



**NORTHWEST REGIONAL
WORKFORCE INVESTMENT BOARD**

FIRST JOB | NEXT JOB | BEST JOB

EXECUTIVE COMMITTEE MEETING AGENDA

Wednesday, October 6th, 2021, at 8:00 AM

Please join my meeting from your computer, tablet, or smartphone.

<https://us06web.zoom.us/j/87653392276?pwd=UXZtUFFsQXFRCtQ0bnVYMFkzVGhZdz09>

Meeting ID: 876 5339 2276

Passcode: 060281

You can also dial in using your phone.

One tap mobile

+19292056099,,87653392276#,,,,*060281# US (New York)

+13017158592,,87653392276#,,,,*060281# US (Washington DC)

Dial by your location

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 669 900 6833 US (San Jose)

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Meeting ID: 876 5339 2276

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- 1. Approval of Executive Committee Meeting Minutes from August 4th, 2021**
 - 2. Ratification of Approval of Updated Incumbent Worker Training (IWT) Policy**
 - 3. Approval of Creative Awnings & Structures LLC, CT WHISP IWT-21-002 Contract for \$2,125.00 for One Workforce H-1B Incumbent Worker Training Program**
 - 4. Approval of H-O Products Corp. CT WHISP IWT-21-003 Contract for \$5,000.00 for One Workforce H-1B Incumbent Worker Training Program**
 - 5. Approval of Wittmann Battenfeld, Inc. CT WHISP IWT-21-004 Contract for \$21,250.00 for One Workforce H-1B Incumbent Worker Training Program**
 - 6. Approval of Belle Academy of Cosmetology Programs**
 - 7. Finance Update**
 - 8. Other Business**
 - 9. Adjournment**

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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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EXECUTIVE COMMITTEE MEETING MINUTES

Wednesday, August 4th, 2021 at 8:00 AM

VIA Virtual Conference Video Call at:

<https://zoom.us/j/91686516069?pwd=cTBRMllaMnlLdkhSN05DR1dZd3duZz09>

Meeting ID: 916 8651 6069

Passcode: 587056

One tap mobile

+13017158592,,91686516069#,,, *587056# US (Washington DC)

+13126266799,,91686516069#,,, *587056# US (Chicago)

Dial by your location

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 916 8651 6069

Passcode: **587056**

Find your local number: <https://zoom.us/u/adGJ6jD3yp>

Participating: M. Hayden, W. Pizzuto, B. Dupont, J. Wrinn, J. Vrabely, G. Pisani (Chair), F. Spagnolo, P. Smithwick, S. Mertz.

Meeting Commenced at 8:01 AM.

- 1. Approval of Executive Committee Meeting Minutes from July 7th, 2021**
A motion to approve was made by P. Smithwick and seconded by W. Pizzuto. Motion approved.
- 2. Approval of Revised Personnel Policy Pertaining to Sick Leave**
A motion to approve was made by W. Pizzuto and seconded by B. Dupont. Motion approved.
- 3. Approval of CRI WIOA/JFES WJ-21-001 Contract Amendment for an additional \$2,690.00 from \$1,783,447.00 to \$1,786,137.00.**
A motion to approve was made by P. Smithwick and seconded by W. Pizzuto. Motion approved.
- 4. Approval of NVCC WIOA OSY-21-001 Contract Amendment for an additional \$11,190.46 from \$268,571.00 to \$302,142.38.**
A motion to approve was made by P. Smithwick and seconded by W. Pizzuto. Motion approved.



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5. Approval of Waterbury Youth Services CYEP-21-006 Contract Amendment for an additional \$153,153.78 from \$115,959.46 to \$269,113.24.

A motion to approve was made by W. Pizzuto and seconded by P. Smithwick. Motion approved.

6. Approval and Adoption of the Final All Funds Budget

A motion to approve was made by W. Pizzuto and seconded by P. Smithwick. Motion approved.

7. Finance Update

A motion to accept was made by W. Pizzuto and seconded by P. Smithwick. Motion approved.

8. Other Business

J. Vrabely asked S. Mertz if there was any feedback from the Chittenden Group, as they were a long-time vendor of the NRWIB, and there was a changeover in the property and casualty insurance policy. S. Mertz responded that the Chittenden Group did reach out to her asking why the reason for the change, and she advised them that while the NRWIB was happy with their services, the Executive Committee opted for a change.

J. Vrabely asked M. Hayden how the overall function of the organization was running, since the NRWIB experienced such a dramatic cutback in funding. M. Hayden informed J. Vrabely that the organization had been running standardly, however, during their annual performance evaluations, the staff were made aware that this is a time when everyone is expected to step up and take on extra responsibilities, if need be. M. Hayden explained that the staff had been very receptive to the situation and understood that due to lack of funding, they would not be receiving a raise in salary at this time. M. Hayden believes that the new organizational structure that assigned supervisor titles to James Amis, Susan Mertz, and Genny Fonseca has been very helpful.

M. Hayden advised the committee that currently there isn't a large volume of people entering the building for services, however, he believes that there will be a rush come September when the \$300.00 PUA income check comes to an end, and the public resumes seeking employment and training services. M. Hayden believes that at that time, the NRWIB will get a real idea of what it will be like to handle the heavy workload with a shortage of staff. A long-term career navigator which was an employee from the Torrington office that was originally going to be laid off was willing and accepted a position with CRI at the Waterbury office, which has helped tremendously. The current CRI staff are all ambitious doers and go-getters, and M. Hayden is confident that they will get the job done, given the short number of staff they have.

M. Hayden also advised the committee that unfortunately, due to funding cuts, the NRWIB had to lay off Larry Devito, who was a long-time employee. While the organization had hoped for the Jobs Funnel funds of \$350,000.00, the NRWIB only received \$53,000.00 of those funds, which wouldn't even cover the salary or fringe benefits. It was a very hard decision for the organization to make, as well as asking another staff member to step up and take on Larry's

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old roles and responsibilities. For several weeks C. Awwad and M. Hayden made multiple attempts to acquire the \$350,000.00 in funds, including having conversations with Senator Hartley, Kelli Vallieres and the Office of Workforce Strategy (OWS), and other legislators, but unfortunately, they were unsuccessful. The situation was a huge disappointment, to no lack of effort on the NRWIB's part, and a very hard decision to make. The NRWIB staff member Joe Diorio will be taking on Larry Devito's old role and responsibilities. Joe is familiar with Larry's Jobs Funnel program and had been working closely with him, so M. Hayden believes there won't be any issues there.

G. Pisani asked M. Hayden if he anticipates any near future setbacks or provisions due to the recent spike in Covid-19 cases, especially concerning the in-person meetings and the mandatory mask policy. M. Hayden explained that the mask policy was reinstated and that all staff must wear a mask whenever leaving their cubicle or office, and in all public areas. All mask signage has also been reposted around the office. As for whether the September full Board of Directors' meeting will be held virtually or in person, M. Hayden will have an update for the committee about that at a later time. As for the Department of Labor, the doors are still open to the public as of current, but the majority of individuals coming in are inquiring about unemployment benefits, not job and/or educational training programs. The DOL is staff is operating at 50% capacity and will continue to do so. If approved by their manager, state employees have the opportunity to telework from home 100% of the time through the end of December 2021. For now, the NRWIB staff will continue to come into the office every day, continue to wear masks, and continue to social distance.

9. Adjournment

A motion to adjourn was made by W. Pizzuto and seconded by P. Smithwick at 8:23AM. Motion approved.

Policy regarding Incumbent Worker Training (IWT)

The Northwest Regional Workforce Investment Board adopts the following policy regarding Incumbent Worker Training (IWT):

A. General

The following Incumbent Worker Training (IWT) policy and procedures apply universally to all NRWIB administered incumbent worker training. Individual programs may have additional IWT policies and procedures that are specific to that program.

Incumbent Worker Training is a type of work-based, employer-driven training for employees providing the skills that they need to either retain employment or to avert layoffs. IWT provides both employees and employers with the opportunity to build and maintain a quality workforce and increase both the workers' and employers' competitiveness. For purposes of this policy and procedures, the term "employer" represents any entity applying for and receiving IWT funds on behalf of an employer or group of employers.

IWT is designed to meet the special requirements of an employer or a group of employers for the purpose of acquiring training to:

1. Help avert potential layoffs of employees, or
2. Increase the skill levels of employees so they can be promoted within the company and create backfill opportunities. The training should, whenever possible, allow the trainee to gain industry recognized training experience and ultimately lead to an increase in wages.

B. Policy

1. Eligibility

For employers to be eligible for IWT funds, the following criteria must be met:

- a. The training must:
 - i. Be designed to meet the special requirements of an employer (or group of employers) to retain a skilled workforce or avert the need to lay off; and/or
 - ii. Provide the skills and/or knowledge to improve the competitiveness of the employee(s) or both the employee(s) and employer.

- b. The employee(s) must:

- i. Be employed;
- ii. Meet the Fair Labor Standards Act requirements for an employee-employer relationship;
- and
- iii. Have an established employment history with the employer of six (6) months or more (includes time as a temporary or contract worker); or
- iv. Be a member of a cohort of employees, where the majority (more than 50%) of those employees trained do meet the six-month employment history requirement.

c. The incumbent worker does not have to meet the eligibility requirements for WIOA-funded career and training services for adults and dislocated workers unless he/she is also enrolled as a participant in the WIOA Adult or Dislocated Worker Programs.

2. Cost Sharing Requirement

Employers are required to pay a share of the cost of providing training to their incumbent workers. Cost of the training may include but is not limited to instruction, books, materials and exams. The employer’s share of the costs of training can be through cash payments, fairly evaluated in-kind contributions, or both. In-kind contributions are wages paid to the incumbent worker trainee while the worker attends training. The minimum amount of the employer’s share depends on the size of the employer but may not be less than the following percentages based on employer size.

% of the Cost of IWT	Size of Employer Based on the Number of Employees
10%	≤ 50 employees (equal to or less than 50)
25%	51 through 100 employees
50%	> 100 employees (greater than 100)

In accordance with the contract provisions, NRWIB reimburses the employer for the NRWIB share of the cost of training upon the employer’s submission of a complete and accurate invoice along with the IWT Report documenting the results of the training and any other required documentation.

3. Union Consideration

Funds provided for IWT must not be used to directly or indirectly assist, promote or deter union organizing. Funds provided for IWT may not be used to directly or indirectly aid in the filling of a job opening which is vacant because the former occupant is on strike, being locked out or involved in a work stoppage in the course of a labor dispute.

4. Prohibited Employers

NRWIB will not enter into a IWT contract with employers who are in violation of local, state or federal labor laws or who failed to meet their obligations under a previous IWT contract.

C. Procedures

1. Application

Employers who are interested in obtaining assistance funding IWT must submit an application to NRWIB providing detailed information regarding the proposed training, employees to be trained, cost sharing and intended outcomes for the employee and the employer.

2. Determining Employer Eligibility

a. NRWIB staff use the information from the application to determine if the employer(s) are eligible for IWT funds based on CWT IWT Policy. In evaluating whether the proposed training meets the NRWIB IWT eligibility criteria, NRWIB staff consider the following factors.

- i. Characteristics of the employee(s)
 - a) Barriers to employment
 - b) Lack of skills and/or knowledge provided by the proposed training
- ii. Relationship of the training to the competitiveness of the employee and employer
- iii. Layoffs will be averted as a result of the training
- iv. Employee advancement opportunities along with wage and benefits increase (pre and post training earnings)
- v. Number of employees participating in the training
- vi. Existence of other training and advancement opportunities provided by the employer
- vii. Credentials and skills gained as a result of the training
- viii. NRWIB's larger industry sector and/or career pathway strategy
- ix. Employer size

3. Employer Contract

Once the Application for Incumbent Worker Training Funds is approved by NRWIB, a contract between NRWIB and the employer must be executed prior to the start of the IWT. NRWIB staff discuss the contract provisions with the employer prior to contract execution to ensure agreement and compliance with contract provisions.

a. Contract provisions for discussion with the employer:

- i. The amount of funds NRWIB will provide for the training and related costs
- ii. The employer's required cost-sharing portion of the training and how that employer will meet this requirement
- iii. Number of employees to be trained
- iv. Requirement that trainees must have an established work history with the employer. (Work history includes time as a temporary or contract worker.)

- v. Agreement that NRWIB staff may collect registration information directly from trainees
- vi. Anticipated outcome of the training
- vii. Incumbent worker training contract provisions
- viii. Financial and administrative contract provisions
- ix. Contract specific terms
- x. Position or job title of the trainees
- xi. Number of hours of training per participant
- xii. Beginning and end dates of the contract
- xiii. Beginning and end dates of the training
- xiv. Reporting requirements
- xv. Invoicing procedures

b. Components IWT contract:

- i. A completed NRWIB Incumbent Worker Training (IWT) Contract template signed by the employer and NRWIB signatory
- ii. The approved NRWIB Application for Incumbent Worker Training Funds Report Form
- iii. Report Form
- iv. NRWIB Protecting Personally Identifiable Information Policy (PII)
- v. Additional exhibits deemed necessary by NRWIB

4. Reporting

Employers are required to document and report to NRWIB the data elements contained on the NRWIB Incumbent Worker Training (IWT) Report as required by the contract terms.

The elements of the IWT Report include but are not limited to:

- i. Employer's name,
- ii. Title and type of training,
- iii. Training provider,
- iv. The following data elements applicable to each trainee: name, employment start date, training start date, job title, post training job title (if promoted), credential earned, and amount of post-training wage increase, and any other information required of the IWT funding sources. (Note: employment start date may include time as a temporary or contract worker).

5. Monitoring

Whenever feasible, NRWIB staff monitor IWT to ensure that training is delivered as described in the contract. At minimum, NRWIB staff conducts at least one on-site visit during the IWT and documents participant attendance. The six-month work history requirement is monitored by requesting documentation of the employment start date for a random sample of trainees listed on the employer's IWT Report.

** *** **

CONTRACT SUMMARY PAGE

CT WHISP CONTRACT CT WHISP IWT-21-002
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Contracting Agency	Northwest Regional Workforce Investment Board, Inc. 249 Thomaston Avenue Waterbury, CT 06702		
	<i>Name of entity</i>		
Contracting Agency Contact	Catherine N. Awwad, Executive Director	203-574-6971 x 426	catherine.awwad@nrwib.org
	<i>Name</i>	<i>Phone</i>	<i>e-mail</i>
Subrecipient	Creative Awnings & Structures LLC. 550 Spring Street Naugatuck, CT 06770		FEIN # 45-0606517 DUNS # 105643074
	<i>Name of entity</i>		<i>FEIN/DUNS Number</i>
Subrecipient Contact	Vic Santiago Manager	475-212-3530	vic@creativeawnings.com
	<i>Name</i>	<i>Phone</i>	<i>e-mail</i>
Program Activity	One Workforce H-1B Incumbent Worker Training Program		
	<i>Activity name or classification</i>		
Primary Service Site	Naugatuck Valley Community College 750 Chase Parkway		
	<i>Street Address</i>		
	Waterbury	CT	06708
	<i>City</i>	<i>State</i>	<i>Zip</i>
Organization Type	<input type="checkbox"/> Public Agency <input type="checkbox"/> Non-Profit Agency <input checked="" type="checkbox"/> For Profit Organization		
	<i>Select one option</i>		
Contract Type	<input checked="" type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Performance <input type="checkbox"/> Other		
	<i>Select one option</i>		
Funding Source	This contract is funded under USDOL Federal Award Id. No. HG-35906-21-60-A9, with funded from H-1B Job Training Grants CFDA #: 17.268, as part of the project entitled H-1B One Workforce Grant Program		
	<i>List source of funds</i>		
Contract Period	10/1/2021	11/30/2021	
	<i>Start Date</i>	<i>End Date</i>	
Maximum Funding Amount	\$2,125.00		
	<i>Contract Amount</i>		
CFDA #	17.268		
	<i>CFDA #</i>		

CONTRACT SUMMARY PAGE

CT WHISP CONTRACT CT WHISP IWT-21-003
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Contracting Agency	Northwest Regional Workforce Investment Board, Inc. 249 Thomaston Avenue Waterbury, CT 06702		
	<i>Name of entity</i>		
Contracting Agency Contact	Catherine N. Awwad, Executive Director	203-574-6971 x 426	catherine.awwad@nrwib.org
	<i>Name</i>	<i>Phone</i>	<i>e-mail</i>
Subrecipient	H-O Products Corp. 12 Munro Street Winsted, CT 06098		FEIN # 04-2508491 DUNS # 071709257
	<i>Name of entity</i>		<i>FEIN/DUNS Number</i>
Subrecipient Contact	Wait Emmett, C.I. Mgr	860-379-9875	wait@H-OProducts.com
	<i>Name</i>	<i>Phone</i>	<i>e-mail</i>
Program Activity	One Workforce H-1B Incumbent Worker Training Program		
	<i>Activity name or classification</i>		
Primary Service Site	Northwestern CT Community College Park Place		
	<i>Street Address</i>		
	Winsted	CT	06098
	<i>City</i>	<i>State</i>	<i>Zip</i>
Organization Type	<input type="checkbox"/> Public Agency <input type="checkbox"/> Non-Profit Agency <input checked="" type="checkbox"/> For Profit Organization		
	<i>Select one option</i>		
Contract Type	<input checked="" type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Performance <input type="checkbox"/> Other		
	<i>Select one option</i>		
Funding Source	This contract is funded under USDOL Federal Award Id. No. HG-35906-21-60-A9, with funded from H-1B Job Training Grants CFDA #: 17.268, as part of the project entitled H-1B One Workforce Grant Program		
	<i>List source of funds</i>		
Contract Period	10/5/2021	12/30/2021	
	<i>Start Date</i>	<i>End Date</i>	
Maximum Funding Amount	\$5,000.00		
	<i>Contract Amount</i>		
CFDA #	17.268		
	<i>CFDA #</i>		

CONTRACT SUMMARY PAGE

CT WHISP CONTRACT CT WHISP IWT-21-004
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Contracting Agency	Northwest Regional Workforce Investment Board, Inc. 249 Thomaston Avenue Waterbury, CT 06702		
	<i>Name of entity</i>		
Contracting Agency Contact	Catherine N. Awwad, Executive Director	203-574-6971 x 426	catherine.awwad@nrwib.org
	<i>Name</i>	<i>Phone</i>	<i>e-mail</i>
Subrecipient	Wittmann Battenfeld, Inc. One Technology Park Drive Torrington, CT 06790		FEIN # 06-1284828 DUNS # 617417217
	<i>Name of entity</i>		<i>FEIN/DUNS Number</i>
Subrecipient Contact	Lisa Buono, HR Manager	860-496-9603 x-156	Lisa.buono@wittmann-group.com
	<i>Name</i>	<i>Phone</i>	<i>e-mail</i>
Program Activity	One Workforce H-1B Incumbent Worker Training Program		
	<i>Activity name or classification</i>		
Primary Service Site	Northwestern CT Community College Park Place		
	<i>Street Address</i>		
	Winsted	CT	06098
	<i>City</i>	<i>State</i>	<i>Zip</i>
Organization Type	<input type="checkbox"/> Public Agency <input type="checkbox"/> Non-Profit Agency <input checked="" type="checkbox"/> For Profit Organization		
	<i>Select one option</i>		
Contract Type	<input checked="" type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Performance <input type="checkbox"/> Other		
	<i>Select one option</i>		
Funding Source	This contract is funded under USDOL Federal Award Id. No. HG-35906-21-60-A9, with funded from H-1B Job Training Grants CFDA #: 17.268, as part of the project entitled H-1B One Workforce Grant Program		
	<i>List source of funds</i>		
Contract Period	10/5/2021	12/30/2021	
	<i>Start Date</i>	<i>End Date</i>	
Maximum Funding Amount	\$21,250.00		
	<i>Contract Amount</i>		
CFDA #	17.268		
	<i>CFDA #</i>		

MEMORANDUM

FROM: Sharon Casey, Contract Monitor

TO: Cathy Awwad, Ana Goncalves, Michael Hayden

DATE: 10/4/2021

The current vendor has submitted an application for new program(s) approval(s) on the CT WIOA Eligible Training Program list.

Belle Academy of Cosmetology
27A South Commons Road
Waterbury, CT 06704

<u>Program</u>	<u>Amount</u>
Eyelash Technology	\$3,269.00
Nail Technology	\$4,799.00

Northwest Regional Workforce Investment Board, Inc.

09/30/21

Profit & Loss Budget vs. Actual

Accrual Basis

July through August 2021

	Jul - Aug 21	Budget	\$ Over Budget	% of Budget
Income				
41000 · WIOA	52,475.15	3,427,742.00	-3,375,266.85	1.5%
42000 · JFES	226,380.58	1,411,559.00	-1,185,178.42	16.0%
44000 · WIOA Demo Grants	14,286.50	0.00	14,286.50	100.0%
45000 · Grant Funds-Other	116,411.34	1,628,003.36	-1,511,592.02	7.2%
45510 · INTEREST EARNED	50.21			
47000 · Youth Employment Programs	801,604.50	1,672,565.01	-870,960.51	47.9%
48000 · Good Jobs Ordinance	-5,971.41	60,000.00	-65,971.41	-10.0%
49000 · US DOL Grants	-11,618.16	32,000.00	-43,618.16	-36.3%
Total Income	1,193,618.71	8,231,869.37	-7,038,250.66	14.5%
Gross Profit	1,193,618.71	8,231,869.37	-7,038,250.66	14.5%
Expense				
51000 · Salaries	236,307.39	1,128,175.52	-891,868.13	20.9%
55000 · Fringe Benefits	69,911.11	420,038.17	-350,127.06	16.6%
62000 · Rent/Util/Sec/Clean	7,983.04	135,889.98	-127,906.94	5.9%
64000 · Telephone	3,789.95	14,978.75	-11,188.80	25.3%
65000 · Advertising/Printing	25.09	4,908.00	-4,882.91	0.5%
66000 · Dues & Subscriptions	8,018.17	14,750.00	-6,731.83	54.4%
68000 · Office Supplies/Equipment	2,146.83	46,501.00	-44,354.17	4.6%
68001 · Cost of Meeting	0.00	1,000.00	-1,000.00	0.0%
68500 · Software	1,500.00	28,464.00	-26,964.00	5.3%
70000 · Postage	273.70	2,852.94	-2,579.24	9.6%
72000 · Travel & Mileage	245.37	8,918.70	-8,673.33	2.8%
74000 · Staff Training	0.00	16,864.00	-16,864.00	0.0%
76000 · Insurance	3,459.64	22,711.00	-19,251.36	15.2%
76200 · Outreach/Recruitment	23,480.78	35,000.00	-11,519.22	67.1%
77000 · Consultants	4,583.75	28,028.45	-23,444.70	16.4%
78200 · Prof Services Legal	0.00	13,418.00	-13,418.00	0.0%
78300 · Payroll Service	471.51	6,700.00	-6,228.49	7.0%
78500 · Purchased Services	0.00	1,301.94	-1,301.94	0.0%
78600 · Purchased Services PSA	0.00	29,063.08	-29,063.08	0.0%
79000 · Program Admin	0.00	39,458.91	-39,458.91	0.0%
79999 · Indirect Cost Rate	0.00	319,180.82	-319,180.82	0.0%
80000 · Providers	-15,768.50	417,715.05	-433,483.55	-3.8%
80001 · Provider Expense-Other	18,769.32	95,699.00	-76,929.68	19.6%
80002 · Career Services	273,933.95	2,068,041.44	-1,794,107.49	13.2%
80004 · OneStop Operator	21,473.99	125,001.00	-103,527.01	17.2%
80005 · OJT	17,546.31	15,120.00	2,426.31	116.0%
80006 · Provider Expense-Contracts	826,642.21	2,198,807.19	-1,372,164.98	37.6%
80007 · Supportive Services	8,151.03	225,371.11	-217,220.08	3.6%
80009 · Provider Expense-ITA Exception	66,990.14	280,715.25	-213,725.11	23.9%
80010 · Subsequent Year Funding	0.00	43,696.07	-43,696.07	0.0%
81000 · Stipend	674.25	109,000.00	-108,325.75	0.6%
83000 · Operational Expenses-(CRI)	33,335.00	334,500.00	-301,165.00	10.0%
Total Expense	1,613,944.03	8,231,869.37	-6,617,925.34	19.6%
Net Income	-420,325.32	0.00	-420,325.32	100.0%