



**NORTHWEST REGIONAL
WORKFORCE INVESTMENT BOARD**
FIRST JOB | NEXT JOB | BEST JOB

**Northwest Regional Workforce Investment Board
Board of Directors Meeting Agenda
Thursday, December 14th, 2023, at 12:00 PM
In Person at NRWIB
249 Thomaston Ave, Waterbury CT
Lunch will be provided.**

- 1- Approval of Minutes from June 8th and Sept 14th, 2023, Board of Directors' meeting.
- 2- Audit Presentation by MahoneySabol PY22.
- 3- NRWIB Committee Reports and Updates:
 - a. Committees
 - Executive Joe Vrabely
 - Personnel Giuseppe Pisani
 - Youth Fernando C. Spagnolo
 - Finance Dr. William Pizzuto
 - One Stop Joseph Wrinn
 - Disability JoAnn Ryan
 - b. DOL Update Michelle Caffè
 - c. Career Resources Inc Update Denise Babcock
 - d. President & CEO Update Cathy Awwad
- 4- Update and presentation on Regional Sector Partnerships.
- 5- Approval of meetings schedule (Full board, Executive, Finance & Youth).
- 6- Financial Report.
- 7- Other Business.
- 8- Adjournment.



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**Northwest Regional Workforce Investment Board
Board of Directors Meeting Minutes
Thursday, June 8th, 2023, at 12:00 PM
In Person at NRWIB
249 Thomaston Ave, Waterbury CT 06702**

***In attendance:** Mike Palmerie, Joe Wrinn, Lindy Gold, Joseph Vrabely, Anthony Canu, Beth Dupont, Cindy Rafael, Derroll Barrett, Stephen Romano, William Rybczyk, Sabrina Mancini, Shawna Edwards, Shannon Jannetty, Giuseppe Pisani, Ralph Richard, Patricia Smithwick, Judy Mancini (on behalf of Mayor O'Leary), Chris Amatruda (on behalf of F. Spagnolo).*

***Also in attendance:** Heather Pelletier, Renee Venturino, Jessica Reho, Stephen Barbieri, Susan Domanico.*

***Staff in attendance:** Susan Mertz, Cathy Awwad, Genny Fonseca, Ana Goncalves, Pam Larosa, Pam Collins, Nina Lombardi, Denise Babcock, Thomasina Tatum.*

The meeting commenced at noon.

The meeting started with a showcased video. Board member Cindy Rafael thanked the attendees after being recognized for facilitating the content of the video.

1- Approval of Minutes from the March 3rd, 2022, Board of Directors' meeting.

A motion to approve was made by L. Gold and seconded by M. Palmerie. Motion approved.

2- NRWIB Committee Reports and Updates:

a) Committees

- **Personnel** **Giuseppe Pisani**
No updates to report.
- **Youth** **Fernando C. Spagnolo**
C. Awwad gave an update on behalf of Chief Spagnolo about the Youth Fair event.
- **Finance** **Dr. William Pizzuto**
No updates to report.
- **Disability** **JoAnn Ryan**



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No updates to report.

- **One Stop** **Joseph Wrinn**
No updates to report.

- b) **DOL Update** **Michelle Caffè**
Steve Romano Announced that Michelle Caffè would be his replacement after his departure for retirement, he also expressed his gratitude for the opportunity to serve all these years.
- c) **Career Resources Inc. Update** **Denise Babcock**
D. Babcock reported on job fair outcomes and information sessions as well as the new staff onboarded recently.
- d) **President & CEO Update** **Cathy Awwad**
Updates were presented to the board members by C. Awwad reflected in the provided letter.

A motion to approve was made by G. Pisani and seconded by L. Gold. Motion approved.

3- Approval of Annual IFA Amendment for Current MOUs with American Job Center Partners:

- a) **CT Department of Aging and Disability Services**
- b) **CT State Department of Education**
- c) **CT Department of Labor.**
- d) **CT Indian Council**
- e) **Housing Authority – City of Waterbury**
- f) **Manufacturing Alliance Service Corporation (MASC)**
- g) **CT Community College – Naugatuck Valley**
- h) **Management & Training Corp/New Haven Job Corps**
- i) **New Opportunities Inc.**
- j) **CT Community College – Northwestern**
- k) **Prime Time House**
- l) **The WorkPlace– Senior Community Service Program**
- m) **The WorkPlace – Services for Veteran Families.**

Beth Dupont abstained from voting on item (K) Prime Time House. A motion to approve the rest of the items was made by G. Pisani and seconded by L. Gold. Motion approved.



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4- Approval of amendment to Supportive Services Policies:

a) Supportive Services Policy

The changes discussed are reflected in the provided documents.

b) NRWIB WIOA & H1B OJT Policy

Changes Discussed are an amended Address and some bookkeeping language.

A motion to approve was made by J. Wrinn and seconded by L. Gold. Motion approved.

5- Approval of Annual Grant of Authority

Allow the Executive Committee to act as an interim to the quarterly meeting.

A motion to approve was made by J. Wrinn and seconded by P. Smithwick. Motion approved.

6- Approval of Contracts

a. *JFES – \$ 1,496,292.00

b. WIOA - \$4,251,949.00

c. *CYEP - \$2,208,945.00

d. DCF - \$ 114,750.00

A motion to approve a, b & d was made by G. Pisani and seconded by L. Gold. Motion approved.

A motion to approve c was made by J. Wrinn and seconded by G. Pisani. Motion approved.

***Tentative pending issuance from the Connecticut Department of Labor. Funding levels may vary.**

7- Approval of Subcontracts:

a) JFES:

1. TBICO - \$80,000.00

2. Marrakech, Inc - \$50,000.00

3. Workplace success - \$40,000.00.

A motion to approve 1, 2 & 3 was made by G. Pisani and seconded by M. Palmerie. Motion approved.

b) WIOA Out of School Youth:

1. Naugatuck Valley Community College - \$484,823.00

2. Northwestern Connecticut Community College – \$279,972.00

A motion to approve was made by G. Pisani and seconded by L. Gold. Motion approved.



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8- Approval of Contract with Career Resources:

- 1. WIOA Career Services - \$1,373,247.00**
- 2. JFES and other programs Case Management – \$1,475,241.00**

A motion to approve was made by G. Pisani and seconded by J. Wrinn. Motion approved.

9- Approval of One-Stop Operator Contract: Northwest CT Chamber of Commerce - \$125,000.00

A motion to approve was made by L. Gold and seconded by B. Dupont. Motion approved.

10- Approval of All-Funds Budgets for Program Year 2023-2024

S. Mertz confirmed that there are 25 funders and the all-funds sum up to 26 million with a carryover amount of 2.5 million.

A motion to approve was made by G. Pisani and seconded by L. Gold. Motion approved.

11- Approval of Cost Allocation Plan - Please Refer to Bound Notebook

A motion to accept and place on file was made by G. Pisani and seconded by M. Palmerie. Motion approved.

12- Financial Report

A motion to accept and place on file was made by G. Pisani and seconded by M. Palmerie. Motion approved.

13- Other Business

Ana Goncalves Gave an update on the Regional Sector Partnerships program. A video accompanied the presentation displaying the accomplishment of the NRWIB.

14- Adjournment

A motion to adjourn was made by G. Pisani and seconded by L. Gold at 12:43 PM. Motion approved.



**NORTHWEST REGIONAL
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**Northwest Regional Workforce Investment Board
Board of Directors Meeting Minutes
September 14th, 2023, at 12 PM
In Person at NRWIB
249 Thomaston Ave, Waterbury CT 06702**

***In attendance:** Joseph Vrabely (Chair), Joe Wrinn, Lindy Gold, Beth Dupont, Cindy Rafael, Derroll Barrett, William Rybczyk, Sabrina Mancini, Giuseppe Pisani, Ralph Richard, Patricia Smithwick, William Pizzuto, Evan Berns, Mike Rooke, Michelle Caffè, Joann Ryan, Chief Fernando Spagnolo, Judy Mancini (on behalf of Mayor O'Leary).*

***Also in attendance:** Jessica Reho, Stephen Barbieri, Susan Domanico, Alexis Rodriguez, Jose Garcia, Christina Herrera, Christy Martin.*

***Staff in attendance:** Susan Mertz, Cathy Awwad, Genny Fonseca, Ana Goncalves, Pam Larosa, Pam Collins, Amy Fellows, Denise Babcock.*

The meeting commenced at noon.

1. Approval of Minutes from June 8th, 2023

Approval of the June 8th, 2023, minutes will take place in the next December 14th meeting.

2. NRWIB Committee Reports and Updates:

a. Committees

i. Personnel

None Reported

ii. Youth

Chief Spagnolo gave an update on PAL's collaboration in facilitating the upcoming Waterbury Back to School Youth Event, which will take place on October 4th, 2023 at the Naugatuck Valley Community College.

iii. Finance

None reported.

v. Disability

None Reported

b. DOL - Michelle Caffè

Ms. Caffè will be taking over after Steve Romano retired.



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c. One-Stop Center Director Update - Denise Babcock

D. Babcock announced the sad passing of one of the CRI staff (Kim Meken). She also reported some new staff recruitments, as well as some job fair outcomes, and information sessions. The AJC recruitment events that were held up to September 8th were successful and yielded significant numbers.

d. President & CEO Update - Cathy Awwad

CEO C. Awwad reported receiving the contract documents for the Good Jobs Challenge funding, supporting the regional sector partnerships. She also mentioned that a few of the board's staff will participate in future events and meetings.

C. Awwad brought up the success of the CYEP Summer Program that concluded in mid-August.

3. Designation of "industries with significant labor market demand" for the purposes of funding ITA's in excess of \$4,000 PY 23-24

Industries mentioned are Manufacturing, Construction, Healthcare, IT and CDL.

A motion to approve was made by J. Pisani and seconded by J. Wrinn. Motion approved.

4. Presentation of programming from New Haven Job Corp

5. Confirmation of Good Jobs Challenge funding contract

A motion to approve was made by L. Gold and seconded by Dr. Rooke. Motion approved.

6. Approval of one year contract (9/1/2023 to 7/30/2024) with Greater Danbury Chamber of Commerce for Healthcare Regional Sector Partnership: \$100,700

A motion to approve was made by J. Pisani and seconded by J. Wrinn. Motion approved.

7. Approval of contract with Collaborative Economics for Regional Sector Partnership Technical Assistance: \$52,000

A motion to approve was made by W. Pizzuto and seconded by Dr. Rooke. Motion approved.

8. Approval of one year contract (9/1/2023 to 7/30/2024) with Greater Waterbury Chamber of Commerce for Manufacturing Regional Sector Partnership: \$25,000

A motion to approve was made by W. Pizzuto and seconded by Dr. Rooke. Motion approved.



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9. Approval of one-year contract (9/1/2023 to 7/30/2024) with Northwest Chamber of Commerce for Manufacturing Regional Sector Partnership: \$25,000

A motion to approve was made by W. Pizzuto and seconded by J. Wrinn, J. Ryann abstained. Motion approved.

10. Financial Report

CFO S. Mertz presented the financials for the year ended 6.30.2023, anticipating an annual revenue of 8.9 million, an increase of one million from last year. This was a preliminary fact due to additional grant awards of CareerConneCT, Project Longevity, and Community Projects grants. A Net income of approximately 95k is projected. The primary sources of net income are prior year indirect recovery and ticket-to-work revenue.

The July Financials have been reviewed, all accounts reconciled, and grant reports submitted in a timely manner.

The all-funds budget statement for the new year has not been updated at this time. It will be available for the next board meeting.

The fiscal monitoring is complete and has no findings. The audit process has started, and the audit team will be on-site the first week of October.

A motion to receive and place on file was made by W. Pizzuto and seconded by Dr. Rooke. Motion approved.

11. Other Business

None Reported

12. Adjournment

A motion to adjourn was made by W. Pizzuto and seconded by E. Berns at 1:00 PM. Motion approved.

MEMORANDUM

FROM: Denise Babcock, VP of Operations-Northwest

TO: Cathy Awwad, NRWIB

DATE: December 7, 2023

CAREER RESOURCES, INC. ONE STOP REPORT

ACCOMPLISHMENTS

- Staff hiring – 2 JFES Career navigators – one for Torrington office and one for Danbury office both – started 9/25/23 and a WIOA Career navigator – start date 12/4/2023
- **The following AJC recruitments were held in Danbury (staff attended) (3 events) :** 9/13, 10/17 and 11/8/2023 – Entry Point Staffing and ESS (Education Mgmt Staffing Solution)
- **The following AJC recruitments were held in Torrington (staff attended) :** **Nov:**11/28 – Northwest Home Care, Torrington Savings Bank, Howmet Aerospace, ESS, Northwest Home Care and WIS International (serves leading retailers such as – Dollar General, Lowes, Home Depot, Family Dollar Tree, Rite Aid); **Dec:** 12/5 – Oak Hill, Outer Armour, O&G
- **The following AJC Recruitments were held in Waterbury(staff attended) :** **Sept (3 events):** 9/2 Hispanic Heritage Small Expo, 9/20 AJC & Resource Career Fair, 9/27 NVCC Resource Fair; **Oct (6 events):**10/11& 10/12 NVCC Job/Career Fair and 10/12 Greater Wtby Job Fair, 10/19 Eversource, Project Genesis, Holo-Krome, Bethel Health Care and 10/27 Transportation/Distribution and Logistics Fair; **Nov (2 events)** 11/1 CT Transit Job fair, 11/14 CT Cellar Doors, FedEx, Marrakech, WIS International, Eversource
- NRWIB/CRI staff provided a Thanksgiving Feast to participants on 11/21/23. Kaynor Tech Culinary class provided the food. We had a great turnout and all who shared in the festivities were so thankful for this day. It was our way of saying “thank you” to our participants.
- CRI staff participated in a training given by The Connection on 10/20 and 11/1 “Engaging Clients in Crisis”
- We launched our “Career Launch Camp” started this past October for individuals needing help with resume writing, job search skills, interview techniques, mock interviews plus much more. Helps folks get job ready. Held in person in Wtby AJC – once a month – 3 consecutive days: 9am- 1pm.

PY23 Program Year

Total ITA’s issued for PY 23 (July 1, 2023- Dec. 7, 2023)

PROGRAM	ITA’s	AMOUNT
WIOA - Adult	9	\$36,640.51
WIOA – DLW	4	\$ 10,749.00
Community Projects Grant	48	\$153,200.49
Apprenticeship CT 2.0	7	\$ 45,740.00
CTWHISP	19	\$57,050.00
Career Connect	28	\$ 146,106.00
Total	115	\$449,486.00



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NRWIB COMMITTEE MEETING SCHEDULES FOR YEAR 2024

Board of Directors' Meetings

All meetings are held quarterly on the second Thursday Each Month @ 12PM

March 14, 2024

June 13, 2024

September 12, 2024

December 12, 2024

Executive Committee Meetings

All meetings are held on the first Wednesday of every month @ 8AM

January 3, 2024

February 7, 2024

March 6, 2024

April 3, 2024

May 1, 2024

June 5, 2024

July 3, 2024

August 7, 2024

September 4, 2024

October 2, 2024

November 6, 2024

December 4, 2024

Finance Committee Meetings

All meetings are held quarterly on the first Thursday of each month @ 9AM

March 7, 2024

June 6, 2024

September 5, 2024

December 5, 2024

AJC (R) "A proud partner of America's Job Center Network."

Department of Labor • Career Resources, INC • Bureau of Rehabilitative Services
Department of Social Services • Board of Education and Services for the Blind • CT Job Corp Center
Naugatuck Valley Community College • Northwestern CT Community College
Bureau of Health/Nutrition Family Services and Adult Education



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NRWIB YOUTH COMMITTEE MEETING SCHEDULE FOR PY 2024

Youth Committee Meetings

All meetings are held in person @ 8AM on the third Thursday of the following months:

February 15, 2024

May 16, 2024

August 15, 2024

November 21, 2024

AJC (R) "A proud partner of America's Job Center Network."

Department of Labor • Career Resources, INC • Bureau of Rehabilitative Services
Department of Social Services • Board of Education and Services for the Blind • CT Job Corp Center
Naugatuck Valley Community College • Northwestern CT Community College
Bureau of Health/Nutrition Family Services and Adult Education

Northwest Regional Workforce Investment Board, Inc.

Statement of Financial Position

As of October 31, 2023

	<u>Oct 31, 23</u>
ASSETS	
Current Assets	
Checking/Savings	
10100 · All Funds Checking	207,206.02
10200 · Good Jobs Checking	304,739.90
10400 · Unrestricted Checking	343,242.25
10500 · Benefits Checking	62.93
10710 · Other Funds Checking	982,838.55
10800 · 18 month CD - Danbury Savings	106,142.91
10900 · Payroll Checking NEW	960.56
Total Checking/Savings	<u>1,945,193.12</u>
Accounts Receivable	
11000 · Accounts Receivable	12,633.47
11009 · Accounts Rec-Infrastructure	5,111.55
Total Accounts Receivable	<u>17,745.02</u>
Other Current Assets	
12000 · Inventory	969.00
13000 · Prepaid Expenses	47,380.23
Total Other Current Assets	<u>48,349.23</u>
Total Current Assets	<u>2,011,287.37</u>
Fixed Assets	
16100 · Equipment	11,578.00
17100 · Accum Deprec-Equipment	-11,578.00
Total Fixed Assets	<u>0.00</u>
Other Assets	
14000 · Lease Asset	93,161.21
Total Other Assets	<u>93,161.21</u>
TOTAL ASSETS	<u>2,104,448.58</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 · Accounts Payable	660,751.09
Total Accounts Payable	<u>660,751.09</u>
Credit Cards	
21500 · Credit Card/VISA - *2122/0969	-11,455.56
21800 · VISA *9056	-11,838.00
Total Credit Cards	<u>-23,293.56</u>
Other Current Liabilities	
20002 · YE Accrued Expenses	78,428.79
24500 · Accrued Vacation	93,726.36
25000 · Due to Funding Source	434.76
33300 · Suspense	-364.54
Total Other Current Liabilities	<u>172,225.37</u>
Total Current Liabilities	<u>809,682.90</u>
Long Term Liabilities	
26000 · Lease Liability	93,161.21
Total Long Term Liabilities	<u>93,161.21</u>
Total Liabilities	<u>902,844.11</u>

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Northwest Regional Workforce Investment Board, Inc.

11/17/23

Statement of Financial Position

Accrual Basis

As of October 31, 2023

	<u>Oct 31, 23</u>
Equity	
39005 · Retained Earnings	621,027.06
Net Income	<u>580,577.41</u>
Total Equity	<u>1,201,604.47</u>
TOTAL LIABILITIES & EQUITY	<u><u>2,104,448.58</u></u>

Northwest Regional Workforce Investment Board, Inc.
Statement of Activities (Profit & Loss) Budget vs. Actual
July through October 2023

	Jul - Oct 23	Budget	\$ Over Budget	% of Budget
Income				
41000 · WIOA	942,295.11	4,251,949.00	-3,309,653.89	22.2%
42000 · JFES	180,581.75	1,476,292.00	-1,295,710.25	12.2%
44000 · WIOA Demo Grants	-42.39	0.00	-42.39	100.0%
45000 · Grant Funds-Other	526,648.14	5,185,370.05	-4,658,721.91	10.2%
45001 · Grant Funds-Other Additional	1,365,423.50			
45500 · Unreserved/Unrestricted	500.00			
45510 · Interest Earned	281.27			
45600 · Grant Income - Career Connect	0.00	0.00	0.00	0.0%
47000 · Youth Employment Programs	1,019,709.96	1,161,570.00	-141,860.04	87.8%
48000 · Good Jobs Ordinance	-3,186.63			
49000 · US DOL Grants	-1,390.58	0.00	-1,390.58	100.0%
Total Income	4,030,820.13	12,075,181.05	-8,044,360.92	33.4%
Gross Profit	4,030,820.13	12,075,181.05	-8,044,360.92	33.4%
Expense				
51000 · Salaries	521,046.13	1,230,100.48	-709,054.35	42.4%
55000 · Fringe Benefits	133,441.33	402,600.98	-269,159.65	33.1%
61000 · Background check/Drug testing	0.00	977.00	-977.00	0.0%
62000 · Rent/Util/Sec/Clean	23,957.62	115,978.37	-92,020.75	20.7%
63900 · Infrastructure Cost Recovery	-5,320.71	0.00	-5,320.71	100.0%
64000 · Telephone	7,298.47	12,890.00	-5,591.53	56.6%
65000 · Advertising/Printing	1,008.44	6,813.00	-5,804.56	14.8%
66000 · Dues & Subscriptions	2,534.00	12,546.00	-10,012.00	20.2%
68000 · Office Supplies/Equipment	3,256.36	34,930.00	-31,673.64	9.3%
68001 · Cost of Meeting	1,550.00	0.00	1,550.00	100.0%
68010 · Insurance Reimbursement	0.00	4,800.00	-4,800.00	0.0%
68500 · IT	19,820.47	158,504.97	-138,684.50	12.5%
69000 · Bank Fees	153.00	0.00	153.00	100.0%
70000 · Postage	194.35	1,205.00	-1,010.65	16.1%
72000 · Travel & Mileage	4,436.28	53,666.00	-49,229.72	8.3%
74000 · Staff Training	199.00	3,155.00	-2,956.00	6.3%
76000 · Insurance	0.00	18,408.00	-18,408.00	0.0%
76200 · Outreach/Recruitment	438.00	159,700.00	-159,262.00	0.3%
77000 · Consultants	9,489.00	67,400.00	-57,911.00	14.1%
78000 · Professional Services	1,600.00	299,054.50	-297,454.50	0.5%
78100 · Prof Services Audit	7,800.00			
78200 · Prof Services Legal	0.00	6,400.00	-6,400.00	0.0%
78300 · Payroll Service	1,129.84	4,234.00	-3,104.16	26.7%
78500 · Purchased Services	0.00	-2,800.00	2,800.00	0.0%
78600 · Purchased Services PSA	10,120.00	59,020.00	-48,900.00	17.1%
79000 · Program Admin	0.00			
79999 · Indirect Cost Rate	0.00	532,046.55	-532,046.55	0.0%
80000 · ITA/ITV	296,209.00	2,818,040.81	-2,521,831.81	10.5%
80001 · Provider Expense-Other	2,018.00	1,499.99	518.01	134.5%
80002 · Career Services	764,550.68	2,273,491.36	-1,508,940.68	33.6%
80003 · Participant Tutoring	9,073.51	48,927.00	-39,853.49	18.5%
80004 · OneStop Operator	30,772.12	125,500.00	-94,727.88	24.5%
80005 · OJT	0.00	15,000.00	-15,000.00	0.0%
80006 · Provider Expense-Contracts	1,316,990.97	2,827,930.26	-1,510,939.29	46.6%
80007 · Supportive Services	37,530.52	263,007.60	-225,477.08	14.3%
80009 · Subsidized Payroll	76,584.64	52,989.00	23,595.64	144.5%

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11/17/23

Accrual Basis

Northwest Regional Workforce Investment Board, Inc.
Statement of Activities (Profit & Loss) Budget vs. Actual
July through October 2023

	<u>Jul - Oct 23</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
80011 · Provider Exp- Cohort Training	12,000.00	51,900.00	-39,900.00	23.1%
81000 · Incentive/Benchmark	47,460.00	93,064.00	-45,604.00	51.0%
82000 · Provider Expense-IWT	16,409.60	0.00	16,409.60	100.0%
83000 · Operational Expenses-(CRI)	49,855.95	289,642.18	-239,786.23	17.2%
85000 · Participant Software	46,500.00	32,559.00	13,941.00	142.8%
90020 · Late Fees	136.15			
Total Expense	<u>3,450,242.72</u>	<u>12,075,181.05</u>	<u>-8,624,938.33</u>	<u>28.6%</u>
Net Income	<u>580,577.41</u>	<u>0.00</u>	<u>580,577.41</u>	<u>100.0%</u>

Northwest Regional Workforce Investment Board, Inc.
Statement of Activities (P&L) AF Budget vs. Actual
July through October 2023

	Actual Expenditures 7/1/23-		\$ Variance to All Funds	
	10/31/23	Budget per All Funds	Budget	% of Budget
Income				
41000 · WIOA	942,295.11	5,876,311.00	(4,934,015.89)	16.0%
42000 · JFES	180,581.75	1,476,292.00	(1,295,710.25)	12.2%
44000 · WIOA Demo Grants	(42.39)	88,333.52	(88,375.91)	0.0%
45000 · Grant Funds-Other	526,648.14	5,873,503.00	(5,346,854.86)	9.0%
45001-Grant Funds Other-Additional	1,365,423.50	6,742,412.00	(5,376,988.50)	20.3%
45510 · Interest Earned	281.27	-	281.27	
45500 · Unreserved/Unrestricted	500.00	343,242.25	(342,742.25)	
47000 · Youth Employment Programs	1,019,709.96	2,380,559.45	(1,360,849.49)	42.8%
48000 · Good Jobs Ordinance	(3,186.63)	123,000.00	(126,186.63)	-2.6%
49000 · US DOL Grants	(1,390.58)	1,124,443.00	(1,125,833.58)	-0.1%
Total Income	4,030,820.13	24,028,096.22	(19,997,276.09)	16.8%
Gross Profit	4,030,820.13	24,028,096.22	(19,997,276.09)	16.8%
Expense				
51000 · Salaries	521,046.13	1,648,072.60	(1,127,026.47)	31.6%
55000 · Fringe Benefits	133,441.33	593,306.14	(459,864.81)	22.5%
61000 · Background check/Drug testing	-	-	-	
62000 · Rent/Util/Sec/Clean	23,957.62	178,941.42	(154,983.80)	13.4%
63900 · Infrastructure Cost Recovery	(5,320.71)	-	(5,320.71)	
64000 · Telephone	7,298.47	20,002.91	(12,704.44)	36.5%
65000 · Advertising/Printing	1,008.44	10,500.30	(9,491.86)	9.6%
66000 · Dues & Subscriptions	2,534.00	18,422.50	(15,888.50)	13.8%
68000 · Office Supplies/Equipment	3,256.36	150,503.89	(147,247.53)	2.2%
68001 · Cost of Meeting	1,550.00	4,000.00	(2,450.00)	38.8%
68500 · IT	19,820.47	80,383.00	(60,562.53)	24.7%
69000 · Bank Fees	153.00	-	153.00	
70000 · Postage	194.35	2,587.59	(2,393.24)	7.5%
72000 · Travel & Mileage	4,436.28	46,255.00	(41,818.72)	9.6%
74000 · Staff Training	199.00	5,000.00	(4,801.00)	4.0%
76000 · Insurance	-	32,000.00	(32,000.00)	0.0%
76200 · Outreach/Recruitment	438.00	152,029.85	(151,591.85)	0.3%
77000 · Consultants	9,489.00	35,000.00	(25,511.00)	27.1%
78000 · Professional Services	1,600.00	-	1,600.00	
78100 · Prof Services Audit	7,800.00	35,000.00	(27,200.00)	22.3%
78200 · Prof Services Legal	-	6,400.00	(6,400.00)	
78300 · Payroll Service	1,129.84	7,500.00	(6,370.16)	15.1%
78500 · Purchased Services	-	-	-	
78600 · Purchased Services PSA	10,120.00	27,800.00	(17,680.00)	36.4%
79000 · Program Admin	-	-	-	
79999 · Indirect Cost Rate	-	436,852.60	(436,852.60)	0.0%
80000 · ITA/ITV	296,209.00	2,001,092.98	(1,704,883.98)	14.8%
80001 · Provider Expense-Other	2,018.00	-	2,018.00	
80002 · Career Services	764,550.68	2,817,039.00	(2,052,488.32)	27.1%
80003 · Participant Tutoring	9,073.51	48,235.14	(39,161.63)	18.8%
80004 · OneStop Operator	30,772.12	125,000.00	(94,227.88)	24.6%
80005 · QJT	-	573,973.47	(573,973.47)	0.0%
80006 · Provider Expense-Contracts	1,316,990.97	3,615,607.00	(2,298,616.03)	36.4%
80007 · Supportive Services	37,530.52	793,979.36	(756,448.84)	4.7%
80009 · Subsidized Payroll	76,584.64	694,983.30	(618,398.66)	11.0%
80010 · Subsequent Year Funding	-	8,357,680.46	(8,357,680.46)	0.0%
80011 · Provider Exp- Cohort Training	12,000.00	510,164.00	(498,164.00)	2.4%
81000 · Incentive/Benchmark	47,460.00	363,500.00	(316,040.00)	13.1%
82000 · Provider Expense-IWT	16,409.60	203,941.36	(187,531.76)	8.0%
83000 · Operational Expenses-(CRI)	49,855.95	301,042.35	(251,186.40)	16.6%
85000 · Participant Software	46,500.00	131,300.00	(84,800.00)	35.4%
90020 · Late Fees	136.15	-	136.15	
Total Expense	3,450,242.72	24,028,096.22	(20,577,853.50)	14.4%
Net Income	580,577.41	-	580,577.41	100%