

Veterans' Employment-Related Assistance Program (VEAP) 2010/11

Award List and Project Summaries

On June 10, 2011, grants were awarded to 13 organizations under the VEAP 2010/11 Solicitation for Proposal. Project descriptions, award amount, and contact information are listed below. Award decisions are final.

| Applicant Name | County | Award Amount |
|--|-------------|--------------------|
| Able-Disabled Advocacy, Inc | San Diego | \$465,000 |
| Jewish Vocational Service, Los Angeles | Los Angeles | \$465,000 |
| North County Interfaith Council | San Diego | \$465,000 |
| Northern Valley Job Training Consortium | Santa Clara | \$465,000 |
| Riverside County Economic Development Agency | Riverside | \$465,000 |
| San Diego Workforce Partnership | San Diego | \$465,000 |
| San Mateo County | San Mateo | \$465,000 |
| Shoreline Workforce Development Services | Santa Cruz | \$465,000 |
| Solano County Workforce Investment Board | Solano | \$465,000 |
| Stanislaus County Alliance Worknet | Stanislaus | \$419,195 |
| Ventura County Workforce Investment Board | Ventura | \$451,481 |
| Verdugo Consortium | Los Angeles | \$465,000 |
| Vietnam Veterans of California | Sonoma | \$465,000 |
| Total | | \$5,985,676 |

Able-Disabled Advocacy, Inc.
4283 El Cajon Blvd., Suite 110
San Diego, CA 92105

Contact:

Elaine Cooluris
(619) 231-5990

Award: \$465,000

Industry of Focus:

Able-Disabled Advocacy's (A-DA) Veterans Employment-Related Assistance Program (VEAP) is targeting computer and software services, business services and green construction.

Targeted Participants:

The project will target eligible veterans and their spouses residing in San Diego County, with emphasis on the recently separated (75%) veterans.

Key Partner Highlights:

A-DA's outreach and support partners include the Naval Medical Center San Diego/Balboa Career Transition Center, San Diego State University on-campus Veteran Center, Marine Corps Air Station Miramar, Arbor Education and Training North and South County Career Centers, the San Diego Workforce Partnership and its One-Stop Career Center Network, Employment Development Department's Disabled Veterans Outreach Program and Local Veterans Employment Representatives, the local Department of Veterans Affairs, the Department of Rehabilitation, the San Diego Vet Centers and Amicus. Training partners include Alliant International University, the Association of Rehabilitation Programs in Computer Technology, Skillsoft, the National Center for Construction Education and Research and the Building Trades Council.

Project Description:

A-DA in partnership with VetWORKS will provide VEAP services and training activities including comprehensive assessment; career counseling; mentoring; work readiness; financial management; occupational skills training; paid internships following training; job development and placement assistance; career advancement services; computer skills upgrading; entrepreneurial and micro business training; and extensive follow-up and support services. Universal access includes assistive technology, mental health and substance abuse counseling, tutoring, a wide range of other personal and professional counseling and support, along with intensive client-centered case management. Innovative strategies include distance learning; financial assistance for career advancement; proficiency-based courses for credentialing and career growth; occupational training in five venues (classroom, learning lab, hands-on, workplace and home); face-to-face interaction with industry experts; ongoing academic advising and tutoring; basic skills improvement in all training related activities; and donated state-of-the-art computers for home study for basic skills and occupational advancement. A-DA's Green Employer Network which is comprised of over 60 employers will offer on-the-job training, paid and unpaid work experience, job development and placement assistance, guest speakers, employer site visits and mentoring.

Expected Outcomes:

One hundred veterans will be enrolled in training, with 85 participants expected to complete training and 70 entering into unsubsidized employment. The expected average annual earnings are \$38,480 which, according to the San Diego Workforce Partnership, is more than the sustainable living wage in San Diego County.

Jewish Vocational Service Los Angeles
6505 Wilshire Blvd., Suite 200
Los Angeles, CA 90048

Contact:

Claudia Finkel
(323) 761-8897

Award: \$465,000

Industry of Focus:

Jewish Vocational Service Los Angeles (JVSLA) Veterans First program will use a multiple growth sector strategy that will include green energy, health care, information technology, and transportation/protection services; all of which have been determined as major occupational groups projected to add a substantial number of employment opportunities to the region.

Targeted Participants:

JVSLA Veterans First program will focus on recently separated, unemployed/underemployed eligible veterans including those with service connected disabilities and significant barriers to employment. At least 66% of the clients will be recently separated veterans.

Key Partner Highlights:

Key partners include: Antelope Valley College & Airstreams Renewables & Antelope Valley Computer Learning Center & Clinical Training Institute (sector training and placement assistance); the Veterans Affairs (VA) Greater Los Angeles Healthcare System (veteran-focused supportive services & referrals); the Employment Development Department (JVSLA's collaborative partner in providing veterans employment services); licensed staff from the University of Southern California's Military Social Work & Veterans Services Program (for mental health counseling and program advisor).

Project Description:

The Veterans First program fills the gaps in services for many returning veterans by easing their transition to civilian life while preparing them for employment and positioning them for career advancement. The program takes a holistic approach to serving veterans by partnering with multiple entities to provide a program menu of career choices along with coaching in crucial civilian workplace and life soft skills. The Veterans First program will provide intensive case management, comprehensive career and skill assessments, individual employment plans, support services, relevant sector training, and connections to high wage employers. Staff is connected to a network of businesses committed to hiring veterans. A Military Social Worker will facilitate regular Battle Buddy groups addressing potential civilian employment issues in a forum that fosters relationships amongst veterans and builds coping skills through mentoring.

Expected Outcomes:

The Veterans First program will serve 135 veterans, of those, 30 will complete career technical training and 20 will complete postsecondary education programs. Approximately 125 participants will be placed in unsubsidized employment, with average annual earnings of \$30,000.

North County Interfaith Council
550 West Washington Avenue, Suite B
Escondido, CA 92025

Contact:

Janet Bolosan
(760)489-6380

Award: \$465,000

Industry of Focus:

Interfaith Community Services will provide training and job placement assistance in the following industries: green energy, health care, sustainable agriculture; and armed security and protection.

Targeted Participants:

The project will serve veterans who are service connected disabled, recently separated, campaign, those with significant barriers, and eligible spouses. An emphasis will be placed on the recently separated veterans who will make up 50% of the total enrollments.

Key Partner Highlights:

The main partnerships include: Mira Costa Community College, CalApprenticeship, the Public Safety Training Association, the Employment Development Department's North County Career Centers, Veterans Administration Grant & Per Diem Program, the Department of Labor's Homeless Veterans Reintegration Program, the Veterans Village of San Diego New Resolve Program, social work interns from the University of Southern California, and licensed staff who will provide testing and therapy for participants with post traumatic stress disorder and/or traumatic brain injury.

Project Description:

Interfaith Community Services will assist eligible veterans with finding and maintaining employment in the targeted industries that will lead to sustainable wages and career advancement. Interfaith's model will use intensive case management as a foundation to keep participants with multiple barriers engaged in the training process. The collaborative partners will contribute to the participant's success by supplying supportive services beyond the vocational training to ensure a stable environment such as housing, soft skills training, food, clothing, childcare and transportation.

Expected Outcomes:

Interfaith Community Services will serve 100 veterans who will be placed in education or training. Eighty percent of the total enrolled will complete the training and seventy percent will be placed in unsubsidized employment with hourly wages ranging from \$11 to \$50.

Northern Valley Job Training Consortium (NOVA)
505 West Olive Avenue, Suite 550
Sunnyvale, CA 94086

Contact:

Jeanette Langdell
(408) 730-7241

Award: \$465,000

Industry of Focus:

Northern Valley Job Training Consortium will focus on five industries: computer science; the medical field; law enforcement and security services; physical education; and building trades/green building trades.

Targeted Participants:

The primary target population will be recently separated Operation Enduring Freedom/Operation Iraqi Freedom veterans (50%) and non-theater veterans released from active duty within the past 48 months. The other 50% will be veterans of all eras with significant barriers to employment including homelessness and post traumatic stress disorder.

Key Partner Highlights:

Foothill College is providing evaluation, tuition, and equipment/instruction support. The Veterans Affairs Palo Alto Rehabilitation Program is assisting with behavioral health, case management and residential treatment.

Project Description:

The project will operate from July 1, 2011 to March 31, 2013 and will focus on assisting veterans who are unemployed and underemployed facing significant barriers to employment. The Next Step Center (NSC), a community-based veteran services agency, will provide and coordinate a comprehensive slate of supportive and employment training services geared to the mitigation of individual barriers to employment and the assessed career capabilities, which will lead to sustainable employment. The NSC has the capability to effectively and efficiently meet the workforce development needs of the targeted veterans including employing a doctor of psychology to oversee and coordinate the mental health needs of Veterans' Employment-Related Assistance Program participants.

Expected Outcomes:

The NSC will enroll 110 eligible veterans to receive education or training; with an expected 81% completing rate and 65% to be placed in unsubsidized employment. The anticipated average annual earnings for placed veterans will be over \$12,500.

Riverside County Economic Development Agency
1325 Spruce Street, Suite 110
Riverside, CA 92507

Contact:

Melissa Reid
(951) 955-9744

Award: \$465,000

Industry of Focus:

The Riverside County Veterans Employment-Related Assistance Program (RivCoVEAP) will focus on the healthcare and renewable energy sectors based on the Regional Industry Clusters of Opportunity Project and the Employment Development Department's (EDD) labor market projections for 2008-2018, in alignment with the Local Workforce Investment Board's targeted industries.

Targeted Participants:

Priority groups for the RivCoVEAP include recently separated veterans, service-connected disabled veterans, and campaign veterans.

Key Partner Highlights:

Key partners for this project include the EDD Workforce Services Branch; Riverside County Veteran's Services Office; California State University San Bernardino; California Nurses Education Institute; Inland Empire Small Business Development Centers; Hospital Association of Southern California Inland Area; Varengo Solar Plus; Economic Development Corporation of Southwest California; Inland Empire Economic Partnership; Employer Support of the Guard and Reserve, Region 2; Back on Track; Include Me, Inc.; Desert AIDS Project; Grid Alternatives; and Habitat for Humanity of the Coachella Valley.

Project Description:

The RivCoVEAP will deliver a sector employment strategy, using industry-specific training to prepare veterans for skilled occupations, and connect them with employers seeking to fill vacant positions. Through this program, veterans will have access to a workforce initiative that recognizes the skills they have gained from military service and supports their successful transition into high-wage, high-growth occupations by providing them with the skills needed to follow new career paths. Program participants will follow a single program path that aligns and leverages resources, provides sector-related training and support services.

Expected Outcomes:

The RivCoVEAP will serve 90 veterans, of which, 72 will be placed in education or training, and 65 will complete training. Thirty-one veterans will be placed in unsubsidized employment and of those, 25 will retain employment for a minimum of 6 months. The average annual earnings for placed veterans will be \$12,000.

San Diego Workforce Partnership
3910 University Avenue, Suite 400
San Diego, CA 92105

Contact:

Nathaniel Buggs
(619) 228-2911

Award: \$465,000

Industry of Focus:

The San Diego Workforce Partnership's (SDWP) project will focus on a sector strategy for employment by targeting three industries that are diverse enough to provide a strong career path for many veterans and are the fastest growing local professions: medical (including certified nursing assistants, medical assistant and phlebotomists), transportation (including truck and bus drivers), and security careers (both armed and unarmed positions).

Targeted Participants:

Fifty-two percent of the participants served will be recently separated veterans. The program will also serve combat veterans from all eras as well as National Guard and Reserves who served in America's wars. Veterans with disabilities and other major barriers, including those suffering from addiction, homelessness, and mental health challenges such as post traumatic stress disorder will also be included.

Key Partner Highlights:

The SDWP has a very strong and dedicated partnership with the Veterans Village of San Diego to provide services ranging from employment case management to drug treatment, housing, and mental health services from. The program also has an established partnership with the County Veterans Service Office (CVSO) and the Department of Veterans Affairs (VA). Other partners committed to providing training are Western Truck School, the Associated General Contractors, and the Public Safety Training Association, Inc.

Project Description:

The project will encumber comprehensive pre-employment and training services including medical care from the VA and on-site registered nurse and mental health assistance from licensed staff. Participants will receive job training with placement assistance from Western Truck Driving School, Associated General Contractors, Public Safety Training Associate, and other training programs. The CVSO will help clients obtain vocational school funding and other benefits. Jobs available to many of the participating veterans will be with the VA, Pacific Ship Repair, Allied Barton for security guards, and CRST Trucking.

Expected Outcomes:

The SDWP will enroll approximately 100 veterans into the program and place at least 65 into long-term employment with an average starting wage of \$13 per hour. Half of these veterans will secure jobs in the high growth medical field (certified nursing assistants, medical assistants, phlebotomists); transportation (truck and bus driving); and security (armed and unarmed security guards).

San Mateo County
260 Harbor Blvd., Building A
Belmont, CA 94002

Contact:

Eric Muckel
(650) 802-3368

Award: \$465,000

Industry of Focus:

This project will focus on civil, mechanical, construction, and computer engineering.

Targeted Participants:

San Mateo County's Bay Bridge to Engineering for Veterans (BB2E) project will serve recently separated and Gulf War era veterans in San Mateo, Santa Clara, San Francisco, and Alameda counties. Participants will have field-based skills and interests aligning with a civilian career in engineering, but will still need support acquiring advanced math skills and transitioning their military experience to civilian education and employment.

Key Partner Highlights:

Cañada Community College and San Francisco State University will provide an innovative Core Engineering Bridge, which will assist veterans in moving from high school math to the levels of calculus required for engineering studies in a nine-month period. Employer partners like Webcor, NASA, and Creegan + D'Angelo will provide paid internship opportunities to help veterans transition their skills to civilian life.

Project Description:

During a 22-month course sequence as a supported learning community at Cañada Community College, participants will receive individual and cohort-based tutoring and mentoring. The Core Engineering Bridge will prepare veterans for lower-division engineering coursework while receiving transfer credits; internship opportunities; career exploration activities; assistance in transitioning their skills to job opportunities with civilian employers; and a Computer Assisted Design (CAD) certification that is integrated into their engineering studies. At the end of the course, the group will be one academic year from transferring to a public or private college/university and three years from a Bachelors of Science in Engineering, one of the highest in-demand and best paid occupations. The Core Engineering Bridge and supported cohort model have strong potential for statewide replication and could help alleviate a critical shortage of engineers as well as assist veterans to transition military skills to long-term civilian careers with outstanding opportunities for educational advancement.

Expected Outcomes:

The BB2E will enroll 35 veterans, and with the strong group support and esprit de corps provided through the program, 30 veterans will complete the CAD certification. Thirty veterans will be placed in unsubsidized employment, and 28 will continue in education/training related to BB2E.

Shoreline Workforce Development Services
350 Encinal Street
Santa Cruz, CA 95060

Contact:

John Collins
(831) 423-8611

Award: \$465,000

Industry of Focus:

This project's focus is on the health professions industry.

Targeted Participants:

The participant pool will be focused on recently separated veterans residing in Santa Cruz, Monterey, and San Luis Obispo Counties. The Employment Development Department (EDD) reported that the unemployment rate for recently separated veterans in this service area is 14.5%.

Key Partner Highlights:

Key partners in all three counties are the local workforce investment boards, EDD, social services, community colleges, training organizations, employers, veteran's agencies, economic development agencies, labor unions, and community service organizations. Through these partnerships Shoreline Workforce Development Services has developed a comprehensive understanding of the targeted veterans needs, and specific workforce needs of health professions employers in the three-county region.

Project Description:

The project is designed to expedite the reintegration of veterans into the labor force by providing job training and preparation (including job readiness, short term health care skills training, and on-the-job training), case management, referrals to mental health counseling and substance abuse treatment as needed, job placement, retention, career advancement and lifelong learning. Activities within the project aims to reduce the barriers that prevent veterans from obtaining and maintaining stable and consistent employment, provide access to resources that facilitate stabilization and entrance into the workforce, and create a cohesive community network to reduce the hurdles associated with veterans moving from military services to employed individuals.

Expected Outcomes:

The project will serve 102 veterans, of which 50 will be placed in short term skills training leading to an industry recognized certificate. Fifty-two will have on-the-job training opportunities.

Solano County Workforce Investment Board
320 Campus Lane
Fairfield, CA 94534

Contact:

Robert Bloom
(707) 863-3501

Award: \$465,000

Industry of Focus:

The project focuses on the healthcare industry, specifically Psychiatric Technicians and Allied Health positions, which are in demand by the State Prison Health Care Division of the California Department of Corrections and Rehabilitation. The communications industry also shows demand for Fiber Optics and Computer/Internet Security Technicians, which represent high technology and diversity opportunities to meet veterans' interests.

Targeted Participants:

The Solano County Vet Train Project will serve veterans with service-connected disabilities, recently separated and campaign veteran status, significant barriers to employment, eligible spouses; and those recruited from the North Bay Employment Connection, a four-county collaboration of the Marin, Napa, Solano and Sonoma Workforce Investment Boards. The Vet Train Project's goal is to serve recently separated veterans (at least 50% of the total number).

Key Partner Highlights:

The Vet Train Project has a strong federal, state, and local partnership of veteran-serving organizations, including federal Veterans Affairs Administration, Travis Air Force Base, Employment Development Department Veterans Services staff, local Workforce Investment Boards/One-Stop Career Centers, local County Veterans Services, various educational institutions, including local community colleges, and most importantly, employers.

Project Description:

The program will provide a full array of "soft skills" counseling/instruction along with individualized case management and supportive service. The business services staff will directly assist in marketing the Vet Train Project to employers and place graduates. An enhanced "Vets Job Search Networking Session" operation will expand One-Stop Career Centers' services and establish a conduit to create a career pathway for project participants. Initial self-awareness/recognition/identification efforts will enhance the mental health services individuals will receive followed by intensive counseling sessions.

Expected Outcomes:

The Vet Train Project will train 90 veterans in high wage/high growth occupations that may lead to industry-recognized credentials and certificates for an anticipated seventy percent of the participants and unsubsidized employment for sixty-five percent of those with certifications. Graduates of the Psychiatric, Allied Health, Fiber Optic, and Computer/Internet Security Technician programs will be expected to earn an annual average wage of \$45,000, over three times higher than the annual salary established for the Veterans' Employment-Related Assistance Program.

Stanislaus County Alliance Worknet
251 East Hackett Road
Modesto, CA 95358

Contact:

Jeffrey Rowe
(209) 558-2150

Award Amount: \$419,195

Industry of Focus:

The supply chain and logistics sector has been growing amid the recession, and will provide the option of growth within the industry for the three-county area. This sector provides jobs in entry-level and advanced positions, and has opportunities for both stability and upward mobility. Since this region is a corridor for Highway 99 and Interstate 5, transportation is a large segment of the industry in the valley.

Targeted Participants:

This project will target recently separated veterans (within the last 48 months), campaign veterans, and spouses of eligible veterans who are currently unemployed and seek re-training to re-enter the labor market.

Key Partners Highlights:

Major partners will be the Madera Workforce Development Office, and Merced County Department of Workforce Investment. The EDD Local Veterans' Employment and Disabled Veterans' Outreach Program Representatives for the three counties are also committed to this project. The Stanislaus County Department of Aging and Veterans Services is also a collaborator in this grant.

Project Description:

This project will train veterans in the supply chain and logistics industry sector, supporting a viable and growing segment of industry in all three counties. With an unemployment rate averaging 18.7% for the region, this industry has managed a pattern of growth, and has remained stable throughout the recession, representing the best opportunity to re-enter the workforce for returning veterans. Participants will have the option of 5 different training tracks that offer varying preparation times and will result in positions in truck driving, forklift operations, warehousing, programmable logic controller technicians, and security guards. The program will also address the issues of mental health disorders, skills identification, and transportation barriers that have historically prevented veterans from a successful transition into the civilian labor force.

Expected Outcomes:

Of the 50 enrolled veterans, at least 40 will complete training, and 33 will be placed in unsubsidized employment, with 28 placed in training related employment. Twenty-seven veterans are expected to retain employment after 6 months, with an annual wage of \$25,000 or more.

Ventura County Workforce Investment Board
855 Partridge Drive
Ventura, CA 93003

Contact:

Cheryl Moore
(805) 477-5305

Award: \$451,481

Industry of Focus:

The project focuses on high-wage, high-growth occupations in allied health and technology-related jobs in the manufacturing industry using a regional partnership of employers, educators and workforce developers.

Targeted Participants:

The Ventura County's Veterans Training for Employment Program (VTEP) will serve primarily recently separated veterans with a priority on those with significant employment barriers, campaign veterans, service-related disabled veterans and eligible spouses.

Key Partner Highlights:

The key partners have significant experience with the local veteran population and include: the Human Services Agency's Veterans Service Office, the Workforce Investment Boards, the local One-Stops Career Center-Employment Development Department office, Santa Barbara Business College and the Ventura Veterans Home.

Project Description:

This project will conduct outreach and recruitment to enroll and provide job training/unsubsidized job placement and supportive services for 55 veterans. The VTEP has collaborated with a unique set of partners to leverage resources and experience for high-wage, high-growth occupations in allied health and technology-related jobs in the manufacturing industry for veterans in the County of Ventura.

Expected Outcomes:

Fifty-five program participants will receive placement into education or training with a completion expectancy of eighty-five percent and at least eighty-two percent to receive unsubsidized employment. The program's graduates who retain employment for six months will receive average annual earnings of \$30,500.

Verdugo Workforce Investment Board
1255 South Central Avenue
Glendale, CA 91204

Contact:

Don Nakamoto
(818) 548-3839

Award: \$465,000

Industry of Focus:

The project's focus is on multiple industry areas, including advanced manufacturing, electronic health records in the healthcare industry, and other in-demand industries and occupations.

Targeted Participants:

The project will serve veterans residing in Los Angeles County with an emphasis on recently separated veterans (70%).

Key Partner Highlights:

Managed Career Solutions (MCS), Glendale Community College, Employment Development Department's Workforce Services Branch Disabled Veterans' Outreach Program and Local Veterans' Employment Representatives, the Machinists Union District 725, Haas Automation, Kaiser Permanente Southern Region, Valley Presbyterian Hospital, Cedars Sinai Medical Center, Department of Veterans Affairs, Greater L.A. Healthcare System, L.A. City College's Veterans Department, Oxford Institute, West Los Angeles College, East Los Angeles College and E2o, Inc.

Project Description:

This project establishes a multi-pronged approach to linking veterans to high-demand training and employment opportunities. Manufacturing companies in Los Angeles County are experiencing a serious labor shortage for machinists and machine operators with computer programming skills. The project links one of the world's leading sellers of computerized manufacturing equipment and its employer customers, teamed with a local community college, to provide the region's only industry-certified training, as well as immediate job openings. MCS, a top veterans training provider, will focus on electronic medical records, which is projected to be one of the leading job generators of any industry, based on federal healthcare reform legislation and federal incentives to convert to electronic systems.

Expected Outcomes:

The project will serve 120 veterans with education and training programs. With 110 expected to complete the training, the placement rate will be eighty-one percent with annual earnings of \$35,000 for those with over six-month job retention.

Vietnam Veterans of California
P. O. Box 378
Santa Rosa, CA 95402

Contact:

Don Werstler
(707) 578-2789

Award Amount: \$465,000

Industry of Focus:

The Veterans Employment-Related Assistance Program (VEAP) targets multiple industries. One primary focus is the healthcare industry, specifically Certified Nursing Assistants and Home Health Aides. In the food service industry, the targeted sectors are food production and culinary arts; specifically Food Cooking Machine Operator and Food Batch Makers.

Targeted Participants:

The primary target population is the recently separated Operation Enduring Freedom/Operation Iraqi Freedom veterans and non-theater veterans released from active duty within the past 48 months (at least fifty percent of the participants). The rest of the participants will be veterans of all eras with significant barriers to employment (homeless and those suffering from post traumatic stress disorder).

Key Partner Highlights:

The Veterans' Administration will provide services to participating veterans. The Sonoma County Local Workforce Investment Board via JobLink will collaborate with tuition funding and other One-Stop Career Center services. The County of Sonoma Department of Health has committed their assistance with mental health services. The County Veterans Service Office is a key partner in helping VEAP veterans access Veterans' Administration benefits and services. The Vietnam Veterans of California will make available transitional housing for homeless veterans enrolled in the program and critical community resources to augment VEAP employment services.

Project Description:

The project will focus on assisting veterans who are unemployed/underemployed facing significant barriers to employment. The North Bay Veterans Resource Center (NBVRC) will coordinate supportive and employment training services, which will lead to sustainable employment. Relying on experienced staff and well-established community partnerships, NBVRC has the capability to effectively and efficiently meet the workforce development needs of the targeted veterans. The agency's Doctor of Psychology oversees and coordinates the mental health needs of VEAP participants.

Expected Outcomes:

NBVRC will enroll 100 eligible veterans to receive education or training and expects eighty-two percent of them to complete the program. Out of those graduates, sixty-six percent will be placed in unsubsidized employment with the average annual earnings of \$19,656 for those who retain employment for over six months.