

CALIFORNIA WORKFORCE DEVELOPMENT BOARD PROGRAMS OVERVIEW REPORT



Submitted to the California Legislature pursuant
to Assembly Bill 138, Statutes of 2021

October 1, 2024

The California Workforce Development Board (CWDB) is the Governor's agent for the development, oversight, and continuous improvement of California's workforce development system. The CWDB assists the Governor in setting and guiding workforce development policy and developing innovative initiatives through statewide programs. The workforce development system is comprised of 45 Local Workforce Development Areas, each with its own business-led Local Workforce Development Board. These Local Boards work together with the state and their local Chief Elected Officials to oversee the delivery of workforce services relevant to their residents and businesses. The California Unemployment Insurance Code §14200 – §14531 and the Workforce Innovation and Opportunity Act (WIOA) give authority to CWDB to carry out the tasks associated with furthering a High Road workforce system.

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Executive Summary

Assembly Bill 138 (Statutes of 2021) requires the CWDB to submit a report on the grant programs it administers to the Legislature by October 1st of even-numbered years. The report is required to focus on participant-serving grants and include information on the number of grants awarded and average amounts, geographic distribution of awards, types of industries targeted, demographics of participants served, the nature of services provided, and the labor market outcomes achieved by participants.¹ The CWDB submits this report in accordance with this statute.

The overarching goal of [California's Strategic Workforce Development Plan](#) is the reorientation and realignment of California's workforce programs and institutions to support a dynamic and globally successful state economy that offers all residents – particularly the most vulnerable—an opportunity for a higher quality of life. This report covers grants awarded between July 1, 2019, and June 30, 2024. The CWDB administered seven different grant programs over this timeframe: [Breaking Barriers to Employment \(BB\)](#), [Helping Justice-Involved Reenter Employment \(HIRE\)](#), [High Road Construction Careers \(HRCC\)](#), [High Road Training Partnerships \(H RTP\)](#), [Prison to Employment \(P2E\)](#), [Regional Equity and Recovery Partnerships \(RERP\)](#), and the [Workforce Accelerator Fund \(WAF\)](#). The CWDB awarded 415 grants totaling over \$540 million to local governments, community-based organizations, and other workforce services providers across California. Those grant projects enrolled over 28,000 Californians, most of whom come from historically marginalized populations. Through individually tailored case management plans, CWDB grantees placed thousands of the most vulnerable Californians into family-sustaining careers.

¹ Some CWDB grants focus more on planning and partnership-building activities and do not directly serve participants—these grants are not included in this report.

Chapter 1. Number of Grants and Award Amounts by Program

Figure 1 shows the number of grants awarded by program. H RTP awarded the highest cumulative number of grants, followed by WAF and BB. HIRE and RERP awarded fewer grants, as this is their inaugural round of funding. WAF is CWDB's longest-running grant program. It led to the development of CWDB's flagship H RTP program and is currently in its 12th round of funding.

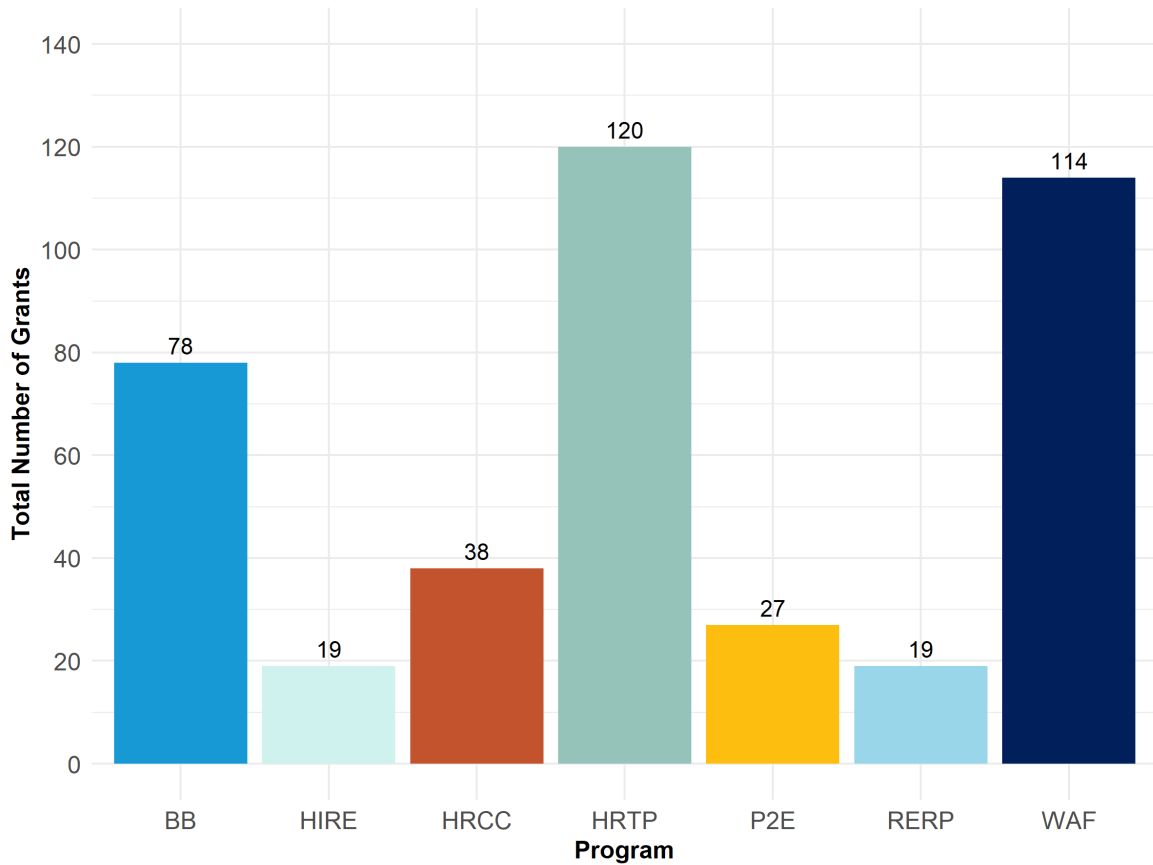


Figure 1- Total Number of Grants

As shown in Figure 2, H RTP accounts for 52% of the total cumulative CWDB grant dollars awarded, followed by HRCC at 12%, P2E at 9%, and HIRE at 9%. Smaller grants include BB at 7%, WAF at 6%, and RERP at 5%.

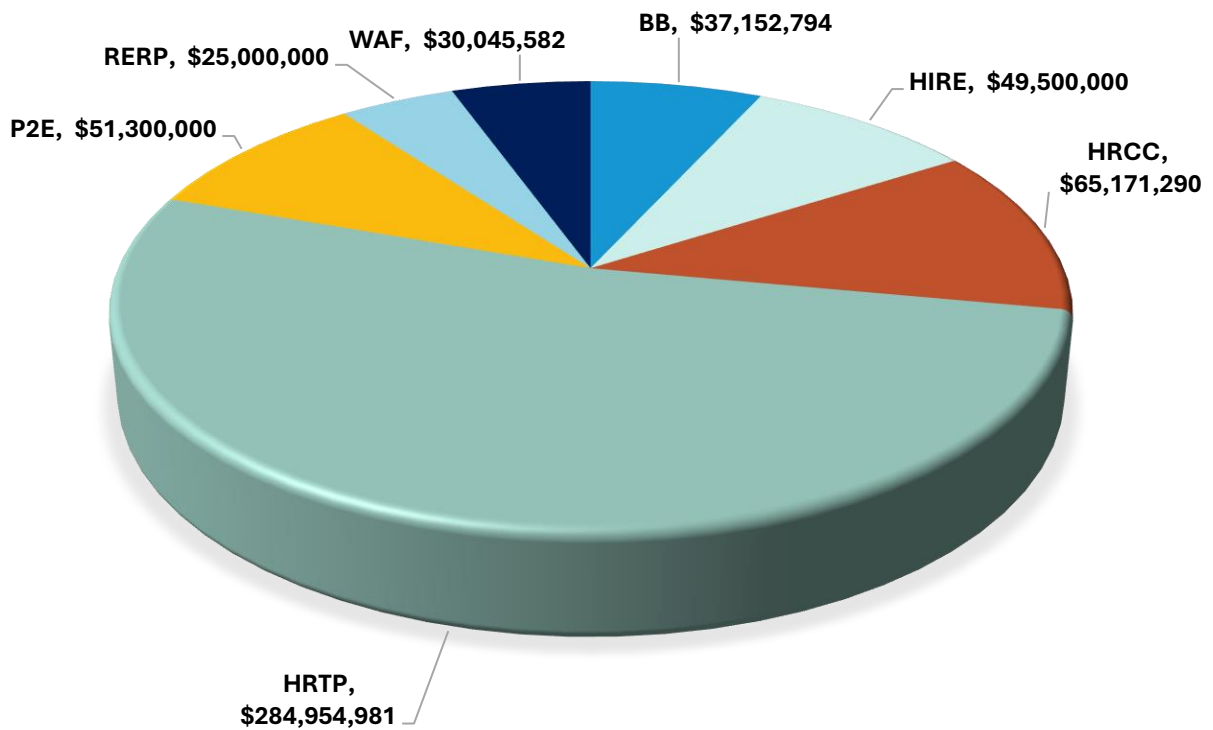


Figure 2 - Amount Allocated by Program

Figure 3 shows the programmatic grant funding allocated to the CWDB over recent fiscal years. The surge in funding in FY 21/22 was in response to the Covid-19 pandemic which significantly impacted employment rates and workforce development efforts across California.²

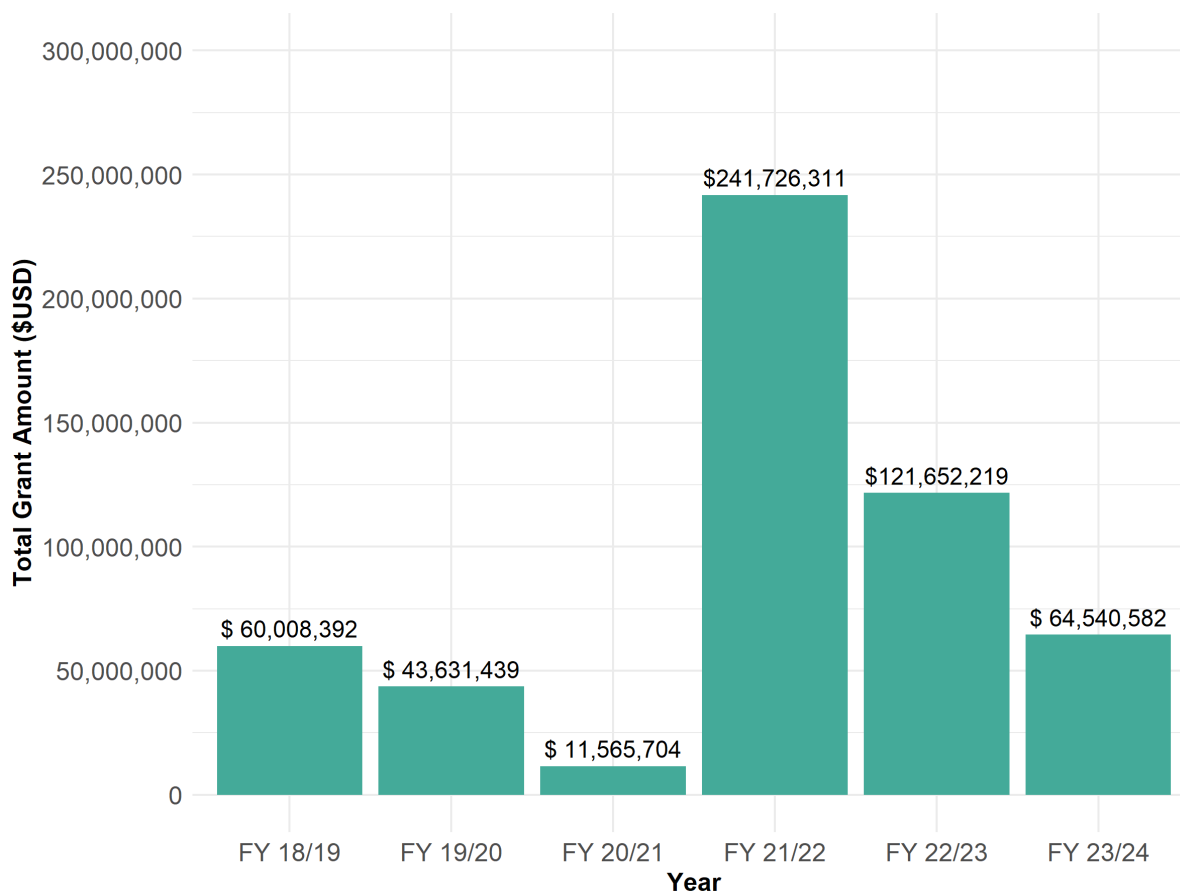


Figure 3 - Grant Amount Allocated by Fiscal Year

² For a discussion of the Pandemic's impact on the California labor market, see the [Legislative Analyst's Office report](#).

Figure 4 shows the average grant amount from each CWDB grant program. With \$49.5M awarded to 19 grant recipients, HIRE's average grant award surpasses all other CWDB programs.

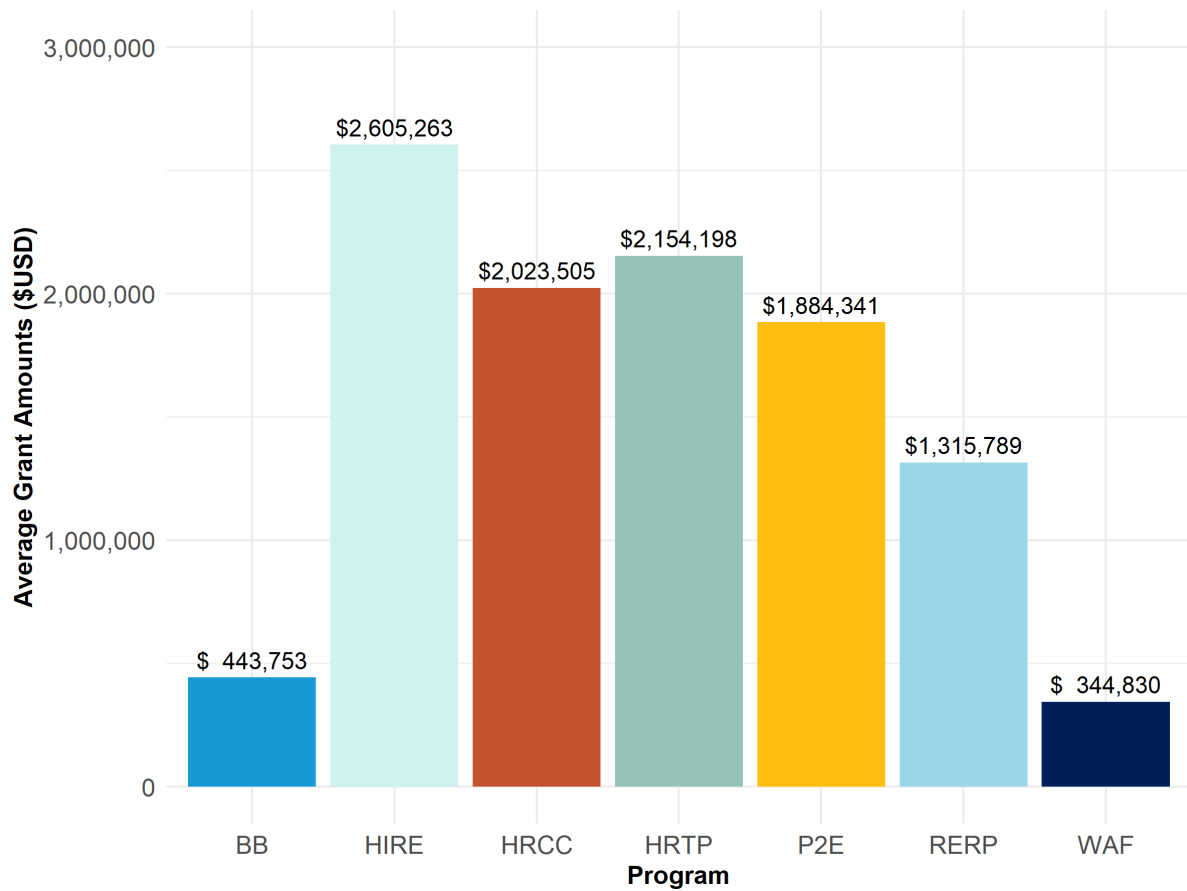


Figure 4 - Average Grant Amount

Figure 5 shows the median grant amount from each CWDB program. Grant amounts can vary significantly depending on the specifics of the program, with some recipients receiving much larger or smaller awards. The median grant amount, which represents the middle value of all awarded grants, provides a clearer picture of the typical grant size.

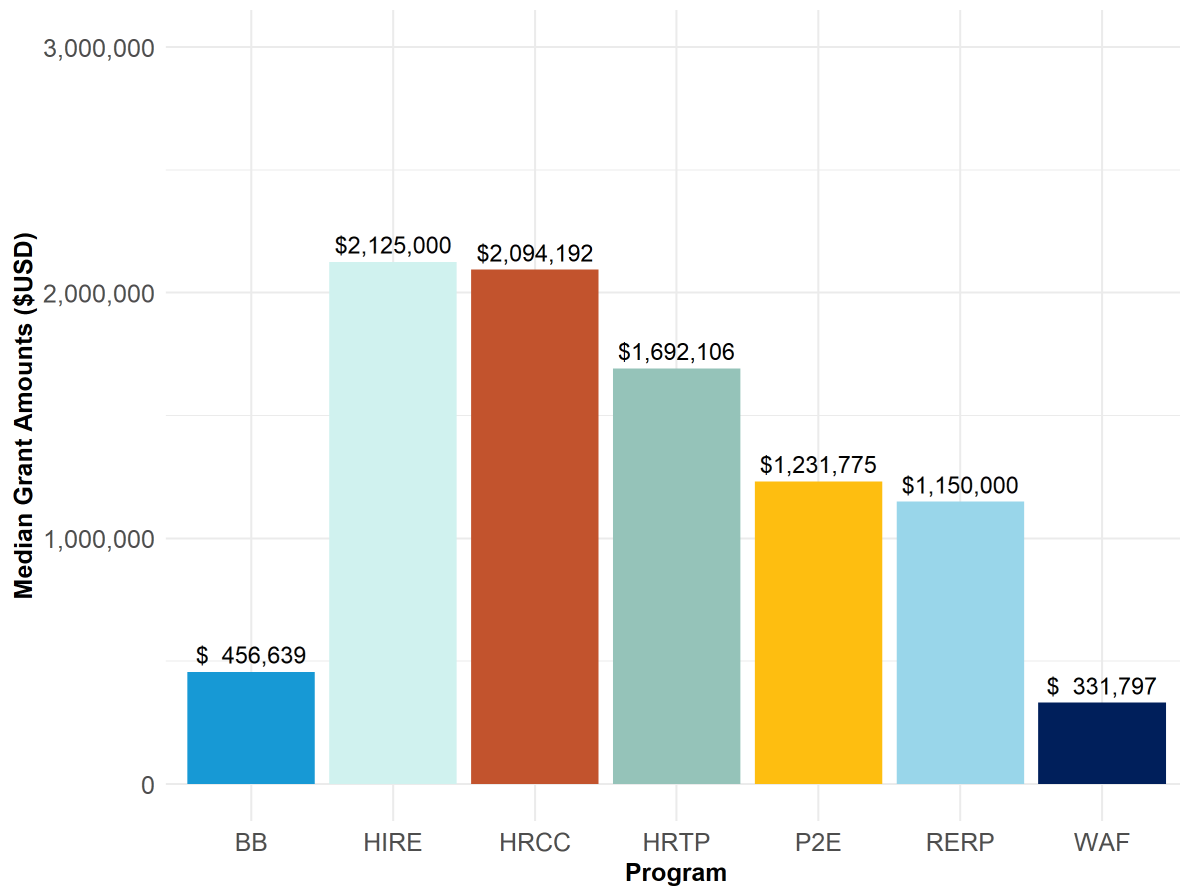


Figure 5 - Median Grant Amount

Figure 6 shows all CWDB grants that served participants between 7/1/2019 and 6/30/2024. Some grants have combined funding sources, so award announcements include multiple grants, including some non-participant grants. The award announcement webpages hyperlinked in the table show the geographic distribution of awarded funds. Grant names begin with their funding source: General Fund (GF), WIOA, California Climate Investments (CCI), Senate Bill 1 (SB1), and a grant from the federal Department of Education (Ed Grant). The amounts below show awards that were distributed to the field and do not include planning grants, technical assistance, evaluation, or CWDB administrative costs.

Funding Fiscal Year	Grant Name	Amount Allocated	Round Name	Grant Start Date	Grant End Date	Award Announcement Hyperlink
18/19	WIOA WAF 7	\$ 4,383,100	WAF 07	5/1/2019	3/31/2021	WAF 7.0 Awards
18/19	GF Prison to Employment	\$ 32,300,000	P2E 1.0	9/1/2019	3/31/2022	No Longer Online* AB 1111: Breaking Barriers Awards
18/19	GF Breaking Barriers	\$ 10,254,010	AB 1111	4/1/2020	3/31/2022	
19/20	WIOA WAF 8	\$ 2,531,820	WAF 08	4/1/2020	3/31/2022	WAF 8.0 Awards
18/19	SB1 HRCC	\$ 13,071,282	SB1	9/1/2020	2/28/2023	HRCC SB1 Awards
19/20	Ed Grant HRCC	\$ 2,010,608	Ed Grant	4/1/2021	3/31/2023	No Longer Online*
19/20	CCI H RTP	\$ 19,012,546	CCI	4/1/2021	3/31/2023	No Longer Online*
19/20	Ed Grant H RTP	\$ 14,482,065	Ed Grant	4/1/2021	3/31/2023	No Longer Online*
19/20	CCI HRCC	\$ 5,594,400	CCI	6/1/2021	3/31/2023	HRCC CCI Awards
20/21	WIOA WAF 9	\$ 6,816,704	WAF 09	6/1/2021	12/31/2022	WAF 9.0 Awards
21/22	WIOA H RTP 3.0	\$ 10,015,696	WIOA 3.0	4/1/2022	3/31/2024	H RTP WIOA 3.0 Awards
21/22	WIOA WAF 10	\$ 10,456,412	WAF 10	6/1/2022	3/31/2024	WAF 10.0 Awards
21/22	GF H RTP CNA	\$ 14,500,000	RWF	9/15/2022	9/30/2025	No Longer Online*
21/22	GF H RTP	\$ 49,819,985	RWF	9/15/2022	8/31/2025	H RTP RWF Awards Spring/Summer 2022
22/23	GF HIRE	\$ 49,500,000	HIRE	9/15/2022	9/30/2025	HIRE Awards
23/24	GF H RTP - Healthcare	\$ 4,475,145	RWF	9/15/2022	9/30/2025	H RTP RWF Awards Fall 2022

Funding Fiscal Year	Grant Name	Amount Allocated	Round Name	Grant Start Date	Grant End Date	Award Announcement Hyperlink
21/22	GF Breaking Barriers	\$ 23,008,202	AB 628 1.0	1/1/2023	4/30/2024	AB 628: Breaking Barriers Awards
21/22	GF Prison to Employment	\$ 19,000,000	P2E 2.0	1/1/2023	12/30/2025	P2E 2.0 Awards
21/22	GF RERP	\$ 25,000,000	RERP	1/1/2023	12/31/2025	RERP Awards
22/23	WIOA WAF 11	\$ 2,957,546	WAF 11	1/1/2023	12/31/2024	WAF 11.0 Awards
21/22	GF H RTP CCCCCO	\$ 11,493,267	RWF	4/1/2023	3/31/2026	H RTP RWF Awards Spring/Summer 2022
22/23	GF H RTP Healthcare	\$ 42,750,000	RWF	4/1/2023	3/31/2026	H RTP RWF Awards Spring/Summer 2022 H RTP RWF Awards Fall 2022
21/22	GF HRCC CCCCCO	\$ 10,000,000	RWF	5/1/2023	3/31/2026	No Longer Online*
21/22	GF HRCC	\$ 15,000,000	RWF	5/1/2023	3/31/2026	No Longer Online*
21/22	GF HRCC Housing	\$ 10,000,000	RWF	5/1/2023	3/31/2026	No Longer Online*
21/22	SB1 3290 Local Assistance H RTP	\$ 4,746,000	RWF	5/1/2023	3/31/2026	No Longer Online*
20/21	SB1 3290 Local Assistance H RTP	\$ 4,749,000	RWF	6/1/2023	3/31/2026	No Longer Online*
22/23	GF Low Carbon H RTP	\$ 3,450,000	RWF	6/1/2023	3/31/2026	H RTP RWF Awards Spring/Summer 2022
22/23	GF Oil Well Capping H RTP	\$ 6,444,673	RWF	6/1/2023	3/31/2026	H RTP RWF Awards Spring/Summer 2022
21/22	GF H RTP CCCCCO	\$ 3,506,733	RWP	4/1/2024	3/31/2025	H RTP RWP Awards Winter 2023
21/22	GF H RTP	\$ 35,180,015	RWP	4/1/2024	3/31/2026	H RTP RWP Awards Spring 2023

Funding Fiscal Year	Grant Name	Amount Allocated	Round Name	Grant Start Date	Grant End Date	Award Announcement Hyperlink
						H RTP RWP Awards Winter 2023
22/23	GF Low Carbon H RTP	\$ 11,550,000	RWP	4/1/2024	3/31/2026	H RTP RWP Awards Spring 2023
23/24	GF H RTP - Healthcare	\$ 38,274,855	RWP	4/1/2024	3/31/2026	H RTP RWP Awards Spring 2023 H RTP RWP Awards Summer 2023
23/24	CCI Low Carbon Economy H RTP	\$ 15,000,000	RWP	4/1/2024	3/31/2026	H RTP RWP Awards Winter 2023
23/24	GF Breaking Barriers	\$ 3,890,582	AB 628 2.0	5/1/2024	3/31/2026	Breaking Barriers 2.0 Awards
23/24	WIOA WAF 12	\$ 2,900,000	WAF 12	6/1/2024	3/31/2026	WAF 12.0 Awards
22/23	GF Oil Well Capping H RTP	\$ 5,000,000	RWP	7/1/2024	6/30/2025	H RTP RWP Awards Summer 2023
Total		\$ 543,124,647				

Figure 6 - Table of CWDB Grant Solicitations Summary

* This award announcement has been archived and is no longer available on the CWDB website as of October 1, 2024. For a copy of the award announcement, please email solicitations@cwdb.ca.gov.

Figure 7 shows the number of H RTP projects in each [California Jobs First Region](#). CWDB programs operate across California, but they are especially concentrated in areas with more marginalized populations. Some projects may operate in multiple regions. The CWDB has created an [online interactive dashboard](#) of H RTP projects.

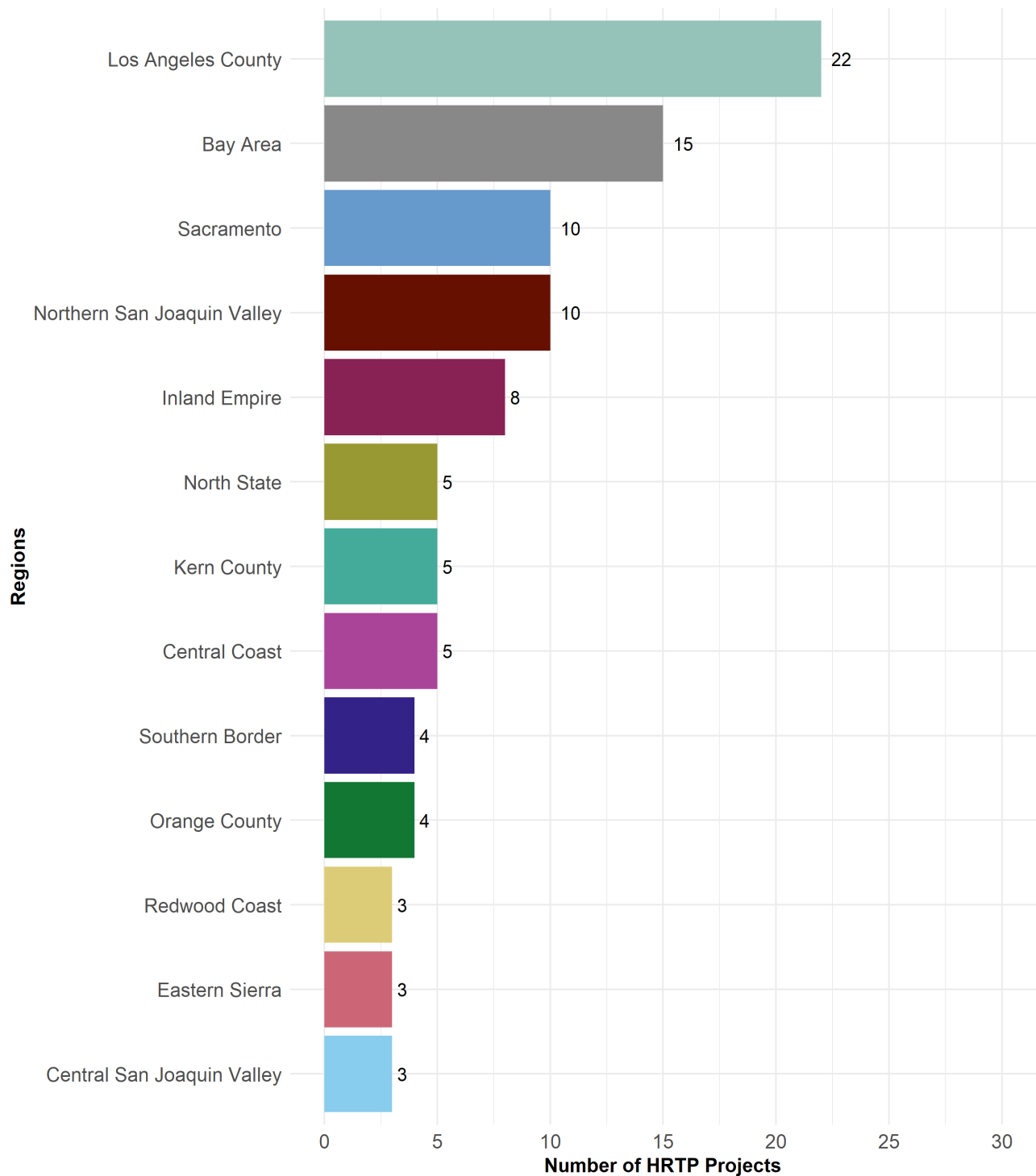


Figure 7 - Geographic Distribution of H RTP Projects by California Jobs First Region

Chapter 2. Industry Focus of Project by Program

Figure 8 shows the concentration of CWDB programming by industry sector. Healthcare is the largest sector in which CWDB programming is concentrated, and it is the largest sector to receive dedicated H RTP funding. Other sectors of focus include Construction, Transportation & Warehousing, Professional, Scientific, & Technical Services, and Manufacturing. The Accommodation & Food Services sector (which includes restaurants, food preparation, and hospitality) and Agriculture (including Ag Tech) are also represented in CWDB's programming. Industry sectors represented by fewer than six projects across CWDB's programs are shown as "Other."

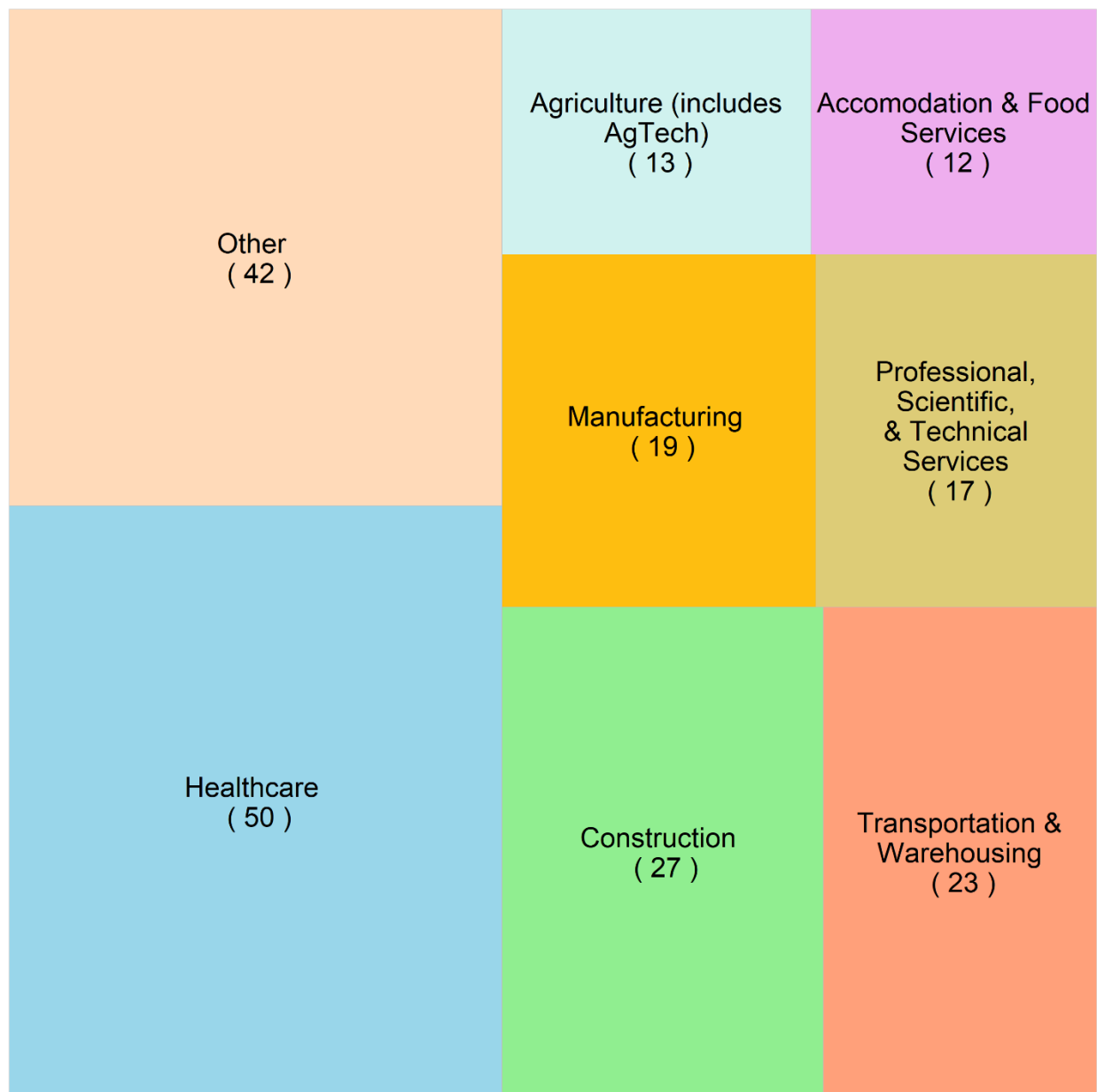


Figure 8 - Tree Map of Industry Focus by All Programs

Figure 9 is a stacked bar chart providing greater detail about the industry information provided in Figure 8. Specifically, it illustrates the composition by CWDB program of the most concentrated industry sectors, defined as those containing at least six projects. All other industries are classified as “Other.”

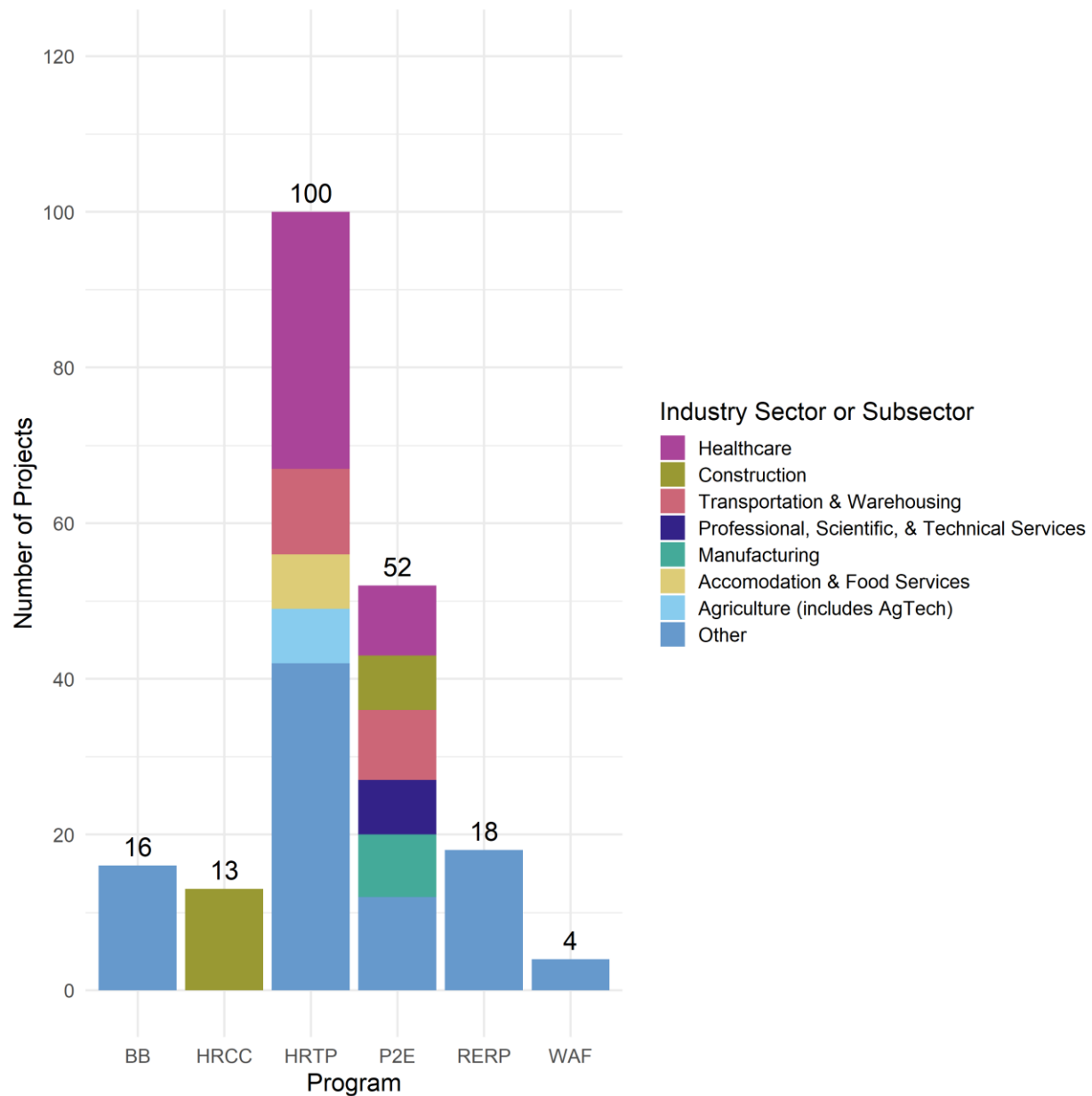


Figure 9 - Industry Composition of CWDB Programs

Data Notes & Caveats to Chapter 2:

Projects were classified based on North American Industry Classification System (NAICS) sector codes, with some modifications (e.g., "Forestry & Forest Management" to designate forestry projects whose aim is preventative care to reduce wildfire potential, "Environmental Remediation & Emerging Industry" to designate projects focused on local economic diversification and transition away from fossil industry, etc.) for the purpose of conveying the intent of projects. In other cases, the sector's naming was changed to that of a contained industry if all projects within the sector were in a single industry (e.g., instead of "Social Assistance," "Early Childhood Education"). These descriptive labels were preferred to less descriptive titling (e.g., "Oil" when a project is focused on oil well capping). The trade-off is that labels do not consistently adhere to a specific NAICS level. Where a project identified multiple industry focuses, the individual industries were included in displayed counts to fully recognize industry participation within the various grants awarded.

Projects where the industry focus is unavailable or not yet determined are excluded from this chart. Projects which only identify "multiple industries" without providing further information about which industries are included are also excluded. Charts in this chapter display a project one time for each industry focus named. Some projects name more than one industry of focus. Thus, total counts may sum to more than 100%.

Chapter 3. Participant Enrollments Over Time

Figure 10 shows the cumulative participant enrollment in CWDB programs over time. CWDB programs cumulatively enrolled 28,847 participants between 7/1/2019 and 6/30/2024. There were two time periods of accelerated participant enrollment across all CWDB programs starting at Q4 2020 and Q1 2023, respectively. These time periods coincide with funding rollout. HIRE and RERP recently began their grant terms and participant enrollment is accelerating. This figure also shows how the share of participants served by different CWDB programs has evolved over time.

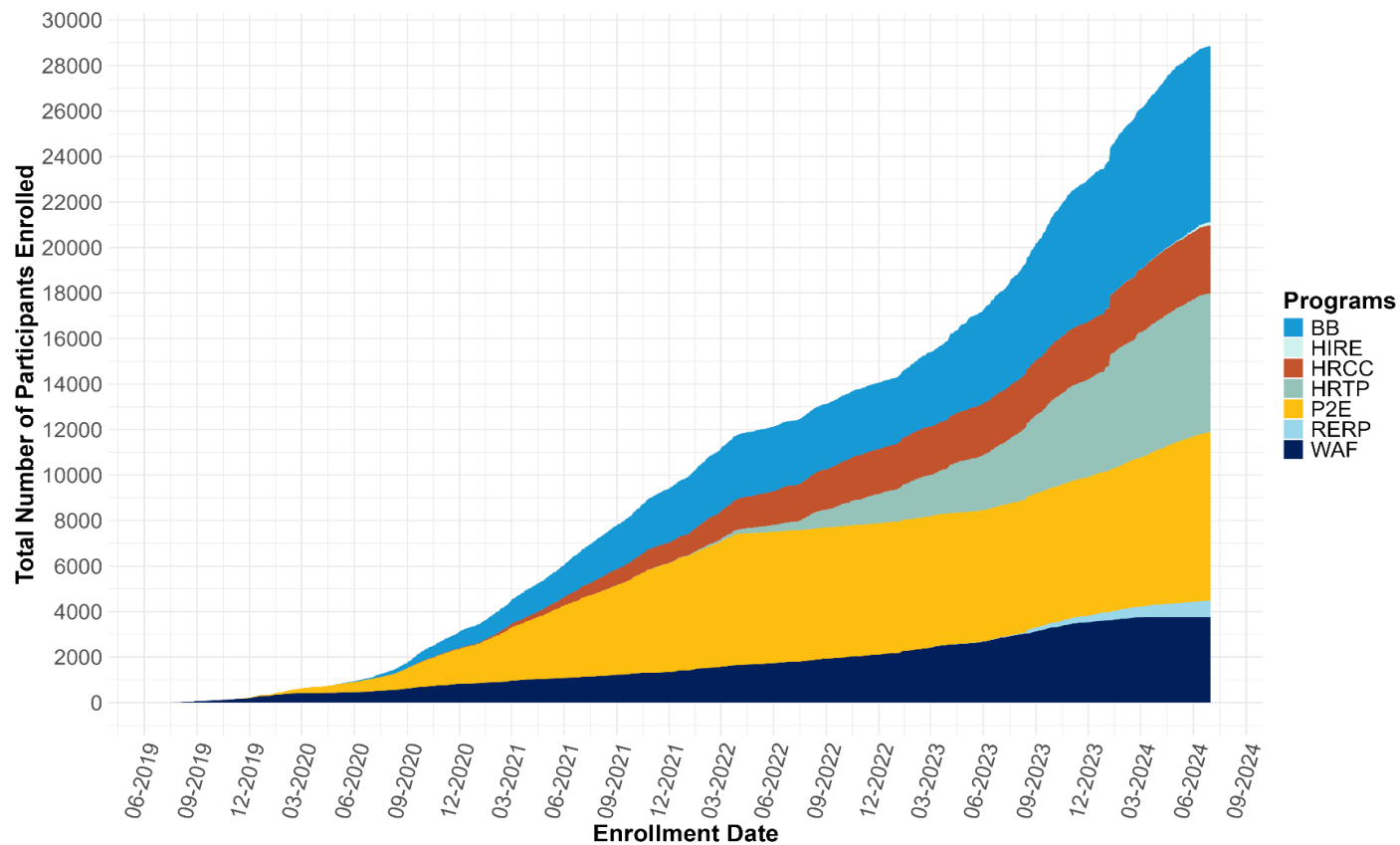


Figure 10 - Cumulative Participant Enrollment Across Program

Figure 11 shows the cumulative enrollment over time in BB. BB cumulatively enrolled 7,734 participants between the start of programming in 4/2020 and 6/30/2024. Lessons learned from AB 1111 enabled the BB 2.0 grant program to ramp up participant enrollments more rapidly, BB 2.0 has already achieved a larger number of participant enrollments than AB 1111 in a shorter amount of time, and it is still enrolling participants as of the time of this report.

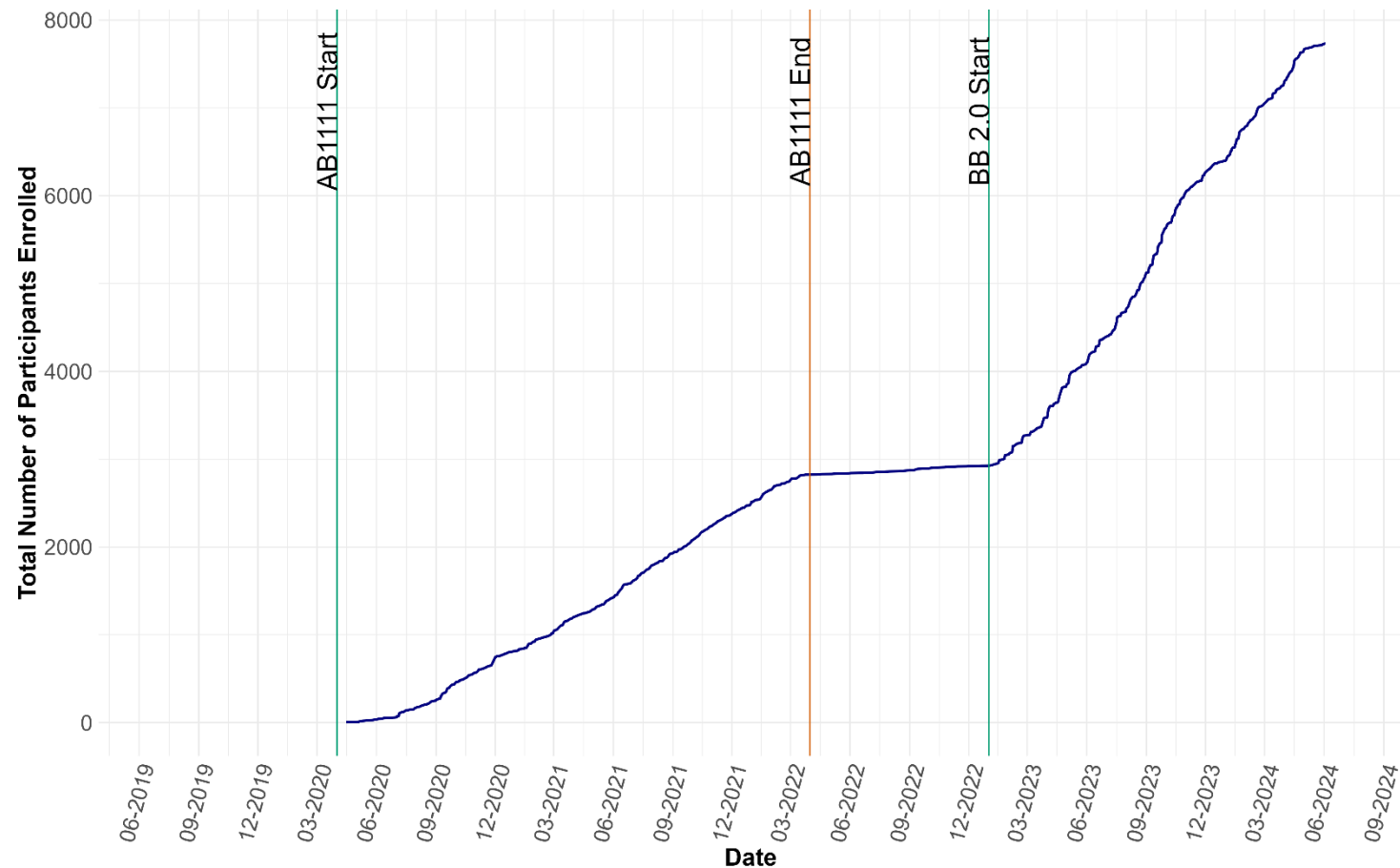


Figure 11 - Cumulative Participant Enrollment with Key Program Dates for Breaking Barriers

Figure 12 shows HIRE's cumulative enrollment over time. HIRE grantees cumulatively enrolled 139 participants between its start on 1/1/2024 and 6/30/2024. Participant enrollment and data collection for HIRE are ongoing.



Figure 12 - Cumulative Participant Enrollment with Key Program Dates for HIRE

Figure 13 shows the cumulative enrollment over time in HRCC. HRCC cumulatively enrolled 2,995 participants between the start of programming on 9/2020 and 6/30/2024 and has had a consistent rate of participant enrollment throughout the program.

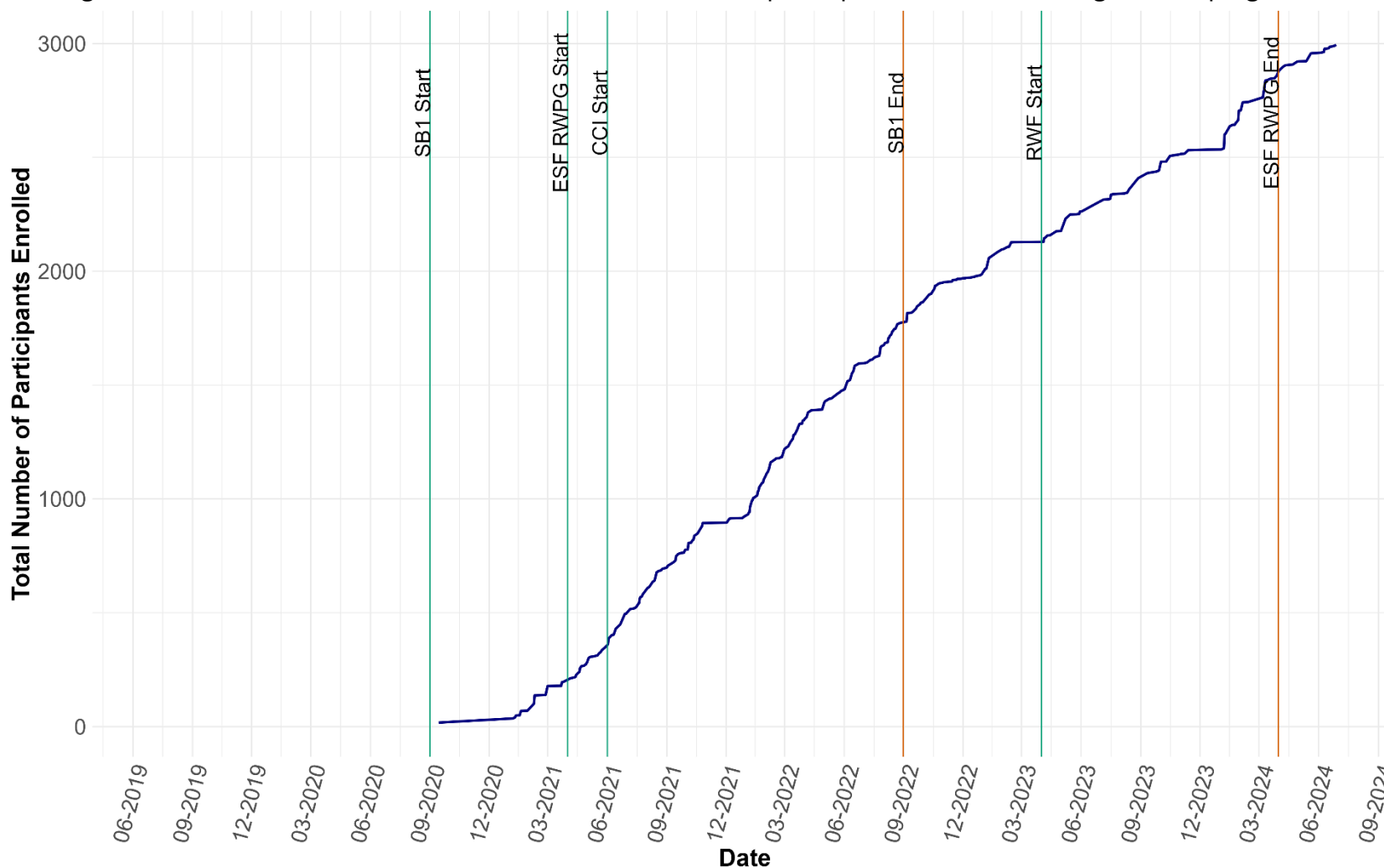


Figure 13 - Cumulative Participant Enrollment with Key Program Dates for HRCC

Figure 14 shows the cumulative enrollment over time in H RTP. H RTP cumulatively enrolled 6,108 participants between the start of programming on 4/2021 and 6/30/2024. After the initial program rollout, H RTP experienced a consistent rate of participant enrollment.

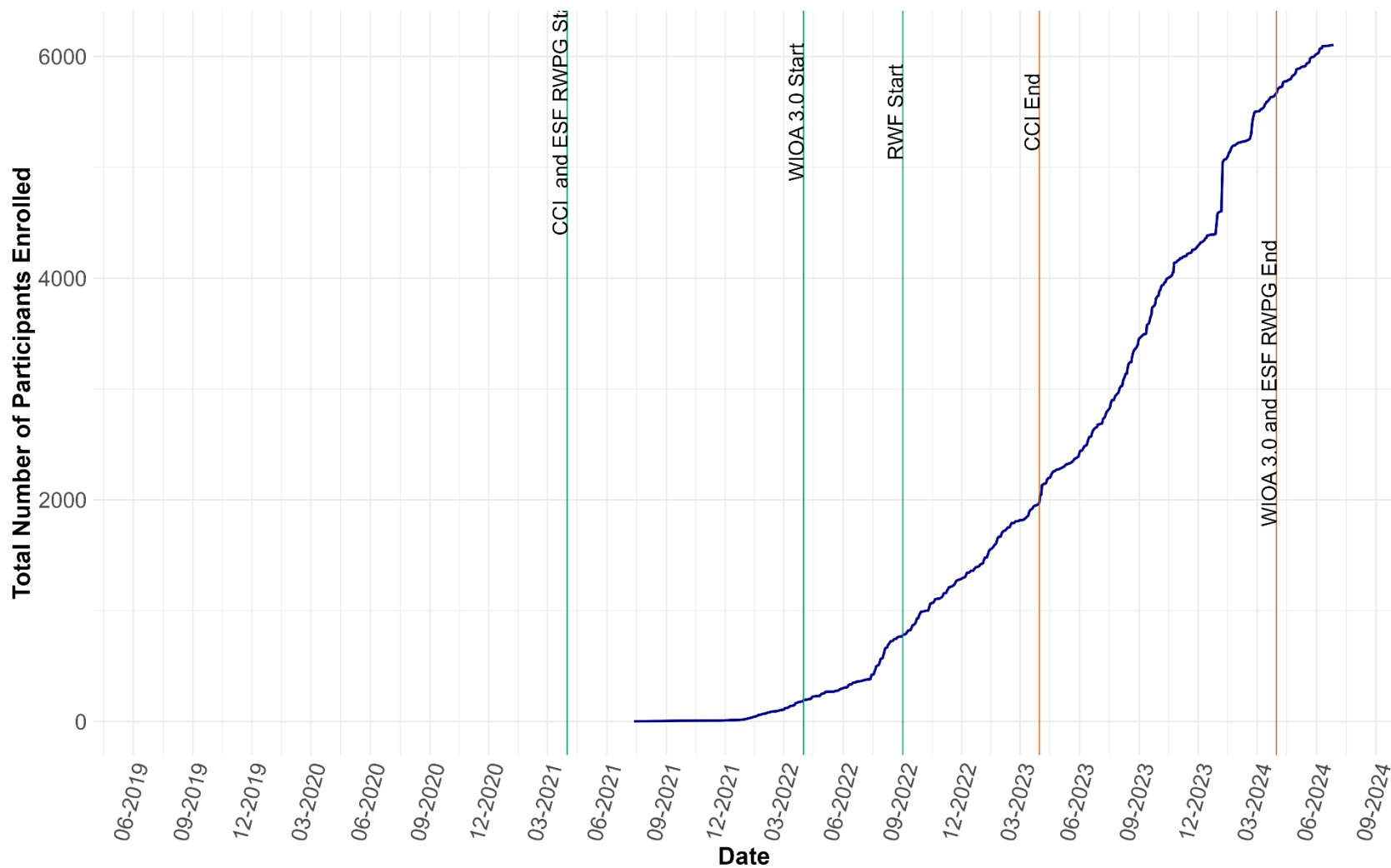


Figure 14 - Cumulative Participant Enrollment with Key Program Dates for H RTP

Figure 15 shows the cumulative enrollment over time in P2E. P2E cumulatively enrolled 7,392 participants between the start of programming in 10/2019 and 6/30/2024. P2E participant enrollments resumed after the beginning of P2E 2.0.

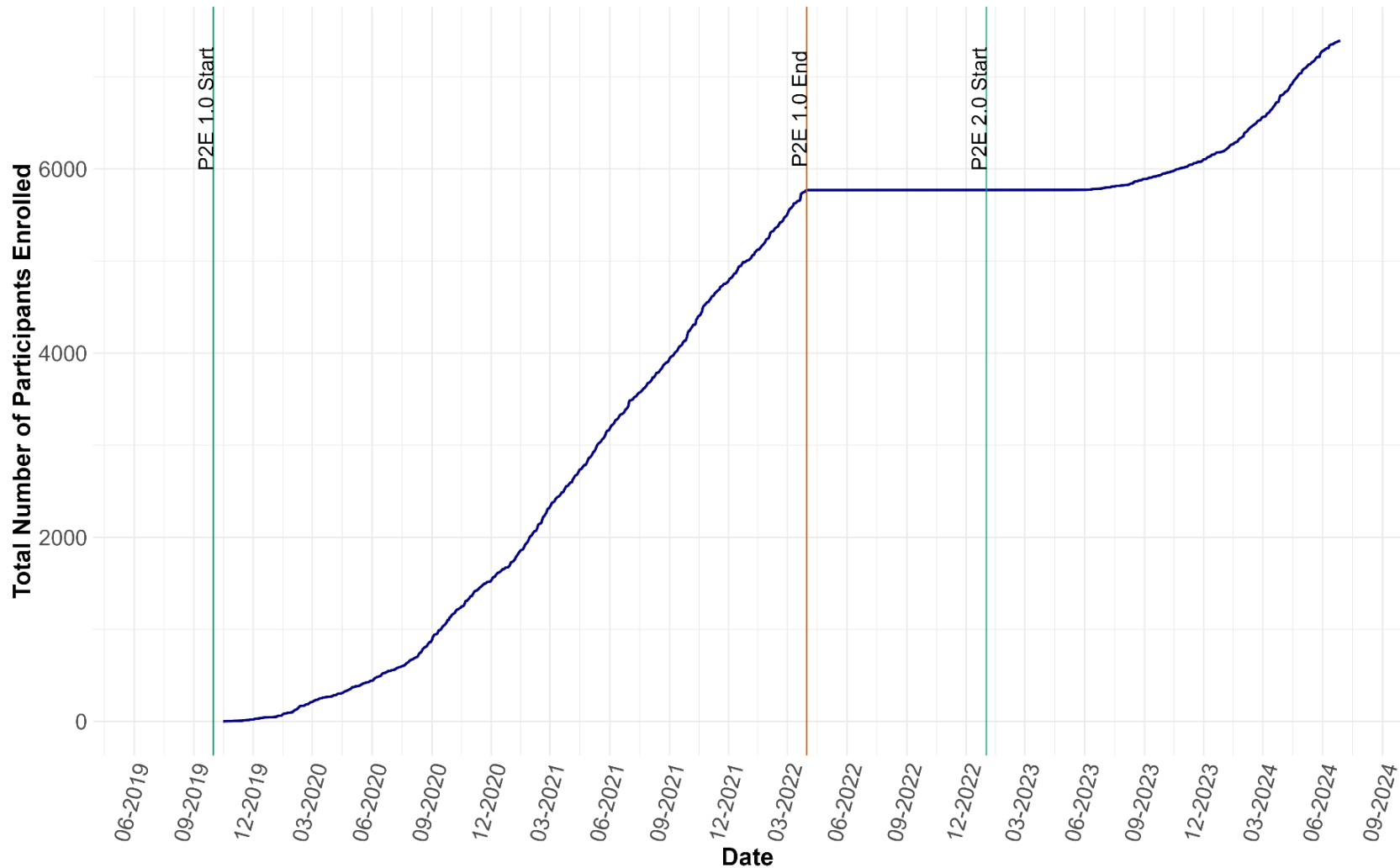


Figure 15 - Cumulative Participant Enrollment with Key Program Dates for P2E

Figure 16 shows the cumulative enrollment over time in RERP. RERP cumulatively enrolled 713 participants between the start of programming in 1/2023 and 6/30/2024.

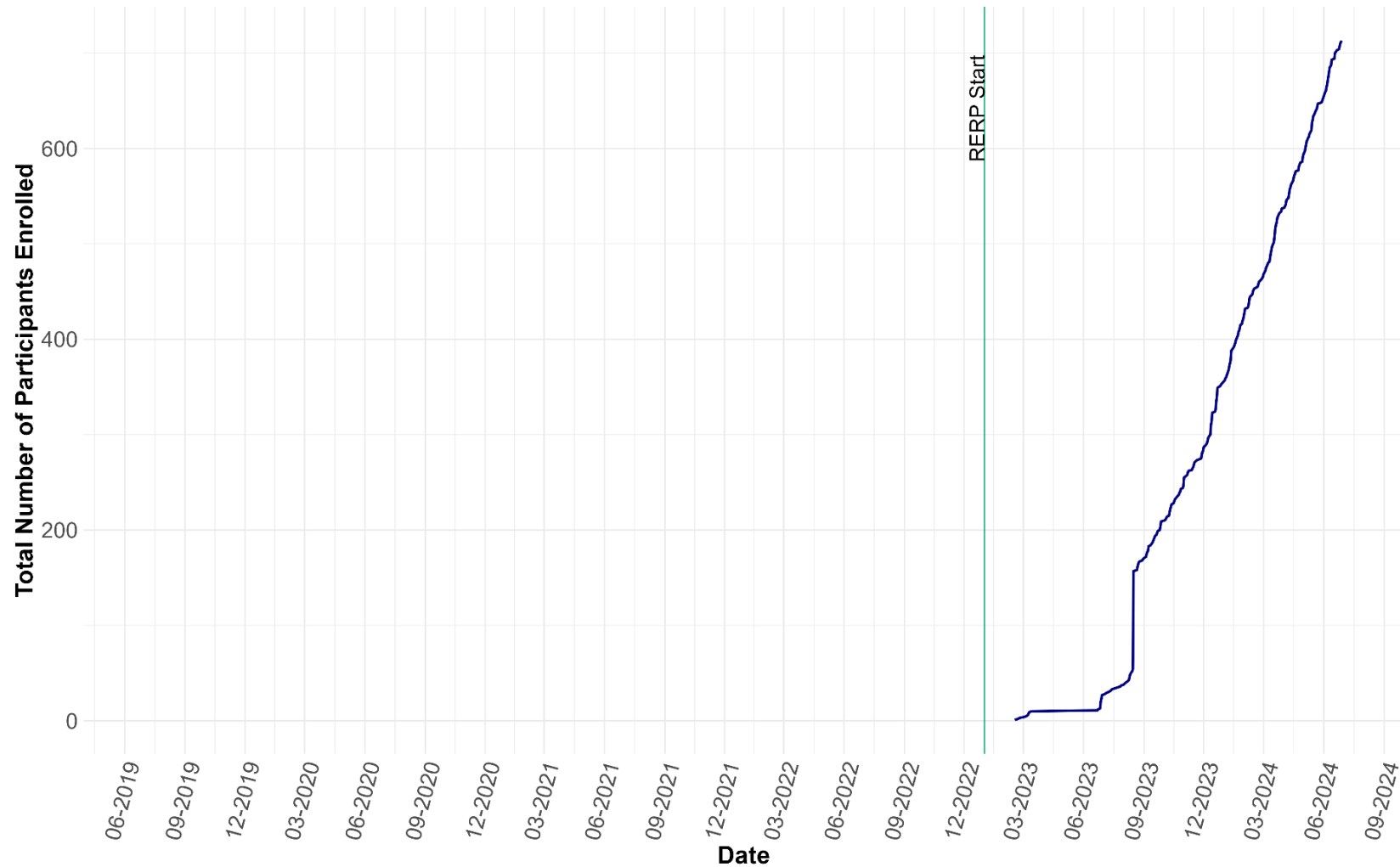


Figure 16 - Cumulative Participant Enrollment with Key Program Dates for RERP

Figure 17 shows the cumulative enrollment over time in WAF. WAF cumulatively enrolled 3,766 participants between 7/1/2019 and 6/30/2024. While participant enrollment has been consistent throughout the program lifetime of WAF, recent data illustrates an improvement in enrollment rates since the beginning of WAF 11.

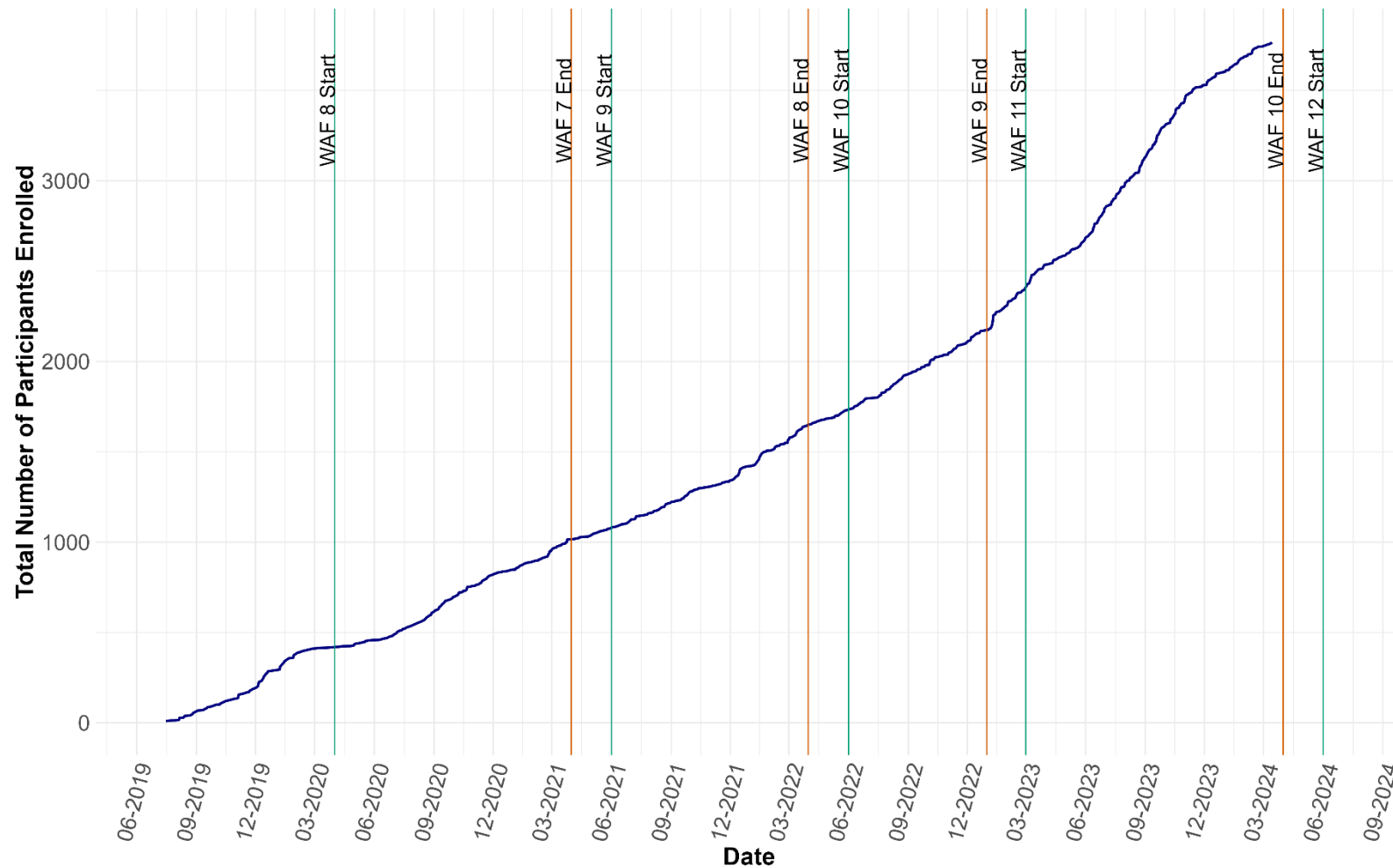


Figure 17 - Cumulative Participant Enrollment with Key Program Dates for WAF

Chapter 4. Employment Status at Entry by Program

Figure 18 shows participants' employment status at entry across CWDB programs. More than half of the participants served by CWDB programs are unemployed at the time of program entry. More than 75% of participants entering HIRE, P2E, and WAF are unemployed at the time of program entry. H RTP, and to some extent RERP, serve fewer unemployed and underemployed individuals than other programs.

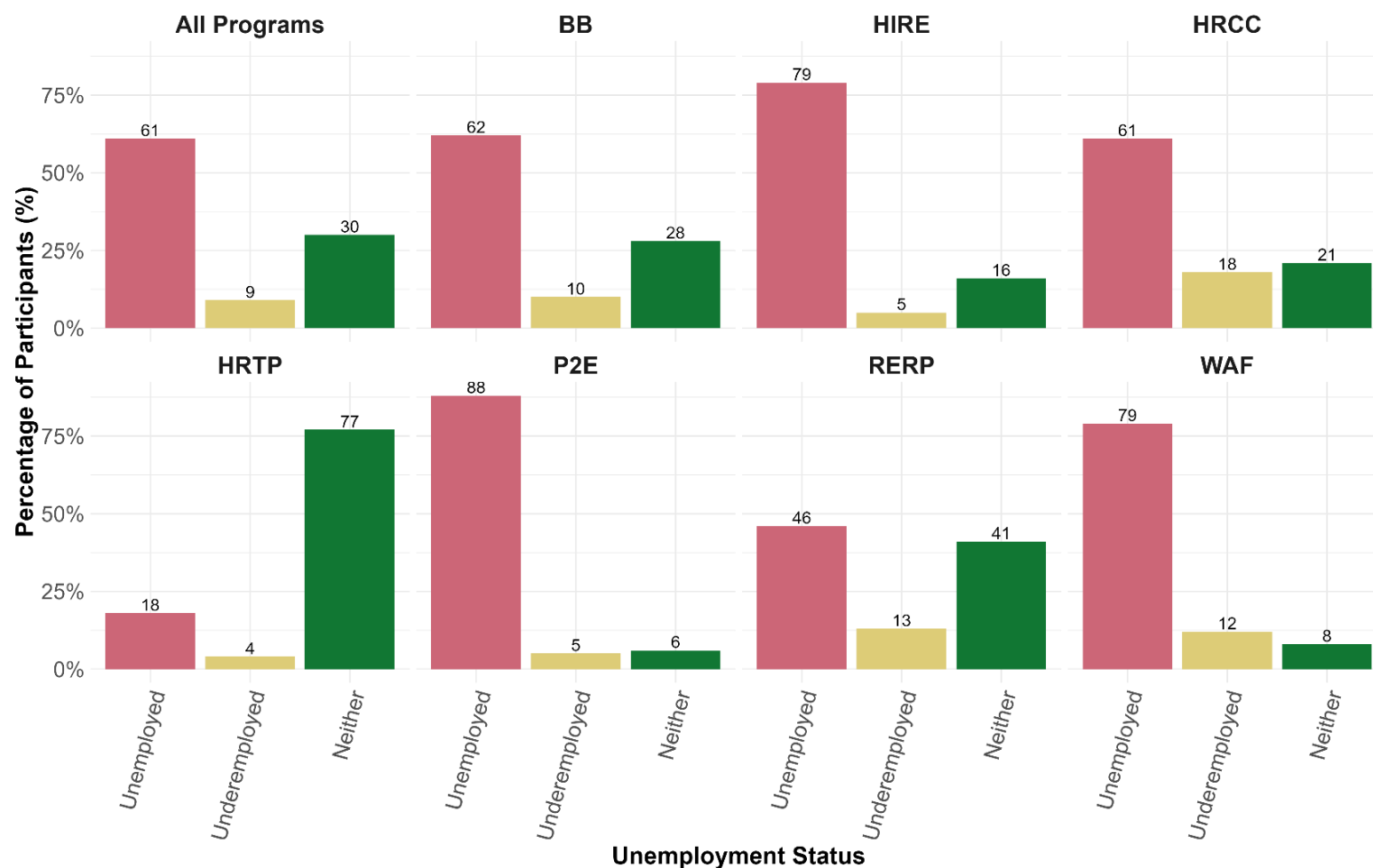


Figure 18 - Proportions of Participants Unemployed or Underemployed at Program Entry Across Programs

Chapter 5. Gender and Race/Ethnicity by Program

Figure 19 shows the participant gender breakdown across CWDB programs. CWDB program participants are approximately 60% male. However, this figure rises to about 80% for HRCC and P2E. Since both construction workers and justice-involved individuals are more than 90% male, HRCC and BB are taking additional steps to enroll women, making them a target population.³ BB serves a larger proportion of non-binary individuals than any other program within CWDB.

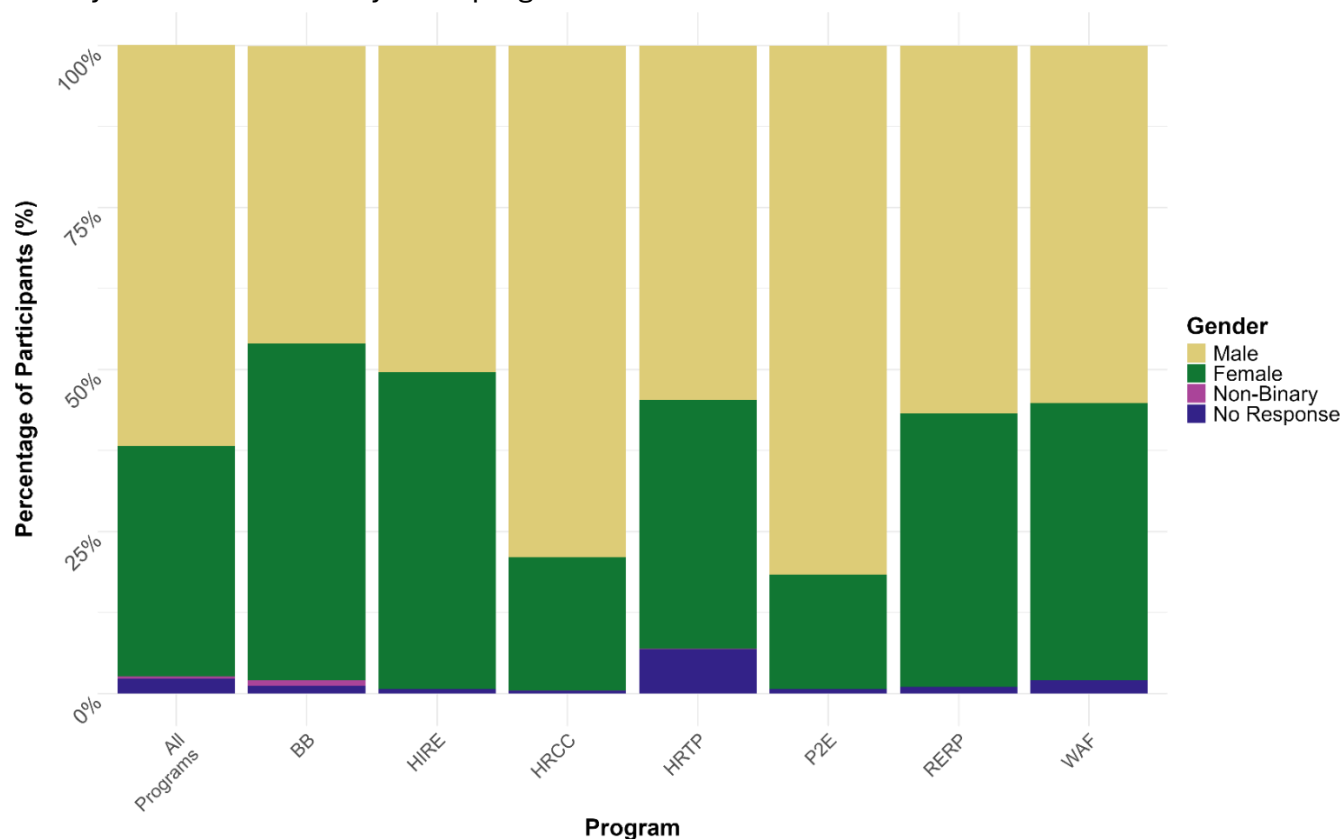


Figure 19 - Gender Distribution of Participants Across Programs

³ According to the Construction Employers Association, 94% of construction workers are male (<https://www.ceacisp.org/news/construction-worker-demographics-us#:~:text=There%20are%20over%20767%2C992%20construction,%2C%20while%2093.8%25%20are%20men>). According to the California Department of Corrections and Rehabilitation, 96% of inmates are male as of August 31, 2024 (<https://www.cdcr.ca.gov/research/wp-content/uploads/sites/174/2024/09/Tpop1d2408.pdf>).

Figure 20 shows the race and ethnic background of CWDB program participants. The plurality of individuals served by CWDB programs are Latinx. More than 50% of participants enrolled in HIRE are African American.

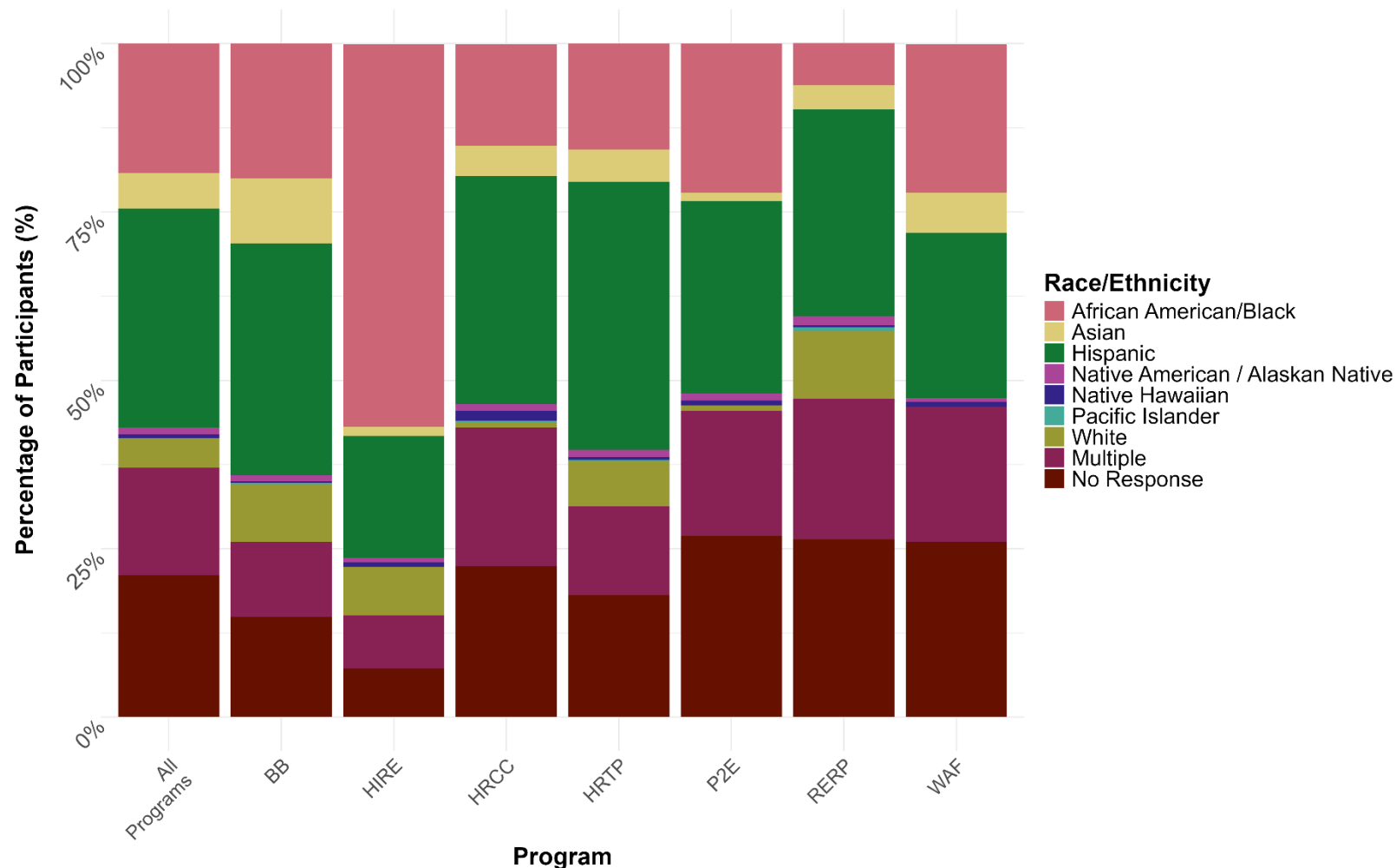


Figure 20 - Race/Ethnicity Distribution of Participants Across Programs

Chapter 6. Participant Barriers to Employment by Program

Figure 21 shows the low-income status of CWDB program participants. More than 60% of individuals served by CWDB programs are from low-income households. More than 90% of the service populations of both HIRE and P2E are from low-income households. Low income is defined in [WIOA Section 3\(36\)](#) and generally means that a participant's income is low enough to qualify for public assistance, or they are unhoused. For more on the guidelines, please visit [LLSIL and Poverty Guidelines \(ca.gov\)](#).

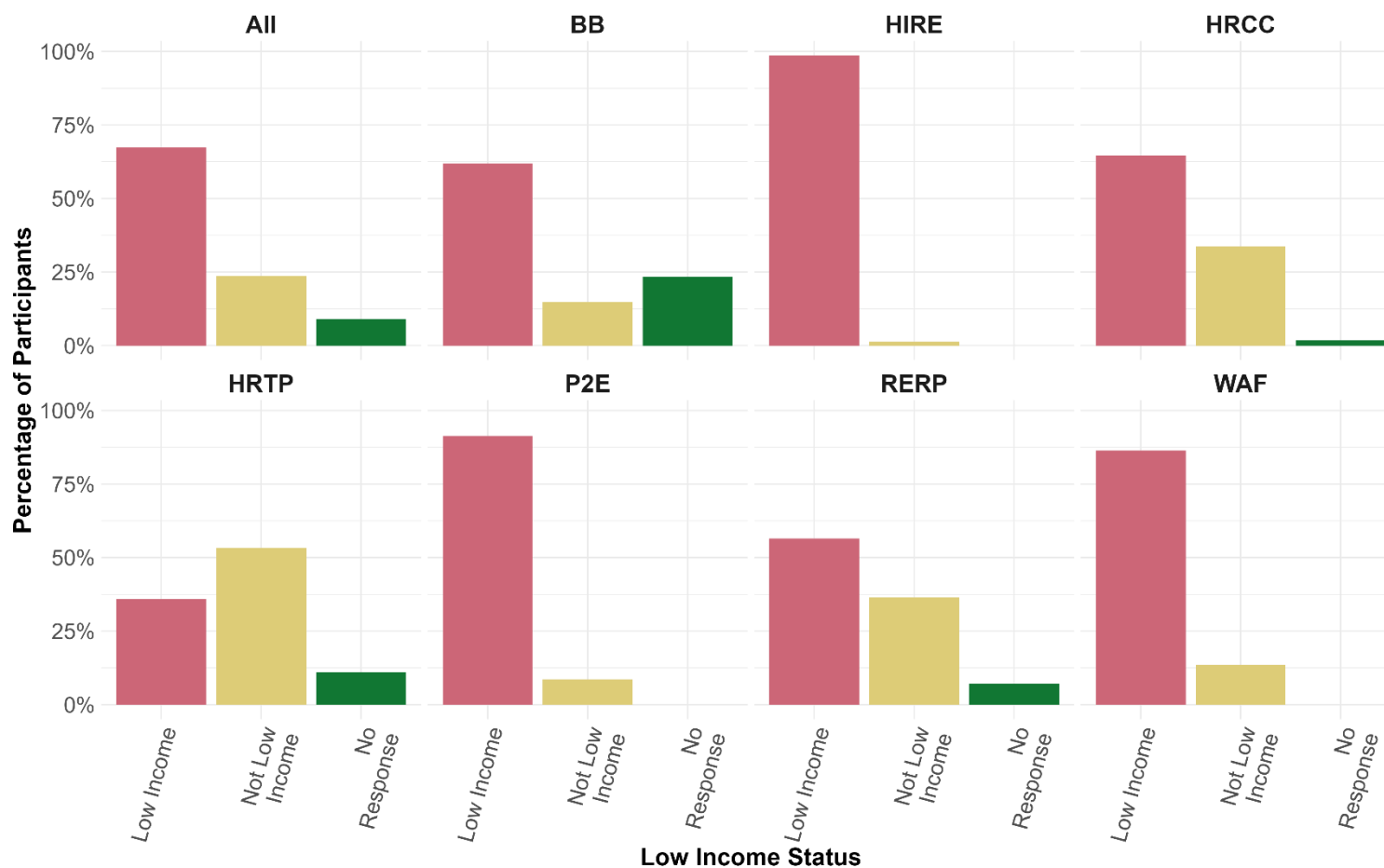


Figure 21 - Low Income Status of Participants Across Programs

Figure 22 shows the proportion of low-income individuals served by each CWDB program. More than 50% of the individuals from low-income households served by CWDB programs are enrolled in P2E and BB.

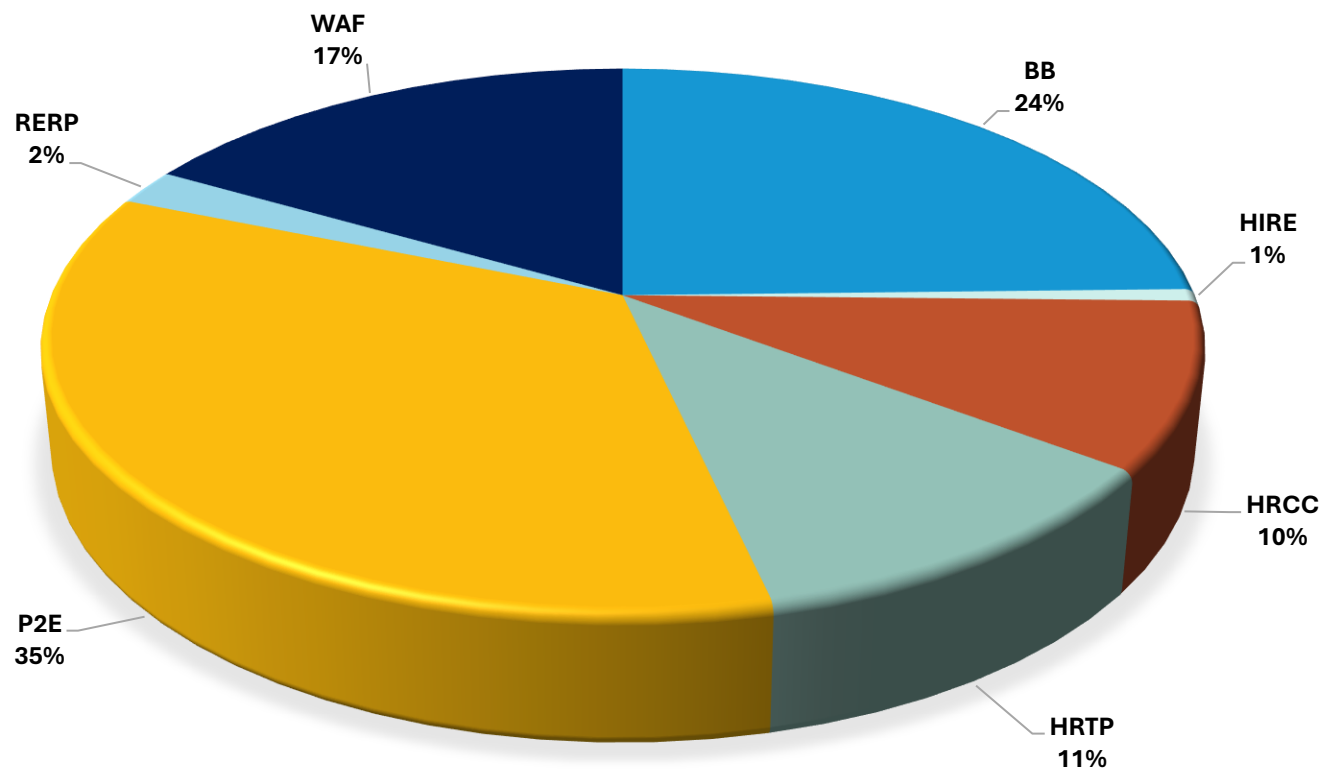


Figure 22 - Share of Programs in Serving Low-Income Individuals

Figure 23 shows the percentage of justice-involved/formerly incarcerated individuals served across CWDB programs. More than 30% of individuals served by the CWDB are justice-involved.



Figure 23 - Justice-Involved/Formerly Incarcerated Status of Participants Across Programs

Figure 24 shows the proportion of justice-involved/formerly incarcerated individuals served by each CWDB program. More than 80% of justice-involved/formerly incarcerated individuals served by CWDB programs are served via P2E and BB.

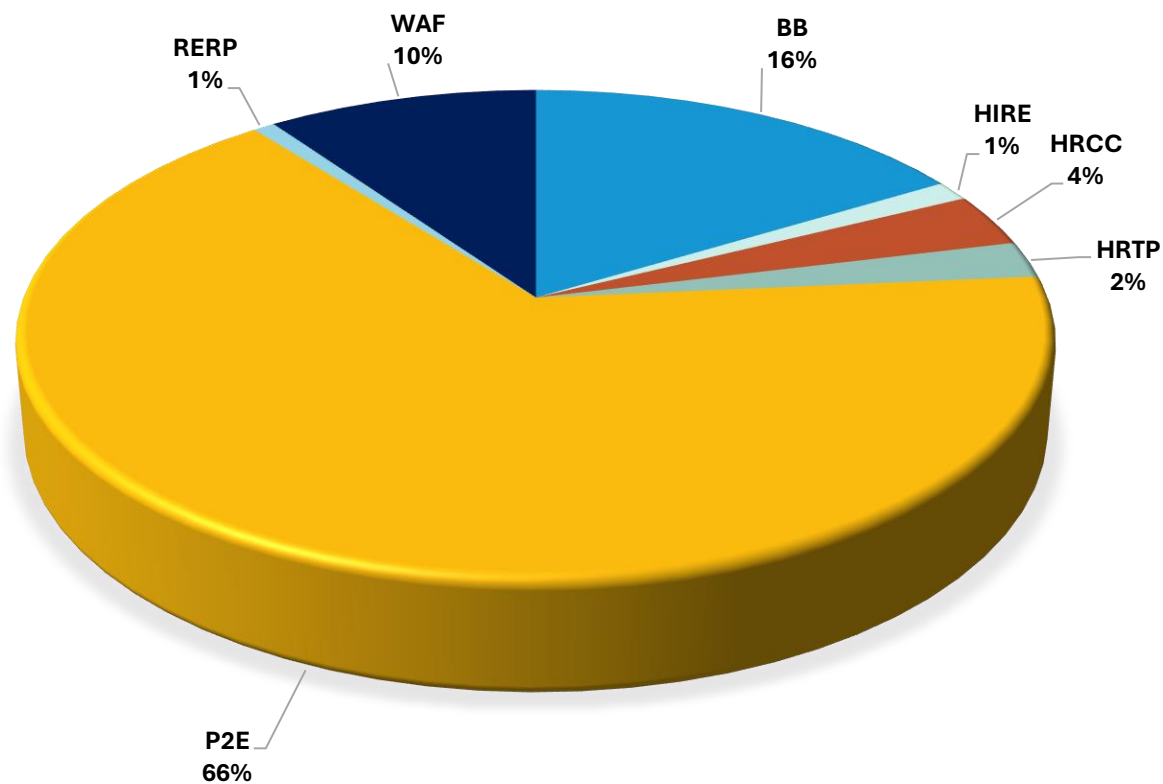


Figure 24 - Share of Programs in Serving Justice-Involved/Formerly Incarcerated Participants

Figure 25 shows the percentage of unhoused individuals served across CWDB programs. More than half of the participants entering the HIRE program are experiencing homelessness and more than 10% of all individuals served by CWDB are unhoused.

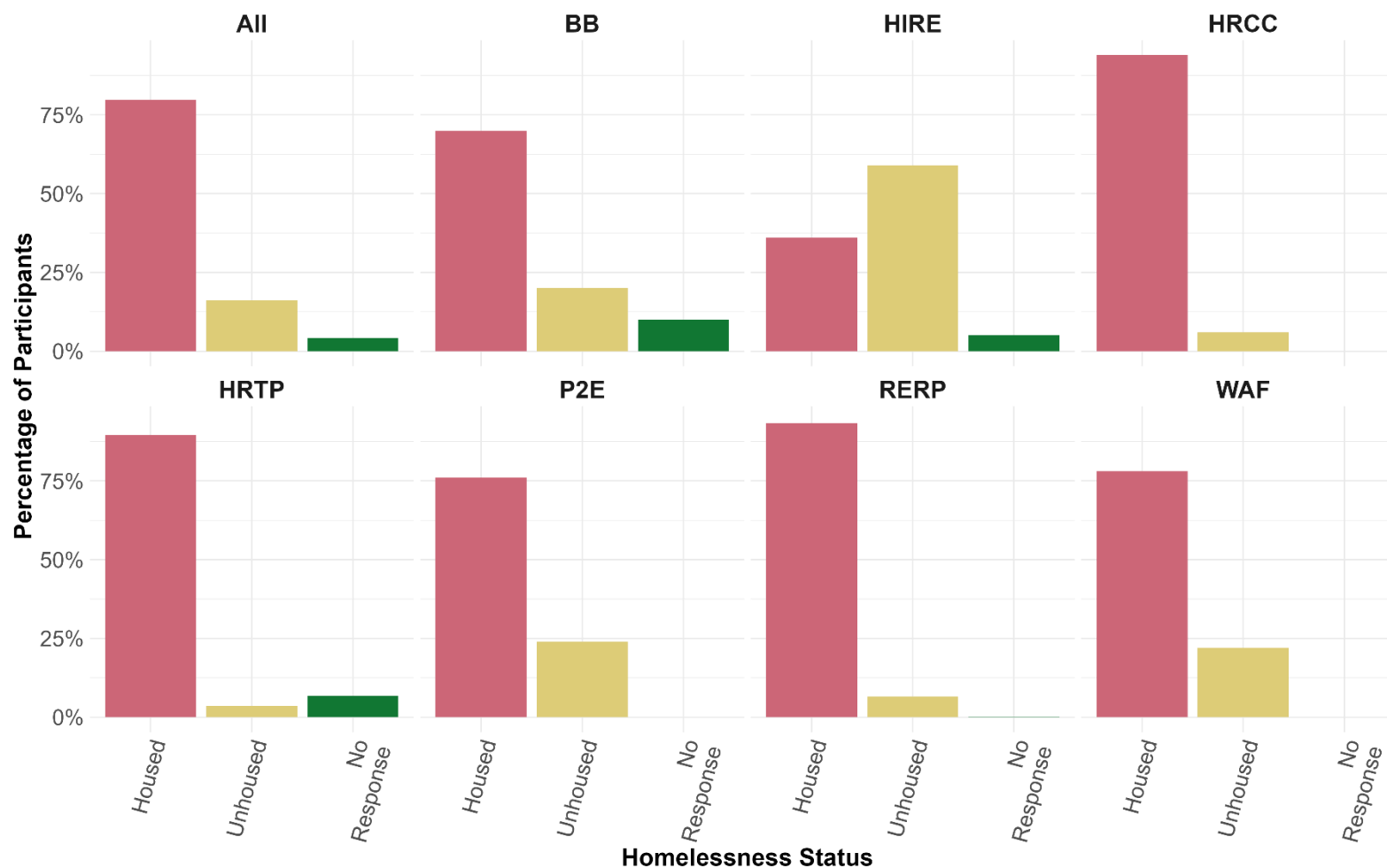


Figure 25 - Homelessness Status of Participants Across Programs

Figure 26 shows the proportion of unhoused individuals served by each CWDB program. P2E and BB combined serve more than 70% of the people experiencing homelessness served by the CWDB.

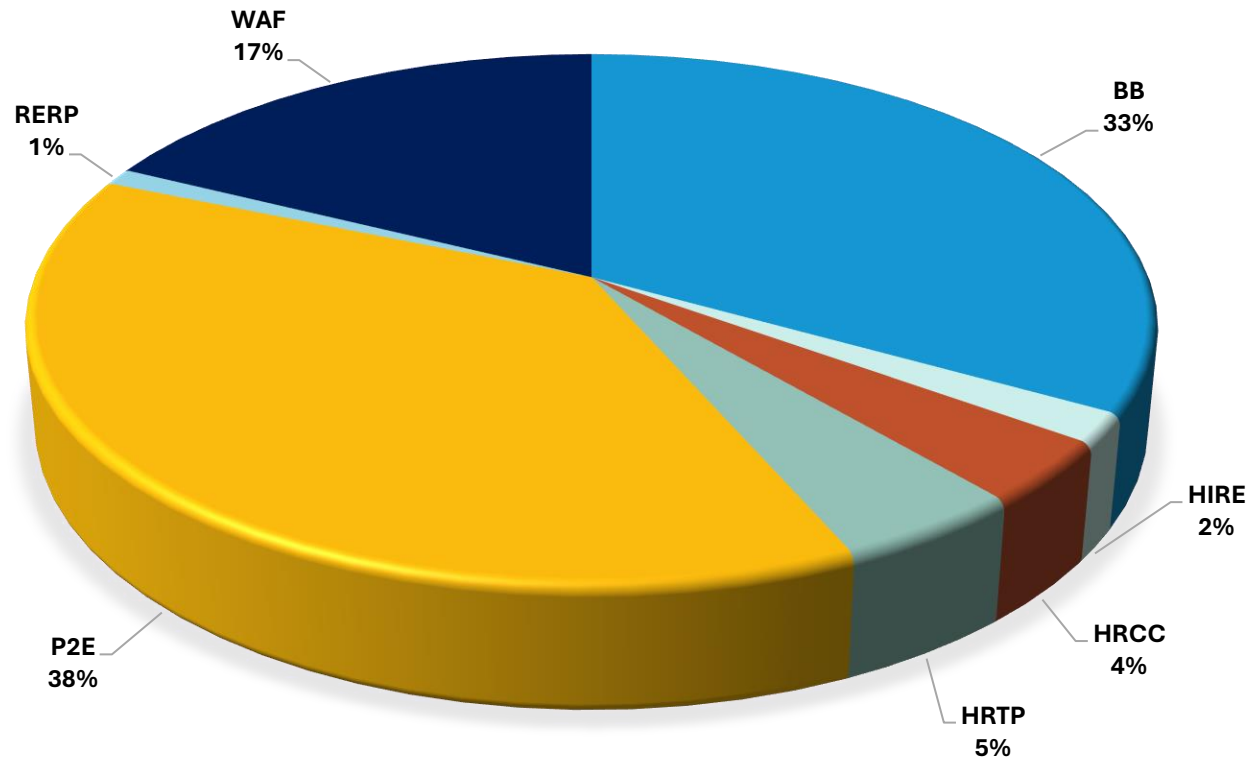


Figure 26 - Share of Programs in Serving Unhoused Persons

Figure 27 shows the percentage of individuals with disabilities served across CWDB programs. Less than 10% of participants served by CWDB programs are individuals with disabilities. 20% of participants enrolled in HIRE have disabilities, the largest proportion among CWDB programs.

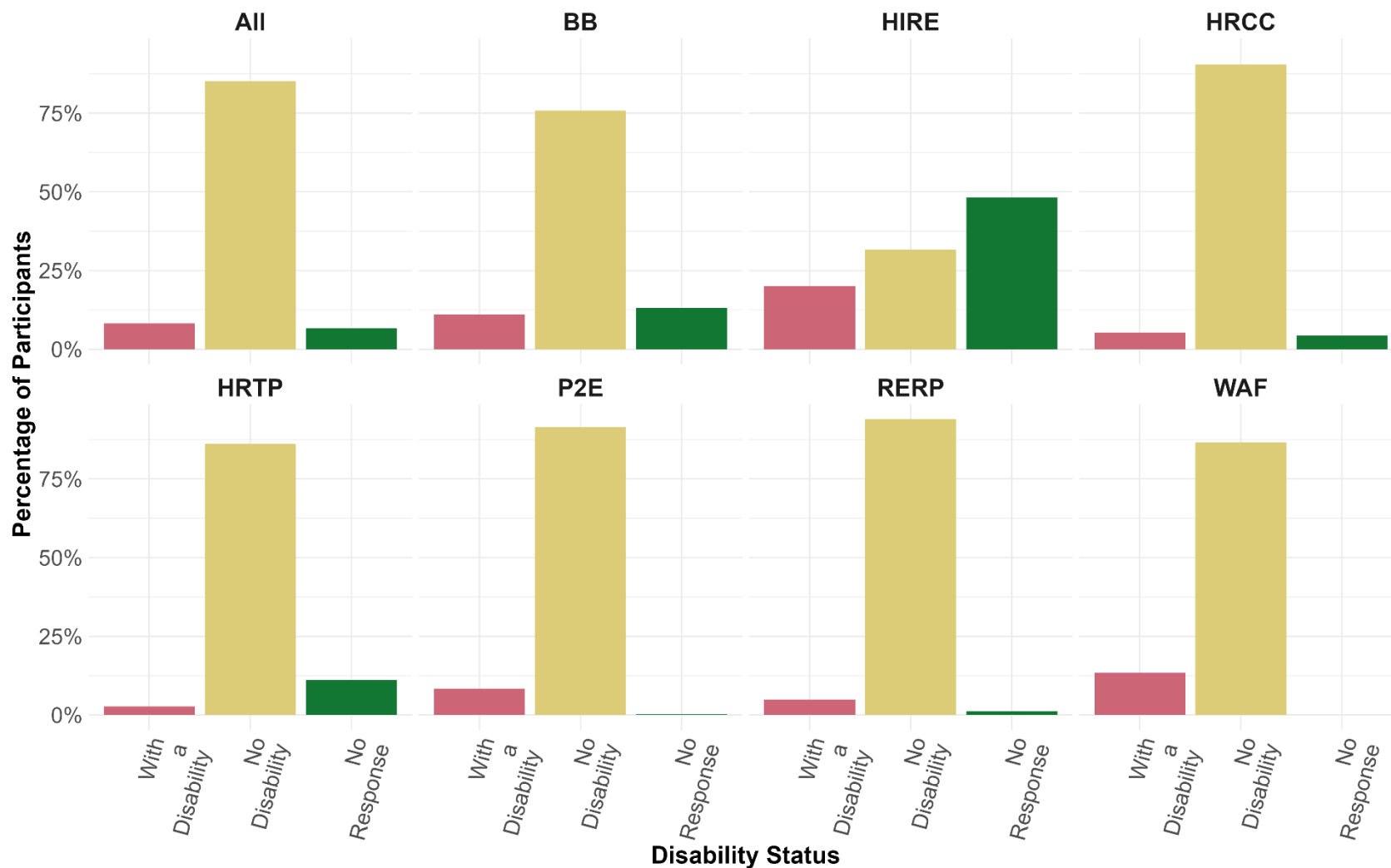


Figure 27 - Disability Status of Participants Across Programs

Figure 28 shows the proportion of individuals with disabilities served by each CWDB program. Of all the individuals with disabilities served by CWDB programs, more than 80% are served by Breaking Barriers, P2E, and WAF.

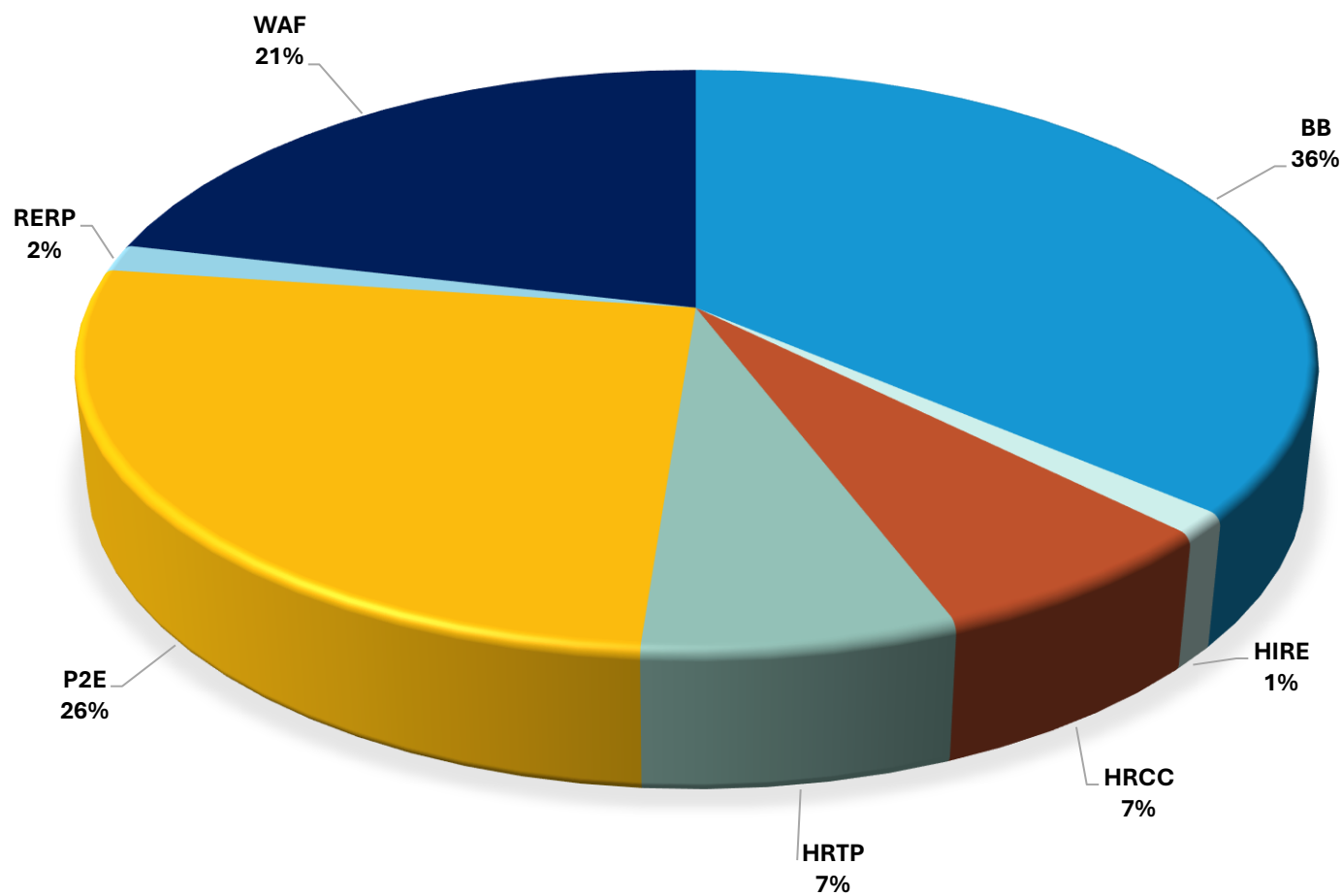


Figure 28 - Share of Programs in Serving Persons with Disabilities

Figure 29 shows the percentage of single parents served across CWDB programs. More than 5% of the participants of all CWDB programs are single parents. BB and HIRE have much higher proportions of single parents among their participants.

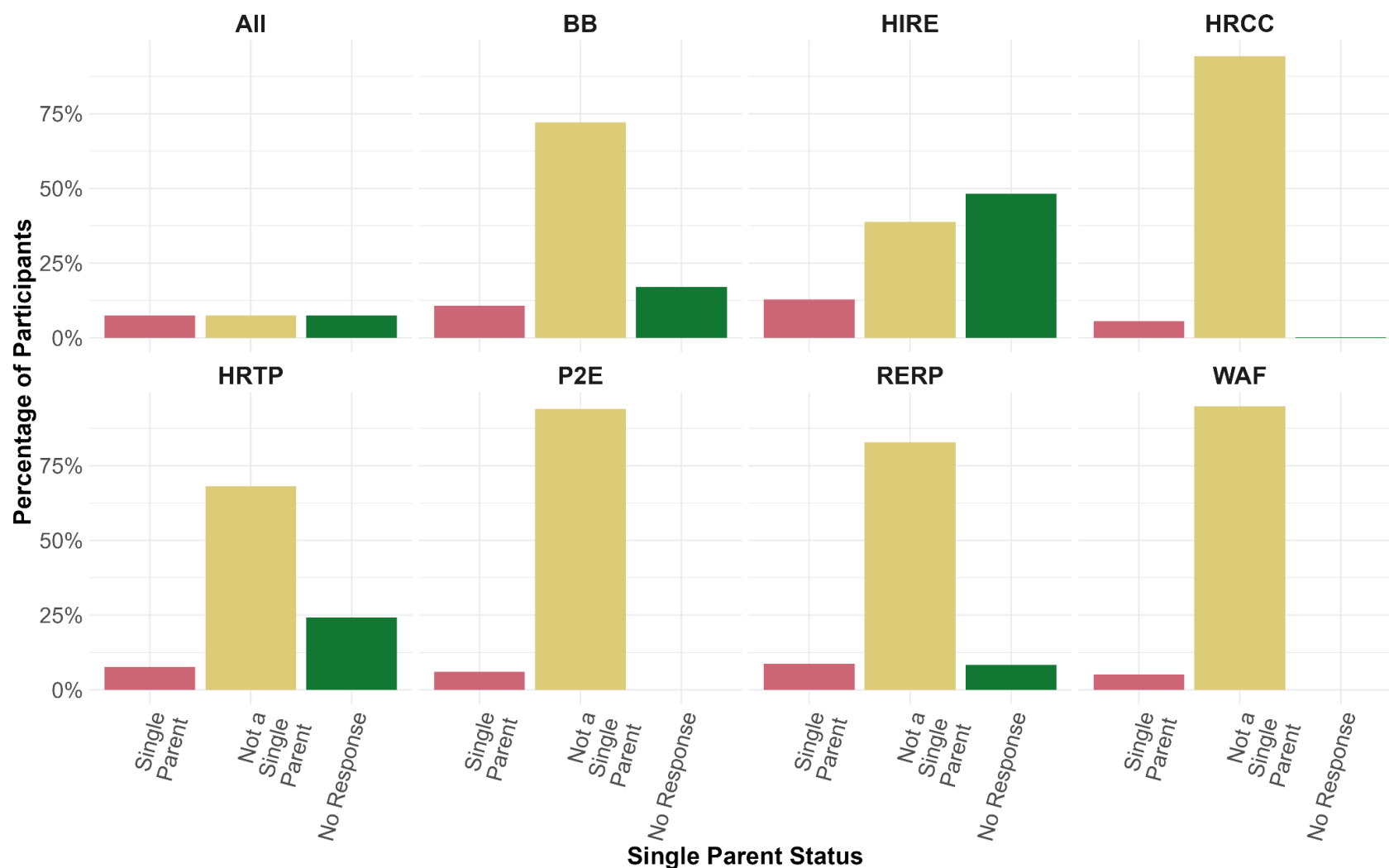


Figure 29 - Single Parent Status of Participants Across Programs

Figure 30 shows the proportion of single parents served by each CWDB program. H RTP and BB combined serve 60% of the single parents served by the CWDB.

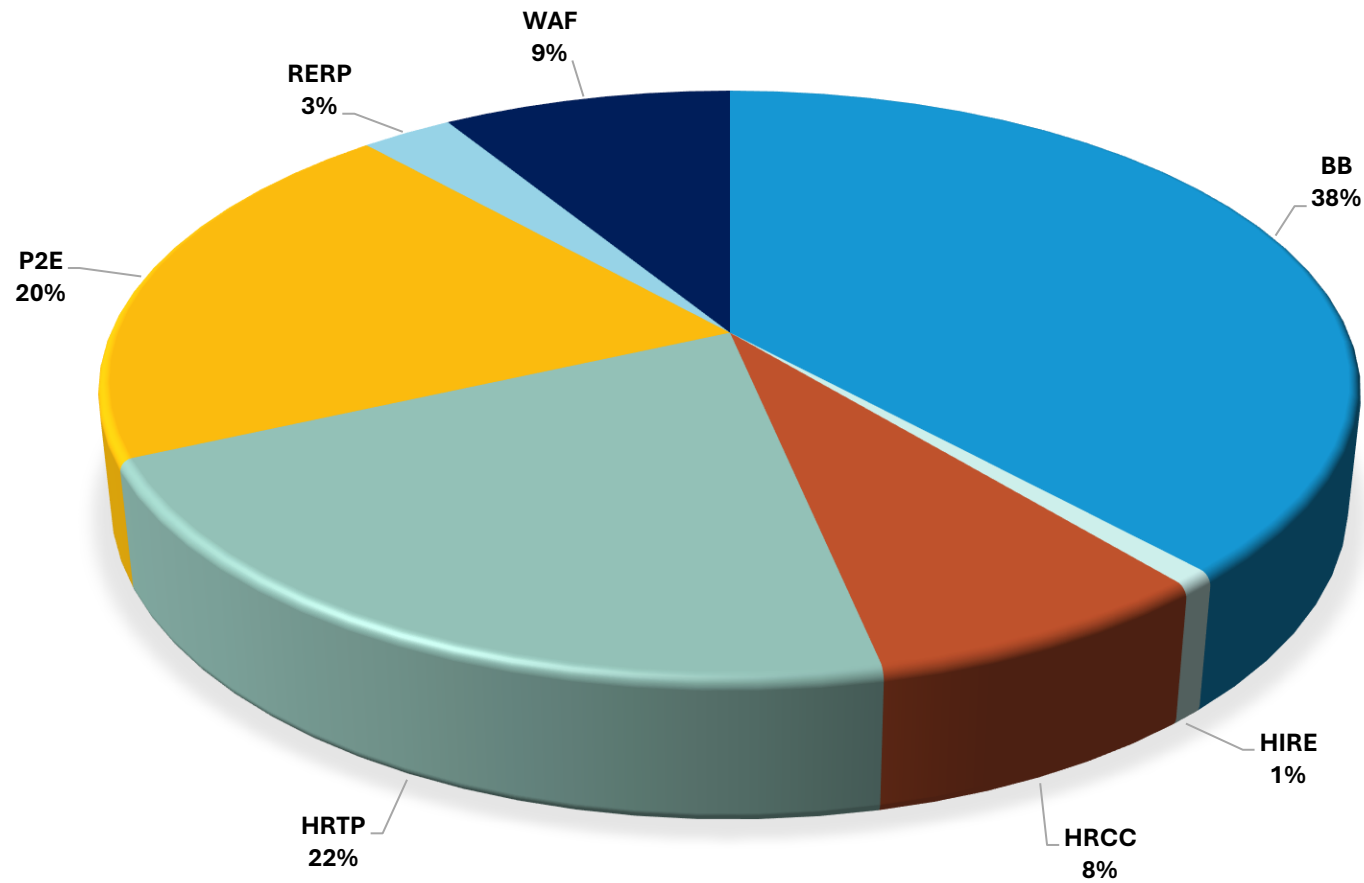


Figure 30- Share of Programs in Serving Single Parents

Chapter 7. Nature of Services Provided by Program

Figure 31 shows the composition of services provided to participants in CWDB programs. **Training Services (T)** may include career & technical education, registered apprenticeships, health & safety certification training, incumbent worker training, occupational skill training, on-the-job training (OJT), and/or pre-apprenticeship with occupational skill training. **Career Services (C)** may include career guidance/planning, digital literacy skills education, English for non-native speakers, internship / work experience, job search activities, legal and workplace rights training, life skills education, literacy education, math/numeracy education, and/or employment referrals. **Supportive Services (S)** may include basic needs, dependent care, education/work supplies, housing assistance, medical care, stipends, and/or transportation support. Most participants (65%) receive bundled services that combine T, C, and/or S.

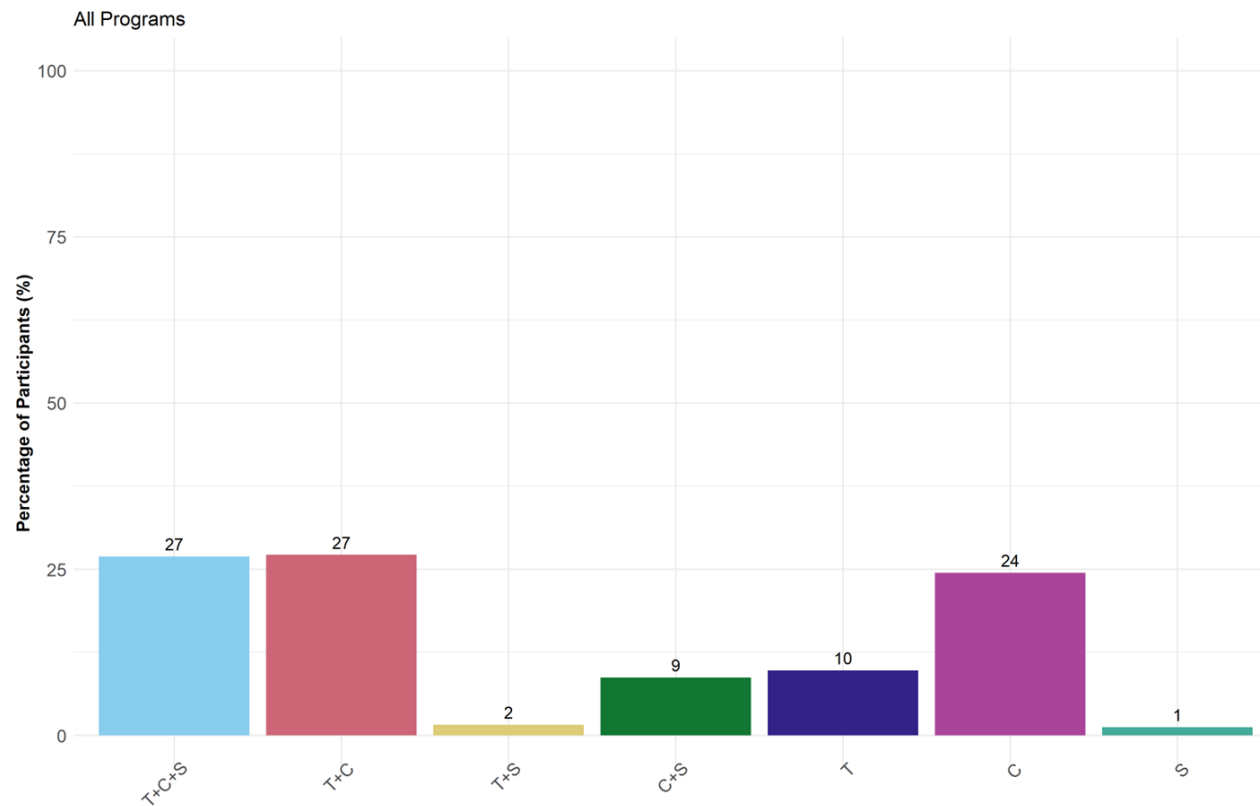


Figure 31 - Composition of Services Provided to CWDB Participants

Figure 32 shows the service composition of individual CWDB programs. Within each graph, bars represent percent shares of each program's participants who received a service type or service combination. Programs vary both in the services which are most frequently provided and in the amount of variation between the most and least frequently provided services. Nearly all (95%) HRCC participants receive either T+C+S or a combination of T and C. Similarly, over 50% of participants in BB and HRTTP receive bundled services. However, participants in P2E and WAF are more likely to receive C only.

T = Training Services, C = Career Services, S = Supportive Services.

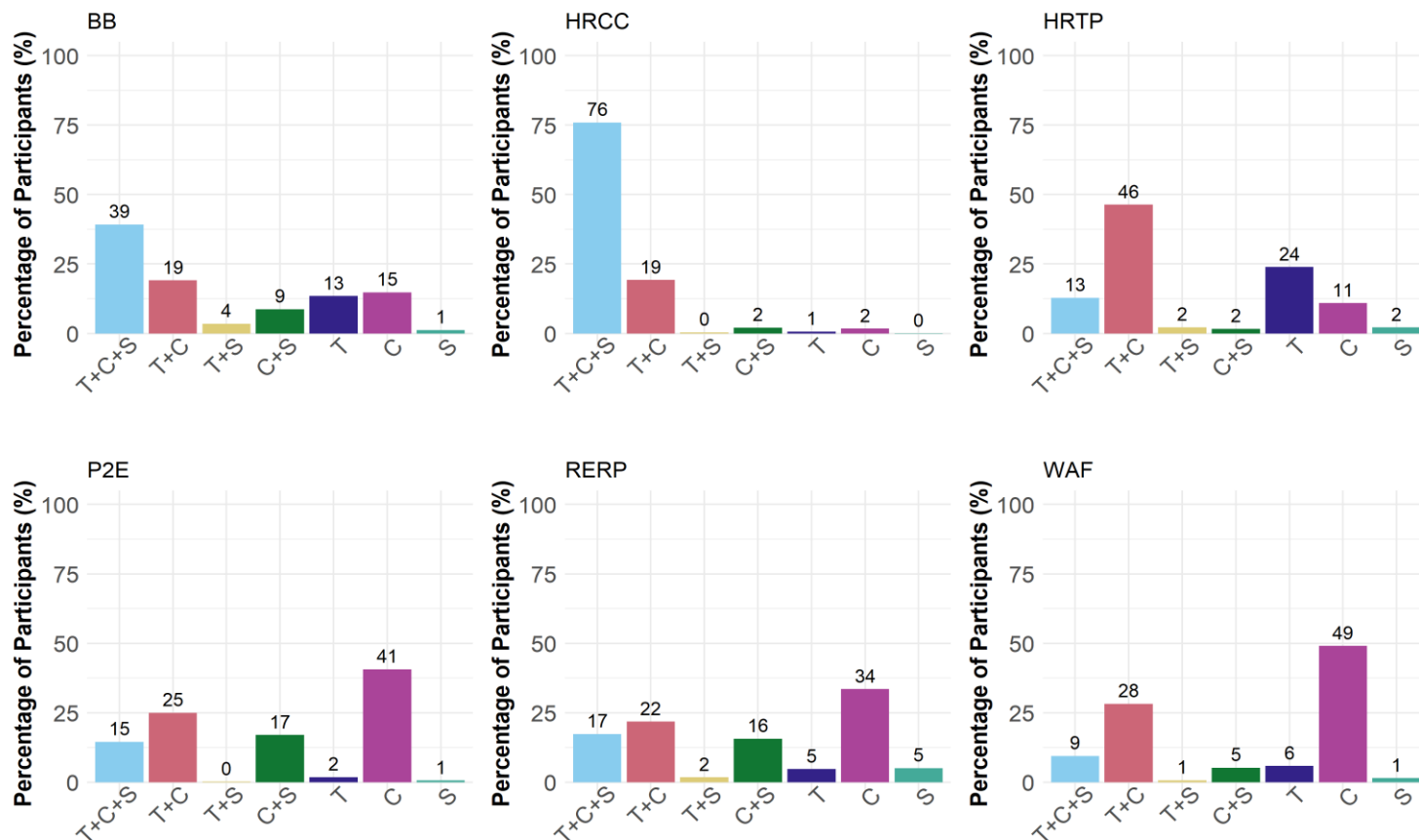


Figure 32 - Service Compositions of Programs

Figure 33 presents information on service frequencies that allows for ready comparison across different CWDB programs (and to a cross-program mean) by the type of services received. Within each graph, a program bar represents the percentage of the program's participants receiving a service type or service combination. Panel A shows that participants in HRCC (76%), HIRE (39%), and BB (39%) are more likely to receive T+C+S compared to the cross-program mean. Participants in P2E (41%), RERP (34%), and WAF (49%) are more likely to receive C only compared to the cross-program mean.



Figure 33 - Service Frequencies Across Programs

Chapter 8. Credentials Awarded by Program

Figure 34 shows the number of participants who earned credentials across CWDB programs. The focus on building apprenticeship pathways within the HRCC program is evident through the high number of credentials awarded.

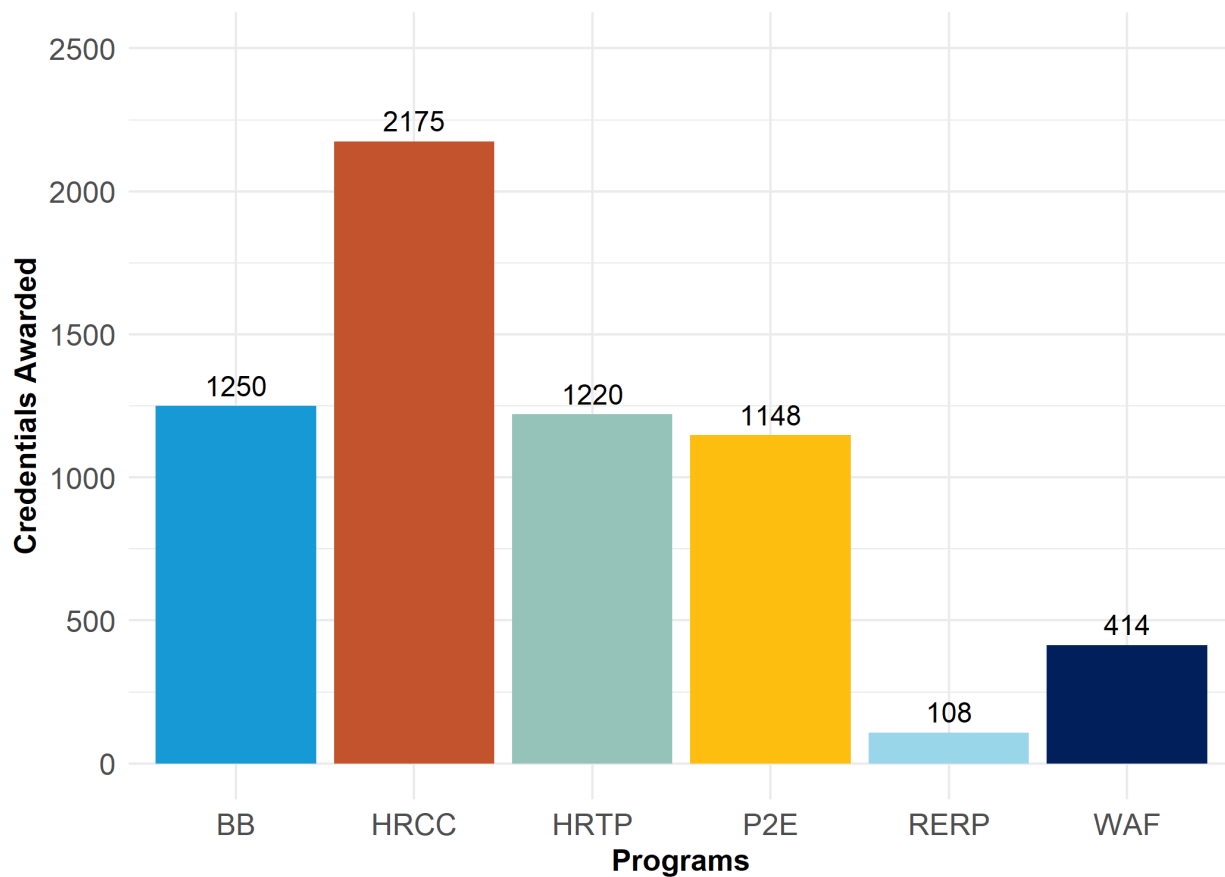


Figure 34 - Credentials Awarded by Program

Figure 35 shows the number of CWDB participants who earned credentials over each calendar year between 7/1/2019 and 6/30/2024. The increase in credentials awarded in 2023 follows CWDB's deployment of additional program funding in 2021.

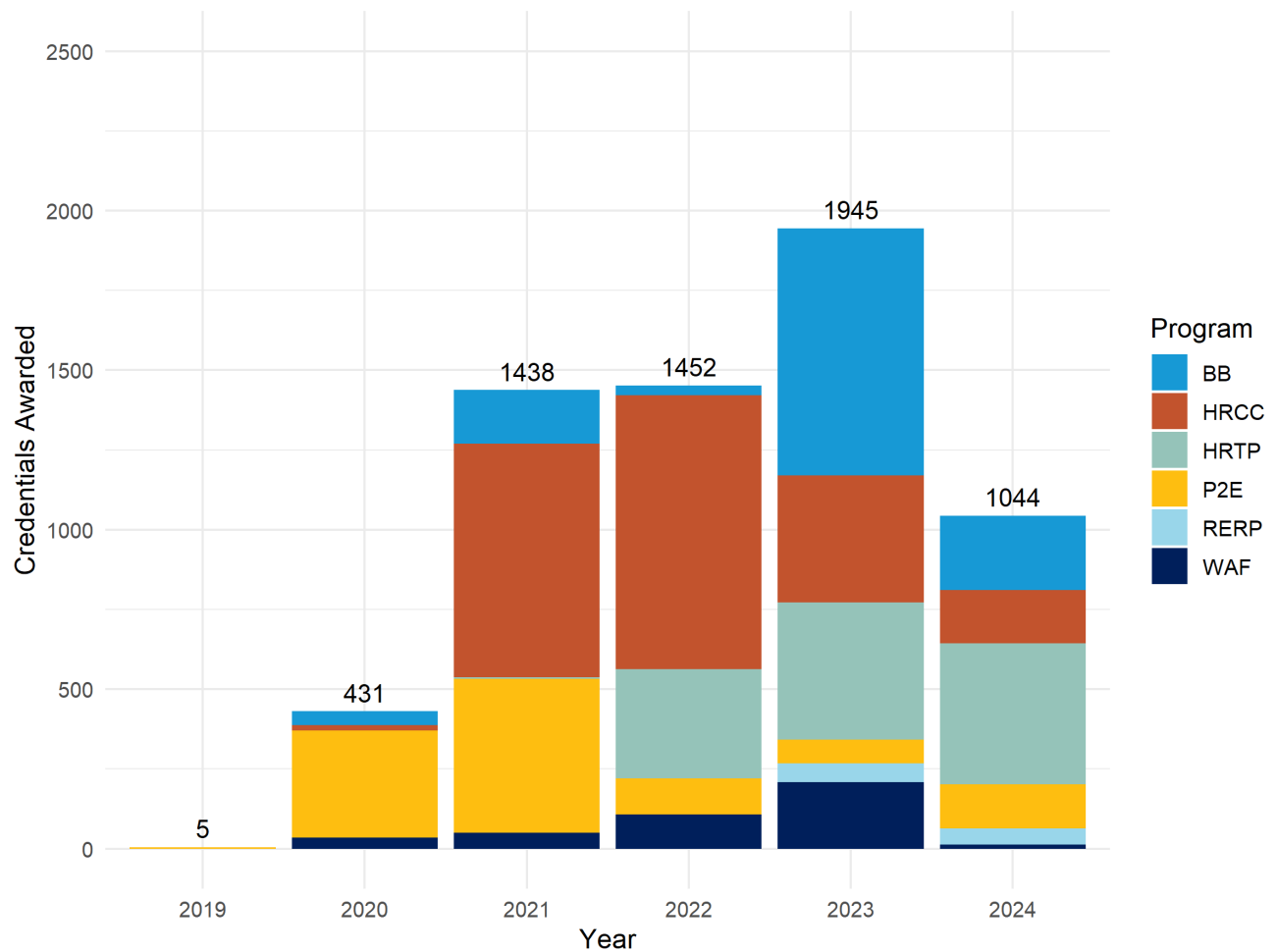


Figure 35 - Credentials Awarded by Year

Chapter 9. Employment Placements by Program

Figure 36 shows the number of participants placed into employment across CWDB programs. P2E and BB make up 59% of the overall employment placements. With a focus on assisting target re-entry populations to gain employment, these programs are showing success.

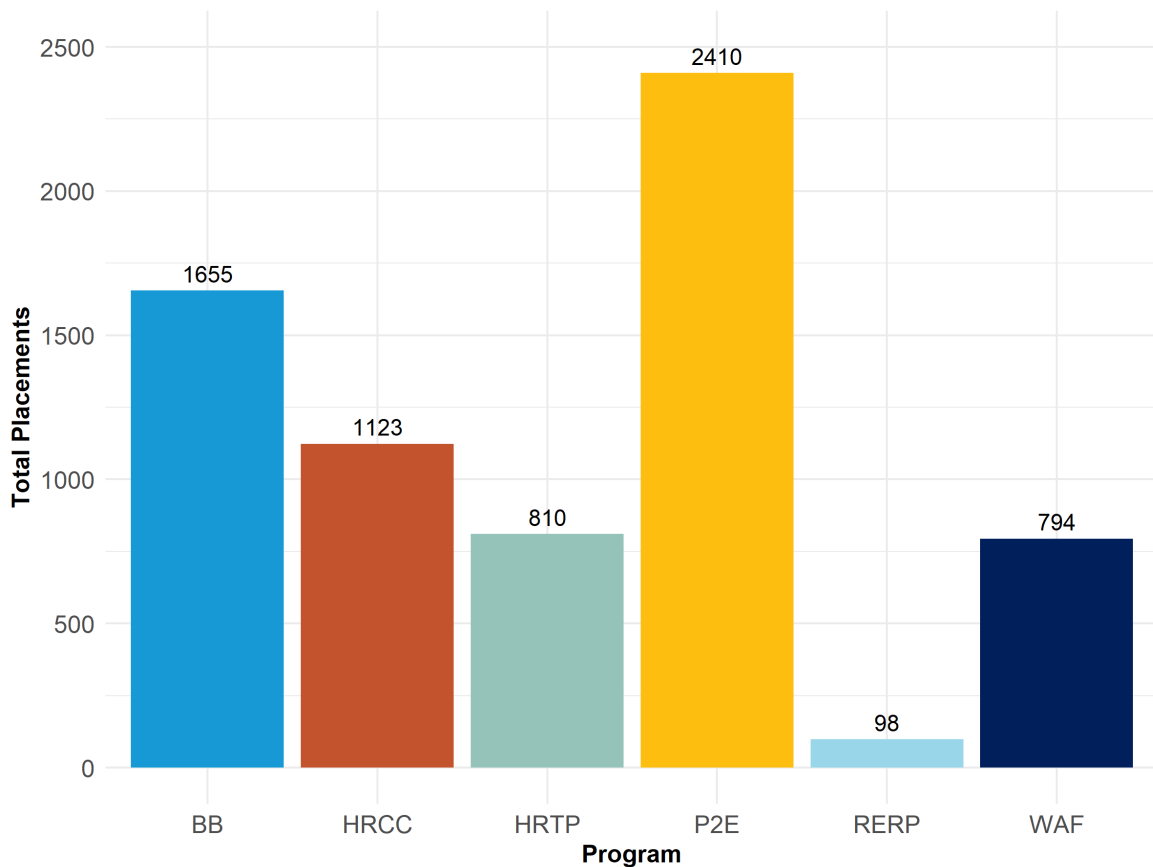


Figure 36 - Employment Placements by Program

Figure 37 shows the number of participants placed in employment across CWDB programs between 7/1/2019 and 6/30/2024.

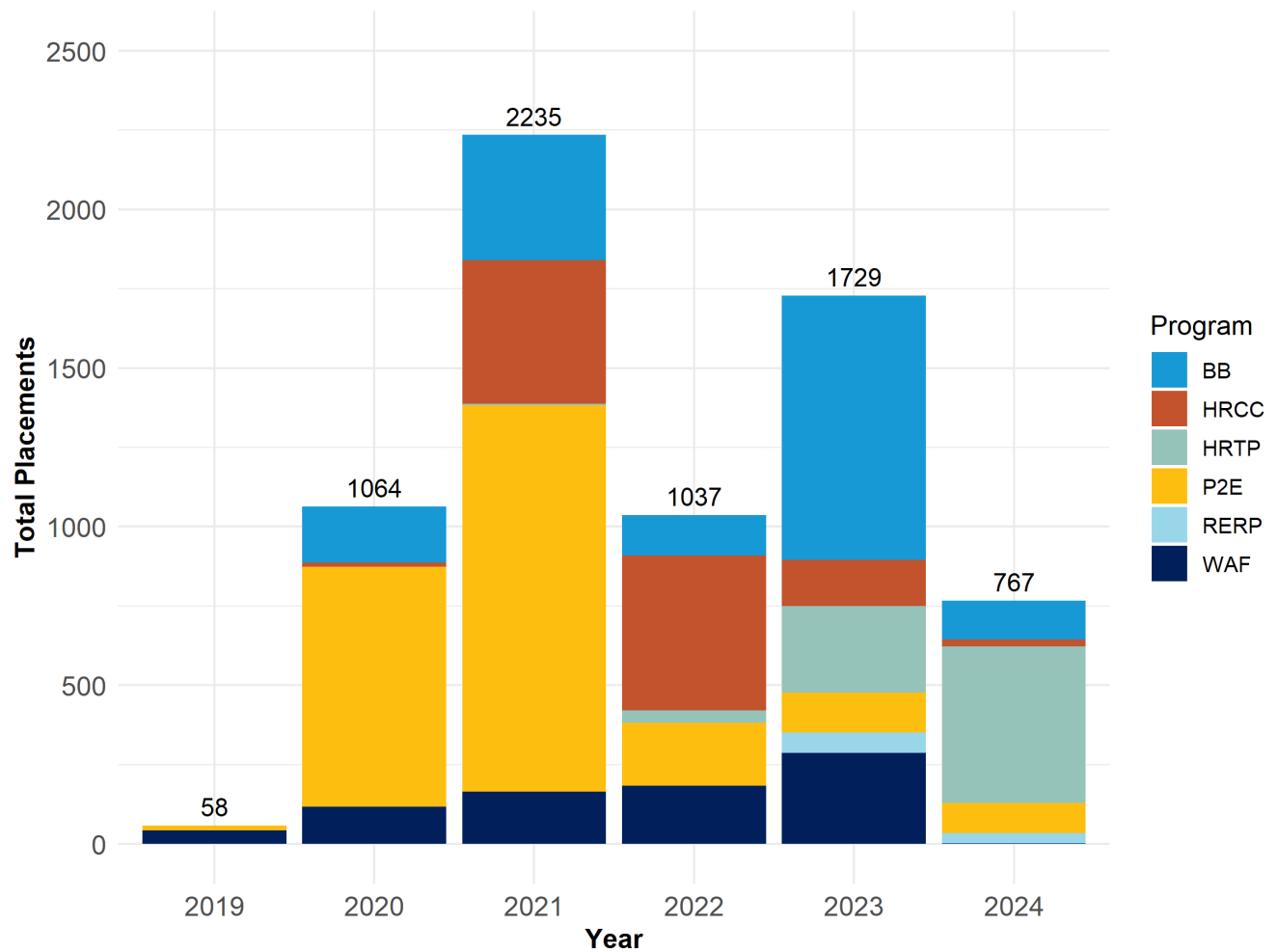


Figure 37 - Employment Placements by Year

Chapter 10. Employment Rates, Median Wages, and Employment Retention by Program

Figure 38 shows participant employment rates two quarters and four quarters after exit across CWDB programs. HIRE and RERP do not yet have Quarter 2 and Quarter 4 post-exit outcomes and are not included in this chapter of the report.

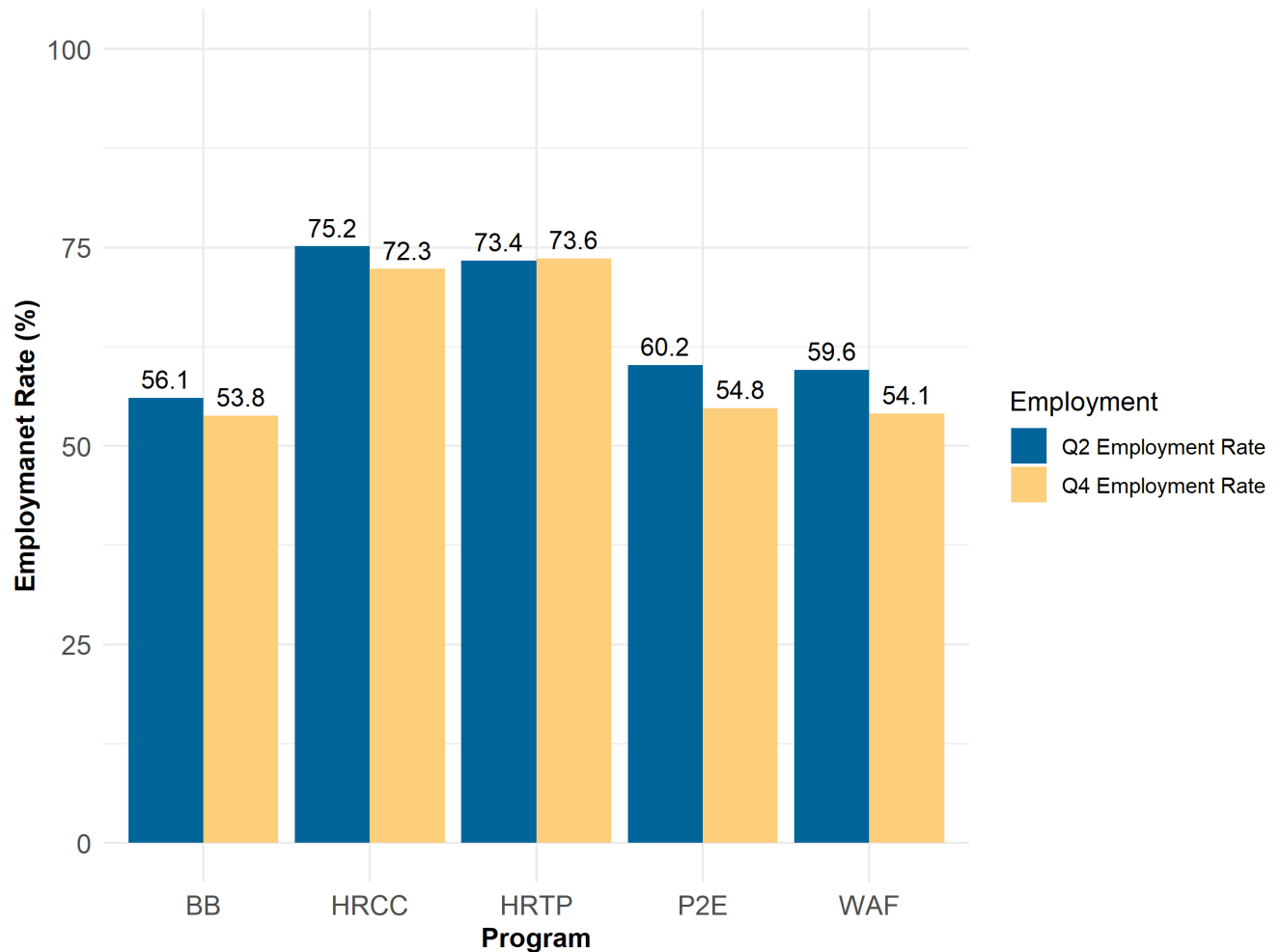


Figure 38 - Post-Exit Employment Rates in Quarter 2 (Q2) and Quarter 4 (Q4)

Figure 39 shows employment retention across CWDB programs—the percentage of participants employed two quarters after exit who retained employment four quarters after exit.

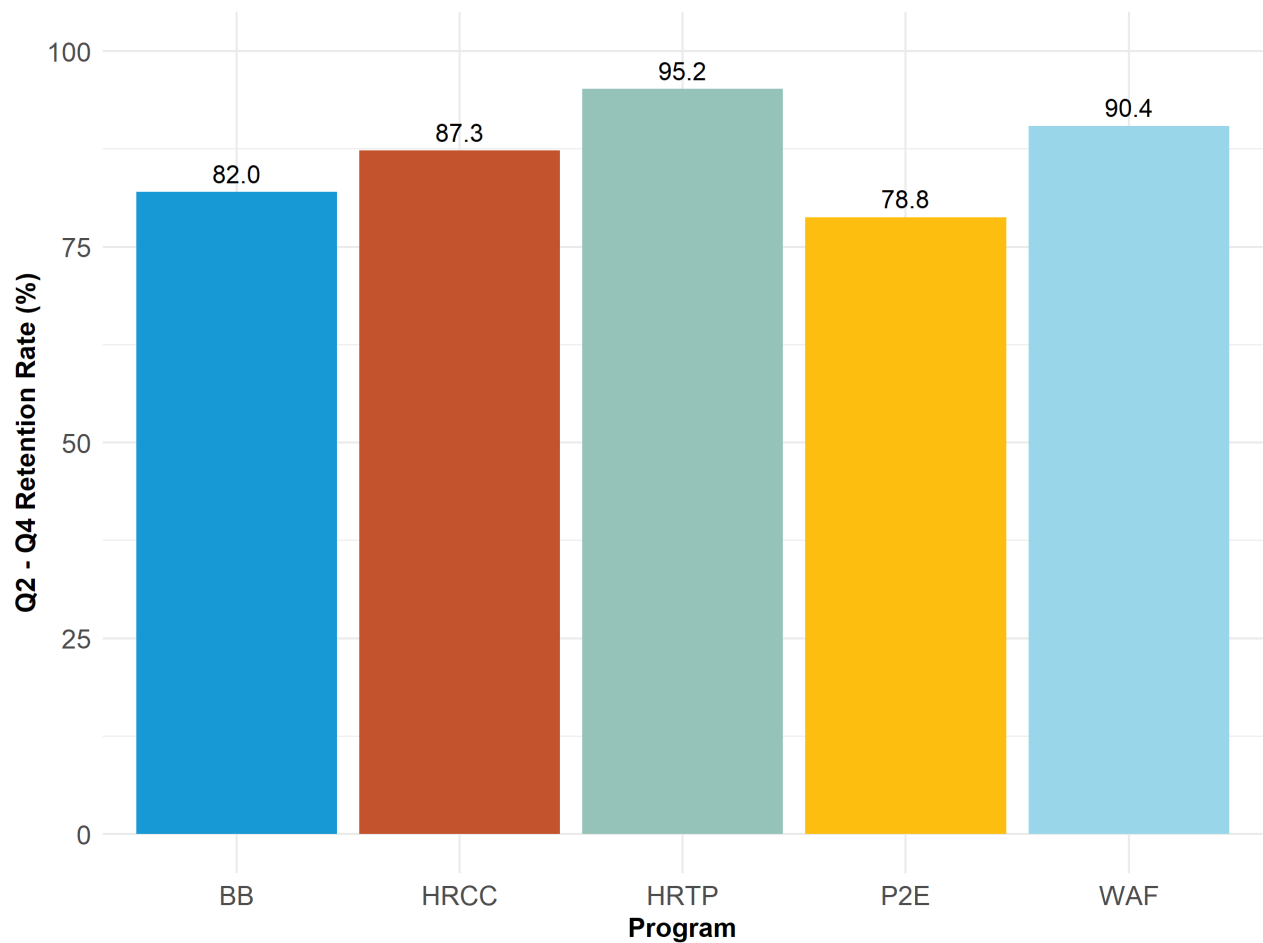


Figure 39 - Employment Retention from Q2 to Q4

Figure 40 shows the median quarterly wages of CWDB program participants two and four quarters after exit (multiply the wages by four to estimate annual salary). This figure shows all wage data available at the time of publication. The data is incomplete due to participants' option to opt-out of providing their Social Security numbers.⁴ Due to participant opt-out, H RTP data include roughly 50% of participants' wage information while other programs include roughly 90% of participant wage information.

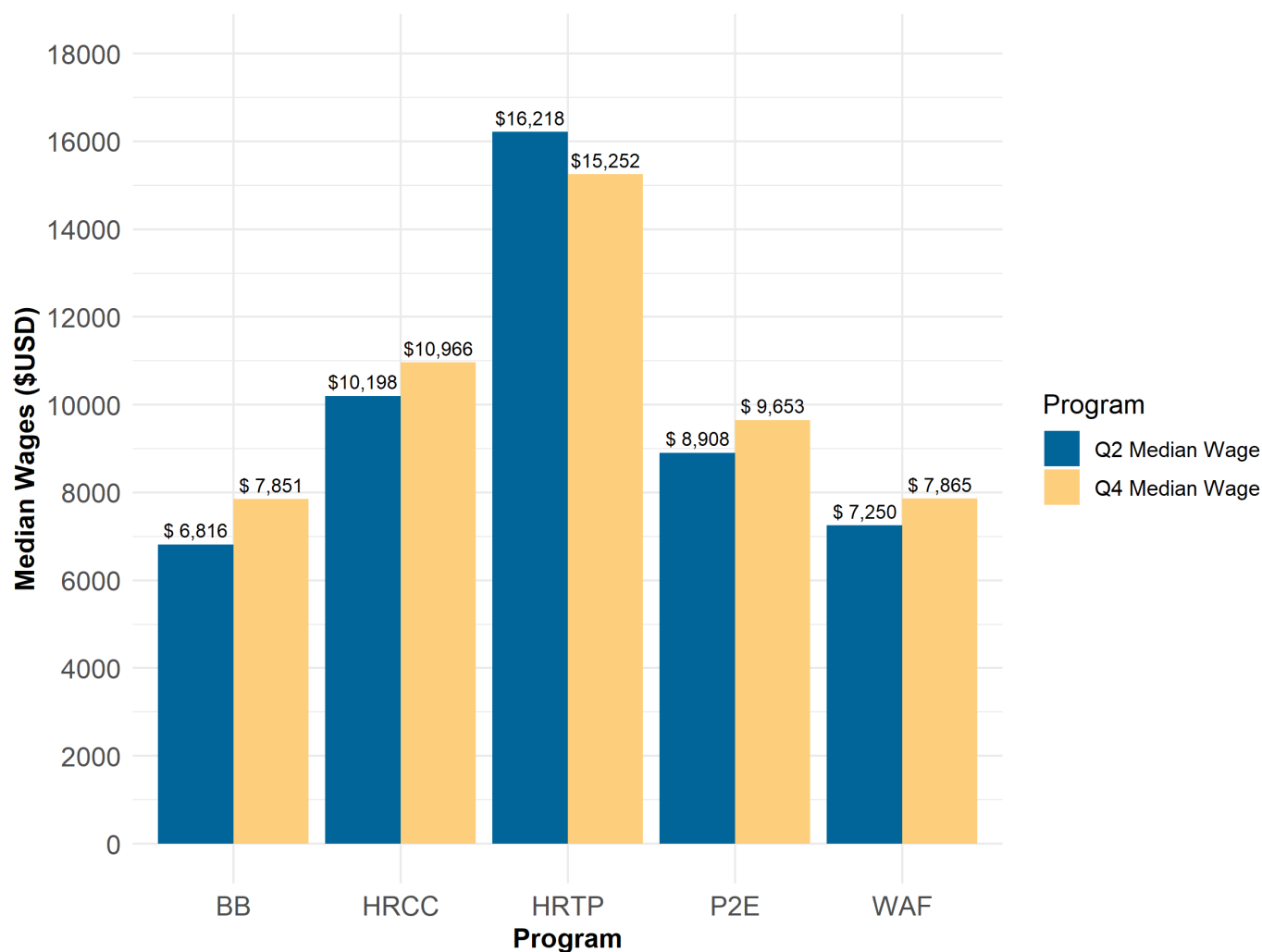


Figure 40 - Median Wages by Program

⁴ Senate Bill 755 (Statutes of 2021) has mandated enhancements to the wage matching process which will improve the accuracy and reliability of the data. The Labor and Workforce Development Agency published a detailed report with more information: https://edd.ca.gov/siteassets/files/about_edd/sb-755-report---expanding-workforce-performance-analysis-and-employer-quarterly-wage-reports.pdf.