARY REASONS = 00 or EXCLUSIONARY REASONS = 98))

Placement in Employment or Education 2nd Quarter after Exit Denominator:

Count of UNIQUE RECORDS where (Funding Stream) and ((Date of First Youth Service is not null) or (Date of First Individualized Career Service is not null)) and (Employment Status at Program Entry is < 3) and (DATE OF EXIT is within the report period) and (EXCLUSIONARY REASONS is null or EXCLUSIONARY REASONS = 00 or EXCLUSIONARY REASONS = 98)

2) Employment 4th Quarter After Exit: the percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program

For Youth: Placement in Employment or Education 4th Quarter After Exit: the percentage of program participants who are in education or training activities, or in unsubsidized employment, during the fourth quarter after exit from the program.

Cohort: PY 2016: Participants who exit between January 2015 and December 2015

PY 2017: Participants who exit between January 2016 and December 2016

Placement in Employment or Education 4th Quarter after Exit Numerator:

Count of UNIQUE RECORDS where (Funding Stream) and ((Date of First Youth Service is not null) or (Date of First Individualized Career Service is not null)) and (Employment Status at Program Entry is < 3) and ((EMPLOYED 2ND QUARTER AFTER EXIT QUARTER = > 0 and < 9) and (TYPE OF EMPLOYMENT MATCH 4TH QUARTER AFTER EXIT QUARTER = 5) or (WAGES 2ND QUARTER AFTER THE EXIT QUARTER > 0 and WAGES 4TH QUARTER AFTER THE EXIT QUARTER < 999999.99) or (YOUTH 2ND QUARTER PLACEMENT (TITLE I) > 0)) and (DATE OF EXIT is within the report period) and (EXCLUSIONARY REASONS is null or EXCLUSIONARY REASONS = 00 or EXCLUSIONARY REASONS = 98))

Placement in Employment or Education 4th Quarter after Exit Denominator:

Count of UNIQUE RECORDS where (Funding Stream) and ((Date of First Youth Service is not null) or (Date of First Individualized Career Service is not null)) and (Employment Status at Program Entry is < 3) and (DATE OF EXIT is within the report period) and (EXCLUSIONARY REASONS is null or EXCLUSIONARY REASONS = 00 or EXCLUSIONARY REASONS = 98)

- 3) Median Earnings:** the median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program.

Cohort: PY 2016: Participants who exit between July 2015 and June 2016

PY 2017: Participants who exit between July 2016 and June 2017

The value of 2ND quarter after exit wage that is the mid-point between the value of the lowest wage reported and the value of the highest wage reported for the UNIQUE RECORDS where (Funding Stream) and ((Date of First Youth Service is not null) or (Date of First Individualized Career Service is not null)) and (Employment Status at Program Entry is < 3) and (WAGES 2ND QUARTER AFTER THE EXIT QUARTER > 0 and WAGES 2ND QUARTER AFTER THE EXIT QUARTER < 999999.99) and the DATE OF EXIT is within the reporting Period and (EXCLUSIONARY REASONS is null or EXCLUSIONARY REASONS = 00 or EXCLUSIONARY REASONS = 98)

- 4) Credential / Diploma:** the percentage of program participants who obtain a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent during participation in or within 1 year after exit from the program.

Program participants who obtain a secondary school diploma or its recognized equivalent shall be included in the percentage counted as meeting the criterion if such participants, in addition to obtaining such diploma or its recognized equivalent, have obtained or retained employment or are in an education or training program leading to a recognized postsecondary credential within 1 year after exit from the program.

Cohort: PY 2016: Participants who exit between January 2015 and December 2015

PY 2017: Participants who exit between January 2016 and December 2016

NOTE: Per section 680.420 of the NPRM, a program of training services is one or more courses or classes, or a structured regimen that leads to: A recognized post-secondary credential, secondary school diploma or its equivalent; Employment; or Measurable skill gains toward such a credential or employment. Guidance included in the PIRL indicates the denominator includes those “Enrolled in Education or Training Program Leading to a Recognized Postsecondary Credential or Employment or Enrolled in Secondary Education Program”. Both indicate that it is acceptable to enroll in training leading to employment, irrespective of credential attainment, but guidance does not indicate a method to indicate success for this case nor a method to exclude from performance a training program that does not lead to a credential. For our proposed standard for this measure, we have used the calculation from the PIRL (i.e., no exclusion is available and employment alone is not a successful outcome).

Credential or Diploma Attainment Numerator:

Count of UNIQUE RECORDS where (Funding Stream) and (Date of First Youth Service is not null) or (Date of First Individualized Career Service is not null) and DATE OF EXIT is within the report period and ((Enrolled in Education or Training Program Leading to a Recognized Postsecondary Credential or Employment or Enrolled in Secondary Education Program = 1) and (Type of Recognized Credential => 2) and (Date Attained Degree or Certificate or Credential – DATE OF EXIT is <= 365) or (Enrolled in Education or Training Program Leading to a Recognized Postsecondary Credential or Employment or Enrolled in Secondary Education Program = 1 and (Highest School Grade Completed < 12 or Highest School Grade Completed = 15) and ((TYPE OF EMPLOYMENT MATCH 1ST QUARTER AFTER EXIT QUARTER = 5) or (WAGES 1ST QUARTER AFTER THE EXIT QUARTER > 0 and WAGES 1ST QUARTER AFTER THE EXIT QUARTER < 999999.99)) or (TYPE OF EMPLOYMENT MATCH 2ND QUARTER AFTER THE EXIT QUARTER > 0 and WAGES 2ND QUARTER AFTER THE EXIT QUARTER < 999999.99)) or (TYPE OF EMPLOYMENT MATCH 3RD QUARTER AFTER EXIT QUARTER = 5) or (WAGES 3RD QUARTER AFTER THE EXIT QUARTER > 0 and WAGES 3RD QUARTER AFTER THE EXIT QUARTER < 999999.99)) or (TYPE OF EMPLOYMENT MATCH 4TH QUARTER AFTER EXIT QUARTER = 5) or (WAGES 4TH QUARTER AFTER THE EXIT QUARTER > 0 and WAGES 4TH QUARTER AFTER THE EXIT QUARTER < 999999.99)) or (Date Enrolled in Education or Training Program Leading to a Recognized Postsecondary Credential – DATE OF EXIT is <= 365)) and (Type of Recognized Credential = 1) and (Date Attained Degree or Certificate or Credential – DATE OF EXIT is <= 365) and (EXCLUSIONARY REASONS is null or EXCLUSIONARY REASONS = 00 or EXCLUSIONARY REASONS = 98)

Credential or Diploma Attainment Denominator:

Count of UNIQUE RECORDS Where (Funding Stream) and ((Date of First Youth Service is not null) or (Date of First Individualized Career Service is not null)) and DATE OF EXIT is within the report period and ((Enrolled in Education or Training Program Leading to a Recognized Postsecondary Credential or Employment or Enrolled in Secondary Education Program = 1) or (Enrolled in Education or Training Program Leading to a Recognized Postsecondary Credential or Employment or Enrolled in Secondary Education Program = 1 and (Highest School Grade Completed < 12 or Highest School Grade Completed = 15)) and (EXCLUSIONARY REASONS is null or EXCLUSIONARY REASONS = 00 or EXCLUSIONARY REASONS = 98)

- 5) **Skill Gains / Educational Progression:** the percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains toward such a credential or employment indicators of effectiveness in serving employers.

Cohort: PY 2016: Participants whose enrollment anniversary date is between July 2016 and June 2017

PY 2017: Participants whose enrollment anniversary date is between July 2017 and June 2018

Skills Gain / Educational Progression Numerator:

Count of UNIQUE RECORDS where (Funding Stream) and ((Date of First Youth Service is not null) or (Date of First Individualized Career Service is not null)) and (Date of Program Entry is not null) and ((Date of Program Entry) <= end of the report period and (DATE OF EXIT => beginning of the report period or DATE OF EXIT is null) and (Enrolled in Education or Training Program Leading to a Recognized Postsecondary Credential or Employment or Enrolled in Secondary Education Program = 1 and ((Date of Most Recent Measurable Skill Gains: Educational Achievement is within the reporting period) or (Date of Most Recent Measurable Skill Gains: Secondary/Post-Secondary Transcript/Report Card is within the reporting period) or (Date of Most Recent Measurable Skill Gains: Training Milestone is within the reporting period) or (Date of Most Recent Measurable Skill Gains: Skills Progression is within the reporting period)) and (EXCLUSIONARY REASONS is null or EXCLUSIONARY REASONS = 00 or EXCLUSIONARY REASONS = 01 or EXCLUSIONARY REASONS = 98))

Skills Gain / Educational Progression Denominator:

Count of UNIQUE RECORDS where (Funding Stream) and ((Date of First Youth Service is not null) or (Date of First Individualized Career Service is not null)) and (Date of Program Entry is not null) and ((Date of Program Entry) <= end of the report period and (DATE OF EXIT => beginning of the report period or DATE OF EXIT is null) and Enrolled in Education or Training Program Leading to a Recognized Postsecondary Credential or Employment or Enrolled in Secondary Education Program = and (EXCLUSIONARY REASONS is null or EXCLUSIONARY REASONS = 00 or EXCLUSIONARY REASONS = 01 or EXCLUSIONARY REASONS = 98))

The following table includes Ohio’s proposed levels of performance. These standards are necessarily conservative in an effort to allow for state flexibility. Ohio has utilized WIOA implementation as an invitation and an opportunity to make bold changes to its workforce development program. The State of Ohio asks the USDOL to take this into consideration as they review the following proposed/expected program measure levels. Included following the table are Ohio’s justification and explanation as to how we arrived at these proposed figures. “Baseline” has been entered in the cells for which the US Departments of Labor and Education have determined no proposed standards are required for the first two program years; “baseline” indicators will not be used in the end of the year performance calculations and will not be used to determine failure to achieve adjusted levels of performance for purposes of sanctions.

Population	P Y 16 / F Y 17 Proposed Level	P Y 16 / F Y 17 Negotiated/ Adjusted Level	P Y 17 / F Y 18 Proposed Level	P Y 17 / F Y 18 Negotiated/ Adjusted Level
Employment (Second Quarter After Exit)				
Adults	79.0%		79.0%	
Dislocated Workers	81.0%		81.0%	
Youth (Education, Training or Employment)	44.0%		44.0%	
Wagner-Peyser	50.0%		50.0%	
Adult Education	Baseline	Baseline	Baseline	Baseline
Vocational Rehabilitation	Baseline	Baseline	Baseline	Baseline
Employment (Fourth Quarter After Exit)				
Adults	73.0%		73.0%	
Dislocated Workers	77.0%		77.0%	
Youth (Education, Training or Employment)	44.0%		44.0%	
Wagner-Peyser	47.0%		47.0%	

Adult Education	Baseline	Baseline	Baseline	Baseline
Vocational Rehabilitation	Baseline	Baseline	Baseline	Baseline
Median Earnings (Second Quarter After Exit)				
Adults	\$4,500.00		\$4,500.00	
Dislocated Workers	\$6,400.00		\$6,400.00	
Youth	\$2,200.00		\$2,200.00	
Wagner-Peyser	\$4,500.00		\$4,500.00	
Adult Education	Baseline	Baseline	Baseline	Baseline
Vocational Rehabilitation	Baseline	Baseline	Baseline	Baseline
Credential Attainment Rate				
Adults	50.0%		50.0%	
Dislocated Workers	58.0%		58.0%	
Youth	35.0%		35.0%	
Wagner-Peyser	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Adult Education	Baseline	Baseline	Baseline	Baseline
Vocational Rehabilitation	Baseline	Baseline	Baseline	Baseline
Measurable Skills Gain				
Adults	Baseline	Baseline	Baseline	Baseline
Dislocated Workers	Baseline	Baseline	Baseline	Baseline

Youth	Baseline	Baseline	Baseline	Baseline
Wagner-Peyser	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Adult Education	63.0%		63.0%	
Vocational Rehabilitation	Baseline	Baseline	Baseline	Baseline
Effectiveness of Serving Employers				
Adults	Baseline	Baseline	Baseline	Baseline
Dislocated Workers	Baseline	Baseline	Baseline	Baseline
Youth	Baseline	Baseline	Baseline	Baseline
Wagner-Peyser	Baseline	Baseline	Baseline	Baseline
Adult Education	Baseline	Baseline	Baseline	Baseline
Vocational Rehabilitation	Baseline	Baseline	Baseline	Baseline

Employment (second and fourth Quarter after exit):

Adult and Dislocated Worker: Historical WIA data exists for these cohorts for us to use in calculations and projections. Applying the employed second quarter after exit to the historical WIA population yields only a modest difference between WIA’s entered employment first quarter after exit and WIOA’s employment second quarter after exit for these two cohorts. Therefore, we propose using the PY 2015 WIA common measure level as a starting point for establishing a performance history for the second quarter after exit measure. For the fourth quarter after exit, Ohio has noted an average of a 6 percentage point drop from second to fourth quarter after exit for the Adult population and a 4 percentage drop for the Dislocated Worker population. Therefore, Ohio submits the resultant as a starting point for establishing a performance history for the fourth quarter after exit measure. State efforts will focus on minimizing these drop offs.

Youth: As discussed earlier in this state plan submission, PY 2016 will see the inclusion of an entirely new population of participants in the WIOA youth program. Although the WIA program served TANF individuals in the past, their numbers have not been significant enough to establish a reliable history of outcomes and comparing their influence over several program years yields unreliable results. Applying the definitions of these WIOA measures, Ohio has collected

employment outcomes from wage record for this population (TANF OWF work required aged 16 to 24) as a proxy for this population for the past five years and has submitted the lowest of these annual outcomes as a standard for this measure. Even this proxy may not be sufficiently representative as the measure applied to those who have exited the work required TANF program, not those who remain. This and all new youth measures will be closely scrutinized as actual CCMEP outcome data becomes available.

Wagner-Peyser: Historical WIA data exists for this cohort for the second quarter after exit measure, but not for the fourth quarter after exit measure. However, there is the problem of whether or not self-service participants are included in the denominator for this measure; for WIA they did but for WIOA, guidance indicates they do not. Even if we isolate performance outcomes from the WIA population to only those who received a staff-assisted service, the definition of these services has changed from WIA to WIOA and our current system sometimes makes it impossible to discern services received from a staff versus received electronically through Ohio's web portal, OhioMeansJobs.com. Therefore, noting that self-service job seekers have fewer obstacles to employment than those who require staff assisted services and self-service seekers' performance outcomes are historically higher, we have used the WIA PY 2015 entered employment standard of 55 percent and multiplied the result by 90 percent to account for the removal of the self-service participants. There is no historical data for fourth quarter after exit employment, so we used the WIA employment data for the third quarter after exit and the WIA retention rate common measure as a proxy to come up with the employed fourth quarter after exit standard.

Median Earnings:

Adult and Dislocated Worker: Historical WIA data exists for these cohorts for us to use in calculations and projections. However, for WIA, the state applied a standard data cutoff as allowed in TEGL 17-05 Attachment D to exclude from the quarterly amounts considered erroneous based on documented procedures and processes for editing and cleaning wage record data. The state's existing methodology will be changing to a statistical method for removing anomalous outliers for WIOA implementation. System improvements have made for more reliable data and the change from average to median earnings (from the WIA measurement standard to the WIOA measurement standard) eliminates much of the influence of outlier wage data that would skew results. We applied this new methodology to the historical WIA records and multiplied the result by 90 percent to account for aforementioned implementation variability.

Youth: Again, although the WIA program has served TANF individuals in the past, there numbers have not been large enough to establish a reliable history of outcomes and comparing their influence over several program years yields unreliable results. As was done for the employment measure, applying this WIOA measure, Ohio has collected employment outcomes from wage record for this population's proxy for the past five years and has submitted the lowest of these annual outcomes as a standard for this measure.

Wagner-Peyser: Historical data exists for these cohorts for us to use in calculations and projections. However, as with the Adult and Dislocated Worker cohorts, the state's existing methodology will be changing to a statistical method for removing outliers for WIOA Title III

implementation. Again noting the above stated concern of whether or not self-service participants are included in the denominator for this measure and that self-service job seekers have fewer obstacles to employment than those who require staff assisted services and self-service seekers' performance outcomes are historically higher, we have applied this new methodology to the historical Wagner-Peyser records and multiplied the result by 90 percent to account for the removal of the self-service participants.

Credential Attainment Rate:

Adult and Dislocated Worker: Although historical WIA data exists for these cohorts for us to use in calculations and projections, the data collection have not always been as robust as it was not a common performance measure for WIA. From year to year, the outcomes have varied. Additionally, the performance period changed from WIA to WIOA and therefore required programmatic and system changes. To allow for acclimation to this new focus and the variability of historical data, we have submitted the average outcome rate for the WIA performance measure for the past few years multiplied by 90 percent as a starting point for this measure.

Youth: Again, PY 2016 will see the inclusion of an entirely new population of participants in the WIOA youth program. Although the WIA program has served TANF individuals in the past, there numbers have not been large enough to establish a reliable history of outcomes and comparing their influence over several program years yields unreliable results. What data we do have, suggests that this population has had significant challenges in this measure compared to the non-TANF participants. This measure will certainly be a focus of scrutiny and energy over the first years of implementation. We have used the outcome for those individuals that were enrolled in WIA and TANF in the past and multiplied it by 80 percent to allow for staff and leadership the flexibility to fully understand this measure applied to this population and to establish best practices going forward.

Measureable Skills Gain:

Adult Education: We used historical data of students who completed at least one educational functioning level determined by a pre and post-test divided by the total number of participants enrolled for the past few program years to establish this proposed standard.

WIOA Performance Measure Cohorts		Program Year 2016				Program Year 2017				Program Year 2018			
		1st Qtr PY 16	2nd Qtr PY 16	3rd Qtr PY 16	4th Qtr PY 16	1st Qtr PY 17	2nd Qtr PY 17	3rd Qtr PY 17	4th Qtr PY 17	1st Qtr PY 18	2nd Qtr PY 18	3rd Qtr PY 18	4th Qtr PY 18
WIOA Primary Performance Measures	(1) Employment: Second Quarter After Exit (for Youth: Education, Training, or Employment)	Jul-Sep 2015	Oct-Dec 2015	Jan- Mar 2016	Apr-Jun 2016	Jul-Sep 2016	Oct-Dec 2016	Jan- Mar 2017	Apr-Jun 2017	Jul-Sep 2017	Oct-Dec 2017	Jan- Mar 2018	Apr-Jun 2018
	(2) Employment: Fourth Quarter After Exit (for Youth: Education, Training, or Employment)	Jan- Mar 2015	Apr-Jun 2015	Jul-Sep 2015	Oct-Dec 2015	Jan- Mar 2016	Apr-Jun 2016	Jul-Sep 2016	Oct-Dec 2016	Jan- Mar 2017	Apr-Jun 2017	Jul-Sep 2017	Oct-Dec 2017
	(3) Median Earnings: Second Quarter After Exit.	Jul-Sep 2015	Oct-Dec 2015	Jan- Mar 2016	Apr-Jun 2016	Jul-Sep 2016	Oct-Dec 2016	Jan- Mar 2017	Apr-Jun 2017	Jul-Sep 2017	Oct-Dec 2017	Jan- Mar 2018	Apr-Jun 2018
	(4) Credential Attainment Rate	Jan- Mar 2015	Apr-Jun 2015	Jul-Sep 2015	Oct-Dec 2015	Jan- Mar 2016	Apr-Jun 2016	Jul-Sep 2016	Oct-Dec 2016	Jan- Mar 2017	Apr-Jun 2017	Jul-Sep 2017	Oct-Dec 2017
	(5) Measurable Skills Gain	Jul-Sep 2015	Oct-Dec 2015	Jan- Mar 2016	Apr-Jun 2016	Jul-Sep 2016	Oct-Dec 2016	Jan- Mar 2017	Apr-Jun 2017	Jul-Sep 2017	Oct-Dec 2017	Jan- Mar 2018	Apr-Jun 2018
	(6) Effectiveness of Serving Employers	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD

Some performance outcomes are reported for an individual who left the program prior to the reporting quarter due to the delay of the data being available (e.g., wage data is delayed two quarters). Individuals who exit during the same exit quarter are referred to as a cohort.