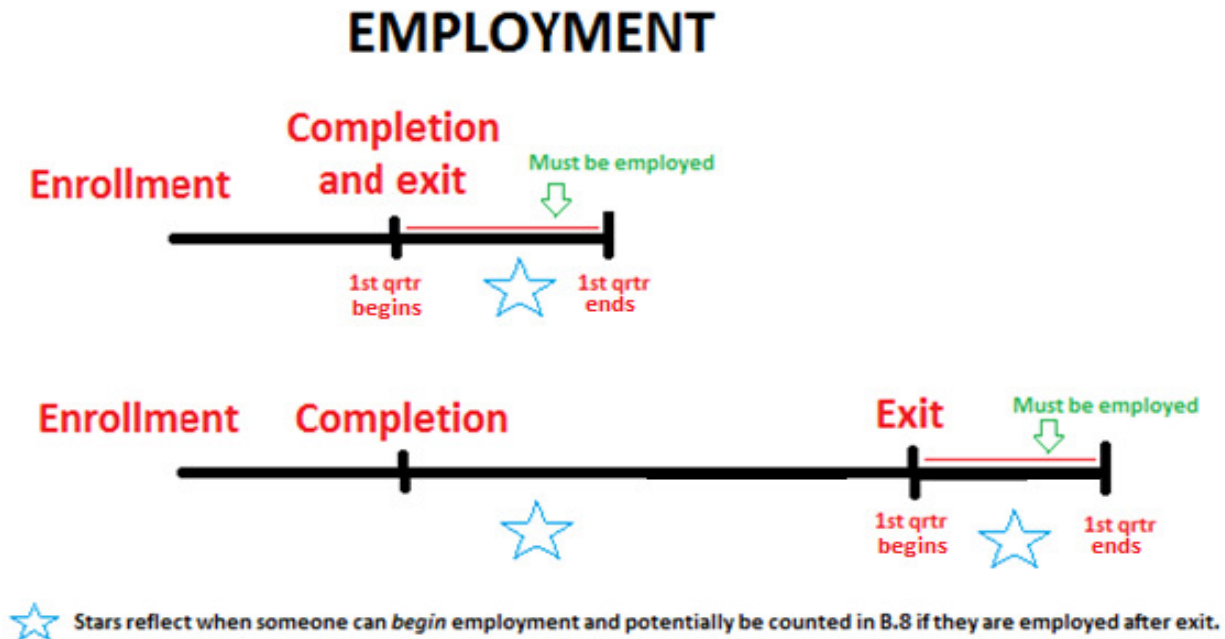


When Can a Participant Count in B.8 as Having Entered Employment Based on Completion and Exit?



This graphic shows the relationship of completion and exit to one another and the timing for counting someone as having entered employment.

There are two timelines shown above. The first one represents a scenario where completion and exit occur at the same time. The second one represents a scenario where completion and exit occur at different times. The stars in the graphic represent an area on the timelines where someone *may* begin employment and potentially be counted as having entered employment.

In the first timeline, because completion and exit occur simultaneously, employment can only occur after exit to be counted.

In the second timeline, there are two possible ways a participant can be counted as having entered employment:

- The participant completes a program and obtains employment prior to exit and is still employed in the first quarter after exit; or
- The participant completes a program, then at some point later exits the institution, and finally obtains employment during the first quarter after exit.

In summary, employment *must* begin *after* completion and before the end of the last day of the first quarter after exit.