



## **Courses to Employment: Sectoral Approaches to Community College- Nonprofit Partnerships**

**Initial Education and Employment Outcomes Findings for Students Enrolled In Carreras en Salud Healthcare Career Training 2005-2009**

**Community College and Nonprofit Partnership between Wilbur Wright College and Instituto del Progreso Latino**

**Chicago, IL**

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## Introduction

This publication describes initial findings from research on the education and employment outcomes of 933 students who enrolled in Carreras en Salud (Careers in Health) between 2005 and 2009 to pursue education and healthcare career training. Carreras en Salud is the result of a collaboration among Instituto del Progreso Latino (Instituto); National Council of La Raza (NCLR); Association House of Chicago; and Humboldt Park Vocational Education Center of Wilbur Wright College, one of the City Colleges of Chicago. The program provides career paths for nursing and other allied health occupations to students in Chicago's Latino communities. Carreras was established in response to a shortage of bilingual and Latino nurses in Chicago. Latinos make up one quarter of the city's population but less than two percent of its licensed practical and registered nurses. The Carreras en Salud program has been operating for nearly five years working to bridge this gap. Since Carreras began, the number of Latino L.P.N.s graduating annually in Illinois has increased from 42 in 2005 to 138 in 2009.

The pathway consists of a series of progressive training modules that have been developed and expanded over the course of the partnership, and participants take courses held at Instituto del Progreso Latino and/or Association House. Courses begin with basic education and English language instruction contextualized with healthcare-relevant content, and progress to Certified Nursing Assistant (C.N.A.), Licensed Practical Nurse (L.P.N.) and Registered Nurse (R.N.) programs at Wright College. Participants enter and exit the educational training and career pathway at various points. Depending on goals, needs and abilities, Carreras students may pursue pre-requisite courses, or enter C.N.A., L.P.N. or Registered Nurse (R.N.) programs at Wilbur Wright College, one of the City Colleges of Chicago.

Instituto, NCLR, Association House and Wright College actively partner to make college, and nursing programs in particular, more accessible to the Latino community. Through grants and other funding from both the public and private sectors, the program provides case management as well as other support to students, such as tuition assistance and other related educational costs, i.e., childcare and transportation assistance, and special tutoring for participants enrolled in the C.N.A. or L.P.N. program. The college

provides special enrollment and registration assistance for Carreras students and supports tutoring services that are provided by both college and Instituto staff on campus.

The charts and tables that follow this introduction offer a very rich view into the diversity of pathways taken by students over multiple years as they build their English language and healthcare skills and move toward becoming a C.N.A., L.P.N., or R.N. We have summarized a great deal of information in charts and tables, and provide a wide range of summary highlights. But we also present information in more raw formats. We believe that information detailing the complexity of paths taken by students who face high barriers to successfully completing college will be welcomed by policy, workforce program practice, college and research communities who are all wrestling with questions of how to design, administer, fund and learn about long-term education programs that work for low-income adult learners. Our hope is that by providing as much information as possible in different formats, this document will serve as a helpful resource toward this end.

For additional information about the structure of the Carreras en Salud partnership please see AspenWSI profiles that are available for free download at <http://aspenswi.org/CTEprofiles/CarrerasSalud.pdf>.<sup>1</sup>

## **Courses to Employment**

Instituto and Wright College have participated in a range of research and learning activities as part of the *Courses to Employment (CTE)* project. *CTE* is a three-year demonstration (2008-2010), funded by the Charles Stewart Mott Foundation and conducted by The Aspen Institute's Workforce Strategies Initiative

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<sup>1</sup> For information about Instituto Del Latino Progreso, please see <http://www.idpl.org/>. For information about Wilbur Wright Community College Humboldt Park Vocational Education Center, please see <http://wright.ccc.edu/Humboldtpark/home.htm>, and for more information about Association House, please see <http://www.associationhouse.org/Main/Main.html>. For additional information pertaining to National Council of La Raza, please see <http://nclr.org/>

(AspenWSI). *CTE* is designed to learn about how partnerships between community colleges and non-profit organizations can help low-income adults achieve greater success in post-secondary education and, ultimately, the workforce. *CTE* builds upon what has been learned through AspenWSI's research and evaluation conducted over the past decade—research that has identified the promise of sectoral approaches for improving low-income adults' employment outcomes.

A range of capacities and resources are needed for workforce development programming to effectively serve both business and low-income participants. Partnerships between community colleges and non-profit organizations are a promising approach to improving the effectiveness and scale of services for low-income populations. In many communities and for many industries, no one single education or community-based organization has all of the necessary capacities and resources in-house to implement a sectoral employment development strategy that is both effective at learning about and responding to the needs of industry and/or of sufficient scale to meet the needs of the large numbers of low-income adults who need quality workforce development services. We define a sectoral strategy as a systems approach to workforce development—typically on behalf of low-income individuals—that:

- **Targets a specific industry or cluster of occupations**, developing a deep understanding of the interrelationships between business competitiveness and the workforce needs of the targeted industry;
- **Intervenes through a credible organization, or set of organizations**, crafting workforce solutions tailored to that industry and its region;
- **Supports workers in improving their range of employment-related skills**, improving their ability to compete for work opportunities of higher quality;
- **Meets the needs of employers**, improving their ability to compete within the marketplace; and
- **Creates lasting change in the labor market system to the benefit of both workers and employers.**

*Courses to Employment* research and learning activities have been designed to learn in-depth about how, using a sectoral approach to education and employment development, six different partnerships between community colleges and non-profit organizations, working in a range of different industries and with a diverse set of community college-based education and training approaches, meet the needs of low-income adult learners and job-seekers. The six community college-non-profit partnerships were selected

competitively from a pool of 89 applicants in late 2007.<sup>2</sup> AspenWSI has been conducting formative evaluations of the six partnership's activities as well as participant outcome assessments for each site. Grantees have been engaged extensively in research activities designed to promote learning throughout the demonstration. Specifically, the *CTE* project is working to inform the following learning questions:

- What are the roles, responsibilities, tasks and services involved in collaboration to better serve low-income adults? Which are taken on by colleges and which by non-profits?
- How do policies, funding, governing and capacity issues enable (or restrict) the college or non-profit organization in serving different roles or providing specific services? What institutional variables affect flexibility, authority, efficiency or other aspects of successful collaboration?
- How are the non-academic needs of low-income adults met, and how does this relate to education and employment persistence and success? What are the costs of non-academic support services and how are these funded?
- What are the education, employment and income experiences of participants? How do these relate to outcomes of similar groups outside this demonstration?
- What does a successful collaboration cost? What are the elements of these costs, and how are they financed? What financial and other benefits accrue over time, to the college, the non-profit, business, worker and other stakeholders? How are these benefits measured?
- Does this type of collaboration offer opportunities for "scaling up" to address a community-wide need in a more systemic way? Can collaboration between a college and non-profit strengthen the ability of partner organizations to address systemic problems? What types of problems? In what ways?
- Can collaboration impact how intensive and extensive relationships with businesses are managed and leveraged? How are the needs, interests, and outcomes for business balanced relative to those of low-income adult students?

## Participant Outcomes Study Methodology

An important goal of *CTE* research activities is to not only inform key learning questions about the partnerships' activities and outcomes but also to help build capacity within each partnership for ongoing

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<sup>2</sup>Profiles of all six partnerships are available at <http://www.aspenwsi.org/WSIwork-HigherEd.asp>.

learning independent of AspenWSI. Toward this end, each of the six participant outcomes studies was designed based on the existing data management systems in use by the six partnerships. Having said this, each site received substantial technical assistance from AspenWSI researchers in assessing their existing systems, and all made significant modifications in response to specific input. In most cases, outside data sources were needed to inform key learning questions. In particular, gathering information about education progress and employment outcomes proved to be particularly challenging at each site. Each site implemented different processes and used a variety of different data sources to obtain the data needed to inform questions about outcomes. In no case did either the non-profit organization or the community college partner have all of the information needed to answer relevant questions about outcomes. Thus on a case-by-case basis, AspenWSI researchers worked with the different partners and outside data providers to build the datasets needed to answer questions both about education and employment outcomes.

In Chicago, Instituto had, prior to participating in the CTE project, been managing participant data using Microsoft Excel spreadsheets and a Microsoft Access database. In 2008, Instituto began transitioning to using one database, Efforts to Outcomes (ETO), a software package for human services organizations. Data from Access and the Excel spreadsheets were transferred into ETO. Data transferred included information about the demographics of participants, their education and employment status at enrollment, and indicators of achievement of training milestones (i.e., enrollment and completion dates for VESL C.N.A., Pre-L.P.N., Pre-requisites, L.P.N., etc). Staff, prior to CTE and continuing through 2010, have also maintained paper files for each student. These files include intake and administrative forms, attendance records, and case notes. Since 2008, Instituto has been working to update ETO with all of this data. However, maintaining consistent data entry and data quality has been challenging, and retaining staff with the level of technical and analytical skills needed to manage and generate reports from ETO has also been difficult. AspenWSI researchers worked with Instituto staff on significant data verification and cleaning activities.

Similar to most workforce and education service providers, Instituto has struggled to maintain updated employment outcomes data on their participants. To augment incomplete in-house employment records, AspenWSI and Instituto used a few different approaches. First, AspenWSI designed a survey that

Instituto staff used to contact participants who had enrolled in a C.N.A. or L.P.N. program with Carreras. These two programs were identified as reasonably linked to an expectation of employment change. Unfortunately, this participant survey generated few responses. In general, we have seen across the CTE partnerships a challenge to locate program participants to obtain post-training outcomes. This is not surprising given the mobility of urban low income populations and the difficulty even experienced researchers have reaching them by survey.

The second approach that Instituto and AspenWSI used to attempt to get employment information was through the State of Illinois' Unemployment Insurance (UI) record database. Because Instituto is a WIA-provider and a designated One-Stop Center, Instituto staff have limited access to UI wage records. Instituto obtained UI wage records for 539 participants, but only for 2009. The remaining 394 participants, who Instituto also queried in the UI record database, did not have or show any earnings or record of employment in 2009. The UI data includes an employer name and address, quarterly and annual earnings for 2009, and UI-estimated monthly, weekly, and hourly wages based on these earnings. The UI hourly, weekly and monthly estimates, however, should be viewed with caution. Since the UI system is unable to capture or determine how many hours an individual worked, the quality and validity of these estimates is fairly low.

Despite all of these efforts, data on participants' post-training employment outcomes is limited. UI records do not provide job titles, numbers of hours worked, or hourly wages. Employer names are part of the record, so we were able to make limited assumptions about whether or not participants were working in healthcare. In addition, because UI data is reported only for employment in Illinois, the data miss any earnings from employment out-of-state, and with Chicago closely bordering Indiana and Wisconsin, this issue should not go understated. In addition, we were unable to collect data related to whether participants received benefits in their jobs after training. Vacation time, health insurance and retirement contributions can often constitute a large percentage of an employee's total employment compensation, and can therefore offer a more comprehensive picture of the quality of employment the participant has obtained. Finally, because we could obtain data only for 2009, for participants who left Carreras between 2005 and early 2008, we do not know their immediate job placement outcomes. In addition, 2009 UI data, for participants who left or graduated from Carreras during 2009, is unlikely to show the full-impact

on employment or earnings these students may have accrued. And for students who finished training in 2010, the UI 2009 data represents their employment and earnings experiences while they were still in training.

To account for these (substantial) issues in the analysis of employment outcomes presented in this paper, AspenWSI segregated participants based on highest training program completed and the year they exited the Carreras' pathway program—either through withdrawal or training completion. For example, for L.P.N. graduates, we analyzed UI employment and earnings data separately for graduates finishing in 2006, 2007, 2008, 2009, and 2010. And we did additional analysis of aggregated data for participants who finished between 2006 and 2008 (because we believed the 2009 UI data would be most useful for learning about these participants' outcomes).

Another primary source of data for this study was obtained from Wilbur Wright Community College via the Chicago City Colleges central database. Social Security Numbers for all 933 Carreras participants (who had signed waivers allowing Instituto to obtain and use their data for research purposes), were used to query the college system's database. Participants who were ever enrolled in the City College's central database as a Wilbur Wright Community College student were identified, and their academic transcripts were provided to Instituto. Wright College and Instituto have a formal data-sharing agreement that allowed Instituto to share this data with AspenWSI. However, because this data-sharing agreement is between only Wright College and Instituto, Wright College could not provide transcripts for participants who attended other community colleges within the Chicago City College system. This is important to note because participants in Carreras often take pre-requisite courses at colleges other than Wright, and occasionally, students enroll in L.P.N. or C.N.A. training at other colleges as well.

AspenWSI researchers compiled Wright College transcript data, Instituto-reported data and 2009 UI wage record data into a new dataset. This dataset was used for the analysis presented in this report.<sup>3</sup>

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<sup>3</sup> IDPL is continuing to explore strategies for obtaining UI wage record data for 2006-2010. While we cannot predict the outcome of their efforts, if they obtain employment data for additional years, AspenWSI will conduct additional data analysis and update this findings report.

## Carreras en Salud Healthcare Training Pathway

As noted previously, Carreras en Salud participants enroll in a variety of educational programs. Some students begin in courses designed to help them prepare for college-level courses. Other students enroll directly in a community college nursing program. The pathway is designed to allow participants to advance through classes that bridge healthcare training from entry-level C.N.A. to L.P.N. to R.N. Participants from the predominantly Latino community come to Instituto with different education and skill levels—particularly related to English language skills. For example, participants with limited English skills enroll in ESL Health classes, which allow them to build their language skills and also begin learning some of the vocabulary and vernacular in the nursing and healthcare field. In the training program that follows ESL Health, students (who now have better language skills) enter a Vocational English as a Second Language (VESL) C.N.A. class. This class is even more contextualized around healthcare, and especially the language and subject matter that students need to know to be successful in a C.N.A. training program. After VESL C.N.A., participants have the opportunity to attend C.N.A. training, often held at Wilbur Wright Community College Humboldt Park Vocational Education Center. After earning their C.N.A. certificate, participants may begin working as a C.N.A., continue along the pathway towards a L.P.N., or both. Prior to beginning college-level pre-requisite classes for the L.P.N. program, Carreras students may take a Pre-L.P.N. course that is designed to help prepare them for some of the more difficult biology, math, and science pre-requisites. After they complete pre-requisite coursework, participants must apply to and be accepted into the L.P.N. program. Some Carreras students have gone on and enrolled in the R.N. program.

Though the programs mentioned above provide the main structure of the pathway, Carreras en Salud operating partners may at different times, depending on training capacity, student needs, and industry demand, make other training opportunities available to participants. To-date these have included training to be certified as a Certified Medical Assistant (C.M.A.), a preparatory Pre-C.M.A. bridge course, a Speech in Health Context course to help students improve pronunciation, and special training in EKG and Phlebotomy.

These different educational opportunities provide a pathway or ladder to college and to healthcare training and careers for participants in Carreras en Salud. The diagram on the next page analyzes this pathway and details how many of the 933 students who enrolled between 2005 and 2009 started at each step, their outcomes at each step, and the steps they subsequently moved on to in the program.

**Carreras en Salud Healthcare Pathway Analysis**  
**933 Enrolled 2005-2009**

**Licensed Practical Nurse (L.P.N.)**

-219 (23.5% of all students) enrolled in a L.P.N. program  
 -174 (18.6% of all students) entered Carreras as a L.P.N. student  
 -3 students began in VESL, 8 began in Pre-L.P.N., and 34 began in Pre-reqs  
 -171 (78.1% of LPN enrollees) completed L.P.N., 28 (12.8%) are active, and 20 (9.1%) dropped out  
 -For students who attended Wright, 120 out of 125 who attempted passed their LPN State Certifications after enrolling with Carreras; 94.2% passed on their first try  
 -122 (55.7% of LPN enrollees) had a LPN certificate posted on their academic transcript from Wright Community College as of June 2010

**Registered Nurse (RN)**

-26 (2.8% of all students) entered a R.N. program  
 -24 students started at L.P.N. , 1 student started in Pre-reqs, and 1 student started in Pre-L.P.N  
 -15 (57.7% of R.N. enrollees) have completed, and the other 11 are still active and taking courses  
 -12 of the 15 completers had an Associate's Degree in Nursing from Wright Community College posted on their transcript as of June 2010

**Nursing Pre-Requisites**

-259 (27.8% of all students) enrolled in Pre-reqs at some point  
 -153 of these students started Carreras in Pre-reqs  
 -74 of these students started Carreras in Pre-LPN, 25 began in VESL C.N.A., 3 began in C.N.A., 1 began in Pre-C.M.A., 3 began in ESL Health  
 -47 or 18.1% students who enrolled in Pre-reqs completed Pre-reqs, 91 or 35.1% are still active, 121 or 46.7 % dropped out during Pre-reqs

**Certified Medical Assistant (C.M.A.)**

*C.M.A Program was started in 2010 after this analysis was complete*

**Pre-C.M.A.**

-10 students enrolled in this program  
 -All 10 students began here

**Pre-Licensed Practical Nurse (Pre-L.P.N.)**

-247 (26.5% of all students) enrolled in this step at some point  
 -158 of these students started Carreras as a Pre-LPN student  
 -67 of these students started Carreras at VESL C.N.A., 13 started in ESL Health, 6 started in C.N.A., and 3 started in Pre-CMA  
 -223 (90.7% of Pre-L.P.N. students) completed at least one Pre-L.P.N. course  
 -32 students took Pre-L.P.N. twice, and 3 students took it three times

**E.K.G. and Phlebotomy**

-12 (1.3% of all students) enrolled in and completed EKG/Phlebotomy classes at some point  
 -8 of these students entered Carreras at the Pre-LPN level, 1 entered as a LPN student, 1 began in C.N.A., 1 in VESL, and 1 in ESL Health

**Certified Nursing Assistant (C.N.A.)**

-197 (21.1% of all students) enrolled in a C.N.A. course at some point  
 -42 of these students began Carreras in C.N.A.  
 -11 began in Pre-L.P.N., 2 students began in Pre-C.M.A., 108 began in VESL, and 34 began in ESL Health  
 -185 (93.9% of C.N.A. students) completed a C.N.A. program  
 -28 students took C.N.A. online  
 -28 took C.N.A. twice, and 3 students took the course three times

**VESL C.N.A.**

-329 (35.3% of all students) enrolled in VESL C.N.A. at some point  
 -239 of these students entered Carreras at the VESL C.N.A. level  
 -89 of these students began Carreras in ESL Health, 1 came from Pre-LPN  
 -279 (84.8% of VESL Enrollees) completed VESL C.N.A.  
 -61 (18.5% of VESL Enrollees) took VESL twice  
 -6 (1.8% of VESL Enrollees) took VESL three times, and 1 student took the course five times

**ESL Health**

-157 (16.8% of all students) enrolled in ESL health as first step  
 -142 (90.4%) completed ESL Health  
 -10 students took ESL Health twice, and 2 took it three times

## Highlights of Findings

### **Participant Demographics**

- 97.5% of participants are Latino.
- 93.4% of participants are female.
- The median age of participants at the time they enrolled in Carreras was 29.

### **Academic Outcomes (as of Summer 2010)**

*Data used to analyze academic and educational outcomes came from Instituto records and Wright College transcripts. Some participants attended colleges other than Wright, and their transcripts were not available. In addition, degrees and certifications posted to Wright College transcripts may lag or be incomplete. Graduation approval can often take a few months to complete, and sometimes participants do not complete paperwork that is necessary to graduate or fail to pay a financial hold, both of which prevent a degree from being posted. As a result of these issues, the degree and certificate posted below may not align with the total number of graduates reported by Instituto.*

- 185 or 19.8% of all Carreras students completed C.N.A. training.
  - 123 or 13.2% of all Carreras students earned either a C.N.A. certificate from Wright Community College or passed the Illinois State C.N.A. Certification Exam, according to Wright academic transcripts.
    - 84 of the 123 students earned a C.N.A. certificate from Wright Community College after enrolling with Carreras.
    - 108 of the 123 students passed their Illinois State C.N.A. Certification Exam at Wright after enrolling in Carreras.
    - 69 of the 123 students both earned a C.N.A. certificate from Wright Community College and passed the Illinois State C.N.A. Certification Exam.
    - 16 of the 123 students who earned a C.N.A. certificate or passed the Illinois Certification Exam also subsequently graduated from a LPN program.
  - Of the 123 students, 53.75% had a high school education or less upon enrollment in Carreras en Salud.
- 259 Carreras students enrolled in pre-requisite courses for a L.P.N. nursing program.
  - 106 (40.9% of pre-requisite students) began Carreras in a pre-college level (74 from Pre-L.P.N., 25 from VESL C.N.A., three from C.N.A., three from ESL Health, and one from Pre-CMA).

- 219 students had entered a L.P.N. program as of January 2010. 174 of these students started Carreras at the L.P.N. level, 34 began in Pre-reqs and advanced to L.P.N., eight began in Pre-L.P.N, and three started Carreras in VESL C.N.A. and advanced all the way to a L.P.N. program.
  - 171 (or 78.1% of students beginning a L.P.N. program) completed their L.P.N. training, 28 (12.8%) are still active taking classes, and 20 (9.1%) dropped out.
  - 122 have a L.P.N. certificate posted on their transcript from Wright Community College and 120 of those who attended Wright had passed their state certification after enrolling in Carreras.
  - Carreras en Salud in Chicago is helping transform the field of nursing in Illinois. In 2005, 42 Latinos graduated from a L.P.N. nursing program in Illinois (with only seven graduating from Wilbur Wright College). In 2009, Illinois graduated 138 Latinos from L.P.N. programs, including 52 from Wilbur Wright College.
- 26 students have advanced to a R.N. program. 15 of the students have completed, and the other 11 are active and in training.

### **Employment and Earnings Outcomes**

*Data used to analyze employment and earning outcomes for Carreras' students came from Illinois Unemployment Insurance (UI) records for all four quarters of 2009. Carreras participants who are active in training or who finished training in 2009 or 2010 are not included in the highlights of L.P.N. and C.N.A. participants' employment outcomes detailed below. , Employer names are part of an individual's UI record. These names were used to make some limited assumptions about whether or not participants were working in healthcare.*

- 85.1% of participants who completed a L.P.N. program between 2006 and 2008 were employed in 2009. These participants earned a median of \$33,395.00 and a mean of \$32,729.19 in 2009. 74.7% of these participants had earnings reported for all four quarters in 2009 and earned a median of \$34,067.86 and a mean of \$34,934.29.
  - At the time of enrollment into Carreras, 73.6% of the students who ultimately completed a L.P.N. program were employed, and for those who were employed, they earned a median \$10.93 or a mean of \$11.03 per hour.
  - 40.2% of students who completed a L.P.N. program between 2006 and 2008 worked in healthcare when they enrolled in Carreras. In 2009, 78.2% of the students who finished a L.P.N. program between 2006 and 2008 worked in a healthcare setting.

- 91.8% of the LPN graduates who were employed worked in healthcare. These graduates earned a median of \$34,067.86 while those who didn't work in a healthcare setting earned a median of \$20,511.78
- 78.0% of participants who completed a C.N.A. program with Carreras between 2006 and 2008, and who did not subsequently complete additional training with Carreras, were employed in 2009. These participants earned a median of \$21,674.67 or a mean of \$20,971.04 in 2009. 65.5% of these participants had earnings reported for all four quarters in 2009 and earned a median of \$23,442.88 and a mean of \$22,726.50.
  - At the time of enrollment in Carreras, 69.5% of students who completed a C.N.A. program with Carreras were employed, and for those who were employed, they earned a median of \$10.67 or a mean of \$11.82 per hour
  - 37.3% of students who completed a C.N.A. program with Carreras worked in healthcare when they enrolled in Carreras. In 2009, 50.8% of C.N.A. program graduates between 2006 and 2008 worked in a healthcare setting.
    - 65.2% of those C.N.A. participants who were employed worked in healthcare after training. These participants earned a median of \$22,361.78 compared to the median of \$20,901.18 for those working outside of healthcare earned.
- Many Carreras students are working while in training, and many are working in healthcare. 72.5% of students who were active in 2009 in pre-requisite or nursing courses were working while in training. 62.5% were working in a healthcare setting.

### ***Time in Carreras Pathway***

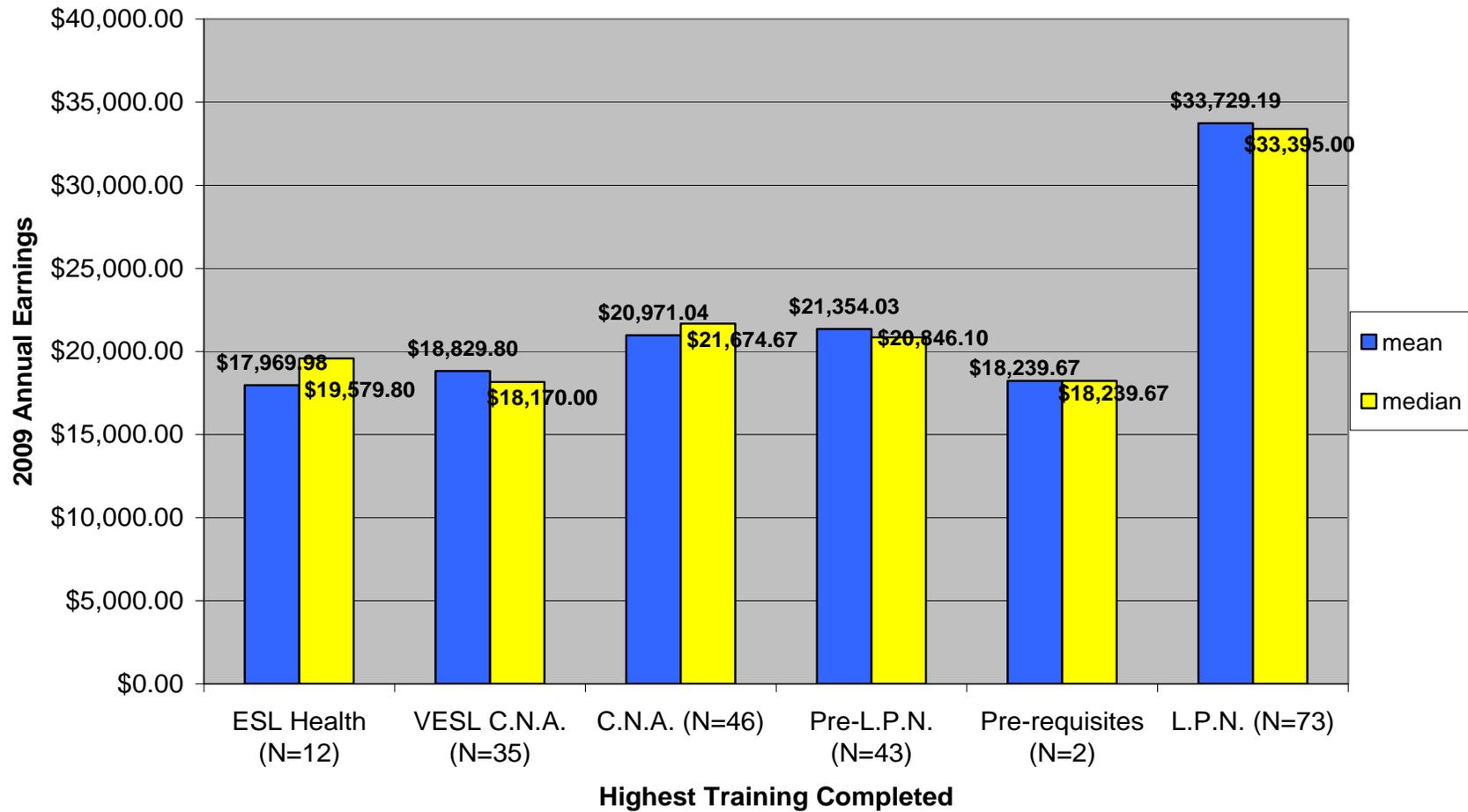
Participants can take a considerable amount of time to move from the lower steps (ESL Health, VESL C.N.A., C.N.A., and Pre-L.P.N.) to the higher steps (Pre-requisites, L.P.N., R.N.). Because of this, few students advanced from a lower training step such as VESL C.N.A. all the way to a L.P.N. program during our study period. However, as more time passes, more students are advancing. In 2010, three students who entered a L.P.N. program had entered Carreras as VESL C.N.A. students.

- To reach pre-requisites, participants who began in ESL Health took a median of 17 months. Participants who began in VESL C.N.A. took a median of 15 months (with one student taking 47 months). Participants beginning in

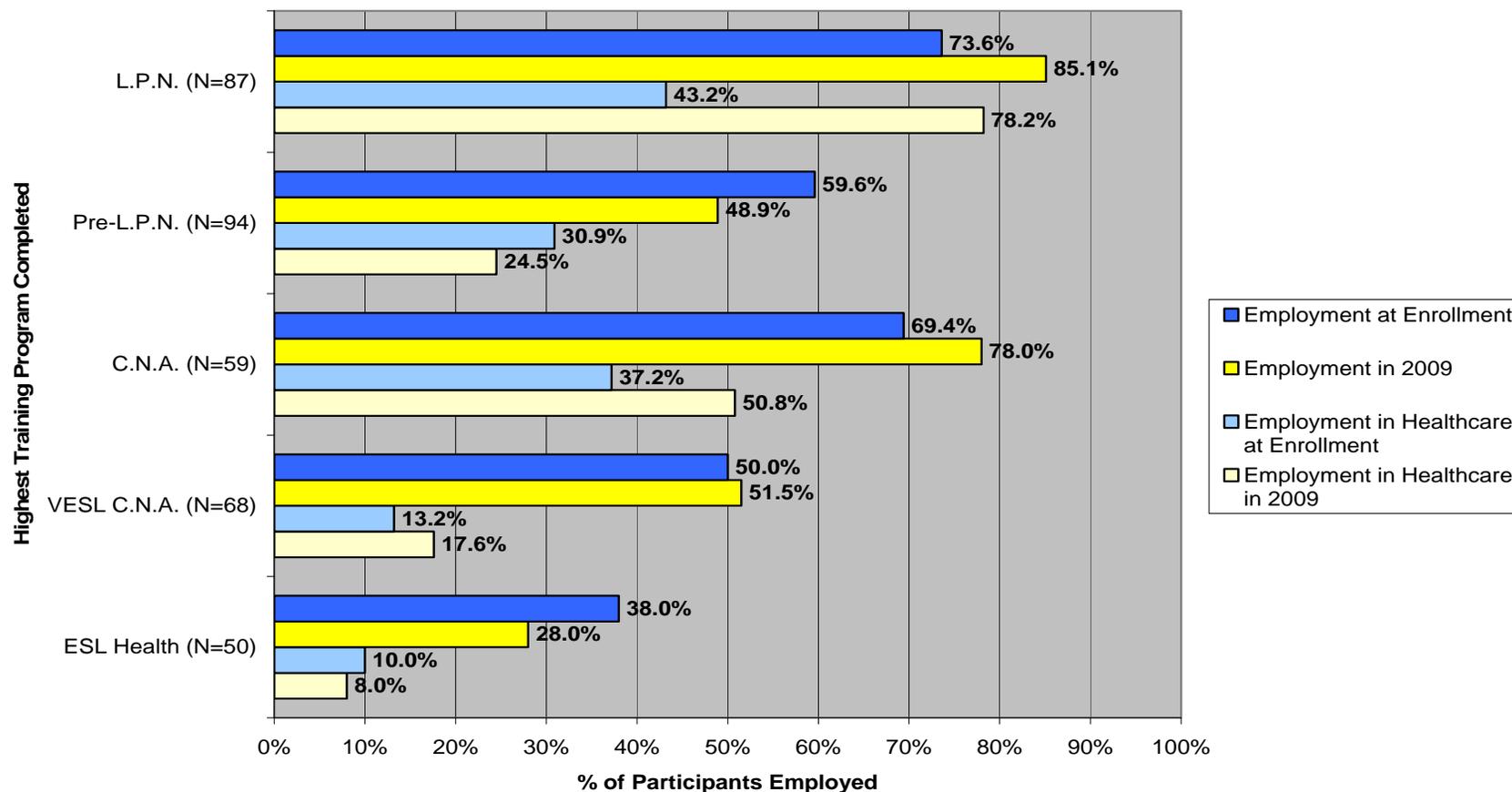
C.N.A. took a median of nine months to reach pre-requisites, and participants beginning in Pre-LPN took a median of 4 months (although one student took 45 months).

- To complete pre-requisites, students who began in VESL C.N.A. took a median of 39 months, and those who began in Pre-L.P.N. took a median of 28.5 months.
- To reach and enter a L.P.N. program, participants who began in VESL C.N.A. took a median of 46 months. Participants who began in Pre-L.P.N. took a median of 36 months.
- To complete a L.P.N. program, participants who began in Pre-L.P.N. took a median of 43 months. This compares with the median of 24 months that it took students who began in pre-requisites.

**Carreras Students 2005-2008  
2009 Annual Earnings (Unemployed Excluded)**



**Carreras Students 2005 to 2008  
Pre- and Post-Training Employment Rates**



\* *Employment in healthcare was determined by the employer name given in Illinois UI records. For instance, participants' employment in hospitals, doctor's offices or other obvious health settings were categorized as employment in healthcare.*

## [Step-by-Step Analysis of Entry Points and Pathway Advancement](#)

The following charts detail the experiences of the 933 students who enrolled in Carreras en Salud (2005-2008), based on their point of entry into the education pathway. Each chart details the paths taken for the students who entered at that point. For example, the chart on the following page details the education experiences of students who entered at ESL Health. It details how many students advanced to higher training programs in Carreras, and the different paths students took to those higher steps. Data were current as of Summer 2010.

## Paths taken by Students Starting at ESL Health as Step 1

### ESL Health

(157 students)

**157 or 16.8% of Carreras' students began in ESL Health.**

--142 or 90.4% of these students completed ESL Health

--10 students or 6.4% took ESL Health twice. (1 repeated the class after VESL and one after C.N.A.)

--2 students took ESL Health three times.



### **VESL C.N.A.**

(89 or 56.7%)

**89 or 56.7% of students beginning in ESL Health advanced to VESL C.N.A.**

--80 or 89.9% completed VESL C.N.A. (2 completed on second try)

--31 or 34.8% took VESL twice.

--5 students took VESL three times and 1 took VESL 5 times.



### **C.N.A.**

(34 or 21.7%)

**34 or 21.7% of students beginning ESL Health advanced to C.N.A.**

--29 or 85.3% of the students completed the C.N.A. course.



### **Pre-LPN**

(13 or 8.3%)

**13 or 8.3% of students beginning in ESL Health advanced to Pre-LPN.**

--9 or 69.2% completed Pre-LPN.

--8 skipped C.N.A. and came to Pre-LPN directly from VESL C.N.A.

--3 students took Pre-LPN three times.

### **EKG and Phlebotomy**

(1 or 0.6%)

**1 student advanced to EKG and completed.**

--The student came directly from C.N.A. (and did not enter at pre-LPN).

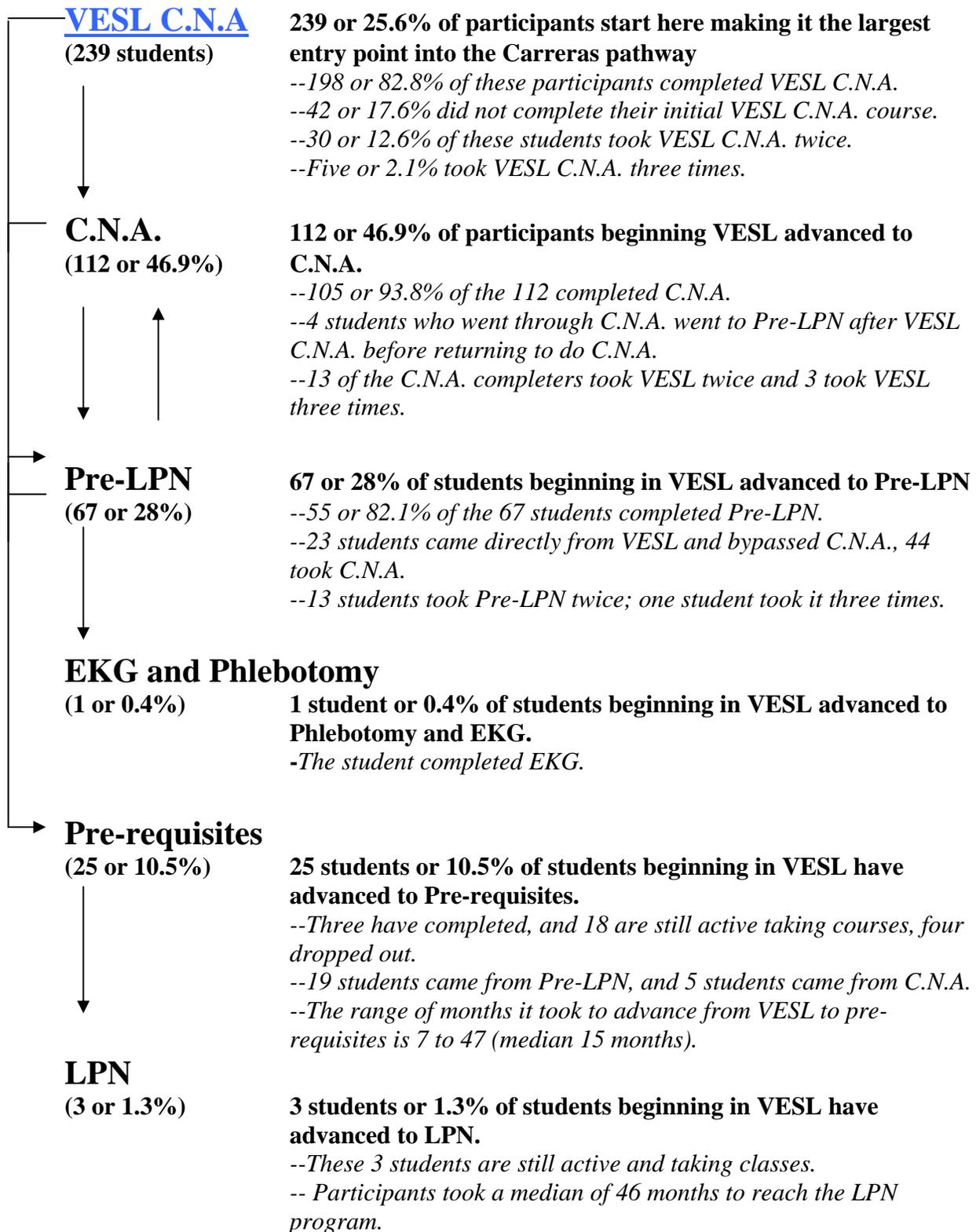
### **Pre-reqs**

(3 or 1.9%)

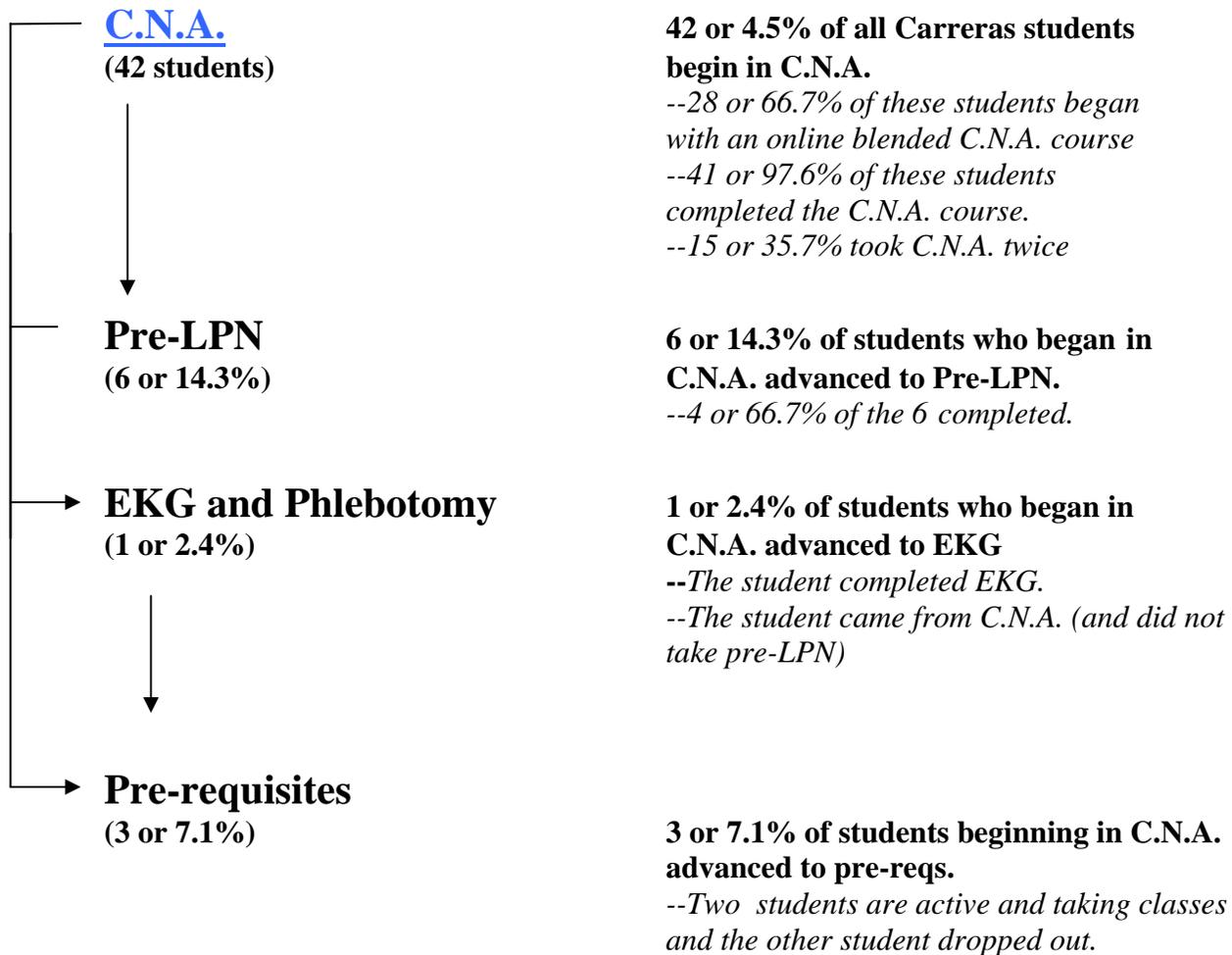
**3 or 1.9% of students starting in ESL Health advanced to Pre-reqs.**

--One student is active and the other two dropped out of pre-reqs.

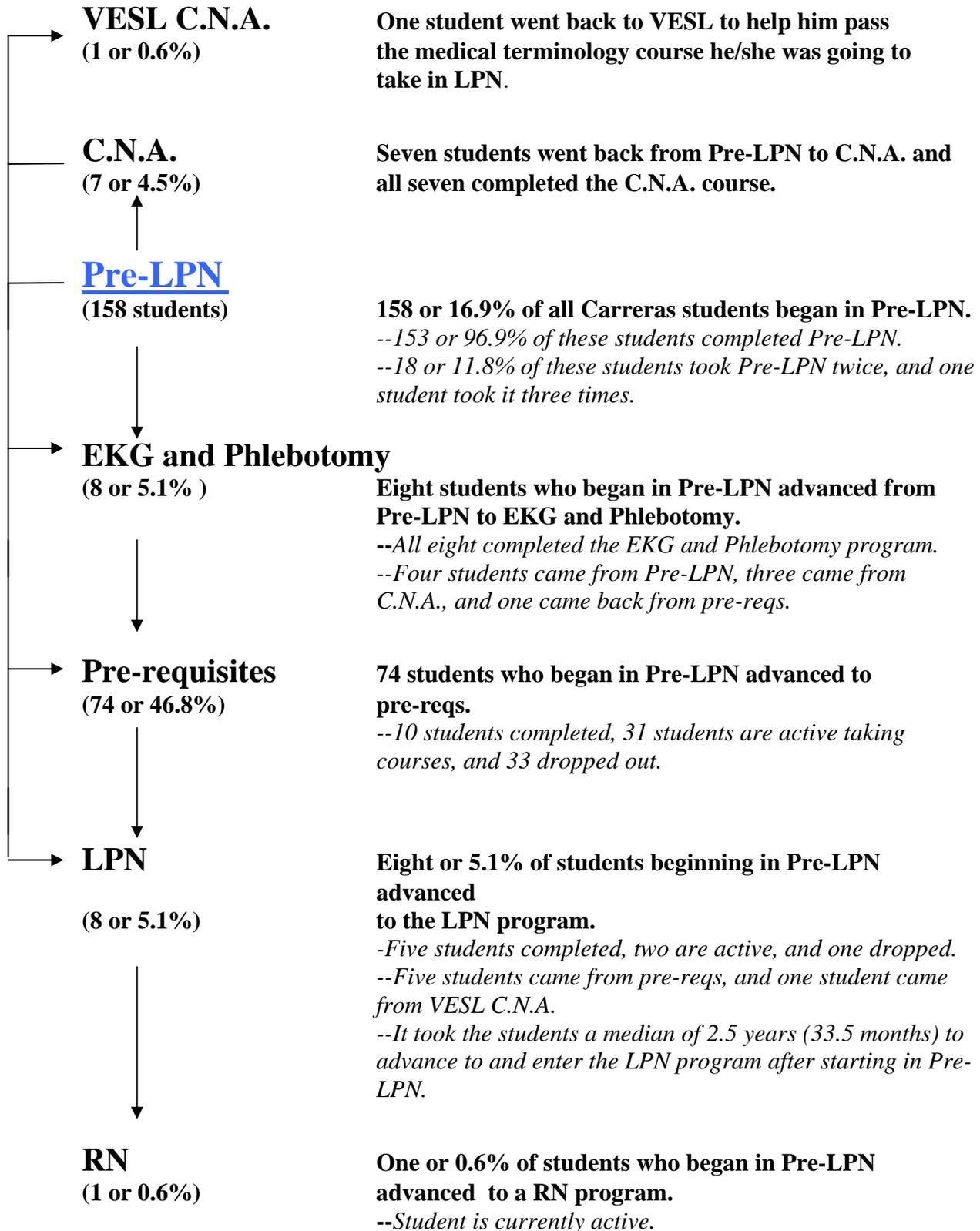
## Paths taken by Students Starting at VESL C.N.A as Step 1



## Paths taken by Students Starting at C.N.A as Step 1



## Paths taken by Students Starting at Pre-LPN as Step 1



## Paths taken by Students Starting at Pre-CMA as Step 1

**C.N.A.**  
(2 or 20%)



**Pre-CMA**  
(10 students)



**Pre-LPN**  
(3 or 30%)



**Pre-reqs**  
(1 or 10%)

**Two students who started in Pre-CMA moved to C.N.A. afterwards.**  
*--One student completed, and one dropped.*

**10 or 1.1% of all Carreras students started in Pre-CMA.**  
*--All 10 students completed Pre-CMA.*

**Three students who started in Pre-CMA advanced to Pre-LPN.**  
*--All three students completed.*

**One student who started in Pre-CMA advanced to Pre-reqs.**  
*--The student dropped out of pre-reqs, but returned to complete her C.N.A..*

## Paths taken by Students Starting at Pre-requisites as Step 1

### Pre-requisites

(153)



### **LPN**

(34 or 22.2%)



### **RN**

(1 or 0.7%)

**153 or 16.4% of Carreras' students began in pre-requisites.**

*--39 or % are active and taking classes, 34 or % completed, and 80 or % dropped.*

**34 or 22.2% of students who began Carreras in pre-reqs advanced on to a LPN program.**

*-22 or 64.7% completed LPN, 8 or 23.5 % are active, and 4 or 11.8% dropped.*

**1 student has advanced to the RN program and completed that program as well.**

## Paths taken by Students Starting at LPN as Step 1

**EKG and Phlebotomy**  
(1 or 0.5%)

1 student, who completed the LPN, also subsequently went back and completed EKG and Phlebotomy.



LPN  
(174 students)

**174 or 18.6% of Carreras students began in the LPN program.**

*- 15 or 8.6% of students starting in LPN are active and taking course in a LPN program, 144 or 82.8% completed their LPN program, and 15 or 8.6% dropped out of their LPN program.*



**RN**  
(24 or 13.8%)

**24 or 13.8% of students who began in LPN advanced to a RN program.**

*--10 of the 24 are active and taking classes, and 14 have completed their RN program.*

### Note on Summary Employment and Education Outcomes

In the following tables, we present employment and education outcomes based on the highest training program or step the student completed as of Summer 2010. For instance, if a student completed VESL C.N.A., and subsequently enrolled in C.N.A., but did not complete C.N.A., their results would be shown under “Completed VESL C.N.A.”

2009 UI data was collected for Carreras students. Outcomes are first organized based on the year that students exited the program either through graduation, completion or withdrawal. For example, students who graduated from the LPN program in 2005 are grouped together. Aggregate outcomes at the bottom of each table are shown for students exiting during the years 2005 to 2008. We created this aggregated group because UI data from 2009 (the only year available) would not accurately represent employment outcomes for students graduating in 2009 or 2010. Moreover, some students in one of the lower steps of Carreras (ESL, VESL, C.N.A., Pre-L.P.N.) in 2009 might still be active in the pathway and taking classes (so it’s also appropriate to exclude them from this analysis of post-training employment).

## Data Tables

### Demographics

| AGE     |      |
|---------|------|
| Valid   | 926  |
| Missing | 7    |
| Mean    | 31.5 |
| Median  | 29   |

| GENDER |           |         |
|--------|-----------|---------|
|        | Frequency | Percent |
| Female | 871       | 93.4%   |
| Male   | 62        | 6.6%    |
| Total  | 933       | 100%    |

| MARITAL STATUS   |           |         |
|------------------|-----------|---------|
|                  | Frequency | Percent |
| Single           | 457       | 49.0%   |
| Married          | 323       | 34.6%   |
| Domestic Partner | 1         | 0.1%    |
| Divorced         | 67        | 7.2%    |
| Separated        | 70        | 7.5%    |
| Widowed          | 8         | 0.9%    |
| Unknown          | 7         | 0.8%    |
| Total            | 933       | 100%    |

| <b>ETHNICITY</b> |           |         |
|------------------|-----------|---------|
|                  | Frequency | Percent |
| African-American | 18        | 1.9%    |
| Asian            | 1         | 0.1%    |
| Bi-Racial        | 1         | 0.1%    |
| Latino           | 910       | 97.5%   |
| Multi-Racial     | 1         | 0.1%    |
| Other            | 1         | 0.1%    |
| Missing          | 1         | 0.1%    |
| Total            | 933       | 100.0%  |

| <b>HIGHEST LEVEL OF EDUCATION ATTAINED PRIOR TO ENROLLMENT</b> |           |         |
|--|-----------|---------|
|  | Frequency | Percent |
| Middle School or Less  | 15        | 1.6%    |
| Some High School   | 118       | 12.6%   |
| High School Diploma  | 174       | 18.6%   |
| GED  | 102       | 10.9%   |
| Certificate/Vocational School                                  | 72        | 7.7%    |
| Some College   | 385       | 41.3%   |
| Bachelor's Degree  | 5         | 0.5%    |
| Unknown  | 29        | 3.1%    |
| Total  | 933       | 100%    |

*Employment Status at Enrollment for All Students*

| <b>EMPLOYED AT ENROLLMENT</b> |           |         |
|-------------------------------|-----------|---------|
|                               | Frequency | Percent |
| No                            | 410       | 43.9%   |
| Yes                           | 523       | 56.1%   |
| Total                         | 933       | 100%    |

| <b>EMPLOYED IN HEALTHCARE AT ENROLLMENT</b> |           |         |
|---|-----------|---------|
|   | Frequency | Percent |
| No  | 696       | 74.6%   |
| Yes   | 237       | 25.4%   |
| Total                                       | 933       | 100%    |

| <b>HOURLY WAGE AT ENROLLMENT</b> |         |
|----------------------------------|---------|
| Valid                            | 437     |
| Missing                          | 86      |
| Mean                             | \$11.06 |
| Median                           | \$10.83 |

**Carreras Enrollment**

| Students Enrolled by Year and Entry Point |       | Entry Training Program |            |        |            |            |                |        | Total |
|---|-------|------------------------|------------|--------|------------|------------|----------------|--------|-------|
|   |       | ESL Health             | VESL C.N.A | C.N.A. | Pre-C.M.A. | Pre-L.P.N. | Pre-requisites | L.P.N. |       |
| Year Enrolled                             | 2005  | 11                     | 15         | 0      | 0          | 29         | 14             | 36     | 105   |
|   | 2006  | 45                     | 27         | 5      | 0          | 52         | 40             | 63     | 232   |
|   | 2007  | 18                     | 23         | 30     | 0          | 18         | 32             | 31     | 152   |
|   | 2008  | 58                     | 105        | 6      | 9          | 32         | 28             | 27     | 265   |
|   | 2009  | 25                     | 69         | 1      | 1          | 27         | 39             | 17     | 179   |
|   | Total | 157                    | 239        | 42     | 10         | 158        | 153            | 174    | 933   |

### Carreras Completion

The table below shows the year students enrolled and the highest training step in the pathway they completed as of Summer 2010. Students who are active are also shown.

| Year Enrolled |            | Highest Training Completed |            |             |        |         |            |              |                 |          |               |             |        |      |
|---------------|------------|----------------------------|------------|-------------|--------|---------|------------|--------------|-----------------|----------|---------------|-------------|--------|------|
|               |            | None                       | ESL Health | VESL C.N.A. | C.N.A. | Pre-LPN | Pre-C.M.A. | Phlebot./EKG | Active Pre-Reqs | Pre-Reqs | Active L.P.N. | Active R.N. | L.P.N. | R.N. |
| 2005 (N=105)  | Frequency  | 12                         | 10         | 9           | 1      | 25      | 0          | 0            | 7               | 0        | 3             | 3           | 31     | 4    |
|               | Percentage | 11.4%                      | 9.5%       | 8.6%        | 1.0%   | 23.8%   | 0.0%       | 0.0%         | 6.7%            | 0.0%     | 2.9%          | 2.9%        | 29.5%  | 3.8% |
| 2006 (N=232)  | Frequency  | 31                         | 23         | 28          | 15     | 43      | 0          | 8            | 8               | 1        | 3             | 8           | 53     | 11   |
|               | Percentage | 13.4%                      | 9.9%       | 12.1%       | 6.5%   | 18.5%   | 0.0%       | 3.4%         | 3.4%            | 0.4%     | 1.3%          | 3.4%        | 22.8%  | 4.7% |
| 2007 (N=152)  | Frequency  | 23                         | 9          | 16          | 34     | 19      | 0          | 0            | 14              | 2        | 4             | 0           | 31     | 0    |
|               | Percentage | 15.1%                      | 5.9%       | 10.5%       | 22.4%  | 12.5%   | 0.0%       | 0.0%         | 9.2%            | 1.3%     | 2.6%          | 0.0%        | 20.4%  | 0.0% |
| 2008 (N=265)  | Frequency  | 51                         | 8          | 43          | 46     | 45      | 6          | 2            | 33              | 2        | 6             | 0           | 23     | 0    |
|               | Percentage | 19.2%                      | 3.0%       | 16.2%       | 17.4%  | 17.0%   | 2.3%       | 0.8%         | 12.5%           | 0.8%     | 2.3%          | 0.0%        | 8.7%   | 0.0% |
| 2009 (N=179)  | Frequency  | 36                         | 12         | 28          | 28     | 24      | 1          | 0            | 30              | 0        | 12            | 0           | 8      | 0    |
|               | Percentage | 20.1%                      | 6.7%       | 15.6%       | 15.6%  | 13.4%   | 0.6%       | 0.0%         | 16.8%           | 0.0%     | 6.7%          | 0.0%        | 4.5%   | 0.0% |
| Total         | Frequency  | 153                        | 62         | 124         | 124    | 156     | 7          | 10           | 92              | 5        | 28            | 11          | 146    | 15   |
|               | Percentage | 16.4%                      | 6.6%       | 13.3%       | 13.3%  | 16.7%   | 0.8%       | 1.1%         | 9.9%            | 0.5%     | 3.0%          | 1.2%        | 15.6%  | 1.6% |

### Number of Training Steps Completed

The next table shows the number of training classes participants completed based on where they started in the pathway as of Summer 2010. Participants who are active in training are not included in this table.

| Training Program at Entry |            | Number of Training Classes Completed by Carreras Entry Point (Active Students Excluded) |       |       |       |       |      |
|---------------------------|------------|---|-------|-------|-------|-------|------|
|                           |            | Number of Training Classes Completed  |       |       |       |       |      |
|                           |            | 0   | 1     | 2     | 3     | 4     | 5    |
| ESL Health (N=156)        | Frequency  | 14  | 56    | 36    | 29    | 18    | 3    |
|                           | Percentage | 9.0%  | 35.9% | 23.1% | 18.6% | 11.5% | 1.9% |
| VESL C.N.A. (N=218)       | Frequency  | 38  | 73    | 70    | 28    | 5     | 4    |
|                           | Percentage | 17.4%   | 33.5% | 32.1% | 12.8% | 2.3%  | 1.8% |
| C.N.A. (N=40)             | Frequency  | 1   | 20    | 19    | 0     | 0     | 0    |
|                           | Percentage | 2.5%  | 50.0% | 47.5% | 0.0%  | 0.0%  | 0.0% |
| Pre-CMA (N=10)            | Frequency  | 0   | 6     | 3     | 1     | 0     | 0    |
|                           | Percentage | 0.0%  | 60.0% | 30.0% | 10.0% | 0.0%  | 0.0% |
| Pre-LPN (N=123)           | Frequency  | 4   | 97    | 12    | 10    | 0     | 0    |
|                           | Percentage | 3.3%  | 78.9% | 9.8%  | 8.1%  | 0.0%  | 0.0% |
| Pre-requisites (N=107)    | Frequency  | 81  | 4     | 21    | 1     | 0     | 0    |
|                           | Percentage | 75.7%   | 3.7%  | 19.6% | 0.9%  | 0.0%  | 0.0% |
| LPN (N=149)               | Frequency  | 14  | 121   | 14    | 0     | 0     | 0    |
|                           | Percentage | 9.4%  | 81.2% | 9.4%  | 0.0%  | 0.0%  | 0.0% |
| Total                     | Frequency  | 152   | 377   | 175   | 69    | 23    | 7    |
|                           | Percentage | 18.9%   | 46.9% | 21.8% | 8.6%  | 2.9%  | 0.9% |

### **Students Currently Active in Carreras Training**

As of June 2010, when data collection for this study ended, 130 of the 933 students who enrolled between 2005 and 2009 were active in one of the more advanced training programs with Carreras (Pre-requisites, L.P.N., R.N.). The tables below show the educational achievements of active students as of June 2010, and their employment status and wage earnings while in training in 2009.

| <b>Current Training Program—Active Student Status</b> | <b># of Students</b> | <b>% of Students Working at Enrollment</b> | <b>% of Students Working in Healthcare at Enrollment</b> | <b>Hourly Wage at Enrollment for Employed Participants</b> | <b>% passing Illinois State C.N.A. Exam as Wright College Student after Enrolling in Carreras</b> | <b>% earning a C.N.A. Cert. from Wright College after Enrolling in Carreras</b> | <b>% passing Illinois State L.P.N. Exam as Wright College Student after Enrolling in Carreras</b> | <b>% earning a L.P.N. Certificate from Wright College after Enrolling in Carreras</b> | <b>% of Students Working in 2009</b> | <b>% of Students Working in Healthcare in 2009</b> |
|---|----------------------|--|--|--|---|---|---|---|--------------------------------------|--|
| Pre-requisites  | 91                   | 72.5%                                      | 39.6%  | \$11.75 median<br>\$11.42 mean                             | 16.9%   | 15.4%   | 0%  | 0%  | 62.6%                                | 42.9%  |
| L.P.N   | 28                   | 71.4%                                      | 28.6%  | \$11.50 median<br>\$11.57 mean                             | 17.9%   | 10.8%   | 0%  | 0%  | 57.1%                                | 35.7%  |
| R.N.  | 11                   | 81.8%                                      | 45.5%  | \$12.00 median<br>\$12.83 mean                             | 0%  | 9.1%  | 90.9%   | 90.9%   | 90.9%                                | 81.8%  |
| Total   | 130                  | 73.0%                                      | 37.4%  | \$12.00 median<br>\$11.59 mean                             | 15.3%   | 13.7%   | 7.6%  | 7.56%   | 63.0%                                | 44.3%  |

| <b>2009 Earnings Data Based on Unemployment Insurance Records (Zero Earners not Included)</b> |        |                    |                    |                    |                    |                      |                         |                        |                                 |                                 |                                 |
|---|--------|--------------------|--------------------|--------------------|--------------------|----------------------|-------------------------|------------------------|---------------------------------|---------------------------------|---------------------------------|
| <b>Current Training Program—Active Student Status</b>   |        | <b>Q1 Earnings</b> | <b>Q2 Earnings</b> | <b>Q3 Earnings</b> | <b>Q4 Earnings</b> | <b>2009 Earnings</b> | <b>Monthly Earnings</b> | <b>Weekly Earnings</b> | <b>Hourly Assuming 40 Hours</b> | <b>Hourly Assuming 30 Hours</b> | <b>Hourly Assuming 20 Hours</b> |
| Pre-requisites  | median | \$5,716.99         | \$5,566.46         | \$5,781.59         | \$6,217.21         | \$22,174.54          | \$1,833.30              | \$426.35               | \$10.66                         | \$14.21                         | \$21.32                         |
|   | mean   | \$5,597.67         | \$5,580.88         | \$5,389.46         | \$5,813.00         | \$20,740.41          | \$1,701.53              | \$395.71               | \$9.89                          | \$13.19                         | \$19.79                         |
| L.P.N   | median | \$3,897.01         | \$4,839.06         | \$4,605.43         | \$5,168.39         | \$18,192.46          | \$1,402.92              | \$326.26               | \$8.16                          | \$10.88                         | \$16.32                         |
|   | mean   | \$4,235.44         | \$4,923.66         | \$4,436.73         | \$5,040.10         | \$17,755.75          | \$1,436.82              | \$334.14               | \$8.35                          | \$11.14                         | \$16.71                         |
| R.N.  | median | \$9,978.70         | \$8,067.27         | \$8,669.07         | \$5,853.89         | \$32,161.01          | \$2,680.09              | \$623.28               | \$15.59                         | \$20.78                         | \$31.17                         |
|   | mean   | \$9,534.66         | \$8,371.02         | \$9,508.20         | \$6,412.76         | \$32,038.72          | \$2,669.89              | \$620.91               | \$15.52                         | \$20.70                         | \$31.05                         |
| All Active Students   | median | \$5,711.56         | \$5,324.75         | \$5,692.59         | \$5,843.00         | \$21,651.95          | \$1,795.41              | \$417.54               | \$10.31                         | \$13.92                         | \$20.88                         |
|   | mean   | \$5,860.67         | \$5,814.85         | \$5,688.43         | \$5,728.09         | \$21,587.53          | \$1,773.22              | \$412.38               | \$10.44                         | \$13.75                         | \$20.61                         |

**Completed English as a Second Language for Healthcare Workers (ESL Health) Program**

These tables provide employment and wage information for the 62 students who completed an ESL Health course with Carreras, but who did not go on to a higher training program with Carreras (as of June 2010).

| <b>Year ESL Health Completed</b> | <b># of Students</b> | <b>% of Students Working at Enrollment</b> | <b>% of Students Working in Healthcare at Enrollment</b> | <b>Hourly Wage at Enrollment for Participants Employed</b> | <b>% of Students Working in 2009</b> | <b>% of Students Working in Healthcare in 2009</b> |
|----------------------------------|----------------------|--|--|--|--------------------------------------|--|
| 2005                             | 1                    | 100%                                       | 100%   | \$13.00 median<br>\$13.00 mean                             | 0%                                   | 0%   |
| 2006                             | 24                   | 41.7%                                      | 12.5%  | \$7.40 median<br>\$7.88 mean                               | 20.8%                                | 0%   |
| 2007                             | 9                    | 44.4%                                      | 11.1%  | \$11.92 median<br>\$11.33 mean                             | 22.2%                                | 22.2%  |
| 2008                             | 16                   | 25.0%                                      | 0%   | \$16.00 median<br>\$13.50 mean                             | 43.8%                                | 12.5%  |
| 2009                             | 12                   | 16.7%                                      | 0%   | \$14.00 median<br>\$14.00 mean                             | 0%                                   | 0%   |
| Subtotal                         | 62                   | 33.9%                                      | 8.1%   | \$10.00 median<br>\$10.71 mean                             | 22.6%                                | 6.5%   |
| 2005-2008<br>(2009 Excluded)     | 50                   | 38.0%                                      | 10.0%  | \$9.00 median<br>\$10.27 mean                              | 28.0%                                | 8.0%   |

| <b>2009 Earnings Data Based on Unemployment Insurance Records (Zero Earners not Included)</b> |        |                    |                    |                    |                    |                      |                         |                        |                                      |                                      |                                      |
|---|--------|--------------------|--------------------|--------------------|--------------------|----------------------|-------------------------|------------------------|--------------------------------------|--------------------------------------|--------------------------------------|
| <b>Year ESL Health Completed</b>  |        | <b>Q1 Earnings</b> | <b>Q2 Earnings</b> | <b>Q3 Earnings</b> | <b>Q4 Earnings</b> | <b>2009 Earnings</b> | <b>Monthly Earnings</b> | <b>Weekly Earnings</b> | <b>Hourly Wage Assuming 40 Hours</b> | <b>Hourly Wage Assuming 30 Hours</b> | <b>Hourly Wage Assuming 20 Hours</b> |
| 2005  | median | 0                  | 0                  | 0                  | 0                  | 0                    | 0                       | 0                      | 0                                    | 0                                    | 0                                    |
|   | mean   | 0                  | 0                  | 0                  | 0                  | 0                    | 0                       | 0                      | 0                                    | 0                                    | 0                                    |
| 2006  | median | \$5,318.62         | \$5,145.89         | \$5,918.45         | \$6,571.91         | \$23,787.52          | \$1,982.29              | \$461.00               | \$11.53                              | \$15.37                              | \$23.05                              |
|   | mean   | \$5,064.59         | \$4,877.44         | \$5,515.24         | \$5,971.44         | \$21,428.70          | \$1,785.73              | \$415.28               | \$10.38                              | \$13.84                              | \$20.76                              |
| 2007  | median | \$6,516.08         | \$8,387.06         | \$8,057.05         | \$9,618.05         | \$32,578.24          | \$2,714.85              | \$631.36               | \$15.78                              | \$21.05                              | \$31.57                              |
|   | mean   | \$6,516.08         | \$8,387.06         | \$8,057.05         | \$9,618.05         | \$32,578.24          | \$2,714.85              | \$631.36               | \$15.78                              | \$21.05                              | \$31.57                              |
| 2008  | median | \$5,441.90         | \$4,175.75         | \$3,708.84         | \$2,450.25         | \$13,764.95          | \$1,147.08              | \$266.76               | \$6.67                               | \$8.89                               | \$13.34                              |
|   | mean   | \$5,285.44         | \$4,129.18         | \$3,977.35         | \$3,772.79         | \$13,906.68          | \$1,158.89              | \$269.51               | \$6.74                               | \$8.98                               | \$13.47                              |
| 2009  | median | 0                  | 0                  | 0                  | 0                  | 0                    | 0                       | 0                      | 0                                    | 0                                    | 0                                    |
|   | mean   | 0                  | 0                  | 0                  | 0                  | 0                    | 0                       | 0                      | 0                                    | 0                                    | 0                                    |
| 2005-2008   | median | \$5,563.06         | \$5,145.89         | \$5,484.93         | \$5,620.10         | \$19,579.80          | \$1,631.65              | \$379.45               | \$9.49                               | \$12.65                              | \$18.97                              |
|   | mean   | \$5,320.17         | \$4,854.27         | \$4,907.46         | \$4,992.78         | \$17,969.98          | \$1,497.50              | \$348.25               | \$8.71                               | \$11.61                              | \$17.41                              |

**Completed Vocational English as a Second Language for Certified Nursing Assistants (VESL C.N.A.) Program**

The tables below provide employment and wage information for the 124 students who completed the VESL C.N.A. course with Carreras, but who did not go onto a higher training program with Carreras (as of June 2010).

| <b>Year VESL C.N.A. Completed</b> | <b># of Students</b> | <b>% of Students Working at Enrollment</b> | <b>% of Students Working in Healthcare at Enrollment</b> | <b>Hourly Wage at Enrollment for Participants Employed</b> | <b>% of Students Employed in 2009</b> | <b>% of Students Employed in Healthcare Setting in 2009</b> |
|-----------------------------------|----------------------|--|--|--|---------------------------------------|---|
| 2006                              | 32                   | 40.6%                                      | 6.3%   | \$7.06 median  | 40.6%                                 | 12.5%   |
|                                   |                      |  |  | \$8.80 mean  |                                       |   |
| 2007                              | 17                   | 70.6%                                      | 41.2%  | \$9.00 median  | 82.4%                                 | 35.3%   |
|                                   |                      |  |  | \$8.79 mean  |                                       |   |
| 2008                              | 19                   | 47.4%                                      | 0%   | \$8.50 median  | 42.1%                                 | 10.5%   |
|                                   |                      |  |  | \$8.84 mean  |                                       |   |
| 2009                              | 53                   | 30.2%                                      | 0%   | \$8.00 median  | 34.0%                                 | 5.7%  |
|                                   |                      |  |  | \$9.05 mean  |                                       |   |
| 2010                              | 3                    | 33.3%                                      | 0%   | \$8.50 median  | 66.7%                                 | 0%  |
|                                   |                      |  |  | \$8.50 mean  |                                       |   |
| Subtotal                          | 124                  | 41.1%                                      | 7.3%   | \$8.00 median  | 44.4%                                 | 12.1%   |
|                                   |                      |  |  | \$8.88 mean  |                                       |   |
| 2005-2008<br>(2009 Excluded)      | 68                   | 50.0%                                      | 13.2%  | \$7.85 median  | 51.4%                                 | 17.6%   |
|                                   |                      |  |  | \$8.81 mean  |                                       |   |

| <b>2009 Earnings Data Based on Unemployment Insurance Records (Zero Earners not Included)</b> |        |                        |                    |                        |                        |                          |                             |                            |  |  |  |
|---|--------|------------------------|--------------------|------------------------|------------------------|--------------------------|-----------------------------|----------------------------|--|--|--|
| <b>Year<br/>VESL<br/>C.N.A.<br/>Completed</b>   |        | <b>Q1<br/>Earnings</b> | <b>Q2 Earnings</b> | <b>Q3<br/>Earnings</b> | <b>Q4<br/>Earnings</b> | <b>2009<br/>Earnings</b> | <b>Monthly<br/>Earnings</b> | <b>Weekly<br/>Earnings</b> | <b>Hourly<br/>Wage<br/>Assuming<br/>40 Hours</b> | <b>Hourly<br/>Wage<br/>Assuming<br/>30 Hours</b> | <b>Hourly<br/>Wage<br/>Assuming<br/>20 Hours</b> |
| 2006  | median | \$4,581.00             | \$5,118.40         | \$4,654.75             | \$4,817.20             | \$19,904.13              | \$1,648.68                  | \$385.74                   | \$9.64   | \$12.86  | \$19.29  |
|   | mean   | \$5,383.95             | \$5,322.90         | \$4,654.76             | \$5,175.27             | \$18,712.64              | \$1,159.39                  | \$362.65                   | \$9.07   | \$12.09  | \$18.13  |
| 2007  | median | \$3,687.63             | \$5,704.78         | \$4,645.02             | \$4,364.65             | \$16,436.30              | \$1,369.69                  | \$318.53                   | \$7.97   | \$10.62  | \$15.93  |
|   | mean   | \$4,970.02             | \$5,315.36         | \$5,560.45             | \$5,845.78             | \$20,556.05              | \$1,713.00                  | \$398.37                   | \$9.96   | \$13.28  | \$19.92  |
| 2008  | median | \$4,173.79             | \$4,879.03         | \$4,551.13             | \$5,263.13             | \$17,085.77              | \$1,423.82                  | \$331.12                   | \$8.28   | \$11.04  | \$16.56  |
|   | mean   | \$3,655.11             | \$4,576.50         | \$4,188.65             | \$4,607.96             | \$15,999.27              | \$1,333.27                  | \$310.06                   | \$7.75   | \$10.34  | \$15.50  |
| 2009  | median | \$3,086.11             | \$3,605.00         | \$2,953.52             | \$2,772.99             | \$8,577.43               | \$714.79                    | \$166.23                   | \$4.16   | \$5.54   | \$8.31   |
|   | mean   | \$3,722.64             | \$3,282.18         | \$3,282.18             | \$3,836.72             | \$12,170.38              | \$1,014.20                  | \$235.86                   | \$5.90   | \$7.86   | \$11.79  |
| 2010  | median | \$11,223.45            | \$11,413.15        | \$12,457.49            | \$14,800.30            | \$49,894.38              | \$4,157.87                  | \$966.95                   | \$24.17  | \$32.24  | \$48.35  |
|   | mean   | \$11,223.45            | \$11,413.15        | \$12,457.49            | \$14,800.30            | \$49,894.38              | \$4,157.87                  | \$966.95                   | \$24.17  | \$32.24  | \$48.35  |
| 2006-2008   | median | \$4,431.34             | \$5036.24          | \$4,654.76             | \$4,697.46             | \$18,170.00              | \$1,514.17                  | \$352.13                   | \$8.80   | \$11.74  | \$17.61  |
|   | mean   | \$4,814.98             | \$5,301.49         | \$4,844.74             | \$5,313.80             | \$18,829.80              | \$1,569.15                  | \$364.92                   | \$9.12   | \$12.16  | \$18.25  |

**Completed Certified Nursing Assistant (C.N.A.) Program.**

The tables show education, employment, and wage information for the 124 students who completed a C.N.A. course with Carreras, but who did not go onto a higher training program with Carreras (as of June 2010).

| Year C.N.A. Completed | # of Students | % of Students Working at Enrollment | % of Students Working in a Healthcare Setting at Enrollment | Hourly Wage at Enrollment for Participants Employed | % passing Illinois State C.N.A. Exam as Wright College Student after Enrolling in Carreras | % earning a C.N.A. Certificate from Wright College after Enrolling in Carreras | % of Students Employed in 2009 | % of Students Employed in a Healthcare Setting in 2009 |
|-----------------------|---------------|-------------------------------------|---|---|--|--|--------------------------------|--|
| 2006                  | 9             | 33.3%                               | 11.1%   | \$8.35 median<br>\$8.83 mean                        | 11.1%  | 11.1%  | 88.9%                          | 66.7%  |
| 2007                  | 30            | 83.3%                               | 56.7%   | \$11.14 median<br>\$12.46 mean                      | 30.0%  | 26.7%  | 76.7%                          | 50.0%  |
| 2008                  | 20            | 65.0%                               | 20.0%   | \$11.00 median<br>\$11.48 mean                      | 70.0%  | 60.0%  | 75.0%                          | 45.0%  |
| 2009                  | 46            | 30.4%                               | 0%  | \$10.50 median<br>\$12.48 mean                      | 37.0%  | 41.3%  | 58.7%                          | 21.7%  |
| 2010                  | 19            | 36.8%                               | 10.5%   | \$9.13 median<br>\$9.21 mean                        | 0%   | 5.3%   | 47.4%                          | 15.8%  |
| Subtotal              | 124           | 50%                                 | 19.4%   | \$10.49 median<br>\$11.67 mean                      | 33.1%  | 33.1%  | 66.1%                          | 34.7%  |
| 2006-2008             | 59            | 69.5%                               | 37.3%   | \$10.67 median<br>\$11.82 mean                      | 40.7%  | 35.6%  | 78.0%                          | 50.8%  |

| <b>2009 Earnings Data Based on Unemployment Insurance Records (Unemployed Participants not Included)</b> |        |                    |                    |                    |                    |                      |                         |                        |                                      |                                      |                                      |
|--|--------|--------------------|--------------------|--------------------|--------------------|----------------------|-------------------------|------------------------|--------------------------------------|--------------------------------------|--------------------------------------|
| <b>Year C.N.A. Completed</b>   |        | <b>Q1 Earnings</b> | <b>Q2 Earnings</b> | <b>Q3 Earnings</b> | <b>Q4 Earnings</b> | <b>2009 Earnings</b> | <b>Monthly Earnings</b> | <b>Weekly Earnings</b> | <b>Hourly Wage Assuming 40 Hours</b> | <b>Hourly Wage Assuming 30 Hours</b> | <b>Hourly Wage Assuming 20 Hours</b> |
| 2006   | median | \$5,142.22         | \$4,490.73         | \$4,162.44         | \$5,544.00         | \$18,942.07          | \$1,578.51              | \$367.10               | \$9.18                               | \$12.24                              | \$18.36                              |
|  | mean   | \$4,678.19         | \$4,544.21         | \$4,401.73         | \$4,899.38         | \$18,523.50          | \$1,543.63              | \$358.98               | \$8.97                               | \$11.97                              | \$17.95                              |
| 2007   | median | \$6,391.70         | \$5,715.30         | \$6,231.31         | \$6,614.30         | \$22,614.29          | \$1,884.52              | \$438.26               | \$10.96                              | \$14.61                              | \$21.91                              |
|  | mean   | \$5,524.65         | \$5,475.21         | \$5,867.20         | \$5,691.80         | \$21,808.83          | \$1,840.17              | \$427.95               | \$10.70                              | \$14.27                              | \$21.40                              |
| 2008   | median | \$6,133.58         | \$5,684.14         | \$5,507.51         | \$6,403.00         | \$23,036.73          | \$1,919.73              | \$446.45               | \$11.16                              | \$14.88                              | \$22.32                              |
|  | mean   | \$5,846.61         | \$5,786.97         | \$5,866.25         | \$6,270.20         | \$20,991.77          | \$1,749.32              | \$406.82               | \$10.17                              | \$13.56                              | \$20.34                              |
| 2009   | median | \$4,119.12         | \$3,582.54         | \$3,282.22         | \$3,889.70         | \$11,098.64          | \$924.89                | \$215.09               | \$5.38                               | \$7.17                               | \$10.75                              |
|  | mean   | \$3,874.01         | \$4,224.50         | \$3,932.55         | \$4,406.72         | \$13,184.41          | \$1,098.70              | \$257.17               | \$6.33                               | \$8.47                               | \$12.64                              |
| 2010   | median | \$4,678.91         | \$3,853.05         | \$1,804.50         | \$3,242.33         | \$12,816.11          | \$1,068.01              | \$248.37               | \$6.30                               | \$8.28                               | \$12.42                              |
|  | mean   | \$4,329.19         | \$3,857.52         | \$2,457.99         | \$2,857.66         | \$12,332.84          | \$1,027.74              | \$239.01               | \$6.73                               | \$7.97                               | \$11.95                              |
| 2006-2008  | median | \$5,990.50         | \$5,637.93         | \$5,507.51         | \$6,341.00         | \$21,674.67          | \$1,806.23              | \$420.06               | \$10.51                              | \$14.00                              | \$21.00                              |
|  | mean   | \$5,465.87         | \$5,398.05         | \$5,600.45         | \$5,719.89         | \$20,971.04          | \$1,758.97              | \$409.06               | \$10.23                              | \$13.64                              | \$20.45                              |

| <b>2009 Earnings Data for Employed Participants Working All Four Quarters in 2009 Based on Unemployment Insurance Records</b> |   |                             |                           |
|---|---|-----------------------------|---------------------------|
| <b>Year C.N.A. Completed</b>  | <b>% of students who worked all four quarters in 2009</b> | <b>Median 2009 Earnings</b> | <b>Mean 2009 Earnings</b> |
| 2006-2008   | 65.5%   | \$23,442.88                 | \$22,726.50               |

| <b>Comparison of 2009 Earnings Data for Employed Participants Working in Healthcare and Non-healthcare Settings Based on Unemployment Insurance Records</b> |        |  |  |
|---|--------|--|--|
| <b>Year C.N.A. Completed</b>  |        | <b>Students Employed in Healthcare</b> | <b>Students not Employed in Healthcare</b> |
| 2006-2008   | median | \$22,361.78                            | \$20,901.18                                |
|   | mean   | \$21,304.86                            | \$20,345.12                                |

### Completed Pre-Licensed Practical Nurse (Pre-L.P.N.) Program

The tables below show education, employment, and wage information for the 156 students who completed a Pre-L.P.N. course with Carreras, but who did not go onto a higher training program with Carreras (as of June 2010).

| Year Pre-L.P.N. Completed | # of Students | % of Students Working at Enrollment | % of Students Working in a Healthcare Setting at Enrollment | Hourly Wage at Enrollment for Participants Employed | % passing Illinois State C.N.A. Exam as Wright College Student after Enrolling in Carreras | % earning a C.N.A. Certificate from Wright College after Enrolling in Carreras | % of Students Employed in 2009 | % of Students Employed in a Healthcare Setting in 2009 |
|---------------------------|---------------|-------------------------------------|---|---|--|--|--------------------------------|--|
| 2006                      | 51            | 62.7%                               | 41.2%   | \$9.87 median                                       | 2.0%   | 2.0%   | 51.0%                          | 29.4%  |
|                           |               |                                     |   | \$10.84 mean  |  |  |                                |  |
| 2007                      | 20            | 60.0%                               | 25.0%   | \$9.45 median                                       | 5.0%   | 5.0%   | 35.0%                          | 25.0%  |
|                           |               |                                     |   | \$10.12 mean  |  |  |                                |  |
| 2008                      | 23            | 52.2%                               | 13.0%   | \$11.00 median                                      | 13.0%  | 8.7%   | 56.5%                          | 13.0%  |
|                           |               |                                     |   | \$10.71 mean  |  |  |                                |  |
| 2009                      | 58            | 39.7%                               | 15.5%   | \$10.50 median                                      | 20.7%  | 20.7%  | 48.3%                          | 24.1%  |
|                           |               |                                     |   | \$10.66 mean  |  |  |                                |  |
| 2010                      | 4             | 25.0%                               | 0%  | \$7.15 median                                       | 0%   | 0%   | 25.0%                          | 25.0%  |
|                           |               |                                     |   | \$7.15 mean   |  |  |                                |  |
| Subtotal                  | 156           | 51.3%                               | 24.4%   | \$10.00 median                                      | 10.9%  | 10.3%  | 48.1%                          | 24.4%  |
|                           |               |                                     |   | \$10.59 mean  |  |  |                                |  |
| 2006-2008                 | 94            | 59.6%                               | 30.9%   | \$10.00 median                                      | 5.3%   | 4.2%   | 48.9%                          | 24.4%  |
|                           |               |                                     |   | \$10.63 mean  |  |  |                                |  |

| <b>2009 Earnings Data Based on Unemployment Insurance Records (Zero Earners not Included)</b> |        |                    |                    |                    |                    |                      |                         |                        |                                      |                                      |                                      |
|---|--------|--------------------|--------------------|--------------------|--------------------|----------------------|-------------------------|------------------------|--------------------------------------|--------------------------------------|--------------------------------------|
| <b>Year Pre-L.P.N. Completed</b>  |        | <b>Q1 Earnings</b> | <b>Q2 Earnings</b> | <b>Q3 Earnings</b> | <b>Q4 Earnings</b> | <b>2009 Earnings</b> | <b>Monthly Earnings</b> | <b>Weekly Earnings</b> | <b>Hourly Wage Assuming 40 Hours</b> | <b>Hourly Wage Assuming 30 Hours</b> | <b>Hourly Wage Assuming 20 Hours</b> |
| 2006  | median | \$5,834.45         | \$5,898.12         | \$5,910.27         | \$6,355.50         | \$22,835.30          | \$1,902.94              | \$442.54               | \$11.06                              | \$14.75                              | \$22.13                              |
|   | mean   | \$6,089.56         | \$6,264.53         | \$6,049.52         | \$6,661.63         | \$22,664.76          | \$1,888.73              | \$439.24               | \$10.98                              | \$14.64                              | \$21.96                              |
| 2007  | median | \$6,127.53         | \$5,231.42         | \$6,136.53         | \$6,211.28         | \$23,983.64          | \$1,998.64              | \$464.80               | \$11.62                              | \$15.49                              | \$23.24                              |
|   | mean   | \$5,482.14         | \$5,391.19         | \$6,224.15         | \$6,476.08         | \$22,790.40          | \$1,899.20              | \$441.67               | \$11.04                              | \$14.72                              | \$22.08                              |
| 2008  | median | \$4,670.09         | \$5,161.96         | \$4,758.71         | \$5,616.92         | \$19,208.35          | \$1,600.70              | \$327.25               | \$9.31                               | \$12.41                              | \$16.89                              |
|   | mean   | \$5,093.33         | \$5,674.05         | \$4,516.78         | \$5,417.90         | \$18,261.63          | \$1,780.73              | \$414.12               | \$8.88                               | \$11.75                              | \$17.37                              |
| 2009  | median | \$4,047.86         | \$4,276.25         | \$3,175.77         | \$2,714.00         | \$10,677.10          | \$889.76                | \$206.92               | \$5.17                               | \$6.90                               | \$10.35                              |
|   | mean   | \$3,967.97         | \$3,672.45         | \$3,672.45         | \$3,601.10         | \$12,579.27          | \$1,048.27              | \$244.19               | \$6.14                               | \$8.14                               | \$12.21                              |
| 2010  | median | \$2,482.20         | \$2,561.00         | \$2,664.20         | \$2,633.40         | \$10,340.80          | \$861.73                | \$200.40               | \$5.01                               | \$6.68                               | \$10.02                              |
|   | mean   | \$2,482.20         | \$2,561.00         | \$2,664.20         | \$2,633.40         | \$10,340.80          | \$861.73                | \$200.40               | \$5.01                               | \$6.68                               | \$10.02                              |
| 2006-2008   | median | \$5,205.74         | \$5,549.07         | \$5,809.50         | \$6,148.77         | \$20,846.10          | \$1,772.70              | \$412.26               | \$10.31                              | \$13.47                              | \$20.20                              |
|   | mean   | \$5,694.88         | \$5,939.71         | \$5,609.25         | \$6,255.41         | \$21,354.03          | \$1,857.79              | \$432.04               | \$10.36                              | \$13.78                              | \$20.59                              |

**Completed Pre-Certified Medical Assistant (Pre-C.M.A.) Program**

The tables below show education, employment and wage data for seven students who completed Pre-CMA in 2008 without entering or completing a higher training step with Carreras (as of June 2010).

| Year Pre-C.M.A. Completed | # of Students | % of Students Working at Enrollment | % of Students Working in a Healthcare Setting at Enrollment | Hourly Wage at Enrollment for Participants Employed | % passing Illinois State C.N.A. Exam as Wright College Student after Enrolling in Carreras | % earning a C.N.A. Certificate from Wright College after Enrolling in Carreras | % of Students Employed in 2009 | % of Students Employed in a Healthcare Setting in 2009 |
|---------------------------|---------------|-------------------------------------|---|---|--|--|--------------------------------|--|
| 2008                      | 7             | 14.3%                               | 0%  | \$8.00 median<br>\$8.00 mean                        | 14.3%  | \$14.3%  | 42.9%                          | 28.6%  |

| <b>2009 Earnings Data Based on Unemployment Insurance Records (Zero Earners not Included)</b> |        |             |             |             |             |               |                  |                 |                               |                               |                               |
|---|--------|-------------|-------------|-------------|-------------|---------------|------------------|-----------------|-------------------------------|-------------------------------|-------------------------------|
| Year Pre-C.M.A. Completed   |        | Q1 Earnings | Q2 Earnings | Q3 Earnings | Q4 Earnings | 2009 Earnings | Monthly Earnings | Weekly Earnings | Hourly Wage Assuming 40 Hours | Hourly Wage Assuming 30 Hours | Hourly Wage Assuming 20 Hours |
| 2008  | median | \$7,954.00  | \$5,089.15  | \$1,481.39  | \$5,602.19  | \$4,655.71    | \$208.79         | \$48.56         | \$1.21                        | \$1.62                        | \$2.43                        |
|   | mean   | \$7,954.00  | \$5,089.15  | \$2,977.91  | \$5,602.19  | \$12,753.98   | \$200.92         | \$46.73         | \$1.17                        | \$1.56                        | \$2.34                        |

### Completed EKG and Phlebotomy

The tables below show education, employment and wage data on 10 students who completed EKG and Phlebotomy without entering or completing a higher training step with Carreras (as of June 2010).

| Year EKG/Phlebotomy Completed | # of Students | % of Students Working at Enrollment | % of Students Working in a Healthcare Setting at Enrollment | Hourly Wage at Enrollment for Participants Employed | % passing Illinois State C.N.A. Exam as Wright College Student after Enrolling in Carreras | % earning a C.N.A. Certificate from Wright College after Enrolling in Carreras | % of Students Employed in 2009 | % of Students Employed in a Healthcare Setting in 2009 |
|-------------------------------|---------------|-------------------------------------|---|---|--|--|--------------------------------|--|
| 2006                          | 4             | 25.0%                               | 0%  | \$10.00 median<br>\$10.00 mean                      | 75.0%  | 75.0%  | 50.0%                          | 50.0%  |
| 2007                          | 4             | 50.0%                               | 50.0%   | \$8.25 median<br>\$8.25 mean                        | 0%   | 0%   | 100%                           | 75%  |
| 2008                          | 0             | --                                  | --  | --  | --   | --   | --                             | --   |
| 2009                          | 2             | 50.0%                               | 0%  | Missing<br>Missing                                  | 100%   | 100%   | 50%                            | 50%  |
| Subtotal                      | 10            | 40.0%                               | 20.0%   | \$9.00 median<br>\$8.83 mean                        | 50.0%  | 50.0%  | 70.0%                          | 60.0%  |
| 2006-2007<br>(2009 Excluded)  | 8             | 37.5%                               | 25.0%   | \$9.00 median<br>\$8.83 mean                        | 37.5%  | 37.5%  | 75.0%                          | 62.5%  |

| <b>2009 Earnings Data Based on Unemployment Insurance Records (Zero Earners not Included)</b> |        |                        |                        |                        |                        |                          |                             |                            |  |  |  |
|---|--------|------------------------|------------------------|------------------------|------------------------|--------------------------|-----------------------------|----------------------------|--|--|--|
| <b>Year<br/>EKG/Phlebotomy<br/>Completed</b>  |        | <b>Q1<br/>Earnings</b> | <b>Q2<br/>Earnings</b> | <b>Q3<br/>Earnings</b> | <b>Q4<br/>Earnings</b> | <b>2009<br/>Earnings</b> | <b>Monthly<br/>Earnings</b> | <b>Weekly<br/>Earnings</b> | <b>Hourly<br/>Wage<br/>Assuming<br/>40 Hours</b> | <b>Hourly<br/>Wage<br/>Assuming<br/>30 Hours</b> | <b>Hourly<br/>Wage<br/>Assuming<br/>20 Hours</b> |
| 2006  | median | \$4,854.17             | \$4,015.12             | \$3,925.03             | \$4,430.50             | \$17,224.81              | \$1,435.40                  | \$333.82                   | \$8.35   | \$11.13  | \$16.69  |
|   | mean   | \$4,854.17             | \$4,015.12             | \$3,925.03             | \$4,430.50             | \$17,224.81              | \$1,435.40                  | \$333.82                   | \$8.35   | \$11.13  | \$16.69  |
| 2007  | median | \$3,107.18             | \$3,892.00             | \$3,873.39             | \$3,389.94             | \$14,705.15              | \$1,225.43                  | \$284.99                   | \$7.13   | \$9.50   | \$14.25  |
|   | mean   | \$2,758.50             | \$3,782.04             | \$3,375.19             | \$3,669.95             | \$13,585.67              | \$1,132.14                  | \$263.29                   | \$6.58   | \$8.78   | \$13.16  |
| 2009  | median | NA                     | NA                     | NA                     | NA                     | NA                       | NA                          | NA                         | NA   | NA   | NA   |
|   | mean   | NA                     | NA                     | NA                     | NA                     | NA                       | NA                          | NA                         | NA   | NA   | NA   |
| 2006-2007   | median | \$3,511.80             | \$4,015.12             | \$3,925.03             | \$3,800.62             | \$16,818.82              | \$1,401.57                  | \$325.95                   | \$8.15   | \$10.87  | \$16.30  |
|   | mean   | \$3,457.05             | \$4,015.12             | \$3,925.03             | \$3,923.47             | \$14,798.72              | \$1,233.23                  | \$286.80                   | \$7.17   | \$9.56   | \$14.34  |

### Completed Pre-requisites for LPN Program

The tables below show education, employment and wage data for five students who completed pre-requisites for a LPN program without entering or completing a higher training program with Carreras (as of June 2010).

| Year Pre-requisites Completed | # of Students | % of Students Working at Enrollment | % of Students Working in a Healthcare Setting at Enrollment | Hourly Wage at Enrollment | % passing Illinois State C.N.A. Exam as Wright College Student after Enrolling in Carreras | % earning a C.N.A. Certificate from Wright College after Enrolling in Carreras | % of Students Employed in 2009 | % of Students Employed in a Healthcare Setting in 2009 |
|-------------------------------|---------------|-------------------------------------|---|---------------------------|--|--|--------------------------------|--|
| 2008                          | 2             | 100%                                | 50.0%   | \$11.50 median            | 0%   | 0%   | 100%                           | 100%   |
|                               |               |                                     |   | \$11.50 mean              |  |  |                                |  |
| 2009                          | 3             | 100%                                | 66.7%   | \$12.75 median            | 33.3%  | 0%   | 66.7%                          | 66.7%  |
|                               |               |                                     |   | \$14.24 mean              |  |  |                                |  |
| Total                         | 5             | 100%                                | 60.0%   | \$12.50 median            | 20%  | 0%   | 80.0%                          | 80.0%  |
|                               |               |                                     |   | \$13.14 mean              |  |  |                                |  |

| 2009 Earnings Data Based on Unemployment Insurance Records (Zero Earners not Included) |        |             |             |             |             |               |                  |                 |                               |                               |                               |
|--|--------|-------------|-------------|-------------|-------------|---------------|------------------|-----------------|-------------------------------|-------------------------------|-------------------------------|
| Year Pre-requisites Completed  |        | Q1 Earnings | Q2 Earnings | Q3 Earnings | Q4 Earnings | 2009 Earnings | Monthly Earnings | Weekly Earnings | Hourly Wage Assuming 40 Hours | Hourly Wage Assuming 30 Hours | Hourly Wage Assuming 20 Hours |
| 2008   | median | \$4,234.75  | \$4,030.45  | \$4,096.37  | \$5,878.10  | \$18,239.67   | \$1,519.97       | \$353.49        | \$8.84                        | \$11.79                       | \$17.67                       |
|  | mean   | \$4,234.75  | \$4,030.45  | \$4,096.37  | \$5,878.10  | \$18,239.67   | \$1,519.97       | \$353.49        | \$8.84                        | \$11.79                       | \$17.67                       |
| 2009   | median | \$5,887.73  | \$6,331.79  | \$5,492.90  | \$5,690.81  | \$20,656.77   | \$1,721.40       | \$400.33        | \$10.01                       | \$13.35                       | \$20.02                       |
|  | mean   | \$5,887.73  | \$6,331.79  | \$5,492.90  | \$5,690.81  | \$20,656.77   | \$1,721.40       | \$400.33        | \$10.01                       | \$13.35                       | \$20.02                       |

### Completed Licensed Practical Nurse (LPN) Program

The tables below show education, employment and wage data for 146 students who completed a L.P.N. program without entering or completing a higher training program with Carreras (as of June 2010).

| Year L.P.N. Program Completed  | # of Students | % of Students Working at Enrollment | % of Students Working in a Healthcare Setting at Enrollment | Hourly Wage at Enrollment for Participants Employed | % passing Illinois State C.N.A. Exam as Wright College Student after Enrolling in Carreras | % earning a C.N.A. Certificate from Wright College after Enrolling in Carreras | % passing Illinois State L.P.N. Exam as Wright College Student after Enrolling in Carreras* | % earning a L.P.N. Certificate from Wright College after Enrolling in Carreras* | % of Students Employed in 2009 | % of Students Employed in a Healthcare Setting in 2009 |
|--------------------------------|---------------|-------------------------------------|---|---|--|--|---|---|--------------------------------|--|
| 2006                           | 22            | 68.2%                               | 50.0%   | \$11.00 median                                      | 13.6%  | 0%   | 86.4%   | 90.9%   | 81.8%                          | 77.3%  |
|                                |               |                                     |   | \$10.72 mean  |  |  |   |   |                                |  |
| 2007                           | 25            | 72.0%                               | 24.0%   | \$10.83 median                                      | 16.0%  | 4.0%   | 88.0%   | 76.0%   | 92.0%                          | 92.0%  |
|                                |               |                                     |   | \$11.07 mean  |  |  |   |   |                                |  |
| 2008                           | 40            | 77.5%                               | 45.0%   | \$10.89 median                                      | 7.5%   | 0%   | 80.0%   | 80.0%   | 82.5%                          | 70.0%  |
|                                |               |                                     |   | \$11.20 mean  |  |  |   |   |                                |  |
| 2009                           | 28            | 67.9%                               | 39.3%   | \$11.94 median                                      | 7.1%   | 0%   | 60.7%   | 60.7%   | 82.1%                          | 64.3%  |
|                                |               |                                     |   | \$11.75 mean  |  |  |   |   |                                |  |
| 2010                           | 31            | 80.6%                               | 48.4%   | \$12.30 median                                      | 9.7%   | 3.2%   | 19.4%   | 32.3%   | 71.0%                          | 45.2%  |
|                                |               |                                     |   | \$13.26 mean  |  |  |   |   |                                |  |
| Subtotal                       | 146           | 74.0%                               | 41.8%   | \$11.30 median                                      | 11.5%  | 11.5%  | 65.7%   | 67.1%   | 81.5%                          | 68.5%  |
|                                |               |                                     |   | \$11.73 mean  |  |  |   |   |                                |  |
| 2006-2008 (2009-2010 Excluded) | 87            | 73.6%                               | 40.2%   | \$10.93 median                                      | 11.5%  | 11.5%  | 83.9%   | 81.6%   | 85.1%                          | 78.2%  |
|                                |               |                                     |   | \$11.03 mean  |  |  |   |   |                                |  |

\* Graduate certificate and state exam data is as of June 2010 from Wright College transcripts. We suspect some students' certificates and exam results had not yet been posted to their transcripts.

| <b>2009 Earnings Data Based on Unemployment Insurance Records (Zero Earners not Included)</b> |        |                    |                    |                    |                    |                      |                         |                        |                                      |                                      |                                      |
|---|--------|--------------------|--------------------|--------------------|--------------------|----------------------|-------------------------|------------------------|--------------------------------------|--------------------------------------|--------------------------------------|
| <b>Year L.P.N. Completed</b>  |        | <b>Q1 Earnings</b> | <b>Q2 Earnings</b> | <b>Q3 Earnings</b> | <b>Q4 Earnings</b> | <b>2009 Earnings</b> | <b>Monthly Earnings</b> | <b>Weekly Earnings</b> | <b>Hourly Wage Assuming 40 Hours</b> | <b>Hourly Wage Assuming 30 Hours</b> | <b>Hourly Wage Assuming 20 Hours</b> |
| 2006  | median | \$9,909.33         | \$7,586.25         | \$11,484.00        | \$10,463.15        | \$40,214.32          | \$3,351.19              | \$779.35               | \$19.48                              | \$25.98                              | \$38.97                              |
|   | mean   | \$9,955.38         | \$8,773.77         | \$10,570.43        | \$9,674.07         | \$37,898.97          | \$3,158.25              | \$734.48               | \$18.36                              | \$24.48                              | \$36.72                              |
| 2007  | median | \$8,910.81         | \$9,512.04         | \$9,306.95         | \$9,739.57         | \$38,527.96          | \$3,210.67              | \$746.67               | \$18.67                              | \$24.89                              | \$37.34                              |
|   | mean   | \$8,553.86         | \$9,288.88         | \$9,693.26         | \$10,808.69        | \$37,904.09          | \$3,158.68              | \$734.58               | \$18.36                              | \$24.49                              | \$36.73                              |
| 2008  | median | \$3,869.00         | \$7,080.55         | \$6,579.37         | \$8,495.33         | \$25,916.65          | \$2,159.72              | \$502.26               | \$12.56                              | \$16.74                              | \$25.11                              |
|   | mean   | \$5,357.34         | \$7,638.07         | \$8,103.40         | \$8,717.70         | \$28,671.51          | \$2,389.29              | \$555.65               | \$13.89                              | \$18.52                              | \$27.78                              |
| 2009  | median | \$3,482.99         | \$3,288.24         | \$3,535.10         | \$4,384.09         | \$12,910.21          | \$1,075.85              | \$250.20               | \$6.25                               | \$8.34                               | \$12.51                              |
|   | mean   | \$4,315.96         | \$3,568.23         | \$3,761.78         | \$5,812.57         | \$14,861.74          | \$1,238.48              | \$288.02               | \$7.20                               | \$9.60                               | \$14.40                              |
| 2010  | median | \$5,490.25         | \$4,546.47         | \$5,003.24         | \$3,969.15         | \$18,364.04          | \$1,530.34              | \$355.89               | \$8.90                               | \$11.87                              | \$17.80                              |
|   | mean   | \$6,163.31         | \$5,400.09         | \$5,872.67         | \$5,042.06         | \$21,138.48          | \$1,761.54              | \$409.66               | \$10.24                              | \$13.66                              | \$20.48                              |
| 2006-2008<br>(2009-2010 Excluded)   | median | \$7,311.70         | \$8,664.00         | \$9,087.75         | \$9,739.57         | \$33,395.00          | \$2,782.92              | \$647.19               | \$16.18                              | \$21.57                              | \$32.36                              |
|   | mean   | \$7,576.01         | \$8,421.52         | \$9,164.34         | \$9,595.70         | \$33,729.19          | \$2,810.77              | \$653.67               | \$16.34                              | \$21.79                              | \$32.68                              |

| <b>2009 Earnings Data for Employed Participants Working All Four Quarters in 2009 Based on Unemployment Insurance Records</b> |   |                             |                           |
|---|---|-----------------------------|---------------------------|
| <b>Year L.P.N. Completed</b>  | <b>% of students who worked all four quarters in 2009</b> | <b>Median 2009 Earnings</b> | <b>Mean 2009 Earnings</b> |
| 2006-2008   | 74.7%   | \$34,067.86                 | \$34,934.29               |

| <b>Comparison of 2009 Earnings Data for Employed Participants Working in Healthcare and Non-healthcare Settings Based on Unemployment Insurance Records</b> |        |  |  |
|---|--------|--|--|
| <b>Year L.P.N. Completed</b>  |        | <b>Students Employed in Healthcare</b> | <b>Students not Employed in Healthcare</b> |
| 2006-2008   | median | \$34,067.86                            | \$20,511.78                                |
|   | mean   | \$34,829.56                            | \$21,114.79                                |

### Completed Registered Nurse (R.N.) Program

The tables below show data for 15 students who completed a R.N. program. The 15 students, all of whom completed a L.P.N. program with Carreras prior to enrolling in a R.N. program, all completed their R.N. program in 2009 or 2010. As a result, the 2009 UI employment data available for 2010 students is more reflective of their employment status while in training as a R.N. student, and the 2009 students' data may be a mix of their employment as a R.N. student and after they completed their R.N. program.

| Year R.N. Program Completed | # of Students | % of Students Working at Enrollment | % of Students Working in a Healthcare Setting at Enrollment | Hourly Wage at Enrollment | % passing Illinois State L.P.N. Exam as Wright College Student after Enrolling in Carreras* | % earning a L.P.N. Certificate from Wright College after Enrolling in Carreras* | % earning a R.N. Associate's Degree from Wright College after Enrolling in Carreras* | # and % of Students Employed in 2009 | # and % of Students Employed in a Healthcare Setting in 2009 |
|-----------------------------|---------------|-------------------------------------|---|---------------------------|---|---|--|--------------------------------------|--|
| 2009                        | 8             | 62.5%                               | 50.0%   | \$12.60 median            | 87.5%   | 87.5%   | 87.5%  | 100%                                 | 87.5%  |
|                             |               |                                     |   | \$12.62 mean              |   |   |  |                                      |  |
| 2010                        | 7             | 100%                                | 14.3%   | \$10.00 median            | 85.7%   | 100%  | 71.4%  | 100%                                 | 71.4%  |
|                             |               |                                     |   | \$10.53 mean              |   |   |  |                                      |  |
| Total                       | 15            | 80.0%                               | 33.3%   | \$11.34 median            | 86.7%   | 93.3%   | 80.0%  | 100%                                 | 80.0%  |
|                             |               |                                     |   | \$11.58 mean              |   |   |  |                                      |  |

\* Graduate certificate, state exam, and degree data is as of June 2010 from Wright College transcripts. We suspect some students' certificates and exam results had not yet been posted to their transcripts.

| <b>2009 Earnings Data Based on Unemployment Insurance Records (Zero Earners not Included)</b> |        |                    |                    |                    |                    |                      |                         |                        |                                      |                                      |                                      |
|---|--------|--------------------|--------------------|--------------------|--------------------|----------------------|-------------------------|------------------------|--------------------------------------|--------------------------------------|--------------------------------------|
| <b>Year R.N. Completed</b>  |        | <b>Q1 Earnings</b> | <b>Q2 Earnings</b> | <b>Q3 Earnings</b> | <b>Q4 Earnings</b> | <b>2009 Earnings</b> | <b>Monthly Earnings</b> | <b>Weekly Earnings</b> | <b>Hourly Wage Assuming 40 Hours</b> | <b>Hourly Wage Assuming 30 Hours</b> | <b>Hourly Wage Assuming 20 Hours</b> |
| 2009  | median | \$5,901.12         | \$5,807.71         | \$6,832.05         | \$9,769.91         | \$29,654.17          | \$2,471.18              | \$574.70               | \$14.37                              | \$19.16                              | \$28.73                              |
|   | mean   | \$6,755.19         | \$6,056.49         | \$7,479.60         | \$11,632.02        | \$31,923.30          | \$2,660.28              | \$618.67               | \$15.47                              | \$20.62                              | \$30.93                              |
| 2010  | median | \$8,195.30         | \$6,308.24         | \$6,579.60         | \$5,750.87         | \$27,942.29          | \$2,328.52              | \$541.52               | \$13.54                              | \$18.05                              | \$27.08                              |
|   | mean   | \$7,391.92         | \$6,003.97         | \$6,702.85         | \$6,438.23         | \$26,536.97          | \$2,211.42              | \$514.28               | \$12.86                              | \$17.14                              | \$25.71                              |

### Non-Completing Students

153 students enrolled in Carreras, but never successfully completed any training program as of June 2010. The tables below show employment and wage data for these students, and using Wright College transcripts, we were able to determine if these students completed any certificate or degree (at Wright College) separate from their Carreras experience.

| Year Student Last Participated in Carreras Training | # of Students | % of Students Working at Enrollment | % of Students Working in a Healthcare Setting at Enrollment | Hourly Wage at Enrollment for Participants Employed | % passing Illinois State C.N.A. Exam as Wright College Student after Enrolling in Carreras* | % earning a C.N.A. Certificate from Wright College after Enrolling in Carreras* | # and % of Students Employed in 2009 | # and % of Students Employed in a Healthcare Setting in 2009 |
|---|---------------|-------------------------------------|---|---|---|---|--------------------------------------|--|
| 2005  | 1             | 100%                                | 0%  | Missing   | 0%  | 0%  | 100%                                 | 0%   |
|   |               |                                     |   | Missing   |   |   |                                      |  |
| 2006  | 31            | 58.1%                               | 29.0%   | \$10.42 median                                      | 6.5%  | 0%  | 61.3%                                | 45.2%  |
|   |               |                                     |   | \$9.73 mean   |   |   |                                      |  |
| 2007  | 20            | 75.0%                               | 60.0%   | \$11.00 median                                      | 10.0%   | 0%  | 45.0%                                | 20.0%  |
|   |               |                                     |   | \$11.43 mean  |   |   |                                      |  |
| 2008  | 42            | 52.4%                               | 16.7%   | \$11.50 median                                      | 4.8%  | 2.4%  | 50.0%                                | 19.0%  |
|   |               |                                     |   | \$11.19 mean  |   |   |                                      |  |
| 2009  | 54            | 44.4%                               | 22.2%   | \$10.00 median                                      | 0%  | 0%  | 53.7%                                | 25.9%  |
|   |               |                                     |   | \$10.57 mean  |   |   |                                      |  |
| 2010  | 5             | 80.0%                               | 20.0%   | \$12.00 median                                      | 0%  | 0%  | 60.0%                                | 40.0%  |
|   |               |                                     |   | \$13.75 mean  |   |   |                                      |  |
| Total   | 153           | 54.9%                               | 26.8%   | \$11.00 median                                      | 3.9%  | 0.7%  | 53.6%                                | 27.5%  |
|   |               |                                     |   | \$11.00 mean  |   |   |                                      |  |
| 2005-2008 (2009-2010 Excluded)                      | 94            | 59.6%                               | 29.8%   | \$11.00 median                                      | 6.4%  | 1.1%  | 53.2%                                | 27.7%  |
|   |               |                                     |   | \$10.93 mean  |   |   |                                      |  |

| <b>2009 Earnings Data Based on Unemployment Insurance Records (Zero Earners not Included)</b> |        |                    |                    |                    |                    |                      |                         |                        |                                      |                                      |                                      |
|---|--------|--------------------|--------------------|--------------------|--------------------|----------------------|-------------------------|------------------------|--------------------------------------|--------------------------------------|--------------------------------------|
| <b>Year Student Last Participated in Carreras Training</b>                                    |        | <b>Q1 Earnings</b> | <b>Q2 Earnings</b> | <b>Q3 Earnings</b> | <b>Q4 Earnings</b> | <b>2009 Earnings</b> | <b>Monthly Earnings</b> | <b>Weekly Earnings</b> | <b>Hourly Wage Assuming 40 Hours</b> | <b>Hourly Wage Assuming 30 Hours</b> | <b>Hourly Wage Assuming 20 Hours</b> |
| 2005  | median | \$7,445.75         | \$5,430.26         | 0                  | \$1,319.50         | \$14,195.51          | \$1,182.96              | \$275.11               | \$6.88                               | \$9.17                               | \$13.76                              |
|   | mean   | \$7,445.75         | \$5,430.26         | 0                  | \$1,319.50         | \$14,195.51          | \$1,182.96              | \$275.11               | \$6.88                               | \$9.17                               | \$13.76                              |
| 2006  | median | \$7,267.01         | \$7,761.47         | \$7,005.56         | \$8,179.49         | \$29,267.06          | \$2,438.92              | \$567.19               | \$14.18                              | \$18.91                              | \$28.36                              |
|   | mean   | \$6,884.70         | \$7,630.62         | \$7,090.48         | \$8,000.41         | \$29,158.13          | \$2,429.85              | \$565.08               | \$14.13                              | \$18.84                              | \$28.25                              |
| 2007  | median | \$7,462.22         | \$6,849.60         | \$7,264.08         | \$7,351.13         | \$26,487.79          | \$2,207.32              | \$513.33               | \$12.83                              | \$17.11                              | \$25.67                              |
|   | mean   | \$7,462.40         | \$7,451.96         | \$23,898.44        | \$6,759.53         | \$40,431.79          | \$3,369.32              | \$783.56               | \$19.59                              | \$26.12                              | \$39.18                              |
| 2008  | median | \$4,448.59         | \$5,311.71         | \$6,277.00         | \$5,071.09         | \$20,041.97          | \$1,670.17              | \$388.41               | \$9.71                               | \$12.95                              | \$19.42                              |
|   | mean   | \$5,353.71         | \$5,821.89         | \$6,621.20         | \$5,597.07         | \$19,771.13          | \$1,695.29              | \$379.84               | \$9.50                               | \$12.66                              | \$18.99                              |
| 2009  | median | \$3,981.99         | \$4,495.33         | \$4,138.40         | \$4,130.73         | \$14,508.02          | \$1,209.00              | \$218.16               | \$7.03                               | \$9.37                               | \$14.06                              |
|   | mean   | \$3,712.65         | \$4,436.50         | \$4,228.29         | \$4,115.64         | \$14,661.19          | \$1,242.91              | \$289.05               | \$7.23                               | \$9.63                               | \$14.45                              |
| 2010  | median | \$6,164.83         | \$5,309.63         | \$7,002.09         | \$7,002.09         | \$24,867.67          | \$1,971.21              | \$481.93               | \$12.05                              | \$16.06                              | \$24.10                              |
|   | mean   | \$5,997.30         | \$5,650.72         | \$6,469.54         | \$6,469.54         | \$23,654.53          | \$2,072.31              | \$458.42               | \$11.46                              | \$15.28                              | \$22.92                              |
| 2005-2008<br>(2009-2010 Excluded)   | median | \$6,593.56         | \$6,478.00         | \$6,937.47         | \$6,776.69         | \$24,544.77          | \$2,045.40              | \$475.67               | \$11.89                              | \$15.86                              | \$23.78                              |
|   | mean   | \$6,421.50         | \$6,865.42         | \$10,124.39        | \$6,627.17         | \$27,092.02          | \$2,277.14              | \$523.68               | \$13.09                              | \$17.46                              | \$26.18                              |

The table below shows, for students who completed no programs, the program in which they enrolled.

| <b>Program Attempted</b> |           |         |
|--------------------------|-----------|---------|
|                          | Frequency | Percent |
| ESL Health               | 15        | 9.8%    |
| VESL C.N.A               | 38        | 24.8%   |
| C.N.A.                   | 2         | 1.3%    |
| Pre-LPN                  | 4         | 2.6%    |
| Pre-requisites           | 80        | 52.3%   |
| LPN                      | 14        | 9.2%    |
| Total                    | 153       | 100.0%  |

### ***Length of Time Spent in Training Programs***

The table below shows the range of time and the average time in months that participants spent in each training program supported by Carreras. Those who completed and those who dropped out are included in the analysis when possible. For time spent in the lower steps, such as ESL, VESL C.N.A. and Pre-L.P.N., where classes may be repeated or taken multiple times, the time calculated includes the time that elapsed between repeating courses. For example, for students who took a class such as ESL Health twice, the time between the two classes was included as time spent in the training program. In addition, for programs where students may have temporarily taken a break (such as before or during pre-requisites) or had a delayed start (such as those awaiting entrance into an L.P.N. program), the total time that the participant was classified as being in that training includes these interim periods—even if the student may not have been active in class for the entire time.

| <b>Training Program</b> | <b>Number of Students with Training Length Data</b> | <b>Median Time Spent (in months)</b> | <b>Mean Time Spent (in months)</b> | <b>Range of Time (in months) Spent in Program Including Outliers</b> | <b>Other Notes</b>  |
|-------------------------|---|--------------------------------------|------------------------------------|--|---|
| ESL Health              | 157   | 3.0 months                           | 2.9 months                         | 0 to 6 months  | 96.8% of ESL health students spent 3 months or less as an ESL Health student                          |
| VESL C.N.A.             | 323   | 3.0 months                           | 3.4 months                         | 0 to 22 months   | 98.1% of VESL C.N.A. students spent 12 months or less as a VESL C.N.A. student                        |
| C.N.A.                  | 193   | 2.0 months                           | 2.4 months                         | 0 to 17 months   | 97.9% of C.N.A. students spent 7 months or less as a C.N.A. student.                                  |
| Pre-L.P.N.              | 234   | 3.0 months                           | 3.7 months                         | 0 to 30 months   | 96.2% of Pre-L.P.N. students spent 8 months or less as a Pre-L.P.N. student                           |
| Pre-requisites          | 91  | 3.0 months                           | 7.8 months                         | 0 to 40 months   | 93.4% of Pre-requisite students spent 25 months or less as a Carreras-supported Pre-requisite student |
| L.P.N.                  | 183   | 12.0 months                          | 11.6 months                        | 0 to 33 months   | 91.8% of L.P.N. students spent 18 months or less as a Carreras-supported L.P.N. student               |
| R.N.                    | 9   | 9.0 months                           | 11.1 months                        | 8 to 23 months   | 88.9% of R.N. students spent 12 months or less as a Carreras-supported R.N. student                   |

***Length of Time taken to Enter and Complete Pre-requisites Based on Starting Point in Carreras***

The table below shows the range and average number of months it took for students who began in one of Carreras' lower training programs to advance to and complete pre-requisites for a L.P.N. program.

| <b>Starting Point in Carreras</b> | <b>Median Months to Start Pre-requisites</b> | <b>Mean Months to Start Pre-requisites</b> | <b>Range of Months to Start Pre-requisites</b> | <b>Median Months to Finish Pre-requisites</b> | <b>Mean Months to Finish Pre-requisites</b> | <b>Range of Months to Finish Pre-requisites</b> |
|-----------------------------------|--|--|--|---|---|---|
| ESL Health                        | 17.0 months                                  | 18.7 months                                | 10 to 29 months                                | NA*   | NA*   | NA*   |
| VESL C.N.A.                       | 15.0 months                                  | 17.6 months                                | 7 to 47 months                                 | 39 months                                     | 36.7 months                                 | 22 to 49 months                                 |
| C.N.A.                            | 9.0 months                                   | 12.0 months                                | 8 to 19 months                                 | NA*   | NA*   | NA*   |
| Pre-L.P.N.                        | 4.0 months                                   | 8.0 months                                 | 0 to 45 months                                 | 28.5 months                                   | 26.7 months                                 | 8 to 38 months                                  |
| Pre-requisites                    | ----   | ----                                       | ----   | 10 months                                     | 13.1 months                                 | 3 to 37 months                                  |

\* No students who began in ESL Health or C.N.A. have yet completed pre-requisites (as of June 2010).

***Length of Time taken to Enter and Complete L.P.N. Based on Starting Point in Carreras***

The table below shows the amount of time it took participants to reach and complete an L.P.N. program based on where they started with Carreras.

| <b>Starting Point in Carreras</b> | <b>Median Months to Start L.P.N.</b> | <b>Mean Months to Start L.P.N.</b> | <b>Range of Months to Start L.P.N.</b> | <b>Median Months to Finish L.P.N.</b> | <b>Mean Months to Finish L.P.N.</b> | <b>Range of Months to Finish L.P.N.</b> |
|-----------------------------------|--------------------------------------|------------------------------------|--|---------------------------------------|-------------------------------------|---|
| ESL Health                        | NA*                                  | NA*                                | NA*                                    | NA*                                   | NA*                                 | NA*                                     |
| VESL C.N.A.                       | 46 months                            | 39.7 months                        | 23 to 50 months                        | NA**                                  | NA**                                | NA**                                    |
| C.N.A.                            | NA*                                  | NA*                                | NA*                                    | NA*                                   | NA*                                 | NA*                                     |
| Pre-L.P.N.                        | 36 months                            | 30.0 months                        | 11 to 38 months                        | 43 months                             | 38.8 months                         | 20 to 52 months                         |
| Pre-requisites                    | 11 months                            | 15.9 months                        | 4 to 45 months                         | 24 months                             | 25.5 months                         | 15 to 46 months                         |
| L.P.N.                            | ----                                 | ----                               | ----                                   | 12 months                             | 11.6 months                         | 7 to 29 months                          |

\* No students who began in C.N.A. or ESL Health have yet entered a L.P.N. program (as of January 2010).

\*\* No students who began in VESL C.N.A. have yet completed a L.P.N. program (as of January 2010).

### ***Carreras Starting Point for L.P.N. Students Year-by-Year***

The table below shows, year-by-year, the level at which students who ultimately entered a L.P.N. program began their training. For example, all 27 students who entered a L.P.N. program in 2005, when Carreras was in its first year, started in the L.P.N. program. This has slowly changed over time. In 2009, 10 of the 43 students who began a L.P.N. program started in the Carreras pathway in pre-requisites. And in 2010, three entering L.P.N. students had actually begun their work with Carreras in VESL C.N.A.

|                   |       | Training Step 1 |            |                |             | Total |
|-------------------|-------|-----------------|------------|----------------|-------------|-------|
|                   |       | L.P.N.          | Pre-L.P.N. | Pre-requisites | VESL C.N.A. |       |
| L.P.N. Start Year | 2005  | 27              | 0          | 0              | 0           | 27    |
|                   | 2006  | 38              | 0          | 2              | 0           | 40    |
|                   | 2007  | 33              | 2          | 8              | 0           | 43    |
|                   | 2008  | 37              | 1          | 6              | 0           | 44    |
|                   | 2009  | 30              | 3          | 12             | 0           | 45    |
|                   | 2010* | 9               | 2          | 6              | 3           | 20    |
| Total             |       | 174             | 8          | 34             | 3           | 219   |

\* 2010 enrollments into L.P.N. included only those who were enrolled in a L.P.N. program by January 2010. Additional students enrolled in L.P.N. later in 2010, but were not captured by this analysis.