

# AGENDA

Little Rock Workforce Development Board  
Full Board Meeting  
October 30, 2019

		PAGE
Call to Order/Welcome	Bryan Day	
Taping of Meeting	Bryan Day	
Roll Call/Determine Quorum	Janet Davis	
Minutes Previous Meeting ( <b>ACTION ITEM</b> )	Bryan Day	2-10
Ratify Actions of the Executive Committee ( <b>ACTION ITEM</b> )	Bryan Day	
Executive Committee September 26, 2019 Action Item		
"The LRWDB staff and contracted WIOA service provider must replace computer equipment that will not be supported by Microsoft, DIS, or ADWS-IT beyond December 31, 2019. Therefore, the Board authorizes the Executive Director to negotiate the specifications, cost and purchase of new computer equipment which will be reflected in a modified budget realized with cost savings from unused rental expenses."		
LRWDB Chair's Report	Bryan Day	
• Election of Officers		
Committee Reports		
• One-Stop Partners Advisory Committee	Jo Keegan	
• Services to Persons with a Disability Committee		
• Services to Youth Committee	Kathy Fulks	
WIOA Service Provider's Report	Sheena Fluker	Handout
Executive Director's Report	W.J. Monagle	
• Activity Report		11-14
• Financial Report ( <b>ACTION ITEM</b> )		15-32
o \$34,000 Adjustment to Arbor WIOA Budget		33-34
o \$40,000 Transfer from DW to Adult		
Announcements - Adjourn	Bryan Day	

## MINUTES

Little Rock Workforce Development Board  
Full Board Meeting  
August 22, 2019

### PRESENT

Members Present: Bryan Day, James McCarther, Kathy Fulks, Montine McNulty, Cindy Varner, Teresa Knapp Gordon, Robin Hunt, David Stephens, Jo Keegan  
LRWDB Staff: W.J. Monagle, Janet Davis, Colleen Lassiter  
Rescare Workforce Services: Sheena Fluker  
Arkansas Department of Workforce Services: Angela Cook, Bernardo Corcolis, Shenaye Johns  
Guest: Rocky Mantooth

### CALL TO ORDER/ROLL CALL

Chairman Bryan Day called the meeting to order at 12:00PM. The audience was welcomed and reminded that the meeting was being recorded for assistance in preparing the minutes.

Chairman Day proposed delaying election of officers for a short period to allow resolution of monitoring issues.

Janet Davis reported that a quorum was present.

### MINUTES FROM PREVIOUS MEETING

Upon a motion by Kathy Fulks, duly seconded by James McCarther, it was unanimously **RESOLVED**: To approve the minutes of the June 27, 2019 meeting as presented.

### COMMITTEE REPORTS

#### One-Stop Partners Advisory Committee

Jo Keegan reported on the following:

- Job Fairs
- Unemployment and closings
- Job Openings

#### Services to Persons with a Disability Committee

The Committee is currently seeking a Chairperson and did not meet.

#### Services to Youth Committee

Kathy Fulks distributed minutes and reported on the July 15, 2019 meeting (Exhibit I)

### WIOA SERVICE PROVIDER'S REPORT

Sheena Fluker presented LRWD Briefing Report for the reporting period July 2019 (Exhibit II).

Performance was discussed, the Board noted that for the year ended June 30, 2018 five of the eleven common WIOA Common Performance Measures were met. Ms. Fluker reported as of the report date six WIOA Common Performance Measured had not been met for the year ended June 30, 2019.

Ms. Fluker reported that she expects to meet the majority of the eleven WIOA Common Measures for the year ending June 30, 2019.

#### EXECUTIVE DIRECTOR'S REPORT

##### Activity Report

Director Monagle presented the Executive Director's Report dated August 22, 2019 (Exhibit III).

##### Financial Report

Director Monagle presented the financial report for the period ended July 31, 2019. Upon a motion by James McCarther, duly seconded by Jo Keegan, it was unanimously **RESOLVED:** To approve the financial report as presented.

#### ADJOURNMENT

Upon a motion made by Kathy Fulks, duly seconded Jo Keegan, it was unanimously **RESOLVED:** To adjourn the meeting at 12:50 PM.

Little Rock Work Force Youth Services Committee Meeting  
July 15, 2019 at 9:30 a.m.  
Started: 9:48/ Ended: 10:44

Attendees:

Kathy Fulks (ACEF)  
Maggie Strickland (ACEF)  
W.J. Monagle (LRWDB)  
Darretta Nelson (WIOA Youth – Workforce Rescare)  
Anne Tucker (LR Job Corps)  
Omoniyi Amoran (LR Job Corps)  
Akil Herbert (LR Job Corps)

Agenda:

- Previous Meeting Minutes
- Welcome & Introductions
- WIOA Youth Updates
- City of Little Rock Summer Youth Employment Program Updates
- Community Partners Program Updates and Announcements
- YouthBuild and Reentry Grant Updates

Meeting Minutes:

The meeting started with everyone introducing themselves and the organization they are affiliated with.

WJ said YouthBuild is in the middle of pulling a team together for the next round. The grant proposal for 1.1 million dollars has to be turned in by August 6<sup>th</sup> but they plan to submit it on July 31<sup>st</sup>. Unfortunately, they were not able to renew the grant this time and it will end around September 2020. Kathy talked about sending a list of employers (Hydco, Kinco, ACE Glass) to Melissa for the construction portion of the grant.

Anne expressed partnering with WJ to use Job Corps as a secondary placement or potential NCCER partner. WJ said the details would need to be worked out. Omoniyi touched on the amenities at Job Corps such as a place to live, medical care on site, gym access, etc. The students can stay as long as they abide by the guidelines and will receive a stipend to help with transitioning after graduation. Job Corps tracks them up to 18 months after graduation. YouthBuild students will have a leg up if they complete training before going to Job Corps. Anne mentioned they have a new program called My Pace which can determine a person's career interest. Job Corps offers training for OSHA 10, Cisco, cable networking, office administration, etc. As of right now, they do not have an HVAC program. All programs are 8 to 10 months long but could go up to 2 years if need be. Job Corps does not require a high school diploma or GED to attend. Also, they do not have to live on campus if the student lives locally.

Darretta announced there are no funds for the training (CNA, CDL, Home Care Giver, etc.) this year and limited funds for work experience. WJ announced there is 400-450k

Exhibit I

less than last year. Therefore, they have enough for 10 more youth to employ for about 80 hours a month. Kathy suggested looking into other grants besides Federal and State. Right now, WIOA has 16 working and 2 without a worksite due to age requirements. Akil asked her if some of their Job Corps graduates could be placed in some of those jobs. WJ responded that they could but these jobs are for entry level employees.

Darretta touched on how the work sites are inspected and they must receive a job description prior to placing the youth in that environment. The current work sites available are: TJ Maxx - merchandiser, UAMS – housekeeper, Webster University – clerk, Mosaic Temple – maintenance, gift shop worker, Wow Fitness – cleaning equipment, Whetstone Boys & Girls Club – activities assistant and ALKS & LM Trucking – clerk.

Kathy discussed truck driver opportunities such as Tyson, JB Hunt, and Wal-Mart which may pay for their CDL training. The age requirement will have to be verified.

Anne asked if there were any AARP members who only needed 20 hours to get paid. WJ said they may have some but she would have to check with the AARP representative at Workforce. She expressed a need for day/night time volunteers to tutor the Job Corps students.

WJ shared they did received the 1.5 million reentry grant for young adults ages 18 – 24. The focus has been shifted to individuals transitioning from a correctional facility. They have to be under active supervision (i.e. parole officer). There are a lot of programs at Our House but its more of an adult campus. Job Corps would like to share their list of young adults who may qualify for this program. WJ discussed the grant could be available July 1<sup>st</sup>, his team will spend three months in the planning phase and then start accepting people who qualify.

Darretta talked about the lineman opportunity through UA-PTC. To apply, individuals must be 18 and older, pass the CRC, meet the physical requirement, pass a drug test, background check and complete 12 weeks of training. Visit the link for more information: <https://uaptc.edu/powerline>. She said one of the youth took the pre-assessment on Friday and 4 youth followed up after taking the pre-assessment.

Kathy mentioned CMS Wireless in Maumelle who could be looking for lineman as well. Akil suggested having them tour Job Corps to invest interest in the students. Kathy suggested Todd Williams as a point of contact person. Kathy asked WJ if Gene (carpentry instructor) will be returning to teach. WJ responded that he wasn't sure due to the outcome of the grant. She would like to see if he is available on Saturdays for a teaching opportunity.

Agenda for Next Meeting:

Next meeting Monday, August 19<sup>th</sup> at 9:30 am  
(Meetings are Every 3<sup>rd</sup> Monday of the Month)



ResCare Workforce Services

# LRWD Briefing Report

Reporting Period: July 2019  
Arkansas Workforce Center  
August 2019

# ResCare Monthly Briefing Report

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## **Focus Areas:**

- Program Planning
- One Stop Operator

## **Program Planning Updates**

### **Youth**

#### **Youthbuild Planning**

-Program planning is taking place in hopes of new award. Interviews have begun to hire one additional case manager under the prior grant

#### **WIOA Youth**

-Five participants currently enrolled in work experience. Business services working to expand worksites for all youth programs, 11 currently available.

#### **Reentry Young Adult**

-Currently in the planning phase, 1 case management position open

### **WIOA ADULT/DLW**

#### **Our House Work Based Pilot**

-Program has been extended to June 2020. This will allow additional participants to enter the program for placement at the shelter as well as the store. An additional part-time case manager will be hired to assist in this effort.

#### **NEG-Disaster Assistance for DLW**

-Job Fair 8/23/19

-Hiring part-time case manager for case management role

#### **Apprenticeships**

-All positions with First Orion and Medline are filled. WIOA DLW team providing monthly case management

### **One Stop Focus Areas**

Continue increasing stop operator duties:

- Centerwide trainings in process. Rock Region Metro virtual tour 10/16, 8:30a-10:30am
- Referral forms given to all partners to streamline processes

### **Monthly Reporting**

#### **Youth WIOA:**

- Annual Enrollment Goal-40 TBD
- Actual-2 YTD,

#### **Adult WIOA:**

- Annual Enrollment Goal-50 TBD
- Actual -15 YTD

#### **DLW WIOA:**

- Annual Enrollment Goal-30 TBD
- Actual-5 YTD

## ResCare Monthly Briefing Report

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### **Community Outreach Measures:**

- Annual Enrollment Goal-48 TBD
- Actual-TBD

### **Maintain Community Access Points:**

- Actual-Looking to establish new locations

### **Hiring Events\Recruitment:**

- Annual Enrollment Goal-48 TBD
- Actual-TBD

### **OJT Contracts:**

- Annual Enrollment Goal-TBD
- Actual-1 pending

### **WIOA Youth 14 Elements**

- Annual Enrollment Goal-14

### **Reentry Enrollment**

- 2 Year Program Enrollment Goal-188
- Set to start 11/2019

ResCare Workforce appreciates the opportunity to provide services to the Arkansas Workforce Center at Little Rock. This monthly report has been provided as a briefing of the work completed by our team during the month of July 2019. If you have any questions, please contact Sheena Fluker, Project Director, at (501) 523-0036 or [Sheena.Fluker@Arkansas.gov](mailto:Sheena.Fluker@Arkansas.gov)

## ResCare Monthly Briefing Report

Local Area	Pgm	Employment Rate Q2 Target/Actual	Employment Rate Q4 Target/Actual	Median Earnings Target/Actual	Credential Rate Target/Actual	MSG No Target
Central	Adult	91.10 / 81.4	85.8 / 87.5	6900 / 5739.44	77 / 86.21	94.03
	DLW	92 / 97.37	87 / 96.67	7200 / 7486.78	77 / 82.76	93.75
	Youth	77 / 78.18	79 / 81.36	n/a / 2500.65	80 / 84.21	84.21
Little Rock	Adult	91.10 / 79.10	85.80 / 73.17	6300 / 6908.81	75 / 80.56	56.86
	DLW	91 / 83.33	85.5 / 91.67	6900 / 7434.38	75 / 69.57	63.64
	Youth	73 / 64.86	78 / 78.38	n/a / 2205.07	74 / 48.48	31.25
Eastern	Adult	93 / 94.67	88 / 96.88	6050 / 5720	74 / 89.58	83.65
	DLW	92 / 91.67	86 / 100	7300 / 9219.81	77 / 83.33	81.25
	Youth	74 / 89.74	78 / 94.74	n/a / 3714.02	77 / 78.95	84.21
North Central	Adult	88 / 64.91	84 / 66.19	6100 / 4689.10	73 / 66.67	73.46
	DLW	90 / 75	85 / 80	6800 / 4850.73	82 / 72.22	66.67
	Youth	74.50 / 65.12	78.10 / 69.14	n/a / 2715.75	74 / 54.39	84.21
Northeast	Adult	92 / 91.03	87 / 90.41	6700 / 7060.54	75 / 76.39	83.90
	DLW	94 / 96.15	87 / 89.66	6900 / 5908.71	76.10 / 72.92	86.36
	Youth	75 / 84.62	79 / 83.93	n/a / 2876.77	80 / 76.92	85.71
Northwest	Adult	92 / 90	87 / 96.06	6700 / 7335.73	75 / 85.60	90
	DLW	91 / 93.94	87 / 100	7200 / 7727.06	76.10 / 78.95	84
	Youth	82 / 80.95	80 / 81.37	n/a / 3880.66	70 / 68.32	72.95
Southeast	Adult	92 / 80.60	87 / 74.19	6300 / 6112.82	75 / 78.69	39.80
	DLW	92 / 69.23	86 / 70	7000 / 5282.63	79 / 90	83.33
	Youth	80 / 78.43	83 / 84.91	n/a / 2845.95	80 / 59.09	40
Southwest	Adult	92 / 84.55	87 / 79.85	6700 / 6249.85	75 / 79.39	75.56
	DLW	92 / 80	87 / 88.89	7400 / 7230.21	77 / 83.33	74.07
	Youth	88 / 93.55	88 / 72.73	n/a / 3645.70	80 / 75	65.31
West Central	Adult	92 / 90.32	87 / 76.92	6300 / 7136.00	75 / 88.89	85.71
	DLW	90 / 75	85 / 85.71	6800 / 5783.45	83 / 83.33	50
	Youth	75 / 73.68	79 / 73.17	n/a / 3565.51	77 / 84.21	52
Western	Adult	90 / 75.95	85 / 87.69	6000 / 5146.50	80 / 82.81	74.03
	DLW	89.10 / 92.31	85.10 / 100	7500 / 7644.18	67 / 100	84.62
	Youth	68 / 80	80 / 80.56	n/a / 2854.01	65 / 67.65	58.82

September 26, 2019  
LRWDB Executive Director's Report  
W.J. Monagle

I. Important Accomplishments and Notices (\*indicates more is on the LRWDB website)

- On 9/4/19 the AR Div. of Building Authority notified the LRWDB that it was terminating the sublease at 5401 S. University – since the property had been sold to the state effective 8/27/19. This means that we will pay next to nothing in rent for the space we occupy. It also means that ADWS is in direct control of the building. New negotiations began on 8/23/19 to realign space per demand.
- From 9/9-13/19 LRWDB and ResCare staff underwent a DOL monitoring visit of its Rock City Reentry Adult Program. The report will arrive in 30-45 days.
- \*On 8/23/19 the City of Little Rock held a hiring event to fill 25 positions to help clean up parks and public spaces of flood debris, funded by the DOL DW-Natural Disaster Grant of \$805K and administrated through the LRWDB. More than 20 initial job offers were made, pending drug and background checks.

II. Outreach, Training and Attendance

- \*On 8/30/19 the LRWDB executive director attended the final graduation ceremony of the Rock City Reentry Culinary Program delivered at Our House Homeless Center. There were five graduates in this class and 51 in all.
- On 9/5-6/19 the LRWDB and ResCare staff attended the WIOA Partners Conference held at the Embassy Suites in Little Rock.
- On 9/12/19 the LRWDB executive director met with managers of Essick Air and toured its production facility off of 65<sup>th</sup> St. in preparation of submitting a WBTP Incumbent Worker training grant application for four of its employees.
- On 9/16/19 the LRWDB Youth Services Committee met.
- On 9/16/19 LRWDB, ResCare and ADWS staff met with AR Food Bank staff to discuss shared mission values and platforms for collaboration around work.
- \*On 9/18/19 the combined Business Outreach Teams of the LRWDB and the Central AR WDA hosted Thomas P Miller & Associates (TPMA) for a technical assistance workshop on redefining the role of business liaison under WIOA.
- On 9/19/19 the LRWDB executive director attended the 2nd FAME planning meeting at the LR Port Authority to gauge business interest and support.
- On 9/22/19 the LRWDB, ResCare and RCRP partners staffed a tent at the 9<sup>th</sup> Annual LR Food Truck Festival, recruiting for careers in the culinary arts.
- On 9/24/19 the LRWDB One Stop Partners Committee met.
- On 9/25/19 the LRWDB executive director volunteered at the “Who Works the Rivers?” fieldtrip for N/LRSD HS students at Witt Stephens Jr. Nature Center.

III. Budget and Financials – No Financial Reports – See Financial Action Item

IV. Next Steps –

- \*The next meeting of the full LRWDB will be October 24, 2019.
- \*The next meeting of the LRWDB Executive Committee will be Dec. 5, 2019.

Exhibit III

October 30, 2019  
LRWDB Executive Director's Report  
W.J. Monagle

I. Important Accomplishments and Notices (\*indicates more is on the LRWDB website)

- On 9/26/19 the LRWDB met new & existing partnering agencies that will be co-located at 5401 S. University. The LRWDB agreed to give up two rooms to the Division of Services for the Blind (ADSB) and possibly Adult Ed. However, ADWS is building two walled/doored offices for us from four of our cubicles. The discussion of the new Infrastructure Funding Agreement (IFA) is ongoing.
- \*October is National Disability Employment Awareness Month and the LRWDB was a Silver Sponsor of the 10/22/19 HRMA Diversity and Inclusion Summit attended by ResCare staff and member Robin Hunt on behalf of the LRWDB.
- From 10/23/19 LRWDB and ResCare received the DOL monitoring report of its Rock City Reentry Project (RCRP) Adult Program. The report identified six findings and two Promising Practices. The LRWDB response is due 12/7/19.

II. Outreach, Training and Attendance

- On 10/1 & 16/19 LRWFC staff attended an orientation and tour of the Rock Region Metro mass transit system. The events were conceived and coordinated by the Youth Build program director. Around 40 LRWFC partners participated.
- On 10/8/19 the LRWDB executive director met with the planning team of the annual Rights After Wrongs (RAW) reentry event to take place 1/18/20.
- On 10/14/19 the LRWDB executive director and chair attended a meeting with CLR Mayor Frank Scott Jr. to discuss current & future workforce challenges.
- On 10/15/19 the LRWDB executive director attended the quarterly meeting of the AWDB: [https://www.dws.arkansas.gov/src/files/FULL\\_BOARD\\_AGENDA\\_BOOK.pdf](https://www.dws.arkansas.gov/src/files/FULL_BOARD_AGENDA_BOOK.pdf)
- \*On 10/17/19 the LRWDB executive director attended the second City of Little Rock Education Roundtable at the UA-PTC Business & Industry Center.
- \*Despite having a slow start, the DOL DW-Natural Disaster Grant with the City of Little Rock is picking up the effort to fill 25 positions with five hires to date.
- \*On 10/22-24/19 LRWDB, ResCare and Our House staff attended the New Grantee Orientation in Washington D.C. for the RCRP Young Adult Program.
- \*On 10/24/19 the LRWDB received final, signed approval for an Incumbent Worker Training Grant for four employees at Essick Air Products. While the \$7K is small, it represents the first WBTP Incumbent Worker training grant and the first grant application made through the new Salesforce platform.

III. Budget and Financials –See Budget & Financial Action Item

IV. Next Steps –

- \*The next meeting of the full LRWDB will be January 23, 2019.
- \*The next meeting of the LRWDB Executive Committee will be Dec. 12, 2019.
- The LRWDB single financial audit by BKD, Inc. will be 11/4-8/19.
- November will be dedicated to monitoring, audit and compliance responses.

Program Year 2018 WIOA Titles I and III

STATEWIDE ADULTS	Negotiated Goal	Actual Performance	90% of Negotiated
Employment Rate 2nd Quarter After Exit	91.1%	84.07%	81.99%
Employment Rate 4 <sup>th</sup> Quarter After Exit	85.8%	83.51%	77.22%
Median Earnings	\$6,281	\$6,163.71	\$5,652.90
Credential Attainment Rate	74.2%	80.81%	N/A

STATEWIDE DISLOCATED WORKER	Negotiated Goal	Actual Performance	90% of Negotiated
Employment Rate 2nd Quarter After Exit	91.0%	87.69%	81.90%
Employment Rate 4 <sup>th</sup> Quarter After Exit	85.5%	89.12%	N/A
Median Earnings	\$7,000	\$6,396.00	\$6,300.00
Credential Attainment Rate	76.1%	78.84%	N/A

STATEWIDE YOUTH	Negotiated Goal	Actual Performance	90% of Negotiated
Educ./Train./Employ. 2 <sup>nd</sup> Qtr.	75.0%	79.93%	N/A
Educ./Train./Employ. 4 <sup>th</sup> Qtr.	78.1%	80.41%	N/A
Credential Attainment Rate	75.0%	68.27%	67.50%

STATEWIDE WAGNER-PEYSER	Negotiated Goal	Actual Performance	90% of Negotiated
Employment Rate 2nd Quarter After Exit	73.4%	72.31%	66.06%
Employment Rate 4 <sup>th</sup> Quarter After Exit	74.5%	71.92%	67.05%
Median Earnings	\$4,750	\$5,136.93	N/A

**Green font** indicates that the State met or exceeded their negotiated goal.

Note: States are considered to have met their individual negotiated goals if their actual achieved performance is at least 90% of their previously negotiated goal (Fourth Column).

N/A – denotes those measures which **did not** rely upon the 90% threshold as State met or exceeded negotiated goal.

Program Year 2018 WIOA Titles I and III

	CITY OF LITTLE ROCK		
Adult	Negotiated	Achieved	90% Threshold
Entered Employment Rate 2nd Quarter After Exit	91.10%	88.06%	81.99%
Entered Employment Rate 4th Quarter After Exit	85.80%	81.71%	77.22%
Median Earnings 2nd Quarter After Exit	\$6,300.00	\$6,846.28	N/A
Credential Attainment 4th Quarter After Exit	75.00%	80.56%	N/A
Dislocated Workers	Negotiated	Achieved	90% Threshold
Entered Employment Rate 2nd Quarter After Exit	91.00%	90.00%	81.90%
Entered Employment Rate 4th Quarter After Exit	85.50%	95.83%	N/A
Median Earnings 2nd Quarter After Exit	\$6,900.00	\$7,434.38	N/A
Credential Attainment 4th Quarter After Exit	75.00%	69.57%	67.50%
Youth	Negotiated	Achieved	90% Threshold
Educ/Train/Employment Rate 2nd Quarter After Exit	73.00%	64.86%	65.70%
Educ/Train/Employment Rate 4th Quarter After Exit	78.00%	78.38%	N/A
Credential Attainment Rate	74.00%	48.48%	66.60%

Green font indicates that the Local Area met or exceeded their negotiated goal.

Note: Local Areas are considered to have met their individual negotiated goals if their actual achieved performance is at least 90% of their previously negotiated goal (Fourth Column).

Program Year 2018 WIOA Titles I and III

	CENTRAL		
Adult	Negotiated	Achieved	90% Threshold
Entered Employment Rate 2nd Quarter After Exit	91.10%	81.40%	81.99%
Entered Employment Rate 4th Quarter After Exit	85.80%	87.50%	77.22%
Median Earnings 2nd Quarter After Exit	\$6,900.00	\$5,739.44	\$6,210.00
Credential Attainment 4th Quarter After Exit	77.00%	86.21%	N/A
Dislocated Workers	Negotiated	Achieved	90% Threshold
Entered Employment Rate 2nd Quarter After Exit	92.00%	97.37%	N/A
Entered Employment Rate 4th Quarter After Exit	87.00%	96.67%	N/A
Median Earnings 2nd Quarter After Exit	\$7,200.00	\$7,486.78	N/A
Credential Attainment 4th Quarter After Exit	77.00%	82.76%	N/A
Youth	Negotiated	Achieved	90% Threshold
Educ/Train/Employment Rate 2nd Quarter After Exit	77.00%	78.18%	N/A
Educ/Train/Employment Rate 4th Quarter After Exit	79.00%	81.36%	N/A
Credential Attainment Rate	80.00%	84.21%	N/A

**Green font** indicates that the Local Area met or exceeded their negotiated goal.

Note: Local Areas are considered to have met their individual negotiated goals if their actual achieved performance is at least 90% of their previously negotiated goal (Fourth Column).

## Little Rock Workforce Development Board

### Financial Report - LRWDB Financial Report WIOA Adult, DLW, Youth - Unposted Transactions Included In Report

#### 10 - Little Rock Workforce Development Board

From 9/1/2019 Through 9/30/2019

	Current Month Actual	Current Year to date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Salaries	12,416.80	37,214.48	113,529.92	76,315.44
SS/Medicare Tax	949.91	2,846.95	11,667.89	8,820.94
Dental	66.94	200.42	36,785.22	36,584.80
Disability Insurance	51.00	151.88	1,071.53	919.65
Group Life Basic	56.44	168.15	799.08	630.93
Group Medical	1,005.98	2,993.45	14,546.14	11,552.69
Retirement	1,117.54	3,349.36	14,528.17	11,178.81
Vision	1.19	3.63	180.00	176.37
Dues and Subscriptions	0.00	239.95	1,000.00	760.05
Equipment	0.00	0.00	2,770.50	2,770.50
Equipment Rental	321.20	988.79	4,617.50	3,628.71
Liability Insurance	0.00	0.00	3,694.00	3,694.00
Business Expense	84.78	113.71	600.00	486.29
Cell Phones	0.00	120.00	2,000.00	1,880.00
Internet/DSL	12.90	153.10	573.75	420.65
I T Support	49.00	147.00	230.87	83.87
Office Phone	158.05	760.04	2,558.75	1,798.71
Postage and Delivery	0.00	120.51	461.75	341.24
Printing and Reproduction	0.00	0.00	1,108.20	1,108.20
Professional Fees - Accounting	0.00	0.00	20,000.00	20,000.00
Professional Fees - Consulting	0.00	3,500.00	4,000.00	500.00
Professional Fees - Legal	0.00	1,830.00	10,000.00	8,170.00
Outreach	450.00	450.00	3,000.00	2,550.00
Rent	0.00	4,789.12	16,000.00	11,210.88
Shared Costs	0.00	0.00	2,308.75	2,308.75
Supplies - Catering Board/Exec	180.43	462.90	2,785.80	2,322.90
Hardware/Software	90.33	470.17	1,847.00	1,376.83
Supplies - Office	59.95	554.12	2,085.80	1,531.68
Staff Development	0.00	0.00	400.00	400.00
Travel - Mileage	0.00	0.00	500.00	500.00
Travel - Other	0.00	0.00	3,000.00	3,000.00
Utilities - Gas and Electric	16.82	721.25	2,585.80	1,864.55
Utilities	201.83	605.49	0.00	(605.49)
<b>Total Expenditures</b>	<b>17,291.09</b>	<b>62,954.47</b>	<b>281,236.42</b>	<b>218,281.95</b>

**Little Rock Workforce Development Board**  
**Financial Report - WIOA ARBOR Adult, DLW, Youth - Unposted Transactions Included In Report**  
**From 9/1/2019 Through 9/30/2019**

	<u>Current Month Actual</u>	<u>Current Year to date Actual</u>	<u>Total Budget - Original</u>	<u>Total Budget Variance - Original</u>
Expenditures				
Salaries	22,667.87	71,444.51	243,714.70	172,270.19
One Stop Fringe	5,901.00	18,281.48	55,314.40	37,032.92
Administration	1,089.04	3,292.06	13,758.63	10,466.57
Indirect Costs	3,375.91	10,302.65	35,631.97	25,329.32
Incentive Award	115.00	115.00	1,500.00	1,385.00
Equipment	522.06	1,566.18	6,200.00	4,633.82
Individual Training Accounts	5,995.00	15,464.62	113,562.80	98,098.18
Liability Insurance	206.89	750.31	3,000.00	2,249.69
Miscellaneous	0.15	432.88	0.00	(432.88)
Office Phone	1,843.50	2,114.16	10,451.00	8,336.84
Postage and Delivery	0.00	12.22	835.00	822.78
Supplies - Office	298.62	1,154.30	6,574.00	5,419.70
Supportive Services	176.00	889.90	13,000.00	12,110.10
Profit	0.00	0.00	30,274.00	30,274.00
Staff Development	33.18	369.26	640.00	270.74
Travel - Mileage	118.34	317.80	4,449.00	4,131.20
OJT	4,140.50	4,140.50	7,000.00	2,859.50
Work Experience	1,738.66	17,719.40	34,574.51	16,855.11
Total Expenditures	<u>48,221.72</u>	<u>148,367.23</u>	<u>580,480.01</u>	<u>432,112.78</u>

**Little Rock Workforce Development Board**  
**Financial Report - WIOA ARBOR Adult, DLW, Youth - Unposted Transactions Included In Report**  
**100 - WIOA Adult**  
**From 9/1/2019 Through 9/30/2019**

	<u>Current Month Actual</u>	<u>Current Year to date Actual</u>	<u>Total Budget - Original</u>	<u>Total Budget Variance - Original</u>
Expenditures				
Salaries	5,244.03	20,876.32	48,253.87	27,377.55
One Stop Fringe	1,271.05	4,777.90	10,965.86	6,187.96
Administration	273.69	979.68	4,245.83	3,266.15
Indirect Costs	783.52	2,958.71	7,292.83	4,334.12
Equipment	131.51	460.87	1,913.15	1,452.28
Individual Training Accounts	5,995.00	15,464.62	80,887.09	65,422.47
Liability Insurance	52.12	186.14	925.72	739.58
Miscellaneous	0.04	173.80	0.00	(173.80)
Office Phone	468.72	511.88	1,687.00	1,175.12
Postage and Delivery	0.00	3.87	41.00	37.13
Supplies - Office	56.21	387.76	1,408.14	1,020.38
Supportive Services	0.00	0.00	4,000.00	4,000.00
Profit	0.00	0.00	9,342.00	9,342.00
Staff Development	0.00	57.17	46.00	(11.17)
Travel - Mileage	87.51	226.51	1,112.00	885.49
OJT	4,140.50	4,140.50	7,000.00	2,859.50
<b>Total Expenditures</b>	<u>18,503.90</u>	<u>51,205.73</u>	<u>179,120.49</u>	<u>127,914.76</u>

**Little Rock Workforce Development Board**  
**Financial Report - WIOA ARBOR Adult, DLW, Youth - Unposted Transactions Included In Report**  
**110 - WIOA Youth**  
**From 9/1/2019 Through 9/30/2019**

	<u>Current Month Actual</u>	<u>Current Year to date Actual</u>	<u>Total Budget - Original</u>	<u>Total Budget Variance - Original</u>
Expenditures				
Salaries	8,142.55	24,276.85	93,662.28	69,385.43
One Stop Fringe	2,237.01	6,673.18	21,252.39	14,579.21
Administration	403.88	1,171.20	4,683.17	3,511.97
Indirect Costs	1,226.19	3,572.58	13,688.28	10,115.70
Incentive Award	115.00	115.00	1,500.00	1,385.00
Equipment	192.85	557.00	2,110.28	1,553.28
Liability Insurance	76.43	343.18	1,021.10	677.92
Miscellaneous	0.05	74.36	0.00	(74.36)
Office Phone	670.11	851.40	4,840.00	3,988.60
Postage and Delivery	0.00	4.20	381.00	376.80
Supplies - Office	109.40	323.62	2,472.71	2,149.09
Supportive Services	36.00	180.00	5,000.00	4,820.00
Profit	0.00	0.00	10,304.00	10,304.00
Staff Development	33.18	251.71	381.00	129.29
Travel - Mileage	4.72	57.70	1,706.00	1,648.30
Work Experience	1,738.66	17,719.40	34,574.51	16,855.11
<b>Total Expenditures</b>	<u>14,986.03</u>	<u>56,171.38</u>	<u>197,576.72</u>	<u>141,405.34</u>

**Little Rock Workforce Development Board**  
**Financial Report - WIOA ARBOR Adult, DLW, Youth - Unposted Transactions Included In Report**  
**120 - WIOA Dislocated Worker**  
**From 9/1/2019 Through 9/30/2019**

	<u>Current Month Actual</u>	<u>Current Year to date Actual</u>	<u>Total Budget - Original</u>	<u>Total Budget Variance - Original</u>
<b>Expenditures</b>				
Salaries	9,281.29	26,291.34	101,798.55	75,507.21
One Stop Fringe	2,392.94	6,830.40	23,096.15	16,265.75
Administration	411.47	1,141.18	4,829.63	3,688.45
Indirect Costs	1,366.20	3,771.36	14,650.86	10,879.50
Equipment	197.70	548.31	2,176.57	1,628.26
Individual Training Accounts	0.00	0.00	32,675.71	32,675.71
Liability Insurance	78.34	220.99	1,053.18	832.19
Miscellaneous	0.06	184.72	0.00	(184.72)
Office Phone	704.67	750.88	3,924.00	3,173.12
Postage and Delivery	0.00	4.15	413.00	408.85
Supplies - Office	133.01	442.92	2,693.15	2,250.23
Supportive Services	140.00	709.90	4,000.00	3,290.10
Profit	0.00	0.00	10,628.00	10,628.00
Staff Development	0.00	60.38	213.00	152.62
Travel - Mileage	26.11	33.59	1,631.00	1,597.41
<b>Total Expenditures</b>	<u>14,731.79</u>	<u>40,990.12</u>	<u>203,782.80</u>	<u>162,792.68</u>

**Little Rock Workforce Development Board**  
**Financial Report - WIOA Adult, DLW, Youth Combined - Unposted Transactions Included In Report**  
**25 - AWFLR Rent/Utilities/Operating Maintenance**  
**From 9/1/2019 Through 9/30/2019**

	<u>Current Month Actual</u>	<u>Current Year to date Actual</u>	<u>Total Budget - Original</u>	<u>Total Budget Variance - Original</u>
Expenditures				
One Stop Rent, Util, Misc Exp	406.09	10,798.12	39,700.00	28,901.88
Total Expenditures	406.09	10,798.12	39,700.00	28,901.88

**Little Rock Workforce Development Board**  
 Financial Report - Rock City Re-entry Grant - Unposted Transactions Included In Report  
 10 - Little Rock Workforce Development Board  
 From 9/1/2019 Through 9/30/2019

	Current Period Actual	Current Year Actual	Total Budget - Original	Total Budget Variance - Original	Percent Total Budget Remaining - Original
Expenditures					
Rock City Reentry Grant					
Salaries	1,363.94	3,988.28	15,067.77	11,079.49	73.53%
SS/Medicare Tax	104.34	305.10	912.49	607.39	66.56%
Dental	7.28	21.42	65.99	44.57	67.54%
Disability Insurance	5.60	16.37	99.40	83.03	83.53%
Group Life Basic	6.20	18.12	74.13	56.01	75.56%
Group Medical	110.90	323.40	971.54	648.14	66.71%
Retirement	122.74	358.91	1,356.09	997.18	73.53%
Vision	0.12	0.33	50.00	49.67	99.34%
Equipment	0.00	0.00	15,000.00	15,000.00	100.00%
Equipment Rental	0.00	0.00	400.00	400.00	100.00%
Business Expense	0.00	0.00	3,400.00	3,400.00	100.00%
Supplies - Office	0.00	0.00	702.00	702.00	100.00%
Other Program Expense	0.00	0.00	3,400.00	3,400.00	100.00%
Travel - Mileage	0.00	0.00	1,000.00	1,000.00	100.00%
Travel - Other	0.00	0.00	5,946.46	5,946.46	100.00%
Total Expenditures	<u>1,721.12</u>	<u>5,031.93</u>	<u>48,445.87</u>	<u>43,413.94</u>	<u>89.61%</u>

**Little Rock Workforce Development Board**  
 Financial Report - Rock City Re-entry Grant - Unposted Transactions Included In Report  
 15 - Arbor Education & Training  
 From 9/1/2019 Through 9/30/2019

	Current Period Actual	Current Year Actual	Total Budget - Original	Total Budget Variance - Original	Percent Total Budget Remaining - Original
Expenditures					
Rock City Reentry Grant					
Salaries	5,972.49	18,778.63	0.00	(18,778.63)	0.00%
One Stop Fringe	1,411.48	4,214.64	0.00	(4,214.64)	0.00%
Indirect Costs	768.92	2,402.33	0.00	(2,402.33)	0.00%
Individual Training Accounts	8,240.00	18,740.00	0.00	(18,740.00)	0.00%
Cell Phones	46.06	137.46	0.00	(137.46)	0.00%
Supplies - Office	9.35	120.94	0.00	(120.94)	0.00%
Supportive Services	372.00	1,060.46	0.00	(1,060.46)	0.00%
Case Management Fees	982.55	3,068.53	0.00	(3,068.53)	0.00%
Travel - Other	4.16	4.16	0.00	(4.16)	0.00%
Work Experience	4,269.34	20,418.86	0.00	(20,418.86)	0.00%
<b>Total Expenditures</b>	<u>22,076.35</u>	<u>68,946.01</u>	<u>0.00</u>	<u>(68,946.01)</u>	<u>0.00%</u>

**Little Rock Workforce Development Board**  
 Financial Report - Rock City Re-entry Grant - Unposted Transactions Included In Report  
 25 - AWFLR Rent/Utilities/Operating Maintenance  
 From 9/1/2019 Through 9/30/2019

	Current Period Actual	Current Year Actual	Total Budget - Original	Total Budget Variance - Original	Percent Total Budget Remaining - Original
Expenditures					
Rock City Reentry Grant					
One Stop Rent, Util, Misc Exp	0.00	280.00	3,360.00	3,080.00	91.67%
Total Expenditures	0.00	280.00	3,360.00	3,080.00	91.67%

**Little Rock Workforce Development Board**

Financial Report - YOUTHBUILD II ALL LOCS 2017-18 - Unposted Transactions Included In Report

10 - Little Rock Workforce Development Board

From 9/1/2019 Through 9/30/2019

	Current Period Actual	Current Year Actual	Total Budget - Original	Total Budget Variance - Original	Percent Total Budget Remaining - Original
Expenditures					
YouthBuild II					
Salaries	1,363.96	3,988.27	8,789.53	4,801.26	54.62%
SS/Medicare Tax	104.32	305.05	672.39	367.34	54.63%
Dental	7.28	21.40	38.78	17.38	44.82%
Disability Insurance	5.54	16.24	57.98	41.74	71.99%
Group Life Basic	6.20	18.12	43.23	25.11	58.08%
Group Medical	110.88	323.35	770.38	447.03	58.03%
Retirement	122.74	358.90	791.05	432.15	54.63%
Vision	0.13	0.37	30.00	29.63	98.77%
Equipment Rental	0.00	0.00	400.00	400.00	100.00%
Supplies - Office	0.00	0.00	200.00	200.00	100.00%
Participant Const Supplies YB	0.00	0.00	1,000.00	1,000.00	100.00%
YB Recruitment/Orientation	0.00	0.00	1,000.00	1,000.00	100.00%
YB Van Insurance & Maintenance	0.00	0.00	2,500.00	2,500.00	100.00%
Travel - Mileage	0.00	0.00	1,000.00	1,000.00	100.00%
Travel - Other	0.00	0.00	2,400.00	2,400.00	100.00%
Total Expenditures	<u>1,721.05</u>	<u>5,031.70</u>	<u>19,693.34</u>	<u>14,661.64</u>	<u>74.45%</u>

**Little Rock Workforce Development Board**  
 Financial Report - YOUTHBUILD II ALL LOCS 2017-18 - Unposted Transactions Included In Report  
 15 - Arbor Education & Training  
 From 9/1/2019 Through 9/30/2019

	Current Period Actual	Current Year Actual	Total Budget - Original	Total Budget Variance - Original	Percent Total Budget Remaining - Original
Expenditures					
YouthBuild II					
Salaries	3,274.31	10,290.71	0.00	(10,290.71)	0.00%
One Stop Fringe	882.96	2,828.18	0.00	(2,828.18)	0.00%
Incentive Award	403.53	403.53	0.00	(403.53)	0.00%
Cell Phones	111.24	222.48	0.00	(222.48)	0.00%
Supplies - Office	0.00	110.36	0.00	(110.36)	0.00%
Case Management Fees	184.08	527.54	0.00	(527.54)	0.00%
Work Experience	0.00	(466.13)	0.00	466.13	0.00%
Total Expenditures	<u>4,856.12</u>	<u>13,916.67</u>	<u>0.00</u>	<u>(13,916.67)</u>	<u>0.00%</u>

**Little Rock Workforce Development Board**  
 Financial Report - YOUTHBUILD II ALL LOCS 2017-18 - Unposted Transactions Included In Report  
 25 - AWFLR Rent/Utilities/Operating Maintenance  
 From 9/1/2019 Through 9/30/2019

	<u>Current Period Actual</u>	<u>Current Year Actual</u>	<u>Total Budget - Original</u>	<u>Total Budget Variance - Original</u>	<u>Percent Total Budget Remaining - Original</u>
Expenditures					
YouthBuild II					
One Stop Rent, Util, Misc Exp	0.00	280.00	2,240.00	1,960.00	87.50%
Total Expenditures	<u>0.00</u>	<u>280.00</u>	<u>2,240.00</u>	<u>1,960.00</u>	<u>87.50%</u>

## Little Rock Workforce Development Board

Financial Report - Financial Report by fund, location & cost code - Unposted Transactions Included In Report

525 - Work Base Learning

10 - Little Rock Workforce Development Board

From 9/1/2019 Through 9/30/2019

	Current Month Actual	Current Year to date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Salaries	508.08	1,767.31	12,042.43	10,275.12
SS/Medicare Tax	38.86	135.19	921.24	786.05
Dental	3.30	11.16	0.00	(11.16)
Disability Insurance	1.86	7.51	0.00	(7.51)
Group Life Basic	2.06	8.31	0.00	(8.31)
Group Medical	33.44	143.40	0.00	(143.40)
Retirement	45.72	159.05	0.00	(159.05)
Vision	0.06	0.17	0.00	(0.17)
Total Expenditures	<u>633.38</u>	<u>2,232.10</u>	<u>12,963.67</u>	<u>10,731.57</u>

## Little Rock Workforce Development Board

### Financial Report - Financial Report by fund, location & cost code - Unposted Transactions Included In Report

#### 525 - Work Base Learning

#### 15 - Arbor Education & Training

From 9/1/2019 Through 9/30/2019

	Current Month Actual	Current Year to date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Salaries	2,803.62	8,816.46	0.00	(8,816.46)
One Stop Fringe	454.76	1,429.70	0.00	(1,429.70)
Indirect Costs	336.59	1,058.42	0.00	(1,058.42)
Supportive Services	532.00	1,200.00	0.00	(1,200.00)
Case Management Fees	1,131.44	3,152.66	0.00	(3,152.66)
Work Experience	0.00	30,435.23	0.00	(30,435.23)
Participant Wages	17,559.07	20,854.83	0.00	(20,854.83)
Participant Taxes	1,885.57	1,885.57	0.00	(1,885.57)
Total Expenditures	<u>24,703.05</u>	<u>68,832.87</u>	<u>0.00</u>	<u>(68,832.87)</u>

## Little Rock Workforce Development Board

### Financial Report - Financial Report by fund, location & cost code - Unposted Transactions Included In Report 550 - Arkansas Apprenticeship Pathway Initiative 10 - Little Rock Workforce Development Board From 9/1/2019 Through 9/30/2019

	<u>Current Month Actual</u>	<u>Current Year to date Actual</u>	<u>Total Budget - Original</u>	<u>Total Budget Variance - Original</u>
Expenditures				
Salaries	0.00	0.00	1,776.25	1,776.25
SS/Medicare Tax	0.00	0.00	135.88	135.88
Dental	0.00	0.00	6.70	6.70
Disability Insurance	0.00	0.00	7.92	7.92
Group Life Basic	0.00	0.00	5.91	5.91
Group Medical	0.00	0.00	357.48	357.48
Retirement	0.00	0.00	159.86	159.86
Total Expenditures	<u>0.00</u>	<u>0.00</u>	<u>2,450.00</u>	<u>2,450.00</u>

**Little Rock Workforce Development Board**

**Financial Report - Financial Report by fund, location & cost code - Unposted Transactions Included In Report  
550 - Arkansas Apprenticeship Pathway Initiative  
15 - Arbor Education & Training  
From 9/1/2019 Through 9/30/2019**

	<u>Current Month Actual</u>	<u>Current Year to date Actual</u>	<u>Total Budget - Original</u>	<u>Total Budget Variance - Original</u>
Expenditures				
Salaries	1,002.78	2,236.13	13,260.00	11,023.87
One Stop Fringe	119.11	256.37	3,182.40	2,926.03
Individual Training Accounts	0.00	64,500.00	87,500.00	23,000.00
Miscellaneous	0.00	5.21	850.00	844.79
Supplies - Office	0.00	0.00	257.60	257.60
Travel - Mileage	0.00	0.00	500.00	500.00
Total Expenditures	<u>1,121.89</u>	<u>66,997.71</u>	<u>105,550.00</u>	<u>38,552.29</u>

## Little Rock Workforce Development Board

Financial Report - Financial Report by fund, location & cost code - Unposted Transactions Included In Report

450 - Sector Partnership Asst.

10 - Little Rock Workforce Development Board

From 9/1/2019 Through 9/30/2019

	Current Month Actual	Current Year to date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Salaries	0.00	0.00	1,225.00	1,225.00
Fringe	0.00	0.00	635.00	635.00
Administration	0.00	0.00	140.00	140.00
Business Expense	0.00	2,282.41	3,750.00	1,467.59
Professional Fees - Consulting	0.00	2,050.00	5,000.00	2,950.00
Supplies - Office	0.00	0.00	1,250.00	1,250.00
Travel - Mileage	0.00	1,546.76	3,000.00	1,453.24
Total Expenditures	0.00	5,879.17	15,000.00	9,120.83

## Little Rock Workforce Development Board

Financial Report - Financial Report by fund, location & cost code - Unposted Transactions Included In Report

475 - Regional Planning Asst.

10 - Little Rock Workforce Development Board

From 9/1/2019 Through 9/30/2019

	Current Month Actual	Current Year to date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Salaries	0.00	0.00	1,225.00	1,225.00
Fringe	0.00	0.00	635.00	635.00
Administration	0.00	0.00	140.00	140.00
Business Expense	0.00	1,320.09	0.00	(1,320.09)
Professional Fees - Consulting	0.00	2,050.00	7,500.00	5,450.00
Supplies - Office	124.46	214.46	2,500.00	2,285.54
Travel - Mileage	0.00	0.00	3,000.00	3,000.00
Total Expenditures	<u>124.46</u>	<u>3,584.55</u>	<u>15,000.00</u>	<u>11,415.45</u>

LR	Adult	DW	Youth	Total
<b>Budget</b>				
	179,120.49	203,782.80	197,576.71	580,480.00
<b>Compensation</b>	48,253.87	101,798.55	93,662.28	243,714.70
<b>Fringe</b>	10,965.86	23,096.15	21,252.39	55,314.40
<b>Total Personnel</b>	59,219.73	124,894.70	114,914.67	299,029.10
<b>Travel (local)</b>	1,112.00	1,631.00	1,706.00	4,449.00
<b>Travel (out of state)</b>				-
<b>Equipment</b>	1,913.15	2,176.57	2,110.28	6,200.00
<b>Supplies</b>	1,408.14	2,693.15	2,472.71	6,574.00
<b>Phones and IT</b>	1,687.00	3,924.00	4,840.00	10,451.00
<b>Postage</b>	41.00	413.00	381.00	835.00
<b>Insurance</b>	925.72	1,053.18	1,021.10	3,000.00
<b>Staff Development</b>	46.00	213.00	381.00	640.00
<b>Outreach &amp; Marketing</b>				-
<b>Other Program Expense</b>				-
<b>Administration</b>	4,245.83	4,829.63	4,683.17	13,758.63
<b>Miscellaneous</b>				-
<b>ITAs</b>	80,887.09	32,675.71		113,562.80
<b>OJTs</b>	7,000.00			7,000.00
<b>Supportive Services</b>	4,000.00	4,000.00	5,000.00	13,000.00
<b>Work Experience</b>			34,574.51	34,574.51
<b>Incentives</b>			1,500.00	1,500.00
<b>Total Costs</b>	162,485.66	178,503.94	173,584.44	514,574.04
<b>Indirect</b>	7,292.83	14,650.86	13,688.28	35,631.96
<b>Profit</b>	9,342.00	10,628.00	10,304.00	30,274.00
<b>TOTAL</b>	179,120.49	203,782.80	197,576.72	580,480.00

0.00 (0.00) 0.01

LR	Adult	DW	Youth	Total
<b>Budget</b>				
	226,003.78	193,371.25	194,547.33	613,922.35
<b>Compensation</b>	82,777.41	94,174.66	91,306.62	268,258.69
<b>Fringe</b>	18,707.54	21,283.30	20,635.13	60,625.97
<b>Total Personnel</b>	101,484.95	115,457.96	111,941.75	328,884.66
<b>Travel (local)</b>	1,112.00	1,631.00	1,706.00	4,449.00
<b>Travel (out of state)</b>				-
<b>Equipment</b>	1,913.15	2,176.57	2,110.28	6,200.00
<b>Supplies</b>	1,408.14	2,693.15	2,472.71	6,574.00
<b>Phones and IT</b>	1,687.00	3,924.00	4,840.00	10,451.00
<b>Postage</b>	41.00	413.00	381.00	835.00
<b>Insurance</b>	925.72	1,053.18	1,021.10	3,000.00
<b>Staff Development</b>	46.00	213.00	381.00	640.00
<b>Outreach &amp; Marketing</b>				-
<b>Other Program Expense</b>				-
<b>Administration</b>	4,474.30	4,829.63	4,910.33	14,214.26
<b>Miscellaneous</b>				-
<b>ITAs</b>	80,887.09	32,675.71		113,562.80
<b>OJTs</b>	7,000.00			7,000.00
<b>Supportive Services</b>	4,000.00	4,000.00	5,000.00	13,000.00
<b>Work Experience</b>			34,574.51	34,574.51
<b>Incentives</b>			1,500.00	1,500.00
<b>Total Costs</b>	204,979.35	169,067.20	170,838.68	544,885.23
<b>Indirect</b>	11,682.43	13,676.04	13,404.64	38,763.11
<b>Profit</b>	9,342.00	10,628.00	10,304.00	30,274.00
<b>TOTAL</b>	226,003.78	193,371.24	194,547.32	613,922.34

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