

# Exhibit G

## LWDB Quarterly Report

### Administration

Region: Northern Area Workforce Development Board

#### Local Board Meeting

Date: 4/9/2020

Time: 10:00 am

#### Public Notice Published

Date: 4/1/2020

Time: 9:00 am

#### Agenda Posted

Date: 4/6/2020

Time: \_\_\_\_\_

Quorum met?  Y  N

#### Draft Meeting Minutes Published

Date: 4/15/2020

#### Approved Meeting Minutes Published

Date: 4/16/2020

#### Chief Elected Officials Board Meeting

Date: 6/16/2020

Time: \_\_\_\_\_

#### Public Notice Published

Date: 6/12/2020

Time: 9:00 am

#### Agenda Posted

Date: 6/12/2020

Time: \_\_\_\_\_

Quorum met?  Y  N

#### Draft Meeting Minutes Published

Date: 6/24/2020

#### Approved Meeting Minutes Published

Date: 10/16/2020

# **Exhibit G** **LWDB Quarterly Report**

## **Administration**

Region: Northern Area Workforce Development Board

Local Board Meeting

Date: 5/11/2020

Time: 10:00 am

Public Notice Published

Date: 5/6/2020

Time: 9:00 am

Agenda Posted

Date: 5/8/2020

Time: 9:00 am

Quorum met?  Y  N

Draft Meeting Minutes Published

Date: 5/20/2020

Approved Meeting Minutes Published

Date: 6/30/2020

# Exhibit G LWDB Quarterly Report

## Administration

Region: Northern Area Workforce Development Board

<p><u>Local Board Meeting</u> Date: <u>6/30/2020</u> Time: <u>10:00 am</u></p> <p>Public Notice Published Date: <u>6/22/2020</u> Time: <u>9:00 am</u></p> <p>Agenda Posted Date: <u>6/22/2020</u> Time: _____</p> <p>Quorum met?    <input checked="" type="radio"/> Y    <input type="radio"/> N</p> <p>Draft Meeting Minutes Published Date: <u>7/9/2020</u></p> <p>Approved Meeting Minutes Published Date: <u>7/28/2020</u></p>
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### Continuing Education Credits

	Hours Required	Hours Completed
Administrative Entity Staff		20
Fiscal Agent Staff		25
OneStop Operator Staff		0
Board Members		

## NALWDB ONGOING INITIATIVES

### Sector Strategies

The NALWDB staff, on behalf of the Sector Strategies Task Force and Planning Team, sent previous participants a survey intended to gauge both their experiences and additional information regarding their relationship with LMI. The plan was to review data collected, revisit the LMI and discuss “lessons learned” from the inaugural event.

The NALWDB Sector Strategies Committee completed a successful first convening and received the following feedback from attendees regarding the event:

- 88% believed the meeting was useful;
- 94% would attend a similar meeting in the future; and,
- 50% of the surveys returned noted the meeting allowed them to make a connection, form a partnership, offer a service and/or begin a conversation.
  - Two of the returned surveys noted, that while they did not make any connections that day, they were looking to forward to following up with another attendee and hoping to make a connection.
- All respondents felt like their concerns were “heard”.

The Committee created a document reintroducing the initiative to regional employers, crafted a plan to engage Economic Development agencies, and joined regional Chambers of Commerce that can also be engaged in the work and assist in communication to employers. A second event focused on employer feedback is scheduled for September 9, 2020 where a facilitator has been engaged to speak to employers.

There have been some challenges toward this effort: Employer engagement and designing a consistent communication thereto, full regional employer representation, receiving a higher percentage of returns of survey, regular integration of LMI into discussions, and identification/clarification of role in larger community conversations around connectivity and access.

The NALWDB Sector Strategies Committee continues to work relentlessly towards addressing challenges noted and is committed to partnerships with regional employers to concentrate on employer needs that can be assisted through WIOA.

### INITIATIVE - PROGRAM YEAR 2019 WIOA SUMMER YOUTH ACADEMY (SYA)

The NALWDB was able to sail uncharted waters and utilize additional WIOA youth funding to develop and implement a summer jobs program. Although this particular type program has been a daunting task to implement for many years, the need was imperative and an RFP for such was awarded to HELP-NM to provide

WIOA youth services to eligible participants through the HELP-NM SYA in the ten Northern Area counties. HELP-NM endeavored to achieve goals and objectives in particular program phases to expose youth to a wealth of career and employment opportunities. Although it was a challenge for this youth provider due to the timeliness of spending program funds, and the COVID 19 dilemma, HELP-NM gathered all their resources and staff time to provide services to 106 youth participants. The program focused on promoting the development of good work habits and basic work skills in areas where participants indicated career interests. The program enabled participants to complete the program with basic transferable skills that could be used in future employment opportunities.

Worksites such as Avery Construction, David Cargo Library, Taos News, Kit Carson Electric Co-Op, Rio Arriba County, Navajo Tribal Utility Authority, Gallup McKinley Schools, Creative Workforce Solutions, and food box distribution/summer meal sites were some of the participating worksites. Training related supportive services were provided as necessary.

Some challenges noted were not having the face-to-face contact with youth, parents concern with the COVID pandemic and worksites, limited staff travel, and the inability to provide online services due to lack of internet services.

In the end, the program was able to engage students, provide some work experience and provide multiple supports to increase positive outcomes. Sixty four (64) participants will receive 12 months follow-up services and 42 participants will be carried over into the year-round program participating in paid activities.

#### **INITIATIVE – INCREASED COORDINATION WITH ECONOMIC DEVELOPMENT**

The Northern Area economic development landscape has undergone considerable and positive change, and strategies continue to focus on economic development priorities to advance job creation and retention and further improve collaboration between partner agencies, efficiency and effectiveness.

NALWDB serves three of the seven counties housed within Region 4 of the EDD Community, Business and Rural Development region. What we see when overlaying the maps of the EDD regions with that of the NALWDB service area is that there is alignment and consistency between the identified needs of the areas.

Currently, the NALWDB serves communities housed within four of the Community, Business and Rural Development regions. With few exceptions, there is alignment and consistency. The only county not within the boundaries of NALWDB is Sandoval County.

Examining other initiatives such, as the work being done in connection with Perkins funding, we find that the alignments for economic development hold. The NM Public Education Department, in collaboration with the Chair of the State Workforce Board and President/CEO of the Southern Bridge of NM, worked to align regions that would facilitate partnerships between K-12, postsecondary institutions and employers in order to more effectively build regional workforce to meet the needs of businesses in those regions. This is ultimately an economic development initiative as well. The NALWDB serves three of the Perkins regions. This reinforces the connections between the areas being served by the NALWDB.

## **INITIATIVE – ELIGIBLE TRAINING PROVIDER LIST**

The NALWDB realizes the importance of maintenance of an eligible training provider list not only for participant opportunity but also to ensure fiscal accountability for such. To that end, the NALWDB has launched a dedicated ETPL committee who have worked through a huge backlog of applications, assigned dedicated staff leadership, and have completed a clear application form and process “roadmap” for prospective providers. Also, standing policy is followed in each case, i.e. demonstrated in-demand occupations or documented commitments from employers. This Committee meets as often as required, and even sometimes on a weekly basis to ensure compliance with ETPL requirements.

There have, however, been some tasks that the NALWDB ETPL Committee have faced. It has been difficult to align the ETPL with sector strategies, developing clear policies for reporting and metrics required from ETPL-approved programs, disseminating and testing a clear application form and process for ETPL programs, clearly communicating expectations going forward to all current and prospective providers. Also, preparing the process and anticipating the capacity needed to reconsider the status of existing providers as renewal comes up, making an application form available online, and understanding, managing and adapting to challenges of the pandemic and post-pandemic environment.

All that is noted is in progress and the current focus of the NALWDB ETPL Committee. It has been realized that this committee is needed to fulfill the requirements of WIOA, and Committee members are committed to this responsibility.

## **INITIATIVE – NALWDB STRATEGIC PLAN**

The NALWDB Strategic Improvement Committee has laid out a plan which includes a series of steps for creating closer collaboration, braided strategies and leveraging of resources toward common goals between the NALWDB, its service providers, ETPL partners, One Stops, and local and regional economic development organizations, agencies and initiatives. This has been a priority of the NALWDB and the Committee has determined core values, goals, measures, processes, and the reputation which the NALWDB wants to put forth as it proceeds with the WIOA program. The NALWDB strategic vision sessions in 2019 have laid out an aspiration vision, which is expected to lead to clear priorities around augmenting economic development efforts throughout the region and lead to key components of the NALWDB Strategic Improvement plan. This is a work in progress, but one which lays the foundation of how quality WIOA services are delivered and steps needed within that parameter to achieve maximum success. The NALWDB Strategic Plan intends to be the primary generator of productive partnerships and to engage sector strategies to align WIOA funding with local economic development plans.

Working across public and private partnerships has been critical to creating a workforce development system that builds sector strategies that are responsive to employers and employees.

NALWDB will continue to measure partnerships with Economic Development and partners by but not limited to:

- Coordinating with business' support partners to disseminate information and remain responsive to business needs
- Alignment of goals and sector strategies
- Understanding and identifying distinct roles in partnerships
- Communication - NALWDB board and staff attendance at Economic Development meetings events, and Economic Development staff presenting at Board meetings and events
- Complementary and/or braided funding

## **OTHER PROGRAM INFORMATION**

### **Successes:**

- RFPs were issued and awarded for Summer Youth Academy, Adult/Dislocated Worker, Youth, One Stop Operator, Fiscal Agent and Legal Services
- Set-up of LaserFische as the NALWDB fiscal control system
- Training and implementation of LaserFische software with service provider(s) to ensure for fiscal accountability
- Implementation of a Summer Youth Academy which served 106 youth participants in the Northern Area
- Establishment in NALWDB by-laws of a standing committee for Sector Strategies and ETPL, which previously were only ad hoc committees
- Continued education on Workforce GPS subjects available
- Development of NALWDB ETPL training provider guide re: links to policies and processes, data needed, etc.
- Approval of over 60 ETPL programs in coordination with NALWDB ETPL Committee
- Provision of a Sector Strategy event re: IT
- Transition from previous SER service provider to HELP-NM new service provider
- Partner collaboration for COVID-19 requirements, and provision of supplies needed thereto
- NMWCOS training provided to new service provider staff

### **Additionally:**

#### **Program Success:**

##### **Greater Gallup Economic Development Project**

SER-Jobs for Progress, working on behalf of the NALWDB, collaborated with GGEDC and the NMDWS to pave the way for an innovative community pilot program designed by GGEDC to meet the specific workforce needs of local employers. Many employers had reported that the Gallup community did not have the skilled workforce they needed for expansion or to attract new employers to their community. GGEDC began to develop a plan to help build their local workforce to meet the identified needs by developing and actually providing the training program themselves.

The pilot program titled, Workforce Industrial Program, used the National Center for Construction Education and Research (NCCER) curriculum. The NCCER curriculum consisted of two parts – core and specialized training. The

core curriculum provided flexibility as it did not immediately lock a student into a career pathway, but helped with foundational skills development. The specialized curriculum was developed in association with local employers based on their respective sectors and needs. This customization of training helped to ensure a well-trained pool of applicants by developing the skills needed by economic base employers.

The GGEDC Workforce Manager, is an NCCER certified trainer and was able to teach the course. With his assistance, the course was enhanced to include the specific skills identified by local employers. SER Staff assisted with outreach and recruitment and conducted all eligibility and enrollment into the program to assist with training costs as well as a starter set of tools to assist in procuring employment. The second phase, following classroom training included a work experience component. The trainees were placed at various participating businesses in the Gallup area where they were exposed to a work environment that was within their identified career pathway. At the completion of the program, all 27 participants obtained an NCCER certification and the work experience which was included on their resumes moved them into phase three for placement. The program was a huge success and true depiction of collaboration to enable economic growth.

### Rhino Health, Inc.

Rhino Health, Inc. is a new manufacturer, recently opting to open a facility in the United States. It is one of the first in the country. The company originated in South Korea and manufactures nitrile gloves used in both medical and industrial capacity. There are various grades and purposes for their line of gloves including chemical resistant, sterile disposable, puncture resistant and more. Their products are used in hospitals, medical offices, food service, dental offices, automotive and janitorial facilities.

They have recently increased operation to 24 hours per day to meet the enormous need now during the Covid-19 pandemic. They are also working toward moving into phase 2 of their operation that will enable an expansion of their production line. This company is a much-needed boost to the local economy and has brought many jobs to the McKinley County area. It is a perfect match and participating employer of the Workforce Industrial Program. This all amounts to an increased need for employees.

The SER Workforce Manager reached out to this new company to offer our assistance and provided information on the various services available to them through the Workforce System. We also introduced the WIOA funded OJT program designed to offset initial training costs for new employees. The NALWDB service provider also helped with the interview process and collaborated with DWS partners to host a hiring event to help them implement this new workforce. Also, they hired several of the Workforce Industrial Program graduates served by NALWB services.

Finally, after several monthly visits and the building of a relationship with this employer, several individuals began On-the-Job Training contracts. Because of these efforts and diligence of our service provider team, we now have an established partnership with a very important local manufacturer that will benefit the community within the Northern Area.

**Adult** - Dionne is a 27-year-old female that came in to attend a WIOA orientation and inquire more about the opportunity to be in training as an EMT. Dionne had an Associate's degree in Industrial Processing and was not able to use her degree because of the down-turn in the energy sector in San Juan County, and lack of employment opportunity. At the time Dionne enrolled into the WIOA program, she was receiving SNAP benefits and unemployment benefits as she had not worked since May of 2018. Dionne began her EMT training at the end of May 2019. Dionne requested support services with transportation as she was living in Shiprock and had to rely on others for transportation to her training program. As of late, Dionne enrolled in the EMT class in the Fall of 2019 and passed the class with high scores. She was received her Emergency Medical Technician Certificate on December 2019 and began working at Northern Navajo Medical Center as an EMT.

**Veteran: Apprenticeship Boot Camp** - At the time of enrollment, Ernest was a 27-year old, Veteran of the Army National Guard, who had only recently been hired as a Nuclear Waste Processor Operator Apprentice. With true dedication and intent, Ernest commuted daily from Albuquerque to his new job in Los Alamos. The mornings were early; evenings short, and the commute even longer as the days wore on. He was able to find housing and moved to Los Alamos to be closer to the job. This made life much easier, as it allowed him more time for study.

Ernest was able to complete a BS in Chemistry as a recipient of the GI Bill, but unable to find employment utilizing his degree without additional certifications. He was hired as a Nuclear Waste Processing Operator Apprentice for N3B in Los Alamos. He was part of a group of apprentices who started out earning \$18.90 an hour. Upon completion of his training, he has potential to be reclassified as a Certified Nuclear Waste Processing Operator, with an hourly rate to be determined. The Nuclear Waste Processing Operator Apprenticeship Boot Camp was available through the University of New Mexico-Los Alamos Branch Campus. Ernest continues to engage in online learning to enhance the live instruction.

Ernest celebrated his first day out on the field, which was to observe current Operators conducting 'Liner Pulls,' which he describes as "The process of removing the liner from an old drum and putting it into a new drum." This is only one task learned, with many more skills learned. The COVID-19 pandemic has drastically affected the method of delivery for his ongoing studies, and has increased the length of time it will take to obtain his certification; however, he is anxious to get started, and looks forward to diving into the actual job.

Ernest is grateful for the additional training received through WIOA Title I support and through the Apprenticeship Boot Camp. In comparison to previous employment as a Signal Support Systems Specialist, Verizon Mobile Expert and AT&T Expert, his skills have been redirected to an occupation which will be far more meaningful. It also will provide a living wage to support his future. He sees a solid future created by an acquired skill set, with a company in dire need of trained, certified employees.

**Power-Up** -The NALWDB youth service provider continued to partner with the Adult Education Program located at Luna Community College to implement the Power-Up program to assist youth in San Miguel County. The service provider Career Development Specialist conducted a presentation to a new group of students with the Adult Education Program at Luna Community College. Through the presentation, Jasmin became interested and was referred to the WIOA Title I youth program by the Adult Education Program at LCC. During that time, an appointment was set up with Jasmin to come into the office, with the required documentation to begin the eligibility process. Initially, she was shy, quiet and reserved and wanted more information on the available opportunities the Youth and Power-Up program had to offer; what she learned during the presentation sparked more questions. She was told how the NALWDB youth program could help her work toward achieving her goals and aspirations and the services available to do so. At the end of the orientation process, Jasmin was excited to become a youth work experience participant in the Power-Up program. Jasmin was a determined young lady and her career pathway of choice and goals in life were very clear despite barriers in her life.

Despite those barriers and coordination with NALWDB WIOA field staff, she was able to complete her hours. Jasmine was hired into a permanent position with CNA certification pending and Vida Encantada Nursing and Rehabilitation Center hired her full-time at \$9.00 dollars an hour until she is able to attain her CNA Certification. Jasmin is appreciative for all the assistance she's received from the youth program and the services that the WIOA youth program provided for her.

**Overall Program/Administration Challenges:**

- Loss of key NALWDB AE staff
- Under oversight of DWS SAE
- Closing out previous adult and youth service provider (SER) due to non-cooperation of SER administrative staff during transition to HELP-NM
- Continuous engagement of employers in Sector Strategies Committee meetings
- COVID-19 has posed challenges overall for program as well as WIOA administration
- Reaching out to communities re: COVID return to work
- Gaining access to NMWCOS for new provider staff
- Outreach to communities to provide information on the WIOA program

## Performance

	Adult	Dislocated Worker	Youth
Enrolled	281	67	93
Exited	40	17	22
Carry Over	241	50	71
Served (Enrolled + Carry Over)	522	117	164

	Participants Served		
	Adult	Dislocated Worker	Youth
Eligible Veterans	10	5	0
Individuals with a Disability	9	2	31
Displaced homemakers	-	6	0
Low-income individuals	166	44	0
Older individuals	11	10	0
Ex-offenders	1	-	1
Homeless individuals or runaway youth	3	-	9
Current or former foster care youth	-	-	0
English language learners, individuals with low levels of literacy or facing substantial cultural barriers	3	2	73
Eligible migrant and seasonal farmworkers	-	-	-
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	-	-	-
Single parents (Including single pregnant women)	6	5	2
Long-term unemployed (27 or more consecutive weeks)	4	2	0

	Title I	Title II	Title III	Title IV
Enrolled	441	93	313	356
Exited	79	80	50	171
Carry Over	362	1,325	266	237
Served (Enrolled + Carry Over)	803	1,418	579	593

	<b>Adult</b>			
	Actual	Negotiated	% Met	Meet/Exceed/Failed
Employed in Q2 Rate:	73.1%	78%	93.7%	MEET
Median Wages in Q2:	\$5,968.13	\$7,500	79.57%	FAILED
Employed in Q4 Rate:	74.9%	70%	107%	EXCEED
Credential Attainment Rate:	47.8%	67%	71.4%	FAILED
Measurable Skills Gains Rate:	53.2%	0%	-	-

	<b>Dislocated Worker</b>			
	Actual	Negotiated	% Met	Meet/Exceed/Failed
Employed in Q2 Rate:	63.6%	71.5%	88.9%	FAILED
Median Wages in Q2:	\$7,141.35	\$7,500	95.22%	MEET
Employed in Q4 Rate:	66.9%	64%	104.6%	EXCEED
Credential Attainment Rate:	46.8%	78%	60.1%	FAILED
Measurable Skills Gains Rate:	38.4%	0%	-	-

	<b>Youth</b>			
	Actual	Negotiated	% Met	Meet/Exceed/Failed
Employed in Q2 Rate:	59.4%	64%	92.8%	MEET
Median Wages in Q2:	\$3,657.41	-	-	-
Employed in Q4 Rate:	59.6%	53%	112.5%	EXCEED
Credential Attainment Rate:	12.5%	42.5%	29.4%	FAILED
Measurable Skills Gains Rate:	37.8%	0%	-	-

# Fiscal

<b>Adult</b>	PY 18	FY 19	PY 19	FY 20	Total
Total Allocation	28,296	900,241.73	260,137	1,892,813	3,223,744.21
Total Budgeted	28,296	900,241.73	260,137	1,625,931.79	2,956,863
Total Expenditures	28,296	900,241.73	257,998.01	1,444,933.68	2,773,725.90
Total Admin Expenditures		62,231.60	6,199.83	-	68,431.43
Total Support Services Expenditures		325		(9,239.99)	(8,914.99)
Transportation Assistance		325			325
Child and Dependent Care					
Housing Assistance					
Educational Testing Assistance					
Legal Aid Services					
Reasonable Accommodations					
Referrals to Healthcare					
Community Service Linkage					
Work Attire and Work Related Tools					
Books, Fees and School Supplies					
Employment and Training Related Fees					
Needs Related Payments				(9,239.99)	(9,239.99)
	PY 18	FY 19	PY 19	FY 20	Total
Total Training Services Expenditures		87,395.72		461,606.71	549,002.43
Individual Training Accounts		87,395.72		350,014.61	434,410.33
Customized Training				29,090.92	29,090.92
Incumbent Worker Training					
On the Job Training				34,914.33	34,914.33
Work Experience				8,232.85	8,232.85
Internship					
Basic Career Services				39,354.00	39,354.00

<b>Adult</b>	PY 18	FY 19	PY 19	FY 20	Total
Expenditure Percentage	100%	100%	99.18%	76.34%	86.04%
Work Experience Expenditure Percentage					

Were funds transferred to Dislocated Worker?  Y

Transfer amount: \$506,000

Date of Transfer

Transfer Justification:

The NALWDB request to transfer a total of \$506,000 from the FY20 Dislocated Worker funds to Adult Funds is approved. The Department of Workforce Solutions understands these funds are needed to support Adult obligations already made and this will enable a resumption of training services in the Northern region.

<b>Dislocated Worker</b>		<b>PY 18</b>	<b>FY 19</b>	<b>PY 19</b>	<b>FY 20</b>	<b>Total</b>
Total Allocation		39,950.00	428,540	425,172	1,511,276	2,618,550.44
Total Budgeted		39,950	428,540	425,172	762,701.47	1,869,975.91
Total Expenditures		39,950	428,540	382,484.79	12,099.23	1,076,686.46
Total Admin Expenditures		39,950	189,887	-	-	256,017.68
Total Support Services Expenditures			34,774.53	-	-	34,774.53
Transportation Assistance		-	-	-	-	-
Child and Dependent Care						
Housing Assistance						
Educational Testing Assistance						
Legal Aid Services						
Reasonable Accommodations						
Referrals to Healthcare						
Community Service Linkage						
Work Attire and Work Related Tools						
Books, Fees and School Supplies						
Employment and Training Related Fees						
Needs Related Payments			999.67			999.67
		<b>PY 18</b>	<b>FY 19</b>	<b>PY 19</b>	<b>FY 20</b>	<b>Total</b>
Total Training Services Expenditures			60,741.08	35,042.82		95,783.90
Individual Training Accounts			60,741.08	21,414.10		82,155.18
Customized Training						
Incumbent Worker Training						
On the Job Training				11,628.72		11,628.72
Work Experience						
Internship						
Basic Career Services				2,000		2,000

<b>Dislocated Worker</b>	<b>PY 18</b>	<b>FY 19</b>	<b>PY 19</b>	<b>FY 20</b>	<b>Total</b>
Expenditure Percentage	100%	100%	89.96%	0.80%	41.12%
Work Experience Expenditure Percentage					

Were funds transferred to Dislocated Worker?  Y  N

Transfer amount  
(\$506,000.00)

Date of Transfer:

**Transfer Justification:**

The NALWDB request to transfer a total of \$506,000 from the FY20 Dislocated Worker funds to Adult Funds is approved. The Department of Workforce Solutions understands these funds are needed to support Adult obligations already made and this will enable a resumption of training services in the Northern region.

<b>Youth</b>	<b>PY 18</b>	<b>FY 19</b>	<b>PY 19</b>	<b>FY 20</b>	<b>Total</b>
Total Allocation	1,519,049.36		1,458,695.00		2,981,973.92
Total Budgeted	1,516,849.31		725,557.22		2,246,636.09
Total Expenditures	1,310,803.79				1,310,803.79
Total Admin Expenditures	164,237.01				164,239.01

	<b>PY 18</b>	<b>FY 19</b>	<b>PY 19</b>	<b>FY 20</b>	<b>Total</b>
Total Support Services Expenditures	66,205.96				66,205.96
Transportation Assistance	115				115
Child and Dependent Care					
Housing Assistance					
Educational Testing Assistance					
Legal Aid Services					
Reasonable Accommodations					
Referrals to Healthcare					
Community Service Linkage					
Work Attire and Work Related Tools					
Books, Fees and School Supplies					
Employment and Training Related Fees					
Needs Related Payments	66,090.96				66,090.96

	<b>PY 18</b>	<b>FY 19</b>	<b>PY 19</b>	<b>FY 20</b>	<b>Total</b>
Total Training Services Expenditures	195,969.43				195,969.43
Individual Training Accounts	1,204.68				1,204.68
Customized Training					
Incumbent Worker Training					
On the Job Training					
Work Experience	185,675.25				185,675.25
Internship					
Participant Incentives					
Basic Career Services	9,089.50				9,089.50

	<b>PY 18</b>	<b>FY 19</b>	<b>PY 19</b>	<b>FY 20</b>	<b>Total</b>
Total Out-of-School Expenditures	350,502.04				350,502.04
Total In-School Expenditures	181,217.49				181,217.49

<b>Youth</b>	<b>PY 18</b>	<b>FY 19</b>	<b>PY 19</b>	<b>FY 20</b>	<b>Total</b>
Expenditure Percentage	86.29%		0%		44.10%
Out-of-School Expenditure Percentage	58.21%				11.75%
Work Experience Expenditure Percentage	30.84%		0%		6.23%