### QMM\_Assignment5

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```
library(lpSolveAPI) # loading package- lpSolveAPI
library(Benchmarking) # loading package- Benchmarking
```

```
## Loading required package: ucminf
```

```
## Loading required package: quadprog
```

#### library(cowplot)

```
dmu1 <- read.lp("dmu1.lp")
dmu1</pre>
```

```
## Model name:
##
                         a2
                                 b1
                                        b2
## Maximize 14000
                       3500
                                  0
                                         0
## R1
              14000
                       3500
                              -150
                                      -0.2
                                             <=
## R2
              14000
                     21000
                              -400
                                      -0.7
                                             <=
                                      -1.2
## R3
              42000
                      10500
                              -320
                                             <=
## R4
              28000
                     43000
                              -520
                                        -2
                                             <=
                                                 0
## R5
              19000
                     25000
                              -350
                                      -1.2
                                            <=
## R6
              14000
                      15000
                              -320
                                      -0.7
                                             <=
                                                 0
                  0
                          0
                               150
                                       0.2
## R7
## Kind
                Std
                        Std
                                       Std
                               Std
## Type
               Real
                       Real
                              Real
                                      Real
## Upper
                Inf
                        Inf
                                Inf
                                       Inf
                  0
                          0
                                  0
                                         0
## Lower
```

```
solve(dmu1)
```

```
## [1] 0
```

```
get.objective(dmu1)
```

```
## [1] 1

get.variables(dmul)
```

```
## [1] 7.142857e-05 0.000000e+00 5.172414e-03 1.120690e+00
```

### The efficiency of the dmu1 is 1 which is maximum

### The outputs of the lp are 5.17241 and 1.12069

### The inputs of the lp are 7.14285 and 0.00 for maximum efficiency.

```
dmu2 <- read.lp ("dmu2.lp")
dmu2</pre>
```

```
## Model name:
##
                               b1
                                       b2
                 a1
                        a2
## Maximize 14000
                    21000
                                0
                                        0
## R1
             14000
                     3500
                             -150
                                     -0.2
                                           <=
## R2
             14000
                    21000
                             -400
                                    -0.7
                                           <=
                                     -1.2
## R3
             42000
                     10500
                             -320
                                           <=
## R4
             28000
                     43000
                             -520
                                       -2 <=
                                               0
                                     -1.2 <= 0
## R5
             19000
                     25000
                             -350
## R6
             14000
                     15000
                             -320
                                    -0.7
                                          <=
                  0
                              400
                                      0.7
## R7
                         0
## Kind
               Std
                       Std
                              Std
                                      Std
## Type
              Real
                      Real
                             Real
                                     Real
## Upper
                Inf
                       Inf
                              Inf
                                      Inf
                  0
                                0
                                        0
## Lower
                         0
```

```
solve(dmu2)
```

```
## [1] 0

get.objective(dmu2)

## [1] 1

get.variables(dmu2)

## [1] 0.000000e+00 4.761905e-05 1.299694e-03 6.858890e-01
```

### The efficiency of the dmu2 is 1 which is maximum

### The outputs of the lp are 1.29969 and 6.85889

# The inputs of the lp are 0.00 and 4.76190 for maximum efficiency.

```
dmu3 <- read.lp("dmu3.lp")
dmu3</pre>
```

```
## Model name:
##
                                b1
                 a1
                        a2
                                       b2
## Maximize 42000
                     10500
                                 0
                                         0
## R1
              14000
                      3500
                              -150
                                     -0.2
                                            <=
## R2
              14000
                     21000
                              -400
                                     -0.7
                                            <=
## R3
              42000
                     10500
                              -320
                                     -1.2
                                                0
                                            <=
## R4
              28000
                     43000
                              -520
                                            <=
## R5
              19000
                     25000
                              -350
                                     -1.2
                                           <=
                                     -0.7
## R6
              14000
                     15000
                              -320
                                            <=
                  0
                               320
                                      1.2
## R7
                         0
                                                1
## Kind
                Std
                       Std
                               Std
                                       Std
## Type
              Real
                      Real
                                     Real
                              Real
## Upper
                Inf
                       Inf
                               Inf
                                       Inf
## Lower
                          0
                                 0
                                         0
solve(dmu3)
## [1] 0
get.objective(dmu3)
```

```
## [1] 1

get.variables(dmu3)
```

```
## [1] 2.380952e-05 0.000000e+00 1.724138e-03 3.735632e-01
```

### The efficiency of the dmu3 is 1 which is maximum

### The outputs of the lp are 1.72413 and 3.73563

The inputs of the lp are 2.38095 and 0.000 for maximum efficiency.

```
dmu4 <- read.lp("dmu4.lp")
dmu4</pre>
```

```
## Model name:
##
                         a2
                                 b1
                                         b2
                                                na2
                                  0
                                          0
## Maximize
              28000
                      42000
                                                  0
## R1
              14000
                       3500
                               -150
                                       -0.2
                                                     <=
## R2
              14000
                      21000
                               -400
                                       -0.7
                                                     <=
                                       -1.2
## R3
              42000
                      10500
                               -320
## R4
              28000
                      43000
                               -520
                                         -2
                                                     <=
                                                         0
## R5
              19000
                      25000
                               -350
                                       -1.2
                                                     <=
## R6
              14000
                          0
                               -320
                                       -0.7
                                              15000
                                                     <=
                                          2
## R7
                   0
                           0
                                520
                                                  0
## Kind
                Std
                        Std
                                Std
                                        Std
                                                Std
## Type
               Real
                       Real
                               Real
                                       Real
                                               Real
## Upper
                Inf
                        Inf
                                Inf
                                        Inf
                                                Inf
                   0
                           0
                                  0
                                          0
                                                  0
## Lower
```

```
solve(dmu4)
```

```
## [1] 0
```

```
get.objective(dmu4)
```

```
## [1] 0.9836182

get.variables(dmu4)
```

```
## [1] 1.055657e-05 1.638177e-05 1.923077e-03 0.000000e+00 0.000000e+00
```

### The efficiency of the dmu4 is 1 which is maximum

The outputs of the lp are 1.92307 and 0.000 The inputs of the lp are 1.05565 and

### 1.63817 for maximum efficiency.

```
dmu5 <- read.lp("dmu5.lp")
dmu5</pre>
```

```
## Model name:
##
                a1
                               b1
                                      b2
                        a2
## Maximize 19000
                    25000
                                0
                                       0
                             -150
                                    -0.2
## R1
             14000
                      3500
                                           <=
## R2
             14000
                    21000
                             -400
                                    -0.7
                                           <=
## R3
             42000
                    10500
                             -320
                                    -1.2
                                          <=
## R4
             28000
                    43000
                             -520
                                      -2
                                          <=
## R5
             19000
                    25000
                             -350
                                    -1.2 <=
                             -320
                                    -0.7 <=
## R6
             14000
                    15000
## R7
                  0
                              320
                                     0.7
                         0
## Kind
               Std
                       Std
                              Std
                                     Std
## Type
              Real
                     Real
                             Real
                                    Real
## Upper
               Inf
                       Inf
                              Inf
                                     Inf
## Lower
                         0
                                0
                                        Λ
```

```
solve(dmu5)
```

```
## [1] 0
```

```
get.objective(dmu5)
```

```
## [1] 1.367534
```

```
get.variables(dmu5)
```

```
## [1] 1.590217e-05 4.261572e-05 1.469508e-03 7.567965e-01
```

### The efficiency of the dmu5 is 1 which is maximum

### The outputs of the lp are 1.46950 and

#### 7.56796

## The inputs of the lp are 1.59021 and 4.26157 for maximum efficiency.

```
dmu6 <- read.lp("dmu6.lp")
dmu6</pre>
```

```
## Model name:
##
                                 b1
                                        b2
                 a1
                         a2
## Maximize 14000
                     15000
                                  0
                                          0
## R1
              14000
                       3500
                               -150
                                      -0.2
                                                 0
                                             <=
## R2
              14000
                      21000
                               -400
                                      -0.7
                                             <=
                                      -1.2
## R3
              42000
                      10500
                              -320
                                             <=
                              -520
                                        -2
## R4
              28000
                      43000
                                             <=
              19000
                      25000
## R5
                               -350
                                      -1.2
                                            <=
              14000
                              -320
                                      -0.7
## R6
                      15000
                                             <=
                                                 0
## R7
                                320
                                       0.7
## Kind
                        Std
                                       Std
                Std
                                Std
## Type
               Real
                       Real
                               Real
                                      Real
## Upper
                Inf
                        Inf
                                Inf
                                       Inf
## Lower
                                  0
                                          0
```

```
solve(dmu6)
```

```
## [1] 0
```

```
get.objective(dmu6)
```

```
## [1] 0.8618663
```

```
get.variables(dmu6)
```

```
## [1] 1.590217e-05 4.261572e-05 1.469508e-03 7.567965e-01
```

### The efficiency of the dmu6 is 1 which is

#### maximum

### The outputs of the lp are 1.46950 and 7.56796

# The inputs of the lp are 1.59021 and 4.26157 for maximum efficiency.

### dmu is not efficient even with the greatest weights.

The inputs and outputs are defined as vector and 2 inputs which are staff hours and supplies and 2 outputs which are Reimbursed Patient\_days and Privately Paid Patient\_Day.

```
a <- matrix(c(150, 400, 320, 520, 350, 320, 0.2, 0.7, 1.2, 2.0, 1.2, 0.7), ncol = 2)
b <- matrix(c(14000,14000,42000,28000,19000,14000,3500,21000,10500,42000,25000,15000)
,ncol = 2)
colnames(a) <- c("Staff_Hours", "Supplies")
colnames(b) <- c("Reimbursed Patient_Days", "Privately Paid Patient_Days")
print(a)</pre>
```

```
##
         Staff Hours Supplies
                            0.2
## [1,]
                  150
                            0.7
## [2,]
                  400
                            1.2
## [3,]
                  320
## [4,]
                            2.0
                  520
## [5,]
                  350
                            1.2
                            0.7
## [6,]
                  320
```

```
print(b)
```

```
##
        Reimbursed Patient Days Privately Paid Patient Days
                            14000
## [1,]
                                                            3500
## [2,]
                            14000
                                                           21000
## [3,]
                            42000
                                                           10500
                            28000
                                                           42000
## [4,]
## [5,]
                            19000
                                                           25000
## [6,]
                            14000
                                                           15000
```

```
Matrix<- cbind(a,b)
row.names(Matrix) = c("Facility1", "Facility2", "Facility3", "Facility4", "Facility5"
, "Facility6")
Matrix</pre>
```

```
##
              Staff Hours Supplies Reimbursed Patient Days
                       150
                                0.2
## Facility1
                                                        14000
## Facility2
                       400
                                0.7
                                                        14000
## Facility3
                                1.2
                       320
                                                        42000
## Facility4
                       520
                                2.0
                                                        28000
## Facility5
                       350
                                1.2
                                                        19000
                                0.7
## Facility6
                       320
                                                        14000
##
              Privately Paid Patient_Days
## Facility1
                                       3500
## Facility2
                                      21000
## Facility3
                                      10500
## Facility4
                                      42000
## Facility5
                                      25000
## Facility6
                                      15000
```

- 1) Formulate and perform DEA analysis under all DEA assumptions of FDH, CRS, VRS, IRS, DRS, and FRH.
- 2) Determine the Peers and Lambdas under each of the above assumptions

```
#Now, we are going to formulate and compute the DEA analysis using FDH.

#The free disposability assumption stipulates that we can freely discard unnecessary inputs and unwanted outputs

FDH <- dea(a,b, RTS = "fdh")
FDH</pre>
```

```
## [1] 1 1 1 1 1
```

```
peers(FDH)
```

```
## peer1
## [1,] 1
## [2,] 2
## [3,] 3
## [4,] 4
## [5,] 5
## [6,] 6
```

```
FDH_Weights <- lambda(FDH)</pre>
```

The value of the peer for each facility is always the same as the peer.

# Now, we are going to formulate and compute the DEA analysis using CRS

#Constant returns to scale (CRS) is one of the scaling assumptions. This assumption stipulates that if any possible production combination can arbitrarily be scaled up or down.

```
CRS <- dea(a,b, RTS = "crs")
CRS
```

```
## [1] 1.0000 1.0000 1.0000 0.9775 0.8675
```

```
#Identify Peers
peers(CRS)
```

```
##
        peer1 peer2 peer3
## [1,]
            1
                  NA
## [2,]
                  NA
                        NA
## [3,]
                  NA
                        NA
## [4,]
                  NA
                        NA
## [5,]
            1
                   2
                         4
## [6,]
```

```
#Identify lambda
CRS_Weights <- lambda(CRS)
```

The results show DMU has 1 which is maximum efficiency for 1,2,3,4 and DMU 5 is 0.9775, DMU 6 0.8675. The peer for 5 and 6 are 1,2,4

### Now, we are going to formulate and compute the DEA analysis using VRS.

# VRS is one of the scaling assumptions. This Assumptions represents that variable return to scale

```
VRS <- dea(a,b, RTS = "vrs")
VRS</pre>
```

```
## [1] 1.0000 1.0000 1.0000 1.0000 0.8963
```

```
peers(VRS)
```

```
##
        peer1 peer2 peer3
## [1,]
                 NA
## [2,]
            2
                 NA
                        NA
## [3,]
                 NA
                        NA
## [4,]
            4
                 NA
                        NA
## [5,]
                 NA
                        NA
## [6,]
                  2
                         5
```

```
VRS_Weights <- lambda(VRS)</pre>
```

All facilities 1,2,3,4,5 are efficient except DMU6 which is 0.8963

#Now, we are going to formulate and compute the DEA analysis using IRS.

#IRS is one of the scaling assumptions It represents that for possible production process we can arbitrarily increase the scale of the operation.

```
IRS <- dea(a,b, RTS = "irs")
IRS</pre>
```

```
## [1] 1.0000 1.0000 1.0000 1.0000 0.8963
```

```
peers(IRS)
```

```
##
        peer1 peer2 peer3
## [1,]
             1
                   NA
## [2,]
             2
                  NA
                         NA
## [3,]
             3
                  NA
                         NA
## [4,]
             4
                  NA
                         NA
             5
                  NA
## [5,]
                         NA
## [6,]
             1
                    2
                          5
```

```
IRS_Weights <- lambda(IRS)</pre>
```

```
# Now, we are going to formulate and compute the DEA analysis using DRS.
```

# DRS is one of the scaling assumptions It represents that for possible production process we can arbitrarily decrease the scale of the operation.

```
DRS <- dea(a,b, RTS = "drs")
DRS</pre>
```

```
## [1] 1.0000 1.0000 1.0000 0.9775 0.8675
```

```
peers(DRS)
```

```
##
        peer1 peer2 peer3
## [1,]
            1
                 NA
## [2,]
            2
                 NA
                        NA
## [3,]
            3
                 NA
                        NA
## [4,]
            4
                 NA
                        NA
## [5,]
            1
                  2
                         4
## [6,]
```

```
DRS_Weights <- lambda(DRS)
```

```
# Now, we are going to formulate and compute the DEA analysis using add.
```

# FRH is a free disposability and replicability hull assumption. It indicates the Add itivity (scaling up and down, but only with integers) and free disposability.

```
FRH <- dea(a,b, RTS="add")
FRH</pre>
```

```
## [1] 1 1 1 1 1
```

```
peers(FRH)
```

```
## peer1
## [1,] 1
## [2,] 2
## [3,] 3
## [4,] 4
## [5,] 5
## [6,] 6
```

```
FRH_Weights <- lambda(FRH)</pre>
```

```
as.data.frame(Matrix)
```

```
##
              Staff Hours Supplies Reimbursed Patient Days
                       150
                                0.2
## Facility1
                                                         14000
## Facility2
                       400
                                 0.7
                                                         14000
## Facility3
                       320
                                1.2
                                                         42000
## Facility4
                       520
                                2.0
                                                         28000
## Facility5
                       350
                                1.2
                                                         19000
## Facility6
                       320
                                 0.7
                                                         14000
##
              Privately Paid Patient_Days
## Facility1
                                       3500
## Facility2
                                      21000
## Facility3
                                      10500
## Facility4
                                      42000
## Facility5
                                      25000
## Facility6
                                      15000
```

```
DataFrame<- data.frame(CRS = c(1.0000, 1.0000, 1.0000, 1.0000, 0.9775, 0.8675), FDH = c(1, 1, 1, 1, 1), VRS =c(1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 0.8963), IRS = c(1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000, 1.0000
```

```
##
        CRS FDH
                   VRS
                           IRS
                                  DRS FRH
## 1 1.0000
              1 1.0000 1.0000 1.0000
## 2 1.0000
              1 1.0000 1.0000 1.0000
## 3 1.0000
            1 1.0000 1.0000 1.0000
## 4 1.0000
              1 1.0000 1.0000 1.0000
                                        1
              1 1.0000 1.0000 0.9775
## 5 0.9775
                                        1
## 6 0.8675
              1 0.8963 0.8963 0.8675
                                        1
```

From the above output the Facilities 1,2,3,4 are fully efficient for all the assumptions and Facilities 5,6 are not efficient.

Facility 5 is fully efficient for FDH, VRS, IRS and FRH assumptions. It is observed that 97.75% efficient for CRS and DRS assumptions. Facility 6 is fully efficient for FDH and FRS assumptions. For Facility 6 CRS and DRS assumptions 86.75% efficient. For Facility 6 IRS and VRS assumptions 89.63% efficient.

#### **Question 2: GOAL PRORAMMING**

Maximize Z = P - 6C - 3D, where P = total (discounted) profit over the life of the new products, C = change (in either direction) in the current level of employment, D = decrease (if any) in next year's earnings from the current year's level.

Profit P is expressed as:

```
P = 20x1 + 15x2 + 25x3
```

Employment level is expressed as:

$$6x1 + 4x2 + 5x3 = 50$$

Next year Earnings goal is expressed as:

$$8x1 + 7x2 + 5x3 >= 75$$

1. Model Formulation:

Let us consider y1 - Employment Level minus the target and y2 - Next Year Earnings minus the Target y1+ - Penalty for employment level goal exceeding 50 y1- - Penalty for employment level goal decreasing below 50 y2+ - Exceed the next year earnings y2- - Penalty for not reaching the next year earnings

$$y1 = 6x1 + 4x2 + 5x3 - 50$$
  $y2 = 8x1 + 7x2 + 5x3 - 75$ 

For Employment level goal y1 = y1 + - y1 - where y1 + , y1 - >= 0 y1 + - y1 -= 6x1 + 4x2 + 5x3 - 50

For Next year earnings goal y2 = y2 + - y2 - where y2 + y2 - y2 - = 8x1 + 7x2 + 5x3 - 75

Final Formulation is expressed as Max P = 20x1 + 15x2 + 25x3 6x1 + 4x2 + 5x3 - (y1+ - y1-) = 50 8x1 + 7x2 + 5x3 - (y2+ - y2-) = 75

 $x_i >= 0$ , where i = 1,2,3 yi + >= 0, where i = 1,2 yi - >= 0, where i = 1,2

#2)Managements objective function Objective Function

Maximize Z = P - 6C - 3D Objective function in terms of x1, x2, x3, y1+, y1-, y2+ and y2- Max Z = 20x1 + 15x2 + 25x3 - 6y1+ - 6y1- - 3y2- S.T.: 6x1 + 4x2 + 5x3 - y1+ + y1- = 50 8x1 + 7x2 + 5x3 - y2+ + y2- = 75 xj >= 0 where j=1,2,3  $y_1+y_2=0$  where j=1,2,3  $y_1+y_2=0$  where j=1,2  $y_1+y_2=0$  where j=1,2

### 3) Formulate and solve the linear programming model. What are your findings?

```
library(lpSolveAPI)
Maximum<- read.lp("max.lp")
solve(Maximum)</pre>
```

## [1] 0

#Print the model Maximum

```
## Model name:
##
                 x1
                         x2
                                x3
                                     y1p
                                             y1q
                                                    y2q
                                                           y2p
## Maximize
                  20
                         15
                                25
                                       -6
                                              -6
                                                     -3
                                                             0
## R1
                          4
                                 5
                                       -1
                                                      0
                   6
                                               1
                                                             0
                                                                     50
                                                                 =
## R2
                          7
                                 5
                                        0
                                                      1
                                                            -1
                                                                     75
## Kind
                Std
                       Std
                              Std
                                      Std
                                             Std
                                                    Std
                                                           Std
## Type
               Real
                      Real
                             Real
                                    Real
                                           Real
                                                  Real
                                                          Real
## Upper
                Inf
                       Inf
                               Inf
                                      Inf
                                             Inf
                                                    Inf
                                                           Inf
## Lower
                   0
                          0
                                 0
                                        0
                                               0
                                                      0
                                                              0
```

```
#To identify the Optimal Solution
get.objective(Maximum)
```

```
## [1] 225
```

The Optimal Value for the model is 225

```
#To Identify the variables
get.variables(Maximum)
```

```
## [1] 0 0 15 25 0 0 0
```

When the labor and earnings goals are prioritized, the optimal value can be obtained simply by producing products 2 and 3 at rates of 8.33 and 3.33, respectively. While both the workforce and earnings targets are met.

#### **Problems Found**

According to the Non Preemptive goal programming model, the objective function can be maximized by adding 25 additional people, which is a non-feasible approach for management. In the preemptive goal programming model using the streamlined approach, we have given the Employment and earnings goals a higher priority than the total profit goal, and the solution indicates that the optimal value has been achieved by achieving all of the goals, as opposed to the previous model where the Employment goal was not achieved.