# Job Attainment and Wages of Wyoming Vocational Rehabilitation Participants

by: Patrick Manning, Principal Economist

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The URL for this standalone version of the article is: http://doe.state.wy.us/LMI/0310/VR\_full\_article.pdf



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This article examines the success rate of participants who have completed the Wyoming Department of Workforce Services' Vocational Rehabilitation program. Clients with successful closures had a higher rate of job attainment one year after closure date (73%) than those with unsuccessful closures (43%).

he purpose of the Wyoming Department of Workforce Services' Vocational Rehabilitation (VR) Division is to help "people with disabilities establish and reach vocational goals that help them become productive working citizens." (Wyoming Department of Workforce Services). In this article, Research & Planning (R&P) examines the outcome over time on Wyoming VR participants' employability and earnings based on closure status (whether successful or unsuccessful; see Definitions) and months of participation. Note: This study does not quantify the impacts of the VR program, such as the employment outcomes of people with or without the VR program's existence. As VR programs exist in all states, there is no way to identify a group of people with similar disabling conditions who received no VR services.

This study combines two main sources of information: VR program data and Wyoming Department of Employment administrative databases, which include wage records and demographic information (see related article, "What Are Wage Records," page 2).

This study found the rate of successful closures was relatively low (35.8%), but the rate of job attainment was substantially higher for clients with successful closures (72.6% employment one year after closure date) compared to clients with unsuccessful closures (43.2%). Successful completion often leads to lower levels of costs for publicly provided supportive services such

# Definitions

#### Closure:

The date at which the VR program closed a participant's file. This can happen for many reasons. Successful closure: For the purposes of this study, a successful closure is termed closed rehabilitated and all other closure types are considered unsuccessful. Unsuccessful closure types include: Closed, not accepted for VR services, from the applicant status. Closed, not accepted for VR services, from extended evaluation. Closed, not rehabilitated, after individualized written rehabilitation program initiated. Closed, not rehabilitated, before individualized written rehabilitation program initiated. Closed from the pre-service listing.

as Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI).

Previous longitudinal studies on the efficacy of the VR program have been conducted, including a national survey conducted by Hayward & Schmidt-Davis for the Rehabilitation Services Administration (RSA). The study began in January 1995 and was completed in January 2000. The survey consisted of 8,500 VR participants tracked over three years. Using a cohort design, researchers randomly selected 25% of the sample from the population of people when they applied to VR, 50% of the sample from the population of people who were already receiving services, and 25% of the sample from the population who were exiting or had exited from VR services (Hayward and Schmidt-Davis). The study used an initial interview/survey and a three-year follow-up survey. "The study differs from prior studies of the VR program in that it offered the opportunity to collect extensive data on individuals, services, and outcomes, expanding previous analytical bases and allowing a more thorough assessment of VR results than had previously been possible." (Hayward and Schmidt-Davis, ES-2). "At the end of the VR longitudinal study's data collection period, 17% of the study population was continuing to receive VR services three years after they entered the

Data from the **Vocational Rehabilitation Program** employed in this study included social security number, type of closure, reason for closure, closure date, eligibility date, age, and major disabling condition.

Wage Records Data employed included social security number, wage per quarter, the year and quarter the wages were earned, and employer tax ID number.

The VR data and wage records data were merged using the participants' social security number.

# What Are Wage Records?

Wave age records are an administrative database used to calculate UI benefits for employees who have been laid off through no fault of their own. By law, each employer who has covered employees, must submit tax reports to the state showing each employee's wage. The required information on this tax report includes social security number (SSN) for each covered employee, year, quarter, and wages earned in the quarter.<sup>1</sup> The Wage Records Database contains approximately 90% of Wyoming

wage earners. Wage records from surrounding states are available, but the amount of historic data is limited. The Wage Records Database also has limitations. Some employment groups are excluded, including most production agricultural workers, federal employees, railroad workers, and the self-employed. For an introduction to wage record applications see Glover (2003). R&P's Wage Records Research web page contains many examples of such applications (http://doe.state.wy.us/LMI/ wagerecords.htm).

<sup>1</sup> Gosar, W. M. (1995). Wyoming Unemployment Insurance Wage Record summary statistics: A new way to look at Wyoming. *Wyoming Labor Force Trends, 32*(5). From http://doe.state.wy.us/ LMI/0595/0595a2.htm

study, 45% had achieved an employment outcome, and 21% had exited VR after services without an employment outcome." The study found that "persons who receive VR services were likely to achieve a competitive employment outcome if:

- they had higher gross motor function;
- they had higher cognitive function;
- they were working at application for VR services;
- they had higher earnings at their most recent job prior to VR application;
- they had greater knowledge of different jobs;
- they had greater knowledge of the nonmonetary benefits of jobs." (Hayward and Schmidt-Davis, ES-6).

While the RSA study provides thorough information regarding the factors influencing employability of VR participants, it is based on a national sample of the VR participants and is subject to response bias. Consequently, it is not clear if or to what extent national study findings are applicable at the state and local level. This R&P study captured employment and wage outcomes from administrative databases encompassing the vast majority of participants and avoided some of the data collection problems and costs associated with survey collection methods. This analysis offers an example of a way relevant state and local research may be conducted at a much lower cost than through a surveybased approach.

A U.S. Government Accountability Office report (GAO, 2005) examined the performance of VR participants in fiscal year 2003. The study found that nationally, one-third of VR participants who exited a program in FY 2003 obtained employment, and this rate varied significantly among state VR agencies. For Wyoming, 38.3% of participants "exited with employment, after services under an employment plan." (GAO, p. 47). This figure differs from the results of the R&P research (43.2%) in that the GAO study uses VR program data and examines employment at closure, while the R&P research relies on wage records and examines the first four quarters after closure.

The GAO initiated another study to identify ways to improve the VR program's ability to benefit the subset of VR clients who were Social Security Administration (SSA) beneficiaries (GAO, 2007). The analysis group consisted of SSA beneficiaries who completed a VR program between 2001 and 2003. The GAO (2007, p. 3) analyzed outcomes by state agency using three earnings outcomes:

- 1. the percentage of beneficiaries with earnings during the year after VR,
- 2. the average beneficiary's annual earnings level during the year after VR, and
- 3. the percentage of beneficiaries that left the disability rolls by the close of 2005.

Results for each state agency were not shown individually. The results indicated, "The proportion of beneficiaries with earnings during the year after their completion of the VR program ranged from as little as 0% in one state agency to as high as 75% in another. Similarly, average annual earnings levels among those SSA beneficiaries with earnings varied across state agencies from \$1,500 to \$17,000 in the year following VR. Additionally, the proportion of SSA beneficiaries who left the disability rolls varied greatly among agencies, with departure rates ranging anywhere from 0 to 20%." A significant result was that "state unemployment rates and state per capita income levels accounted for a substantial proportion as much as one-third – of the differences between state agencies' VR outcomes for SSA beneficiaries." (GAO, 2007. p.4).

Another longitudinal study using wage records to assess the efficacy of the VR program was conducted in Ohio in 2004 (Gordon, Schaff, & Shaw). The study found that participants with closures within the 1993-1999 time periods, the competitive employment rate (not employed in sheltered workshops or subsidized businesses, etc.) ranged from 74 to 81% after one year, and 68 to 70% after three years. (Although calculated slightly differently, these findings were similar to the R&P study's findings of 73% employment for participants with successful closure one year after the closure date). The authors stated, "The practical, general lesson to be learned from this project for workforce development is that wage records can be used to assess program outcomes. Wage records offer a viable alternative to traditional follow-up studies that often prove to be difficult, limited in coverage, and costly. The use of wage records affords a way to do such work efficiently and effectively - that is, to 'work smarter' in developing outcome measures that can serve to guide future investments in the workforce." (Gordon et al., p. 41).

Given the nature of the data, the research strategy would require measuring outcomes that would not be present had the program not existed. A recent study (Leonard, 2009) conducted by R&P on a similar topic represents an example of this research strategy. The analysis focused on occupational injuries (Workers' Compensation claimants), and the treatment thereof, and used the same administrative and wage records databases used in this study. Ideally, a matched control group of non-participants would be created using methods similar to Leonard's. However, due to the lack of access to detailed medical information on the population in general, this would prove problematic for this study. Additionally, the VR participants differ from the worker compensation claimants in Leonard's study

as all employed persons are exposed to risks associated with the workplace and have the potential to become a workers' compensation claimant. Most of the population is not likely to have a medical condition severe enough to be eligible for VR programs, at least not within a specific category of disability. A frequency of the major disabling conditions for the participants in this study is shown in Table 1, see page 5. For 11.5% of the participants, the major condition is not recorded. Additionally, for many of the 15 most frequently occurring disability codes, the descriptions are rather vague. Along with the lack of medical information on the general population, this prevents the establishment of a non-participant control group.

## Methodology

This study compares the long-term effects of VR training on participants with a successful closure to those with an unsuccessful closure as defined by the program. To examine longitudinal outcomes, VR participants completing the program between January 1994 and December 1996 composed the analysis group. In the case of individuals with multiple closures, only the latest closure was examined. Participants with closure statuses of death, no disabling condition, or no impediment to employment were excluded from the analysis (253 people). Given these parameters, the data set contained 4,149 participants.

The data were categorized for analysis in two ways:

1. Participants were categorized by closure status. A closure type of closed rehabilitated was categorized as a success, with all other closure types categorized as unsuccessful. 2. Participants were categorized by the length of time they received VR services. This was termed months of participation and was defined as the number of months between the application date and the closure date. Ideally, a start date of participation would be used rather than date of application, but this date was not captured in the VR program dataset. The reason for this method of categorization is that participants may leave the program for a variety of reasons. For example, a participant may have participated in the program long enough to have obtained the requisite skills for employability, then left the state for employment without notifying the VR program, and therefore would have likely been categorized as an unsuccessful closure. Four intervals of months of participation were analyzed: 0 to 3 months, 4 to 12 months, 13 to 24 months, and 24 or more months.

Within these two categories, the success rate of participants was calculated. Quarterly wage records were then used to calculate the number of participants who did and did not earn wages in Wyoming after their closure date, total wages, total quarters worked, total transactions, the

Category	Description	Count	Percent <sup>a</sup>
Other and ill-defined impairments (including trunk, back and spine)	All Other Accidents, injuries and Poisonings	641	15.4%
	Not coded	476	11.5%
Impairment involving one or both upper limbs (including hands, fingers and thumbs)	All Other Accidents, injuries and Poisonings	285	6.9%
Impairment involving one or both lower limbs (including feet and toes)	All Other Accidents, injuries and Poisonings	259	6.2%
Mental and emotional conditions	Mental and emotional disorders, not elsewhere classified	250	6.0%
Mental and emotional conditions	Neurotic disorders	187	4.5%
Mental and emotional conditions	Psychotic disorders	166	4.0%
Other specified disorders of the nervous system	Specific developmental disorders (learning disabilities)	160	3.9%
Mental and emotional conditions	Alcohol abuse or dependence	149	3.6%
Mental and emotional conditions	Mental retardation, mild	138	3.3%
Other and ill-defined impairments (including trunk, back, and spine)	Accidents and injuries involving the spinal cord	121	2.9%
Mental and emotional conditions	Mental retardation, moderate	52	1.3%
Impairment involving one or both lower limbs (including feet and toes)	Accidents and injuries involving the spinal cord	44	1.1%
Other disabling diseases and conditions not elsewhere classified	All other disabling and conditions	41	1.0%
Traumatic brain injury	Other mental and emotional disorders	40	1.0%

# Table 1: Fifteen Most Frequent Disabling Conditions of Vocational Rehabilitation (VR) Participants in Wyoming With Dates of Closure in 1994-96

<sup>a</sup>Percentage of the 4,149 VR Participants.

Category and description of disabling conditions are found in U.S. Department of Education, 2005, p. 12-19.

Note: For a more recent listing of the causes of disability of VR participants please see Table 14 of *Wyoming Assessment of Rehabilitation Needs 2009* (Western Management Services, 2010).

average quarterly wage per participant, and the average number of employers per participant. This was examined at three intervals all starting the quarter following closure: 1, 5, and 10 years after closure. For the closure status category, the results were further partitioned by gender and age group. Wage data were inflation-adjusted using the Consumer Price Index (BLS, 2009). The base year for real wages was 2007.

Lastly, the economic conditions in Wyoming from 1994 through 2009 were briefly discussed to provide context regarding VR participants' employment outlook. While the focus of this article is the long-term impact of the VR program, the success rate of 2007-08 participants was examined to see if this rate changed substantially.

#### Results

#### Closure Type Categorization

Approximately two-thirds (64.2%) of those entering the VR program did not complete the program successfully, regardless of gender. The age distribution between successful and unsuccessful participants was similar. Neither age nor gender seemed to have substantial influence on whether a participant successfully completed the program (see Table 2, page 7).

Participants who completed the program successfully were much more likely to have earned wages after closure (see Table 3, page 8). One year after closure, 72.6% of successful participants appeared in the Wage Record Database compared to 43.2% of those who did not complete the program successfully. Ten years after closure, the percentages were 83.9% and 65.3%, respectively. One reason for an unsuccessful closure is "Unable to locate or contact or moved," which may mean some participants had wage records in another state. Regardless, the VR program seems to have a strong positive influence on future employability.

When comparing quarterly wages between the two groups, successful participants tended to earn more income in the first four quarters after closure than participants with an unsuccessful completion. Table 4 (see page 10) demonstrates that in the 12 combinations of age and gender that were compared, participants who successfully completed the program earned more income in 10 of the comparisons than participants who did not successfully complete the program. For example, men in the 35 to 44 age group who successfully completed the program earned \$2,990 on average per quarter compared to \$2,605 for their unsuccessful counterparts. While not as dramatically, this relationship tended to hold true at the five-year mark as well. The average quarterly wage per participant is normally distributed around the overall mean (\$2,051).

Generally, participants with successful closures tended to have fewer employers on average, which suggests they had a higher retention rate with employers (see Tables 3-6, pages 8 to 12). This did not hold true for the most senior age group. However, the number of observations was small – 58 successful and 48 unsuccessful participants in the 10-year, after-closure period (see Table 6, page 12). Therefore, no strong conclusions regarding the most senior age group can be generalized.

VR participants, regardless of whether the program was completed successfully, lagged well behind in quarterly wages compared to the overall Wyoming population

#### Table 2: Demographic Frequencies

# Table 2A: Closure Status of Vocational Rehabilitation (VR) Participants in Wyoming by Age Group, Closure Date 1994-1996

			Result			
	Successf	ul	Not Succes	sful	Overal	I
Age Group	n	%	n	%	n	%
16 - 19	19	1.3%	176	6.6%	195	4.7%
20 - 24	193	13.0%	347	13.0%	540	13.0%
25 - 34	402	27.1%	707	26.5%	1,109	26.7%
35 - 44	502	33.8%	817	30.7%	1,319	31.8%
45 - 54	284	19.1%	497	18.7%	781	18.8%
55+	85	5.7%	120	4.5%	205	4.9%
Total	1,485	100.0%	2,664	100.0%	4,149	100.0%
% of Total		35.8%		64.2%		100.0%

Table 2B: Closure Status of Female VR Participants in Wyoming by Age Group, Closure Date 1994-1996

				Result		
	Successf	ul	Not Succes	sful	Overal	I
Age Group	n	%	n	%	n	%
16 - 19	7	1.1%	69	6.2%	76	4.3%
20 - 24	88	13.5%	138	12.4%	226	12.8%
25 - 34	154	23.6%	284	25.6%	438	24.8%
35 - 44	223	34.2%	354	31.9%	577	32.7%
45 - 54	142	21.7%	219	19.7%	361	20.5%
55+	39	6.0%	47	4.2%	86	4.9%
Total	653	100.0%	1,111	100.0%	1,764	100.0%
% of Total		37.0%		63.0%	42.5%	100.0%

Table 2C: Closure Status of Male VR Participants in Wyoming by Age Group, Closure Date 1994-1996

				Result		
	Success	ful	Not Succes	ssful	Overal	
Age Group	n	%	n	%	n	%
16 - 19	12	1.4%	107	6.9%	119	5.0%
20 - 24	105	12.6%	209	13.5%	314	13.2%
25 - 34	248	29.8%	423	27.2%	671	28.1%
35 - 44	279	33.5%	463	29.8%	742	31.1%
45 - 54	142	17.1%	278	17.9%	420	17.6%
55+	46	5.5%	73	4.7%	119	5.0%
Total	832	100.0%	1,553	100.0%	2,385	100.0%
% of Total		34.9%		65.1%	57.5%	100.0%

**Research & Planning** 

	Men         Momen         Total         Men         Men         Momen         Total $n$ $9_6$ n $9_6$ n $9_6$ n $9_6$ Total $12$ $7$ $19$ $1336$ $107$ $69$ $766$ $347$ $12$ $193$ $13006$ $200$ $138$ $347$ $707$ $37$ $223$ $284$ $19196$ $73$ $47$ $707$ $37$ $46$ $39$ $47366$ $73$ $47$ $707$ $37$ $46$ $39$ $47366$ $73$ $447$ $707$ $37$ $46$ $39$ $47366$ $73$ $47$ $707$ $3197$ $47$ $323$ $14736$ $21936$ $1111$ $2664$ $1150$ $47$ $2533666$ $100206$ $52366$ $11376$ $11366$ $11376$ $11366$ $11366$ $1101$ $25333666$ $100766$ $52336666$ <th>Men         Men         Total         Men         Men         Men         Men         Men         Men         Total           12         7         19         1.33%         107         69         77         5           12         7         19         1.33%         107         69         77         5           12         88         193         13.0%         2.09         138         <math>3.77</math>         5           145         142         88         13.0%         2.09         138         <math>3.77</math>         10         75           145         142         88         140         7.11         2.64         170         2.9           145         39         2.85         14.3%         1.07         8.56.%         7.3         47         120           145         39         2.85         1.400         7.33         4.7         1.56         4.07         1.96         1.56           145         142         2.43         2.73%         7.34         3.111         2.644         1.150           145         1.46         1.07         5.56.%         7.33         1.111         2.64         1.150         2.136</th> <th></th> <th></th> <th>Successful Closure</th> <th></th> <th></th> <th>Unsuccessful Closure</th> <th>a</th> <th></th>	Men         Men         Total         Men         Men         Men         Men         Men         Men         Total           12         7         19         1.33%         107         69         77         5           12         7         19         1.33%         107         69         77         5           12         88         193         13.0%         2.09         138 $3.77$ 5           145         142         88         13.0%         2.09         138 $3.77$ 10         75           145         142         88         140         7.11         2.64         170         2.9           145         39         2.85         14.3%         1.07         8.56.%         7.3         47         120           145         39         2.85         1.400         7.33         4.7         1.56         4.07         1.96         1.56           145         142         2.43         2.73%         7.34         3.111         2.644         1.150           145         1.46         1.07         5.56.%         7.33         1.111         2.64         1.150         2.136			Successful Closure			Unsuccessful Closure	a	
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				279	223			354	817	30.7%
	46 $39$ $85$ $5.7%$ $7.3$ $47$ $10$ $10$ $132$ $653$ $1,485$ $1,485$ $1,485$ $1,485$ $1,111$ $2,664$ $10$ $132$ $653$ $1,485$ $1,485$ $1,000$ $1,553$ $8,173$ $2,164$ $1,111$ $2,664$ $1,110$ $2,664$ $1,110$ $2,664$ $1,110$ $2,664$ $1,102$ $1,102$ $1,110$ $2,664$ $1,120$			142	142			219	497	18.7%
132         653         1,485         1,533         1,111         2,664         1,011         2,664         1,011         2,664         1,011         2,664         1,011         2,664         1,011         2,664         1,011         2,664         1,012         2,664         1,012         2,664         1,012         2,664         1,012         2,664         1,014         2,664         2,664         2,664         2,614         1,014         2,664         2,614         1,	132         653         1,413         2,604         1,11         2,604         1,11         2,604         1,13         2,644         2,13         1,13         2,13         1,13         2,13         1,13         2,13         1,13         2,13         1,13         2,13         1,13         2,13         2,13         2,13         2,13         2,13         2,13         2,13         2,13         2,13	132         653         1,485         1,485         1,513         1,111         2,664           589<		46	39			47	120	4.5%
6.0% $41.0%$ $10.0%$ $8.3.3%$ $41.7%$ $41.7%$ $41.7%$ $41.7%$ $41.7%$ $41.7%$ $41.5%$ $11.5%$ $81.6%$ $81.6%$ $81.6%$ $81.7$ $88.3$ $52.5%$ $81.74,5%$ $81.24,2%$	60.0% $41.0%$ $41.0%$ $41.0%$ $41.7%$ $41.5%$ $41.5%$ $41.5%$ $41.5%$ $41.5%$ $41.5%$ $11.5%$ <	56.0%         44.0%         100.0%         41.7%         41.7%         100.0%           589         70.8%         489         74.9%         100.8         56.3%         41.4%         460         41.4%         450         43.2%           589         70.8%         489         72.6%         690         44.4%         460         1150         43.2%           81.644         1.64         25.1%         73.6%         51.74%         55.6%         51.3%         13.57         55.6%         43.2%           81.644         1.988         1.928         51.74%         51.74%         51.391         151.4         55.8%           1.958         1.996         4.364         2.495         1.950         1.247         31.97         1.547         31.97           2.368         3.556%         4.364         2.495         1.566         4.366         4.060         7.347         55.905.801         1.567         55.905.801         1.9         7.947         55.905.801         1.9         7.947         7.947         7.947         7.947         7.947         7.947         7.947         7.947         7.947         7.947         7.947         7.947         7.926         5.965.801         1.950		832	653	1,485	1,553	1,111	2,664	
589         70.8%         489         74.9% <b>1,078 72.6%</b> 690         44.4%         460         41.4% <b>1,150</b> 243         29.2%         164         25.1% <b>407 27.4%</b> 863         55.6%         651         58.6% <b>1,514</b> 781,644         1,598         164         25.1% <b>407 27.4%</b> 863         55.6%         651         58.6% <b>1,514</b> 781,644         1,598 <b>3,556 4,171</b> ,258         51,734,543 <b>5,505% 4,060</b> 2,368         1,996 <b>4,364 1,795</b> 1,247 <b>3,197 3,197</b> 2,3442         1,1996 <b>4,364 4,56</b> 1,247 <b>3,197</b> 2,442         1,18         1,247         3,197         2,1391 <b>5,134 5,905,801</b> 1,7         1,8         1,3         2,495         5,1,3391 <b>5,148 1,960</b> 5,2,442         1,8         1,247         3,131         2,1331 <b>5,148 1,960</b> 1,7         1,8 <b>1,21</b> 5,2,139         5,1,256	589         70.8%         489         74.9%         1.078         72.6%         690         44.4%         460         41.4%         1.50           243         29.2%         164         25.1%         407         27.4%         863         55.6%         651         58.6%         1514           781,644         \$2,5186         407         27.4%         863         55.6%         651         58.6%         1,514           781,644         \$2,558         \$7,364,332         1,950         1,543         3,99         1,514           7,958         1,598         \$5,643         \$5,139         1,243         \$1,99         4,060           2,346         \$1,598         \$5,139         \$2,495         \$1,243         \$1,99         \$1,99           2,348         \$1,996         \$2,495         \$2,139         \$1,247         \$1,99         \$1,99           2,341         \$1,247         \$2,139         \$1,247         \$1,139         \$1,247         \$1,99           2,442         \$1,18         \$1,18         \$1,18         \$1,18         \$1,18         \$1,19           1,73         2,08         \$1,18         \$1,19         \$2,139         \$1,18         \$1,19	589         70.8%         489         74.9%         1,078         72.6%         650         44.4%         460         1,1%0         1,150           243         29.2%         164         25.1%         407         27.4%         86.3         55.6%         651         58.6%         1,514           1958         1,598         3,556         4,171,258         51,734,543         55,905,801         1,514           1958         1,996         4,364         2,495         1,555         4,060         51,847         3,197           2,368         1,996         4,364         2,495         1,555         4,060         51,847         3,197           2,368         1,996         52,071         52,139         51,347         3,197         51,847         3,197           2,442         51,616         52,071         52,139         51,347         2,495         1,265         4,060           52,442         51,616         52,071         52,139         51,347         1,99         51,347         1,99           52,442         51,616         52,680         665         59,96         666         51,91         51,947         51,947         51,947         51,947         51,947	or Closure Type	56.0%	44.0%	-		41.7%		100.0%
70.8%48974.9% <b>1,0787.6%</b> 690 $44.4\%$ 660 $1.4\%$ <b>1,150</b> 29.2%16425.1% <b>7.1%7.1%7.1%7.1%1,191,19</b> 29.2%55.5% <b>5.5%5.5%</b> 55.6%51,734,543 <b>5.5%05,8011,514</b> 1,596 <b>3,5561,5661,5661,5654,0603,917</b> 1,996 <b>4,3642,495</b> 1,56%1,565 <b>4,060</b> 51,616 <b>5,2,071</b> \$2,1391,565 <b>5,3364,060</b> 51,616 <b>5,2,071</b> \$2,1391,565 <b>5,3364,060</b> 51,616 <b>5,2,071</b> \$2,1395,1,391 <b>3,1971,96</b> 51,616 <b>5,2,071</b> \$2,1395,1,391 <b>5,1344,060</b> 7,236 <b>1,5661,5661,5664,0605,134</b> 7,10916,7% <b>5,2,0435,0741,601,590</b> 20,8%10916,7% <b>2,990</b> 510,341,014 <b>1,072</b> 513,165,160 <b>15,004</b> 11,3177,559 <b>1,509</b> 6,612 <b>8,11218,298</b> 5,0141,3177,5598,112 <b>8,1128,2,643</b> \$2,2976 <b>1,5565,2455</b> 3,6 <b>5,1945,17225,17225,2455</b> 3,6 <b>3,54,235,17225,2455</b> 3,6 <b>3,55,29765,17225,2455</b> 3,6 <b>5,2,6435,2,9765,17225,1756</b> 1,11 <b>1,11</b>	589         70.8%         6490         71.9%         650         641.4%         660         61.4%         1150           243         29.2%         164         25.1%         407         274%         863         55.6%         651         58.6%         1514           1,568         1,598         3,556         1,596         1,514         3,197         1,514           1,588         1,598         3,556         1,950         1,950         1,247         3,197           2,368         1,598         3,556         4,364         5,139         1,247         3,197           2,368         5,1,616         1,73         2,191         5,1,34,543         5,505,801         1,960           2,368         5,1,616         1,73         2,01         2,195         1,247         3,197           2,1616         1,13         2,11         2,20         1,1,86         1,247         3,194           1,13         2,11         2,12         2,144         2,139         1,247         3,184           1,13         2,03         1,130         2,139         1,318         1,247         3,184           1,13         2,04         2,041         2,144         1,197	589         70.8%         489         74.9%         1,078         72.6%         690         44.4%         460         1,150           243         29.2%         164         25.1%         73.4%         863         55.6%         651         58.6%         1514           31,644         52,582,689         3,556         1,5128         1,1508         1,514         3;197           1,588         1,996         4,364         54,171,258         54,171,258         54,171,258         54,050         3;197           2,368         1,996         4,364         5,2495         1,526         1,247         3;197           2,368         1,996         4,364         5,1734,543         55,996,500         9,139           2,364         3,356         1,356         1,391         1,247         3;197           2,366         51,99         5,139         2,139         1,391         1,391           2,495         1,391         5,139         5,139         1,391         1,391           1,1         2,18         2,213         2,139         5,1391         1,391           1,1         2,038         1,239         2,1391         5,1391         1,391           1,1<	rds One Year After Clo	osure						
243         29.2%         164         25.1%         407         27.4%         863         55.6%         651         58.6%         1,514           1,958         1,598         7,364,332         7,475         5,1734,543         5,5905,801         3,197           1,958         1,598         3,556         4,364         3,171,258         1,534,543         5,5905,801           2,368         1,996         4,364         3,556         4,364         3,197         3,197           2,368         1,996         5,1,616         5,2,071         5,2,139         1,247         3,197           2,346         5,1,616         5,2,071         5,2,139         5,1,34,543         4,060         5,1,34           2,346         5,1,34,543         5,1,34,543         5,1,34,543         5,1,34         5,1,34           1,7         2,366         5,2,071         5,2,139         5,1,34         5,1,34           1,7         2,495         1,29         5,1,34         5,1,34         5,1,34           1,7         1,1,8         5,2,139         5,1,34         5,1,34         5,1,34           1,7         1,1,8         5,2,139         5,1,24         1,24         1,24           1,7	243         9.0.%         164         5.1.%         407         7.4%         863         5.6.%         651         58.6%         1,514           1,044         1,598         1,598         5,7364,332         5,1734,543         5,50%         5,00%         1,0         5,50%         5,50%         5,00%         5,50%         5,50%         5,50%         5,50%         5,50%         5,50%         5,50%         5,50%         5,50%         5,50%         5,50%         5,50%         5,50%         5,50%         1,50%         5,50%         1,50%         5,50%         1,50%         5,50%         1,50%         5,50%         1,50%         5,50%         1,50%         5,50%         1,50%         5,50%         1,50%         5,50%         1,50%         5,50%         1,50%         5,50%         1,50%         5,50%         1,50%         5,50%         1,50%         5,50%         1,50%         5,50%<	243         29.2%         164         25.1%         407         774%         863         55.6%         651         58.6%         1,514           1,958         1,598         3,556         3,556         3,173         3,197         3,197           1,958         1,996         3,556         1,950         1,247         3,197           2,368         1,996         4,364         2,495         1,565         4,060           2,368         1,996         4,364         2,495         1,565         4,060           2,1616         5,001         1,247         3,197         3,197           2,368         1,996         5,139         1,247         3,197           2,1616         5,001         0,12         5,139         1,247         3,194           1,1         2,191         5,139         1,391         1,391         1,391           1,1         2,018         2,019         2,139         1,391         1,391           1,1         2,02,80         1,203         1,391         5,1,341         1,391           1,1         2,08         1,203         1,391         1,391         1,391           1,1         2,08         1,204	After Closure			1,078	069	460 41.4%	1,150	43.2%
1,6445,2,582,6895,7,364,3325,4,171,2585,1,734,5435,5,005,8011,9581,5983,5561,9501,2473,1972,3681,9964,3642,4951,5654,0602,4141,181,181,181,911,912,4425,1,6165,2,0715,2,1395,1,3911,912,4421,181,181,181,92,7441,181,2081,095,1395,13912,7441,181,2081,095,1391,82,171,181,2081,096,071,81,22,08610016,7%81,0%62640.3%5,06935,13,165,1605,39,895,85319,0%62640.3%5,06935,13,165,1601,50910,371,0145,06935,13,165,16015,0946,0141,0125,06935,13,165,16015,0945,26,820,1417,5595,06936,121,5095,26,820,1417,5595,13,165,1608,11216,09411,3177,55910,1868,11216,0945,26,820,1417,5595,31515,19915,20435,20,2065,1,7225,19915,19915,26,434,431,50110,1868,11216,2045,2,29765,1,7225,19915,19915,26,434,333,93,153,165,19915,26,435,2,9763,155,19915,26,43	1,6442,5,82,6895,3,64,3325,4,171,2585,1,734,5435,5,906,8011,9581,9964,3643,5561,9501,2473,1972,3161,9964,3642,4951,5654,0602,3165,1,6165,2,0135,1,3915,1,3913,1912,3165,1,6165,2,0135,1,3911,91,92,3165,1,6165,2,0131,2055,1,3911,91,71,81,01,20381,0%5,2,1391,81,320,8%10916,7%81,0%62640.3%1,91,320,8%10916,7%339,895,85326,820,1411,073,04,1041,0728,4826,61215,09411,3177,5591,6041,0725,0768,4826,61211,3177,5591,5725,0743,768,4825,19915,0946,0041,5011,5725,4758,4825,19915,26435,29765,7725,4755,4753,1513,193,33,33,33,33,33,33,1513,193,34,33,34,35,7725,4753,1513,193,34,33,33,33,33,33,1513,193,34,33,34,33,423,1513,193,34,33,34,33,423,1513,193,34,33,33,425,775 </td <td>1,6445,2,582,6895,7,364,3325,4,171,2585,1,734,5435,5905,8011,9581,5983,5561,9501,2473,1971,9161,9964,3642,4951,5654,0602,3681,9964,3642,4951,5654,0602,3681,9968,1,6165,2,1395,1,3915,1,3912,3425,1,6167,27,21,81,92,4121,81,82,05,1,3915,1,3911,71,81,91,20381,0%5,2,1395,1,3911,720,8%10916,7%2,806,624,0.3%1,720,8%11016,7%2,81,2031,0721,1320,8%11016,7%2,6,820,1415,10,441,07230,693513,165,16023,895,8532,6,820,1417,5591,17330,6938,11219,0%52,6,820,1417,5591,17310,1868,11219,0%52,6,820,1417,5591,8,763,15151,99152,97651,7225,17225,2,4753,15151,9915,2,9765,2,7755,2,4753,15151,9915,2,6435,2,9765,17225,2,4753,15151,9915,2,6435,2,9765,17225,2,4753,15151,9915,2,9765,2,7755,2,7755,2,4753,15151,9915,2,6435,2,9765,17225,2,4753,15151,991&lt;</td> <td>fter Closure</td> <td></td> <td></td> <td>407</td> <td>863</td> <td>651 58.6%</td> <td>1,514</td> <td>56.8%</td>	1,6445,2,582,6895,7,364,3325,4,171,2585,1,734,5435,5905,8011,9581,5983,5561,9501,2473,1971,9161,9964,3642,4951,5654,0602,3681,9964,3642,4951,5654,0602,3681,9968,1,6165,2,1395,1,3915,1,3912,3425,1,6167,27,21,81,92,4121,81,82,05,1,3915,1,3911,71,81,91,20381,0%5,2,1395,1,3911,720,8%10916,7%2,806,624,0.3%1,720,8%11016,7%2,81,2031,0721,1320,8%11016,7%2,6,820,1415,10,441,07230,693513,165,16023,895,8532,6,820,1417,5591,17330,6938,11219,0%52,6,820,1417,5591,17310,1868,11219,0%52,6,820,1417,5591,8,763,15151,99152,97651,7225,17225,2,4753,15151,9915,2,9765,2,7755,2,4753,15151,9915,2,6435,2,9765,17225,2,4753,15151,9915,2,6435,2,9765,17225,2,4753,15151,9915,2,9765,2,7755,2,7755,2,4753,15151,9915,2,6435,2,9765,17225,2,4753,15151,991<	fter Closure			407	863	651 58.6%	1,514	56.8%
1,958 $1,960$ $1,960$ $1,247$ $3,197$ $2,368$ $1,996$ $4,364$ $2,495$ $1,247$ $3,197$ $2,368$ $1,996$ $4,364$ $5,071$ $5,1,391$ $4,060$ $5,2,442$ $51,616$ $5,071$ $5,1,391$ $1,91$ $5,2442$ $51,616$ $5,071$ $5,1,391$ $1,921$ $1,7$ $1,8$ $1,72$ $2,08$ $1,203$ $81,09$ $5,244$ $1,09$ $1,203$ $81,09$ $92,7$ $5,776$ $5,780$ $109$ $1,203$ $81,09$ $66,62$ $1,904$ $1,732$ $20,806$ $109$ $16,796$ $256,20,141$ $1,072$ $5,048$ $109$ $16,796$ $239,295,853$ $9,013$ $6,004$ $1,072$ $8,482$ $8,112$ $15,904$ $1,1,317$ $7,559$ $5,0,764$ $1,072$ $5,3,151$ $5,1,921$ $5,0,766$ $5,1,722$ $5,2,475$ $5,2,475$ $5,1,722$ $5,1,722$ $5,1,722$ $5,2,475$ $5,2,475$ $5,1,722$ $5,1,722$ $5,2,475$ $5,2,475$ $5,2,475$ $5,1,722$ $5,2,766$ $5,1,722$ $5,2,475$ $5,2,475$ $5,1,722$ $5,2,764$ $5,1,722$ $5,2,475$ $5,2,475$ $5,1,722$ $5,2,764$ $5,1,722$ $5,2,475$ $5,2,475$ $5,1,722$ $5,2,764$ $5,1,722$ $5,2,475$ $5,2,475$ $5,1,722$ $5,1,722$ $5,2,475$ $5,2,475$ $5,2,475$ $5,1,722$ $5,1,722$ $5,2,475$ $5,2,475$ </td <td>1,9581,5981,5901,2473,1972,3681,9964,3642,4951,5654,0602,3681,9964,3645,1391,5654,0602,442\$1,6165,2,0715,2,1395,1391,3911,71,81,12,01,248,1341,720,8%10916,7%8,10%6,676,0341,320,8%10916,7%8,10%6,0141,021,320,8%10916,7%2,8219,0%6,0141,320,8%10916,7%2,8219,0%6,0141,320,8%10916,7%2,8219,0%1,028,4828,1121,5096,0147,0341,0141,028,4828,11215,09411,3177,5591,8,8768,4828,11211,3177,5598,4753,47610,1868,11218,2985,2,6435,2,9765,4753,1513,165,1,9915,2,6435,2,9765,4753,1513,1611,3177,5598,4753,1513,163,2,9765,17225,2,4753,1513,163,3,984,33,131,13173,165,2,6435,2,9765,4753,1513,165,2,6435,2,9765,4753,1513,164,34,33,133,1513,163,163,161,13173,163,163,17&lt;</td> <td>1,9581,5983,5561,9601,2473,1972,3681,9964,3642,4951,5654,0602,3165,16165,0715,1391,5654,0602,4161,181,15,1391,3915,8472,191,82,4951,3915,1391,9912,191,82,192,2,1391,8911,9912,191,81,2038,1065,2,1391,82,191,91,7028,1065,2,1391,81,120.8%10916,7%8,1066,6540.3%1,120.8%10916,7%239,895,8332,6,820,1411,0743,1515,16,1215,0949,0136,0041,07210,1868,11216,59411,3177,5591,8,8765,1515,19915,0965,17225,7725,1513,1515,17225,17225,4755,1513,1513,14,34,33,1515,19915,26435,2,9765,17225,1513,1513,14,33,93,1513,1513,14,33,93,1513,14,33,94,23,1513,14,33,94,33,1513,14,33,94,33,1513,14,33,94,33,1513,14,33,94,31,11,24,34,33,9<td< td=""><td></td><td>\$4,781,644</td><td>\$2,582,689</td><td>\$7,364,332</td><td>\$4,171,258</td><td>\$1,734,543</td><td>\$5,905,801</td><td></td></td<></td>	1,9581,5981,5901,2473,1972,3681,9964,3642,4951,5654,0602,3681,9964,3645,1391,5654,0602,442\$1,6165,2,0715,2,1395,1391,3911,71,81,12,01,248,1341,720,8%10916,7%8,10%6,676,0341,320,8%10916,7%8,10%6,0141,021,320,8%10916,7%2,8219,0%6,0141,320,8%10916,7%2,8219,0%6,0141,320,8%10916,7%2,8219,0%1,028,4828,1121,5096,0147,0341,0141,028,4828,11215,09411,3177,5591,8,8768,4828,11211,3177,5598,4753,47610,1868,11218,2985,2,6435,2,9765,4753,1513,165,1,9915,2,6435,2,9765,4753,1513,1611,3177,5598,4753,1513,163,2,9765,17225,2,4753,1513,163,3,984,33,131,13173,165,2,6435,2,9765,4753,1513,165,2,6435,2,9765,4753,1513,164,34,33,133,1513,163,163,161,13173,163,163,17<	1,9581,5983,5561,9601,2473,1972,3681,9964,3642,4951,5654,0602,3165,16165,0715,1391,5654,0602,4161,181,15,1391,3915,8472,191,82,4951,3915,1391,9912,191,82,192,2,1391,8911,9912,191,81,2038,1065,2,1391,82,191,91,7028,1065,2,1391,81,120.8%10916,7%8,1066,6540.3%1,120.8%10916,7%239,895,8332,6,820,1411,0743,1515,16,1215,0949,0136,0041,07210,1868,11216,59411,3177,5591,8,8765,1515,19915,0965,17225,7725,1513,1515,17225,17225,4755,1513,1513,14,34,33,1515,19915,26435,2,9765,17225,1513,1513,14,33,93,1513,1513,14,33,93,1513,14,33,94,23,1513,14,33,94,33,1513,14,33,94,33,1513,14,33,94,33,1513,14,33,94,31,11,24,34,33,9 <td< td=""><td></td><td>\$4,781,644</td><td>\$2,582,689</td><td>\$7,364,332</td><td>\$4,171,258</td><td>\$1,734,543</td><td>\$5,905,801</td><td></td></td<>		\$4,781,644	\$2,582,689	\$7,364,332	\$4,171,258	\$1,734,543	\$5,905,801	
2,368 $1,996$ $4,364$ $2,495$ $1,565$ $4,060$ $5,2,442$ $5,1,616$ $5,071$ $5,1,391$ $4,066$ $5,2,139$ $5,1,391$ $5,1,391$ $5,1,391$ $1,901$ $1,1$ $1,1$ $2,071$ $5,2,139$ $1,391$ $1,912$ $1,1$ $1,1$ $2,071$ $2,2,139$ $1,391$ $1,912$ $1,1$ $1,1$ $2,0,191$ $1,1,201$ $1,0,21$ $1,1,212$ $1,2,2,2,2,2,3,3,3,5,5,5,3,3,5,5,5,3,4,3,4,4,4,4,4,1,0,4,4,4,1,0,4,4,4,1,0,4,4,4,1,0,4,1,0,4,1,0,4,1,0,4,1,0,4,1,0,4,1,0,4,1,0,4,1,0,4,1,0,1,0$	2,368       1,906       4,364       2,495       1,565       4,060         5,242       \$1,616       \$2,071       \$2,935       \$1,391       \$1,961         5,142       \$1,616       \$2,071       \$2,071       \$1,391       \$1,391       \$1,951         5,176       \$2,071       \$2,07       \$1,09       \$1,0       \$1,0       \$1,0       \$1,0         659       79.2%       544       83.3%       1,203       \$1,00       \$1,	2,368 $1,996$ $4,364$ $2,495$ $1,565$ $4,060$ $2,442$ $51,616$ $52,071$ $52,139$ $51,391$ $51,847$ $1,7$ $1,8$ $1,7$ $52,139$ $51,391$ $51,847$ $1,7$ $1,8$ $1,7$ $52,139$ $51,391$ $51,847$ $1,7$ $1,8$ $1,7$ $2,20$ $1,8$ $1,9$ $1,7$ $1,8$ $1,7$ $2,20$ $1,8$ $1,9$ $1,7$ $1,8$ $1,203$ $81,00$ $927$ $59,79$ $665$ $1,292$ $8,482$ $1,09$ $16,79$ $81,20$ $626$ $40,36$ $446$ $40,196$ $8,482$ $9,109$ $526,820,141$ $510,341,014$ $1,072$ $40,296$ $8,482$ $6,612$ $1,504$ $510,341,014$ $1,072$ $40,26$ $8,482$ $6,612$ $1,317$ $7,559$ $1,8,876$ $4,26$ $8,112$ $510,989,882$ $52,6820,141$ $7,559$ $1,8,876$ $4,226$ $10,186$ $8,112$ $15,017$ $7,559$ $1,8,876$ $52,475$ $3,151$ $51,991$ $52,976$ $51,722$ $52,475$ $52,475$ $3,151$ $51,991$ $33,99$ $4,3$ $4,2$ $4,2$ $3,151$ $51,991$ $52,976$ $51,722$ $52,475$ $52,475$ $3,151$ $3,16$ $3,172$ $3,19$ $4,2$ $4,2$ $3,151$ $51,991$ $52,976$ $52,775$ $52,775$ $3,151$ $51,991$ $52,775$ $52,775$ $52,775$ <td>rs Worked</td> <td>1,958</td> <td>1,598</td> <td>3,556</td> <td>1,950</td> <td>1,247</td> <td>3,197</td> <td></td>	rs Worked	1,958	1,598	3,556	1,950	1,247	3,197	
2,2,42 $5,1,616$ $5,2,071$ $5,1,39$ $5,1,391$ $5,1,391$ $5,1,391$ $5,1,391$ $1.7$ $1.8$ $1.8$ $1.7$ $2.0$ $1.8$ $1.8$ $1.9$ $1.7$ $1.8$ $1.7$ $2.0$ $1.8$ $1.8$ $1.9$ $659$ $7.2$ $5.2$ $8.3.3%$ $1,203$ $81.0%$ $652$ $40.3%$ $446$ $40.1%$ $1.7$ $20.8%$ $1.09$ $16.7%$ $2.82$ $19.0%$ $626$ $40.3%$ $446$ $40.1%$ $3.693$ $513,165,160$ $2.839,895,853$ $40.0%$ $6.004$ $1.002$ $1.002$ $8,482$ $6,612$ $1.5,094$ $9.013$ $6,004$ $1.072$ $8,482$ $6,612$ $1.5,094$ $7.5,99$ $7.559$ $1.6,017$ $10,186$ $8,112$ $1.8,298$ $9.013$ $6,004$ $1.5,017$ $10,186$ $8,112$ $1.8,298$ $5.2,926$ $5.1,229$ $5.2,759$ $3.7$ $3.6$ $3.7$ $4.3$ $3.9$ $3.7$	\$2,442\$1,616\$2,071\$2,139\$1,391\$1,8471.71.81.81.72.0\$1,391\$1,847\$1,8471.81.81.72.01.81.81.91.955954483.3%1,20381.0%92759.7%66559.9%1,90250372.0%16.7%81.0%62640.3%44640.1%1,00250,69310916.7%238219.0%65640.3%1,0031,0028,4826,61216.7%238,895,8539,0136,0041,0021,0028,4828,11215,0949,0136,0041,0031,00210,1868,11215,0949,0137,55915,0041,50110,1868,11218,2985,2,6435,2,7561,5031,5035,3,1515,1,9915,1,7223,3,993,3,933,4,33,4,33,1513,1,653,1,653,4,34,33,991,5013,1,515,1,9915,2,6433,2,9765,1,7225,2,4753,1,513,5,6434,34,33,93,93,1,513,1,653,1,654,34,31,5013,1,513,1,615,1,725,1,7225,2,4753,1,513,5,6434,34,33,93,93,1,513,5,6434,34,33,94,23,1,513,54,34,33,94,23,	22,442 $51,616$ $52,071$ $52,139$ $51,391$ $52,392$ $52,39$	tions	2,368	1,996	4,364	2,495	1,565	4,060	
1.7 $1.8$ $1.8$ $1.7$ $2.0$ $1.8$ $1.8$ $1.8$ $659$ $79.2%$ $544$ $83.3%$ $1,203$ $81.0%$ $927$ $59.7%$ $665$ $59.9%$ $1,592$ $659$ $79.2%$ $544$ $83.3%$ $1,203$ $81.0%$ $927$ $59.7%$ $665$ $59.9%$ $1,592$ $173$ $20.8%$ $109$ $16.7%$ $282$ $19.0%$ $626$ $40.3%$ $446$ $40.1%$ $1,072$ $3,0693$ $10,9$ $16.7%$ $283,895,853$ $19.0%$ $626,820,141$ $6,034,1014$ $1,072$ $8,482$ $6,612$ $15,094$ $9,013$ $6,004$ $1,072$ $1,072$ $8,482$ $6,612$ $15,094$ $9,013$ $6,004$ $15,017$ $8,482$ $6,612$ $15,094$ $11,317$ $7,559$ $13,876$ $10,186$ $8,112$ $18,298$ $52,976$ $51,722$ $52,475$ $53,151$ $51,976$ $51,722$ $52,475$ $52,475$ $3,7$ $3.6$ $3.3$ $3.9$ $3.9$ $3.9$	1.7 $1.8$ $1.8$ $1.8$ $1.8$ $1.8$ $1.8$ $1.9$ $659$ $79.2%$ $544$ $83.3%$ $1,203$ $81.0%$ $927$ $665$ $59.9%$ $1,502$ $659$ $72.0%$ $109$ $16.7%$ $81.0%$ $927$ $605$ $40.1%$ $1,922$ $30,693$ $109$ $16.7%$ $282$ $19.0%$ $626$ $40.3%$ $446$ $40.1%$ $3,13,165,160$ $190$ $15,094$ $19,013$ $6,004$ $1,072$ $8,482$ $6,612$ $15,094$ $9,013$ $6,004$ $1,072$ $8,482$ $8,112$ $15,094$ $1,1,317$ $7,559$ $1,036$ $10,186$ $8,112$ $18,298$ $8,2,976$ $7,559$ $18,876$ $3,151$ $51,991$ $52,643$ $52,976$ $51,722$ $18,876$ $3,151$ $3,1,991$ $52,643$ $52,976$ $51,722$ $52,475$ $3,3,6$ $3,6,935$ $4,3$ $3,9,935$ $3,9,935$ $5,976$ $51,722$	1.7 $1.8$ $1.7$ $2.0$ $1.8$ $1.8$ $1.8$ $1.9$ $659$ $79.2%$ $544$ $83.3%$ $1,203$ $81.0%$ $927$ $59.7%$ $665$ $59.9%$ $1,592$ $173$ $20.8%$ $109$ $16.7%$ $282$ $19.0%$ $626$ $40.3%$ $446$ $40.1%$ $1,072$ $8,482$ $109$ $16.7%$ $282$ $19.0%$ $622$ $40.3%$ $446$ $40.1%$ $1,072$ $8,482$ $6,612$ $15,094$ $1,073$ $9,013$ $6,004$ $1,072$ $1,072$ $8,482$ $6,612$ $15,094$ $1,1,317$ $7,559$ $5,0,044$ $1,072$ $10,186$ $8,112$ $18,298$ $11,317$ $7,559$ $18,706$ $3,151$ $5,1,991$ $5,2,976$ $5,1,722$ $5,2,473$ $3,151$ $3.6$ $3.7$ $4.3$ $3.9$ $3.2$ $3,151$ $3.6$ $3.7$ $3.2$ $4.3$ $3.2$ $3,16$ $3.7$ $3.2$ $4.3$ $3.2$ $3.2$ $3,17$ $3.6$ $3.7$ $3.2$ $3.2$ $3.2$ $3,18$ $3.6$ $3.7$ $3.2$ $3.2$ $3.2$ $3,18$ $3.2$ $3.3$ $3.3$ $3.3$ $3.3$	irterly Wage	\$2,442	\$1,616	\$2,071	\$2,139	\$1,391	\$1,847	
659         79.2%         544         83.3%         1,203         81.0%         927         59.7%         665         59.9%         1,592           173         20.8%         109         16.7%         282         19.0%         626         40.3%         446         40.1%         1,072           30,693         \$13,165,160         282         19.0%         626         40.3%         446         40.1%         1,072           8,482         6,612         15,094         \$26,820,141         \$10,341,014         \$37,161,155           8,482         6,612         15,094         9,013         6,004         15,014         1,072           10,186         8,112         18,298         9,013         5,014         7,559         15,017           3,151         \$1,991         \$2,643         \$2,976         \$1,,317         7,559         18,876           3,151         \$1,991         \$2,643         \$2,976         \$1,372         \$3,7         \$3,7           3,151         3,6         3,6         4,3         3,9         \$3,9         \$3,475           3,151         3,6         3,3         4,3         3,3         3,3         4,2	659         79.2%         544         83.3%         1,203         81.0%         927         59.7%         665         59.9%         1,592           173         20.8%         109         16.7%         282         19.0%         626         40.3%         446         40.1%           30,693         \$13,165,160         282         19.0%         626         40.3%         446         40.1%         1,072           30,693         \$13,165,160         283,9895,853         19.0%         626         40.3%         446         40.1%         1,072           30,693         \$13,165,160         \$33,9895,853         19.0%         626         40.3%         446         40.1%         1,072           8,482         6,612         15,094         1,317         7,559         1,014         5,1722         5,043         15,017           10,186         8,112         18,208         11,317         7,559         5,1722         5,1752         5,1750         5,2,475           5,3,161         5,1,722         3.5         5,2,976         5,1,722         5,2,475         5,2,475         5,1,722         5,1,722         5,2,475         5,1,722         5,1,722         5,2,475         5,1,722         4,2	659         79.2%         544         83.3%         1,203         81.0%         927         59.7%         665         59.9%         1,592           173         20.8%         109         16.7%         282         19.0%         626         40.3%         1,072           30,693         109         16.7%         282         19.0%         626         40.3%         1,072           30,693         \$13,165,160         282         19.0%         626         40.3%         1,072           8,482         \$13,165,160         283,895,853         9.013         6,004         1,074           8,482         6,612         15,094         \$26,820,141         \$10,341,014         1,072           10,186         8,112         15,094         11,317         7,559         18,876           \$3,151         \$1,991         \$2,936         5,2976         \$1,722         \$2,475           \$3,152         3.5,976         \$5,976         \$1,722         \$2,475           \$3,1         \$1,3         \$2,976         \$1,722         \$2,475           \$3,1         3.3         3.3         3.3         \$2,475	nber of Employers	1.7	1.8	1.7	2.0	1.8	1.9	
(65)         79.2%         54.4         83.3%         1,203         81.0%         92.7         59.7%         66.55.99%         1,592           173         20.8%         109         16.7%         282         19.0%         626         40.3%         446         40.1%         1,072           \$26,730,693         \$13,165,160         282         19.0%         626         40.3%         446         40.1%         1,072           \$26,730,693         \$13,165,160         \$33,995,853         \$26,802,141         \$10,341,014         \$37,161,152         \$37,161,152         \$37,161,152         \$37,161,152         \$37,161,152         \$37,161,152         \$37,161,152         \$37,161,152         \$37,161,152         \$37,161,152         \$37,161,152         \$37,161,152         \$37,161,152         \$32,475           \$3,151         \$1,991         \$2,643         \$2,2976         \$1,372         \$3,475         \$2,475           \$3,151         3.6         3.7         \$4.3         \$3,9         \$3,9         \$4,2	659         79.2%         544         83.3%         1,203         81.0%         927         59.7%         665         59.9%         1,592           173         20.8%         109         16.7%         282         19.0%         626         40.3%         446         40.1%         1,072           \$26,730,693         \$13,165,160         282         19.0%         626         40.3%         446         40.1%         1,072           \$26,730,693         \$13,165,160         \$39,895,853         9.013         410         410         1,072           \$8,482         6,612         15,094         9.013         6,004         15,017         7,559         15,017           10,186         8,112         18,298         11,317         7,559         18,876         15,017           \$3,151         \$1,091         \$5,043         \$2,2976         \$1,372         \$1,372         \$2,475           3,15         3,16         3,16         \$1,372         \$4,3         3,3         \$2,475           3,15         3,16         3,16         3,3         \$1,32         \$2,475         \$2,475           3,17         3,18         3,3         \$4,3         \$3,9         \$2,976         \$4,2<	(55)         79.2%         54.4         83.3% <b>1,203 81.0%</b> 927         59.7%         6655         59.9% <b>1,592</b> 173         20.8%         109         16.7% <b>282 19.0%</b> 626         40.3%         446         40.1% <b>1,072</b> \$26,730,693         \$13,165,160 <b>283 19.0%</b> 626         40.3%         446         40.1% <b>1,072</b> \$26,730,693         \$13,165,160 <b>283 280</b> \$26,805,853         \$26,820,141         \$1,014         \$37,161,155         \$33,151         \$3,151         \$3,151         \$3,151         \$3,151         \$3,151         \$3,152         \$3,259         \$3,2475 <td< td=""><td>rds Five Years After C</td><td>losure</td><td></td><td></td><td></td><td></td><td></td><td></td></td<>	rds Five Years After C	losure						
	173 $20.8\%$ 109 $16.7\%$ <b>28219.0%</b> $626$ $4.3\%$ $446$ $40.1\%$ <b>1,072</b> $$26,730,693$ $$13,165,160$ $$39,895,853$ $$26,820,141$ $$10,341,014$ $$37,161,153$ $8,482$ $6,612$ $15,094$ $9,013$ $6,004$ $15,017$ $10,186$ $8,112$ $15,094$ $9,013$ $6,004$ $15,017$ $10,186$ $8,112$ $18,298$ $11,317$ $7,559$ $7,559$ $3,3,151$ $51,991$ $52,643$ $52,976$ $51,722$ $52,475$ $3,7$ $3.7$ $3.7$ $4.3$ $3.9$ $3.9$	173 $20.8\%$ 109 $16.7\%$ <b>282</b> $19.0\%$ $626$ $4.46$ $4.01\%$ $1,072$ $526,730,693$ $513,165,160$ $539,895,853$ $526,820,141$ $510,341,014$ $537,161,153$ $8,482$ $6,612$ $15,094$ $9,013$ $6,004$ $15,014$ $10,186$ $8,112$ $15,094$ $9,013$ $6,004$ $15,017$ $10,186$ $8,112$ $18,298$ $11,317$ $7,559$ $7,559$ $3,3,151$ $51,991$ $52,643$ $52,643$ $52,976$ $51,722$ $3,3,151$ $3.6$ $3.7$ $4.3$ $3.9$ $3.9$	After Closure		544 83.3%	1,203	927	665 29.9%	1,592	<b>59.8</b> %
\$26,730,693       \$13,165,160       \$39,895,853       \$26,820,141       \$10,341,014       \$337,104         8,482       6,612       15,094       9,013       6,004       \$31,013       5,004       \$31,51       7,559       \$3,151       7,559       \$3,151       7,559       \$3,172       7,559       \$3,172       3.6       3.7       3.6       3.7       3.9	\$26,730,693 $$13,165,160$ $$39,895,853$ $$26,820,141$ $$10,341,014$ $$337.$ $8,482$ $6,612$ $15,094$ $9,013$ $6,004$ $5,004$ $10,186$ $8,112$ $18,298$ $11,317$ $7,559$ $$3,151$ $$1,991$ $$2,643$ $$2,976$ $$1,722$ $3.7$ $3.6$ $3.7$ $4.3$ $3.9$	\$26/730,693 $$13,165,160$ $$39,895,853$ $$26,820,141$ $$10,341,014$ $8,482$ $6,612$ $15,094$ $9,013$ $6,004$ $8,482$ $6,612$ $15,094$ $9,013$ $6,004$ $10,186$ $8,112$ $18,298$ $11,317$ $7,559$ $$3,151$ $$1,991$ $$2,643$ $$2,976$ $$1,722$ $3,7$ $3.6$ $3.7$ $4.3$ $3.9$	fter Closure			282	626	446 40.1%	1,072	40.2%
8,482         6,612         15,094         9,013         6,004           10,186         8,112         18,298         11,317         7,559           \$3,151         \$1,991         \$2,643         \$2,976         \$1,722           3.7         3.6 <b>3.7</b> 4.3         3.9	8,482         6,612         15,094         9,013         6,004           10,186         8,112         18,298         11,317         7,559           5,3,151         \$1,991         \$2,643         \$2,976         \$1,722           3.7         3.6         3.7         4.3         3.9	8,482         6,612 <b>15,094</b> 9,013         6,004           10,186         8,112 <b>18,298</b> 11,317         7,559           \$3,151         \$1,991 <b>\$2,643</b> \$2,976         \$1,722           3.7         3.6 <b>3.7</b> 4.3         3.9		\$26,730,693	\$13,165,160	\$39,895,853	\$26,820,141	\$10,341,014	\$37,161,155	
10,186         8,112 <b>18,298</b> 11,317         7,559           \$3,151         \$1,991 <b>\$2,643</b> \$2,976         \$1,722           3.7         3.6 <b>3.7</b> 4.3         3.9	10,186     8,112     18,298     11,317     7,559       \$3,151     \$1,991     \$2,643     \$2,976     \$1,722       3.7     3.6     3.7     4.3     3.9	10,186         8,112         18,298         11,317         7,559           \$3,151         \$1,991         \$2,643         \$2,976         \$1,722           3.7         3.6 <b>3.7</b> 4.3         3.9	rs Worked	8,482	6,612	15,094	9,013	6,004	15,017	
\$3,151     \$1,991     \$2,643     \$2,976     \$1,722       3.7     3.6 <b>3.7</b> 4.3     3.9	\$3,151         \$1,991         \$2,643         \$2,976         \$1,722           3.7         3.6 <b>3.7</b> 4.3         3.9	\$3,151     \$1,991     \$2,643     \$2,976     \$1,722       3.7     3.6 <b>3.7</b> 4.3     3.9	ctions	10,186	8,112	18,298	11,317	7,559	18,876	
3.7 3.6 <b>3.7</b> 4.3 3.9	3.7 3.6 <b>3.7</b> 4.3 3.9	3.7 3.6 <b>3.7</b> 4.3 3.9	arterly Wage	\$3,151	\$1,991	\$2,643	\$2,976	\$1,722	\$2,475	
			nber of Employers	3.7	3.6	3.7	4.3	3.9	4.2	

Page 8

tatus and	
ita by Closure S	
osure Status in Wyoming by Age Group and Gender and Wage Record Data by Closure Status and	
d Gender and V	
r Age Group an	
in Wyoming by	966
<b>Closure Status</b>	re Date 1994-19
ehabilitation (	Closure, Closuı
of Vocational R	10 Years After
3: Frequency (	er at 1, 5, and <sup>-</sup>
Table	Gend

			Successful Closure	losure				5	Unsuccessful Closure	ful Closu	e L	
	Men		Women	2	Total		Men		Women	nen	Total	
Category	5	%	5	%	c	%	c	%	c	%	Total	%
Wage Records 10 Years After Closure	osure											
Had Wages After Closure	686	686 82.5%	560	560 85.8%	1,246	1,246 83.9%	1,001	1,001 64.5%	73	738 66.4%	1,739	65.3%
No Wages After Closure	146	17.5%	93	93 14.2%	239	16.1%	552	552 35.5%	37	373 33.6%	925	34.7%
Total Wages	\$62,944,892		\$29,964,639		\$92,909,531		\$68,904,355		\$25,891,401	11	\$94,795,757	
Total Quarters Worked	15,462		11,667		27,129		17,214		11,437	37	28,651	
Total Transactions	18,354		14,014		32,368		21,173		14,283	33	35,456	
Average Quarterly Wage	\$4,071		\$2,568		\$3,425		\$4,003		\$2,264	54	\$3,309	
Average Number of Employers	5.1		5.1		5.1		6.2		5	5.6	6.0	

(Text continued from page 6)

in all age categories, with the possible exception of the 19-and-under age group (see Table 7, page 13). Male participants in this group, regardless of closure status, actually earned more wages than the overall wages earned in the state. This may have been due to the fact that overall wages for this age category were generally low. Across gender, the wage replacement percentage generally dropped as participants aged.

### Months of Participation Categorization

There are numerous factors that determine the length of participation in the VR program such as a participant's severity of impairment and willingness to strive to achieve a successful completion to the program. One possibility is that the longer the time period of participation the more likely the participant is to obtain employment, and perhaps earn higher wages. The average duration of participation was 15 months for this dataset, while the median was 11 months.

The percentage of participants who obtained employment averaged 53.7% across all participants one year after closure. This percentage did not vary by gender, nor months of participation, with the possible exception of those who participated 0 to 3 months (49.8%). Five years after closure, the overall percentage of participants found in the Wage Records Database increased to 67.4% (see Table 8, page 14). There are no clear-cut trends in the percentage of participants with wages, average quarterly wages, or average number of employers across the four months of participation categories.

(Text continued on page 13)

Table 4: Wage Record Data of Vocational Rehabilitation Participants in Wyoming by Age Group, Gender, and Closure Type One Year After Closure, Closure Date 1994-1996

Age Group Had Wages	Men	Successful Women	Closure Total	%	ل Men	Insuccessfu Women	l Closure Total	%
00-19 20-24 25-34 35-44 45-54 55+	10 84 188 200 83 24	6 66 115 175 107 20	16 150 303 375 190 44	1.5% 13.9% 28.1% 34.8% 17.6% 4.1%	65 116 232 185 75 17	37 65 122 140 83 13	102 181 354 325 158 30	8.9% 15.7% 30.8% 28.3% 13.7% 2.6%
Total %	589 54.6%	489 45.4%	1,078	100.0%	690 60.0%	460 40.0%	1,150	<u>2.0 %</u> 100.0%
Had No Wage	25							
00-19 20-24 25-34 35-44 45-54 <u>55+</u> Total %	2 21 60 79 59 22 <b>243</b> <b>22.5%</b>	1 22 39 48 35 19 <b>164</b> <b>15.2%</b>	3 43 99 127 94 41 407	0.7% 10.6% 24.3% 31.2% 23.1% 10.1%	42 93 191 278 203 56 <b>863</b> 57.0%	32 73 162 214 136 <u>34</u> <b>651</b> <b>43.0%</b>	74 166 353 492 339 <u>90</u> 1,514	4.9% 11.0% 23.3% 32.5% 22.4% 5.9% 100.0%
<b>Total Wages</b>								
00-19 20-24 25-34 35-44 45-54 55+	\$65,311 \$498,682 \$1,480,301 \$2,012,184 \$548,236 \$176,929	\$13,970 \$268,624 \$667,227 \$898,996 \$650,025 \$83,847	52,911,180		\$186,064 \$595,134 \$1,506,723 \$1,315,398 \$490,362 \$77,576		\$264,791 \$765,594 \$2,027,874 \$1,850,327 \$854,477 \$142,738	
Total Quarter								
00-19 20-24 25-34 35-44 45-54 55+	37 273 656 673 241 78	13 219 382 558 361 65	50 492 1,038 1,231 602 143		168 347 678 505 207 45	92 165 349 377 228 36	260 512 1,027 882 435 81	
Total Transac								
00-19 20-24 25-34 35-44 45-54 55+	46 322 807 808 297 88	13 269 491 690 453 80	59 591 1,298 1,498 750 168		216 466 866 632 265 50	117 208 452 475 269 44	333 674 1,318 1,107 534 94	
Average Qua								
00-19 20-24 25-34 35-44 45-54 55+	\$1,765 \$1,827 \$2,257 \$2,990 \$2,275 \$2,268	\$1,075 \$1,227 \$1,747 \$1,611 \$1,801 \$1,290	\$1,586 \$1,560 \$2,069 \$2,365 \$1,990 \$1,824		\$1,108 \$1,715 \$2,222 \$2,605 \$2,369 \$1,724	\$856 \$1,033 \$1,493 \$1,419 \$1,597 \$1,810	\$1,018 \$1,495 \$1,975 \$2,098 \$1,964 \$1,762	
	nber of Employ		1.0		2.2	2.0	2.4	
00-19 20-24 25-34 35-44 45-54 55+	1.9 1.7 1.8 1.7 1.6 1.5	1.2 1.8 1.9 1.8 1.6 1.5	1.6 1.7 1.8 1.7 1.6 1.5		2.2 2.2 2.1 1.8 2.0 1.4	2.0 1.9 1.7 1.7 1.6	2.1 2.1 2.0 1.8 1.8 1.5	

# Table 5: Wage Record Data of Vocational Rehabilitation Participants in Wyoming by Age Group, Gender, and Closure Type Five Years After Closure, Closure Date 1994-1996

Age Group	Men	Successful Women	Closure Total	%	Men	Unsuccessfu Women	l Closure Total	%
Had Wages 00-19 20-24 25-34 35-44 45-54 55+ Total %	10 89 206 223 102 29 <b>659</b> <b>54.8%</b>	6 77 130 193 114 24 <b>544</b> <b>45.2%</b>	16 166 336 416 216 53 1,203	1.3% 13.8% 27.9% 34.6% 18.0% 4.4%	85 159 291 261 106 25 <b>927</b> 58.2%	43 99 182 206 117 18 <b>665</b> <b>41.8%</b>	128 258 473 467 223 43 1,592	8.0% 16.2% 29.7% 29.3% 14.0% 2.7% 100.0%
Had No Wag 00-19 20-24 25-34 35-44 45-54 55+ Total %	2 16 42 56 40 17 <b>173</b> 14.4%	1 11 24 30 28 15 <b>109</b> <b>9.1%</b>	3 27 66 86 68 32 282	1.1% 9.6% 23.4% 30.5% 24.1% 11.3%	22 50 132 202 172 48 <b>626</b> 58.4%	26 39 102 148 102 28 <b>446</b> <b>41.6%</b>	48 89 234 350 274 77 1,072	4.5% 8.3% 21.8% 32.6% 25.6% 7.2% 100.0%
<b>Total Wages</b> 00-19 20-24 25-34 35-44 45-54 55+	\$366,979 \$2,896,799 \$8,410,370 \$11,060,065 \$3,242,387 \$754,092	\$61,678 \$1,473,680 \$3,309,201 \$4,970,386 \$2,934,401 \$415,815	\$11,719,571 \$16,030,451		\$1,721,658 \$4,091,093 \$9,086,366 \$8,176,142 \$3,452,715 \$292,167	\$1,280,177 \$3,071,699 \$3,389,111	\$2,343,402 \$5,371,270 \$12,158,064 \$11,565,253 \$5,258,649 \$464,517	
<b>Total Quarte</b> 00-19 20-24 25-34 35-44 45-54 55+	rs Worked 165 1,161 2,805 2,935 1,081 335	50 889 1,599 2,400 1,409 265	215 2,050 4,404 5,335 2,490 600		735 1,648 3,081 2,389 990 170	448 829 1,724 1,919 969 115	1,183 2,477 4,805 4,308 1,959 285	
<b>Total Transac</b> 00-19 20-24 25-34 35-44 45-54 55+	ctions 218 1,420 3,390 3,463 1,331 364	56 1,066 1,971 2,930 1,772 317	274 2,486 5,361 6,393 3,103 681		1,019 2,167 3,872 2,869 1,205 185	599 1,076 2,228 2,371 1,144 141	1,618 3,243 6,100 5,240 2,349 326	
Average Qua 00-19 20-24 25-34 35-44 45-54 55+	rterly Wage \$2,224 \$2,495 \$2,998 \$3,768 \$2,999 \$2,251	\$1,234 \$1,658 \$2,070 \$2,071 \$2,083 \$1,569	\$1,994 \$2,132 \$2,661 \$3,005 \$2,481 \$1,950		\$2,342 \$2,482 \$2,949 \$3,422 \$3,488 \$1,719	\$1,388 \$1,544 \$1,782 \$1,766 \$1,864 \$1,499	\$1,981 \$2,168 \$2,530 \$2,685 \$2,684 \$1,630	
Average Num 00-19 20-24 25-34 35-44 45-54 55+	nber of Emplo 6.7 4.3 4.0 3.4 3.1 2.3	9 <b>yers</b> 3.7 4.0 3.7 3.1 2.8	5.6 4.0 3.6 3.1 2.5		5.7 5.1 4.7 3.7 3.4 2.0	5.7 4.3 4.4 3.8 2.8 2.6	5.7 4.8 4.6 3.7 3.1 2.2	

Table 6: Wage Record Data of Vocational Rehabilitation Participants in Wyoming by Age Group, Gender, and Closure Type 10 Years After Closure, Closure Date 1994-1996

		Successful	Closure			Unsuccessfu	l Closure	
Age Group	Men	Women	Total	%	Men	Women	Total	%
Had Wages	Men	Wollieli	iotai	/0	men	Wollien	iotai	/0
00-19	11	6	17	1.4%	87	48	135	7.8%
20-24	93	79	172	13.8%	167	114	281	16.2%
25-34	213	136	349	<b>28.0%</b>	314	201	515	<b>29.6</b> %
35-44	231	197	428	34.3%	283	231	514	<b>29.6</b> %
45-54	106	116	222	17.8%	120	126	246	14.1%
55+	32	26	58	4.7%	30	18	48	<b>2.8</b> %
Total %	686 55.1%	560 44.9%	1,246	100.0%	1,001 57.6%	738 42.4%	1,739	100.0%
70	55.1%	44.9%		100.0%	57.0%	42.4%		100.0%
Had No Wage	95							
00-19	1	1	2	0.8%	20	21	41	4.4%
20-24	12	9	21	8.8%	42	24	66	7.1%
25-34	35	18	53	22.2%	109	83	192	20.8%
35-44	48	26	74	31.0%	180	123	303	32.8%
45-54	36	26	62	<b>25.9</b> %	158	93	251	27.1%
55+	14	13	27	11.3%	43	29	72	<b>7.8</b> %
Total	146	93	239		552	373	925	
%	11.7%	7.5%		100.0%	59.7%	40.3%		100.0%
<b>T</b> . ( .   ) / (								
Total Wages	6066 705	6206.006	61 160 701		CC 217 452	¢1 567 001	66 705 254	
00-19	\$866,785	\$296,006	\$1,162,791		\$5,217,453		\$6,785,254	
20-24 25-34	\$7,205,913 \$20,144,646				\$11,687,233 \$23,065,155		\$15,356,036	
25-54 35-44	\$25,067,739	\$7,564,712 \$11 704 130			\$20,143,466		\$30,557,745 \$28,960,843	
45-54		\$5,882,666			\$8,187,941		\$12,324,792	
45-54 55+	\$1,259,925		\$2,096,665		\$603,108	\$207,980	\$811,087	
551	<i>233,723</i>	<i>2030,7</i> 10	<i>42,030,003</i>		2003,100	<i>4207,500</i>	<i>4011/00/</i>	
<b>Total Quarte</b>	rs Worked							
00-19	322	112	434		1,591	859	2,450	
20-24	2,134	1,629	3,763		3,194	1,669	4,863	
25-34	5,196	2,904	8,100		5,748	3,296	9,044	
35-44	5,273	4,216	9,489		4,551	3,628	8,179	
45-54	2,050	2,344	4,394		1,829	1,827	3,656	
55+	487	462	949		301	158	459	
Total Transac		100			2115	1 1 2 4	2.224	
00-19	433	123	556		2,115	1,121	3,236	
20-24 25-34	2,618	1,927 3,502	4,545		4,069	2,113	6,182	
25-54 35-44	6,234 6,073	5,017	9,736 11,090		7,092 5,366	4,257 4,470	11,349 9,836	
45-54	2,469	2,908	5,377		2,209	2,135	9,830 4,344	
55+	527	537	1,064		322	187	509	
551	527	557	.,		522	107	202	
Average Qua	rterly Wage							
00-19	\$2,692	\$2,643	\$2,679		\$3,279	\$1,825	\$2,769	
20-24	\$3,377	\$2,204	\$2,869		\$3,659	\$2,198	\$3,158	
25-34	\$3,877	\$2,605	\$3,421		\$4,013	\$2,273	\$3,379	
35-44	\$4,754	\$2,797	\$3,885		\$4,426	\$2,430	\$3,541	
45-54	\$4,098	\$2,510	\$3,250		\$4,477	\$2,264	\$3,371	
55+	\$2,587	\$1,811	\$2,209		\$2,004	\$1,316	\$1,767	
	abox of Emals				_			
	nber of Emplo		9.6		0.0	0.0	0.0	
00-19 20-24	9.7 6.1	6.7 5.8	8.6 6.0		9.6 7.5	8.0 6.2	9.0 7.0	
20-24 25-34	5.8	5.8 5.6	6.0 5.7		6.7	6.3	7.0 6.5	
35-44	4.8	5.0	4.9		5.2	5.2	5.2	
45-54	4.0	4.4	4.9		4.4	4.1	4.2	
55+	2.6	3.3	2.9		2.3	3.1	2.6	

worked. The original data can be found at: http://doe.state.wy.us/Imi/earnings\_tables/WR\_Demographics\_County/county\_data400.html

		oleM		Succe	Successful Closure Eemale	sure	Ľ	llerovO			oleM	-	Unsucci	Unsuccessful Closure Eemale	osure		lleravO		All Workers Male FemaleOverall	All Workers	llerev
			-	_		-	,					-	-		-						
Age Group	Average Quarterly Wage	906 Way-noN 70 % Barners	stnaqizitraq to N	Average Quarterly Boge	% of Non-VR Wage Earners	stnaqizitraq to N	Average Quarterly Wage	906 Non-VR Wage Earners	stnaqisitraq to N	Average Quarterly Wage	906 Way-noN 70 % Earners	stnaqizittaq to N	Average Quarterly Wage	906 Non-VR Wage Earners	stnaqizitraq to N	Average Quarterly Wage	906 Way-noN 30% Earners	stnaqizitraq to N	Average Quarterly Wage	Average Quarterly Wage	Average Quarterly Wage
00-15	00-19 \$2,224 99.4%	99.4%	10	\$1,234	\$1,234 76.7%	9	\$1,994 103.5%	103.5%	16	\$2,342	\$2,342 104.7%	85	\$1,388	86.3%	43	\$1,981	\$1,981 102.8%	128	\$2,237	\$1,607	\$1,926
20-2	20-24 \$2,495	36.4%	89	\$1,658	42.8%	77	\$2,132	38.7%	166	\$2,482	36.2%	159	\$1,544	39.9%	66	\$2,168	39.4%	258	\$6,863	\$3,873	\$5,508
25-34	25-34 \$2,998	27.4%	206	\$2,070	32.8%	130	\$2,661	29.8%	336	\$2,949	27.0%	291	\$1,782	28.2%	182	\$2,530	28.3%	473	\$10,936	\$6,310 \$8,944	\$8,944
35-44	35-44 \$3,768	28.2%	223	\$2,071	27.0%	193	\$3,005	27.9%	416	\$3,422	25.6%	261	\$1,766	23.0%	206	\$2,685	24.9%	467	\$13,353	\$7,679 \$10,767	10,767
45-54	45-54 \$2,999	19.6%	102	\$2,083	24.6%	114	\$2,481	20.7%	216	\$3,488	22.8%	106	\$1,864	22.0%	117	\$2,684	22.4%	223	\$15,308	\$8,458 \$11,997	11,997
55+	+ \$2,251	16.7%	29	\$1,569	21.5%	24	\$1,950	18.4%	53	\$1,719	12.7%	25	\$1,499	20.6%	18	\$1,630	15.4%	43	\$13,489	\$7,287 \$10,615	10,615
Overal	Overall \$3,151 26.7%	26.7%	629	659 \$1,991	30.0%	544	544 \$2,643	29.2%	1203	\$2,976	25.2%	927	\$1,722	25.9%	665	\$2,475	27.3%	1592  \$	1592  \$11,818 \$6,646 \$9,051	6,646	9,051
<sup>a</sup> The vo in the w	cational I	rehabilita <sup>.</sup> rds datab	tion da	ta are ba	ised on th	e five y <sup>.</sup> it is the	ears of w	age reco ar for this	rds afte	er the clo	<sup>a</sup> The vocational rehabilitation data are based on the five years of wage records after the closure quarter for the participant. The All Workers data are for 2007 across all workers in the ware records database: 2007 was chosen as it is the base version for this protectly data ware derived by dividing the average by the average quarters.	rter for vere de	the part rived by	icipant. T	The All V	Norkers arage ve	data are f	or 2007 by the	across a	ll worke	S.
	מאבוברט	ו חז ממימר	אש ישכוני			ורוס נווב	nase ye		projec.	ר לממו ה	בווא ממימ י	אבוב מי	(ה הסאוו:	, urviu U		כו מעכ אכ	מווץ עימאי	יווכ ווכ	מעכומאכ	לחמו וכו	•

(Text continued from page 9)

## Wyoming Economic Conditions (Unemployment Rate) from 1994 through 2009

In periods of economic volatility and instability, external economic factors may be the main determinant of an individual's employment, overwhelming all other factors.

Over the period being discussed, Wyoming has had a relatively low and stable unemployment rate compared to the national rate. Across this period, the average monthly unemployment rate in the state was 4.3%, with a low of 2.7% in January 2008, and a high of 7.5% in December 2009 (Preliminary; Bureau of Labor Statistics). Wyoming lagged behind most other states in regard to the impact of the recession, with unemployment rates not exceeding 5.0% until June 2009 (see Figure 1, page 15). Therefore, the conclusion is that external economic factors did not unduly influence VR participants' employment prospects.

## 2007-08 Participants in Comparison

While the main objective of this study was to examine the long-term impact of the VR program, it is also useful to briefly compare participants in the 1994-96 period to a more recent set of participants (2007-08). Roughly two-thirds of program participants with closure dates within the 1994-96 period did not complete the program successfully (see Table 2A). Additionally, participants with successful outcomes were more likely to appear in the Wage Records Database. One question asked was

**Research & Planning** 

			Months	of Participatio	on in VR	
Gender		0 to 3 Months	4 to 12 Months	13 to 24 Months	24+ Months	
	Had Wages	295	600	397	294	1,586
	No Wages	146	316	179	158	799
	% in Wage Records	66.9%	65.5%	68.9%	65.0%	66.5%
	Total Wages	\$8,347,016	\$17,686,883	\$15,126,365	\$12,390,571	\$53,550,835
Male	Total Quarters Worked	2,858	6,112	4,917	3,608	17,495
	Total Transactions	3,599	7,465	6,053	4,386	21,503
	Average Quarterly Wage	\$2,651	\$2,471	\$2,570	\$3,141	\$2,694
	Average Number of Employers	4.0	3.6	3.9	3.4	3.7
	Total Number of Employers	1,351	2,345	1,634	1,118	6,448
	Had Wages	175	481	335	218	1,209
	No Wages	107	200	144	104	555
	% in Wage Records	62.1%	70.6%	69.9%	67.7%	68.5%
	Total Wages	\$2,886,111	\$8,626,889	\$6,933,489	\$5,059,685	\$23,506,174
Female	Total Quarters Worked	1,652	4,849	3,732	2,383	12,616
	Total Transactions	2,086	5,956	4,679	2,950	15,671
	Average Quarterly Wage	\$1,620	\$1,703	\$1,642	\$2,062	\$1,738
	Average Number of Employers	3.8	3.9	3.7	3.1	3.7
	Total Number of Employers	701	1,814	1,292	774	4,581
	Had Wages	470	1,081	732	512	2,795
	No Wages	253	516	323	262	1,354
	% in Wage Records	65.0%	67.7%	69.4%	66.1%	67.4%
	Total Wages	\$11,233,128	\$26,313,772	\$22,059,854	\$17,450,256	\$77,057,008
Total	Total Quarters Worked	4,510	10,961	8,649	5,991	30,111
	Total Transactions	5,685	13,421	10,732	7,336	37,174
	Average Quarterly Wage	\$2,096	\$2,117	\$2,142	\$2,650	\$2,235
	Average Number of Employers	3.9	3.7	3.8	3.3	3.7
	Number of Employers	2,052	4,159	2,926	1,892	11,029

Table 8: Results Five Years After Closure by Months of Participation in Wyoming Vocational Rehabilitation (VR), Closure Date 1994-1996

how do more recent program participants fare in terms of program completion and wage earnings?

To address this question, participants with closure dates within the 2007-08 period were examined (see Table 9, page 15). The success rate of the program has increased compared to the 1994-96 period. The overall effect may be even greater given that the definition of success is more rigorous in the later period. Success in both periods was determined as having a type of closure of "03." However, the definition of this closure type in the earlier period was closed rehabilitated, while in the later period it was exited with an employment outcome. Given that in the later period there was also a closure type of "04" defined as exited without an employment outcome, after receiving services, the later period's definition of success was more restrictive.

#### **Further Research**

A more complete analysis would include the wage records of surrounding states to fully capture the wages of participants who moved out of state after closure. These data are available for approximately the last five years.

Two elements of the vocational rehabilitation data have not yet been examined: the severity of the injury or disability and the type of rehabilitation provided. Also, this study examined only the wage records of participants after closure. It may be useful to look at participants' work history prior to admittance to the VR program. By looking at the participants' pre- and post-closure history, a measure of the replacement of prior wages could be calculated. Table 9: Success Rates of Vocational RehabilitationParticipants in Wyoming with Closure Dates in2007 or 2008

Closure Year	Result	Count	Percent
2007	Not Successful	1,027	58.6%
	Success	725	41.4%
	Total	1,752	100.0%
2008	Not Successful	798	60.1%
	Success	530	39.9%
	Total	1,328	100.0%

A cost-benefit analysis of the VR program could be conducted. The cost of each participant's rehabilitation is included in the dataset, as well as some information regarding public assistance received. Combined with wage record data, the cost effectiveness of the VR program could be estimated.

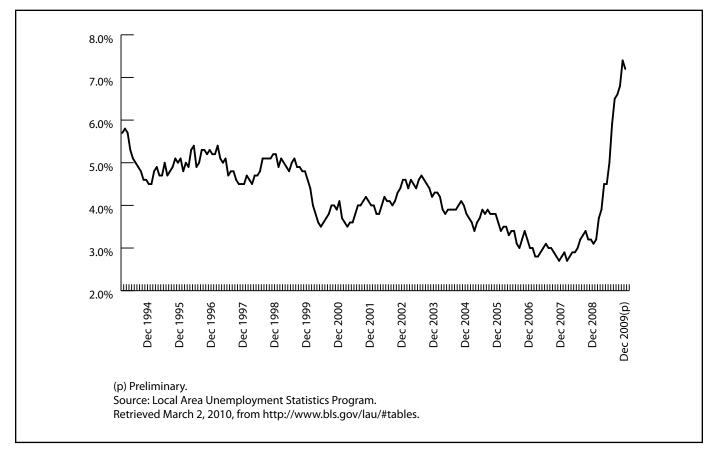


Figure 1: Wyoming Seasonally Adjusted Unemployment Rate, December 1994 to December 2009

# Benefits to Using the Wage Records Database to Assess the Efficacy of the VR Program

Every three years, the Wyoming Division of Vocational Rehabilitation (DVR) must submit a statewide needs assessment that "must examine the need to establish, develop, or improve community rehabilitation programs within the state." (Western Management Services, p. 3). Special attention must be given to four disability populations: veterans with disabilities, students in transition, participants with an acquired brain injury, and minorities with disabilities.

The use of the Wage Records Database could aid in the preparation of this assessment as it provides a less expensive means of wage data collection. For the 2009 report, surveys were used to collect wage information; this was an unnecessary re-doubling of efforts as these data are already captured by the UI Wage Records Database. Rather than gathering data from a small sample of VR participants, wage data for the vast majority of participants could be analyzed. In addition, the longitudinal nature of the data allows for long-term impact assessment that is not possible by any other means.

As an example of enhancements that the wage record data could provide, please see Table 14 in the 2009 Wyoming assessment publication. (Western Management Services, p. 19). This table lists the causes of disability, the number of participants in each category, and the percentage of the total participants. By using the wage record data, this table could be expanded to include the number of participants that appeared in the Wage Records Database before and after their respective closure dates along with the number of quarters worked and their average quarterly wages. For example, in the case of those 148 participants with an acquired brain injury (ABI) who had closure dates in calendar year 2007 or 2008, 92.6% had wage records prior to the quarter of their closure, and 56.1% had wage records post closure. Each cause of disability could be examined and ranked in terms of employment outcomes. These could be used to identify potential improvements in the VR program and to set benchmarks for improvement.

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