

2009

Annual Outcomes Report

Demographics, Utilization, and Outcomes

This report provides data on Families First's programs, the clients served, and the program results.

Christy L. Winter, LMSW
Director of CQI and Practice Based Research
Families First
11/1/2009



Memo from Families First's CEO

TO: Families First Stakeholders

FROM: Kim E. Anderson, CEO

SUBJ: Annual Report of Outcomes July 2008 – June 2009

DATE: December 1, 2009

In February of 2009, I began one of the most exciting journeys of my professional life. Following the announcement of Pat Showell's plans to retire as CEO of Families First, I joined the agency as executive director and, on July 1, 2009, I stepped into the role of CEO. During this time, we have made some exciting changes and more initiatives are in the works.

Families First realizes that in order to deliver on our vision of a community where all children and families flourish we must be abundantly clear about the people we serve, the strategies we will employ and the outcomes we will achieve. To this end, we have realigned our programs into three context areas: Child and Youth Permanency; Supportive Housing; and Parenting and Family Life.

Over the coming months our staff and board will further define Families First's intended impact, the results we will hold ourselves accountable for, and the change we commit to achieving. We will also work toward delivering more of our solutions directly in the neighborhoods and communities that need them most. To do this, we will focus on strategically expanding collaborations with other non-profits and public sector partners to work together toward measurable change for children and families.

Furthermore we will enhance and refine our performance measurement system in our effort to demonstrate impact and achievement of our agency's goals, mission and vision. We are elevating our continuous quality improvement efforts to an evidence based research center model. This will provide us with data needed to continue to identify, incubate, and implement well researched and evaluated practices. Families First is committed to becoming a leader of innovative practices and ensuring that the best methodologies are employed and evaluated in our effort to ensure extraordinary care is rendered to our clients.

Even though the realignment of programs occurred during the current fiscal year, we have decided to report our outcomes in this report based on our three (3) new impact areas. Next year, our goal is to provide even more meaningful and sophisticated outcomes based on these impact areas. We are pleased to share with you Families First's Annual Outcomes Report for 2008 – 2009.

Executive Summary

Families First is proud to present the 2008-2009 Annual Outcomes Report. The capacity to produce this level of detail and outcome reporting is rare in the field of family services, especially in the state of Georgia. This third annual report is the continuation of our commitment to lead outcome measurement in family services, and highlights Families First's achievements, impacts, and progress. We strive to improve upon our program evaluation and outcome measurement processes and data each year in order to achieve excellent results and provide high quality services to our clients.

Given the general lack of benchmarking data across similar programs in the field, Families First is continuing its leadership role in program evaluation and outcome measurement. Internally, we use these data to improve our services and set realistic targets for programs. Since there are few standards for outcome measurement in the field, Families First provides this report as an example to other agencies that may develop their own outcome reporting system in the future. As more agencies produce similarly comprehensive data reports, it will allow for comparison across programs and will help set standard benchmarks and targets for the field and in Georgia.

Below are some of our most significant achievements in FY08-09. The full report, which follows, includes further detail on each program.

Agency – Who we served

- Served 41,284 individuals
- 56% female and 44% male
- 59% African-American, 27% Caucasian, 9% Hispanic, 4% Asian, and 1% Other
- 76% of clients live below 200% of the federal poverty line

Child and Youth Permanency Impact Area

- Served 10,515 individuals
- 132 homes were approved for adoption
- 93% of participants increased their knowledge and skills with regard to issues such as parenting, adoption, behavior management, child development, and other related issues
- The Georgia Center for Resources and Support provided assistance to 1127 families
- In the Reunion Registry, 44% of all searches ended in a successful reunion
- 64% of children who exited our foster care program achieved permanency

- 100% of children and youth in our foster care and reunification centers were protected from repeat abuse

Parenting and Family Life Education Impact Area

- Served 28,860 individuals
- 62% of clients who received counseling services improved their level of coping
- 95% of clients who received counseling services achieved or made progress on their individualized treatment plan goals upon exiting the program
- 63% of all non-custodial parents had at least one visitation with their child upon termination of services
- 95% of all babies born in the Healthy Babies and Moms programs (TAPP and Doula) were of healthy birth weight; and 95% of teen mothers returned to school or to a GED program
- Children in the FAST program showed a 6.36% decrease in conduct behavioral problems and a 4.95% decrease in peer related behavioral problems
- 89% of parents who participated in the SPARK program enrolled their children in Pre-K or Head Start
- Parents reported an increased involvement with their child's school: 87% attended PTA meetings and events and 84% participated in parent-teacher conferences

Supportive Housing Impact Area

- Served 1,909 individuals
- 34 new families obtained permanent, stable housing and maintained the housing for more than 60 days
- 41% of clients were employed, 29% enrolled in educational or vocation program, 20% disabled, and 10% unemployed
- 78% of clients enrolled in an educational or vocational program successfully graduated or completed the program
- 97% of clients in need of mental health, substance abuse, and/or healthcare services were successfully referred to and received necessary services

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Families First is the oldest and one of the largest non-profit, family service agencies in Georgia, serving Metro Atlanta for nearly 120 years. We have offices and service facilities throughout metropolitan Atlanta and several programs state-wide. Families First values and invests in quality services and programs. This is exemplified through our dedicated Continuous Quality Improvement (CQI) and Practice Based Research (PBR) department; regular outcomes measurement, and programs that have been in operation and funded for years.

Our Mission: To ensure the success of children in jeopardy by empowering families.

Our Vision: A community where all children and families flourish.

In alignment with our mission, Families First delivers empowering and sustainable solutions for children and families—improving child well-being and family self-sufficiency. We realize the strength and success of communities is directly related to the health and prosperity of families.

This is why our solutions focus on three Impact Areas necessary for child well-being and family self-sufficiency. The Impact Areas include:

(1) Child & Youth Permanency— we provide adoption, foster care, family reunification cooperatives (also known as residential group homes) and other services to help ensure long-term stability and a supportive environment for children and youth whose lives have been disrupted;

(2) Parenting & Family Life Education—we equip parents and families with critical skills for building strong flourishing family relationships through parent education, concrete support, and affordable counseling;

(3) Supportive Housing—we work collaboratively with other agencies to provide long-term self-sufficiency through housing and support services for chronically homeless families and/or families facing housing crisis.

We are pleased to present our 2008 - 2009 Agency Outcomes Report. This report will present data at the agency level and from each Impact Area from July 1, 2008 to June 30, 2009.

Data analysis, preparation, and presentation of this comprehensive report has been made possible by the use of Care Logic™, Families First's integrated, web-based data management system.

Section 1

Agency Demographics



Agency Demographic Data

In FY 2008-2009, Families First served a total of **41,284** individuals. For demographic data on who was served, please see the charts below (n=41284).

Figure 1.1 Gender

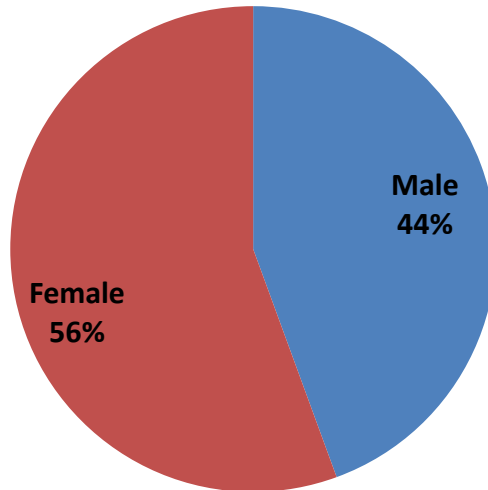
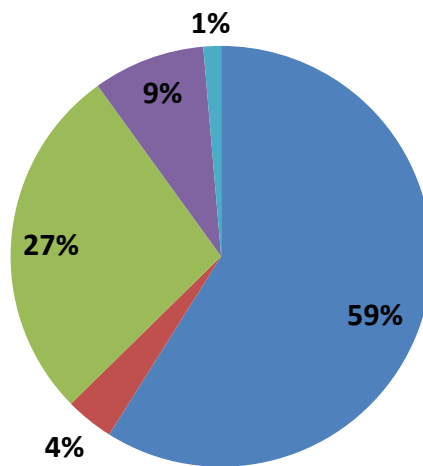
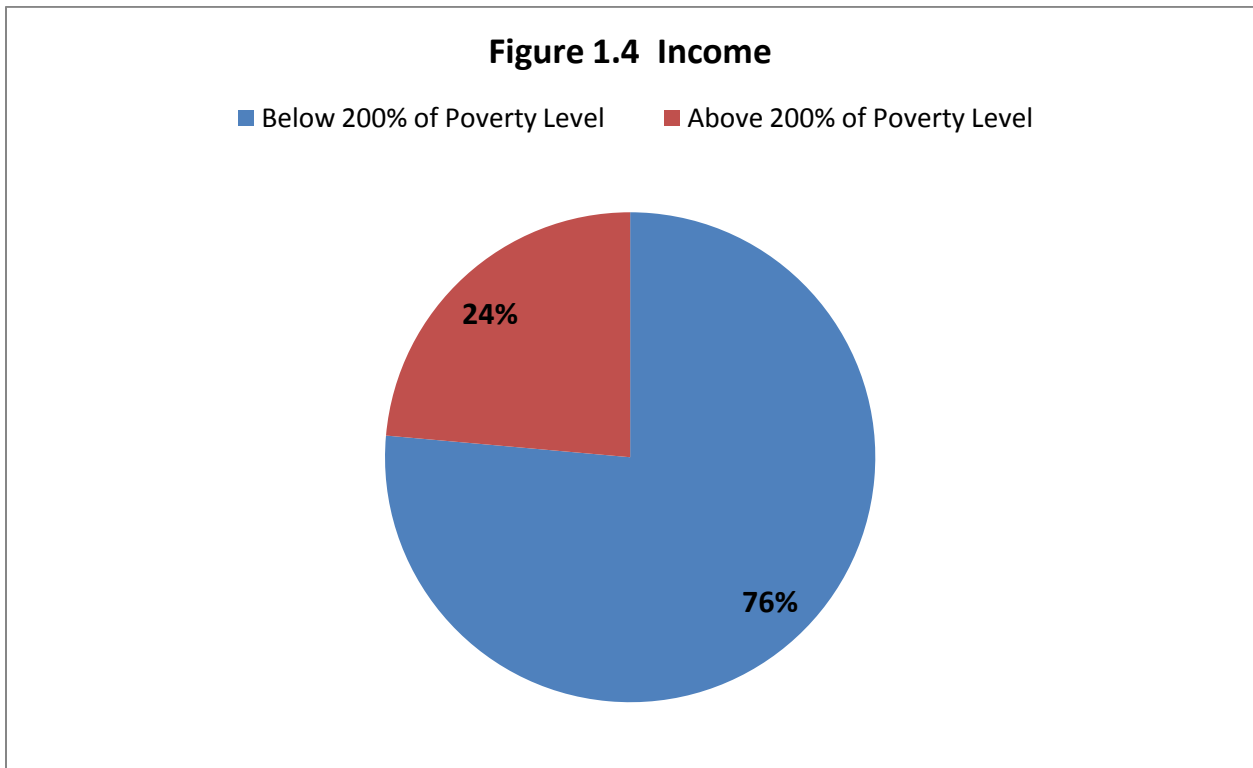
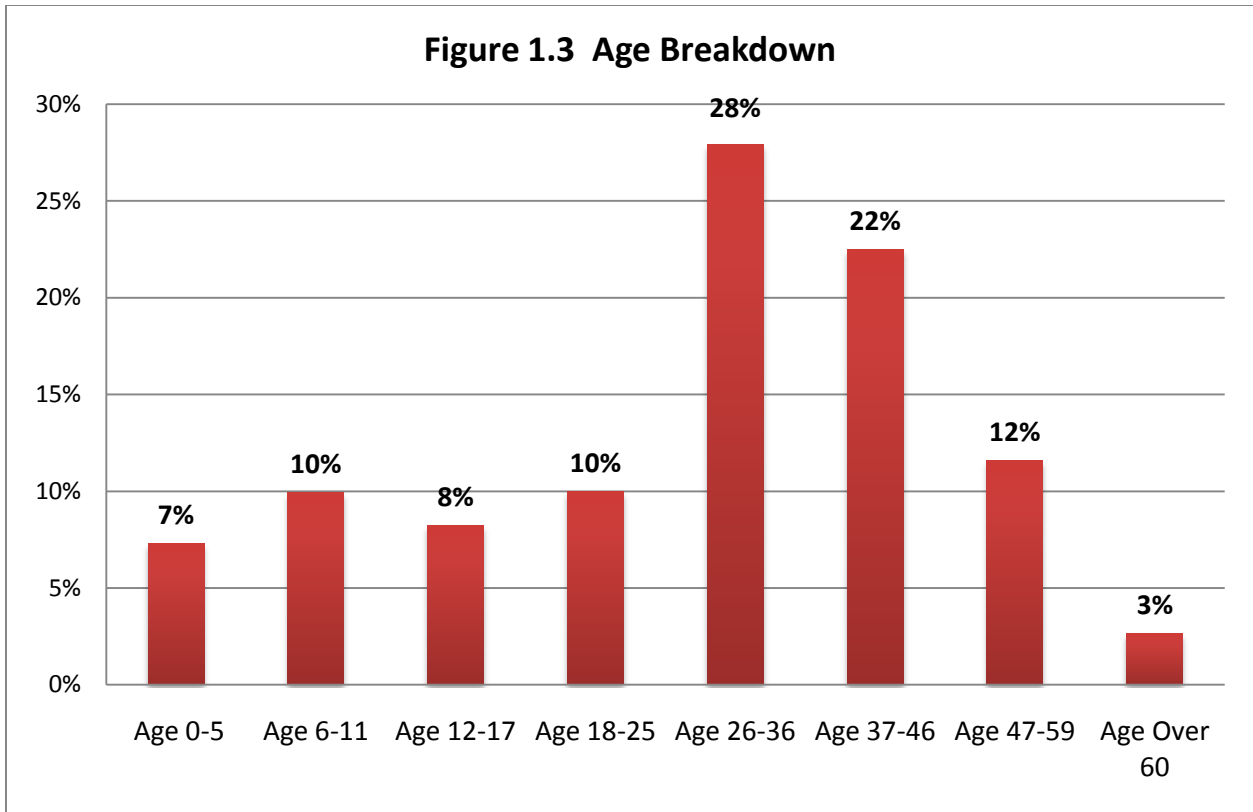
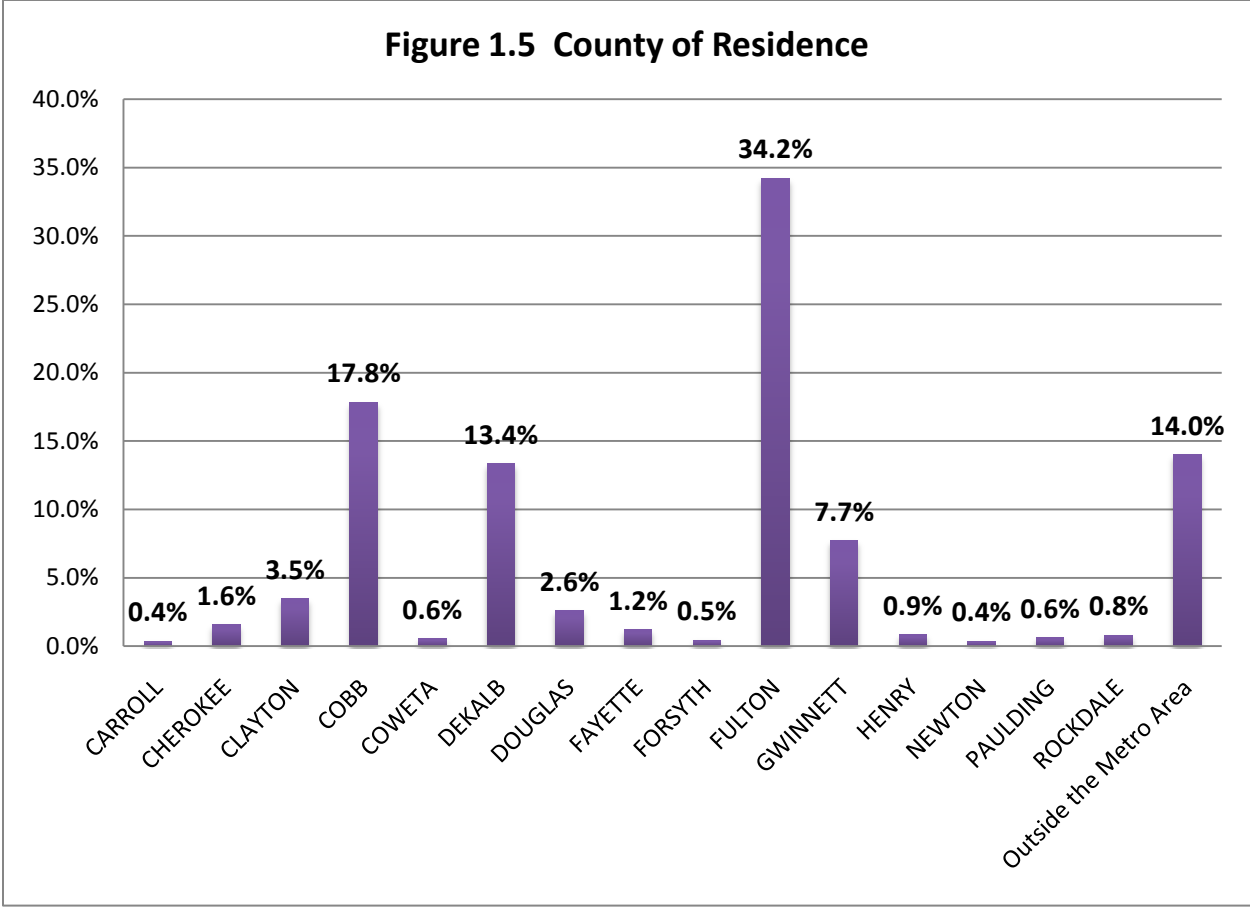


Figure 1.2 Race

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- WHITE (NOT OF HISPANIC ORIGIN)
- OTHER
- ASIAN
- HISPANIC







Section 2

Child and Youth Permanency

Adoption

Foster Care

Family Reunification Cooperatives

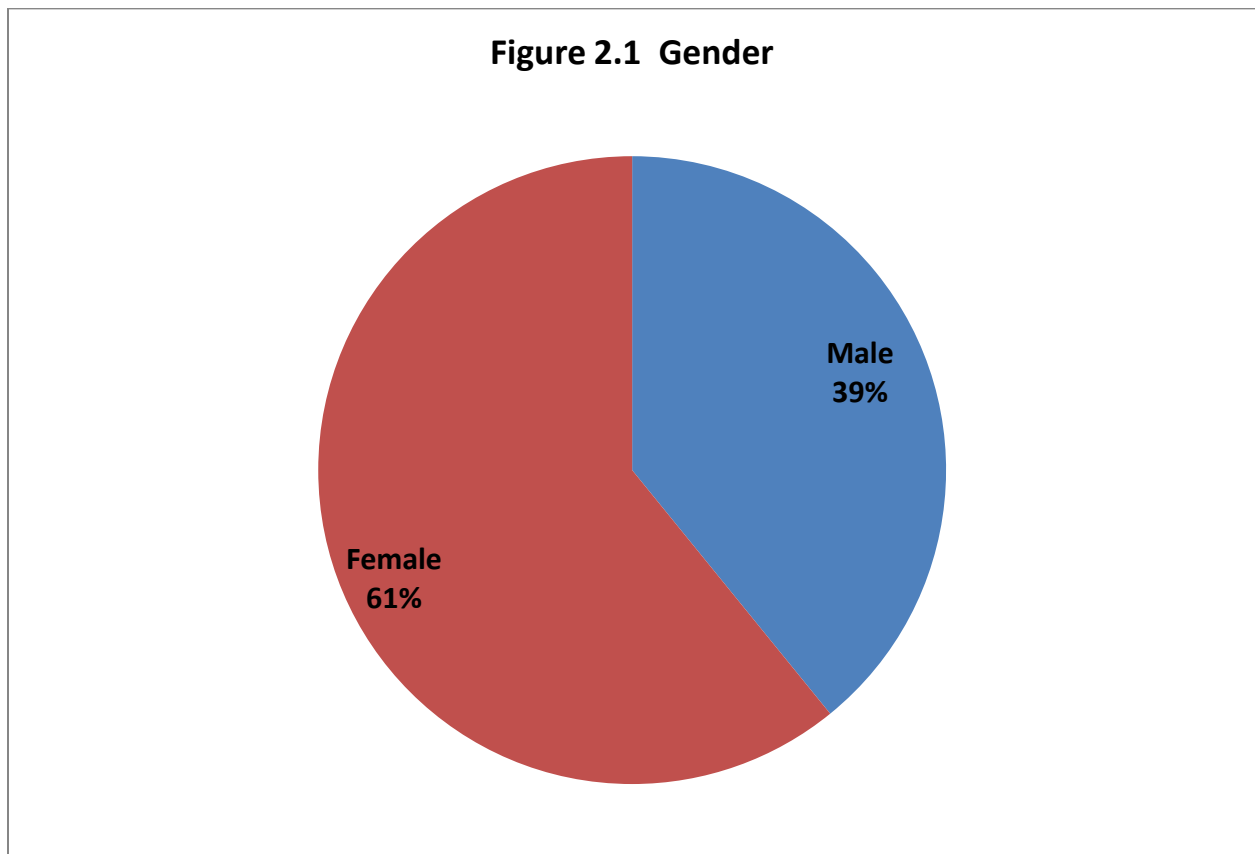


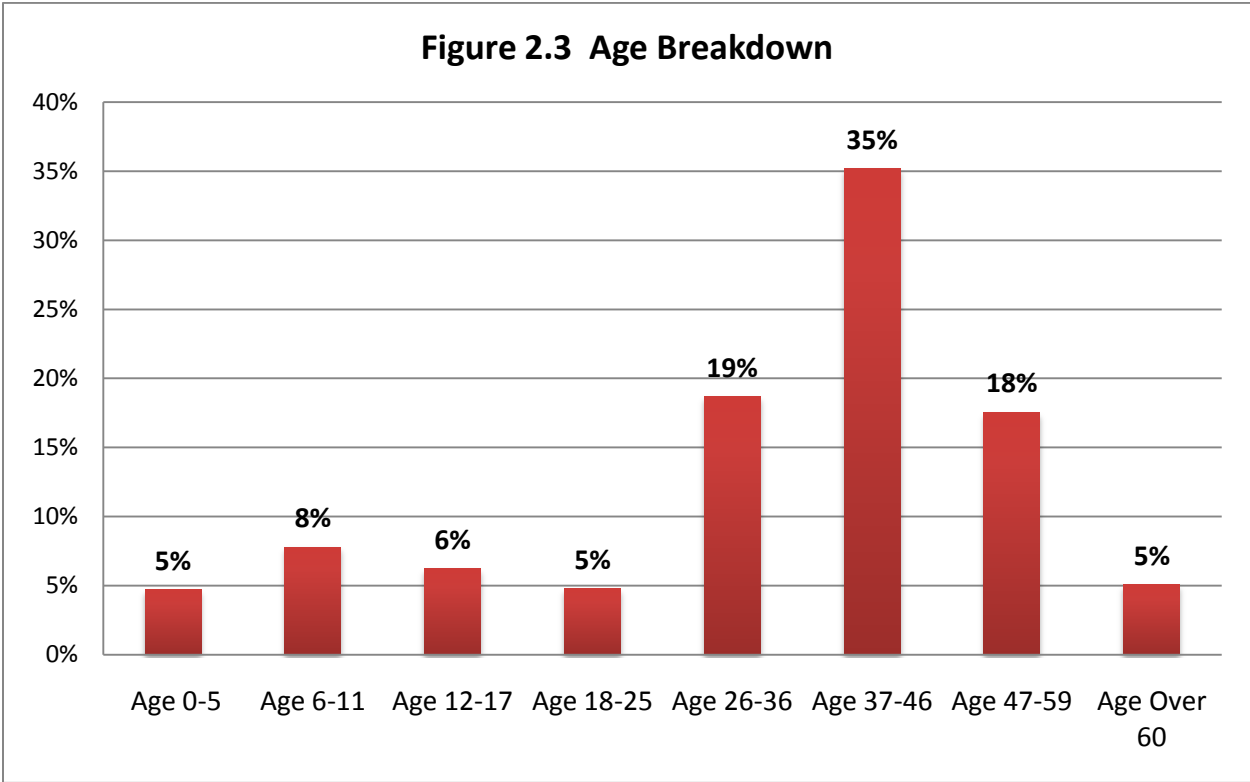
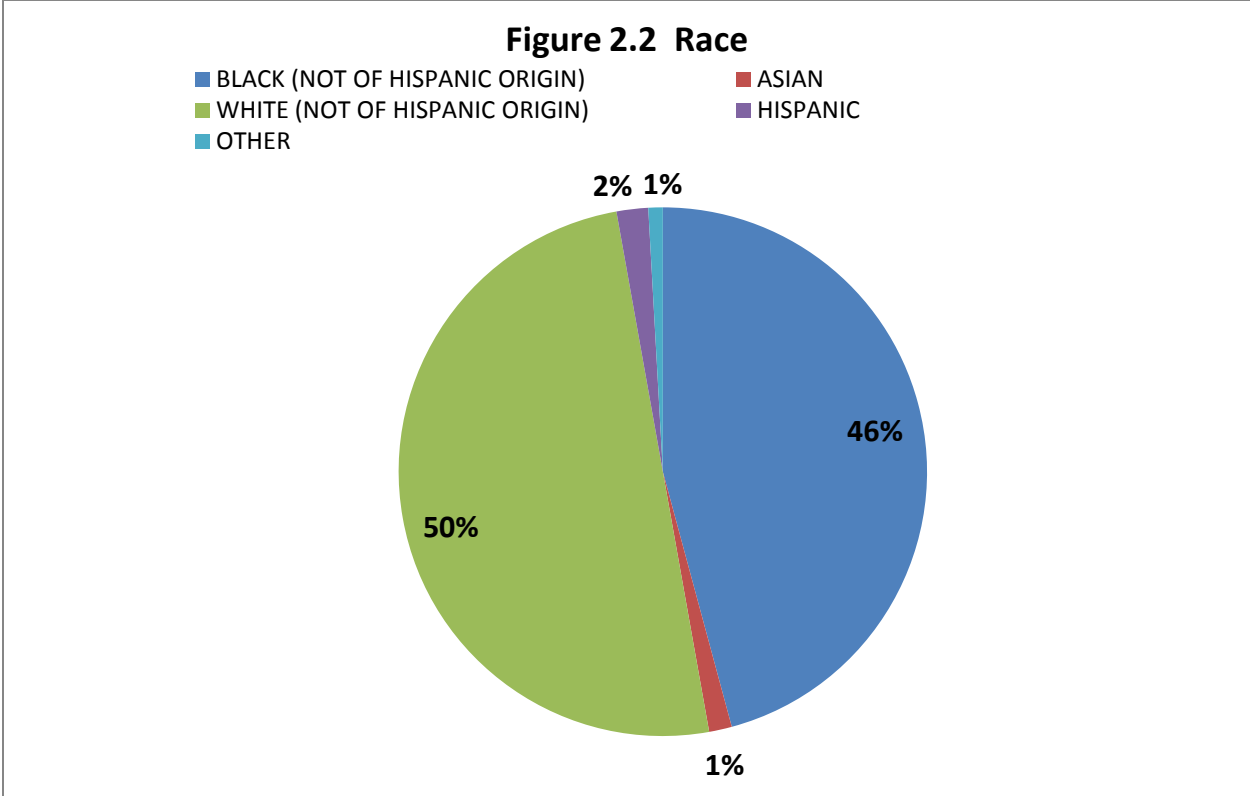
Families First's Impact Area, Child and Youth Permanency, provides services to children, youth, and their parents to ensure child safety, well-being, and permanency. Families First served these clients through a variety of programs in FY08-09:

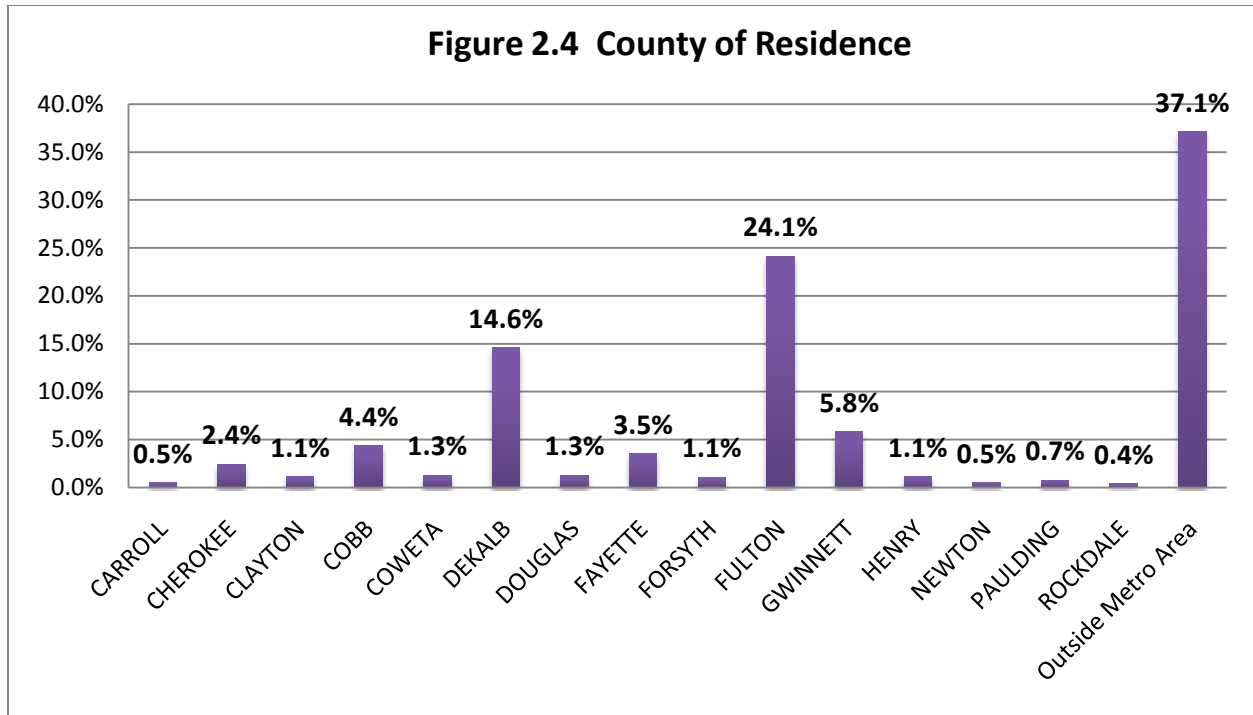
- Domestic, International, and Special Needs Adoption
- Foster Care
- Independent Living
- Georgia Adoption Reunion Registry
- Family Reunification Cooperatives (also known as residential group homes)
- The Georgia Center for Resources and Support

Child and Youth Permanency Impact Area Demographics

In FY08-09, Families First served **10,515** children, youth, and parents in the Child and Youth Permanency Impact Area. For demographic details, please see the figures below ($n=10515$).







Child and Youth Permanency Impact Area Outcomes

In order to achieve positive outcomes for families and children, Families First offers a variety of services in domestic adoption, international adoption, and special needs adoption. Domestic adoption provides services to individuals, couples and families seeking to adopt a child within the United States. International adoption does the same but for those seeking to adopt a child outside of the United States. The services provided in these two programs include, but are not limited to, domestic and international home studies, placement approval and referrals, post placement support services, adoption preparation classes, on-going educational seminars for adoptive families, referral assistance to community resources. These programs do not assist with the finding and placement of a child. The Special Needs Adoption assists families seeking to adopt children from the state foster care system either in Georgia or from another state. Services provided include all of the above mentioned as well as IMPACT training and preparation, identification of potential matches, staffing in preparation for placement, placement, and finalization.

Families First provides services in two other adoption related programs: The Georgia Center for Resources and Support and the Georgia Adoption Reunion Registry. The Georgia Center for Resources and Support is a statewide project funded by the Georgia Department of Human Services and operated by Families First and Bethany Christian Services. The mission of the Center

is to establish a seamless, comprehensive support network of post placement services to strengthen adoptive and foster families throughout Georgia. Services include referrals and supportive services through the use of state-wide advisors, numerous training and educational events, assistance with the development of support groups, comprehensive website, free lending library, and dedicated chat rooms. The Georgia Adoption Reunion Registry is a state-wide program that provides services to birth parents, adopted persons, adoptive parents, and siblings who have been separated by adoption. Services include non-identifying information to adult adopted persons and parents of minors, search services to adult adopted persons, birth parents and adult siblings, registration services, counseling and intermediary services.

In our foster care and reunification programs, we provide services in an effort to provide safe and temporary homes for children and youth in Georgia's foster care system. These services include, but are not limited to, placement that ensures child safety and well-being, case management services, community connection opportunities, permanency and family reunification activities.

The Child and Youth Permanency Impact Area's wide array of services are designed to achieve the following goals:

- To prepare, educate, and support families in the adoption process
- To provide on-going parenting education and support to adoptive and foster families
- To offer family members separated by adoption information, support, counseling, search and reunion services
- To ensure child well-being and safety
- To improve permanency for children and youth
- To teach teens life skills so as to better prepare them for transitioning into adulthood

The following outcomes were achieved for families and children in this Impact Area:

Adoption Outcomes

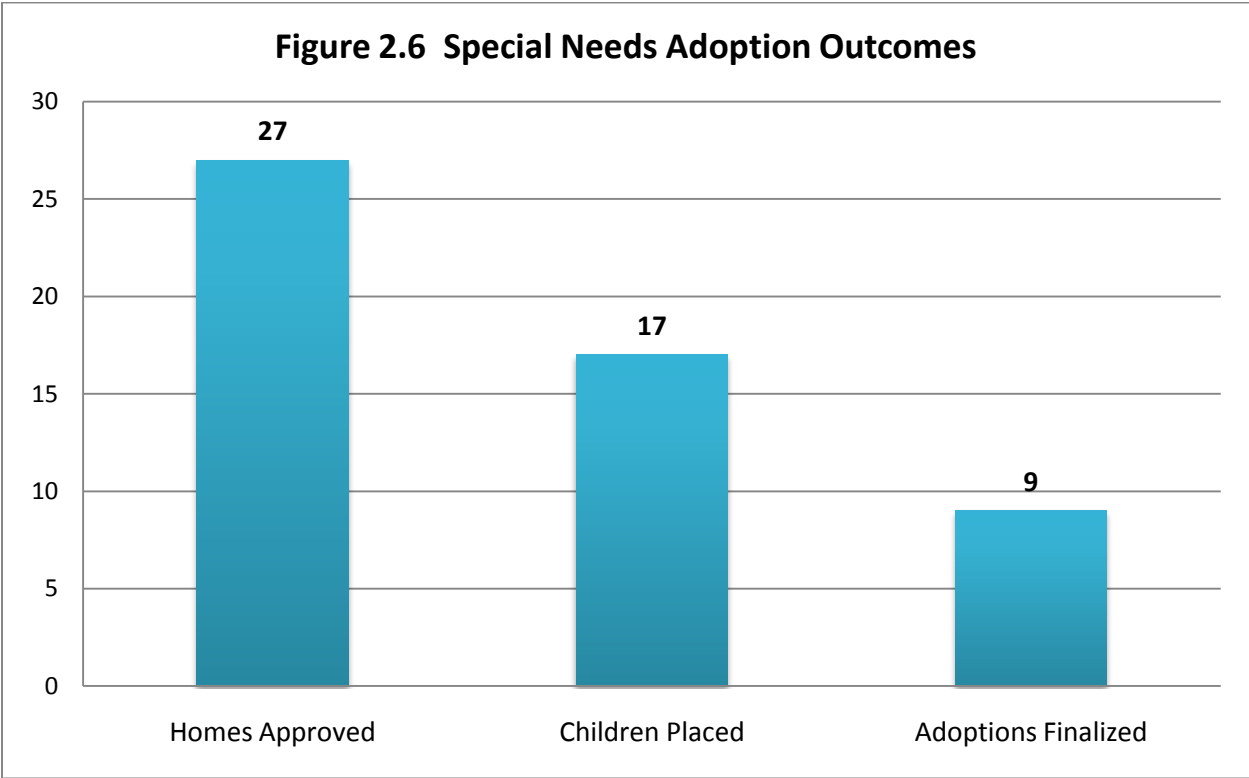
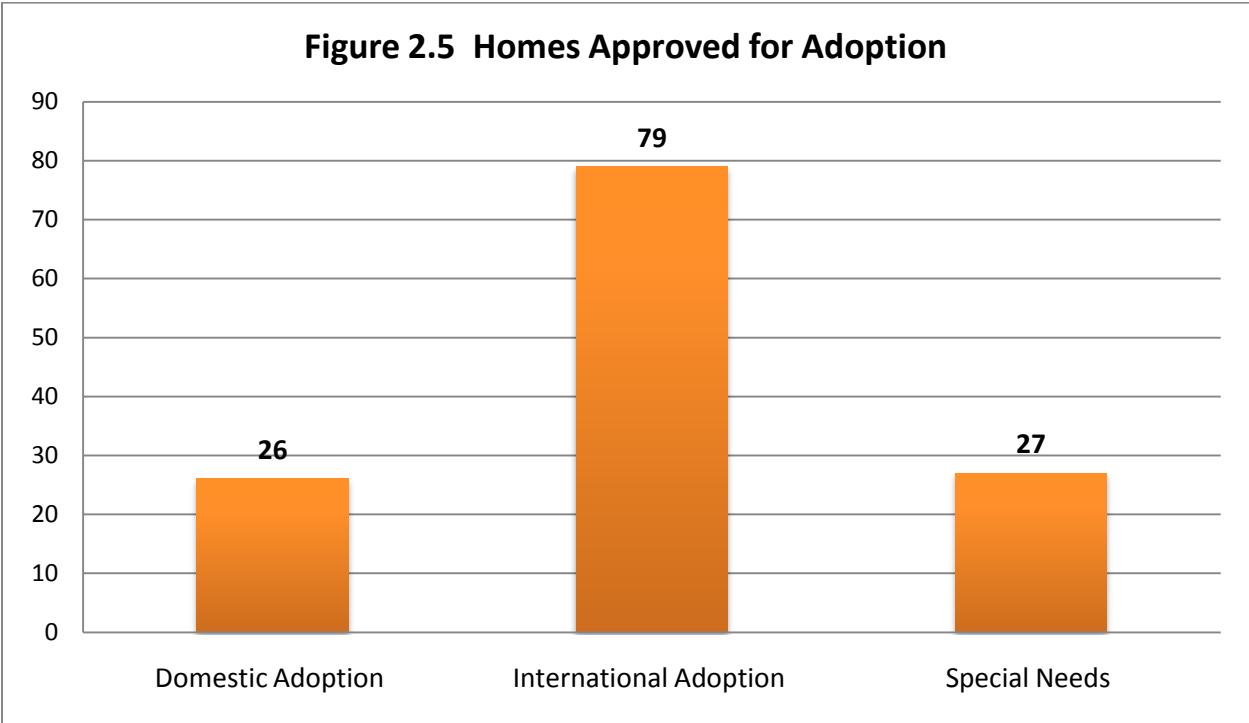
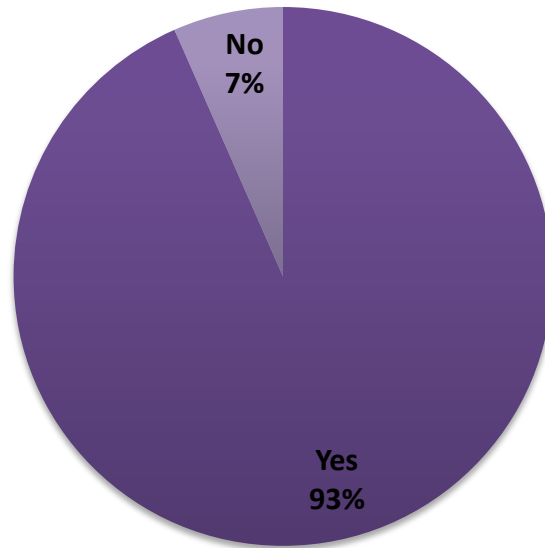


Figure 2.7 Increased knowledge and skills about parenting an adopted child

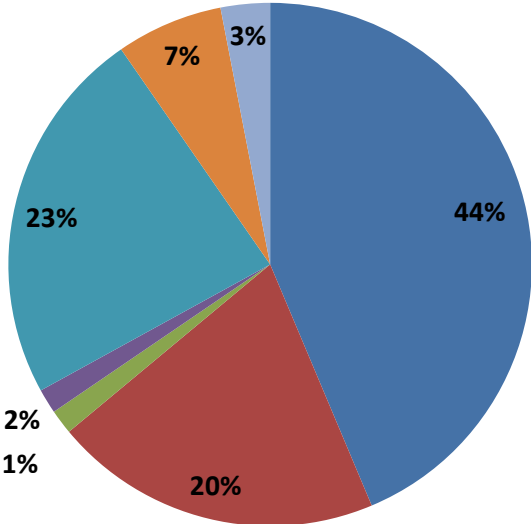


The Georgia Center for Resources and Support assisted 1127 families in finding appropriate resources and referrals. Of those 1127 families, 881 were adoptive parents and 725 were foster parents*

**** Some families served were both foster parents and adoptive parents, which accounts for the total equaling more than the # of families***

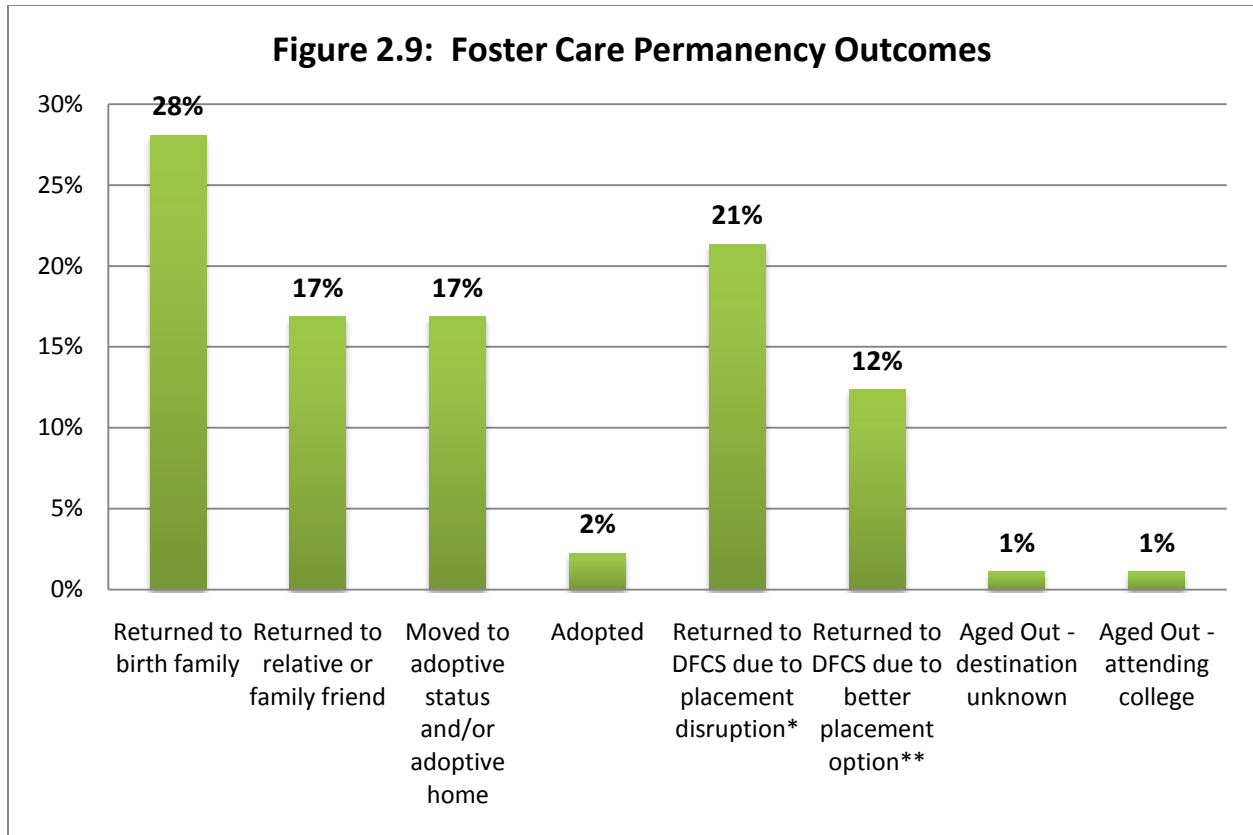
Figure 2.8 Reunion Registry's Search Outcomes (n=197)

- Successful Reunions
- Adoptees deceased
- Undecided about reunion
- Unable to locate
- Birth parents deceased
- Siblings deceased
- Refused to respond or denied contact



Foster Care and Family Reunification Center Outcomes

Average length of stay in our foster care program is 529 days
Median length of stay is 220 days
Minimum length of stay is 2 days
Maximum length of stay is 2141 days



**Placement disruption* may result from AWOL, foster parent requests removal, alleged incident in a foster home or the number of children placed in home exceeds approved status

***Better placement option* refers to when a child has an emergency placement with Families First, but then is moved to a placement better suited for the child so that he/she can reside with siblings or in the same community as birth family, and/or remain in the same school. This is not reflective of Families First’s placement, but what is best for the child.

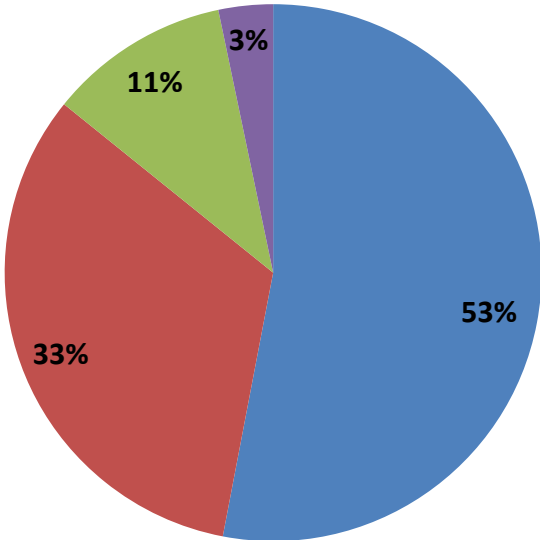
100% of the 255 children and youth placed in Families First’s foster and group were protected from repeat abuse*

99% of the 255 children and youth placed in Families First’s foster and group homes were protected from repeat neglect*

**As measured by the number of substantiated CPS reports filed*

Figure 2.10 Child or youth's goal achievement upon termination from Foster Care or Reunification Center

■ Achieved ■ Good Progress ■ Some Progress ■ No Progress



88% of children and youth in foster care and the reunification centers progressed to the next grade level in school

Section 3

Parenting and Family Life

Counseling

Family Life Education

Parenting Time

Healthy Babies and Moms

School Success



Families First's Parenting and Family Life Education Impact Area provides a multitude of services to families in order to help them to become and remain safe, healthy, stable and nurturing. Families First accomplished this goal through a variety of programs in FY08-09 that increased the knowledge, communication and coping skills, and effectiveness of children, youth, parents and family members. Our services and programs are grouped into five core program areas:

- Counseling
 - Individual, couple, family and group counseling
 - Employee Assistance Program (EAP)
- Family Life Education
 - Family Violence Intervention Program (FVIP)
 - Anger Management
 - Parenting Education
 - Project Turning Point (for first-time shoplifters)
 - Divorcing parent seminars (Children Coping With Divorce, TransParenting™)
 - Children of divorcing parents seminars (Rollercoasters, What About Me)
- Parenting Time (Access and Visitation)
- Healthy Babies and Moms
 - Teenage Pregnancy and Parenting (TAPP)
 - Doula
- School Success
 - Families And Schools Together (FAST)
 - Supporting Partnerships to Assure Ready Kids (SPARK)

Parenting and Family Life Education Impact Area Demographics

In FY08-09, Families First served **28,860** individuals in the Parenting and Family Life Education Impact area. For demographic details, please see the figures below (n=28860).

Figure 3.1 Gender

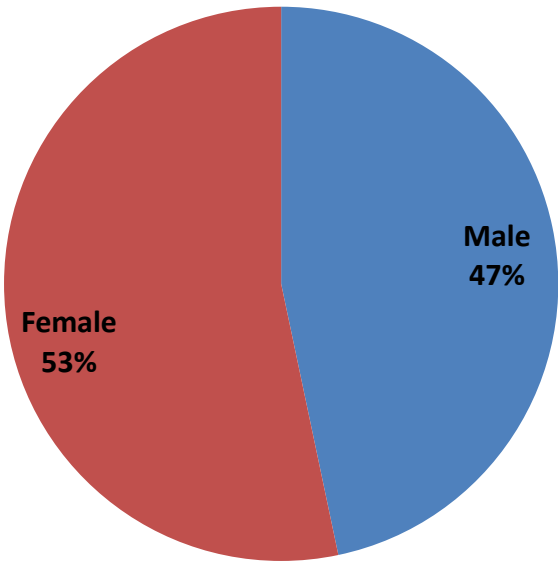


Figure 3.2 Race

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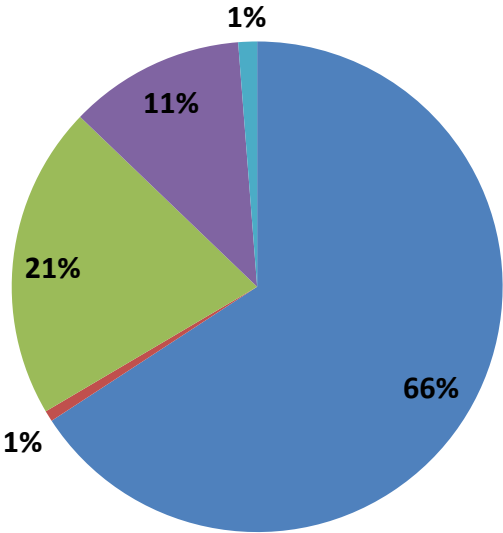


Figure 3.3 Age Breakdown

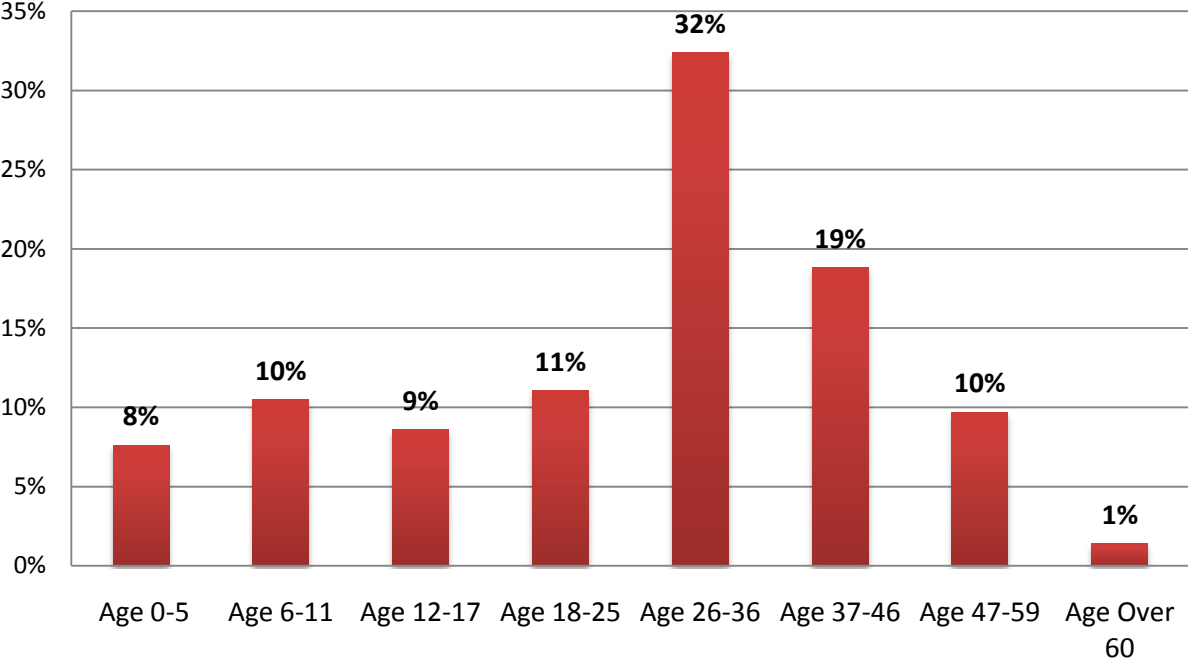
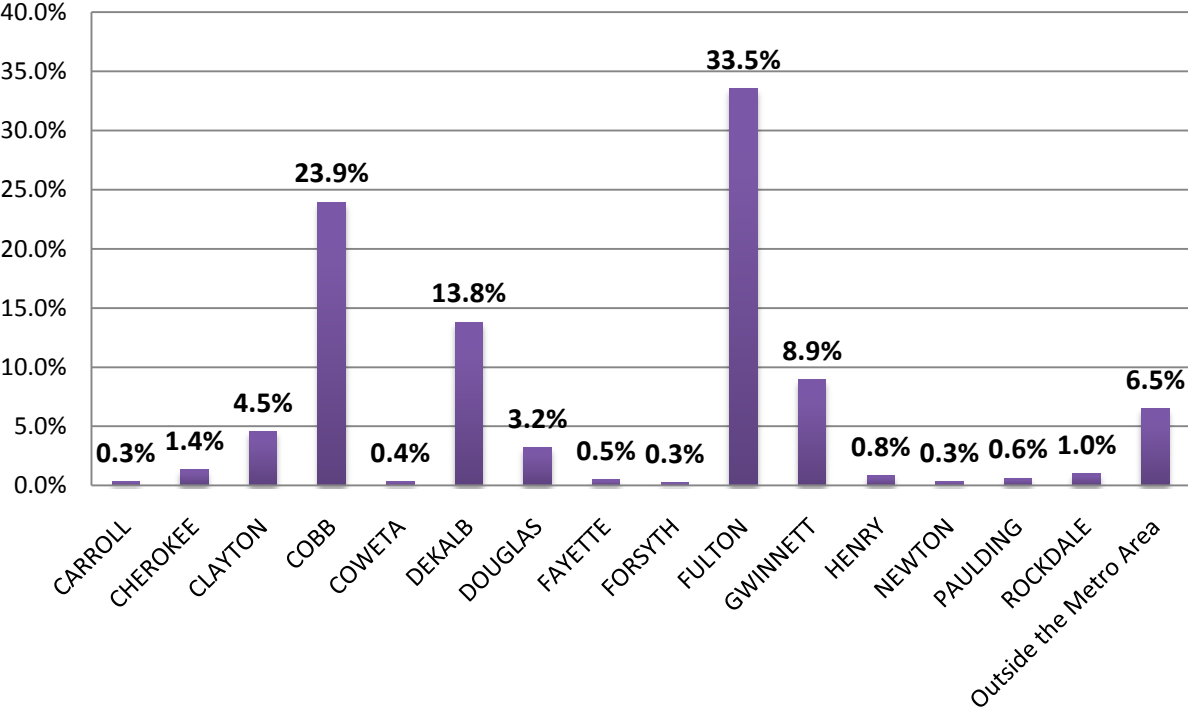


Figure 3.4 County of Residence



Counseling Subsection

Counseling Demographics

In FY08-09, Families First served **12,021** individuals who are children, youth, parents, and couples in our Counseling programs. For demographics details, please see below. (n=12021)

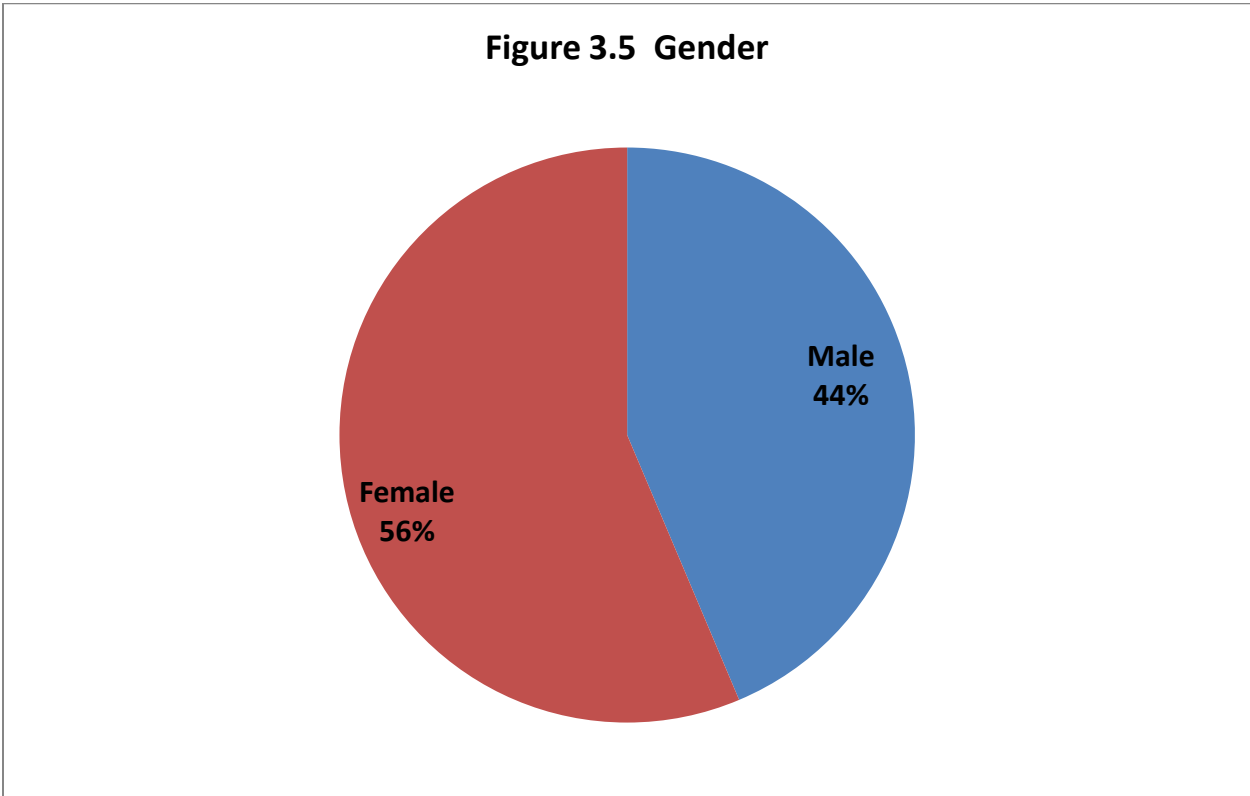


Figure 3.6 Race

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■ OTHER

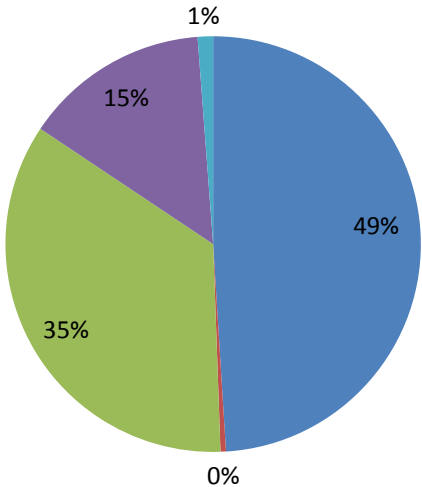


Figure 3.7 Age Breakdown

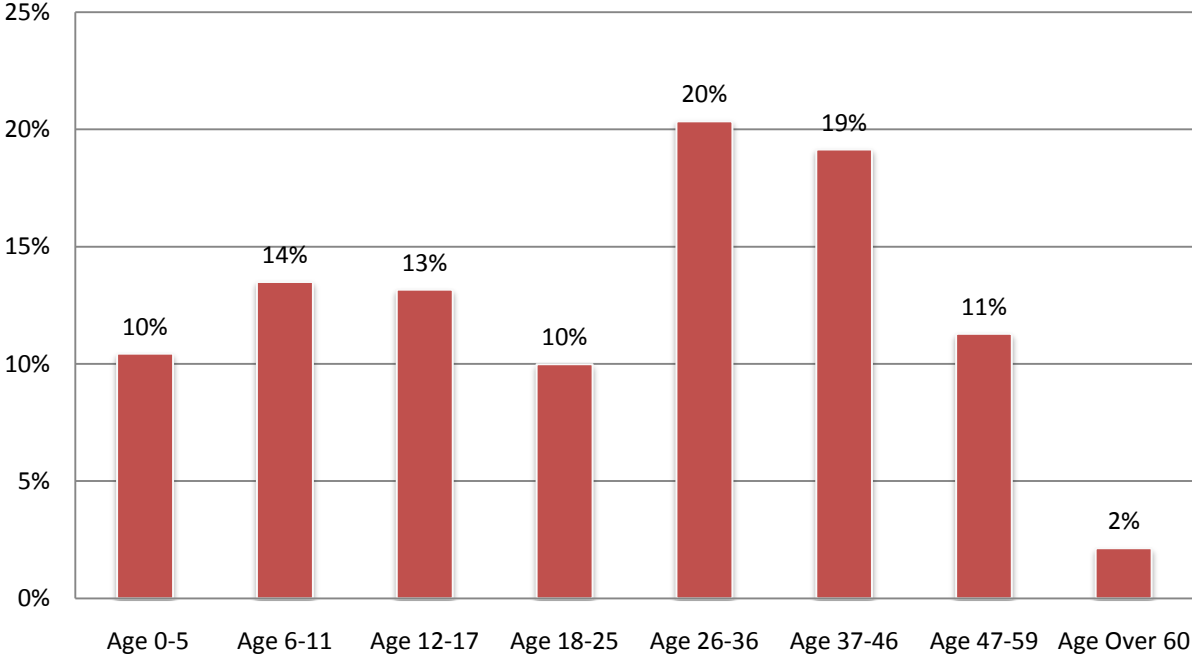


Figure 3.8 Income

■ Below 200% of Poverty Level ■ Above 200% of Poverty Level ■ Unknown Income Level

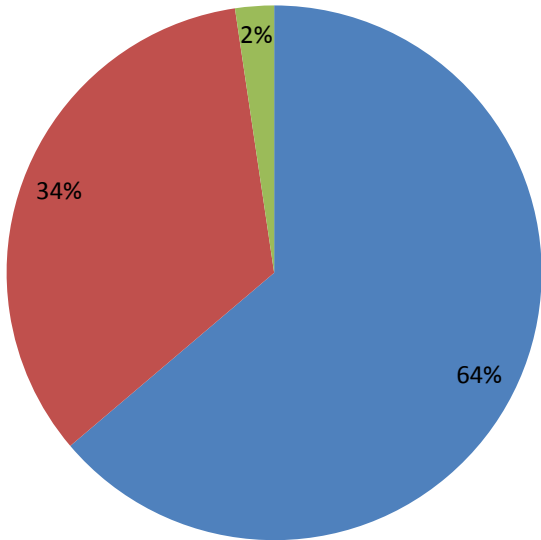
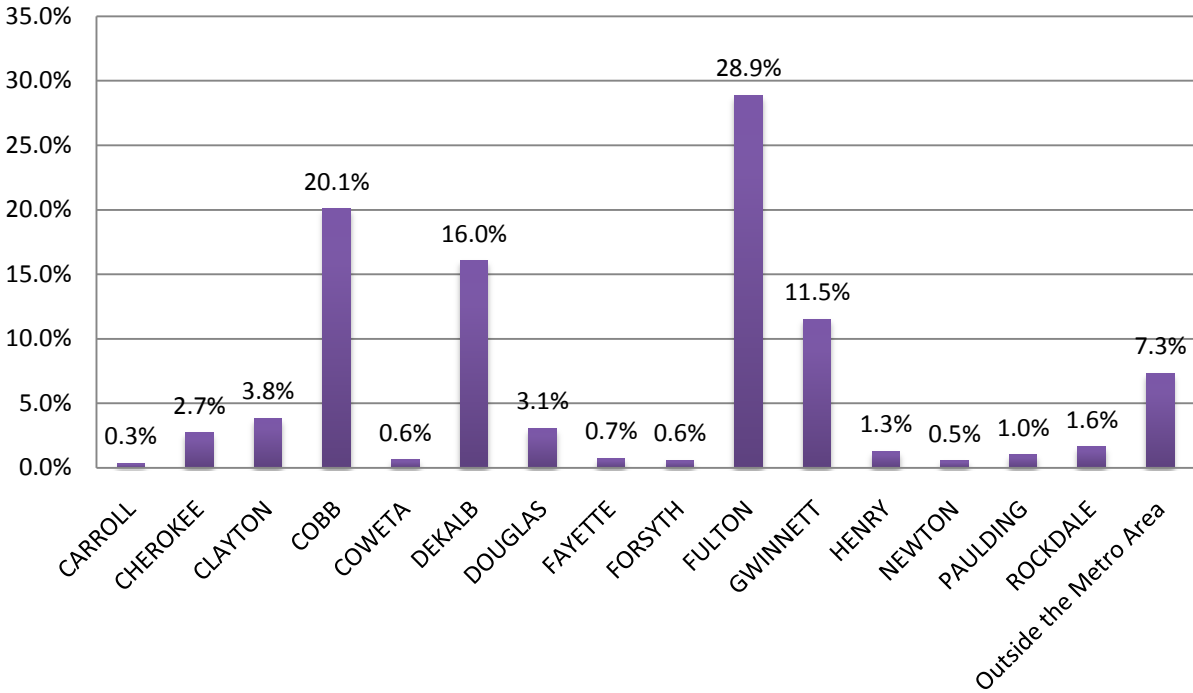


Figure 3.9 County of Residence



Counseling Outcomes

In order to achieve positive outcomes for children, youth and families, Families First provides individual, couple, family and group counseling services. These services target families who are troubled or in crisis, and promote their ability to take responsibility, identify solutions, and secure the resources they need to be successful. Counselors work in partnership with parents and family members to increase their knowledge, skills and effectiveness. We promote child and parent success and empowerment by helping families to recognize that they possess the means to identify and develop solutions.

62% of clients receiving counseling services reported improved level of coping

56% of clients receiving counseling services reported improved level of functioning

Figure 3.10 Clients who reported counseling was helpful in understanding their situation or issue

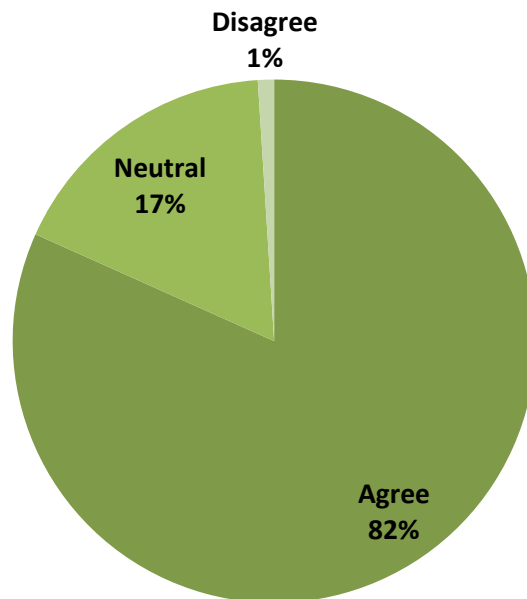


Figure 3.11 Clients who reported counseling helped them in handling their situation or issue

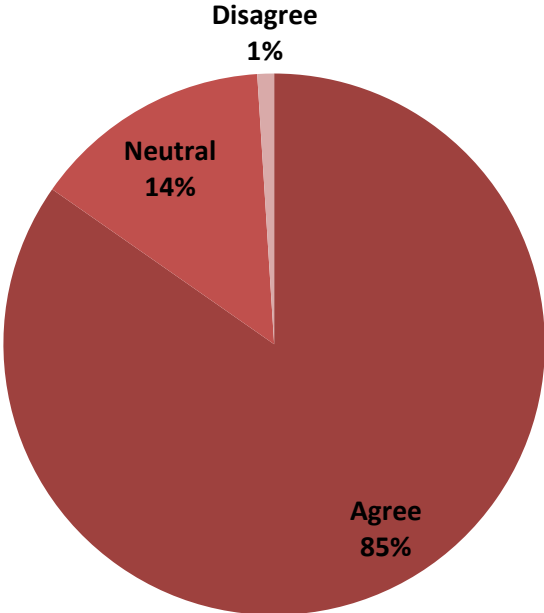
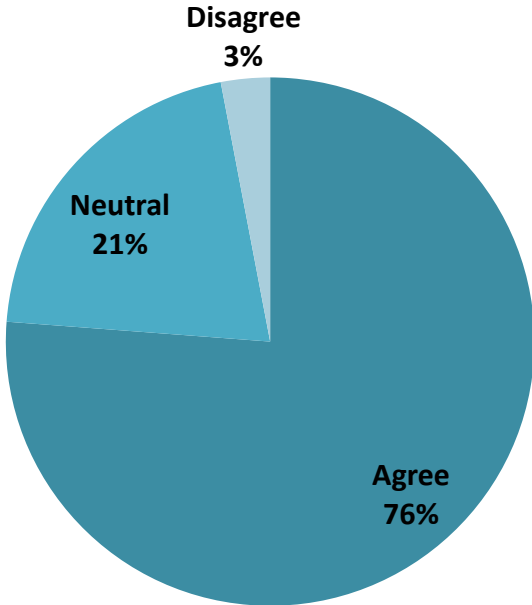
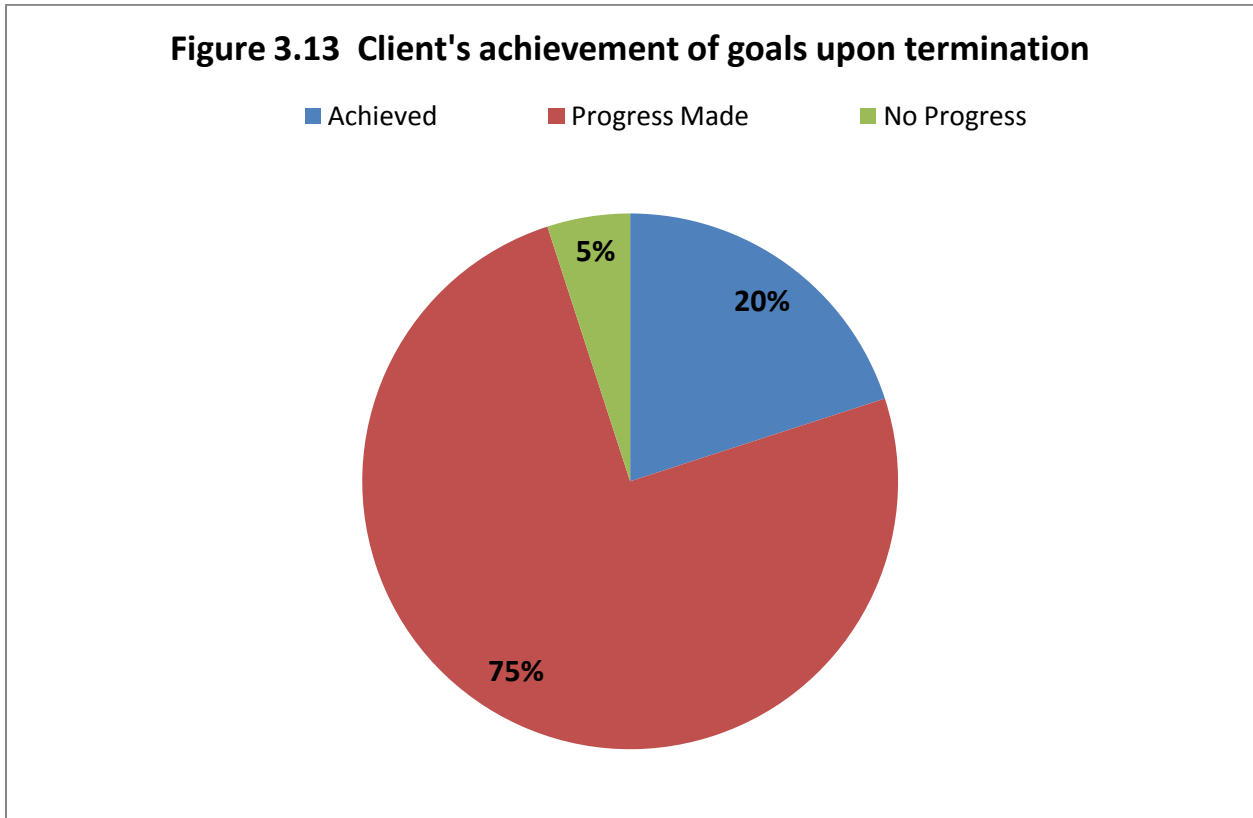


Figure 3.12 Clients who reported that counseling helped them feel better about their situation or issue





Family Life Education Subsection

Family Life Education Demographics

In FY08-09, Families First served **11,308** individuals in our Family Life Education (FLE) programs. These programs include Family Life Intervention (FVIP), Anger Management, Parenting, Project Turning Point, Divorcing parenting seminars, Children of divorcing parents seminars, and Lawyer assistance groups. Our FLE programs aim to educate clients on various topics including family violence, anger management, parenting, co-parenting and the effects of divorce on children. For demographic details, please see below (n=11308).

Figure 3.14 Gender

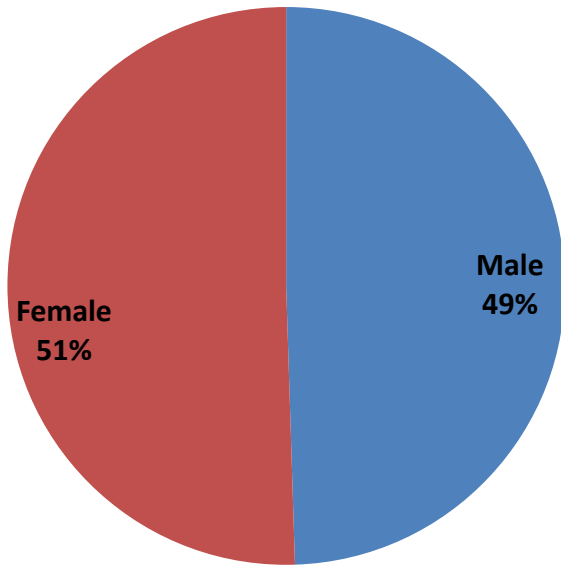
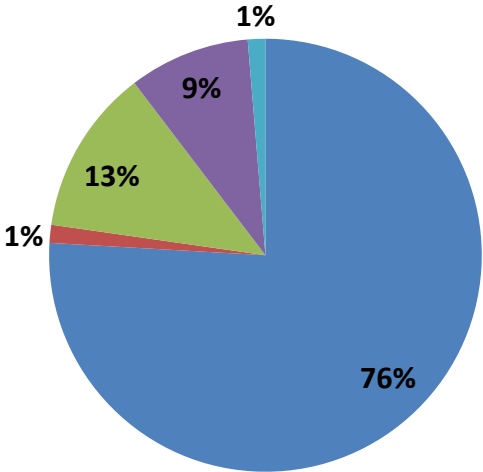
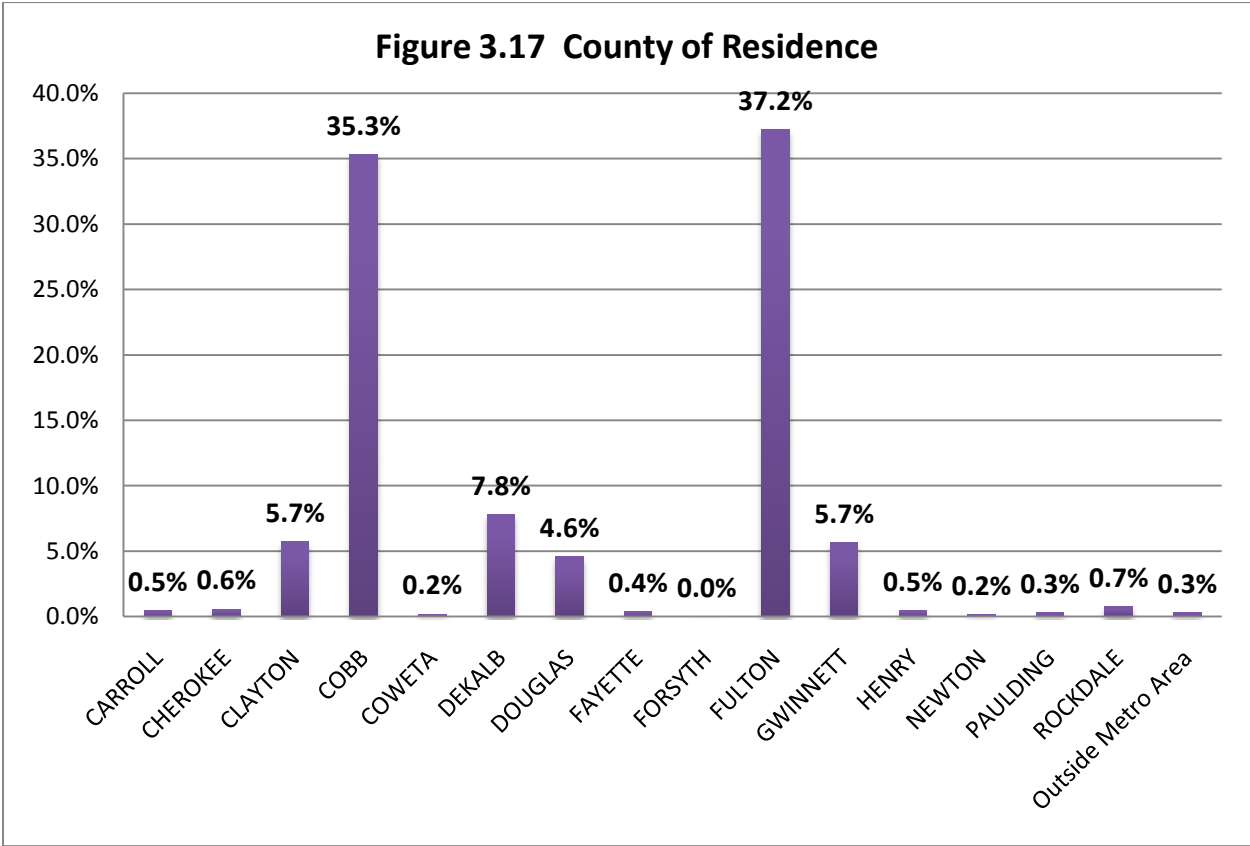
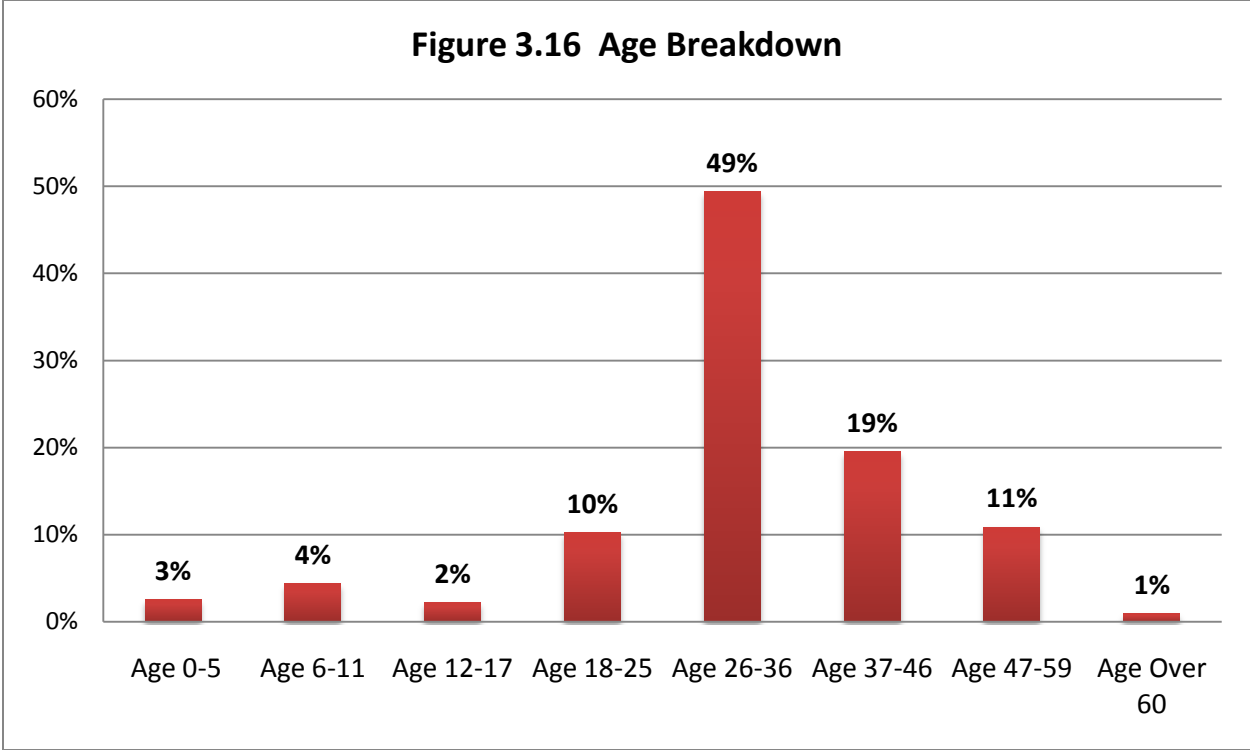


Figure 3.15 Race

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Family Life Education Outcomes

In order to achieve positive outcomes for families and children, Families First provides an array of educational seminars and groups in which the primary goal is to increase the attendees' knowledge about parenting and family life and strategies that have proven to be effective in raising children, managing stress and distress, and strengthening family communication and harmony.

92% of clients attending FLE educational seminars and groups reported gaining new knowledge about the topic

Parenting Time Subsection

Parenting Time (Access and Visitation) Demographics

In FY08-09, Families First served **3,694** individuals in our Parenting Time programs. The primary client in this program is the non-custodial parent (usually the father, but not always); however, Families First also works with the custodial parents and children as well as new spouses/partners and their children. The goal of this program is to facilitate positive and engaged parenting by non-custodial dads and moms through connections and consistent visitation with their biological children. For demographic details, please see below (n=3694).

Figure 3.18 Gender

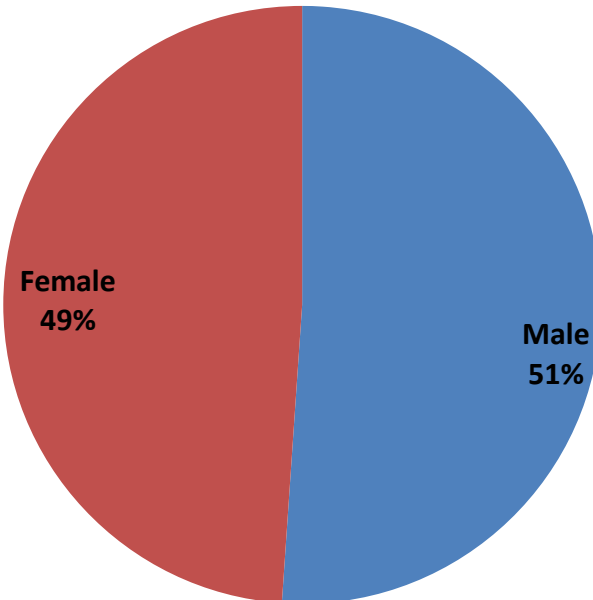
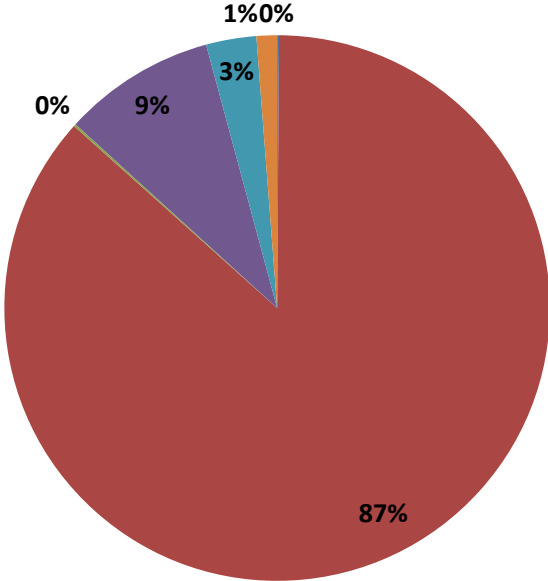
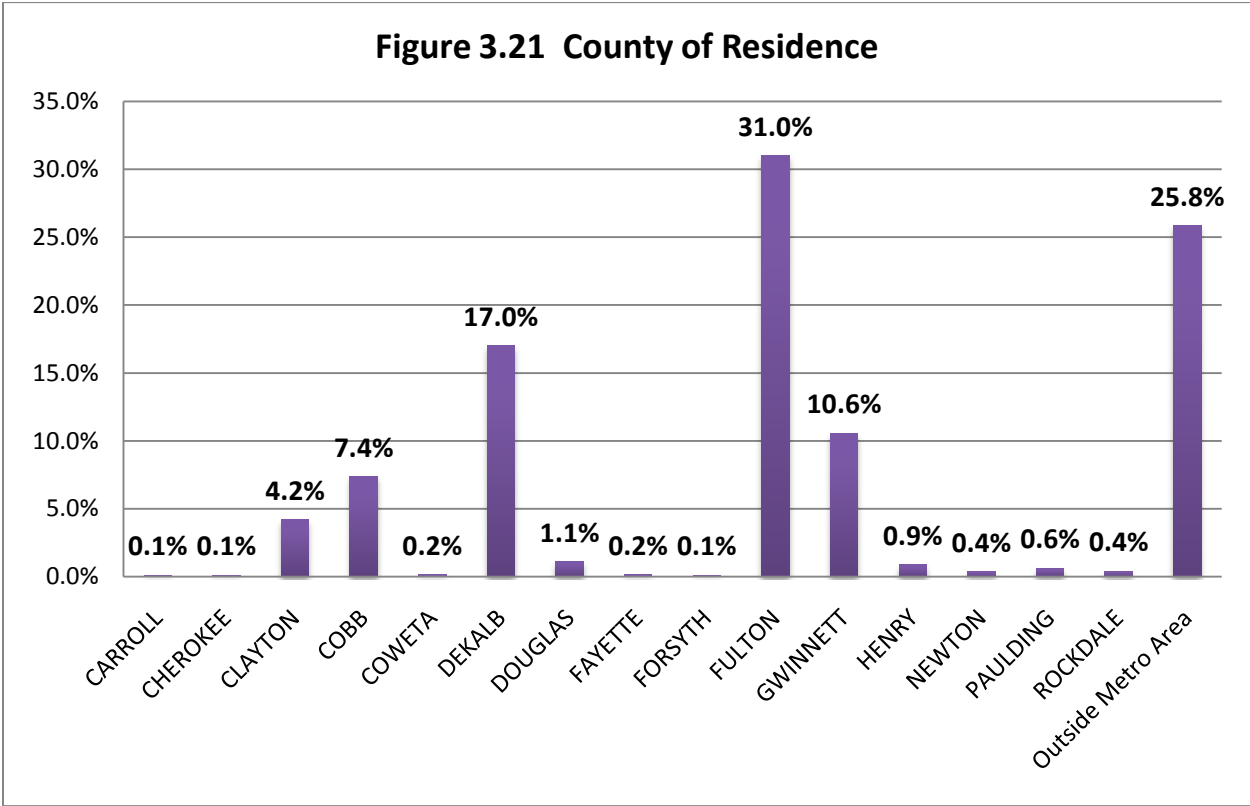
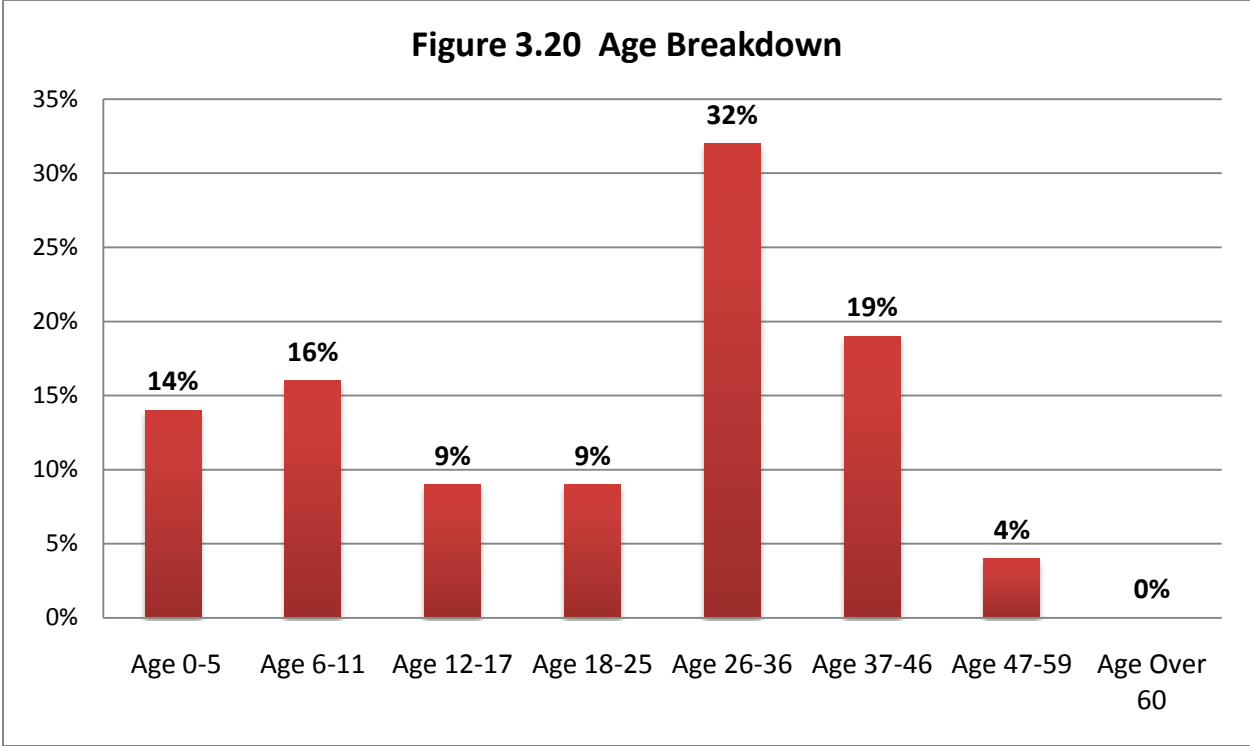


Figure 3.19 Race

- AMERICAN INDIAN OR ALASKAN NATIVE
- ASIAN
- HISPANIC
- BLACK (NOT OF HISPANIC ORIGIN)
- WHITE (NOT OF HISPANIC ORIGIN)
- OTHER





Parenting Time Outcomes

In order to achieve positive outcomes for families and children, Families First provides case management services to non-custodial parents seeking to gain visitation with their children. Services include, but are not limited to parenting education, parenting planning, parent mediation, referrals, and supported and supervised visitation. Parenting Time provides children with safe, supported and consistent connections with both of their biological parents and family members.

These services are designed to achieve the following goals:

- To increase non-custodial parental access to his/her children
- To provide children safe and consistent access to and visitation with both biological parents and family members
- To assist the non-custodial parent in the legal process of gaining access to his/her children
- To assist the non-custodial parent in the legitimization process

The following outcomes were achieved for families and children in this program area:

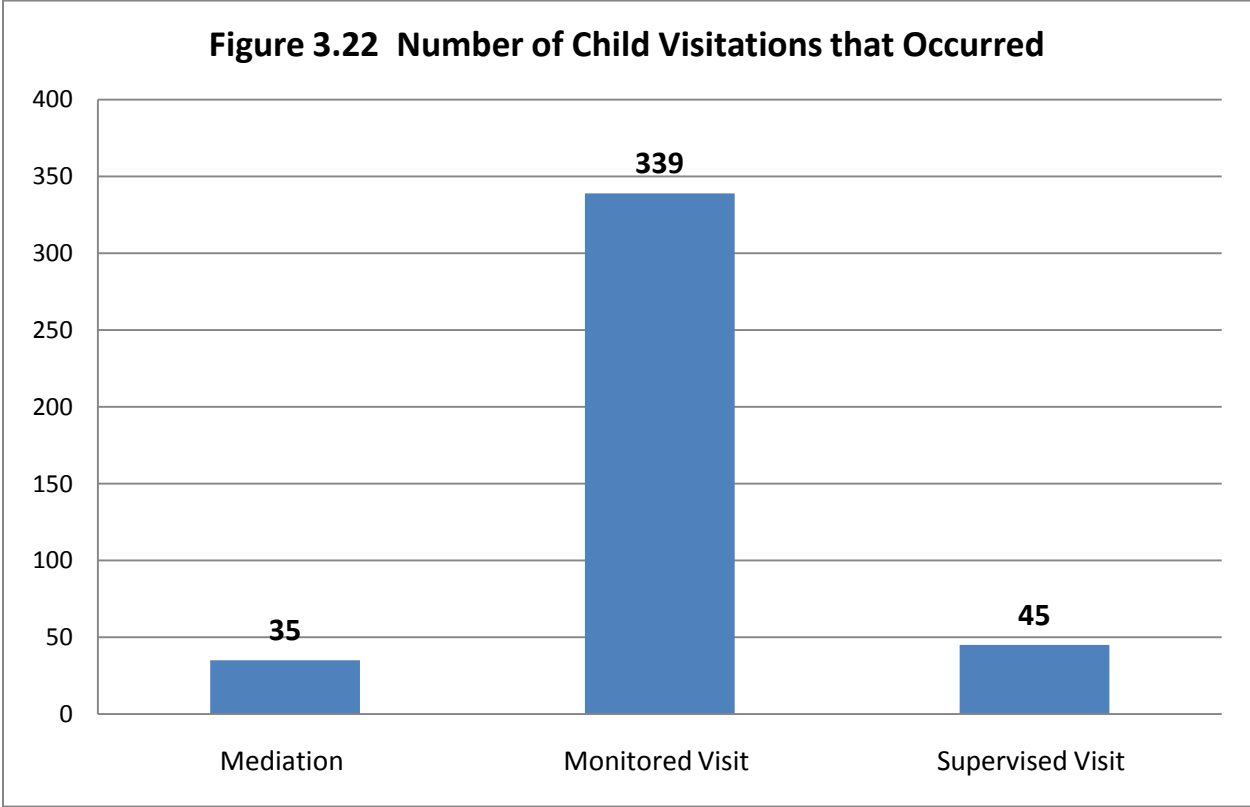
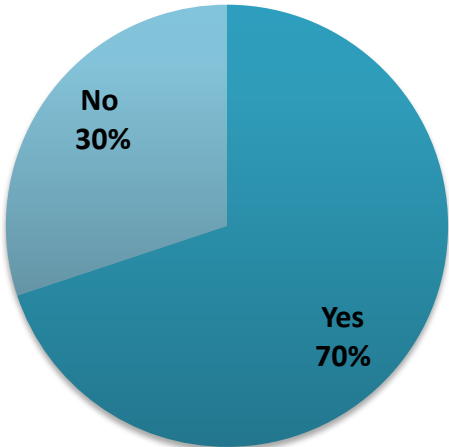
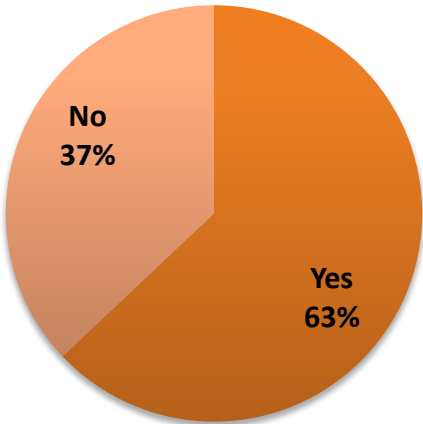


Figure 3.23 Non-Custodial Parents Referred for Legal Services



24 non-custodial parents filed for legitimization
58% of the 24 received legitimization

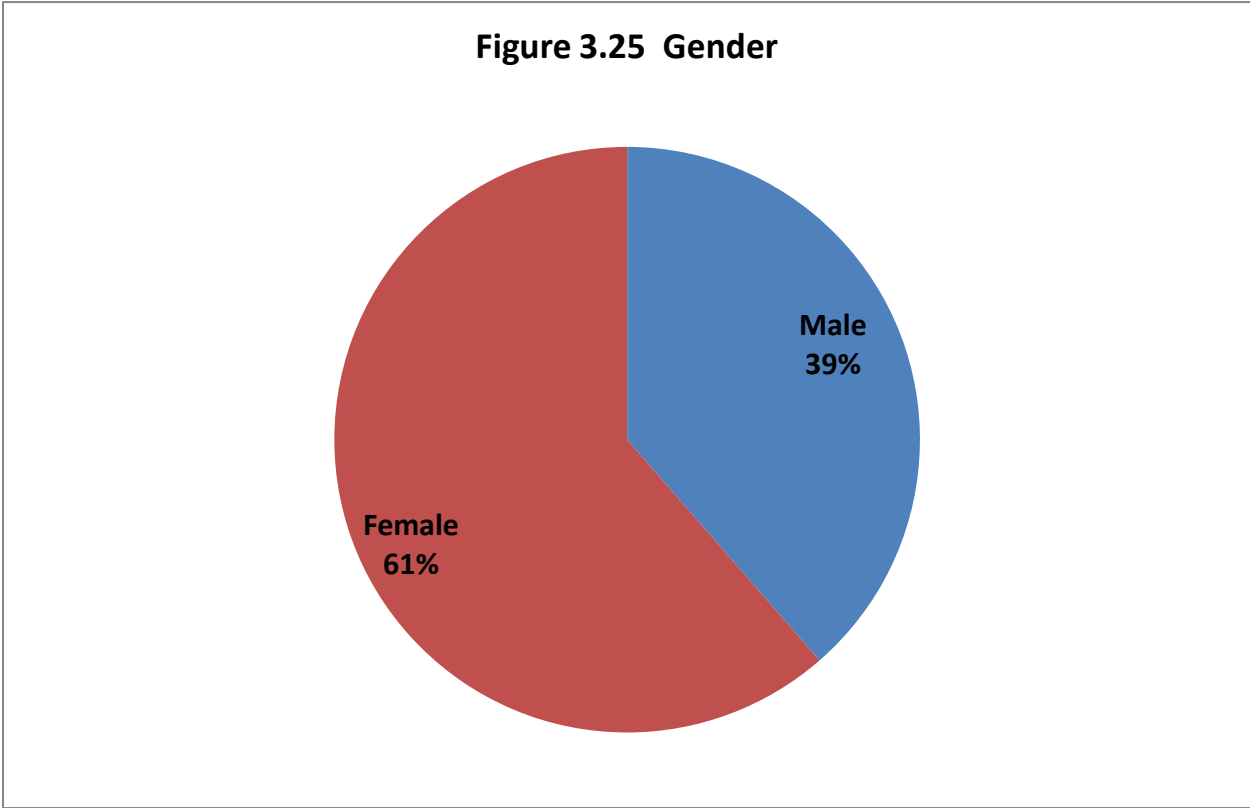
Figure 3.24 Non-Custodial Parents who had at least one child visitation upon termination

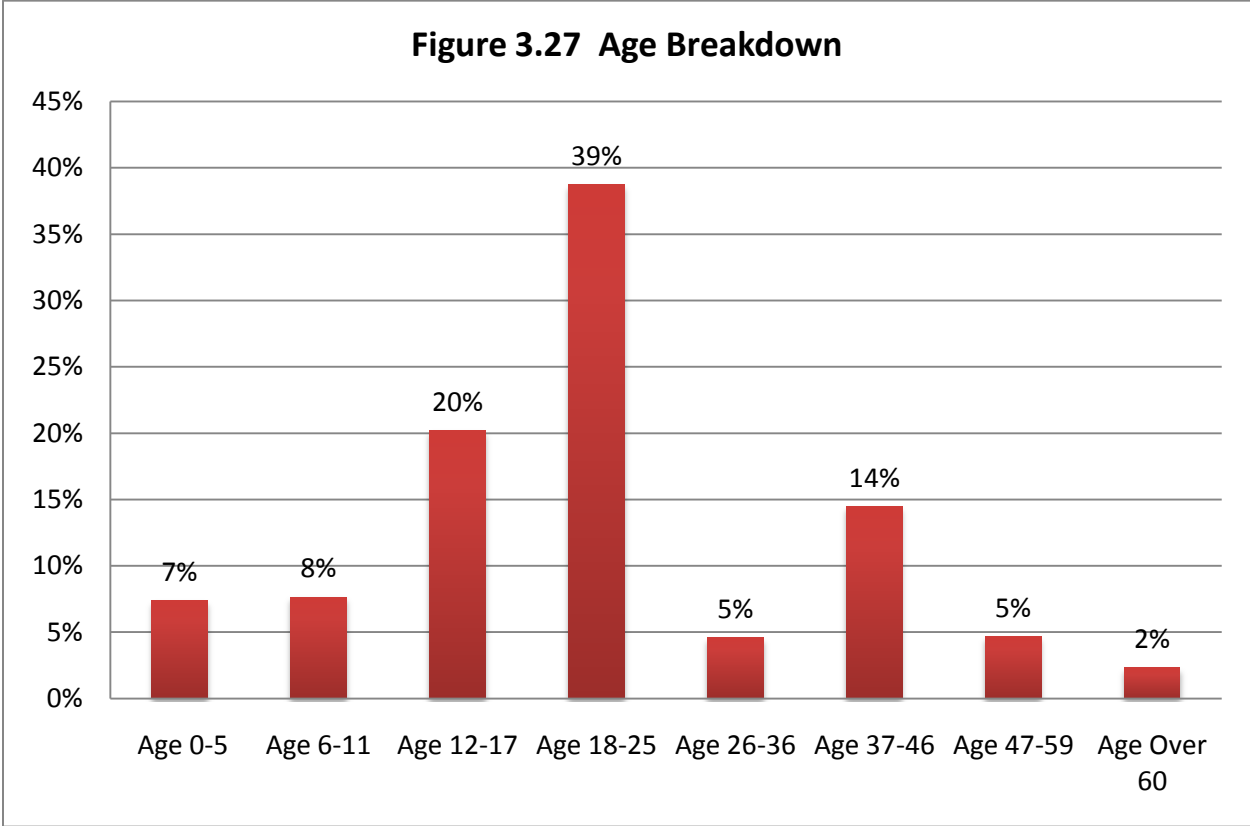
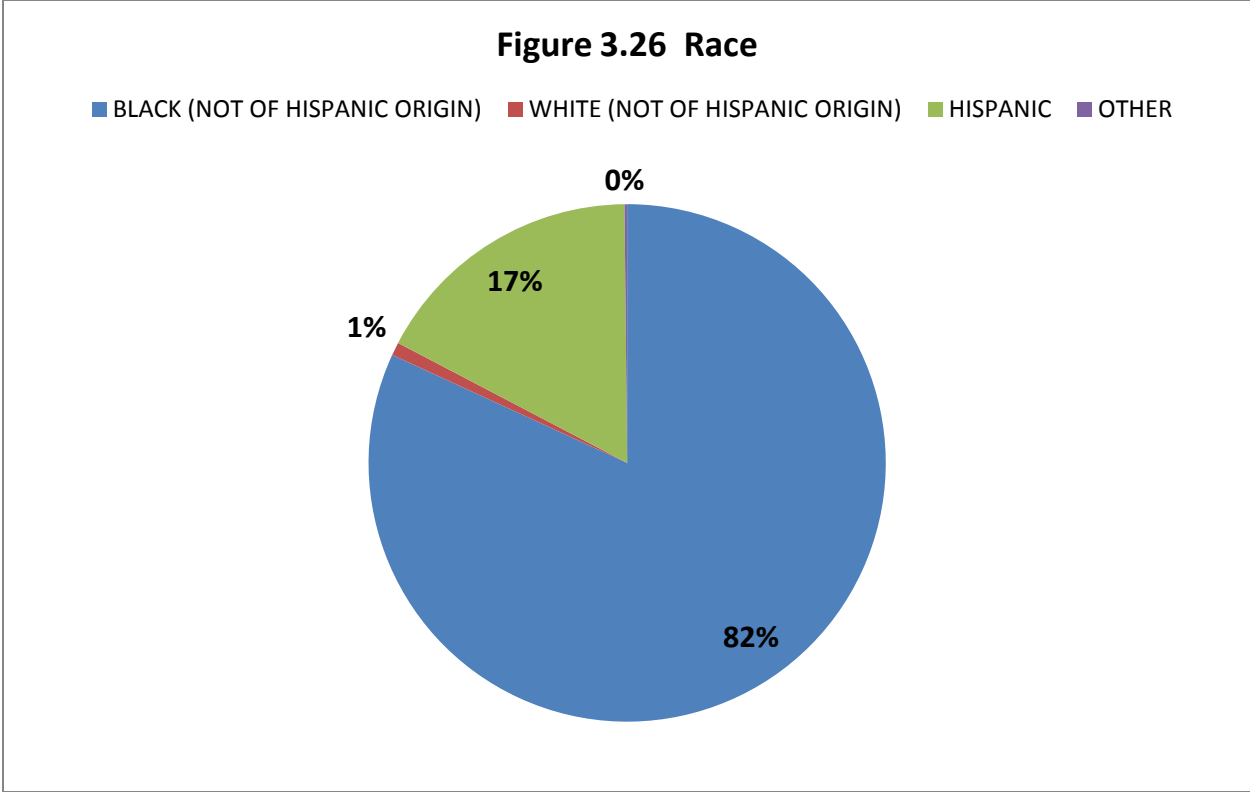


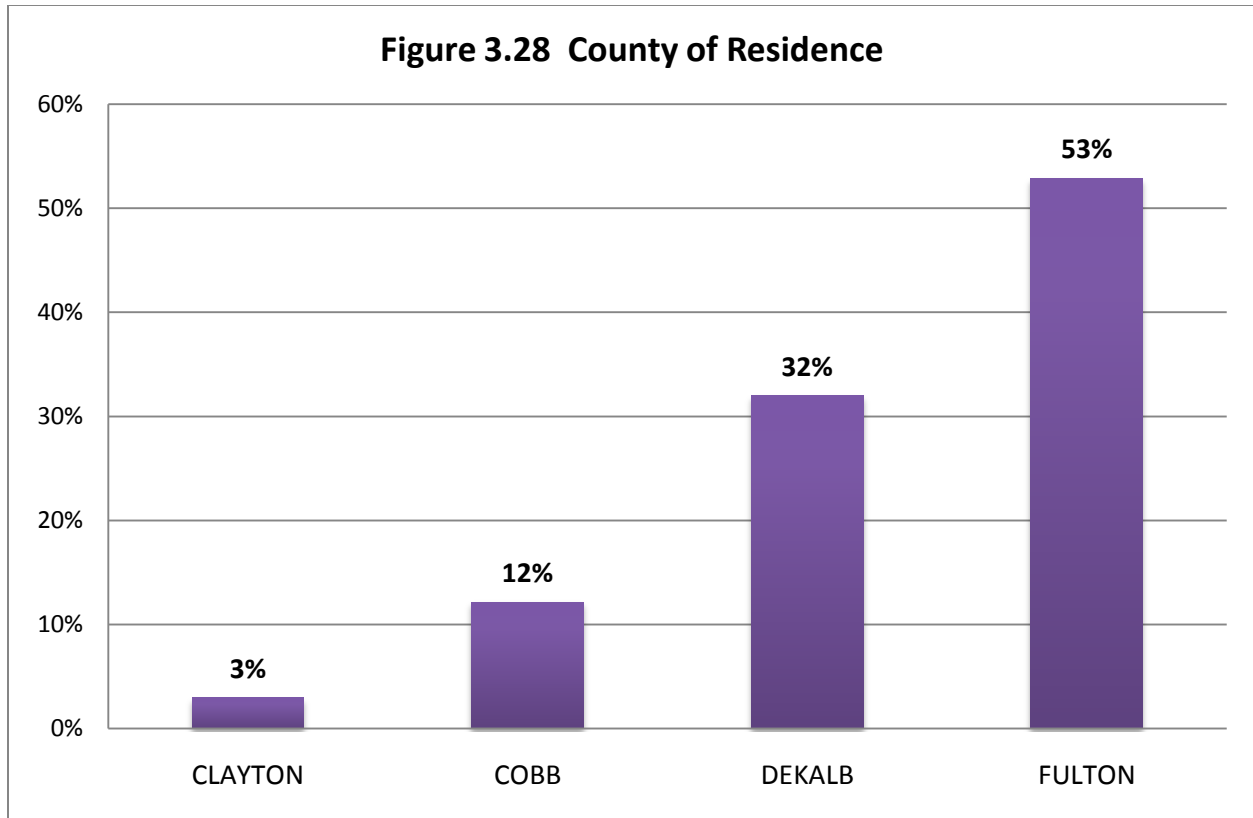
Healthy Babies and Moms Subsection

Healthy Babies and Moms Demographics

In FY08-09, Families First served **1,218** individuals in our Healthy Babies and Moms programs. The teen mother is the primary client; however, we record and report on demographics for her entire family, and if involved, the birth father and his family. All clients served in these programs live at or below 200% of the poverty line. For demographics details, please see below (n=1218).







Healthy Babies and Moms Outcomes

In order to achieve positive outcomes for families and children, Families First provides case management services to clients in the Healthy Babies and Moms programs. These services include, but are not limited to, case management, home visits, referrals, parenting groups/curriculum, and school-based activities. In addition, individual, family and group counseling are provided as well. These services are provided through the Teen Pregnancy programs and the Doula program.

The teen pregnancy programs are designed to achieve the following goals:

- To ensure babies are born healthy
- To increase knowledge about child birth and parenting
- To prevent future unwanted pregnancies
- To prevent teens from dropping out of school after delivery

The Doula program is slightly different from the teen pregnancy programs in that it concentrates on prenatal services and the actual delivery. The program provides supportive services such as pre-natal and parenting education, labor coaching, education on proper infant care and breastfeeding, mother-baby bonding techniques, and other case management

services. The Doula program is designed to achieve the following goals:

- To ensure babies are born healthy
- To support the mother in natural child birth and decrease the use of medical interventions such as induction and/or cesareans
- To promote breastfeeding
- To ensure babies and mothers bond

The Doula program is evaluated externally, so this report highlights some of the findings. A full copy of the evaluation report is available upon request. The following outcomes were achieved for families and children in this program area:

95% of the 110 babies born in the Healthy Babies and Moms programs were of normal birth weight (5.5 pounds or higher)

There were no very low birth weight births

Figure 3.29 Delivery Method in the Doula program

■ Normal Vaginal ■ Assisted or Induced Vaginal ■ Epidural ■ C-Section

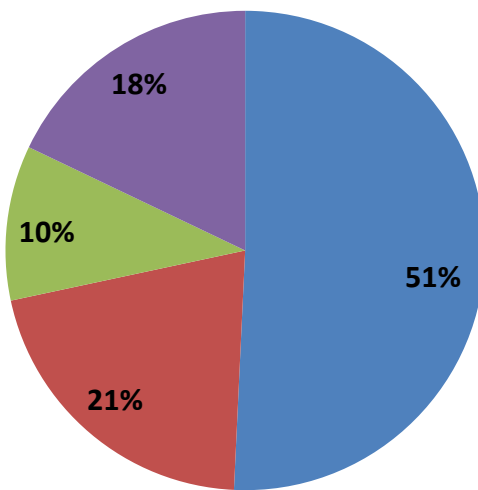
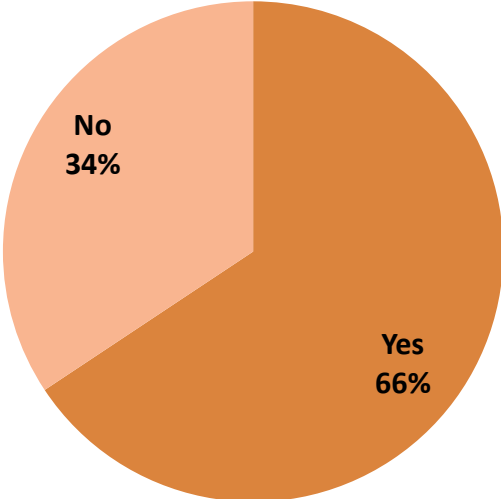


Figure 3.30 Mother had skin to skin contact with newborn immediately following birth in the Doula program*



*Skin to skin contact is a measure of maternal bonding

Figure 3.31 Initiated breastfeeding after birth in the Doula program

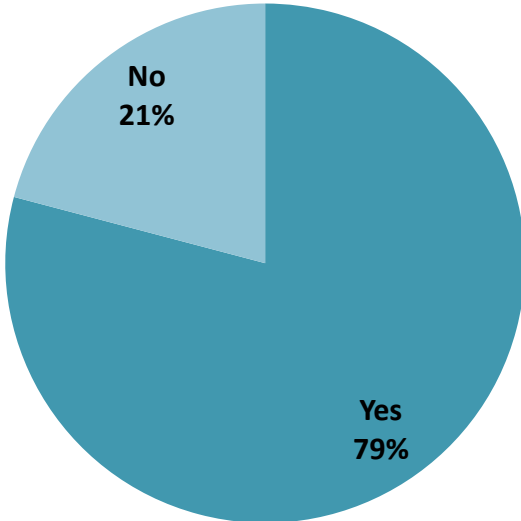


Figure 3.32 Birth control use at 12 weeks postpartum (or at termination) across all Healthy Babies and Moms programs

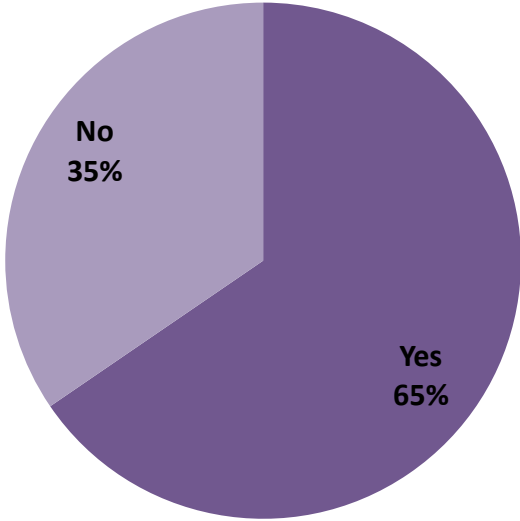
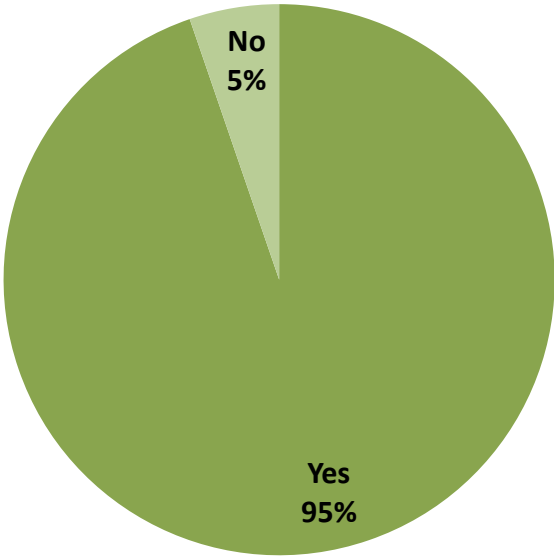


Figure 3.33 Returned to school or GED program in teen pregnancy programs



School Success Subsection

School Success Demographics

In FY08-09, Families First served 619 individuals in our School Success programs, including Families and Schools Together (FAST) and Supporting Partnerships to Assure Ready Kids (SPARK). Both programs work to engage parents in their children’s education, school readiness and academic achievement through partnerships between and among parents, community organizations and schools.

In FY08-09, Families First served 619 individuals in our School Success programs including Families and Schools Together (FAST) and Supporting Partnerships to Assure Ready Kids (SPARK). The FAST program operates in seven (7) different schools. The program is delivered weeknights in the school.

SPARK is a program of Smart Start, the early learning division of the United Way of Metropolitan Atlanta (UWMA). Families First operates the Norcross hub.

For demographic details, please see below (n=619).

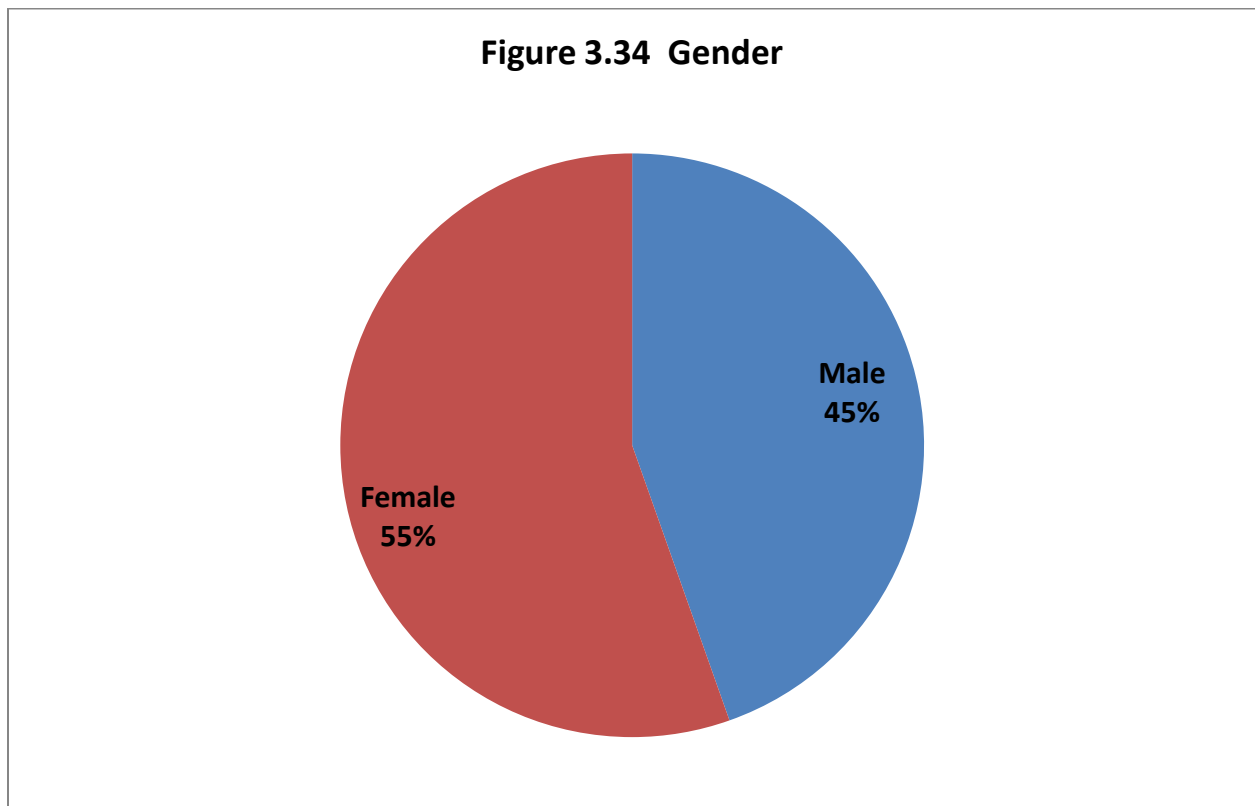


Figure 3.35 Race

■ BLACK (NOT OF HISPANIC ORIGIN) ■ WHITE (NOT OF HISPANIC ORIGIN) ■ HISPANIC ■ OTHER

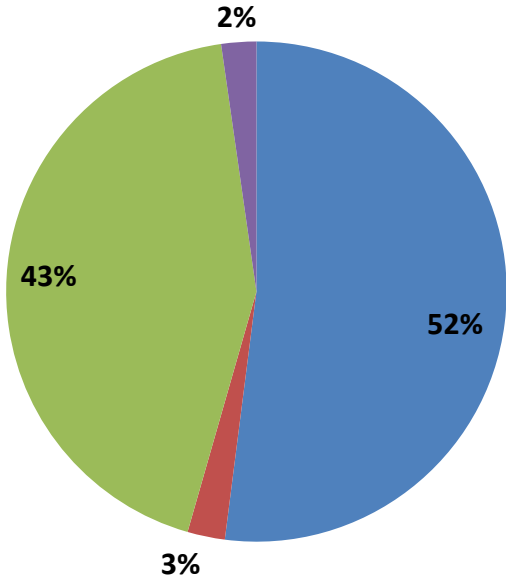
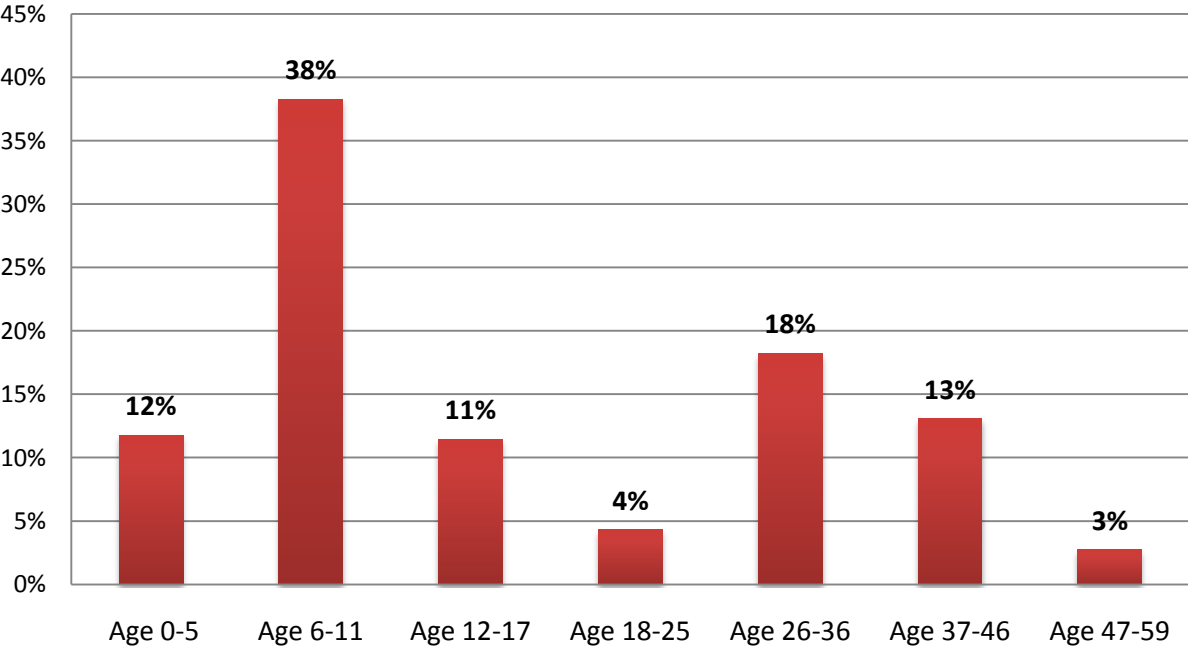
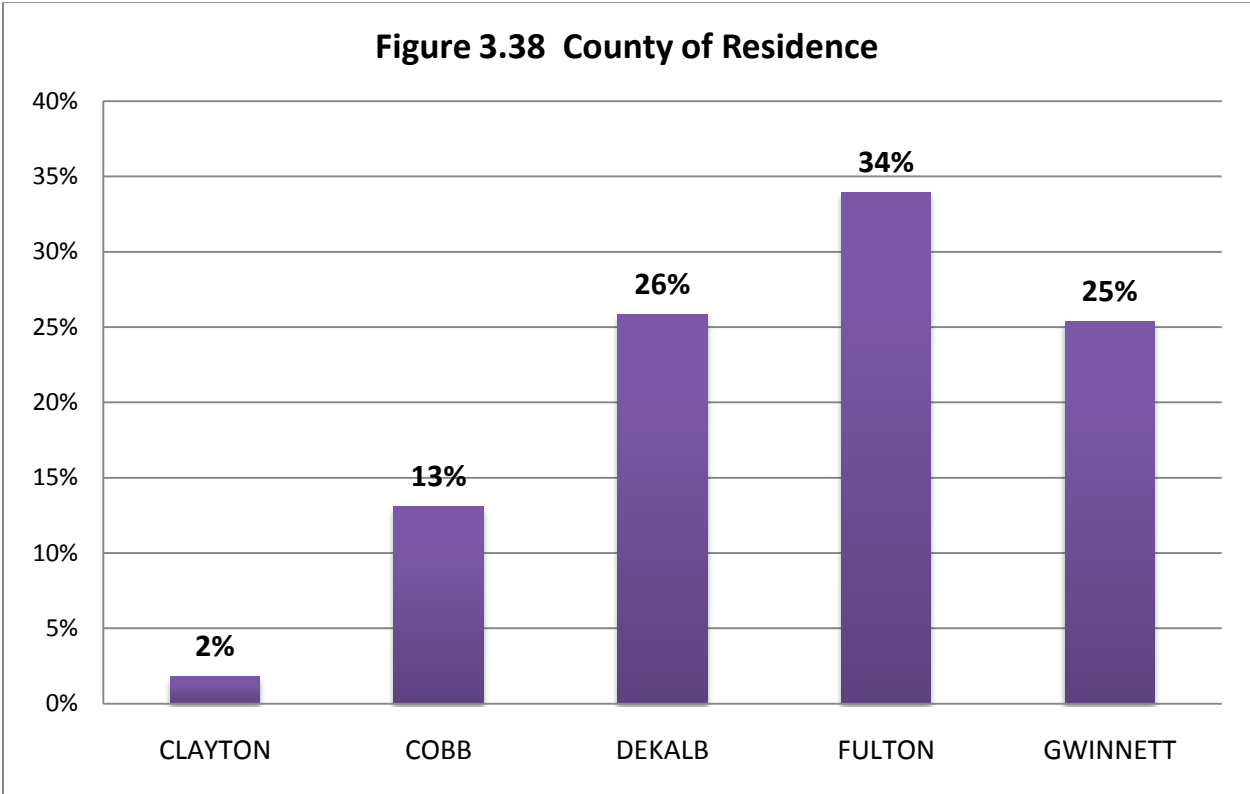
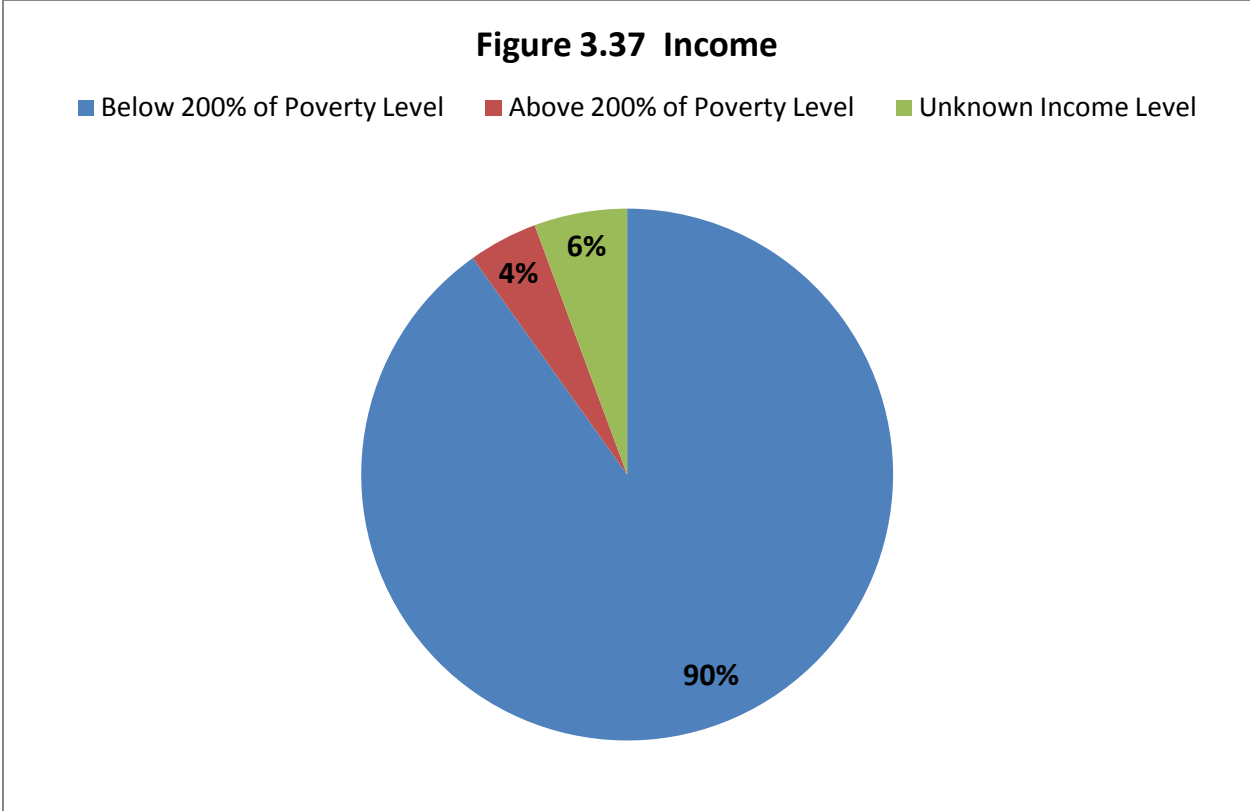


Figure 3.36 Age Breakdown





School Success Outcomes

Families and Schools Together (FAST) is a nationally-recognized model that works with children who are vulnerable and/or at risk of school failure and their families. This model has been in existence for over 20 years and Families First has been providing services utilizing the FAST model since 1994. FAST brings children, families and school staff together once per week for discussion, games, education, meals and community support at the child’s school. The FAST model employs a well researched and detailed evaluation plan in order to assess and evaluate the program’s outcomes. Surveys are administered to the parents and teachers before the child begins the program and again upon completion of the program. The graphs below show the percentage of change between pre-test and post-test scores.

SPARK targets children ages 3-5 who are vulnerable to poor achievement. Through a partnership of neighborhoods, state agencies, and schools, Families First’s SPARK program provides comprehensive supports and early learning experiences to improve school readiness and educational outcomes. The SPARK program is externally evaluated and results are disseminated for multiple SPARK sites. However, the results are worth reporting since they show the effectiveness of the program and Families First’s HUB in Norcross is recognized as one of the highest-performing sites.

The following outcomes were achieved for families and children in the School Success program area:

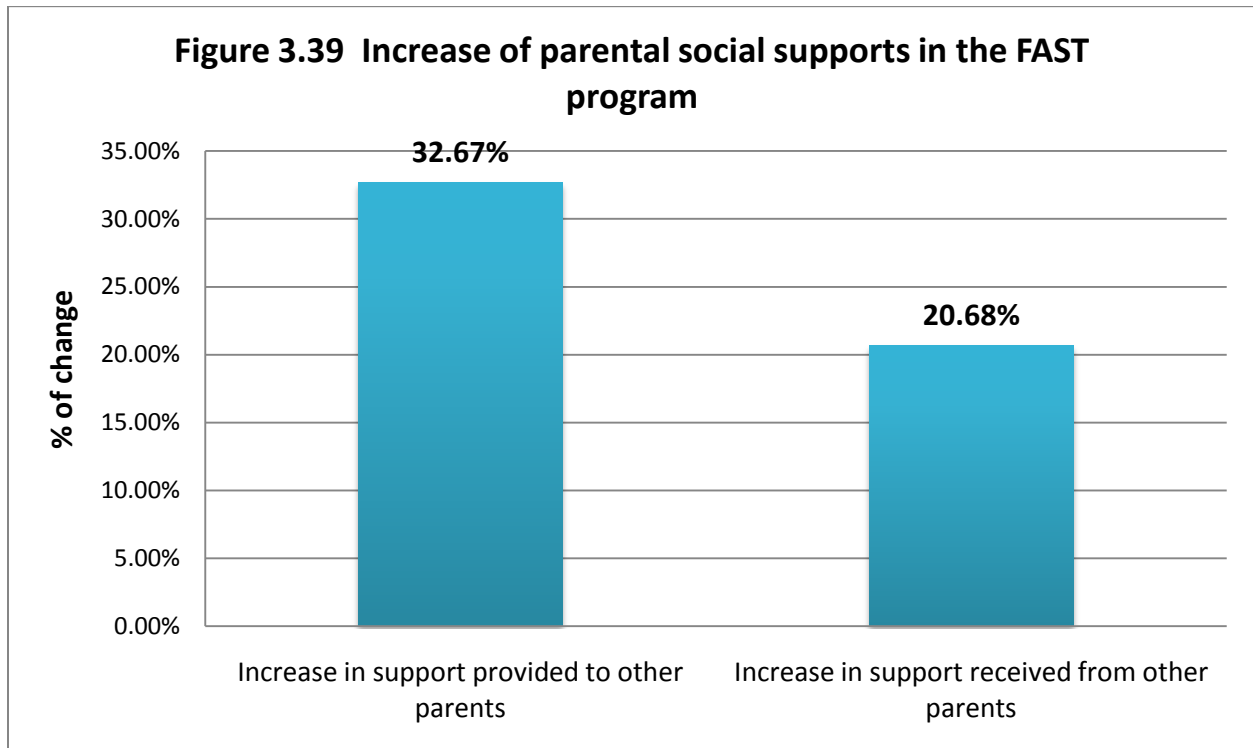


Figure 3.40 Decrease in negative behaviors as reported by parents in the FAST programs

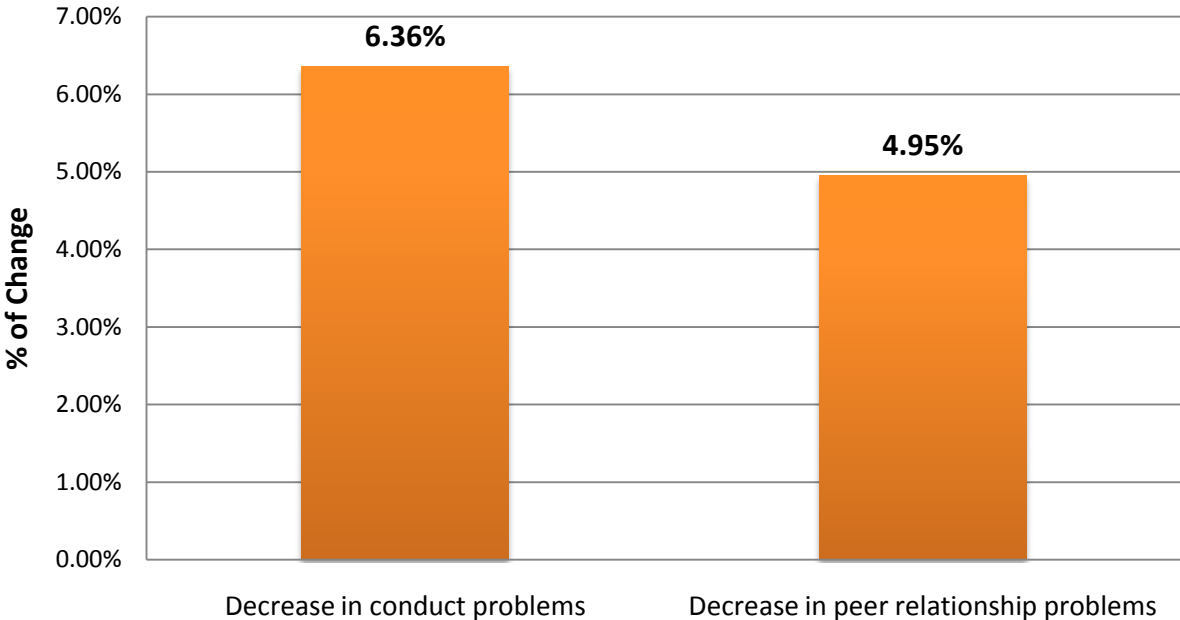


Figure 3.41 Increase in positive family dynamics in the FAST program

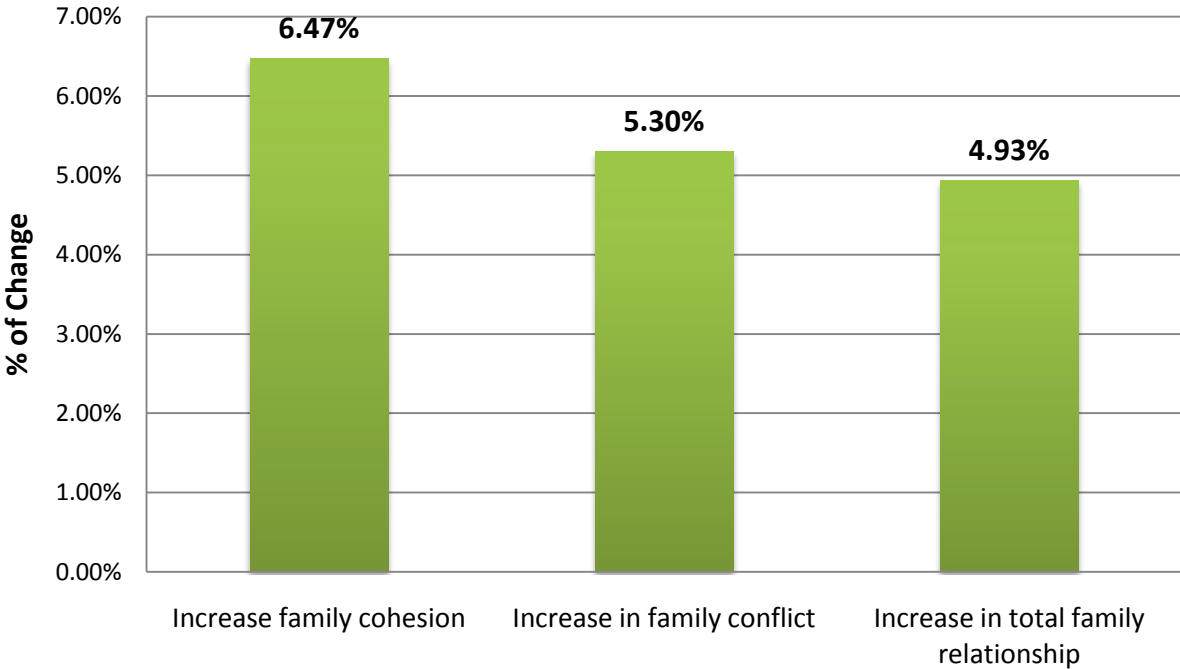
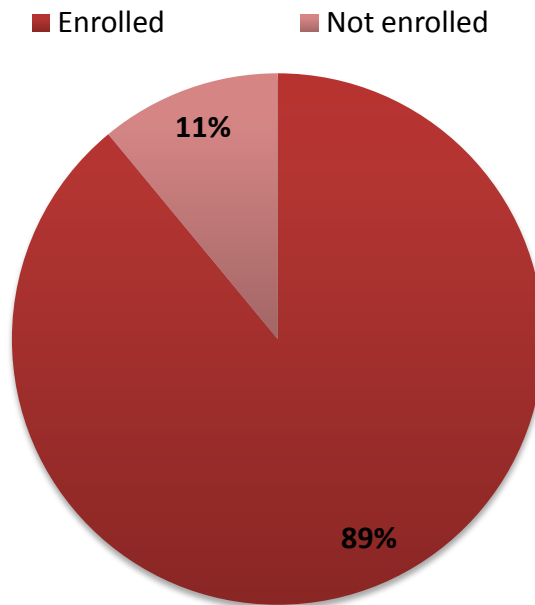


Figure 3.42 Pre-K or Head Start Enrollment upon termination from the SPARK program



Parents in the SPARK program reported an increase in involvement with the school:

- ***84% reported they attended PTA meetings or events***
- ***82% reported they attended parent-teacher conferences***
- ***81% volunteered at the child's school***
- ***77% advocated for their child at school***
- ***61% reported they were a member of the PTA***

Section 4

Supportive Housing

Atlanta Housing Authority Programs

Delowe

Shelter-A-Family

Weaver Gardens

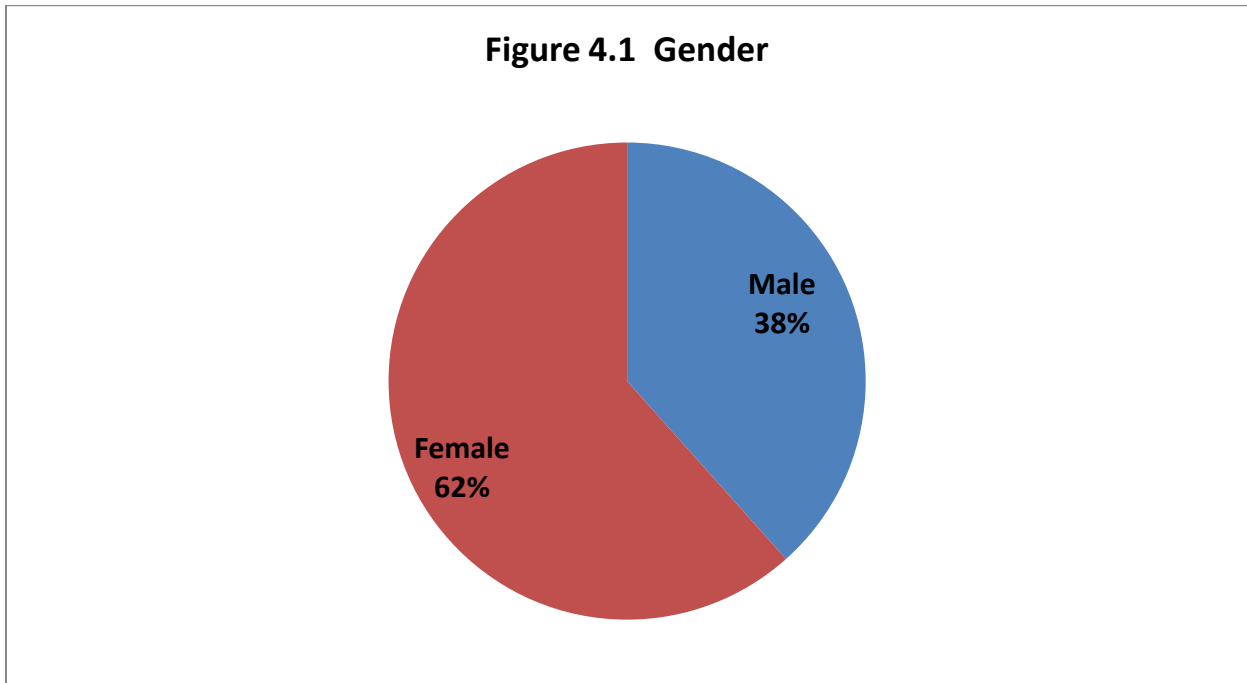


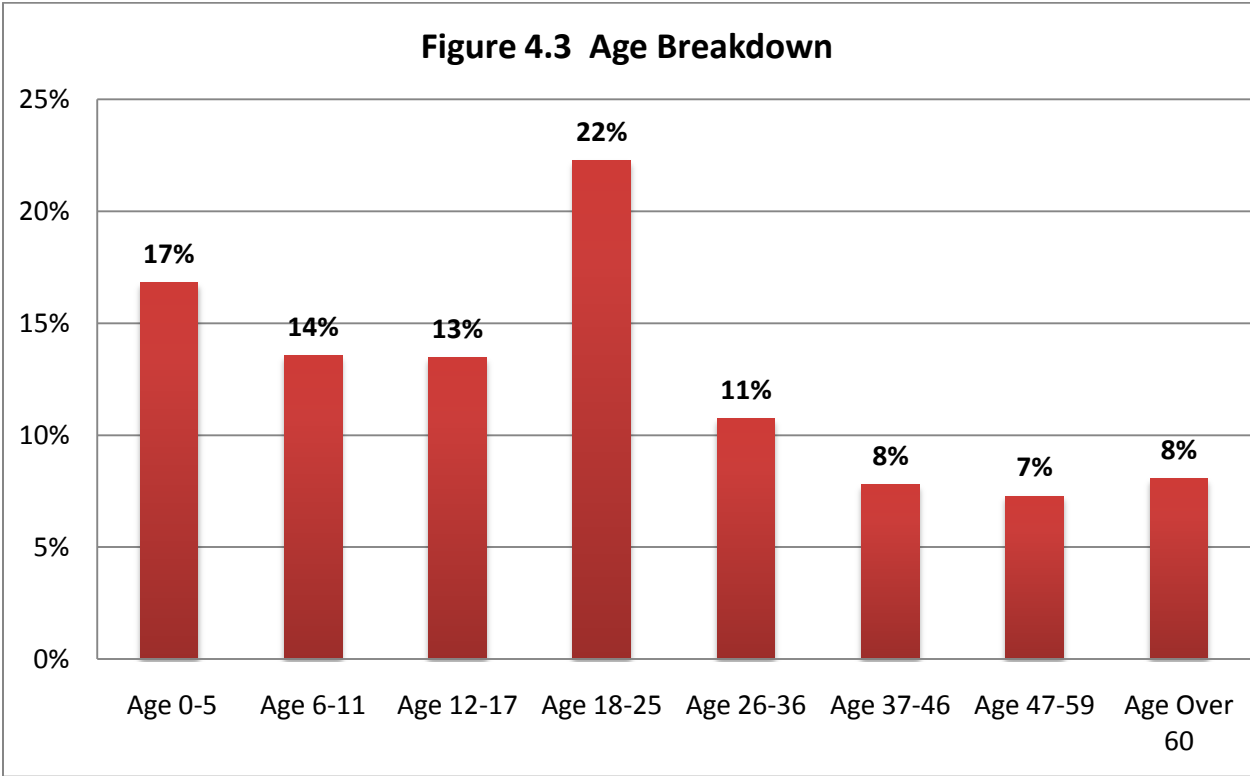
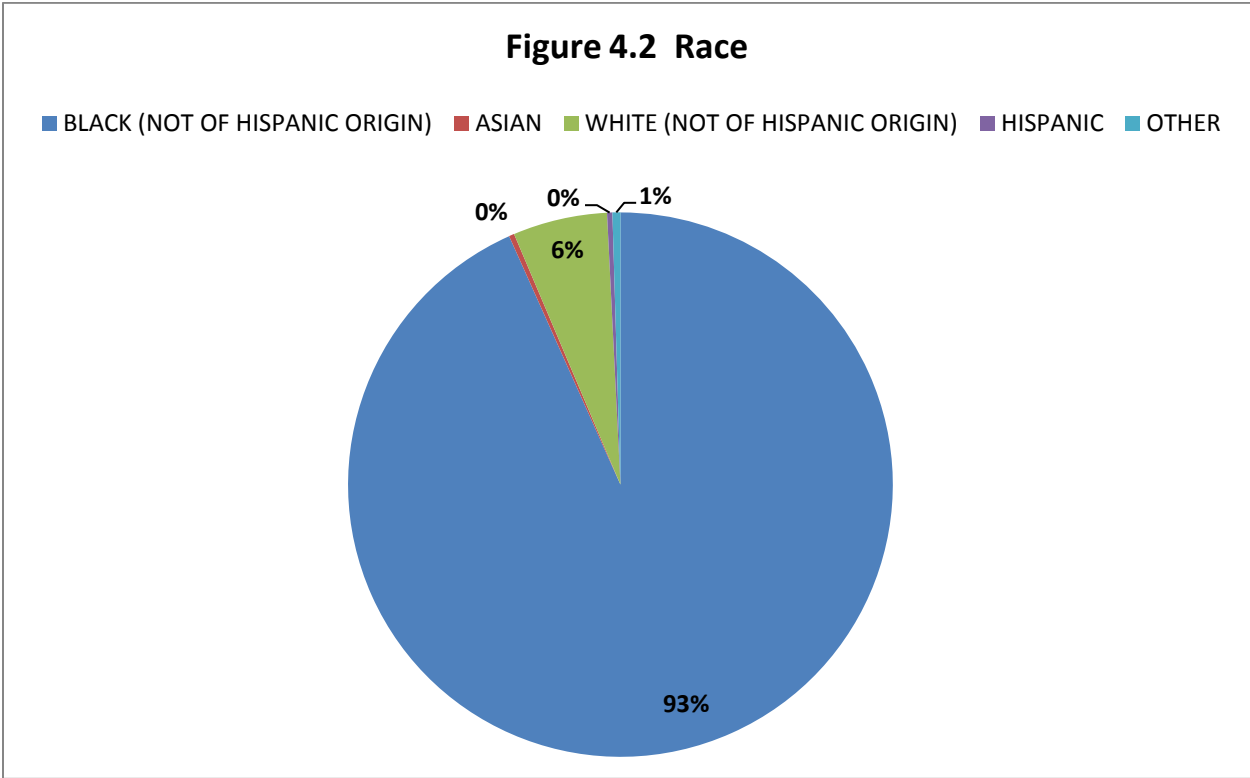
Families First’s Supportive Housing Impact Area, provides homeless families and/or families in housing crisis with stable housing options and supportive services. These supportive services help families secure housing stability, financial stability, and ultimately self-sufficiency. Families First accomplished this through a variety of programs in FY08-09.

- Red Oak Housing Hope IV program
- AHA MLK
- AHA McDaniel Glenn
- AHA Quality of Life Leila Valley
- AHA Quality of Life U Rescue
- Shelter-A-Family
- Delowe Village: Project GROW
- Weaver Gardens

Supportive Housing Impact Area Demographics

In FY08-09, Families First served **1,909** individuals in the Supportive Housing Impact Area. The primary client in these programs is the head of household. However, services are provided to all members of the family. All clients served are below 200% of the poverty level. For demographic details, please see the figures below (n=1909).





Supportive Housing Impact Area Outcomes

In order to achieve positive outcomes for families and children, Families First provides supportive services to all members of the family in our housing programs. These services include, but are not limited to, intensive case management, home visits, referrals, and community based activities. In addition, individual, family, and group counseling are provided as well. These services are aimed at the following goals:

- To help families obtain and maintain stable housing
- To help families obtain and maintain financial stability (employment, education, and/or disability benefits)
- To help families manage disabilities (medical, mental health, and substance abuse related)

The following outcomes were achieved for families and children in this impact area:

34 new families obtained permanent, stable housing and they all remained in the housing for more than 60 days

Figure 4.4 Clients who are in need of and are receiving additional mental health, substance abuse, and healthcare services

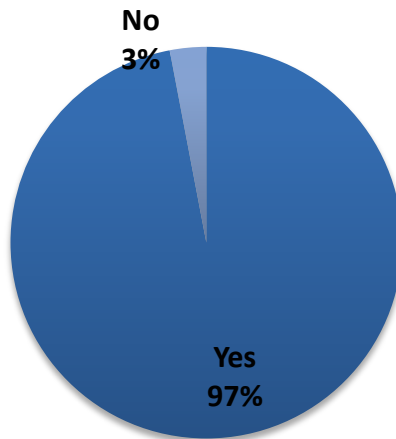


Figure 4.5 Employment Status

■ Employed ■ Enrolled in Education or Vocational Program ■ Disabled ■ Unemployed

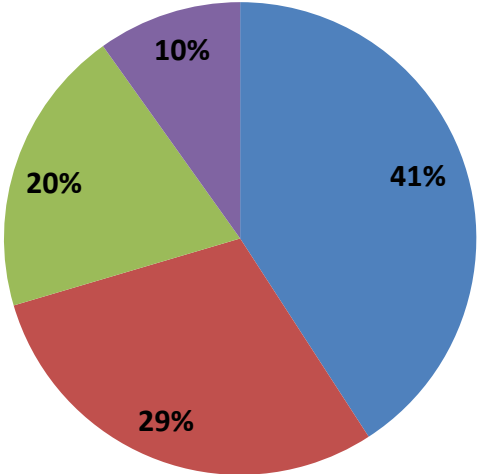


Figure 4.6 Graduation rate for those enrolled in educational or vocational programs

