



## Program/Youth Committee

December 6, 2022 | 8:30 am - 10:00 am

NKADD | 22 Spiral Drive | Florence

<https://zoom.us/j/95098411240>

### AGENDA

1. **Call to Order and Introductions** (8:30)
2. **Self-Identification of Members** - Any member of the committee having a potential conflict of interest regarding any issue on today's agenda should self-identify.
3. **Approval of Minutes** – October 11, 2022 (**Action required**) (8:35-8:40)
4. **PROGRAMMING**
  - Dean McKay (8:40 – 8:45)
  - RFP Process - Tonia Slone (8:45 – 8:55)
    - RFP timeline review
  - Brighton Center Update – Douglas Beard (8:55 – 9:05)
5. **PARTNERSHIP**
  - Youth Response Team Update – Tonia Slone (9:05 – 9:10)
    - YRT Pilot
    - YRT focus
  - GROW NKY – Update – (9:10 9:20) – Correy Eimer
6. **ACCOUNTABILITY/TRANSPARENCY**
  - Monitoring (by the Cabinet) – Tonia Slone (9:20 – 9:30)
  - Fiscal KPI – Liberty Kordish (9:30 – 9:35)
    - Transfer of funds from DW to Adult
7. **OTHER**
  - Director's Update – Correy Eimer (9:45 – 9:55)
  - New Business - (9:55 – 10:00)

### Adjourn

#### Vision Statement

Every Northern Kentucky community thrives as a result of sustained economic prosperity.

#### Mission Statement

We drive innovative policy and direct funding for workforce investment through strong community partnerships to promote engaged employers, skilled jobseekers and collective impact.

**Reminder – the next Program/Youth meeting is Tuesday, February 14, 2023 at 8:30 am.**

## **NKWIB 2021 – 2025 Strategic Plan Elements**

### **1. Employer Services**

Engage employers in the design of services that support talent recruitment, incentivize workforce participation and remove employment barriers.

- Monitor and respond to employer feedback on Career Center business services.
- Serve as a trusted resource and collaborator for employer and workforce partners.
- Assess and deploy WIOA resources as available to support hiring and upskilling.

### **2. Jobseeker Services**

Prepare individuals to enter and advance along the talent pipeline by aligning with P-12, adult and post-secondary education to provide lifelong opportunities for the rapidly shifting realities of work.

- Monitor and assess outcomes for individuals utilizing Career Center and WIOA services.
- Leverage partnerships and resources to effectively engage clients in work and training opportunities.
- Connect educational and training partners with employers to further align career pipeline preparation.

### **3. Board Governance**

Maintain strong leadership and community connectivity by fostering board member recruitment, retention and education efforts with an emphasis on diversity, equity and inclusion.

- Create a Diversity, Equity and Inclusion Committee comprised of board and community members to report regularly to the board and oversee DEI Action Plan.
- Create and implement a Diversity, Equity and Inclusion Action Plan.
- Increase initiatives designed to engage current board members and attract new board members from all five in-demand industry sectors and all eight counties in our region.

### **4. Data-Driven Decision Making**

Respond to changing employer and individual needs by effectively leveraging local, state and federal resources and benchmarking impact through data and metrics through an equity lens.

- Collaborate with regional workforce partners to assess and drive progress toward local and statewide goals.
- Update financial and programmatic key performance indicators and analyze regularly through the NKWIB and its committees.
- Establish innovative workforce policy and funding using regional labor market information and local Career Center performance data.

## **Diversity, Equity and Inclusion Statement**

The Northern Kentucky Workforce Investment Board embraces the need for diversity, equity and inclusion to be a component of everything we do. We strive to create a network that meets business needs while it also supports the dignity of our clients. We respond to regional employment needs through the perspectives of local employers' demand for talent and economic empowerment. We are a catalyst for equity, inclusion and life-changing results for all our clients. These priorities are supported through the values below and outlined in our diversity, equity and inclusion action plan.

**FY2022 MINUTES**  
**PROGRAM/YOUTH COMMITTEE | Zoom Meeting**  
**Tuesday, October 11, 2022 | 8:30 AM**

<b>MEMBERS PRESENT</b>	<b>GUESTS</b>
Colleen Kirkpatrick	Douglas Beard, Brighton Center
Dean McKay	Melissa Hall Sommer, Brighton Center
Dr. Randy Poe	
Dave Schroeder	
Jarrold Tiemeier	<b>STAFF PRESENT</b>
Matthew Turner	Correy Eimer
Shannon Starkey-Taylor	Tonia Slone
Alecia Webb-Edgington	Simon Boxall
	David Klokner
<b>MEMBERS ABSENT</b>	Liberty Kordish
Joe Buerkley	Melinda Ford
Sherra Dunlap	Katie Jo Kirkpatrick
Ryan Henson	Melissa Patchell
Summer Morgan	
Kristie Henry Willoby	

**CALL TO ORDER**

The meeting was called to order at 8:55 AM by Dean McKay, committee chair, with a quorum.

**SELF-IDENTIFICATION OF MEMBERS**

Shannon Starkey-Taylor, Alecia Webb-Edgington, & Dave Schroeder identified themselves as having a potential conflict of interest and will not be voting on the RFP agenda item relating to the Direct Services Provider.

**APPROVAL OF MINUTES**

Alecia Webb-Edgington motioned to approve the minutes for the committee meeting held on August 9, 2022. Dave Schroeder seconded. All voted aye. The motion carried and the minutes have been approved.

**PROGRAMMING**

*Chair Announcement*

- Dean welcomed the newest member to the board, Matthew Turner from Boone County Schools.

*RFP (Request for Proposals) Process – Direct Services Provider*

- Dean McKay opened the RFP to discussion for the Direct Services Provider. Tonia Slone presented the RFP to the committee and described the process that led to the changes that were made to the RFP.
- Jarod Tiemeier motioned for the RFP to be presented at the next NKWIB meeting to approve the RFP. Colleen Kirkpatrick seconded the motion. All non-abstaining members voted aye. The motion passed.
  - Shannon Starkey-Taylor, Alecia Webb-Edgington, and Dave Schroeder abstained from the vote.

*Brighton Center Update*

Douglas Beard, Direct Services Representative

- The KCC will be enhancing WIOA orientations with KCC orientation starting back up.
- Additional outreach opportunities are being explored.
- New internship opportunities at the Cincinnati Museum Center.
- The talent development team has been cross trained to cover a recent staff vacancy.

## **PARTNERSHIP**

### *Youth Response Team Update – Tonia Slone, NKWIB Project Manager*

- The Youth Response Team is being revamped into a new direction after its operations were suspended during the pandemic.
- Further updates will be provided at the next committee meeting.

### *Grow NKY Update – Correy Eimer, NKWIB Director*

- 3 major goals:
  - Develop a comprehensive regional workforce plan
  - Develop a tactical development plan
  - Develop comprehensive talent pipeline
- An RFP process is in place for a study of the governance structure and determine the best organizational structure for the future
  - 6 proposals have been received

## **ACCOUNTABILITY/TRANSPARENCY**

### *State Generated Performance*

- Tonia Slone presented the performance rates for PY22 and how performance compared to the state's benchmarks/negotiated rates. The performance rates did not meet the negotiated rates for credentials gained in youth, adult, and dislocated workers. The median earnings for youth did not meet the negotiated rates as well.
- If we do not meet the negotiated rates at least 2 years in a row, the NKWIB could be sanctioned or put on probation by the state.
- Dean McKay is seeking for action from the committee to find solutions as we progress into the next program year.

### *Fiscal KPI*

- Liberty Kordish, Senior Financial Specialist, reviewed the expenditures in the FY22 budget.

### *Results and Impact*

- Katie Jo Kirkpatrick presented the FY22 Workforce Impacts sheet.

## **OTHER**

### *Director's Update – Correy Eimer*

- Staff has applied for Kentucky State-Wide Reserve Fund for recovery programs to work with people experiencing addiction, involved with the justice system, and/or veterans with barriers. Connecting with employers for opportunities for these people to gain adult working experience.
- The City of Covington has put aside \$150K for workforce programs for Covington Residents. Staff intends to submit proposals for these funds.

## **MEETING ADJOURNMENT**

The meeting was then adjourned at 9:56 AM by Dean McKay, committee chair.

## Youth Response Team Priorities

Numbers within ( ) indicate number of votes

Permanent Connections	Health & Social Emotional	Self-Sufficiency	Education, Training, Employment	Stable Housing
Create a network of providers who are currently trained in facilitating youth services. These providers will determine a best-practice approach, inclusive of Positive Youth Development and Trauma Informed Care, toward positive youth engagement. The providers can then cross-train others on effective ways to interact with youth so that they feel welcomed and are engaged so that needs can be identified and a connection can be made. (3)	Ask organizations to identify a contact person that can serve as a subject matter expert and/or be the person that provides the youth with a warm hand-off when a referral is made to their organization. Incorporate a screening for all Opportunity Youth when they assess programs and services for the first time, an incorporate into strategies. (4)			
Identify a coordinating group to sustain efforts long term...this will continue to advance the work of filling gaps in services, better alignment and collaboration, and expansion of key services needing to go to scale. Create a Project Manager role that would continue to oversee efforts and be responsible for grant writing (sustainable funding). Pull together a Core Steering Committee or Advisory Board for the region that the Project Manager would report too. Leadership here needs to be aligned with the five core outcomes. (4)	Remove barriers for Opportunity Youth in securing ID – such as waive fees for non-driver IDs and supporting documentation; offer and strengthen alternative verification processes; make information on requirements and processes readily available and easily understood; allow school IDs or transcripts as proof of identification or residency (schools are now using electronic transcripts); or address the need for parental/guardian consent to access documents. Such IDs and supporting documentation (birth certificate and social security cards) are critical to access resources such as housing, child care assistance, and federal programs. Help students get an ID before leaving High School or any education/workforce setting. Include undocumented youth and reach out to NKU and other who serve this population. Team up with groups who want to see youth get ID's for voting purposes. (5)			
Secure space that would serve as a permanent connection center for youth (main hub) to come to and also serve as a place where community organizations can make a referral for Opportunity Youth. This location would serve as a place where multiple resources could deliver services there on designated days and times to allow as many program and services to be available in one location as possible for this population. Include a Peer-to-Peer approach. (3)		Identify a secure way for Opportunity Youth to access and store their <b>legal documents</b> (such as a database, data vault, safety deposit box). (3)		

## No Cost or Low Cost Strategies, or Align Existing Funding

Permanent Connections	Health & Social Emotional	Self-Sufficiency	Education, Training, Employment	Stable Housing
	To <b>better engage Opportunity Youth</b> , leverage any community space (satellites) that shows potential to reach this population on designated dates and times. Best approach here is to look across all eight counties for a location that would serve folks within each county. (1)			
Create a network of providers who are currently trained in facilitating youth services. These providers will determine a best-practice approach, inclusive of Positive Youth Development and Trauma Informed Care, toward positive youth engagement. The providers can then cross-train others on effective ways to interact with youth so that they <b>feel welcomed and are engaged</b> so that needs can be identified and a connection can be made. (3)		<b>Start credit off on the right foot</b> by teaching Financial Education/Wellness at all High Schools. Include a credit report as soon as possible. (1)		
	Ask organizations to identify a contact person that can serve as a subject matter expert and/or be the person that provides the youth with a <b>warm hand-off</b> when a referral is made to their organization. Incorporate a screening for all Opportunity Youth when they assess programs and services for the first time, an incorporate into strategies. (4)		Align efforts along the career pathway and pipeline for youth from secondary to education to the world of work; make sure all those serving Opportunity Youth are engaged and informed of resource available...all resulting in better connections to jobs at all levels with a decent wage. (2)	
	Utilize the services of United Way 211 and Homeward Bound to assist with <b>connecting Opportunity Youth</b> to programs and services in the Northern Kentucky area. Share a comprehensive asset map. (1)			

## Funding Would Be Needed to Pilot and/or Implement

Permanent Connections	Health & Social Emotional	Self-Sufficiency	Education, Training, Employment	Stable Housing
Secure space that would serve as a permanent <b>connection center for youth</b> (main hub) to come to and also serve as a place where community organizations can make a referral for Opportunity Youth. This location would serve as a place where multiple resources could deliver services there on designated days and times to allow as many program and service to be available in one location as possible for this population. Include a Peer-to-Peer approach. (3)				
Pursue the development of an App to engage Opportunity Youth and <b>provide access to information and resources</b> that will meet the unique needs of this population. (1)				
	Expand <b>prevention programs</b> such as mentoring or evidence-based best practice programs. (1)			
Identify a coordinating group to <b>sustain efforts</b> long term...this will continue to advance the work of filling gaps in services, better alignment and collaboration, and expansion of key services needing to go to scale. Create a Project Manager role that would continue to oversee efforts and be responsible for grant writing (sustainable funding). Pull together a Core Steering Committee or Advisory Board for the region that the Project Manager would report too. Leadership here needs to be aligned with the five core outcomes. (4)	Expand <b>mental health and substance abuse services</b> (as well as access to these services) for this population. (1)		Provide <b>more options for youth to get started in education and employment</b> through increased access to career coaching, career exploration, dual enrollment programs across high schools, and paid work experience. (2)	Educate landlords on positive youth engagement and partner with them to <b>coordinate the availability of rental housing for Opportunity Youth</b> .
		Increase support for <b>transportation</b> to work sites (bus passes).		Create or increase access to additional <b>transitional and permanent housing</b> for Opportunity Youth. (1)

## Public Policy Issues to Advance

Permanent Connections	Health & Social Emotional	Self-Sufficiency	Education, Training, Employment	Stable Housing
Seek to <b>align and increase local funding</b> in support of Opportunity Youth – articulate the cost of not serving Opportunity Youth and add up the savings when youth are served comprehensively. This savings could be realigned to other programs (this happened in the justice system). Develop a case for support. (2)				
		Work to identify ways to make it possible for youth to <b>clear any charges made in their name</b> on their credit reports that were not of their doing. This can occur, but most youth don't know what the process is or how to get started. Also, ask Duke Energy and other utilities to require an ID with a birth date before putting a utility in someone's name. (1)	<b>Increase flexibility from state regarding teacher credentials/certification requirements.</b> Allow people who have the proper certifications/experience for their industry to teach High School and post-secondary classes so broaden the pipeline to demand jobs. Other partners are working on this issue, such as the Council for Post-Secondary Education. (1)	Increase the “per diem” to <b>cover the housing and support services</b> for youth in the extended commitment. Pay for “room and board” for youth attending post-secondary and living on campus during school breaks or full calendar year.
		Identify a secure way for Opportunity Youth to access and store their <b>legal documents</b> (such as a database, data vault, safety deposit box). (3)		Include Opportunity Youth as a <b>special need population</b> with HUD for the purpose of Section 8 Project Based Supportive Housing. (1)
				Change licensing regulations to allow youth with extended commitment the <b>ability to live with another youth</b> (such as in a 2-bedroom apartment).  Provide State-wide <b>resources to support housing options</b> for Opportunity Youth (given that Transitional Living Program (TLP) federal funding is not consistent and extremely competitive).

## Public Policy Issues to Advance

Permanent Connections	Health & Social Emotional	Self-Sufficiency	Education, Training, Employment	Stable Housing
	Remove barriers for Opportunity Youth in <b>securing ID</b> – such as waive fees for non-driver IDs and supporting documentation; offer and strengthen alternative verification processes; make information on requirements and processes readily available and easily understood; allow school IDs or transcripts as proof of identification or residency (schools are now using electronic transcripts); or address the need for parental/guardian consent to access documents. Such IDs and supporting documentation (birth certificate and social security cards) are critical to access resources such as housing, child care assistance, and federal programs. Help students get an ID before leaving High School or any education/workforce setting. Include undocumented youth and reach out to NKU and other who serve this population. Team up with groups who want to see youth get ID's for voting purposes. (5)		Give broader latitude in State Policy to allow for <b>aligning Career Pathways</b> at local High Schools with local needs. Currently College and Career Readiness is tied to school accountability yet schools only get credit for work done in “Approved Career Pathways”. Schools can apply for a pathway, but only get approval about ½ the time. This creates a barrier for schools trying to provide needed options. The State Department of Education is working on a new accountability system to be rolled out in September. This may be addressed at that time. Other partners such as the Northern Kentucky Education Council may be interested in this issue. (2)	Provide support for individuals who do not have the information or financial means to go through the <b>expungement process</b> . With particular focus on records that are causing challenges with securing housing and job opportunities. Adopt Kentucky Youth Advocates policy: Expand the list of offenses that youth can expunge and make the process automatic. Increase advocacy with employers so youth are given a second chance for employment, similar to Nehemiah Manufacturing in Cincinnati. Ohio also has a “Certification of Qualified Employment” process removing some barriers to employment. Partners include Children’s Law Center and Legal Aid.
				Work with KCTCS (Gateway Community and Technical College) to look at the provision of <b>student housing</b> through partnership.

## **RFP Timeline**

December – State staff approval

January 11, 2023 – RFP release date (local, state, and national)

January 24, 2023 – Bidders' Conference

February 8, 2023 – Proposal's due by 4:30 p.m. EST

February 13 - 17, 2023 - Staff compliance review

March 20, 2023 – Proposals and results of staff compliance review will be provided to the NKWIB Program & Youth Committee for their information prior to the funding meeting.

April 11, 2023 – NKWIB approval of contract award/funding recommendation

TBA – Chief Local Elected Official (CLEO) approval of contract

July 1, 2023 Contract implementation date

FY23 as of October 31, 2022 (33% of Fiscal Year)	WIOA Formula Funds Totals	National Dislocated Worker Grant (NDWG)	Grand Total	YTD Expended	% Expended
<b>Actual Carryover From FY 2022</b>					
Grant 27122 (Dislocated Worker Program)	\$ 393,365.21		\$ 393,365.21		
Grant 27222 (Dislocated Worker Program)	\$ 72,115.30		\$ 72,115.30		
Grant 27022 (Adult Program)	\$ 37,730.54		\$ 37,730.54		
Grant 27322 (Adult Program)	\$ 165,395.20		\$ 165,395.20		
Grant 27422 (Youth Program)	\$ 207,908.47		\$ 207,908.47		
Grant 27421 (Youth Program)	\$ 41,568.20		\$ 41,568.20		
272DW21 (Dislocated Worker Program)	\$ 763.53		\$ 763.53		
271DW21 (Dislocated Worker Program)	\$ 4,901.31		\$ 4,901.31		
273AD20 (Adult Program)	\$ -		\$ -		
258CV20 NDWG	\$ -	\$ 126,604.02	\$ 126,604.02		
	\$ -		\$ -		
	\$ -		\$ -		
<b>Actual Carryover</b>	<b>\$ 923,747.76</b>	<b>\$ 126,604.02</b>	<b>\$ 1,050,351.78</b>		
<b>Actual Allocation</b>					
Adult	\$ 425,050.57		\$ 425,050.57		
Dislocated Worker	\$ 846,529.02		\$ 846,529.02		
Youth	\$ 420,271.70		\$ 420,271.70		
*Rapid Response Funding (Requested from State as Pass Thru)	\$ 128,000.00		\$ 128,000.00		
Trade Training Funds	\$ -		\$ -		
<b>Actual Allocation</b>	<b>\$ 1,819,851.29</b>	<b>\$ -</b>	<b>\$ 1,819,851.29</b>		
<b>Total Available</b>	<b>\$ 2,743,599.05</b>	<b>\$ 126,604.02</b>	<b>\$ 2,870,203.07</b>		
<b>Obligations</b>					
*NKWIB Subgrant Recipient/Fiscal Agent	\$ 805,512.05	\$ 1,801.95	\$ 807,314.00	\$ 218,377.27	27%
*OS Operator Contracted Provider (Brighton Center)	\$ 208,453.00		\$ 208,453.00	\$ 47,149.61	23%
*OS Direct Workforce Services Contracted Provider (Brighton Center)	\$ 1,056,194.00	\$ 5,575.42	\$ 1,061,769.42	\$ 322,338.00	30%
<b>Set-aside Obligations</b>					
JOBS EQ Data Base Agreement	\$ 4,400.00		\$ 4,400.00	\$ 1,477.96	34%
Outreach	\$ 15,000.00		\$ 15,000.00	\$ 50.51	0%
GROW	\$ 27,880.00		\$ 27,880.00	\$ 16,968.00	61%
<b>Training</b>					
Youth Work Experience	\$ 167,311.75		\$ 167,311.75	\$ 46,147.37	28%
Incumbent Worker	\$ 70,000.00		\$ 70,000.00	\$ -	0%
OJT	\$ 35,000.00		\$ 35,000.00	\$ -	0%
Youth Education/Career Funds	\$ 50,000.00		\$ 50,000.00	\$ -	0%
*Individual Training Accounts (ITA's)	\$ 175,000.00		\$ 175,000.00	\$ 55,117.16	31%
Supportive Services	\$ 10,000.00		\$ 10,000.00	\$ -	0%
<b>Total Obligations</b>	<b>\$ 2,624,750.80</b>	<b>\$ 7,377.37</b>	<b>\$ 2,632,128.17</b>	<b>\$ 707,625.88</b>	<b>27%</b>
<b>Remaining Balance</b>	<b>\$ 118,848.25</b>	<b>\$ 119,226.65</b>	<b>\$ 238,074.90</b>		

FY 2023	Dislocated					WIOA Total	Statewide Reserve	National Dislocated Worker Grant (NDWG)	Grand Total
	Admin	Worker Program	Adult Program	Youth Program	Rapid Response Lay Off Aversion				
Actual Carryover									
Grant 27122 (Dislocated Worker Program)	\$ 44,718.94	\$ 348,646.27				\$ 393,365.21			\$ 393,365.21
Grant 27222 (Dislocated Worker Program)	\$ 12,514.29	\$ 59,601.01				\$ 72,115.30			\$ 72,115.30
Grant 27022 (Adult Program)	\$ 7,692.89		\$ 30,037.65			\$ 37,730.54			\$ 37,730.54
Grant 27322 (Adult Program)	\$ 20,461.31		\$ 144,933.89			\$ 165,395.20			\$ 165,395.20
Grant 27422 (Youth Program)	\$ 3,220.48			\$ 204,687.99		\$ 207,908.47			\$ 207,908.47
Grant 27421 (Youth Program)				\$ 41,568.20		\$ 41,568.20			\$ 41,568.20
272DW21 (Dislocated Worker Program)		\$ 763.53				\$ 763.53			\$ 763.53
271DW21 (Dislocated Worker Program)		\$ 4,901.31				\$ 4,901.31			\$ 4,901.31
273AD20 (Adult Program)						\$ -			\$ -
258CV20 NDWG						\$ -		\$ 126,604.02	\$ 126,604.02
<b>Actual Carryover</b>	<b>\$ 88,607.91</b>	<b>\$ 413,912.12</b>	<b>\$ 174,971.54</b>	<b>\$ 246,256.19</b>	<b>\$ -</b>	<b>\$ 923,747.76</b>	<b>\$ -</b>	<b>\$ 126,604.02</b>	<b>\$ 1,050,351.78</b>
Actual Allocation									
Adult	\$ 42,505.06		\$ 382,545.51			\$ 425,050.57			\$ 425,050.57
Dislocated Worker	\$ 84,652.90	\$ 761,876.12				\$ 846,529.02			\$ 846,529.02
Youth	\$ 42,027.17			\$ 378,244.53		\$ 420,271.70			\$ 420,271.70
Rapid Response (Pass Thru)		\$ -			\$ 128,000.00	\$ 128,000.00			\$ 128,000.00
Transfer between Funding Streams		\$ -				\$ -			\$ -
SWR						\$ -	\$ 289,457.40		\$ 289,457.40
<b>Actual Allocation-Using Planning Figures</b>	<b>\$ 169,185.13</b>	<b>\$ 761,876.12</b>	<b>\$ 382,545.51</b>	<b>\$ 378,244.53</b>	<b>\$ 128,000.00</b>	<b>\$ 1,819,851.29</b>	<b>\$ 289,457.40</b>	<b>\$ -</b>	<b>\$ 2,109,308.69</b>
<b>Total Available</b>	<b>\$ 257,793.04</b>	<b>\$ 1,175,788.24</b>	<b>\$ 557,517.05</b>	<b>\$ 624,500.72</b>	<b>\$ 128,000.00</b>	<b>\$ 2,743,599.05</b>	<b>\$ 289,457.40</b>	<b>\$ 126,604.02</b>	<b>\$ 3,159,660.47</b>
NKADD Subgrant Recipient/Fiscal Agent	\$ 254,275.00	\$ 298,733.97	\$ 124,100.00	\$ 129,300.00		\$ 806,408.97	\$ 139,457.40	\$ 1,801.95	\$ 947,668.32
OS Operator/Direct Workforce Services									
Brighton Center, Inc. Operator	\$ 143,833.00	\$ 64,620.00				\$ 208,453.00			\$ 208,453.00
Brighton Center, Inc. DWS	\$ 495,154.00	\$ 200,677.00	\$ 232,363.00	\$ 128,000.00		\$ 1,056,194.00		\$ 5,547.49	\$ 1,061,741.49
Set-aside Obligations									
JOBS EQ Data Base Agreement	\$ 4,400.00					\$ 4,400.00			\$ 4,400.00
Outreach	\$ 10,000.00	\$ 5,000.00				\$ 15,000.00			\$ 15,000.00
GROW	\$ 22,305.00	\$ 5,575.00				\$ 27,880.00			\$ 27,880.00
Training									
Work Experience				\$ 167,311.75		\$ 167,311.75			\$ 167,311.75
Incumbent Worker	\$ 35,000.00	\$ 35,000.00				\$ 70,000.00			\$ 70,000.00
OJT	\$ 21,000.00	\$ 14,000.00				\$ 35,000.00	\$ 150,000.00		\$ 185,000.00
Youth Educational/Career Funds				\$ 50,000.00		\$ 50,000.00			\$ 50,000.00
Individual Training Accounts (ITA's)	\$ 80,000.00	\$ 95,000.00			\$ -	\$ 175,000.00			\$ 175,000.00
Supportive Services	\$ 5,000.00	\$ 5,000.00			\$ -	\$ 10,000.00			\$ 10,000.00
<b>Total Obligations/Expenditures</b>	<b>\$ 258,675.00</b>	<b>\$ 1,111,025.97</b>	<b>\$ 548,972.00</b>	<b>\$ 578,974.75</b>	<b>\$ 128,000.00</b>	<b>\$ 2,625,647.72</b>	<b>\$ 289,457.40</b>	<b>\$ 7,349.44</b>	<b>\$ 2,922,454.56</b>
<b>Remaining Balance</b>	<b>\$ (881.96)</b>	<b>\$ 64,762.27</b>	<b>\$ 8,545.05</b>	<b>\$ 45,525.97</b>	<b>\$ -</b>	<b>\$ 117,951.33</b>	<b>\$ -</b>	<b>\$ 119,254.58</b>	<b>\$ 117,951.33</b>