

**WIOA Regional and Local Area Designation and Redesignation
Steering Committee Meeting**

January 23, 2015

Agenda

- ✓ **Welcome**

- ✓ **Purpose of Today's Meeting**

- ✓ **Discuss Data**
 - Economic Regions

 - Local Labor Market Areas

 - Commuting Patterns

 - Other Data Elements

- ✓ **Review Proposed Options**
 - Local Areas

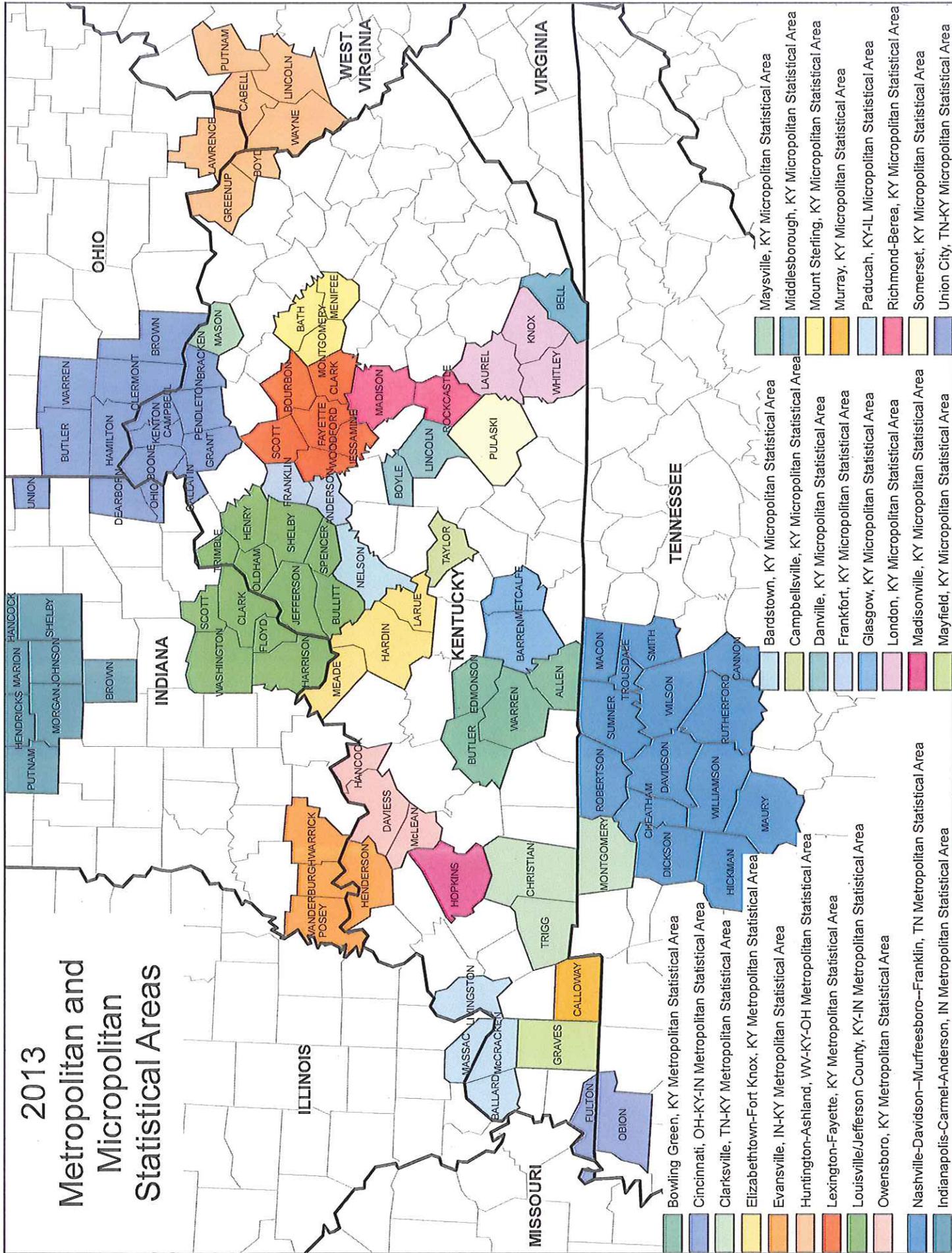
 - Regions

- ✓ **Public Comment Process**

- ✓ **Action Steps Needed**

- ✓ **Next Meeting**

2013 Metropolitan and Micropolitan Statistical Areas



- Bowling Green, KY Metropolitan Statistical Area
- Cincinnati, OH-KY-IN Metropolitan Statistical Area
- Clarksville, TN-KY Metropolitan Statistical Area
- Elizabethtown-Fort Knox, KY Metropolitan Statistical Area
- Evansville, IN-KY Metropolitan Statistical Area
- Huntington-Ashland, WV-KY-OH Metropolitan Statistical Area
- Lexington-Fayette, KY Metropolitan Statistical Area
- Louisville/Jefferson County, KY-IN Metropolitan Statistical Area
- Owensboro, KY Metropolitan Statistical Area
- Nashville-Davidson-Murfreesboro-Franklin, TN Metropolitan Statistical Area
- Indianapolis-Carmel-Anderson, IN Metropolitan Statistical Area
- Bardstown, KY Micropolitan Statistical Area
- Campbellsville, KY Micropolitan Statistical Area
- Danville, KY Micropolitan Statistical Area
- Frankfort, KY Micropolitan Statistical Area
- Glasgow, KY Micropolitan Statistical Area
- London, KY Micropolitan Statistical Area
- Madisonville, KY Micropolitan Statistical Area
- Mayfield, KY Micropolitan Statistical Area
- Maysville, KY Micropolitan Statistical Area
- Middlesborough, KY Micropolitan Statistical Area
- Mount Sterling, KY Micropolitan Statistical Area
- Murray, KY Micropolitan Statistical Area
- Paducah, KY-IL Micropolitan Statistical Area
- Richmond-Berea, KY Micropolitan Statistical Area
- Somerset, KY Micropolitan Statistical Area
- Union City, TN-KY Micropolitan Statistical Area

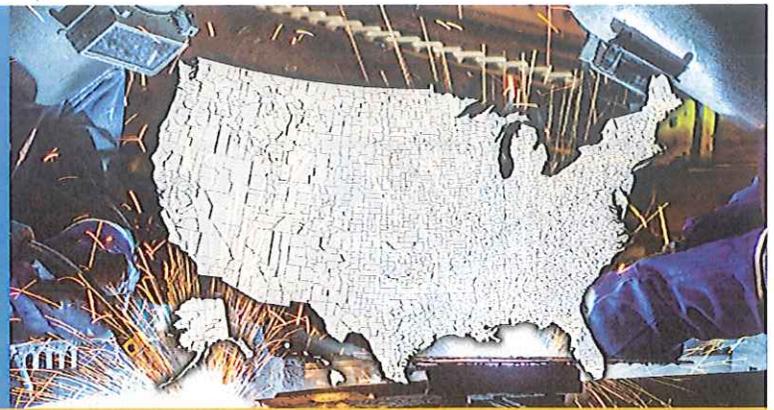
NACO County Data Analysis

<http://www.naco.org/research/Documents/County Economic Tracker2014-FINAL.pdf>

<http://www.naco.org/research/Pages/county-tracker-2014.aspx>

COUNTY ECONOMIC TRACKER 2014

Progress through Adversity



Nicholas Lyell and Emilia Istrate

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KEY FINDINGS

County economic trends are an essential measure of the well-being of county residents. The conditions of a county economy can constrain and challenge county governments, residents and businesses, while also providing opportunities. This analysis of county economic conditions identifies patterns of growth and recovery in 2014 across the 3,069 county economies by examining annual changes in jobs, unemployment rates, economic output (GDP) and median home prices. In addition, it explores 2013 wage dynamics, by adjusting average annual wage in county economies for the local cost-of-living and inflation. The overall analysis reveals that:

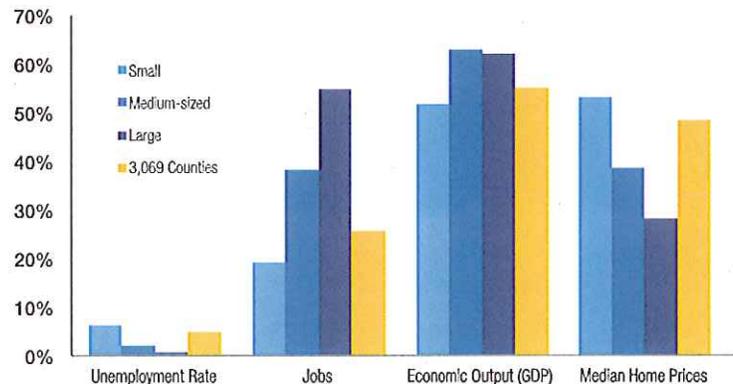
95%
OF COUNTY
ECONOMIES

HAVE NOT RECOVERED ON
UNEMPLOYMENT RATES
BY 2014

1

2014 was a year of recovery, but unemployment has yet to return to pre-recession lows in most county economies. Economic output (GDP) surpassed the peak recorded before the latest downturn in an additional 88 county economies relative to 2013. Housing prices recovered in just under half of county economies. Employment levels recovered in an additional 130 county economies in 2014. At the same time, nearly three quarters of county economies are still below their pre-recession employment levels and unemployment is not back to pre-recession rates in 95 percent of the 3,069 county economies. Nearly 80 percent of county economies in the Northeast and Midwest still have a jobs gap.

UNEMPLOYMENT HAS NOT RECOVERED IN 95 PERCENT OF COUNTY ECONOMIES TO PRE-RECESSION LEVELS



Percent of county economies recovered by indicator and population size

Notes: This report examines only the economies of counties with county governments. Large county economies are in counties with more than 500,000 residents. Medium-sized county economies are in counties that have between 50,000 and 500,000 residents. Small county economies are in counties with less than 50,000 residents.

Source: NACo Analysis of Moody's Analytics 2014 Data

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MAPS, INDIVIDUALIZED COUNTY PDF
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COUNTY ECONOMIC TRACKER 2014

Progress through Adversity

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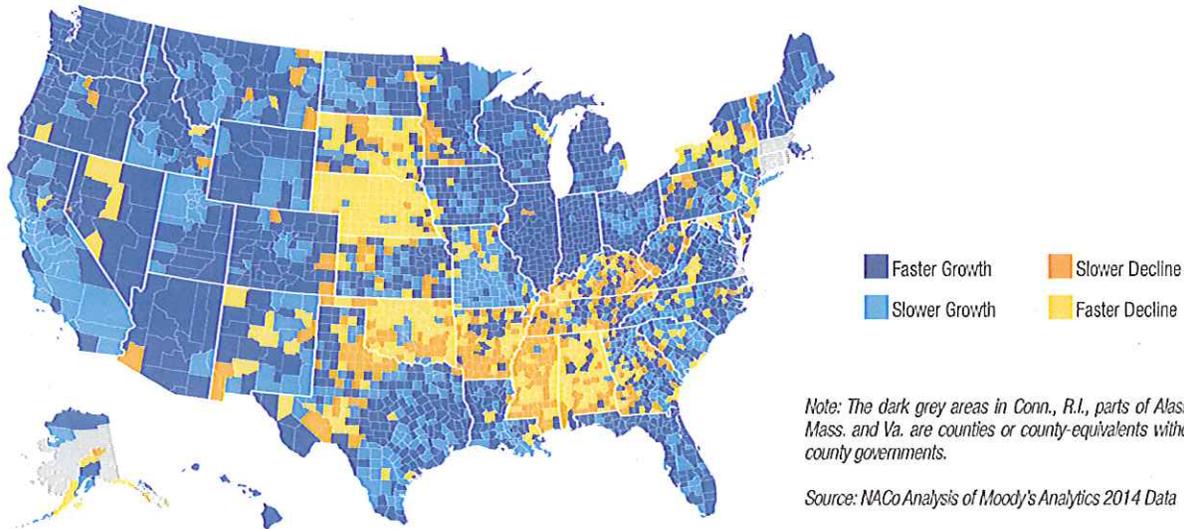
Job growth accelerated in 2014, while economic output expansion and county housing markets stabilized across the country. Almost half of county economies saw growth across all four indicators included in the 2014 analysis, an 11 percent increase over the previous year. Western county economies have seen the most improvement, with more than a half recording growth across the board. Sixty-three (63) percent of county economies witnessed faster job growth than in 2013, with 130 additional county economies closing their jobs gap in 2014. This trend was most pronounced in medium-sized county economies — in counties with populations between 50,000 and 500,000 in 2013 — with 65 percent of them recording faster jobs gains than in 2013. This job growth helped unemployment decline in almost all county economies during the last year. Economic output (GDP) expanded in more than half of county economies, though at lower rates in most of them. In 81 percent of county economies, the

63%
OF COUNTY
ECONOMIES
WITNESSED FASTER JOB
GROWTH THAN IN 2013

housing prices continued to rise in 2014, but at a much slower rate than in the previous year.

JOB GROWTH IMPROVED IN ALMOST TWO-THIRDS OF COUNTY ECONOMIES

Job growth rates in 2014 compared to 2013



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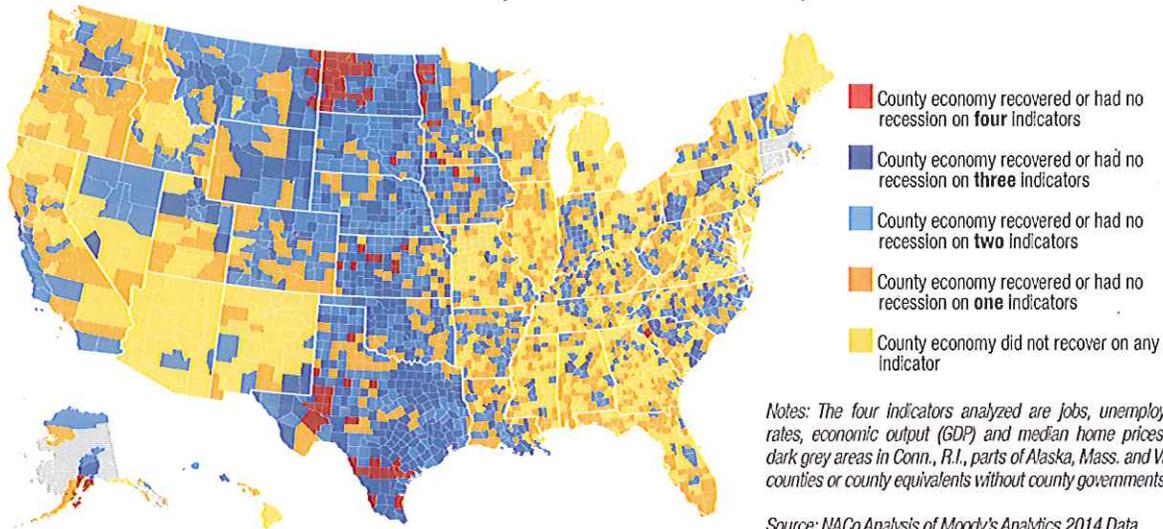
Economic recovery is starting to spread, although only 65 county economies have fully recovered to pre-recession levels. Seventy-two (72) percent of county economies recovered in at least one of the four indicators included in the 2014 analysis. For the first time, one large county economy (Kent County, Mich.) out of the 124 large county economies — in counties with more than 500,000 people — reached its pre-recession unemployment rate. However, none of the large county economies recovered on all four indicators examined in the 2014 analysis. Sixty-five (65) county economies recovered on all four indicators by 2014. The majority of the fully recovered county economies are small, in counties with less than 50,000 people. Most of them have booming energy and agriculture sectors (in states such as Alaska, Kansas, Montana, North Dakota or Texas).

65
COUNTY
ECONOMIES
FULLY RECOVERED ON ALL
INDICATORS BY 2014



65 COUNTY ECONOMIES RECOVERED ON ALL FOUR INDICATORS BY 2014

Number of indicators county economies have recovered in by 2014

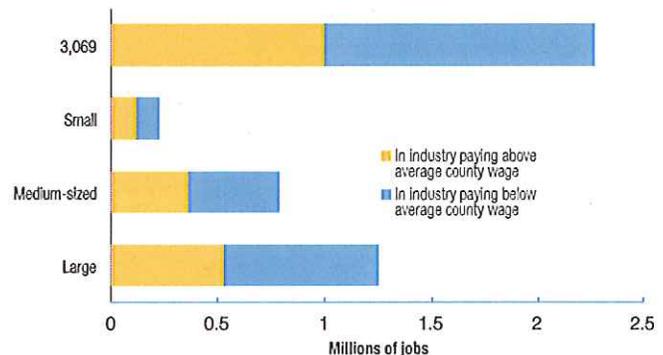


Source: NACo Analysis of Moody's Analytics 2014 Data

40%
OF NEW JOBS
ARE IN INDUSTRIES PAYING
ABOVE THE AVERAGE
COUNTY WAGE

40 PERCENT OF NEW JOBS ARE IN INDUSTRIES EARNING ABOVE AVERAGE COUNTY WAGE

Total jobs created in 2014, by county population size and annual average county wage



Notes: This report examines only the economies of counties with county governments. Large county economies are in counties with more than 500,000 residents. Medium-sized county economies are in counties that have between 50,000 and 500,000 residents. Small county economies are in counties with less than 50,000 residents. This analysis considers job wages based on the industry wage in the county where the job resides relative to the average county wage. For this analysis, industry-level employment data is not entirely consistent with the employment totals reported in other parts of the analysis.

Source: NACo Analysis of Moody's Analytics 2014 Data; U.S. Bureau of Labor Statistics

4 2014 recorded higher net job creation than the previous year, with 40 percent of the new jobs in industries earning more than the average county wage. In 2014, the 3,069 county economies generated 2.0 million net new jobs, one and a half times as many as in 2013. The bulk of these new jobs were located in county economies in the Southern and Western part of the country. Small county economies created almost 150,000 of the net jobs in 2014, a turnaround from near-stagnant net jobs creation in 2013. Large county economies continued to generate a disproportionate share of the new jobs in 2014, 57 percent relative to their 49 percent share of total county employment. Only 38 percent of the net jobs created in the 124 large county economies were in industries paying above the 2013 average wage in their residing county. In the small county economies — with less than 50,000 people — 45 percent of the jobs created were in industries paying above the county average, most often in industries such as oil, gas and mining, manufacturing and construction.

COUNTY ECONOMIC TRACKER 2014

Progress through Adversity

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Average annual wage in half of county economies declined between 2012 and 2013. In nearly a third of county economies the low cost of living increases the purchasing power of the average county wage in the county by more than 10 percent. The bulk of county economies with these savings due to the low cost of living are small county economies in the Midwest and South. Gains in average county wage between 2012 and 2013 varied across county economies. Between 2012 and 2013, in states such as Pennsylvania, New Mexico and Maryland, only a third of county economies saw growth in their cost-of-living and inflation adjusted wages. Average county wage grew in 37 percent of large county economies — in counties with more than 500,000 people — especially in the Northeast. Small

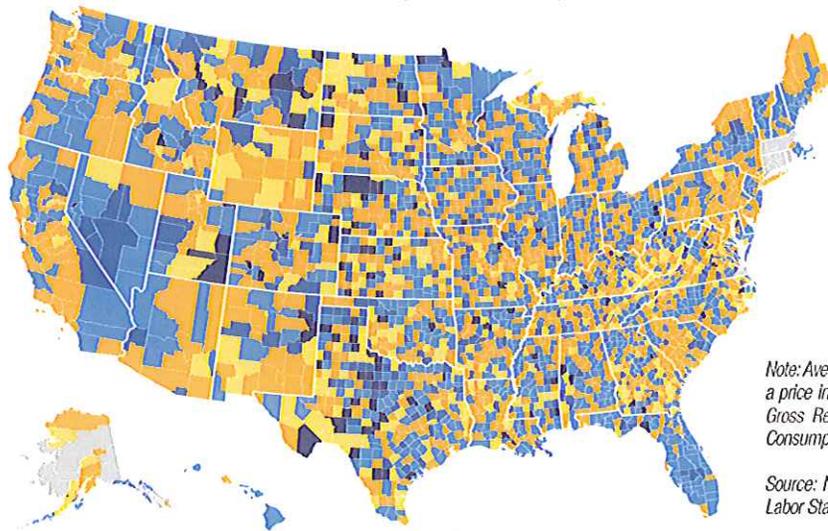
50%
OF COUNTY
ECONOMIES

HAD DECLINING ADJUSTED
WAGES IN 2013

county economies, in counties with less than 50,000 people, fared better than the rest, with average county wage growing in 53 percent of them between 2012 and 2013.

ADJUSTED WAGES DECLINED IN HALF OF COUNTY ECONOMIES IN 2013

Cost-of-living and inflation adjusted average county wage growth rate, 2012-2013



2013 Cost of Living
and Inflation Adjusted
Average County Wage
Growth Rate

- Less than -5%
- 5% - 0%
- .01% - 5%
- 5% - 10%
- Greater than 10%

Note: Average County Annual wage was adjusted for the cost of living with a price index based on the U.S. Census Bureau 2012 and 2013 Median Gross Rent. For inflation adjustment, this analysis used U.S. Personal Consumption Expenditures Price Index.

Source: NACo Analysis of Moody's Analytics 2014 Data; U.S. Bureau of Labor Statistics; U.S. Bureau of Economic Analysis; U.S. Census Bureau

The **County Economic Tracker** is a reminder that county economies are where Americans feel the national economy. Economic data reveals that all county economies faced challenges through the latest downturn, but growth accelerated across county economies in 2014. Most county economies still have not recovered in terms of unemployment, many already had 2013 declines in county wages and others are still below their pre-recession peaks when it comes to jobs, economic output (GDP)

or housing markets. The analysis also shows that economic growth is spreading, with jobs and unemployment rates improving across nearly all county economies. This progress through adversity indicates the success of county economic development efforts, but also the continued need for a strong local-state-federal partnership in securing a strong economy.

FOR MORE INFORMATION, CONTACT

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Educational Attainment - Percent of Kentucky Residents Age 25+ Completed High School

2000 vs. 2008-2012

Area	Total Population 25+		Number		Percent of Total		Change	Rank
	2000	2008-2012	2000	2008-2012	2000	2008-2012	2000-2008-2012	
Kentucky	2,646,397	2,902,296	1,961,397	2,392,100	74.1%	82.4%	8.3%	
Barren River	164,067	185,089	115,393	147,133	70.3%	79.5%	9.2%	3
Allen	11,643	13,429	7,510	10,005	64.5%	74.5%	10.0%	55
Barren	25,751	28,802	17,886	22,685	69.5%	78.8%	9.3%	64
Butler	8,489	8,739	5,152	6,480	60.7%	74.2%	13.5%	19
Edmonson	7,865	8,232	4,851	6,348	61.7%	77.1%	15.4%	7
Hart	11,474	12,251	6,675	8,635	58.2%	70.5%	12.3%	29
Logan	17,471	18,222	11,973	13,773	68.5%	75.6%	7.1%	88
Metcalfe	6,729	6,928	3,901	4,758	58.0%	68.7%	10.7%	49
Monroe	7,896	7,565	4,564	5,461	57.8%	72.2%	14.4%	13
Simpson	10,680	11,615	7,862	9,658	73.6%	83.2%	9.6%	62
Warren	56,069	69,306	45,019	59,330	80.3%	85.6%	5.3%	116
Bluegrass	443,096	506,772	350,062	432,166	79.0%	85.3%	6.3%	9
Anderson	12,600	14,469	10,134	12,640	80.4%	87.4%	7.0%	91
Bourbon	13,015	13,686	9,816	11,372	75.4%	83.1%	7.7%	82
Boyle	18,491	19,188	14,173	16,280	76.6%	84.8%	8.2%	75
Clark	22,187	24,650	16,651	19,803	75.0%	80.3%	5.3%	116
Estill	10,189	10,297	5,961	7,383	58.5%	71.7%	13.2%	22
Fayette	167,235	191,699	143,483	169,969	85.8%	88.7%	2.9%	120
Franklin	32,388	33,701	25,514	29,095	78.8%	86.3%	7.5%	84
Garrard	9,951	11,785	6,903	9,489	69.4%	80.5%	11.1%	42
Harrison	12,009	12,958	8,905	10,461	74.2%	80.7%	6.5%	98
Jessamine	24,182	31,042	19,123	26,376	79.1%	85.0%	5.9%	108
Lincoln	15,440	16,621	9,977	12,645	64.6%	76.1%	11.5%	37
Madison	42,125	51,198	31,697	43,270	75.2%	84.5%	9.3%	64
Mercer	14,158	14,753	10,729	12,297	75.8%	83.4%	7.6%	83
Nicholas	4,636	4,907	2,915	3,759	62.9%	76.6%	13.7%	16
Powell	8,485	8,426	4,764	5,995	56.1%	71.1%	15.0%	10
Scott	20,459	30,259	16,473	26,142	80.5%	86.4%	5.9%	108
Woodford	15,546	17,133	12,844	15,190	82.6%	88.7%	6.1%	105
Cumberlands	198,431	216,769	122,161	159,559	61.6%	73.6%	12.0%	1
Adair	11,270	12,372	6,768	8,950	60.1%	72.3%	12.2%	32
Casey	10,423	10,916	5,988	7,195	57.4%	65.9%	8.5%	70
Clinton	6,594	6,987	3,528	4,533	53.5%	64.9%	11.4%	39
Cumberland	4,972	4,787	2,783	3,342	56.0%	69.8%	13.8%	15
Green	7,983	7,947	4,904	6,020	61.4%	75.8%	14.4%	98
Laurel	34,431	39,784	21,986	29,963	63.9%	75.30%	11.4%	39
McCreary	10,668	12,408	5,615	8,499	52.6%	68.5%	15.9%	4
Pulaski	38,430	43,888	25,205	34,443	65.6%	78.5%	12.9%	23
Rockcastle	11,109	11,762	6,408	8,605	57.7%	73.20%	15.5%	6
Russell	11,437	12,273	7,070	8,857	61.8%	72.2%	10.4%	51
Taylor	15,253	16,085	10,378	12,239	68.0%	76.1%	8.1%	77
Wayne	13,153	14,453	7,597	10,102	57.8%	69.9%	12.1%	33

Educational Attainment - Percent of Kentucky Residents Age 25+ Completed High School 2000 vs. 2008-2012

Area	Total Population 25+		Number		Percent of Total		Change	Rank
	2000	2008-2012	2000	2008-2012	2000	2008-2012	2000-2008-2012	
Whitley	22,708	23,107	13,931	16,811	61.3%	72.80%	11.5%	37
EKCEP	319,041	320,335	184,504	221,141	57.8%	69.0%	11.2%	2
Bell	20,042	19,753	11,353	13,237	56.6%	67.00%	10.4%	51
Breathitt	10,393	9,538	5,979	6,159	57.5%	64.6%	7.1%	88
Carter	17,394	18,538	11,196	13,859	64.4%	74.80%	10.4%	51
Clay	16,083	14,994	7,952	9,310	49.4%	62.10%	12.7%	26
Elliott	4,422	5,401	2,324	3,809	52.6%	70.50%	17.9%	1
Floyd	28,370	27,304	17,397	19,402	61.3%	71.1%	9.8%	59
Harlan	22,041	20,019	12,941	14,130	58.7%	70.60%	11.9%	35
Jackson	8,611	9,260	4,556	6,054	52.9%	65.40%	12.5%	27
Johnson	15,735	16,200	10,033	11,698	63.8%	72.2%	8.4%	72
Knott	11,427	11,239	6,708	7,716	58.7%	68.7%	10.0%	55
Knox	20,401	21,112	11,035	14,117	54.1%	66.90%	12.8%	25
Lawrence	10,256	10,828	5,966	7,752	58.2%	71.60%	13.4%	20
Lee	5,381	5,652	2,741	3,842	50.9%	68.0%	17.1%	2
Leslie	8,214	7,872	4,310	4,516	52.5%	57.4%	4.9%	119
Letcher	16,930	17,061	9,901	12,541	58.5%	73.5%	15.0%	10
Magoffin	8,410	8,981	4,212	5,878	50.1%	65.4%	15.3%	8
Martin	7,835	8,955	4,234	6,188	54.0%	69.1%	15.1%	9
Menifee	4,213	4,374	2,425	3,059	57.6%	69.9%	12.3%	29
Morgan	9,321	9,817	5,253	6,803	56.4%	69.3%	12.9%	23
Owsley	3,242	3,417	1,596	2,012	49.2%	58.9%	9.7%	61
Perry	19,596	19,752	11,434	13,482	58.3%	68.3%	10.0%	55
Pike	46,153	45,351	28,506	32,483	61.8%	71.6%	9.8%	59
Wolfe	4,571	4,917	2,452	3,094	53.6%	62.9%	9.3%	64
Green River	136,054	143,414	104,850	120,902	77.1%	84.3%	7.2%	7
Daviess	59,745	64,744	48,229	56,837	80.7%	87.8%	7.1%	88
Hancock	5,427	5,752	4,189	4,953	77.2%	86.1%	8.9%	68
Henderson	29,960	31,596	23,449	26,654	78.3%	84.4%	6.1%	105
McLean	6,737	6,557	4,772	5,186	70.8%	79.1%	8.3%	73
Ohio	15,237	16,165	10,203	12,443	67.0%	77.0%	10.0%	55
Union	9,524	9,288	7,324	7,648	76.9%	82.3%	5.4%	114
Webster	9,424	9,312	6,684	7,181	70.9%	77.1%	6.2%	103
Kentuckiana Works	579,097	648,407	470,567	568,210	81.3%	87.6%	6.3%	9
Bullitt	39,307	49,779	29,889	41,855	76.0%	84.1%	8.1%	77
Henry	10,032	10,490	7,362	8,410	73.4%	80.2%	6.8%	94
Jefferson	464,284	502,301	380,016	442,400	81.8%	88.1%	6.3%	102
Oldham	30,366	39,808	26,263	36,525	86.5%	91.8%	5.3%	116
Shelby	22,096	28,443	17,480	24,024	79.1%	84.5%	5.4%	114
Spencer	7,672	11,551	5,783	9,976	75.4%	86.4%	11.0%	44
Trimble	5,340	6,035	3,774	5,020	70.7%	83.2%	12.5%	27
Lincoln Trail	154,648	176,778	117,647	147,987	76.1%	83.7%	7.6%	
Breckinridge	12,501	13,729	8,616	10,579	68.9%	77.1%	8.2%	75
Grayson	15,940	17,431	10,010	12,835	62.8%	73.6%	10.8%	46

Educational Attainment - Percent of Kentucky Residents Age 25+ Completed High School 2000 vs. 2008-2012

Area	Total Population 25+		Number		Percent of Total		Change	Rank
	2000	2008-2012	2000	2008-2012	2000	2008-2012	2000-2008-2012	
Hardin	58,358	67,321	48,035	59,212	82.3%	88.0%	5.7%	111
Larue	9,017	9,675	6,405	7,592	71.0%	78.5%	7.5%	84
Marion	11,772	13,416	8,300	11,104	70.5%	82.8%	12.3%	29
Meade	16,131	18,579	12,574	15,946	77.9%	85.8%	7.9%	80
Nelson	23,785	28,821	18,789	24,476	79.0%	84.9%	5.9%	108
Washington	7,144	7,806	4,918	6,243	68.8%	80.0%	11.2%	41
Northern Kentucky	250,715	288,105	201,954	252,845	80.6%	87.8%	7.2%	7
Boone	54,166	76,832	46,094	70,413	85.1%	91.6%	6.5%	98
Campbell	57,184	59,501	46,228	52,195	80.8%	87.7%	6.9%	92
Carroll	6,690	7,147	4,557	5,308	68.1%	74.3%	6.2%	103
Gallatin	5,007	5,501	3,403	4,116	68.0%	74.8%	6.8%	94
Grant	13,861	15,701	10,038	13,065	72.4%	83.2%	10.8%	46
Kenton	97,727	106,148	80,267	93,517	82.1%	88.1%	6.0%	107
Owen	6,999	7,443	4,755	6,138	67.9%	82.5%	14.6%	12
Pendleton	9,081	9,832	6,612	8,093	72.8%	82.3%	9.5%	63
TENCO	131,767	138,575	94,403	110,722	71.6%	79.9%	8.3%	5
Bath	7,451	7,892	4,398	5,885	59.0%	74.6%	15.6%	5
Boyd	34,697	35,131	27,056	30,143	78.0%	85.80%	7.8%	81
Bracken	5,460	5,637	3,801	4,378	69.6%	77.7%	8.1%	77
Fleming	9,154	9,745	6,085	7,606	66.5%	78.1%	11.6%	36
Greenup	25,323	25,908	19,023	21,137	75.1%	81.60%	6.5%	98
Lewis	9,256	9,574	5,316	6,773	57.4%	70.7%	13.3%	21
Mason	11,372	11,821	8,341	9,455	73.3%	80.0%	6.7%	96
Montgomery	15,033	17,848	10,600	13,888	70.5%	77.8%	7.3%	86
Robertson	1,566	1,417	953	1,057	60.9%	74.6%	13.7%	16
Rowan	12,455	13,602	8,830	10,400	70.9%	76.5%	5.6%	112
West Kentucky	269,481	278,052	200,053	231,165	74.2%	83.1%	8.9%	4
Ballard	5,766	5,870	4,402	4,800	76.3%	81.80%	5.5%	113
Caldwell	9,265	9,071	6,772	7,622	73.1%	84.00%	10.9%	45
Calloway	21,032	22,450	16,386	19,354	77.9%	86.20%	8.3%	73
Carlisle	3,690	3,562	2,707	2,980	73.4%	83.70%	10.3%	54
Christian	40,344	42,375	31,159	35,773	77.2%	84.4%	7.2%	87
Crittenden	6,460	6,545	4,325	5,091	67.0%	77.80%	10.8%	46
Fulton	5,111	4,831	3,553	3,805	69.5%	78.80%	9.3%	64
Graves	24,932	25,197	18,297	20,240	73.4%	80.30%	6.9%	92
Hickman	3,734	3,497	2,602	2,736	69.7%	78.20%	8.5%	70
Hopkins	31,464	32,593	22,443	26,682	71.3%	81.90%	10.6%	50
Livingston	6,851	6,817	5,091	5,503	74.3%	80.70%	6.4%	101
Lyon	6,185	6,644	4,204	5,641	68.0%	84.90%	16.9%	3
Marshall	21,278	22,594	16,365	19,319	76.9%	85.50%	8.6%	69
McCracken	45,038	45,985	36,151	39,967	80.3%	86.90%	6.6%	97
Muhlenberg	21,676	21,930	14,253	17,081	65.8%	77.90%	12.1%	33
Todd	7,758	7,949	4,924	6,128	63.5%	77.10%	13.6%	18
Trigg	8,897	10,142	6,419	8,443	72.1%	83.20%	11.1%	42

Source: United States Census Bureau, American Community Survey, ACS 2008-2012

Prepared by: Workforce Intelligence Branch, Office of Employment and Training, Kentucky Education and Workforce Development Cabinet

2012 Annual Report

West KY

ADULT	PY12 Neg	Annual Report
EER	78.0%	84.1%
RETENTION	84.0%	90.6%
EARNINGS	\$14,000	\$15,762
DW		
EER	83.5%	85.5%
RETENTION	91.0%	91.1%
EARNINGS	\$14,500	\$15,549
YOUTH		
PLACEMENT	70.0%	78.0%
ATTAINMNT	70.0%	72.8%
LITERACY	61.9%	70.5%

TENCO

ADULT	PY12 Neg	Annual Report
EER	82.0%	96.4%
RETENTION	93.6%	94.0%
EARNINGS	\$18,000	\$18,405
DW		
EER	89.0%	87.7%
RETENTION	95.0%	96.5%
EARNINGS	\$17,500	\$16,267
YOUTH		
PLACEMENT	82.0%	79.4%
ATTAINMNT	70.0%	80.6%
LITERACY	86.0%	83.3%

Northern KY

ADULT	PY12 Neg	Annual Report
EER	82.0%	55.6%
RETENTION	90.7%	77.3%
EARNINGS	\$18,000	\$13,974
DW		
EER	92.0%	92.2%
RETENTION	92.0%	92.8%
EARNINGS	\$23,000	\$16,486
YOUTH		
PLACEMENT	65.0%	75.5%
ATTAINMNT	70.0%	68.0%
LITERACY	63.0%	71.4%

EKCEP

ADULT	PY12 Neg	Annual Report
EER	81.8%	88.8%
RETENTION	90.7%	82.9%
EARNINGS	\$15,500	\$12,174
DW		
EER	86.0%	86.5%
RETENTION	91.3%	89.4%
EARNINGS	\$16,838	\$14,747
YOUTH		
PLACEMENT	70.0%	79.1%
ATTAINMNT	70.0%	75.0%
LITERACY	61.9%	32.4%

Cumberlands

ADULT	PY12 Neg	Annual Report
EER	81.8%	66.7%
RETENTION	90.7%	85.7%
EARNINGS	\$12,000	\$13,306
DW		
EER	85.0%	70.3%
RETENTION	91.3%	89.5%
EARNINGS	\$14,000	\$11,971
YOUTH		
PLACEMENT	80.0%	89.2%
ATTAINMNT	84.0%	89.3%
LITERACY	80.0%	91.8%

Bluegrass

ADULT	PY12 Neg	Annual Report
EER	86.0%	90.9%
RETENTION	86.0%	79.3%
EARNINGS	\$13,600	\$11,744
DW		
EER	86.0%	90.0%
RETENTION	88.0%	90.6%
EARNINGS	\$15,000	\$14,899
YOUTH		
PLACEMENT	60.0%	72.3%
ATTAINMNT	70.0%	63.4%
LITERACY	65.0%	74.1%

Lincoln Trail

ADULT	PY12 Neg	Annual Report
EER	79.0%	92.3%
RETENTION	90.7%	93.2%
EARNINGS	\$16,000	\$15,499
DW		
EER	83.0%	84.2%
RETENTION	90.0%	89.9%
EARNINGS	\$15,500	\$14,860
YOUTH		
PLACEMENT	73.0%	69.8%
ATTAINMNT	60.0%	61.3%
LITERACY	55.0%	47.6%

Green River

ADULT	PY12 Neg	Annual Report
EER	85.0%	77.3%
RETENTION	92.0%	88.2%
EARNINGS	\$17,500	\$10,710
DW		
EER	88.0%	80.8%
RETENTION	91.3%	92.9%
EARNINGS	\$17,600	\$16,292
YOUTH		
PLACEMENT	67.0%	18.8%
ATTAINMNT	50.0%	50.0%
LITERACY	51.0%	37.5%

Barren River

ADULT	PY12 Neg	Annual Report
EER	75.0%	80.6%
RETENTION	88.0%	91.7%
EARNINGS	\$12,000	\$11,504
DW		
EER	79.0%	85.5%
RETENTION	91.3%	96.8%
EARNINGS	\$14,250	\$15,007
YOUTH		
PLACEMENT	60.0%	81.1%
ATTAINMNT	60.0%	84.8%
LITERACY	60.0%	80.0%

Greater Louisville

ADULT	PY12 Neg	Annual Report
EER	81.8%	83.3%
RETENTION	90.7%	84.8%
EARNINGS	\$17,000	\$13,312
DW		
EER	80.0%	88.3%
RETENTION	91.3%	91.0%
EARNINGS	\$16,000	\$15,645
YOUTH		
PLACEMENT	70.0%	69.4%
ATTAINMNT	58.0%	61.7%
LITERACY	58.0%	65.1%

Statewide

ADULT	PY12 Neg	Annual Report
EER	81.8%	85.8%
RETENTION	90.7%	84.6%
EARNINGS	\$15,500	\$13,113
DW		
EER	86.0%	85.0%
RETENTION	91.3%	91.4%
EARNINGS	\$16,838	\$15,127
YOUTH		
PLACEMENT	70.0%	73.0%
ATTAINMNT	70.0%	70.2%
LITERACY	61.9%	53.0%

Key

DW- Dislocated Worker
 EER- Entered Employment Rate, % employed in 1st qtr after exit.
 Retention- of those employed in 1st qtr after exit, % employed in 2nd and 3rd qtrs.
 Earnings- of those employed all three qtrs after exit, average reported earnings in 2nd and 3rd qtrs.
 Placement- % employed or in school in 1st qtr after exit.
 Attainment- Of those enrolled in education, % that rec'd diploma, GED, or certificate.
 Literacy- of those who are basic skills deficient, % increased two grade levels.

2013 Annual Report

West KY

ADULT	PY13 Neg	Annual Report
EER	78.0%	78.0%
RETENTION	84.0%	86.0%
EARNINGS	\$14,000	\$13,161
DW		
EER	83.5%	82.0%
RETENTION	91.0%	88.0%
EARNINGS	\$14,500	\$15,139
YOUTH		
PLACEMENT	70.0%	81.0%
ATTAINMNT	70.0%	74.0%
LITERACY	61.9%	59.0%

TENCO

ADULT	PY13 Neg	Annual Report
EER	82.0%	78.0%
RETENTION	93.6%	85.0%
EARNINGS	\$18,000	\$20,335
DW		
EER	89.0%	74.0%
RETENTION	95.0%	94.0%
EARNINGS	\$17,500	\$16,366
YOUTH		
PLACEMENT	76.0%	76.0%
ATTAINMNT	70.0%	71.0%
LITERACY	75.0%	90.0%

Northern KY

ADULT	PY13 Neg	Annual Report
EER	75.0%	60.0%
RETENTION	84.0%	75.0%
EARNINGS	\$18,000	\$17,132
DW		
EER	92.0%	87.0%
RETENTION	92.0%	95.0%
EARNINGS	\$23,000	\$22,852
YOUTH		
PLACEMENT	65.0%	66.0%
ATTAINMNT	70.0%	52.0%
LITERACY	63.0%	33.0%

EKCEP

ADULT	PY13 Neg	Annual Report
EER	81.8%	87.0%
RETENTION	87.0%	84.0%
EARNINGS	\$15,500	\$10,973
DW		
EER	86.0%	87.0%
RETENTION	91.3%	92.0%
EARNINGS	\$16,838	\$16,148
YOUTH		
PLACEMENT	70.0%	76.0%
ATTAINMNT	70.0%	66.0%
LITERACY	61.9%	14.0%

Cumberlandts

ADULT	PY13 Neg	Annual Report
EER	77.0%	84.0%
RETENTION	90.7%	83.0%
EARNINGS	\$12,000	\$12,130
DW		
EER	81.0%	80.0%
RETENTION	91.3%	92.0%
EARNINGS	\$13,000	\$12,999
YOUTH		
PLACEMENT	80.0%	80.0%
ATTAINMNT	84.0%	77.0%
LITERACY	80.0%	90.0%

Bluegrass

ADULT	PY13 Neg	Annual Report
EER	86.0%	83.0%
RETENTION	82.0%	82.0%
EARNINGS	\$13,000	\$13,642
DW		
EER	86.0%	86.0%
RETENTION	88.0%	86.0%
EARNINGS	\$15,000	\$16,472
YOUTH		
PLACEMENT	60.0%	61.0%
ATTAINMNT	70.0%	69.0%
LITERACY	65.0%	72.0%

Lincoln Trail

ADULT	PY13 Neg	Annual Report
EER	79.0%	79.0%
RETENTION	90.7%	89.0%
EARNINGS	\$16,000	\$15,276
DW		
EER	83.0%	81.0%
RETENTION	90.0%	94.0%
EARNINGS	\$15,500	\$14,651
YOUTH		
PLACEMENT	73.0%	59.0%
ATTAINMNT	60.0%	36.0%
LITERACY	55.0%	67.0%

Green River

ADULT	PY13 Neg	Annual Report
EER	85.0%	84.0%
RETENTION	92.0%	89.0%
EARNINGS	\$16,500	\$16,469
DW		
EER	88.0%	82.0%
RETENTION	91.3%	92.0%
EARNINGS	\$17,600	\$14,441
YOUTH		
PLACEMENT	67.0%	65.0%
ATTAINMNT	50.0%	52.0%
LITERACY	51.0%	63.0%

Barren River

ADULT	PY13 Neg	Annual Report
EER	75.0%	83.0%
RETENTION	88.0%	94.0%
EARNINGS	\$12,000	\$11,380
DW		
EER	79.0%	86.0%
RETENTION	91.3%	94.0%
EARNINGS	\$14,250	\$14,710
YOUTH		
PLACEMENT	60.0%	91.0%
ATTAINMNT	60.0%	87.0%
LITERACY	60.0%	86.0%

Greater Louisville

ADULT	PY13 Neg	Annual Report
EER	81.8%	89.0%
RETENTION	90.7%	89.0%
EARNINGS	\$17,000	\$12,813
DW		
EER	80.0%	87.0%
RETENTION	91.3%	93.0%
EARNINGS	\$16,000	\$16,083
YOUTH		
PLACEMENT	70.0%	72.0%
ATTAINMNT	58.0%	65.0%
LITERACY	58.0%	66.0%

Statewide

ADULT	PY13 Neg	Annual Report
EER	81.8%	85.4%
RETENTION	87.0%	84.7%
EARNINGS	\$15,500	\$12,456
DW		
EER	86.0%	8406.0%
RETENTION	91.3%	92.0%
EARNINGS	\$16,838	\$15,846
YOUTH		
PLACEMENT	70.0%	72.8%
ATTAINMNT	70.0%	67.0%
LITERACY	61.9%	50.2%

Key

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 Placement- % employed or in school in 1st qtr after exit.
 Attainment- Of those enrolled in education, % that rec'd diploma, GED, or certificate.
 Literacy- of those who are basic skills deficient, % increased two grade levels.

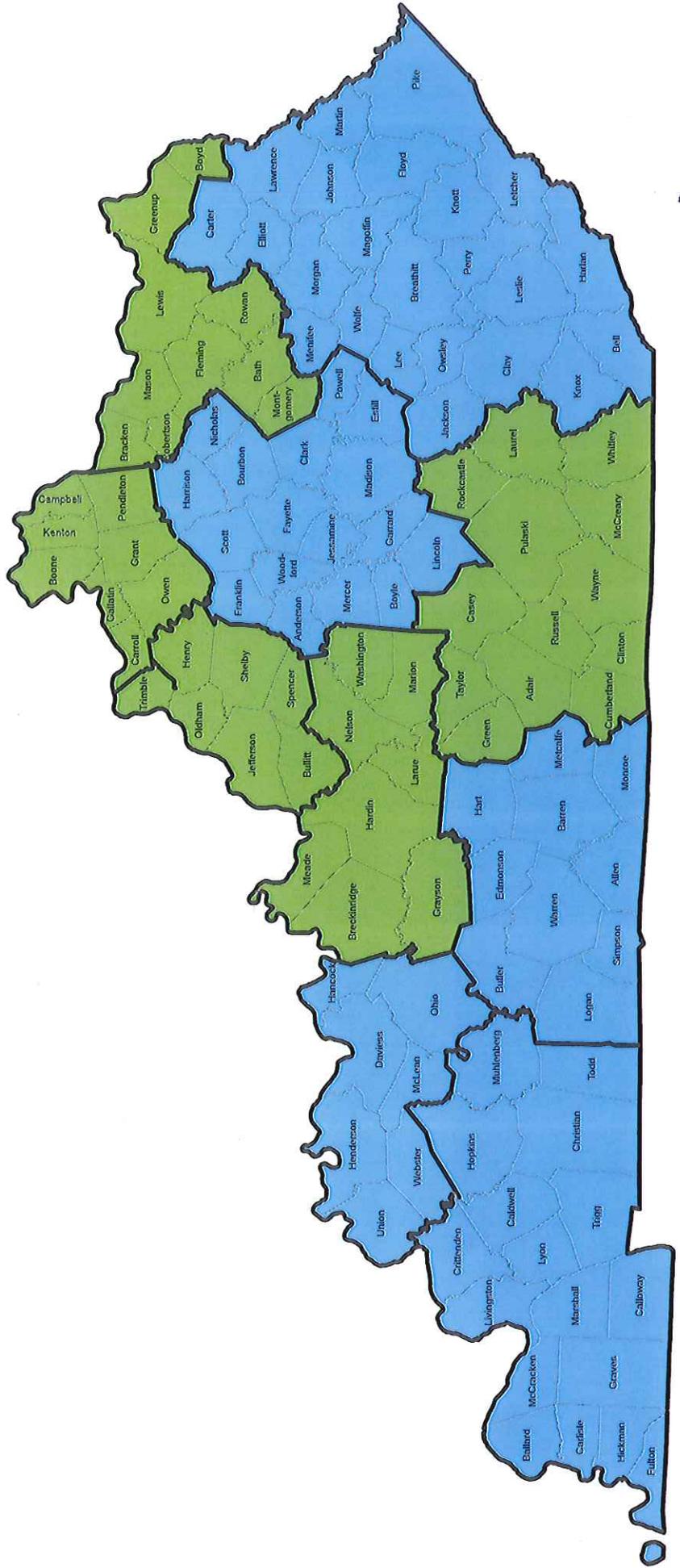
Commonwealth of Kentucky

Workforce Investment Areas

Not a High Impact WIB

High Impact WIB

Source: KWIB (<http://kwib.ky.gov/Local/WIADirectorsContacts020113.pdf>)



Kentucky High Impact Workforce Investment Boards Standards and Criteria

Standard Area I: Strategic Planning and Implementation

GOAL: WIBs are working strategically

Definition: A High Impact workforce investment board (HIW) has a strategic plan developed through an inclusive process that aligns with local and regional priorities and is flexible enough to be adjusted to changing needs and economic shifts.

Criterion 1: There is a strategic plan that is goal oriented and goes beyond the scope of Workforce Investment Act (WIA) funded activities.

- 1.1 The goals are clearly articulated and strategic.
- 1.2 There is an action plan related to and sufficient to meet the goals that go beyond WIA metrics.
- 1.3 There are clear, measurable and broadly agreed upon outcomes/metrics included in the plan.

Criterion 2: The strategic plan emerged from a broadly inclusive process, reflecting the participation of economic development, employer, human service, education, and other relevant stakeholders.

- 2.1 The strategic plan was shaped by data from a comprehensive regional labor market analysis.
- 2.2 The strategic plan was guided by public and private sector input (board members and non-board members) from critical sectors of the region.
- 2.3 It is evident that the board's strategic plan aligns with the plans of relevant stakeholder organizations in the region, as well as the goals of the Kentucky Workforce system.

Criterion 3: The strategic plan is a "living" document; it is part of a continuous improvement process.

- 3.1 The strategic plan describes timeframes and mechanisms for updating the plan.
- 3.2 The board periodically seeks input on their strategic plan from non-board member stakeholders.

ORIGINAL CRITERIA

- 3.3 The board tracks progress on their strategic plan, makes adjustments accordingly, and communicates progress to stakeholder and partners.
- 3.4 As a means of continuous improvement, the board updates its strategic plan based on stakeholder input, changing economic conditions, and developing opportunities and challenges.

Criterion 4: The board has adopted a sector strategy approach to its employer engagement.

- 4.1 Target sectors are identified using the most currently available regional labor market data.
- 4.2 The sector strategy approach is clearly reflected in goals and actions of the strategic plan and is in alignment with the 7 critical factors for sector partnerships¹
- 4.3 The skill needs of local employers are communicated to human service, education and training providers, and industry associations in the region.
- 4.4 Industry partnerships include key employers in the sectors who are driving the initiative forward.
- 4.5 The board gives clear direction to the one-stop operator regarding industry sectors to be targeted, including quantified expectations and targeted service and training resources for addressing sector needs.

¹World-class sector strategies for Kentucky include: 1. Sectors based on real-time data; 2. Sectors reflect regional consensus; 3. Employer talent needs identified; 4. Partner's plans and organizations support sectors; 5. Education and training aligned; 6. Business services aligned; 7. Continuous improvement and sustainability.

Standard Area II: Developing and Managing Resources

GOAL: WIBs effectively and efficiently attract and manage their resources.

Definition: A HIW maintains sound fiscal practices and aligns financial resources to the goals identified in its strategic plan.

Criterion 5: The board has reviewed and approved an annual budget with fiscal integrity that aligns with the goals established in its strategic plan.

- 5.1 There is a process in place for the board to be involved and provide clear direction for developing budget priorities in consultation with the Chief Elected Official.
- 5.2 The WIB discusses the budget within the context of the strategic plan and makes appropriate adjustments to both budget and strategy as necessary.
- 5.3 Understandable fiscal reports are provided to the WIB and Chief Local Elected Official on a timely and regular basis.

Criterion 6: Resources and assets are coordinated and leveraged from other workforce, economic development, human services and educational organizations/agencies².

- 6.1 The board has completed a community audit, asset map or similar plan to identify existing and emerging revenue resources and infrastructure in the region that go beyond WIA formula funds.
- 6.2 The board leverages partnerships with employers, educational institutions, and other relevant state and regional stakeholders to capitalize on funding opportunities.
- 6.3 All revenue development objectives, regardless of source, are aligned with the board's strategic plan.

² Please refer to the Definitions in Appendix B for examples.

Standard Area III: Managing the Work of the Board

GOAL: WIBs have a strong and engaged board that drives the strategy development and implementation for their local workforce system.

Definition: A HIW represents its community, measures its effectiveness in meeting stated goals, has a process for continuous review and improvement of its performance and the performance of the local workforce system, and shares information about its accomplishments.

Criterion 7: The board is diverse, connected to the community, and business driven.

- 7.1 The board membership is representative of area employers in target sectors and includes other community leaders.
- 7.2 New board members are oriented to assure they are aware of their roles, responsibilities, and strategic goals and activities of the board.
- 7.3 There are policies and/or procedures in place to encourage and ensure active participation of private sector board members, including by-laws that require: a quorum of business members to hold a meeting; all committee chairs be from the private sector; and a majority private sector executive committee.
- 7.4 Non-board members engaged in related strategic work are invited to attend and participate in board meetings.

Criterion 8: The board measures both the board's effectiveness and the effectiveness of the local workforce system in meeting their stated strategic goals.

- 8.1 The board tracks the progress of strategic board-led initiatives from inception through collection and analysis of outcome data to determine whether it is getting the appropriate return on its investments.
- 8.2 The one-stop operator communicates to the board their progress on meeting priority targets for service and training.
- 8.3 The board evaluates the effectiveness of one-stop leadership in carrying out the goals identified in the strategic plan.
- 8.4 The board takes action to mitigate system weaknesses or poor performance.
- 8.5 The board tracks and analyzes customer satisfaction (both jobseekers and employers), and other relevant system measures beyond WIA required measures.

Standard Workforce Investment Act-based and/or Administrative Criteria

- Staff has the WIB review shared full findings from Independent audits with the WIB, and that any fiscal findings are being addressed.
- Written policies exist for procurement, fiscal processes, cost allocation procedures, and travel reimbursement.
- The by-laws included attendance expectations and a process for removing members who do not attend meetings.
- Nominations for board members presented to the chief elected official include a rationale for member appointment based on sectors, geography, leadership skills, community influence, and connection to the strategic plan.
- Committee chairs make reports to the full board, not staff.
- There is a written process for how board meeting agendas are developed (as contained in the by-laws or other documents).
- Board members have been given opportunity to provide input for the agenda.
- There is evidence that the chair and/or executive committee approved the agenda before it was sent to all members.
- The by-laws or committee charges outline the authorities of the committee.
- The by-laws address that the WIB can take action between regular meetings (e.g., option for special meetings to be called, options for executive committee to act on behalf of the full board).
- The executive director job description reflects responsibility for carrying out the mission/strategic plan of the board.
- The executive director evaluation tools include assessment of how well the executive director carries out the strategic plan of the board.
- Information needed for meetings is distributed to board members at least one week prior.
- There is a formal process for how the WIB has input into the executive director's evaluation.
- The organizational chart clearly shows the executive director reporting to the board.

Kentucky Work Ready Communities

Overview

The Kentucky Workforce Investment Board in conjunction with the Education and Workforce Development Cabinet presents the **Certified Work Ready Communities** program. The board will certify counties as Work Ready or Work Ready In Progress based on the quality of their labor force and the community commitment to continuous improvement of the workforce.

The program builds on the concept of "certified employability" from the individual level—as indicated by a person's attainment of diplomas, degrees, certificates or other credentials—to the community level.

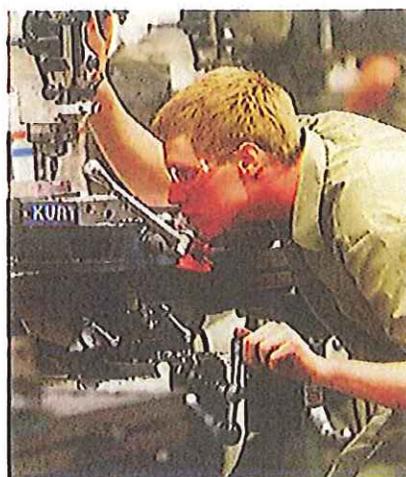
Benefits

Telling economic developers you have a skilled workforce is one thing, but earning **Certified Work Ready Community** or **Work Ready Community In Progress** status provides tangible evidence that your workers are skilled and the county is committed to keeping them skilled.

Work Ready Communities can:

- Attract new businesses and investment;
- Gain a competitive advantage over other communities;
- Help existing companies grow and add new jobs;
- Recruit creative, talented, and innovative people;
- Revitalize their economies and keep them growing.

Because certification requires collaboration and cooperation among key stakeholders (community college staff, secondary education, economic development professionals, elected and appointed officials, employers, chambers of commerce, school boards, community organizations, and others) communities can also reduce duplication of services and leverage resources to fill gaps and improve quality.



Process

Each community must gather local support and commitment to apply for the Work Ready Community designation. To earn the designation of a Certified Work Ready Community, counties will have to meet and maintain six criteria based on input from economic development and business and industry representatives. Counties with a realistic plan to meet all six criteria can apply for Work Ready Community In Progress status.

Once submitted, a review panel representing key organizations will review the application and make recommendations to the Kentucky Workforce Investment Board for certification.

More

Details about the program, including an application form can be downloaded at:

www.kwib.ky.gov

To arrange a community presentation about this program, send your request to:

workready@ky.gov

Kentucky Work Ready Communities

CRITERIA and THRESHOLDS

Graduation Rate

SOURCE:

Kentucky Department of Education. See RESOURCES tab on the Work ready Communities web site.

High school graduation rate calculated with the method used in reporting for the State of Kentucky.

WORK READY COMMUNITY: 86.1 percent with a plan to raise to 98% by 2022. Inclusion of private or parochial graduation rates not already included in the traditionally reported figure is allowed at the discretion of the county.

National Career Readiness Certificate (NCRC) Holders

SOURCE:

Kentucky NCRC Coordinator. See RESOURCES tab on the Work ready Communities web site.

The National Career Readiness Certificate is awarded based on the three WorkKeys® assessments -- Reading for Information, Applied Mathematics, Locating Information. It is accepted throughout the nation by employers as a measure of work readiness. Kentucky has an NCRC initiative underway.

WORK READY COMMUNITY: Must present a plan to reach 9 percent of the working age population (18-64) holding NCRCs within three years and 15 percent within five years. Plan should include promotional strategies, training availability, and encouraging employer recognition of the certificate.

Community Commitment

A measurement of commitment from community and government agencies to the process of becoming certified and remaining certified. This allows a community to demonstrate true collaboration and progress toward achieving strategic goals that bring together education, workforce, economic development and elected leadership.

WORK READY COMMUNITY: Application must show support (signatures/meeting participation) from the following stakeholders (at least one participant and signature per category):

1. Economic Development -- Suggested participants
 - a. Heads of local economic development groups
 - b. Other local economic development leadership
2. Elected Officials -- Suggested participants
 - a. County judge executive
 - b. Mayor(s)
 - c. Council members
3. Education -- Suggested participants
 - a. Superintendents
 - b. Community college presidents
 - c. Adult education representative
 - d. Area Technology Center directors
 - e. College or university leaders
4. Workforce Development -- Suggested participants
 - a. Local WIB representative
 - b. Area Development District director

Kentucky Work Ready Communities

CRITERIA and THRESHOLDS

5. Business and Industry – Suggested participants
 - a. President, chamber(s) of commerce
 - b. Business leaders

<p>Educational Attainment</p> <p>SOURCES: US Census: American Community Survey - 5-year estimates and Kentucky Adult Education. See RESOURCES tab on the Work ready Communities web site.</p>	<p>The percentage of working-age (25-64) adults in a community with at least a two-year degree.</p> <p>WORK READY COMMUNITY: Must be at 25 percent and present a plan to raise this to 32 percent within three years (KY average) and 39 percent within five years (national average).</p> <p>AND</p> <p>The percentage of working-age (18-64) adults in a community without a high school diploma or high school equivalency diploma (e.g., GED®)</p> <p>WORK READY COMMUNITY: Must present a plan to reduce the percentage of working age adults (18-64) in your county without a high school diploma or high school equivalency diploma (e.g., GED®) as based on the American Community Survey by 3% points in three years and 5% in five years. A map listing counties within the commonwealth and their population of adults without a high school diploma or high school equivalency diploma can be found on the Kentucky Adult Education website (http://www.kyae.ky.gov)</p>
<p>Soft Skills Measurement</p> <p>SOURCE: See RESOURCES tab on the Work ready Communities web site.</p>	<p>A Certified Work Ready Community must have a program or programs to address work ethic/soft skills development and credentialing for both the secondary school and post secondary adult populations.</p> <p>WORK READY COMMUNITY: Must provide evidence of the existence of a program or programs for both secondary and post secondary adults.</p> <p>The specific design of these programs will be up to local officials, but must meet the following minimum standards:</p> <ul style="list-style-type: none"> Ⓔ provide evidence of employer engagement in the program development process, including representation of the community's most prolific businesses and industries, Ⓔ provide evidence that employers recognize achievement of work ethic or soft skills credential in their hiring/advancement processes, Ⓔ programs must include measurable goals for annual improvement in the raw number and percentage of workforce credentialed, Ⓔ program plans must include a strategy to assure employers of the sustainability of the programs, and Ⓔ programs must address, at a minimum, the following topical areas: attendance/punctuality, communication, teamwork, leadership and critical thinking. <p>If requested, the state will provide examples of programs and credentials created by other communities as models, but it is expected that local areas will develop programs that are responsive to the specific needs and requirements of their target employers or industries.</p>

Kentucky Work Ready Communities

CRITERIA and THRESHOLDS

Availability of Internet as an Indicator of digital literacy

SOURCE:
See RESOURCES tab on the Work ready Communities web site.

The percentage of households in a community with broadband Internet available. Data must come from www.broadband.gov.

WORK READY COMMUNITY: An urban county must have 3Mbps speeds or greater available to 90 percent of housing units.

A rural county must have 3Mbps speeds or greater available to 90 percent of housing units with the exception of those they can show to be inaccessible (cost prohibitive) by technology other than wireless -- where there must be 1.5Mbps speeds available to 90 percent of housing units.

Supplemental Criteria

SOURCE:
See RESOURCES tab on the Work ready Communities web site.

Some important measures will be considered by the review panel as supplemental to the primary criteria in your application. It is possible that if your community falls just short in one area, but is very strong in one of the following measures, the panel may make take this into consideration.

OCCUPATIONAL CREDENTIAL ATTAINMENT: Explain in an optional narrative the prevalence of occupational credentials (industry recognized certificates). Sources for this may be employers, community colleges or other. This measure lacks a standard tracking method/standard goal so you should explain your methodology in determining and presenting this measure.

Kentucky Work Ready Communities

GRADUATION RATE SPECIAL

The high school graduation rate criteria for Kentucky's Work Ready Communities program is based on the state's goal for graduation rates in public schools as specified by administrative regulation.

A graduation rate for the applicant county must include a combined rate for all public school systems within the county, including all independent districts. The goal for school year 2012-13 is 86.1%.

NOTE: The criteria for Work Ready Communities is tied to the state goal for graduation, therefore future changes to this regulation will be reflected in the evaluation of this criteria.

Supplementing the Rate

Counties with private, parochial or other non-public high schools issuing recognized diplomas may add these graduation rates to their public school rates at their discretion.

If included, the non-public school raw data corresponding to the variables on the Department of Education-specified equation must be used to generate the total county rate. Counties supplementing their rate using this method should submit a spreadsheet demonstrating their calculations.