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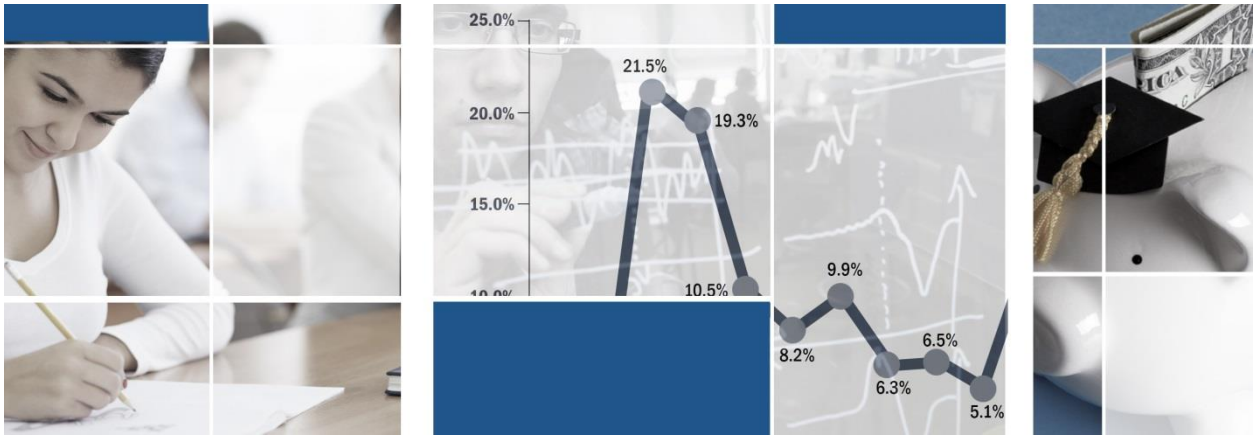

The New Economy Workforce Credential Grant

Annual Report for 2018

STATE COUNCIL OF HIGHER EDUCATION FOR VIRGINIA

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Purpose of this Report

The purpose of this report is to provide an annual report on the activities for FY 2018 on the New Economy Workforce Credential Grant to the General Assembly and the Virginia Board for Workforce Development as outlined in section § 23.1-627.7 of the Code of Virginia.

Summary of Findings for FY 2018

In FY 2018, the Virginia Community College System and the Southern Virginia Higher Education Center offered training aligned to high-demand occupations and fields as identified by the Virginia Board for Workforce Development. The following includes a summary of observations from the first year of implementation of the program:

- Institutions offered training in nine high-demand occupational fields.
- Collectively, these institutions enrolled 3,760 students. Of those, 3,457 completed training and 2,518 reported a credential attained.
- The average student cost of the program was $904. The average state cost per credential attained was $2,004.
- Training completion rates averaged 92% and credential completion rates averaged 73%
- The top 10 training programs accounted for over 80% of credentials attained.
- Overall, the majority of students tend to be male adults with an average age of 35 years.
- A preliminary review of earnings indicates that earnings increased in all occupational fields with the exception of computer and mathematical for individuals in the program. In addition, individuals earning less than $20,000 prior to enrollment had the highest increase in earnings.
- Program demand continues to exceed current funding levels.
- Given the positive outcomes of the program over the last two years, SCHEV recommended for FY 2020 an additional $4 million in funding for the program and an additional $1 million in need-based financial aid for students enrolled in training.

Program Overview

During the 2016 session, the General Assembly passed HB 66 and SB 576, which established the New Economy Workforce Grant Program. This grant program, the first of its kind, provides a pay-for-performance model for funding noncredit workforce training that leads to a credential in a high-demand field. The program also includes requirements for students to complete the program in order to avoid paying additional

costs. A summary of the major key components of the program are included below. Additional information is available through the Code of Virginia.

Program Purpose

The Governor and the General Assembly outlined three primary purposes of program based on the requirements outlined in § 23.1-627.2. of the Code of Virginia:

> *The New Economy Workforce Credential Grant is established for the purpose of (i) creating and sustaining a demand-driven supply of credentialed workers for high-demand occupations in the Commonwealth by addressing and closing the gap between the skills needed by workers in the Commonwealth and the skills of the available workforce in the Commonwealth; (ii) expanding the affordability of workforce training and credentialing; and (iii) increasing the interest of current and future Virginia workers in technician, technologist, and trade-level positions to fill the available and emerging jobs in the Commonwealth that require less than a bachelor's degree but more than a high school diploma.*

The program also defines two key elements:

- **High-demand field:** a "discipline or field in which there is a shortage of skilled workers to fill current job vacancies or anticipated additional job openings."
- **Noncredit workforce credential:** a "competency-based, industry-recognized, portable, and third-party-validated certification or occupational license in a high-demand field."

Program Requirements and Pay-for-performance Model

The program focuses on a pay-for-performance model that provides payments for costs to institutions only when an individual completes training and when an individual completes a credential.

The following is a brief overview of the program requirements.

- **Eligible institutions and type of training:** Community colleges, higher education centers and Richard Bland College for noncredit training.

- **Funding:**

Fiscal Year	Amount
2017	$5 million
2018	$7.5 million
2019	$9.5 million
2020	$9.5 million/*$13.5 million
*Proposed amendment in 2019 session	

- **Alignment to high-demand fields:** Training programs should align with the high-demand fields set by the Virginia Board for Workforce Development. Boards of eligible institutions are required to approve the aligned training programs.
- **Payments and cost of the program:** The program shares the cost between the student, the institution and the state, as described below. In addition, the table at the bottom of the page illustrates the pay-for-performance model.
  - Student responsibility: Students are required to pay one-third of the total cost of the program upon enrollment. Students may use third-party funds, such as noncredit financial aid, training vouchers or employer payment to cover this cost. If the student does not complete the program, then the student is required to pay an additional one-third of the cost of the program.
  - State: If the student completes the training, then the state provides one-third of the cost of the program, up to $1,500 to the institution. If the student earns and reports a credential, then the state pays an additional one-third of the cost of the program, up to $1,500.
  - Institution: If a student does not report a credential earned, then the institution does not receive state funding for one-third of the cost of the program.
- **Reporting and payments:** Eligible institutions must provide student-level data to SCHEV to receive funding.
- **Administration:** SCHEV is responsible for administering the program, conducting periodic assessments of the program, collecting student data and making final decisions on disputes between eligible institutions and grant recipients.

Program Pay-for-Performance Model

Payment Scenario if a student…	Student Pays …	State Pays Training Institution…*
… Completed training and credential	1/3 program cost	2/3 program cost*
… Completed training but did not earn or report credential to the training institution	1/3 program cost	1/3 program cost*

Payment Scenario if a student…	Student Pays …	State Pays Training Institution…*
… Did not complete training and did not earn or report a credential	2/3 program cost	No cost

*Maximum contribution is $3,000 from the state

High-demand Field and Training Alignment Process

Identification of High-demand Fields

The code requires that the Virginia Board for Workforce Development identify high-demand occupational fields. In spring of 2017, the Virginia Board for Workforce Development developed a methodology to identify high-demand programs using the following criteria:

- The relevance of the occupational group to the State's economic development strategy as outlined in Governor McAuliffe's *New Virginia Economy* strategy document.
- The projected annual statewide job openings as based on Virginia Employment Commission/Bureau of Labor Statistics 10-year employment projections. Jobs were considered if they had over 50 annual openings. (These levels were increased for FY2019.)
- The degree to which the occupations require advanced skills as measured by entry-level education.

The board also allows a petition process for regions to request an occupational field to be added to the list if the region can demonstrate sufficient demand. A complete description of the list of training programs offered is available on the Virginia Career Works website.

Based on a review of the occupations meeting the criteria above, the Virginia Board for Workforce Development identified high-demand occupations in 11 fields.

Training Programs Offered by Eligible Institutions

Once the Virginia Board for Workforce Development identifies the high-demand fields, these eligible institutions develop or align existing noncredit training programs to meet the new credential criteria and their boards approve the programs. To date, the Virginia Community College System and the Southern Virginia Higher Education Center are the only eligible training institutions offering the programs.

The boards of the institutions submit their approved lists to the Virginia Board for Workforce Development. A full list of high-demand occupations and aligned training programs offered by eligible training institution is maintained and updated on the Career Works website.

The following table is a sample list by occupational field of the types of training and credentials students could attain upon completion. A full list of credentials by type is available in the Appendix.

Sample Workforce Training and Certifications Offered by Occupational Field

Occupational Field	Sample Workforce Training/Certification Offered
Computer and Mathematical (15)	CompTIA A+, Network+ and Server+ Computer Entry Level (CISCO Networking Technician and Associate, CompTIA IT Fundamentals); Information Systems Security Project Management Professional
Construction and Extraction (47)	Construction (Project Management, Carpentry, Contractor's License), Plumbing and Electrical, Highway Construction, Welding
Education, Training and Library (25)	Career Switcher/Teaching License
Healthcare Practitioners and Technical (29)	Emergency Medical, Pharmacy, EKG Technician
Healthcare Support (31)	Certified Nurse Aide, Medical Assistant, Medication Aide, Phlebotomy Technician
Installation, Maintenance and Repair (49)	Electrical and Electrical Systems, Engine Repair, HVAC, Power Line Worker
Office and Administrative Support (43)	Billing and Coding Specialist, Customer Services and Sales, Medical Administrative Assistant, Professional Coder, Society for Human Resource Management Certified Professional

Occupational Field	Sample Workforce Training/Certification Offered
Production (51)	Backflow Prevention, Electronics Assembly (JSTD-001 Certification), Machine Tool Operations, Manufacturing Technician 1 (MT1), Manufacturing Entry Level (specialist and production technician), Mechatronics, Six Sigma, Millwright (industrial machine installation, maintenance, troubleshooting and repair), Welding (flux, gas and general)
Transportation and Material Moving (53)	Commercial Driver's License, Logistics Associate, Logistics Technician, Remote Pilot Airman Certification

Enrollment, Training and Credentials Completions and Costs

The following section provides data for FY 2018 by occupational field, credential type and institution. FY 2018 data are based on all students completing a training course between July 1, 2017, and June 30, 2018. Eligible institutions are allowed up to 180 days after the completion of training to obtain verification that a student earned a credential. Training institutions may verify this information either through receiving information from a student or through a record match with the entity issuing the credential.

Institutions Offered Training in Nine High-Demand Occupational Fields

The fields with the highest number of completions were in construction, production, healthcare support and transportation. In FY 2018, 3,700 individuals enrolled in training and 2,518 attained a credential. The following is a summary table of enrollments, completions and reported credentials, average costs to students, total payments by the state for training and credentials, and average costs to the state per credential attained by occupational field.

FY 2018 Enrollment, Training Completion and Reported Credentials by Occupational Field

Occupational Field	Enrolled	Completed Training	Reported a Credential Attained	Average Cost to Student*	Total State Payments for Training and Credential Completion*	Average State Payments per Credential Attained
Computer and Mathematical	378	350	102	$554	$237,011	$2,324
Construction and Extraction	399	383	324	$297	$209,681	$647
Education, Training and Library	57	49	49	$1,300	$118,300	$2,414
Healthcare Practitioners and Technical	114	101	34	$483	$48,387	$1,423
Healthcare Support	649	583	401	$817	$748,336	$1,866
Installation, Maintenance, and Repair	217	195	182	$998	$353,079	$1,940
Office and Administrative Support	176	152	70	$861	$155,906	$2,227
Production	617	576	439	678	688,975	$1,569
Transportation and Material Moving	1,153	1,068	917	$1,410	$2,565,350	$2,798
All	3,760	3,457	2,518	$904	$5,045,829	$2,004

*Average costs per student are based on the charges of 1/3 of the cost of the program if the student completes training.
Total state payments do not equal the allocation for FY 2018 of $7.5 million due to how funds are obligated when a student enrolls. Payments are made at the time the training or credential completion are submitted to SCHEV.

The Average Student Cost of the Program was $904. The Average State Cost per Credential Attained was $2,004.

As shown in the table on the prior page, the average cost of the program to a student (reflecting 1/3 of the cost) was $904. SCHEV provided reimbursements to institutions through state general fund in the amount of $5 million for training completions and credentials. This figure is lower than the general fund appropriation for FY 2018 due to the pay-for-performance model where funds are obligated when a student enrolls, but are paid when an institution submits reimbursement upon completion of training and earning of a credential. As a result, in FY 2017, institutions enrolled students toward the end of the fiscal year and obligated funds for FY 2018.

Based on the attainment data and the total payments through state general fund, the average state payment per credential attained in FY 2018 was $2,004 (total payments/credentials attained).

Institutions Used Alternative Sources of Funds to Support the Program

Given the high demand for the program, the community colleges used other sources of funding in FY 2018 to partially support nearly 600 additional participants. Other funding sources can include federal programs and reallocation of state funds. As a result, the program leveraged an additional $472,000 in resources.

10 Training Programs Accounted for More Than 80% of Credentials Attained

In FY 2018, the top number of credentials primarily were in the areas of commercial driver's licenses, training related to highway construction, welding and medical care. This trend continues from the prior year where the top 10 programs were in similar training areas.

Top 10 Credentials with the Greatest Number Attained in FY 2018

Training Program/Credential Type	Enroll	Complete Training	Complete Credential	Average Cost to Student*	Total State Payments for Training and Credential Completion*	Average State Payments per Credential Attained
Commercial Driver's License Class A	1,098	1,014	873	$1,448	$2,512,800	$2,878
Welding (flux, gas and general)	397	378	298	$672	$429,342	$1,441
Highway Construction	277	274	238	$275	$128,825	$541
Medical Assistant	224	205	170	$1,030	$367,001	$2,159
Phlebotomy Technician	196	169	114	$727	$191,997	$1,684
Certified Nurse Aide	205	189	109	$662	$170,968	$1,569
Power Line Worker	87	85	79	$1,469	$224,500	$2,842
Welding	68	65	65	$1,065	$137,550	$2,116
Core - Introductory Craft Skills	79	74	60	$340	$40,778	$680
Electrical and electrical systems	62	57	54	$560	$48,136	$891
Machining	75	59	50	$494	$39,740	$795

*Average costs per student are based on the charges of 1/3 of the cost of the program if the student completes training.
Total state payments do not equal the allocation for FY 2018 of $7.5 million due to how funds are obligated when a student enrolls. Payments are made at the time the training or credential completion are submitted to SCHEV.

Training Completion Rates Averaged 92% and Credential Completion Rates Averaged 73%

While completion rates for training vary by field and credential type, the overall rates increased from FY 2016 where the credential completion rate was 60%. Some credential rates are much lower. For example, IT certification rates are low. This can occur when an individual takes the training but chooses not to take the test for the certification as it is not always a requirement for work. A full list of completion rates by credential type is available in the Appendix.

Occupational Field	Enrolled	Completed Training	Reported a Credential Attained	Training Completion Rate	Credential Completion Rate*
Computer and Mathematical	378	350	102	93%	29%
Construction and Extraction	399	383	324	96%	85%
Education, Training and Library	57	49	49	86%	100%
Healthcare Practitioners and Technical	114	101	34	89%	34%
Healthcare Support	649	583	401	90%	69%
Installation, Maintenance and Repair	217	195	182	90%	93%
Office and Administrative Support	176	152	70	86%	46%
Production	617	576	439	93%	76%
Transportation and Material Moving	1,153	1,068	917	93%	86%
All	3,760	3,457	2,518	92%	73%
*Rate is calculated based on those who completed training.					

All Community Colleges and the Southern Virginia Higher Education Centers Offered the Workforce Credential Grant Program

The number of students enrolling across training institutions varies. The table below provides enrollments and completions by institution.

FY 2018 Enrollment, Training Completion and Reported Credentials by Eligible Training Institution

Training Institution	Enrolled	Completed Training	Reported a Credential Attained
Blue Ridge CC	269	244	189
Central Virginia CC	126	115	89
Dabney Lancaster CC	111	88	73
Danville CC	18	15	9
Germanna CC	359	339	275
John Tyler/Reynolds CC (CCWA)	498	471	401
Lord Fairfax CC	239	208	176
Mountain Empire CC	60	55	26
New River CC	36	35	20
Northern Virginia CC	283	271	126
Patrick Henry CC	47	44	39
Paul D. Camp CC	69	65	47
Piedmont CC	235	226	179
Rappahannock CC	88	85	65
Southern Virginia Higher Ed Center	123	112	79
Southside Virginia CC	312	301	226
Southwest Virginia CC	27	25	11
Thomas Nelson CC	256	241	127
Tidewater CC	166	121	63
Virginia Highlands CC	64	43	16
Virginia Western CC	274	255	193
Wytheville CC	100	98	89
All	3,760	3,457	2,518

Student Demographics

Overall, the majority of students tend to be male adults with an average age of 35 years

The Workforce Credential Grant program tends to serve a nontraditional, older adult student. The average age of the student is 35 years, and 61% of the participants are male. The higher proportion of males occurs because the top training programs (commercial driver's license, welding and highway construction) tend to be male-dominated occupations.

Earnings Outcomes

When the General Assembly established the program in 2016, an important component was to align training to high-demand fields where there was an unmet need for workers. As a result, tracking earnings of those completing the program is an important measure. To assess these outcomes, SCHEV matched wages for a six-month cohort (July-December 2016) of 1,630 participants. These individuals were matched through the Virginia Longitudinal Data System with Virginia Employment Commission wage records. SCHEV staff then analyzed earnings pre-training, during program enrollment and post-completion.

The following table provides the distribution of participants in the cohort by occupational field.

Profile of Cohort Used for Assessing Earnings Outcomes

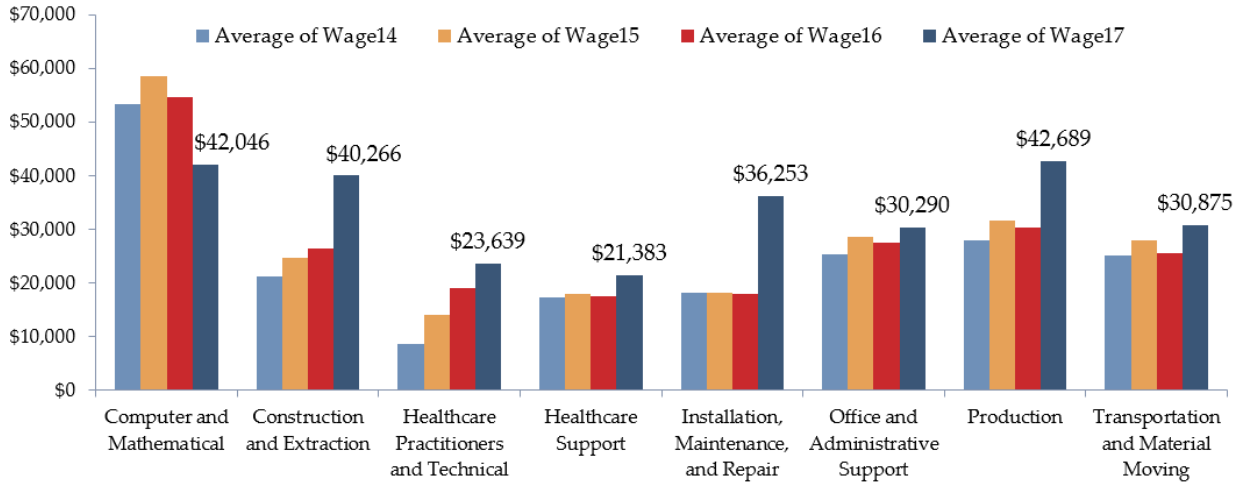
Occupational Field	Completed Training Program and Credential	Completed Training, Not Credential	No Training Completion, No Credential	No Program Completion, Completed Credential	Total
Computer and Mathematical	45	172	4		221
Construction and Extraction	59	20	1	1	81
Healthcare Practitioners and Technical	19	44	5		68
Healthcare Support	201	123	15		339
Installation, Maintenance and Repair	52	9	2		63
Office and Administrative Support	76	22	2		100
Production	169	58	7		234
Transportation and Material Moving	434	70	19	1	524
Grand Total	1,055	518	55	2	1,630
Cohort is based on participants enrolled between July 1, 2016 and December 31, 2016.					

The following includes an analysis of earnings for this cohort overtime.

Earnings Increased in all Occupational Fields with the Exception of Computer and Mathematical

The chart below provides data for up to three years prior to entry into the program by occupational field. Averages for some fields increased significantly, including construction and extraction, installation and maintenance, and production fields. Computer and mathematical fields, in which the primary training is related to IT certifications, decreased. This can occur if individuals are laid off and engage in training to gain marketable skills. Most workers who are laid off tend to return to work with lower wage earnings.

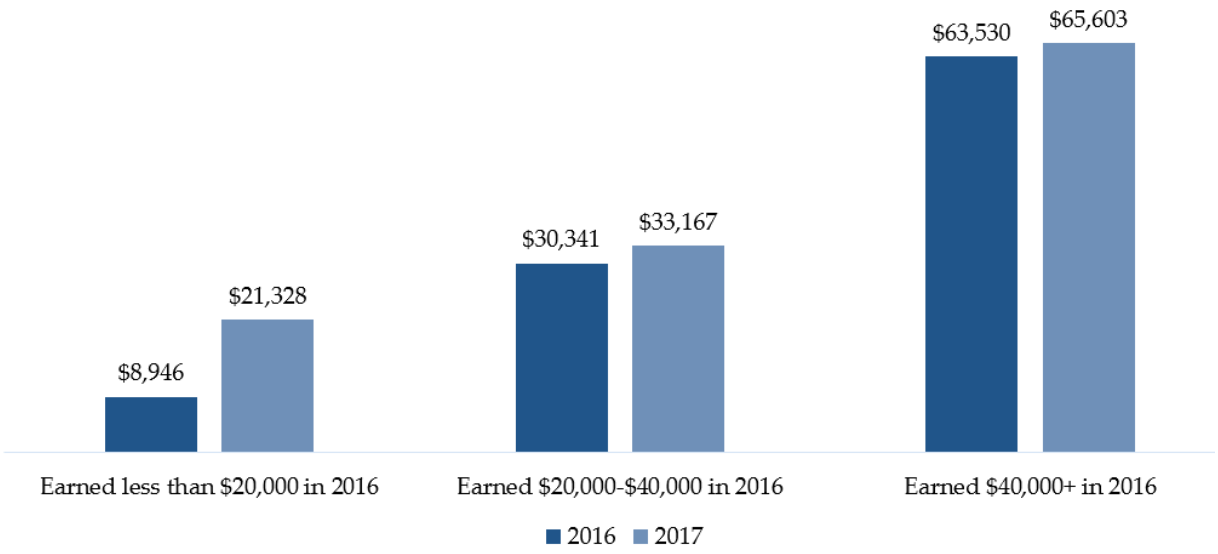
Average Earnings by Year Pre- and Post Training Completion



Individuals Earning Less than $20,000 Prior to Enrollment Who Attained a Credential Had the Highest Earnings Increase

When reviewing pre- and post-completion data, the group with the largest earnings gain represented individuals with the lowest earnings upon entry who completed training and a credential. The table below shows the pre- and post-earnings by income group for individuals completing a credential.

Average Earnings Increase Pre- and Post-Completion by Income Group for Individuals Who Completed Training and a Credential



Individuals Earning Less than $20,000 Prior to Enrollment Earned 71% More Upon Completion of Training and 138% More Upon Completion of a Credential

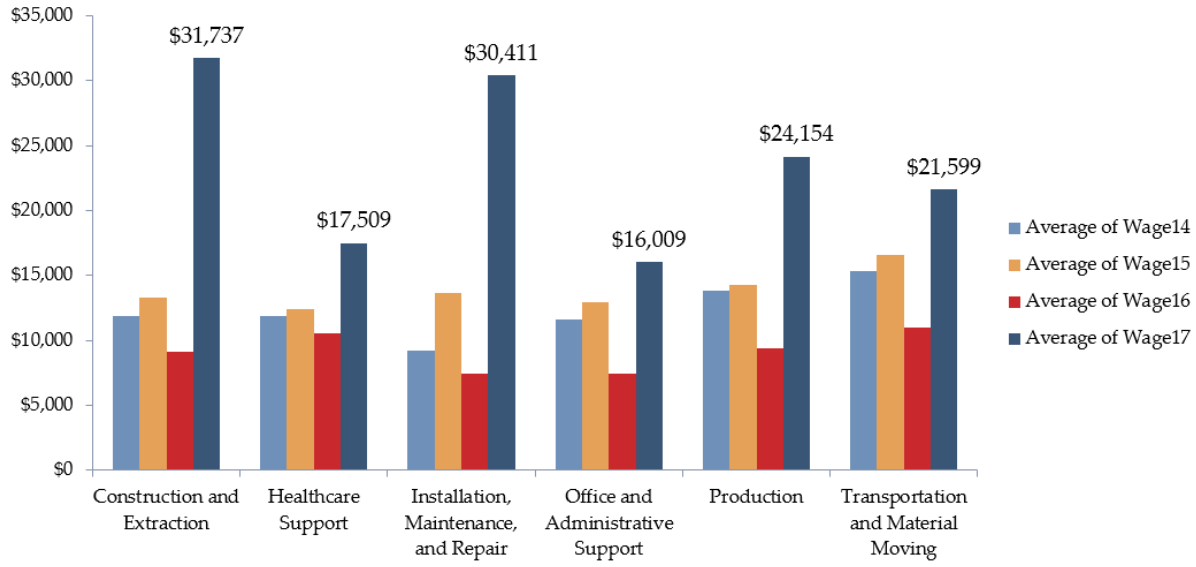
The table below provides average earnings by completion status. It also includes average earning increases from 2016 to 2017 for all Virginians with earnings less than $20,000. While all Virginians who earned less than $20,000 in 2016 still increased earnings by 14% in 2017, this increase is significantly lower than for those who completed training, suggesting that the training materially improved individual earnings.

Average Earnings for Individuals Earning Less Than $20,000 Prior to Enrollment

Completion Status	N	Working in 2016	Working in 2017	Average Wage in 2016	Average Wage in 2017	% Change
Completed Training and Credential	502	502	457	$8,946	$21,328	138%
Completed Training, No Credential	207	207	183	$7,772	$13,302	71%
No Program Completion or Credential	28	28	24	$6,476	$9,953	54%
All Virginians earning <$20,000		1,707,293	1,187,349	$7,861	$8,993	14%

In addition, individuals earning less than $20,000 increased their earnings across all occupational field groups as shown in the chart below.

Earnings by Field for Those Earning <$20,000 in 2016



The following tables provide additional data on the other income groups. While earnings increases were less significant, most groups increased.

Average Earnings for Individuals Earning $20,000-$40,000 Prior to Enrollment

Completion Status	N	Working in 2016	Working in 2017	Average Wage in 2016	Average Wage in 2017	% Change
Completed Training and Credential	281	281	276	$30,341	$33,167	9%
Completed Training, No Credential	118	118	113	$29,681	$33,070	11%
No Program Completion or Credential	17	17	17	$28,915	$30,176	4%
All Virginians earning $20,000-$40,000		1,142,831	1,077,490	$31,207	$31,359	0%

Average Earnings for Individuals Earning More than $40,000 Prior to Enrollment

Completion Status	N	Working in 2016	Working in 2017	Average Wage in 2016	Average Wage in 2017	% Change
Completed Training and Credential	105	105	102	$63,530	$65,603	3%
Completed Training, No Credential	93	93	91	$72,410	$65,999	-9%
All Virginians earning more than $40,000		1,458,426	1,491,503	$96,521	$98,100	2%

Additional Observations and Next Steps

Since the inception of the Workforce Credential Grant in 2016, demand for the program has exceeded original funding levels. Each year, the program is placed on hold when funds are no longer available. In 2018, the community colleges implemented strategies to allow the program to run throughout the year. It committed to allocating the funds in four-month increments. In the first four months of the fiscal year, it would allocate 40% of the funding. In the second four months of the year, it would allocate another 40% and in the final four months, it would allocate the remaining 20%. In addition, the community colleges committed to allocating no more than 25% of the funds to any one training program. Despite these efforts, the program continues to be in demand, and community colleges placed the program on a brief hold last fall.

SCHEV staff found that the program serves a large number of individuals in the lowest income group and for those who complete the training, earnings increased significantly. For individuals in the higher income groups, while earnings increased slightly, the program can provide the skills development to attain a higher paying job or allow an individual to remain in his or her position.

As a result of these findings, in fall 2018, SCHEV recommended an increase in funding for the Workforce Credential Grant program of $4 million. In addition, given the large percent of individuals enrolled with low-income earnings prior to enrollment, SCHEV recommended an additional $1 million in noncredit, need-based aid to support the financial cost to students.

In the coming year, SCHEV will continue to analyze wage outcomes as newer wage data become available through the Virginia Employment Commission.

Appendix: FY 2018 Training Credential Enrollment, Completions and Costs

Occupational Field	Credential Type	Enroll	Complete Training	Complete Credential	Average Tuition	Average Cost to Student*	Total State Payments for Training and Credential Completion*	Average State Payments per Credential Attained
Computer and Mathematical	CompTIA A+	146	132	22	$2,059	$686	$99,954	$4,543
	CompTIA Network+	60	56	11	$1,368	$456	$29,860	$2,715
	CompTIA Server+	24	22	13	$ 700	$233	$8,167	$628
	Computer Entry Level (CISCO Networking Technician and Associate, CompTIA IT Fundamentals)	17	15	<10	$1,299	$433	$7,361	--
	Information Systems Security (CompTIA Security, Certified professional and ethical hacker)	89	83	32	$1,706	$569	$65,924	$2,060
	Project Management Professional (PMP)	42	42	22	$1,293	$431	$25,745	$1,170
Construction and Extraction	Construction (Project Management, Carpentry, Contractor's License)	16	13	10	$ 690	$230	$3,172	$317
	Core - Introductory Craft Skills	79	74	60	$1,019	$340	$40,778	$680
	HVAC (includes license renewal)	<10	<10	<10	$1,275	$425	$2,125	--
	Heavy Equipment Operations	<10	<10	<10	$2,748	$916	$3,664	--

Occupational Field	Credential Type	Enroll	Complete Training	Complete Credential	Average Tuition	Average Cost to Student*	Total State Payments for Training and Credential Completion*	Average State Payments per Credential Attained
	Highway Construction	277	274	238	$ 826	$275	$128,825	$541
	Plumbing &Electrical (including license renewal)	18	15	9	$1,014	$338	$8,426	$936
Education, Training and Library	Teaching License	57	49	49	$3,900	$1,300	$118,300	$2,414
Healthcare Practitioners and Technical	Advanced Cardiovascular Life Support	9	9	<10	$ 317	$106	$1,000	--
	Emergency Medical Technician	25	14	<10	$1,428	$476	$3,900	--
	Mammography Certification	<10	<10	<10	$4,500	$1,500	$0	--
	Pharmacy Technician	79	77	24	$1,547	$516	$43,487	$1,812
Healthcare Support	Certified Nurse Aide (CNA)	205	189	109	$1,987	$662	$170,968	$1,569
	Massage Therapist	10	<10	<10	$4,500	$1,500	$9,000	--
	Medical Assistant	224	205	170	$3,089	$1,030	$367,001	$2,159
	Medication Aide	14	14	<10	$1,429	$476	$9,370	--
	Phlebotomy Technician	196	169	114	$2,180	$727	$191,997	$1,684
Installation, Maintenance and Repair	Driveline/Hydraulics Certification	<10	<10	<10	$2,802	$934	$0	--
	Electrical and electrical systems	62	57	54	$1,681	$560	$48,136	$891
	Engine Repair	<10	<10	<10	$ 426	$142	$1,704	--

Occupational Field	Credential Type	Enroll	Complete Training	Complete Credential	Average Tuition	Average Cost to Student*	Total State Payments for Training and Credential Completion*	Average State Payments per Credential Attained
	Facilities Maintenance	<10	<10	<10	$3,345	$1,115	$2,230	--
	HVAC (includes license renewal)	25	16	15	$1,761	$587	$13,309	$887
	Other (Driveline/Hydraulics and Workready Foundations CORE)	<10	<10	<10	$1,600	$533	$3,200	--
	Power Industry Fundamentals	25	25	25	$3,600	$1,200	$60,000	$2,400
	Power Line Worker	87	85	79	$4,408	$1,469	$224,500	$2,842
Office and Administrative Support	Billing and Coding Specialist	80	58	35	$3,581	$1,194	$91,970	$2,628
	Customer Services and Sales	<10	<10	<10	$ 399	$133	$1,064	--
	Medical Administrative Assistant	34	33	28	$1,905	$635	$37,196	$1,328
	Professional Coder	51	50	<10	$1,708	$569	$24,986	--
	SHRM Certified Professional	<10	<10	<10	$2,070	$690	$690	--
Production	Backflow Prevention	11	11	11	$ 300	$100	$2,200	$200
	Machining	75	59	50	$1,481	$494	$39,740	$795
	Manufacturing Technician 1 (MT1)	64	63	47	$2,261	$754	$80,014	$1,702
	Manufacturing entry level (specialist and	17	16		$1,836	$612	$10,405	--

Occupational Field	Credential Type	Enroll	Complete Training	Complete Credential	Average Tuition	Average Cost to Student*	Total State Payments for Training and Credential Completion*	Average State Payments per Credential Attained
	production technician)							
	Mechatronics (Siemens Certifications)	29	26	15	$3,644	$1,215	$48,770	$3,251
	Six Sigma	24	23	11	$2,456	$819	$22,000	$2,000
	Welding (flux, gas and general)	397	378	298	$1,996	$672	$429,342	$1,441
Transportation and Material Moving	Commercial Driver's License A	1,098	1,014	873	$4,345	$1,448	$2,512,800	$2,878
	Logistics Associate	<10	<10	<10	$1,031	$344	$3,050	--
	Logistics Technician	<10	<10	<10	$1,444	$481	$5,250	--
	Remote Pilot Airman Certification	39	38	32	$2,169	$723	$44,250	$1,383
All		3,760	3,457	2,518	$2,710	$904	$5,045,829	$2,004

*Average costs per student are based on the charges of 1/3 of the cost of the program if the student completes training.
Total state payments do not equal the allocation for FY 2018 of $7.5 million due to how funds are obligated when a student enrolls. Payments are made at the time the training or credential completion are submitted to SCHEV.

Occupational Field	Credential Type	Enroll	Complete Training	Complete Credential	Avg Tuition	Avg Cost to Student	Total Payments from State	Avg Cost Per Credential Earned to State	Training Completion Rate	Credential Completion Rate
Computer and Mathematical	CompTIA A+	146	132	22	$2,059	$686	$99,954	$4,543	90%	17%
	CompTIA Network+	60	56	11	$1,368	$456	$29,860	$2,715	93%	20%
	CompTIA Server+	24	22	13	$ 700	$233	$8,167	$628	92%	59%
	Computer Entry Level (CISCO Networking Technician and Associate, CompTIA IT Fundamentals)	17	15	<10	$1,299	$433	$7,361		88%	
	Information Systems Security (CompTIA Security, Certified professional and ethical hacker)	89	83	32	$1,706	$569	$65,924	$2,060	93%	39%
	Project Management Professional (PMP)	42	42	22	$1,293	$431	$25,745	$1,170	100%	52%
Construction and Extraction	Construction (Project Management, Carpentry, Contractor's License)	16	13	10	$ 690	$230	$3,172	$317	81%	77%
	Core - Introductory Craft Skills	79	74	60	$1,019	$340	$40,778	$680	94%	81%
	HVAC (includes license renewal)	<10	<10	<10	$1,275	$425	$2,125			
	Heavy Equipment Operations	<10	<10	<10	$2,748	$916	$3,664			
	Highway Construction	277	274	238	$ 826	$275	$128,825	$541	99%	87%
	Plumbing &Electrical (including license renewal)	18	15	9	$1,014	$338	$8,426	$936	83%	60%

Education, Training and Library	Teaching License	57	49	49	$3,900	$1,300	$118,300	$2,414	86%	100%
Healthcare Practitioners and Technical	Advanced Cardiovascular Life Support	9	9	<10	$ 317	$106	$1,000		100%	
	Emergency Medical Technician	25	14	<10	$1,428	$476	$3,900		56%	
	Mammography Certification	<10	<10	<10	$4,500	$1,500	$0			
	Pharmacy Technician	79	77	24	$1,547	$516	$43,487	$1,812	97%	31%
Healthcare Support	Certified Nurse Aide (CNA)	205	189	109	$1,987	$662	$170,968	$1,569	92%	58%
	Massage Therapist	10	<10	<10	$4,500	$1,500	$9,000			
	Medical Assistant	224	205	170	$3,089	$1,030	$367,001	$2,159	92%	83%
	Medication Aide	14	14	<10	$1,429	$476	$9,370		100%	
	Phlebotomy Technician	196	169	114	$2,180	$727	$191,997	$1,684	86%	67%
Installation, Maintenance and Repair	Driveline/Hydraulics Certification	<10	<10	<10	$2,802	$934	$0			
	Electrical and electrical systems	62	57	54	$1,681	$560	$48,136	$891	92%	95%
	Engine Repair	<10	<10	<10	$ 426	$142	$1,704			
	Facilities Maintenance	<10	<10	<10	$3,345	$1,115	$2,230			
	HVAC (includes license renewal)	25	16	15	$1,761	$587	$13,309	$887	64%	94%
	Other (Driveline/Hydraulics and Workready Foundations CORE)	<10	<10	<10	$1,600	$533	$3,200			
	Power Industry Fundamentals	25	25	25	$3,600	$1,200	$60,000	$2,400	100%	100%
	Power Line Worker	87	85	79	$4,408	$1,469	$224,500	$2,842	98%	93%
	Billing and Coding Specialist	80	58	35	$3,581	$1,194	$91,970	$2,628	73%	60%

	Customer Services and Sales	<10	<10	<10	$ 399	$133	$1,064			
Office and Administrative Support	Medical Administrative Assistant	34	33	28	$1,905	$635	$37,196	$1,328	97%	85%
	Professional Coder	51	50	<10	$1,708	$569	$24,986		98%	
	SHRM Certified Professional	<10	<10	<10	$2,070	$690	$690			
Production	Backflow Prevention	11	11	11	$ 300	$100	$2,200	$200	100%	100%
	Machining	75	59	50	$1,481	$494	$39,740	$795	79%	85%
	Manufacturing Technician 1 (MT1)	64	63	47	$2,261	$754	$80,014	$1,702	98%	75%
	Manufacturing entry level (specialist and production technician)	17	16		$1,836	$612	$10,405		94%	
	Mechatronics (Siemens Certifications)	29	26	15	$3,644	$1,215	$48,770	$3,251	90%	58%
	Six Sigma	24	23	11	$2,456	$819	$22,000	$2,000	96%	48%
	Welding (flux, gas and general)	397	378	298	$1,996	$672	$429,342	$1,441	95%	79%
Transportation and Material Moving	Commercial Driver's License A	1,098	1,014	873	$4,345	$1,448	$2,512,800	$2,878	92%	86%
	Logistics Associate	<10	<10	<10	$1,031	$344	$3,050			
	Logistics Technician	<10	<10	<10	$1,444	$481	$5,250			
	Remote Pilot Airman Certification	39	38	32	$2,169	$723	$44,250	$1,383	97%	84%
All		3,760	3,457	2,518	$2,710	$904	$5,045,829	$2,004	92%	73%