

# Exhibit G NALWDB Quarterly Report

## Administration

Region: Northern Area Workforce Development Board

Local Board Meeting  
Date: 3/28/24  
Time: 10:00am

Public Notice Published  
Date: 3/18/24  
Time: 9:00am

Agenda Posted  
Date: 3/25/24  
Time: 9:53am

Quorum met?     Y     N

Draft Meeting Minutes Published  
Date: 3/12/24

Approved Meeting Minutes Published  
Date: 5/10/24

Chief Elected Officials Board Meeting  
Date: 1/17/24  
Time: 11:00am

Public Notice Published  
Date: 1/6/24  
Time: 9:00am

Agenda Posted  
Date: 1/12/24  
Time: 11:50am

Quorum met?     Y     N

Draft Meeting Minutes Published  
Date: 1/30/24

Approved Meeting Minutes Published  
Date: \_\_\_\_\_

### Continuing Education Credits

	Hours Required	Hours Completed
Administrative Entity Staff		27
Fiscal Agent Staff		0
One Stop Operator Staff		13
Board Members		124.25

### NALWDB Continued Education Units (CEU's) PY23- 2nd Quarter

Name	Role	Training	Hours Completed
Kevin Boyar	AE Staff	ALL-SYSTEM TRAINING	7
Lisa Ortiz	Executive Director	Guidance Overview:Reducing Administrative Barriers to Improve Customer Experience	1.5
Lisa Ortiz	Executive Director	NMDWS 2024 Leadership Forum	7
Barney Trujillo	AE Staff	General Session: Forging Tomorrow's Workforce Today	2
Barney Trujillo	AE Staff	Building Impactful Workforce Strategies: A Roadmap to Elevate Your Workforce Board's Success. . . Yes, WIOA Can!	1
Barney Trujillo	AE Staff	General Session: Future of the Workforce System	1.5
Barney Trujillo	AE Staff	Catalyzing Change and Driving Economic Vitality	1.5
Barney Trujillo	AE Staff	The Secret Behind Building Effective Workforce Development Systems &	1
Barney Trujillo	AE Staff	General Session: Resilience, Grit, and the New Social Contract	1.5
Barney Trujillo	AE Staff	Building a Comprehensive Youth System: Ensuring Youth Have Seamless Access to Quality Career Pathways (DOL Session)	1
Barney Trujillo	AE Staff	General Session: Building Pathways to the Middle Class (DOL)	1
Barney Trujillo	AE Staff	Empowering Rural Prosperity: Innovations in Workforce Development	1
<b>Total :</b>			<b>27</b>

Name	Role	Training	Hours Completed
Pablo Lujan	Board Member	General Session: Forging Tomorrow's Workforce Today	2
Pablo Lujan	Board Member	Recruiting, Developing and Retaining Workforce Professionals	1
Pablo Lujan	Board Member	Family-Centered Employment Focus Group	1.75
Pablo Lujan	Board Member	General Session: Future of the Workforce System	1.5
Pablo Lujan	Board Member	Workforce Development Board 101: An Overview of the 17 Required Functions and Operations of a Local Workforce Development Board	1
Pablo Lujan	Board Member	The Secret Behind Building Effective Workforce Development Systems &	1
Pablo Lujan	Board Member	General Session: Resilience, Grit, and the New Social Contract	1.5
Pablo Lujan	Board Member	How Workforce Development Can Fight Homelessness: Lessons from Los Angeles	1
Pablo Lujan	Board Member	General Session: Building Pathways to the Middle Class (DOL)	1
Pablo Lujan	Board Member	Advancing Job Quality in Your Community (DOL session)	1
Jolene Nelson	Board Member	2024 UNM Business and Economic Summit	7
Jolene Nelson	Board Member	New Mexico Mainstreet Conference	12.5
Lorenzo Reyes	Board Member	Pre-Conference Session: Rural Economic Development and Workforce Pla	8
Lorenzo Reyes	Board Member	American Association of Community Colleges - Workforce Development Institute 2024	26
Lorenzo Reyes	Board Member	Energy Information Centers meeting Monday at the Department of Energy	2
Lorenzo Reyes	Board Member	Rural Pathways Cohort Webinar -- DEEP Insights: Redesigning Dual Enrollment as a Purposeful Pathway to College and Career Opportunity (CCRC)	2
Lorenzo Reyes	Board Member	Reservation Economic Summit 2024	24
Lorenzo Reyes	Board Member	Taking The Pentagon to The People	12
David Romero	Board Member	General Session: Forging Tomorrow's Workforce Today	2
David Romero	Board Member	Focus on Apprenticeships 2.0 – Results Realized!	1
David Romero	Board Member	General Session: Future of the Workforce System	1.5
David Romero	Board Member	Workforce Development Board 101: An Overview of the 17 Required	1
David Romero	Board Member	General Session: Resilience, Grit, and the New Social Contract	1.5
David Romero	Board Member	Leveraging Labor Market and Skills Information for Effective Sector	1
David Romero	Board Member	General Session: Building Pathways to the Middle Class (DOL)	1
David Romero	Board Member	Advancing Job Quality in Your Community (DOL session)	1
Joseph Weathers	Board Member	Workforce Development Board 101: An Overview of the 17 Required	1
Joseph Weathers	Board Member	Catalyzing Change and Driving Economic Vitality	1.5
Joseph Weathers	Board Member	The Secret Behind Building Effective Workforce Development Systems &	1
Joseph Weathers	Board Member	General Session: Resilience, Grit, and the New Social Contract	1.5
Joseph Weathers	Board Member	Building a Comprehensive Youth System: Ensuring Youth Have Seamless	1
Joseph Weathers	Board Member	General Session: Building Pathways to the Middle Class (DOL)	1
Joseph Weathers	Board Member	Advancing Job Quality in Your Community (DOL session)	1
<b>Total:</b>			<b>124.25</b>

Name	Role	Training	Hours Completed
<b>Total:</b>			<b>0</b>

Name	Role	Training	Hours Completed
Ericka Van Eckhoutte	One-Stop Operator	Welcome Reception: Jazz in the Park	2
Ericka Van Eckhoutte	One-Stop Operator	General Session: Forging Tomorrow's Workforce Today	1.5
Ericka Van Eckhoutte	One-Stop Operator	Transition to Transformation for Justice-Involved Individuals	1
Ericka Van Eckhoutte	One-Stop Operator	General Session: Strategies for Equitable Workforce Development	1.5
Ericka Van Eckhoutte	One-Stop Operator	Good Jobs, Great Cities: Developing the Next-Generation Infrastructure Workforce	1
Ericka Van Eckhoutte	One-Stop Operator	Catalyzing Change and Driving Economic Vitality	1
Ericka Van Eckhoutte	One-Stop Operator	SNAP Employment and Training	1
Ericka Van Eckhoutte	One-Stop Operator	Co-Designing a Workforce System Where People Come First	1
Ericka Van Eckhoutte	One-Stop Operator	Federal Policy Updates from The Hill	1
Ericka Van Eckhoutte	One-Stop Operator	General Session: Building Pathways to the Middle Class (DOL)	1
Ericka Van Eckhoutte	One-Stop Operator	Empowering Rural Prosperity: Innovations in Workforce Development and Economic Growth	1
<b>Total:</b>			<b>13</b>

## Sector Strategies

The 2024 Northern Region Workforce Development Conference served as a pivotal platform aligning with the principles of the Workforce Innovation and Opportunity Act (WIOA) sector strategies. With over 200 professionals representing various sectors, including government agencies, educational institutions, businesses, and community organizations, the conference epitomized the collaborative spirit central to WIOA's sector-based approach.

Keynote speeches from notable figures like Mayor Alan Webber, NMDWS Cabinet Secretary Sarita Nair, and Lieutenant Governor Howie Morales set a visionary tone, echoing the emphasis of WIOA on local leadership and innovation in workforce development. Panel discussions and breakout sessions delved into specific challenges and opportunities within the Northern Region's workforce ecosystem, mirroring WIOA's focus on tailored solutions to address regional workforce needs.

The involvement of representatives from organizations such as the Department of Vocational Rehabilitation, New Mexico Higher Education Department, and Department of Workforce Solutions underscored the importance of cross-agency collaboration—a core tenet of WIOA. By fostering dialogue and knowledge sharing among these stakeholders, the conference facilitated the alignment of resources and efforts toward common workforce development goals.

Furthermore, the emphasis on practical solutions and actionable strategies in breakout sessions, featuring institutions like Northern NM College, SFCC, Luna Community College, and San Juan College, resonated with WIOA's emphasis on evidence-based practices and outcomes-driven approaches. These initiatives not only addressed immediate workforce challenges but also laid the foundation for sustainable, long-term solutions.

The networking opportunities provided by the conference were integral to fostering partnerships—a key element of WIOA's sector strategies. Informal discussions and collaborations forged during the event extend beyond its duration, forming the basis for ongoing collaboration and joint initiatives aimed at advancing workforce development in the Northern Region.

Importantly, the conference's recognition of the interconnectedness between workforce development and broader regional priorities such as economic development, energy transition, and disaster resilience aligns with WIOA's integrated approach to regional planning. By weaving workforce considerations into the fabric of broader initiatives, the conference exemplified the holistic approach advocated by WIOA to create a resilient and adaptable workforce ecosystem.

## Other Program Initiative

### **For Adults and Dislocated Workers:**

The Northern Area Local Workforce Board has been instrumental in addressing workforce development needs for adults and dislocated workers across the region. Collaborating with correctional facilities, educational institutions, and community organizations, the Board has facilitated initiatives to enhance employment prospects for individuals transitioning from incarceration and those facing job displacement.

Efforts at Springer Correctional Facility exemplify this commitment, with six inmates identified as eligible for the Workforce Innovation and Opportunity Act (WIOA) and enrolled in the Heavy Equipment training program led by the Southwest Indian Foundation. By providing access to high-quality training programs, the Board aims to equip individuals with the skills needed to secure gainful employment upon release from incarceration.

Additionally, partnerships with organizations like San Juan College have enabled the Board to support adults and dislocated workers in accessing training opportunities in fields such as registered medical assistance and 3D printing. These initiatives not only address immediate workforce needs but also empower individuals to pursue sustainable career pathways in emerging industries.

### **For Youth:**

In collaboration with educational institutions and community organizations, the Northern Area Local Workforce Board is committed to supporting youth development and preparing young people for successful transitions into the workforce. Initiatives such as the SFPS Work Based Learning program and internship opportunities at the Las Vegas Boys & Girls Club provide valuable work experience and skills training for youth participants.

Moreover, the Board's engagement with Toas High School and other educational partners aims to introduce youth to in-demand career pathways, such as equipment operation and skilled labor, through on-the-job training (OJT) programs. By fostering early exposure to career opportunities and providing support services as needed, the Board strives to empower youth to achieve self-sufficiency and long-term career success.

### **Challenges:**

In the Northern Area, the Local Workforce Board and its partners are tackling both workforce development challenges and employee vacancies. Despite efforts, barriers like geographic isolation and technology access persist, hindering participation in training and job searches, particularly in rural areas. Workforce shortages in key industries compound the issue, leading to unfilled positions. The WIOA service provider is actively working to address these gaps through targeted interventions and collaboration. By equipping individuals with needed skills, they aim to bridge the divide between job seekers and available positions, fostering a more resilient and inclusive workforce.

## Adult Soriah Martinez Colfax County

Soriah Martinez, 20 year old, came into the Raton office to inquire about job training. WIOA Community Support Advocate (CSA) Joshua met with her to explain the eligibility and enrollment process, then spoke about a plan to address her needs once qualified for WIOA services. Since completing High School, she worked various part time jobs including a barista at a local coffee shop and making dough for a pizza restaurant. Soriah shared that she was looking to find work experience training in an office setting as she was starting to think more about her future and long term job potential. After she was determined eligible, enrolled, and provided a Transitional Jobs Training (TJT) activity.



A depiction of "Bouquet of Sunflowers" by Claude Monet.  
Medium: Chalk Pastel



A zentangle inspired by patterns seen in everyday life and hard-line tattoos.  
Medium: Watercolor & Sharpie



A close up painting of a pomegranate, encouraging me to focus on small details.  
Medium: Acrylic Paint



A bald eagle, per the request of my high school english teacher.  
Medium: Acrylic Paint

Soriah was placed at The Center for Community Innovation where she would learn skills as an office clerk for their Hi-Set program and Skill Sharp program. During her training, site supervisor Bianca Patterson noticed that Soriah had done murals, art, music, and other creative elements in High School and throughout her life. Bianca mentioned to Soriah that there is an opening at The Center for Community Innovation to run the tourism for Colfax County which will include taking pictures, posting on social media, and keeping up with events.

Through this potential and her past experiences, she was able to take Skill Soft classes to get certified on web design, adobe photoshop, and graphic design. Soriah was assisted by the Center for Community Innovation to create her portfolio. Since then, she has been offered to continue her training and has started an On the Job Training activity on April 16<sup>th</sup>, she is now earning \$14 an hour while receiving additional training. Soriah is performing well as she trains and is on the path to finding full-time employment in a career that she now loves and is enthusiastic about. Soriah shared that she is thankful to WIOA because without the training she would still be looking for a career.

## **ETA DW Warren Billey**

### **San Juan County**

Warren was employed as a Miner at Westmoreland San Juan Mining LLC for twenty years before the company shut down and was laid off. He was making a significant income of \$36 an hour, which he used to support himself.

After becoming displaced, Warren went to the New Mexico Workforce Connections in Farmington to apply for unemployment benefits. While there, he learned about the WIOA program where he discovered after meeting with WIOA Community Support Advocate (CSA) Samantha, about short-term educational programs that interested him. He learned that he could get support with the cost of tuition for a Commercial Driver's License (CDL) license through WIOA. He decided to enroll in the CDL program at the School of Energy at San Juan College using an Individualized Training Account (ITA).

Warren's journey to obtain his CDL was a challenging yet a rewarding one. After completing an intensive eight-week CDL program, he earned his certificate of completion and CDL Licensure. With support in job referrals from the NM Workforce Connections, he accepted a job with Fowler Trucking & Trading Inc. in Fruitland and has been employed for a couple of months. Warren feels that he can contribute his skills and knowledge learned from the mining business to the company, and he is proud to be a part of the team. As a truck loader, he is responsible for manually moving freight, stocking shelves, transporting luggage, and performing other general labor tasks. The company has provided him with assorted opportunities for growth and development, and he appreciates their commitment to their employees' well-being.

He said he appreciates the support he received from his CSA and WIOA. Warren is a skilled and diligent worker who is now earning wages of \$25 per hour, a pay downgrade but is comfortable with which allowed him to stay local. His employer provides him with health care, paid time off, retirement benefits, and other benefits. Warren is extremely thankful for the company he works for. He feels fortunate that WIOA has provide him the opportunity to work with such a reputable and supportive employer.

## **OSY Sydney Mejia**

### **McKinley County**

Sydney is a 20 year old youth who dropped out of High School in the eighth grade. She did not have many experiences in life that would contribute to higher aspirations. Sydney encountered a friend who shared with her how she was able to re-gain a new outlook, looking at other avenues that would potentially lead her to success. She encouraged her to reach out to the WIOA program regarding work options that were available in the area and customize a location that would be a good fit for para-professional growth.

Sydney stopped by the New Mexico Workforce location in Gallup and had the conversation that would allow her to express her hopes for advancement into a brighter future. She was able to learn about Financial Literacy and how this played a role in the organization of daily responsibility and research aspects of Labor Market research as it pertained her role in the workforce. Sydney qualified as an Out of School Youth which allowed her to participate in a work experience that allowed her three hundred hours of an internship.

Sydney was placed at the Champion Ford dealership as an Automotive Service Advisor, which is an area she felt would be interesting. This position allowed her to confer with customers, keep record of services provided, respond to inquiries, make recommendations for assessed needs, claim investigations, arrangements for billing and payments. The skills that she acquired in this job are transferrable to any line of work she may encounter in the workforce in the future. Sydney performed so well that the Marketing Management team has reached out to continue her training as she has become an asset and model for the company expectation in customer service. Sydney is excited about the prospect of continuation and the discussions around extending her training into an Adult On-the-Job Training contract as a transition into a long-term employment.

## Performance

	Adult	Dislocated Worker	Youth
Enrolled	80	10	21
Exited	3	2	2
Carry Over	145	39	42
Served (Enrolled + Carry Over)	225	49	63

	Participants Served		
	Adult	Dislocated Worker	Youth
Eligible Veterans	3	1	0
Individuals with a Disability	0	0	5
Displaced homemakers	1	1	0
Low-income individuals	45	8	21
Older individuals	2	0	0
Ex-offenders	1	0	1
Homeless individuals or runaway youth	2	0	0
Current or former foster care youth	0	0	0
English language learners, individuals with low levels of literacy or facing substantial cultural barriers	0	0	0
Eligible migrant and seasonal farmworkers	0	0	0
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	0	0	0
Single parents (Including single pregnant women)	5	2	0
Long-term unemployed (27 or more consecutive weeks)	0	0	0

	Title I	Title II	Title III	Title IV
Enrolled	111	545	1697	165
Exited	7	224	203	130
Carry Over	214	986	427	811
Served (Enrolled + Carry Over)	325	1531	2124	976

	Adult			
	Actual	Negotiated	% Met	Meet/Exceed/Failed
Employed in Q2 Rate:	80.49	75%	107.32	Exceed
Median Wages in Q2:	6342.50	7,100	89.33	Fail
Employed in Q4 Rate:	75.51	75%	100.68	Exceed
Credential Attainment Rate:	60	67%	89.55	Fail
Measurable Skills Gains Rate:	67.22	65%	103.42	Exceed

	Dislocated Worker			
	Actual	Negotiated	% Met	Meet/Exceed/Failed
Employed in Q2 Rate:	81.82	70%	116.88	Exceed
Median Wages in Q2:	6705.82	7650	87.66	Fail
Employed in Q4 Rate:	93.33	73%	127.85	Exceed
Credential Attainment Rate:	62.5	62%	104.17	Exceed
Measurable Skills Gains Rate:	53.85	62%	86.85	Fail

	Youth			
	Actual	Negotiated	% Met	Meet/Exceed/Failed
Employed in Q2 Rate:	73.33	66%	111.11	Exceed
Median Wages in Q2:	4227.24	3400.00	124.33	Exceed
Employed in Q4 Rate:	76.77	65%	118.10	Exceed
Credential Attainment Rate:	48.15	50.5%	95.34	Meet
Measurable Skills Gains Rate:	57.78	51.5%	112.19	Exceed



## Fiscal

Adult	FY 23	PY 23	FY 24	Total
Total Allocation	\$ 430,164.90	\$355,928.71	\$1,646,890.00	\$2,432,983.61
Total Budgeted	\$430,164.90	\$355,928.71	\$1,354,596.19	\$2,140,688.80
Total Expenditures-Year to Date	\$430,164.90	\$356,594.71	\$1276,143.17	\$2,062,902.78
Total Admin Expenditures-Year to Date	\$54,936.44	\$81,184.71	\$62,054.10	\$198,175.25
Total Expenditures-3rd Quarter	-	\$32,751.01	\$855,787.69	\$888,538.70
Total Admin Expenditures-3rd Quarter	-	\$32,085.01	\$62,054.10	\$94,139.11
Total Support Services Expenditures	-	-	\$4,637.73	\$4,637.73
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	-	-	\$4,637.73	\$4,637.73
Total Training Services Expenditures	-	-	\$484,059.36	\$484,059.36
Individual Training Accounts	-	-	\$271,812.35	\$271,812.35
Customized Training	-	-	-	-
Incumbent Worker Training	-	-	-	-
On the Job Training	-	-	\$153,239.60	\$153,239.60
Basic Career Services	-	-	-	-
Work Experience	-	-	\$59,007.41	\$59,007.41
Internship	-	-	-	-
Total Career Services Expenditures	-	\$666.00	\$305,036.50	\$305,702.50

Adult	FY 23	PY 23	FY 24	Total
Expenditure Percentage	100%	100.19%	77.49%	84.79%
Work Experience Expenditure Percentage		0.00%	6.90%	

Were funds transferred to Dislocated Worker?

Y     N

<b>Dislocated Worker</b>	<b>FY 23</b>	<b>PY 23</b>	<b>FY 24</b>	<b>Total</b>
Total Allocation	\$740,489.57	\$459,470.29	\$1,451,722.94	\$2,651,682.80
Total Budgeted	\$740,489.57	\$420,265.72	\$153,142.56	\$1,313,897.85
Total Expenditures- Year to Date	\$563,515.86	\$355.29	\$82,961.75	\$646,832.90
Total Admin Expenditures-Year to Date	-	\$355.29	\$82,961.75	\$83,317.04
Total Expenditures-3 <sup>rd</sup> Quarter	\$224,068.49	-	\$26,552.89	\$250,621.38
Total Admin Expenditures-3 <sup>rd</sup> Quarter	-	-	\$26,552.89	\$26,552.89
Total Support Services Expenditures	\$1,709.80	-	-	\$1,709.80
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	\$1,709.80	-	-	\$1,709.80
Total Training Services Expenditures	\$42,768.15	-	-	\$42,768.15
Individual Training Accounts	\$30,919.87	-	-	\$30,919.87
Customized Training	-	-	-	-
Incumbent Worker Training	-	-	-	-
On the Job Training	\$6,086.79	-	-	\$6,086.79
Basic Career Services	-	-	-	-
Work Experience	\$5,761.49	-	-	\$5,761.49
Internship	-	-	-	-
Total Career Services	\$179,590.54	-	-	\$179,590.54

<b>Dislocated Worker</b>	<b>FY 23</b>	<b>PY 23</b>	<b>FY 24</b>	<b>Total</b>
Expenditure Percentage	76.10%	0.08%	5.71%	24.39%
Work Experience Expenditure Percentage	2.57%	0.00%	0.00%	

Were funds transferred to Adult?  Y  N

Transfer amount:

Date of Transfer:

Transfer Justification:

<b>Youth</b>		PY 22	PY 23	Total
Total Allocation		\$414,434.55	\$1,347,448.06	\$1,761,882.61
Total Budgeted		\$414,434.55	\$932,978.80	\$1,347,413.35
Total Expenditures		\$414,434.55	\$458,297.04	\$872,731.59
Total Admin Expenditures		\$19,410.29	\$86,178.59	\$105,588.88
Total Expenditures-3 <sup>rd</sup> Quarter		-	\$256,600.10	\$256,600.10
Total Admin Expenditures-3 <sup>rd</sup> Quarter		-	\$30,408.01	\$30,408.01
Total Support Services Expenditures		-	-	-
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		-	\$643.98	\$643.98
Total Training Services Expenditures		-	\$53,126.80	\$53,126.80
Individual Training Accounts		-	\$13,414.62	\$13,414.62
Customized Training		-	-	-
Incumbent Worker Training		-	-	-
On the Job Training		-	\$2,106.41	\$2,106.41
Basic Career Services		-	-	-
Work Experience		-	\$37,605.77	\$37,605.77
Participant Incentives		-	-	-
Internship		-	-	-
Total Career Services Expenditures		-	\$173,065.29	\$173,065.29

Total Out-of-School Expenditures		-	\$153,199.91	\$153,199.91
Total In-School Expenditures		-	\$72,992.18	\$72,992.18

<b>Youth</b>		PY 22	PY 23	Total
Expenditure Percentage		100.00%	34.01%	49.53%
Out-of-School Expenditure Percentage			59.70%	8.70%
Work Experience Expenditure Percentage			14.66%	2.13%