



Food and
Nutrition
Service

May 15, 2017

Park Office
Center

3101 Park
Center Drive
Alexandria
VA 22302

SUBJECT: Supplemental Nutrition Assistance Program (SNAP) –
Clarification of Employment and Training Outcome Reporting
Requirements – Questions and Answers (Q&A) Part II – May 2017

TO: All Regional Directors
SNAP

The Food and Nutrition Service (FNS) has received many questions on the interim final rule implementing the Supplemental Nutrition Assistance Program (SNAP) Employment and Training Program Monitoring, Oversight and Reporting Measures, published in the Federal Register on March 24, 2016 (81 FR 15613). FNS released one Q&A in response to those questions on July 26, 2016. Since that time, FNS has received additional questions and is issuing this second Q&A to address them. This Q&A also includes suggested templates that State agencies may use to submit their first annual report, which is due January 1, 2018.

We hope the attached Q&A helps State agencies clarify the requirements of the interim final rule. If you have any further questions or concerns about this rule, please email SnapE&Treportingmeasures@fns.usda.gov.

/s/

Moira Johnston
Director
Office of Employment and Training

Enclosure

**Supplemental Nutrition Assistance Program (SNAP)
Employment and Training (E&T) Program
Monitoring, Oversight and Reporting Measures
Questions and Answers (Part II)**

Annual Report

Question 1: Is there a standard template for the annual report?

Answer 1: Attachment 1 provides a suggested template for the annual report that is due January 1, 2018. The Food and Nutrition Service (FNS) strongly encourages State agencies to use this template. However, State agencies may use a different format. If a State agency chooses to use its own format it must, at a minimum, include the elements shown in Attachment 1.

Question 2: How will State agencies submit the annual report?

Answer 2: State agencies must submit the annual report via email to their respective FNS Regional Office and copy the National Office at:
SNAPE&TReportingMeasures@fns.usda.gov

Question 3: Will State agencies submit the annual report along with the FNS-583 report?

Answer 3: No. The annual report due on January 1, 2018, is separate and apart from the quarterly FNS-583 reports submitted through the Food Programs Reporting System (FPRS).

Question 4: 7 CFR 273.7(c)(17) provides that the State agency shall submit an annual report with the “number and percentage of E&T participants” with employment and earnings. What denominator should State agencies use to get the percentage?

Answer 4: The denominator used to calculate these percentages includes all E&T participants that have completed participation in E&T for each quarterly cohort. The numerator (and percentage) reflects those who are in unsubsidized employment compared to all participants in that cohort. Please see Attachment 2.

Unsubsidized Employment and Median Earnings Measures

Question 5: Who is considered a “participant” for reporting purposes?

Answer 5: A SNAP applicant or recipient who is placed in and begins an E&T component is considered a participant for reporting purposes.

Question 6: Does a State agency need to count individuals who attend a SNAP E&T orientation or assessment as participants?

Answer 6: Yes. Individuals who attend an E&T orientation and/or undergo an assessment by an E&T provider are counted as participants for reporting purposes even if they do not subsequently begin an additional E&T activity, such as job search or job search training. The orientation or assessment is considered part of the component to which the individual is assigned.

Question 7: Should a State agency count a mandatory participant who is referred to SNAP E&T but does not show up for the required orientation or assessment in its outcome reporting measures?

Answer 7: No. An individual who is referred to an E&T program but never shows up is not considered a participant.

Question 8: FNS’s Questions and Answers (Part I) stated that an individual who starts participating in an E&T component and then, for whatever reason, stops participating, has “completed participation in E&T” when the required timeframe for that component expires. Is the definition of “completion of participation in E&T” specifically tied to a component?

Answer 8: Since the issuance of the Part I Questions and Answers, the Department of Labor has defined “exit” for purposes of the Workforce Innovation and Opportunity Act (WIOA). In order to align SNAP E&T’s definition of “completion of participation in E&T” for the measures in 273.7(c)(17)(i)-(iii) with WIOA’s definition of “exit”, State agencies must use a 90 day “look back” period in order to determine when an individual has completed participation in an E&T program. If the individual has not received any E&T services for 90 days, this individual is considered to have completed participation in an E&T program. The 90 day look back period does not include job retention services.

For example, an individual begins participating in an E&T program in February 2017. She stops participating in March 2017. If she does not receive any E&T services for 90 days, her period of participation would be completed. If that same client resumed services in July 2017, after the 90 day look back period, it would be considered a new period of participation.

Question 9: Why does the 90 day look back period exclude job retention services?

Answer 9: While WIOA programs include follow up services after an individual exits the program. However, these follow up services are excluded from WIOA's 90 day look back period. Therefore, SNAP E&T job retention services are excluded from the 90 day look back in order to achieve consistency with WIOA.

Question 10: Some State agencies place individuals in stackable components with breaks in between. How would the State agency provide for this situation?

Answer 10: If the breaks between stackable components are less than 90 days, the client has not completed participation and would not be counted in the outcome measures for employment at the second or fourth quarter.

Question 11: Should State agencies track completion based on specific dates? Or based on quarters?

Answer 11: State agencies must track completion based on quarters. The second and fourth quarter after completion would be based on the quarter in which individuals completed participation in E&T. Quarters are broken into three month segments, following the Federal fiscal year: October-December; Jan-March; April-June; July-September.

For example if an individual completed participation in E&T in February 2017, a State agency would track second quarter employment and earnings in the quarter that occurs between July 2017, and September 2017.

Question 12: 273.7(c)(17) provides that State agencies must submit their annual report on January 1 each year that contains outcome data for the preceding fiscal year. However, administrative data, such as Quarterly Wage Records (QWR), that can be used to determine employment and earnings for individuals may not be fully available by this due date. Given this lag time, please clarify the timeline for reporting on the national measures in the annual report.

Answer 12: The first report that is due January 1, 2018 will cover the previous fiscal year – from October 1, 2016 and September 30, 2017. Administrative data, such as QWR, may not be available for individuals who complete participation after January 2017.

For example, if an individual completed participation in E&T in October 2016, QWR information for the second quarter will not be available until October 2017. In this example, the State agency would report employment in the second quarter after completion and median quarterly earnings in the annual report due

on January 1, 2018, but would not be able to report fourth quarter employment for this individual until the annual report due on January 1, 2019. State agencies may use other sources of data to supplement this information.

Attachment 3 provides additional detail on the scenario for State agencies using QWR data for the employment and earnings match.

Component Completion Measures

Question 13: If an individual is placed in an educational component that lasts six weeks, but only participates for one week, does the State agency report that the individual has completed the component?

Answer 13: It is important to distinguish between the use of the term “complete” in 273.7(c)(i)-(iii) and 273.7(c)(17)(iv).

For the purpose of reporting employment and earnings after “completion of participation in E&T” under 273.7(c)(17)(i)-(iii), if the individual has not received any additional E&T services for 90 days, he would be counted under those measures.

For the purpose of having “completed” a component under 273.7(c)(17)(iv), this individual would not be counted. 273.7(c)(17)(iv) requires the State agency to report the number and percentage of participants that have completed an education, training, work experience, or on-the-job training component. In this situation, the individual only participated for one week of a six week course and, therefore, did not complete the component.

Question 14: Is the number and percentage of participants that completes an educational, training, work experience or an on-the-job training component a duplicated or unduplicated count? How would a State agency count an individual who participates in more than one component?

Answer 14: It is a duplicated count. For example if an individual completes an education component and a work experience component, the State agency must count the individual as having completed both components.

Question 15: Is job club and/or job search training considered a training component for purposes of this measure?

Answer 15: No. Job club or job search training must not be included in the national measure for the completion of an educational, training, work experience or an on-the-job training component.

E&T Participant Characteristics

Question 16: 273.7(c)(17)(v) requires State agencies to report certain characteristics of E&T participants. Does this include individuals who were referred to E&T, or just those individuals counted as a participant?

Answer 16: An individual who is referred to E&T but does not show up for the first appointment is not considered an E&T participant and his or her characteristics must not be included in the annual report. State agencies must report characteristics of E&T participants regardless of the duration of their participation.

Question 17: Are E&T participant characteristics a duplicated or unduplicated count? For example, could a participant be reported as a mandatory E&T participant and then again as a voluntary participant if he or she qualifies for an exemption mid-way through participation in an E&T program?

Answer 17: The E&T participant characteristics are unduplicated numbers and State agencies must report the characteristics of a participant at the time the participant begins a SNAP E&T program within the reported fiscal year.

Question 18: If a State agency requires an individual to participate in a mandatory component, such as job search, but the individual volunteers for additional SNAP E&T activities, such as vocational training, would the State agency count this individual as a mandatory or voluntary participant?

Answer 18: If an individual is required to participate in an E&T activity as a condition of eligibility, he or she must be considered a mandatory participant even if the individual voluntarily participates in additional E&T activities.

Question 19: How should the State agency reflect the characteristics of an individual who is an ABAWD for only part of the year?

Answer 19: State agencies must report the individual's characteristics at the time the individual begins an E&T program. This is similar to how State agencies report ABAWD status on the FNS 583 report.

Question 20: 273.7(c)(17)(vi) provides that State agencies report a disaggregation of the number and percentage of participants with employment and earnings by the following characteristics: voluntary vs. mandatory; receipt of a high school equivalency degree prior to E&T participation; and ABAWD status. Please provide information on how this should be reported.

Answer 20: State agencies must report these characteristics for individuals who are in unsubsidized employment in the second and fourth quarter and who have earnings in the second quarter after completion of participation in E&T. For example, if an E&T participant has earnings in the second quarter after completing participation in E&T, the State agency must report if the participant was a: voluntary or mandatory participant; had received a high school diploma (or GED) prior to receiving E&T services; and was an ABAWD at the time the individual began E&T.

Attachment 1 provides a suggested template for States to report this information.

Question 21: Are State agencies required to report how many participants speak English as a second language or are they required to report how many participants experience barriers to employment or training because they are English language learners?

Answer 21: States must report the number of participants who speak English as a second language. This is meant to capture all participants who speak a language other than English as their first language, regardless of whether they also speak English or because this poses a barrier to employment.

Question 22: Some of the characteristics data, such as English as a second language or gender, is self-identified and voluntarily provided by the client at the time of certification. Can a State agency require a client to provide this information?

Answer 22: No. The State agency cannot require a client to provide this information at the time of certification. In the annual report, State agencies must still include individuals in the participant characteristic count but may report the characteristic as “unknown”.

Question 23: Should the State agency verify a client’s statement on education for the purpose of capturing whether the client received a high school degree (or GED) prior to being provided with E&T services?

Answer 23: No. The client’s statement is sufficient.

Question 24: Some State agencies track education in their SNAP eligibility systems in terms of the “highest or last grade completed”. Can the State agency use this information to report on an E&T participant's education prior to receiving E&T services?

Answer 24: 273.7(c)(17)(v)(B) requires that State agencies report on whether a client has attained a high school diploma or a high school equivalency (including a GED, TASC, HiSET) prior to participating in E&T. If the State agency is unable to use its existing data to make this determination, it may need to ask the participant supplemental questions.

State Component Measures

Question 25: Should component measures be reported as a monthly average or an annual total?

Answer 25: State agencies must report component outcome measures as unduplicated, annual totals. This would align a State agency’s outcome reporting for individual components with the component participation that State agencies provide on the FNS-583.

State agencies must count each participant only once within a single component in reporting outcomes. For example, an individual who participated in job search for 3 months would be counted only once. An individual who participated in job search and in a vocational education component would be counted once under each component (once under job search and once under vocational education).

Question 26: If a State agency expects to serve more than 100 participants in a component, and identifies outcome reporting measures for that component in its E&T plan, but actually serves fewer than 100 participants – does the agency still have to report on that component?

Answer 26: Yes. 7 CFR 273.7(c)(17)(vii) provides that State agencies must include in the annual report the measures identified in its E&T plan. Even if the State agency serves less than 100 participants in some or all of its planned components, it must still report on all of the component measures included in the State plan.

Question 27: If a State agency amends its SNAP E&T plan mid-year to add new components or increase the number of participants it plans to serve, does the State need to adjust component reporting measures and include these measures in its annual report?

Answer 27: Yes. If a State agency expects to serve more than 100 participants through the new component or the amendment increases the number of participants served to more than 100 in a particular component, the State agency must adjust its component measures accordingly and include these measures in the annual report.

Question 28: If a State agency would like to amend its plan and the component measures after working with FNS, what is the timeline for making these changes?

Answer 28: Any amendment or change to the State agency's E&T plan must be submitted at least 30 days prior to the planned implementation date in accordance with 7 CFR 273.7(c)(8). State agencies must follow this timeline when making changes to its reporting measures methodology for data collection, data source or individual component measures.

Question 29: Can a State agency include measures that capture non-compliance or no-shows?

Answer 29: Yes. A State agency may choose to track the number of individuals that drop-off in each stage of an E&T program (outreach, intake, orientation, activity) or the number of clients who are sanctioned for failure to comply. Such tracking may be helpful to measure the effectiveness of outreach efforts, referral process, or completion rates.

Additional Reporting Requirements for Pledge States

Question 30: 273.7(c)(17)(viii)(B) requires pledge State agencies to report the monthly average number of at-risk ABAWDs to whom the State offers a position in a qualifying component. What should a State agency count for this measure? For example, at-risk ABAWDs may be offered an array of opportunities to meet the ABAWD work requirement, whether directly from employers, through an E&T program, or through some other program.

Answer 30: For this measure, the State agency must only report the number of qualifying component opportunities offered to at-risk ABAWDs through the SNAP E&T program. This would include all positions in an education, training, or workfare component that fulfill the ABAWD work requirement.

Data Sources and Collection Methodology

Question 31: How will FNS adjust for performance differences across State agencies that use different data collection methodologies?

Answer 31: FNS will use the annual reports to monitor the effectiveness of E&T programs within each State. FNS has expressed its preference for administrative data, such as QWR, as the source of data for the employment and earnings match. However, we understand that this may not be attainable for all States and that some may need to use other data sources.

Question 32: How does the Family Education Rights and Privacy Act (FERPA) impact a State agency's ability to collect information on educational outcomes of E&T participants?

Answer 32: State agencies should work with their education and workforce counterparts, as well as legal counsel, to determine the effect of FERPA and/or other possible State confidentiality laws. State agencies may want explore the use of an informed consent to collect data on educational outcomes.

Question 33: What happens if an individual is a mandatory E&T participant but does not sign an informed consent to allow the State agency access to education outcome data?

Answer 33: The State agency may still require the individual to participate in E&T. However, the State agency cannot require the individual to sign an informed consent form and cannot sanction an individual for refusal to sign the informed consent. In this scenario, the State agency may not be able to obtain all outcome data for this individual. This should not impact outcome measures for States that are using QWR data for employment and earnings.

Question 34: How does WIOA’s confidentiality statute relating to the disclosure of unemployment compensation (UC) information apply to SNAP for the purpose of outcome reporting measures?

Answer 34: Under WIOA, the disclosure of UC information to State agencies for the purposes of meeting the E&T outcome reporting measures requirements is permitted by 20 CFR 603.5(e), which reads, in part:

(e) *Public official*. Disclosure of confidential UC information to a public official for use in the performance of his or her official duties is permissible. (1) “Performance of official duties” means administration or enforcement of law or the execution of the official responsibilities of a Federal, State or local elected official. Administration of law includes research related to the law administered by the public official. Execution of official responsibilities does not include solicitation of contributions or expenditures to or on behalf of a candidate for public or political office or a political party.

“Public official” is defined in 20 CFR 603.2(d), which states, in part:

(d) *Public official* means:

(1) An official, agency or public entity within the executive branch of Federal, State or local government who (or which) has responsibility for administering or enforcing a law, or an elected official in the Federal, State or local government.

Question 35: Is the State agency allowed to match wage data records for individuals who are no longer SNAP recipients?

Answer 35: Under the authority cited in the previous answer, State agencies should be able to obtain QWR data after an individual is no longer receiving SNAP benefits for reporting purposes. To clarify, UC information is the source for QWR data. For all other types of data matches, the State agency should consult with their legal counsel to determine how State confidentiality laws might impact data matches.

As a reminder, Section 11(e)(8) of the Food and Nutrition Act (Act) permits the State agency to use and disclose information obtained from households for the purpose of fulfilling the State agency's administrative responsibilities, which include reporting responsibilities under Section 16(h)(5) of the Act and relevant regulations. However, this does not necessarily include data matches.

Question 36: Can a State agency use monetary incentives and/or gift cards to get information from former SNAP recipients?

Answer 36: State agencies may not use E&T funds to provide incentives in order to encourage responses. While administrative data is the preferred source of data for the outcome reporting measures, FNS recognizes that State agencies may need to contact participants directly to obtain data in lieu of an administrative data match. If this is the case, State agencies may need to identify ways other than monetary incentives to encourage individuals to participate.

**Attachment 1 – Suggested Annual Report Template
SNAP E&T Annual Report – Fiscal Year 2017**

State Name: _____

Date Submitted: _____

National Reporting Measures

Reporting Measure	Data Source	Percentage /Value	Numerator /Denominator
Unsubsidized employment in 2 nd quarter after completion of participation in E&T			
Median Quarterly Wages in 2 nd quarter after completion of participation in E&T			N/A
Unsubsidized employment in 4 th quarter after completion of participation in E&T			
Completion of an educational, training, work experience, or an on-the-job training component			

National reporting measures disaggregated characteristics

Submit summary data that disaggregate the national reporting measures by the following characteristics:

Reporting Measure	Characteristic	Data Source	Value	Numerator /Denominator
Unsubsidized employment in 2 nd quarter after completion of participation in E&T	Voluntary Participant			
	Mandatory Participant			
	Received high school diploma or equivalency prior to participation in E&T			
	Received high school diploma or equivalency prior to participation in E&T – education level unknown			
	ABAWD			

Reporting Measure	Characteristic	Data Source	Value	<table border="1" style="width: 100%; height: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;"> Numerator <hr style="border: 0; border-top: 1px solid black;"/> Denominator </td> </tr> </table>	Numerator <hr style="border: 0; border-top: 1px solid black;"/> Denominator
Numerator <hr style="border: 0; border-top: 1px solid black;"/> Denominator					
Median Quarterly Wages in 2 nd quarter after completion of participation in E&T	Voluntary				
	Mandatory				
	Received high school diploma or equivalency prior to participation in E&T				
	Received high school diploma or equivalency prior to participation in E&T – education level unknown				
Unsubsidized employment in 4 th quarter after completion of participation in E&T	Voluntary				
	Mandatory				
	Received high school diploma or equivalency prior to participation in E&T				
	Received high school diploma or equivalency prior to participation in E&T – education level unknown				
Completion of an educational, training, work experience, or an on-the-job training component	Voluntary				
	Mandatory				
	Received high school diploma or equivalency prior to participation in E&T				
	Received high school diploma or				

Reporting Measure	Characteristic	Data Source	Value	<u>Numerator</u> <u>Denominator</u>
	equivalency prior to participation in E&T – education level unknown			
	ABAWD			

Participant characteristics

Total number and percentage for the following six characteristics of all E&T participants served in the reporting fiscal year:

Characteristic	Characteristic Detail	Percentage	Total Number
Voluntary vs. Mandatory	Voluntary Participants		
	Mandatory Participants		
Education	Received high school diploma or equivalency prior to participation in E&T		
	Unknown		
ABAWD	Has ABAWD status at the start of participation in E&T		
Speak English as a second language	English language learners		
	Unknown		
Gender	Male		
	Female		
	Unknown		
Age	Between 16-17		
	Between 18-35		
	Between 36-49		
	Between 50-59		
	60 or older		

ABAWD Pledge State Reporting

States that commit to offering all at-risk ABAWDs a slot in a qualifying activity and have received an additional allocation of funds must include the following information.

Reporting Requirement	Detail
The monthly average number of individuals in the State who meet the conditions of an at-risk ABAWD	
The monthly average number of individuals to whom the State offered a position in a qualifying E&T activity or workfare program	
The monthly average number of individuals who participated in such programs	
A description of the types of employment and training programs the State agency offered to at-risk ABAWDs and the availability of those programs throughout the State	

State Component Detail Measures

The State will include the reporting measures as indicated in their E&T State Plan for any measure that the State intends to serve more than 100 participants during the fiscal year.

Component	Measure	Value
Add additional rows as necessary		

Example

Component	Measure	Value
Vocational training	Number and percentage of participants who are in an education or training program intended to lead to a recognized credential.	150 participants. 10% of all E&T participants in FY 2017.

Attachment 2
SNAP E&T National Reporting Measures
Denominators and Numerators

Measure	Numerator	Denominator
Unsubsidized employment in 2 nd or 4 th quarter after completion of participation in E&T	Participants who have unsubsidized employment in the 2 nd or 4 th quarters after completion of participation in E&T	All participants who completed participation in E&T within reporting period.
Median earnings in 2 nd quarter after completion of participation in E&T	The quarterly earnings of the participants with unsubsidized employment in the 2 nd quarter after completion of participation in E&T. To determine the median, rank the total quarterly earnings from lowest to highest, the median is the amount in the middle of the ranking.	
Completion of an educational, training, work experience, or an on-the-job training component	Participants who completed an educational, training, work experience, or an on-the-job training component in reporting period.	All participants who began an educational, training, work experience, or an on-the-job training component in reporting period.
Participant characteristics: <ul style="list-style-type: none"> • Are voluntary vs. mandatory; • Have achieved a high school degree (or GED) prior to being provided with E&T services; • Are ABAWDs; • Speak English as a second language; • Are male vs. female; and • Are within each of the following age ranges: 16-17; 18-35; 36-49; 50-59; 60 or older. 	All participants during the reporting period for each characteristic.	Not applicable

Attachment 3
Quarterly Wage Record Availability for
SNAP Employment and Training Reporting Measures
Fiscal Year 2017 (October 1, 2016 – September 30, 2017)

National Measures	Data Time Period
Unsubsidized employment in 2 nd quarter after completion of participation in E&T	QWR data available for participants who completed 10/1/16 to 12/31/16
Median earnings in 2 nd quarter after completion of E&T participation	QWR data available for participants who completed 10/1/16 to 12/31/16
Unsubsidized employment in 4 th quarter after completion of participation in E&T	QWR data not available
Completion of training, educational, work experience or OJT component	10/1/16 to 9/30/17
Participant Characteristics	
Voluntary or Mandatory	10/1/16 to 9/30/17
Received high school diploma or equivalency prior to participation	10/1/16 to 9/30/17
ABAWD	10/1/16 to 9/30/17
Speak English as a second language	10/1/16 to 9/30/17
Male or Female	10/1/16 to 9/30/17
Age Grouping (16-17; 18-35; 36-49; 50-59; 60 or older)	10/1/16 to 9/30/17
National measures disaggregated characteristics	
Unsubsidized employment in 2 nd quarter after completion in E&T services:	Data available for participants who completed 10/1/16 to 12/31/16
- Voluntary or Mandatory	
- Received high school diploma or equivalency prior to participation in E&T	
- ABAWD	
Median earnings in 2 nd quarter after completion of E&T participation:	Data available for participants who completed 10/1/16 to 12/31/16
- Voluntary or Mandatory	
- Received high school diploma or equivalency prior to participation in E&T	
- ABAWD	
Unsubsidized employment in 4 th quarter after completion in E&T services:	Data not available
- Voluntary or Mandatory	
- Received high school diploma or equivalency prior to participation in E&T	
- ABAWD	

National measures disaggregated characteristics (continued)	
Completion of training, education, work experience or OJT component	10/1/16 to 9/30/17
- Voluntary or Mandatory	
- Received high school diploma or equivalency prior to participation in E&T	
- ABAWD	
ABAWD Pledge State Measures	
The monthly average number of individuals in the State who meet the conditions of an at-risk ABAWD	10/1/16 to 9/30/17
The monthly average number of individuals to whom the State offered a position in a qualifying E&T activity or workfare program	10/1/16 to 9/30/17
The monthly average number of individuals who participated in such programs	10/1/16 to 9/30/17
A description of the types of employment and training programs the State agency offered to at-risk ABAWDs and the availability of those programs throughout the State	10/1/16 to 9/30/17
State Component Measures	
Will vary by State	

**Quarterly Wage Record Availability for
SNAP Employment and Training Reporting Measures
Fiscal Year 2018 (October 1, 2017 – September 30, 2018)**

National Measures	Data Time Period
Unsubsidized employment in 2 nd quarter after completion of participation in E&T	QWR data available for participants who completed 10/1/16 to 9/30/17
Median earnings in 2 nd quarter after completion of E&T participation	QWR data available for participants who completed 10/1/16 to 9/30/17
Unsubsidized employment in 4 th quarter after completion of participation in E&T	QWR data available for participants who completed 10/1/16 to 6/30/17
Completion of training, educational, work experience or on-the-job training component	10/1/17 to 9/30/18
Participant Characteristics	
Voluntary or Mandatory	10/1/17 to 9/30/18
Received high school diploma or equivalency prior to participation	10/1/17 to 9/30/18
ABAWD	10/1/17 to 9/30/18
Speak English as a second language	10/1/17 to 9/30/18
Male or Female	10/1/17 to 9/30/18
Age Grouping (16-17; 18-35; 36-49; 50-59; 60 or older)	10/1/17 to 9/30/18
National measures disaggregated characteristics	
Unsubsidized employment in 2 nd quarter after completion in E&T services:	10/1/16 to 9/30/17
- Voluntary or Mandatory	
- Received high school diploma or equivalency prior to participation in E&T	
- ABAWD	
Median earnings in 2 nd quarter after completion of E&T participation:	10/1/16 to 9/30/17
- Voluntary or Mandatory	
- Received high school diploma or equivalency prior to participation in E&T	
- ABAWD	
Unsubsidized employment in 4 th quarter after completion in E&T services:	10/1/16 to 6/30/17
- Voluntary or Mandatory	
- Received high school diploma or equivalency prior to participation in E&T	
- ABAWD	

National measures disaggregated characteristics (continued)	
Completion of training, education, work experience or on-the-job training component	10/1/17 to 9/30/18
- Voluntary or Mandatory	
- Received high school diploma or equivalency prior to participation in E&T	
- ABAWD	
ABAWD Pledge State Measures	
The monthly average number of individuals in the State who meet the conditions of an at-risk ABAWD	10/1/17 to 9/30/18
The monthly average number of individuals to whom the State offered a position in a qualifying E&T activity or workfare program	10/1/17 to 9/30/18
The monthly average number of individuals who participated in such programs	10/1/17 to 9/30/18
A description of the types of employment and training programs the State agency offered to at-risk ABAWDs and the availability of those programs throughout the State	10/1/17 to 9/30/18
State Component Measures	
Will vary by State	