FY2018 Year-End Financial and Performance Report

JDF Funding and Outcomes through June 30, 2018 (unless otherwise noted)
## FY2018 Year-End Outcomes

### FY18 Outcomes¹

<table>
<thead>
<tr>
<th>Performance Indicators</th>
<th>Year-End FY17</th>
<th>Year-End FY18</th>
<th>FY18 Target</th>
<th>% of FY18 Target</th>
<th>% change (based on FY17 Year-End Outcomes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Placements²</td>
<td>2,168</td>
<td>2,797</td>
<td>3,778</td>
<td>74%</td>
<td>N/A⁶</td>
</tr>
<tr>
<td>Trained⁵</td>
<td>N/A</td>
<td>2,218</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Work Experiences³</td>
<td>3,201</td>
<td>3,701</td>
<td>4,633</td>
<td>80%</td>
<td>15.6%</td>
</tr>
<tr>
<td>Credentials⁴</td>
<td>5,235</td>
<td>4,149</td>
<td>5,579</td>
<td>74%</td>
<td>-20.7%</td>
</tr>
</tbody>
</table>

¹ FY 18 Outcomes include values from Real Pathways, Work Immersion, Summer Youth, Adult Education, Real Jobs Rhode Island, Incumbent Worker Training, and Non-Trade Apprenticeships

² Job placements outcomes do not include values from Incumbent Worker Training

³ Work experience outcomes do not include values from Real Jobs Rhode Island or Incumbent Worker Training

⁴ Credentials outcomes do not include values from Work Immersion or Real Jobs Rhode Island

⁵ Includes values for Incumbent Worker Training and Real Pathways only

⁶ Calculation of percent change n/a due to cumulative figures included in year-end and target numbers
FY2018 Year-End Expenditures

$15.2M
Total FY18 JDF Program Budget

FY18 Funds Spent by Program

- Real Pathways: 54.8%
- Work Immersion: 12.1%
- Youth: 19.7%
- Adult Education: 8.3%
- Real Jobs Rhode Island: 2.3%
- Incumbent Worker Training: 0.2%
- Non-Trade Apprenticeships: 2.5%

Amount of Contracted Funds Spent

- FY17: $12,218,462
- FY18: $17,727,252*

*Note that FY18 expenditures/contracts includes up to $11m of federal funds, $500k of general revenue state funds and $132,806 of JP Morgan Chase
Demand-Driven and Strategic Investments

Vision: Implement a demand-driven, sector based strategy, based on Brookings Industry Clusters, to meet employer demand and establish a pipeline of skilled workers for future demand
## Demand-Driven and Strategic Investments

### Demand-Driven Goals

1. Provide employers with the workforce they need to thrive and compete
2. Connect job seekers to, and prepare them for, quality employment opportunities
3. Ensure Rhode Island’s economy is powered by a workforce development system that is a true asset to employers

### Demand-Driven Programs

<table>
<thead>
<tr>
<th><strong>Real Jobs RI:</strong> Ensuring RI employers have the talent they need by convening industry employers, stakeholders and groups in partnerships that build alliances to address business workforce demands, ensure RI employers have the talent they need to compete and grow, and provide targeted education and skills training for RI workers</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Incumbent Worker Training:</strong> Up to $50,000 in matching funds awarded to employers to upskill their current workforce and increase their competitiveness and productivity</td>
</tr>
<tr>
<td><strong>Non-Trade Apprenticeships:</strong> ‘start up’ funding to help develop new apprenticeship training models that extend beyond traditional trades and incentive grants to employers for each non-trade apprentice registered.</td>
</tr>
</tbody>
</table>
## FY18 Outcomes

<table>
<thead>
<tr>
<th>Performance Indicators</th>
<th>Year-End FY17</th>
<th>Year-End FY18</th>
<th>FY18 Target(^2)</th>
<th>% of FY18 Target</th>
<th>% Change (Based on FY17 Year-End Outcomes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Placements</td>
<td>791</td>
<td>1,517</td>
<td>2,040</td>
<td>74%</td>
<td>N/A(^6)</td>
</tr>
<tr>
<td>Average Wage(^4)</td>
<td>$31,491</td>
<td>$32,947</td>
<td>$32,785</td>
<td>100%</td>
<td>5%</td>
</tr>
<tr>
<td>Trained(^5)</td>
<td>1,787</td>
<td>1,584</td>
<td>2,350</td>
<td>67%</td>
<td>-11%</td>
</tr>
<tr>
<td>Credentials(^1)</td>
<td>459</td>
<td>178</td>
<td>338</td>
<td>53%</td>
<td>-61%</td>
</tr>
</tbody>
</table>

1. Credentials outcomes do not include RJRI participants
2. Targets based on completed grants only
3. Figures represent outcomes from Real Jobs Rhode Island, Incumbent Worker Training, and Non-Trade Apprenticeships
4. Average wage outcomes only include RJRI participants self-reported wages after completion of the program
5. Includes values for Incumbent Worker Training only
6. Calculation of percent change n/a due to cumulative figures included in year-end and target numbers

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Demand-Driven and Strategic Investments: Summary

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**NOTE:**

1. Credentials outcomes do not include RJRI participants
2. Targets based on completed grants only
3. Figures represent outcomes from Real Jobs Rhode Island, Incumbent Worker Training, and Non-Trade Apprenticeships
4. Average wage outcomes only include RJRI participants self-reported wages after completion of the program
5. Includes values for Incumbent Worker Training only
6. Calculation of percent change n/a due to cumulative figures included in year-end and target numbers
Demand-Driven Investments: Real Jobs Rhode Island

$5.73M JDF

93% of New Hires Employed Upon Completion of Training

$32,947 Average Wage at Placement Upon Completion of Training

Real Jobs FY18 Budget $12m
ALL Funds Leveraged

3421 Total Participants Served
(97% of 2018 Year-End Goal)

93% of New Hires Employed Upon Completion of Training

32,947 Average Wage at Placement Upon Completion of Training

Real Jobs FY18 Budget $12m
ALL Funds Leveraged

0% 17% 19% 63% 1%

Participating Programs:
- JDF
- WIOA State set-aside
- WIA Incentive
- Sector Partnership NEG
- America's Promise
- Apprenticeship Accelerator

Participants Served (Cumulative)

<table>
<thead>
<tr>
<th>FY17 YEAR-END</th>
<th>FY18 YEAR-END</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Hires Placed</td>
<td>Incumbent Workers Upskilled</td>
</tr>
<tr>
<td>784</td>
<td>2200</td>
</tr>
<tr>
<td>903</td>
<td>1221</td>
</tr>
</tbody>
</table>

Enrollment (Incumbent Workers and New Hire Trainees)

- Completed Training
- Currently in Training
- Dropped from Training

- JDF
- WIOA State set-aside
- WIA Incentive
- Sector Partnership NEG
- America's Promise
- Apprenticeship Accelerator

74.5% of New Hires Employed Upon Completion of Training

- 0% 17% 1%
### Real Jobs Rhode Island Industry Sector Partnerships

<table>
<thead>
<tr>
<th>Sector</th>
<th>Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Agriculture</strong></td>
<td>• Invest in and Strengthen Workforce Development in Green Collar Jobs</td>
</tr>
<tr>
<td><strong>Aquaculture</strong></td>
<td>• Aquaculture Training Partnership</td>
</tr>
<tr>
<td><strong>Bioscience</strong></td>
<td>• Biomedical Equipment and Data Scientist Apprenticeship Program</td>
</tr>
<tr>
<td></td>
<td>• Medtech Innovation Engine</td>
</tr>
<tr>
<td></td>
<td>• Process Technologists of the future</td>
</tr>
<tr>
<td><strong>Commercial Fishing</strong></td>
<td>• Commercial Fisheries Apprenticeship Program</td>
</tr>
<tr>
<td><strong>Construction</strong></td>
<td>• Building Futures</td>
</tr>
<tr>
<td></td>
<td>• Residential Construction Workforce Partnership</td>
</tr>
<tr>
<td></td>
<td>• RI Urban Apprenticeship Program</td>
</tr>
<tr>
<td></td>
<td>• RJRI Construction Trades Skill-Up</td>
</tr>
<tr>
<td><strong>Defense</strong></td>
<td>• Pipeline to Manufacturing Careers in Ship Building</td>
</tr>
<tr>
<td></td>
<td>• RI Defense and Cybersecurity Partnership</td>
</tr>
<tr>
<td><strong>Design</strong></td>
<td>• Design Forward</td>
</tr>
<tr>
<td><strong>Energy</strong></td>
<td>• Implement RI Wind Energy Technology Career Pathway System</td>
</tr>
<tr>
<td></td>
<td>• RI Solar PV Industry Partnership</td>
</tr>
<tr>
<td><strong>Finance &amp; Insurance</strong></td>
<td>• RI Financial Skills Initiative</td>
</tr>
<tr>
<td><strong>Healthcare</strong></td>
<td>• Healthy Jobs RI</td>
</tr>
<tr>
<td></td>
<td>• PVD HealthWorks</td>
</tr>
<tr>
<td></td>
<td>• Workforce STAT Partnership</td>
</tr>
<tr>
<td><strong>Hospitality</strong></td>
<td>• RI Hospitality Training Academy</td>
</tr>
<tr>
<td><strong>Information Technology</strong></td>
<td>• IT Real Jobs Partnership</td>
</tr>
<tr>
<td></td>
<td>• TechHire RI</td>
</tr>
<tr>
<td><strong>Manufacturing</strong></td>
<td>• Leadership Development Partnership of RI</td>
</tr>
<tr>
<td></td>
<td>• Phoenix Partnership</td>
</tr>
<tr>
<td></td>
<td>• RI Manufacturing Growth Collaborative</td>
</tr>
<tr>
<td><strong>Marine Trades</strong></td>
<td>• Marine and Composites Real Jobs Partnership</td>
</tr>
<tr>
<td><strong>Regional</strong></td>
<td>• ManUp2Career</td>
</tr>
<tr>
<td></td>
<td>• RI Jobs Partnership of Northern RI</td>
</tr>
<tr>
<td></td>
<td>• Westerly Regional Real Jobs Partnership</td>
</tr>
<tr>
<td></td>
<td>• The HirePath</td>
</tr>
<tr>
<td><strong>Social Enterprise</strong></td>
<td>• Social Enterprise Partnership</td>
</tr>
<tr>
<td><strong>Transportation</strong></td>
<td>• Teamsters Local 251 Driver Training</td>
</tr>
<tr>
<td><strong>Employers Served</strong></td>
<td>485</td>
</tr>
</tbody>
</table>

**Employer Partners**
- 32 Sector Partnerships
- 16 Industry Sectors
- 485 Employers Served

**Youth Activities**
- 144 High School Students Completed Career Exploration
- 45 College Internships Completed
- 10 New Career & Technical HS Programs
**Demand-Driven Investments: RJRI Participant Demographics**

### Gender
- **New Hire Trainees Only**
  - Male: 71.9%
  - Female: 27.9%
- **2015 Census**
  - Male: 48.5%
  - Female: 51.5%

### Race
- **New Hire Trainees Only**
  - White: 64.6%
  - Black/African American: 11.1%
  - Asian: 16.7%
  - Other or Multiple Races: 3.5%
  - Native Hawaiian/Pacific Islander: 0.5%
  - American Indidan/Alaskan Native: 1.1%
- **2015 Census**
  - White: 84.8%
  - Black/African American: 7.9%
  - Asian: 3.6%
  - Other or Multiple Races: 2.6%
  - Native Hawaiian/Pacific Islander: 0.2%
  - American Indidan/Alaskan Native: 1.0%

### Education Level
- **New Hire Trainees Only**
- **High School Diploma or Less**
  - 39.3%
- **Some college, no degree**
  - 48.7%
- **Associate's Degree or Higher**
  - 19.7%
- **Bachelor's Degree or Higher**
  - 20.6%
- **Vocational College or Other**
  - 31.9%
- **2014 ACS**
  - **High School Diploma or Less**
    - 2015 Census: 43.1%
    - New Hire Trainees Only: 39.3%
  - **Some college, no degree**
    - 2015 Census: 54.8%
    - New Hire Trainees Only: 48.7%
  - **Associate's Degree or Higher**
    - 2015 Census: 17.8%
    - New Hire Trainees Only: 19.7%
  - **Bachelor's Degree or Higher**
    - 2015 Census: 16.7%
    - New Hire Trainees Only: 20.6%
  - **Vocational College or Other**
    - 2015 Census: 31.9%
    - New Hire Trainees Only: 31.9%

### Ethnic Hispanic or Latino
- **New Hire Trainees Only**
  - Hispanic: 14.4%
  - Non-Hispanic: 15.8%
Demand-Driven Investments: Incumbent Worker Training

### Key Stats

<table>
<thead>
<tr>
<th>Stat</th>
<th>FY2017 (Year-End)</th>
<th>FY2018 (Year-End)</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td># of Participants who Completed Training</td>
<td>2557</td>
<td>1584</td>
<td>-38%</td>
</tr>
<tr>
<td>Budget¹</td>
<td>$1.7M</td>
<td>$1.6M</td>
<td>-6%</td>
</tr>
<tr>
<td>Funds Contracted</td>
<td>94%</td>
<td>78%</td>
<td>-22%</td>
</tr>
<tr>
<td>Grants Awarded</td>
<td>165</td>
<td>127</td>
<td>-23%</td>
</tr>
<tr>
<td>Employers Served</td>
<td>138</td>
<td>121</td>
<td>-12%</td>
</tr>
<tr>
<td>Avg. # of Training per Grant</td>
<td>2.63</td>
<td>2.86</td>
<td>9%</td>
</tr>
</tbody>
</table>

¹Represents the initial fiscal year allocation

### Type of Training Funded by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Number of Trainings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accomodation and Food Services</td>
<td>33%</td>
</tr>
<tr>
<td>Construction</td>
<td>10%</td>
</tr>
<tr>
<td>Educational Services</td>
<td>9%</td>
</tr>
<tr>
<td>Finance and Insurance</td>
<td>8%</td>
</tr>
<tr>
<td>Health Care and Social Assistance</td>
<td>6%</td>
</tr>
<tr>
<td>Information</td>
<td>4%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>4%</td>
</tr>
<tr>
<td>Other Services (except Public Administration)</td>
<td>4%</td>
</tr>
<tr>
<td>Professional, Scientific, and Technical Services</td>
<td>3%</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>2%</td>
</tr>
<tr>
<td>Accomodation and Food Services</td>
<td>2%</td>
</tr>
<tr>
<td>Construction</td>
<td>2%</td>
</tr>
<tr>
<td>Educational Services</td>
<td>1%</td>
</tr>
<tr>
<td>Finance and Insurance</td>
<td>1%</td>
</tr>
<tr>
<td>Health Care and Social Assistance</td>
<td>1%</td>
</tr>
<tr>
<td>Information</td>
<td>1%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>1%</td>
</tr>
<tr>
<td>Other Services (except Public Administration)</td>
<td>1%</td>
</tr>
<tr>
<td>Professional, Scientific, and Technical Services</td>
<td>1%</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>1%</td>
</tr>
</tbody>
</table>

### Training Outcomes

<table>
<thead>
<tr>
<th>Outcome</th>
<th>% of Closed Contract Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td>Credentials</td>
<td>52.7%</td>
</tr>
<tr>
<td>Wage Increases</td>
<td>41.2%</td>
</tr>
<tr>
<td>Promotions</td>
<td>41.8%</td>
</tr>
</tbody>
</table>
Demand-Driven Investments: IWTG Participant Demographics

**Gender Distribution of Participants**
(2.2% of participants did not disclose gender)

- Female: 51.5% (53.4% in 2015 Census)
- Male: 48.5% (44.4% in 2015 Census)

**Age Distribution of Participants**
(1.6% of participants did not disclose age)

- Less than 18: 0.1% (3.60% in 2015 Census)
- 18-24: 8.6% (4.99% in 2015 Census)
- 24-55: 17.8% (17.8% in 2015 Census)
- 55+: 71.9% (76.14% in 2015 Census)

**Race/Ethnicity Distribution of Participants**
(1.3% of participants did not disclose race)

- Asian: 3.60% (4.99% in IWTG Participants)
- American Indian/Alaskan Native: 1.00% (0.76% in IWTG Participants)
- Black/African American: 0.20% (0.57% in IWTG Participants)
- Native Hawaiian/Pacific Islander: 0.1% (0.57% in IWTG Participants)
- White: 0.1% (0.57% in IWTG Participants)
- Hispanic/Latino (of any Race): 71.9% (76.14% in IWTG Participants)
- Other or Multiple Races: 2.60% (1.96% in IWTG Participants)
Demand-Driven Investments: Non-Trade Apprenticeships

**Development Grants**

### Fiscal Year 2017

- **4** Proposals Funded
- **$100,000** Funds Awarded
- **4** New Apprenticeship Model(s) Approved

**Agriculture**
- Professional Land Care Specialist

**Manufacturing**
- Composite Tool and Pattern Maker

**Healthcare**
- Licensed Practical Nurse
- Community Health Worker

### Fiscal Year 2018

- **5** Proposals Funded
- **$124,919** Funds Awarded
- **4** New Apprenticeship Model(s) Approved

**Marine Trades**
- Marine Service Technician

**Hospitality**
- Line Cook

**Healthcare**
- Certified Medical Assistant
- Community Health Worker (ACO)

**Customer Service**
- Call Center Specialist

### Fiscal Year 2018 - Incentive Program

- **39** Apprentices
- **$39,000** Total Awarded

- **Healthcare**
  - Pharmacy Technician
  - In-Patient or Licensed Practical Nurse
  - Peer Navigator

- **Medical Technology**
  - Data Scientist
  - Biomedical Equipment Technician

- **Public Safety**
  - Police Detective

- **Manufacturing**
  - Composite Tool and Pattern Maker
  - Electronics Technician

- **Agriculture**
  - Professional Land Care Specialist

*Information as of 7-26-18*
Demand-Driven Investments: Non-Trade Participant Demographics

Incentive Program Participants by Gender

- Male: 48.5% Incentive Program, 56.4% 2015 Census
- Female: 51.5% Incentive Program, 43.6% 2015 Census

Incentive Program Participants by Age

- 18-24 Years old: 5.1%
- 25-54 Years old: 25.6%
- 55+ Years old: 69.2%

Incentive Program Participants by Race/Ethnicity

- 2.6% American Indian or Alaskan Native
- 7.7% Asian
- 10.3% Black or African American
- 23.1% Hispanic/Latino
- 12.8% No Answer
- 43.6% White

*Information as of 7-26-18*
Building Career Pathways for Youth and Adults

Vision: Advance a career pathway strategy to provide employment, education, training and support services for individuals, particularly those with barriers to employment, that will ensure an opportunity to develop their education and skills to prepare them for a job.
Building Career Pathways for Youth and Adults

CAREER PATHWAYS GOALS

1. Adults seeking increased education and jobs can easily find and connect to a continuum of training, education, work experience, and supportive services.
2. Youth and young adults have access to career awareness and exposure, work-based learning experiences, and job-specific technical skills before graduating from high school.

CAREER PATHWAYS PROGRAMS

- **Summer Youth Employment & Youth Centers**
  - Career Exploration
  - Work Readiness Training
  - Summer Work Experiences

- **Adult Education and Employment**
  - H.S. Equivalency
  - ESL
  - Computer Skills
  - Career and College Advising

- **Real Pathways**
  - Work-Readiness Training
  - Occupational Skills
  - Credentials
  - Experiential Learning
  - Job Placements

- **Work Immersion**
  - Paid Internships or Work Experiences for college students or recent graduates, CTE students, and Unemployed Adults
<table>
<thead>
<tr>
<th>Performance Indicators</th>
<th>Year-End FY17</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Job Placements</td>
<td>1,377</td>
<td>1,280</td>
<td>1,738</td>
<td>74%</td>
<td>-7.0%</td>
</tr>
<tr>
<td>Average Wage$^3$</td>
<td>N/A</td>
<td>$23,978</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Trained</td>
<td>N/A</td>
<td>634</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Work Experiences</td>
<td>3,201</td>
<td>3,701</td>
<td>4,633</td>
<td>80%</td>
<td>15.6%</td>
</tr>
<tr>
<td>Credentials$^1$</td>
<td>4,776</td>
<td>3,971</td>
<td>5,241</td>
<td>76%</td>
<td>-16.9%</td>
</tr>
</tbody>
</table>

$^1$ Credentials were not tracked for WI participants in FY2018

$^2$ Figures represent outcomes from Real Pathways, Work Immersion, Youth, and Adult Education

$^3$ Average Wage outcomes only includes Real Pathways Participants
$2.9M
Total FY18 Budget

76%
of Contracted Funds Spent

14
Partnerships

Target Populations
Adult Learners
Ex-Offenders
At-Risk Youth
Long-Term Unemployed
English Language Learners
Veterans
Disabled Individuals
Homeless Individuals
Providence
Newport

WIG FY17 v. Real Pathways FY18

WIG V. REAL PATHWAYS

<table>
<thead>
<tr>
<th>ENROLLED</th>
<th>JOB PLACEMENTS</th>
<th>CREDENTIALS</th>
</tr>
</thead>
<tbody>
<tr>
<td>WIG FY17 Year-End</td>
<td>Real Pathways FY18 Year-End</td>
<td></td>
</tr>
<tr>
<td>595</td>
<td>1489</td>
<td>266</td>
</tr>
<tr>
<td>387</td>
<td>469</td>
<td>512</td>
</tr>
</tbody>
</table>

FY18 Outcomes

- Participants Currently in Training: 729
- Average Wage at Placement: $23,978
- Participants Obtained Employment: 387
- Participants Received Credentials: 512

Enrollment Outputs of Real Pathways Participants

- Completed Training: 40.7%
- Currently In Training: 49.0%
- Dropped From Training: 10.3%
Building Career Pathways: Real Pathways Partnerships Demographics

Gender Distribution of Participants
(12.3% of participants did not disclose gender)

- Male: 35.0% (Real Pathways RI) vs. 48.5% (2015 RI Census)
- Female: 52.6% (Real Pathways RI) vs. 51.5% (2015 RI Census)

Education Level of Participants
(14.9% of participants did not disclose education level)

- High School Diploma or Less: 63.6% (Real Pathways RI) vs. 39.3% (2015 RI Census)
- Some College: 19.7% (Real Pathways RI) vs. 9.7% (2015 RI Census)
- Associates: 9.2% (Real Pathways RI) vs. 2.8% (2015 RI Census)
- Bachelors or Higher: 9.0% (Real Pathways RI) vs. 31.9% (2015 RI Census)

Race Distribution of Participants
(43% of participants did not disclose race)

- American Indian/Alaskan Native: 1.0% (Real Pathways RI) vs. 1.3% (2015 RI Census)
- Asian: 3.8% (Real Pathways RI) vs. 1.5% (2015 RI Census)
- Black/African American: 7.9% (Real Pathways RI) vs. 17.0% (2015 RI Census)
- Multi-racial: 2.5% (Real Pathways RI) vs. 8.6% (2015 RI Census)
- Native Hawaiian or Pacific Islander: 0.2% (Real Pathways RI) vs. 0.5% (2015 RI Census)
- White: 84.8% (Real Pathways RI) vs. 28.2% (2015 RI Census)

Ethnic Hispanic or Latino

- 2015 RI Census: 40.3%
- Real Pathways RI: 14.4%
$834,684
Total FY18 Budget

52%
of Contracted Funds
Spent

187
Unique Employers
Served

18.1%
Of Participants are
permanently hired

<table>
<thead>
<tr>
<th>Program</th>
<th>FY17 Avg. Hourly Rate</th>
<th>FY18 Avg. Hourly Rate</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career and Tech</td>
<td>$11.89</td>
<td>$12.35</td>
<td>3.9%</td>
</tr>
<tr>
<td>Unemployed Adults</td>
<td>$13.48</td>
<td>$14.35</td>
<td>6.5%</td>
</tr>
<tr>
<td>College Students</td>
<td>$13.70</td>
<td>$13.62</td>
<td>-0.6%</td>
</tr>
</tbody>
</table>

*42% of FY18 and 15% of FY17 Work Immersion Contracts are Open*
68% of employers who provided a work experience to an unemployed adult, paid more than $12.36/hr

*36% of FY18 and 15% of FY17 Work Immersion Contracts are Open
**FY18 Targets based on FY17 Year-End figures
Building Career Pathways: Summer Youth Employment & Youth Centers

$2.3M
Total FY18 Budget

95%
of Contracted Funds
Spent

400
Employer Partners

395
HS Diplomas or GEDs
Obtained

FY18 Outcomes

Job Placements: 67 FY18, 302 Remainder of Target

Credentials: 2051 FY18, 1088 Remainder of Target

Work Experiences: 1418 FY18, 402 Remainder of Target
Career Pathways Investments: Youth Participant Demographics

**Gender Distribution**

- WSPC-JDF: FEMALE 51.6%, MALE 48.4%
- WPGRI-JDF: FEMALE 47.8%, MALE 52.2%

**Age Distribution**

- WSPC-JDF: 22-24 12.1%, 20-24 55.3%, 18-20 24.6%, 16-18 13.3%
- WPGRI-JDF: 22-24 8.0%, 20-24 40.6%, 18-20 40.0%, 16-18 6.1%

**Race/Ethnicity Distribution**

- **HISPANIC OR LATINO**: WSPC-JDF (26.6%), WPGRI-JDF (20.7%)
- **WHITE**: WSPC-JDF (43.0%), WPGRI-JDF (25.9%)
- **NATIVE HAWAIIAN OR PACIFIC ISLANDER**: WSPC-JDF (0.9%), WPGRI-JDF (7.8%)
- **BLACK OR AFRICAN AMERICAN**: WSPC-JDF (1.2%), WPGRI-JDF (24.0%)
- **ASIAN**: WSPC-JDF (1.1%), WPGRI-JDF (0.8%)
- **AMERICAN INDIAN OR ALASKAN NATIVE**: WSPC-JDF (0.1%), WPGRI-JDF (0.1%)

*New Enrollees Only*
### Building Career Pathways: Adult Education

**$3.5M**
Total FY18 Budget

100% of Contracted Funds Spent

56% of Enrollees Completed Adult Education Program

45% of participants who were unemployed at program entry obtained a job

N/A Average wage of participants upon completion of program

<table>
<thead>
<tr>
<th>Outcomes</th>
<th>FY18 Year-End</th>
<th>Remainder of Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Placements</td>
<td>528</td>
<td>76</td>
</tr>
<tr>
<td>87% of Target</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Entered Postsecondary Education or Training</td>
<td>166</td>
<td></td>
</tr>
<tr>
<td>195% of Target</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work Experiences</td>
<td>429</td>
<td></td>
</tr>
<tr>
<td>122% of Target</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Occupational Skills Credentials</td>
<td>1129</td>
<td></td>
</tr>
<tr>
<td>134% of Target</td>
<td></td>
<td></td>
</tr>
<tr>
<td>High School Equivalency</td>
<td>279</td>
<td>49</td>
</tr>
<tr>
<td>85% of Target</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

177 NEW employer partners in FY18 (industry data unavailable)
Career Pathways Investments: Adult Education Participant Demographics

**Gender Distribution of Participants**
- Female: 48.5% (Adult Education) vs. 68.9% (2015 Census)
- Male: 51.5% (Adult Education) vs. 31.1% (2015 Census)

**Age Distribution of Participants**
- Less than 18: 4.8%
- 18-24: 10.1%
- 25-54: 27.1%
- 55+: 58.0%

**Race/Ethnicity Distribution of Participants**
- American Indian/Alaskan Native: 0.6%
- Asian: 18.4%
- Black or African American: 21.7%
- White: 49.5%
- Hispanic or Latino: 5.3%
- Other: 0.2%

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*25*