

**SOUTHERN ALLEGHENIES  
WORKFORCE DEVELOPMENT BOARD (SAWDB)**

**SAWDB EXECUTIVE COMMITTEE MEETING**

October 12, 2021

10:00 AM

Southern Alleghenies Planning and Development Commission, also available via Zoom Meeting Platform  
Altoona, PA

**AGENDA**

<u><b>TOPIC</b></u>	<u><b>NAME</b></u>
Welcome and Introductions	Jesper Nielsen, SAWDB Chair
Approval of Minutes from September 14, 2021*	Jesper Nielsen
Director's Report <ul style="list-style-type: none"><li>• Red/Green Report</li><li>• EEO 2021 Review</li><li>• Economic Transition Grant Wrap Up</li></ul>	Susan Whisler, SAWDB Director
Out-of-School Youth Services Discussion <ul style="list-style-type: none"><li>• Recruitment &amp; Retention Strategies/Challenges</li><li>• Resource Allocation*</li></ul>	WIOA Title I Providers & Committee Members
One-Stop Operator Report	Bradley Burger, Lead OSO Representative
Other Business	All
Adjournment	

\*Requires Formal Action

**SOUTHERN ALLEGHENIES WORKFORCE DEVELOPMENT BOARD**  
**EXECUTIVE COMMITTEE MEETING**  
**Tuesday, September 14, 2021**  
**Southern Alleghenies Planning and Development Commission, also available via Zoom**  
**Meeting Platform**  
**Altoona, Pennsylvania**

**ACTION SUMMARY**

Following are the major actions taken by the SAWDB Executive Committee at its regular meeting held on Tuesday, September 14, 2021, at the Southern Alleghenies Planning & Development Commission office, participation via Zoom as well.

1. Approved the minutes of the SAWDB Executive Committee meeting held on July 13, 2021, as presented. Motion was made by Ms. Rosalie Danchanko and seconded by Ms. Sharon Clapper. The motion passed with unanimous approval.
2. Motion to approve the final SAWDB Budget was made by Mr. Brock Kull and seconded by Mr. Bob Parsons. Mr. Dave Mrozowski abstained. The motion passed with unanimous approval.
3. Motion to approve the \$500 sponsorship for the Cambria County Job Fair was made by Mr. Bob Parsons and seconded by Mr. Brock Kull. The motion passed with unanimous approval.

**SOUTHERN ALLEGHENIES WORKFORCE DEVELOPMENT BOARD**

**EXECUTIVE COMMITTEE MEETING**

**Tuesday, November 14, 2021**

**Members Participating**

Bob Parsons	B & B Design Systems
Brock Kull	Manpower
Colleen Woodring	OVR
Dave Mrozowski	Tableland Services
Jesper Nielsen	Croyle-Nielsen Therapeutic Associates
Keith Baker	BWPO
Rosalie Danchanko	Highlands Health
Sharon Clapper	Clapper Industries
Wendy Melius	CCA

**Non-Members**

Amy Horwath	Goodwill
Barbara Covert	E&T Inc., PA CareerLink® Huntingdon
Brad Burger	Goodwill
Denise Hancock	E&T Inc., PA CareerLink® Huntingdon
Gwen Fisher	PA CareerLink® Blair & Bedford
Jeff Dick	PA CareerLink® Cambria & Somerset
Lisa Phillips	Tableland Services
Susan Whisler	SAP&DC
Steve Howsare	SAP&DC
Dan Bowers	SAP&DC
Jen Sklodowski	SAP&DC
Jim Walker	SAP&DC
Jill Reigh	SAP&DC
Renee Best	SAP&DC

**Call to Order**

SAWDB Chair, Mr. Jesper Nielsen, called the meeting of the Southern Alleghenies Workforce Development Board Executive Committee to order at 10:00 a.m. and roll call was taken. The meeting was open to the public and also available virtually using Zoom.

**Minutes from July 13, 2021**

Mr. Jesper Nielsen asked for a motion for approval of the minutes from the July 13, 2021, Executive Committee meeting. There were no questions, concerns, or discussion regarding the minutes.

Ms. Rosalie Danchanko made a motion to approve the July 13, 2021, Executive Committee meeting minutes as presented. Ms. Sharon Clapper seconded the motion. The motion passed with unanimous approval.

## **Director's Report**

### Red/Green Report

Ms. Susan Whisler reviewed the Red/Green Report that was shared prior to the meeting stating that we are one month into the new program year so only the first increment award is reflected for Adult & DW and therefore too early to determine any trends. We rely heavily on any carryover for Adult & DW, as the majority of these funds are not received until October 1<sup>st</sup>.

The Youth award reflects the majority of the money awarded for youth services. For July, expenditures are low, and we really need to emphasize WIOA Out of School Youth services. This money is used to serve OSY who are the hardest to find, serve, and keep engaged.

Ms. Whisler reviewed the TANF results and noted that the full award was made based on each county's TANF population. She had discussions with Tableland leadership, and they have already expended their entire award in the first two months. Tableland provided a very robust work experience program this year; there were 65 young people working. Ms. Whisler has looked at the administrative funds and will be able to reprogram some money there to support their year-round program. Ms. Whisler also reached out to Goodwill with a request to examine their budget, as recipient of the largest allocation, to see if they could relinquish any funding in support of additional services for Tableland.

Ms. Lisa Phillips shared that Tableland had so many kids wanting to work this year that they did not have to recruit. This was just another result of the pandemic.

Ms. Whisler referred to the second page of the report which reflects the 20% work experience noting the low expenditures and the focus on out of school youth. Given that last year's expenditures fell short of 20%, it is absolutely essential that we not only meet but exceed the target. We have two years to meet this requirement, and this is year two. The same holds true for the 75% out of school youth target. We fell short of this requirement last program year, so it is incumbent upon our providers to meet the 75% requirement this year. Ms. Whisler shared that the providers are working together to share strategies that are working, and many young people are looking to work.

Ms. Whisler shared that she will take part in the annual Symposium of Workforce Development Boards from across the state next week and is hopeful to hear good strategies and practices that she will be able to share with providers.

Mr. Jesper Nielsen questioned if the moratorium on recapturing unspent funds has been lifted.

Ms. Whisler stated that in speaking with state leadership, they were looking closely at expenditures for this year and were focusing on any areas that fell below 70% as opposed to 80% overall. Fortunately, we did meet those levels. Ms. Whisler does not anticipate any pull back of funds for the year that ended on June 30<sup>th</sup> but does not know about the current year.

Mr. Jesper Nielsen would like to brainstorm new strategies to attract more youth and increase the expenditures. He is looking for suggestions as to how to handle; whether it be discussed at today's meeting or providers could do this amongst themselves and present to the board. We need to think and strategize outside of box. Ms. Sharon Clapper suggested that the providers work on this first and then come back to the board with ideas and strategies. The consensus of the group was for the providers to meet to discuss strategies and then present to the board.

Ms. Whisler suggested a mid-October timeline so the providers have time to come up with strategies and practices. These strategies can be presented at the October 14<sup>th</sup> Executive Committee meeting in addition to the Young Adult Council meeting on November 3<sup>rd</sup> where they could make awards of additional funding. This could then get the final approval at the full Board meeting on November 9<sup>th</sup>, and contracts could be modified to increase allocations. Ms. Jen Sklodowski will set up the Zoom meeting for the providers.

#### Full SAWDB Draft Budget

Ms. Whisler reviewed the full draft budget and noted that it reflects the second increment award of Adult & DW funds. The amounts reflect increases we saw in our allocation for Adult & DW as well as the significant carryover funding. At this time, the budget does not reflect any additional award for youth, but with over \$500,000 in reserve we must make additional awards. We need to push out an additional \$350,000 into service delivery. This topic will be on the agenda at the November 3<sup>rd</sup> Young Adult Council meeting. It is anticipated that Ms. Whisler will get requests to move money from reserve up to supportive services. We may see an increase in training requests, and OJT continues to be heavily utilized. At the end of the year, Ms. Whisler would like the reserve amount to be between \$100,000 and \$125,000 and no more than \$150,000. The reserve amount cannot be too much due to the 80% requirement. Ms. Whisler reviewed the budget in detail.

Ms. Sharon Clapper shared that there were various employers who made complimentary comments in relationship to the younger workers taking part in the summer program. These youth had a limited amount of work skills. Ms. Clapper attended the Somerset County Workforce Symposium on August 18<sup>th</sup> and all of those who attended are interested in in-person career activities.

Mr. Brock Kull entered a motion to approve the PY21 full SAWDB draft budget as presented. Mr. Bob Parsons seconded the motion. Mr. Dave Mrozowski abstained. The motion passed with unanimous approval.

#### Request for Cambria County Job Fair Sponsorship

Ms. Susan Whisler shared that the SAWDB received a request in the amount of \$500 from Mr. Jeff Dick, PA CareerLink® Cambria County Administrator, to sponsor the 24<sup>th</sup> Annual Cambria County Job Fair to be held at the Frank J. Pasquerilla Conference Center on September 28, 2021.

Mr. Bob Parsons made a motion to approve the \$500 sponsorship for the Cambria County Job Fair. Mr. Brock Kull seconded the motion. The motion passed with unanimous approval.

#### **Commonwealth Initiatives Update**

Mr. Keith Baker shared that the Commonwealth currently has many initiatives going on and provided the following updates:

- Developing a common digital intake where common information will be collected and shared across all the partners in the One Stop System. Customer surveys have been conducted, staff is reaching out to customers for feedback; this common digital intake should be in place by this fall or early spring.
- Digital Literacy Project – The vendor conducted interviews with job seekers with PA CareerLink® staff. Surveys were sent out to employers and PA CareerLink® staff to come up with strategies to support and empower job seekers who have lower digital

literacy skills. Data has been gathered and the project is wrapping up and data is being analyzed. This project has identified a need for additional training for PA CareerLink® staff. Recommendations for additional training should be wrapped up sometime in September, and then data will be analyzed to develop training.

- If a company closes or lays off workers due to foreign competition, the company can file a petition through the Trade Adjustment Assistance Program. If it is approved, workers are potentially eligible for training or wage reimbursement through the Trade Program. With each company that files a petition, BWPO is doing outreach to the lists of workers to advise of benefits available.  
Mr. Baker provided an update on the Appvion layoff. There were about 300 workers who were trade certified, and the BWPO staff conducted outreach to inform them of trade services and training available. There were 45% interested in training, 75 individuals were TABE tested through Title II partners, and 45 individuals are in remedial training with Title II. This procedure is being modeled as best practice and being replicated statewide.
- SkillUP PA – All registrants in the PA CareerLink® system have access to this training, and it helps jobseekers acquire or upgrade skills that employers want. This is at no cost to the jobseeker.
- UC Updates – In order to combat UC fraud, ID.me was implemented as a way for a new claimant to verify the person filing the claim is actually who they say they are. This requires significant literacy skills that many folks do not have. The PA CareerLink® staff was spending a majority of their time helping these folks with the process. Because of this, the UC staff instituted an online manual verification form that PA CareerLink® staff can use which will then be sent directly to UC.

Mr. Nielsen asked if the state is making an effort to make employers aware of the SkillUP PA training program, and if there are certifications available. Mr. Baker stated that the courses will have certificates of completion, and there is a cost for certifications. The BWPO's central office is working to determine if WIOA funds can be used to pay for these credentials. BWPO is reaching out to the local workforce development areas asking them to join in to help get the word out regarding this program and asking them to recruit a minimum of three partners which could be employers. Mr. Nielsen stated that for it to really have an effect it is important for employers to understand what the program is, and how it better qualifies the candidates.

### **Additional Jobseeker Services Discussion**

Ms. Susan Whisler stated that there were discussions at the last full board meeting given the change in environment, if the services we provide are still relevant or are there other services we should be providing to get job seekers better connected to family sustaining jobs in our region.

Mr. Nielsen asked for input from the committee members and items of discussion included:

- Discussion centered on changes in the workplace, productivity, and accountability issues. Hard skills are not the issue, employers just want workers to show up. The employers have to be reeducated as well.
- Mr. Brock Kull spoke of a program he developed to help employers and supervisors understand that everyone wants to be treated differently. The success factors for the workers are getting the job, keeping it, and growing in that position. It is more people focused now.

- The basics are missing on the employer side; EQ Skills are missing, and the why is not understood. What can be done to help with this and how as a workforce development organization can we get better at explaining the why to workers coming into a certain field. The workers need to see how they fit into the larger picture and how their performance fits in with the team.
- Discussion on the company REI and how they are employee focused, there is a personal aspect. They hold special events and offer perks for their employees. From a workforce board standpoint, we could visit these types of employers in order to teach that to the employers. Our staff could also be taught of the qualities of those employers. Turnover is not as great at these types of jobs.
- Ms. Whisler stated that the labor market information is shared often with workforce partners, taking a look at who the unemployed people are. The significant numbers of those were coming from hospitality, tourism, retail, trade, food services, and leisure. They were the low wage, earning between \$15,000 and \$27,000 per year. In many cases they were earning more on unemployment with the extended benefit. We have to be thinking of how to get those people in, and what types of skilled training we can offer to make them good employees.
- The state should have a single trade apprenticeship program; should offer online as opposed to in person classroom training. Vo-Techs across the state use different classroom programs.
- Discussion on how to bring jobseekers into the fold; EQ and skill building in the PA CareerLinks® and how to provide more of those services. It is a supply and demand of the human resource. The seeker level is starting to pick up, but it is not where it was pre-pandemic. Many workshops are offered for youth and young adult; soft skill type workshops are also offered. There is an enormous amount of referral capability to online classes. There are many ways to refer people to learn to get to the next level.
- A deeper dive is needed with the customers and job seekers we have. This is necessary among the team, and there needs to be more of an explanation on the value of what employment looks like with different positions. There should be more outreach, youth want higher wages and older employees want benefits. Career Planners and staff within the PA CareerLinks® should have the ability to speak to things related to EQ and convey this to our customers. There might be a need for professional development opportunities.
- Discussion on EQ skills and the need to put hard data behind it to show job seekers how and why it is important to their success. This could be incorporated into the OJT process with an EQ workshop. It is important for employers to be more focused on the worker now.
- Mr. Brad Burger shared an Unemployed Job Seekers per Opening Report noting that we currently are in the steepest decline in the United States and the Northeast. There should begin to build some market forces to get some stability back over the next few months. We need to adjust to the market forces. The trend line is down but will not stay, and it will stabilize in the near future.
- Ms. Sharon Clapper suggested taking a look at businesses with low turnover rates and find out why they are successful. Mr. Nielsen would like to have a selection of those companies to attend the November 9<sup>th</sup> full board meeting to talk about their successes or any suggestions they might have.

Mr. Nielsen stated that this needs to be a continuing discussion and would like the PA CareerLink® staff and operators to consider interactions with clients and to come up with ideas and strategies to be shared at the November 9<sup>th</sup> full board meeting.

### **One-Stop Operator Report**

Mr. Brad Burger reported that the Blair County CareerLink® has moved back into the Altoona Library and operating at full capacity.

They are looking at ways to improve space issues at the Cambria Library Center as there are some noise issues. The plan is to reduce staff density, reconfigure the space, and add some type of sound deadening physical additions to the space which could include full walls if possible.

They will be working on this over the next few weeks.

Regarding the Appvion layoff and the success of, they have been approached to present at the PA Workforce Conference. Mr. Jeff Dick and Ms Apryl Dolgas will be making the presentation.

### **Other Business**

Ms. Gwen Fisher shared that there will be a job fair on October 6<sup>th</sup> at the Jaffa Shrine which was rescheduled from April 2019. Currently there are 60 hiring agencies with the possibility of 20 more. Some area high school classes are interested in attending.

### **Adjournment**

There being no further business, the meeting adjourned at 11:52 a.m.

The next meeting of the Southern Alleghenies Workforce Development Board Executive Committee will be held on **Tuesday, October 12, 2021, 10:00 a.m.**



PY21 TITLE I PROVIDER QUARTERLY EXPENDITURE RATES  
AS MEASURED AGAINST 80% EXPENDITURE REQUIREMENT

ON TARGET

SHORTFALL

Monthly Targets	Adult			Youth		
	Adult	Dw	Youth	Adult	Dw	Youth
Goodwill	\$ 9,221	\$ 10,066	\$ 30,563			
E&T	\$ 3,626	\$ 4,447	\$ 14,188			
Tableland	\$ 2,987	\$ 2,811	\$ 7,585			
Fund Total	\$ 15,744	\$ 17,324	\$ 52,437			

Quarterly Targets	Adult			Youth			Total
	Adult	Dw	Youth	Adult	Dw	Youth	
Goodwill	\$ 27,664	\$ 30,198	\$ 91,690	\$ 129,299			
E&T	\$ 10,877	\$ 13,341	\$ 42,564	\$ 21,255			
Tableland	\$ 8,692	\$ 8,432	\$ 23,058	\$ 25,568			
Fund Total	\$ 47,233	\$ 51,971	\$ 157,312	\$ 177,122			

Provider/Fund	Budget	Exp July	Exp Aug	Exp Sept	QTR Target	Exp Oct	Exp Nov	Exp Dec	QTR Target	Exp Jan	Exp Feb	Exp March	QTR Target	Exp Apr	Exp May	Exp June	Cum. YTD	Available	80% Target	% of		
																				Budget Spent	% of Goal Spent	
Adult																						
Goodwill	\$ 138,320	34,618	35,483	-	YES	-	-	-	NO	-	-	-	-	-	-	-	\$ 70,101	\$ 68,219	\$ 110,656	50.69%	63.35%	
E&T, Inc	\$ 54,387	18,254	18,257	-	YES	-	-	-	NO	-	-	-	-	-	-	-	\$ 36,511	\$ 17,876	\$ 45,610	67.13%	83.91%	
Tableland	\$ 43,460	12,361	11,955	-	YES	-	-	-	NO	-	-	-	-	-	-	-	\$ 24,316	\$ 19,144	\$ 34,768	55.95%	69.94%	
Total	\$ 236,167	\$ 65,233	\$ 65,695	-	YES	-	-	-	NO	-	-	-	-	-	-	-	\$ 130,928	\$ 105,239	\$ 189,934	55.44%	69.30%	

Dw	Budget	Exp July	Exp Aug	Exp Sept	QTR Target	Exp Oct	Exp Nov	Exp Dec	QTR Target	Exp Jan	Exp Feb	Exp March	QTR Target	Exp Apr	Exp May	Exp June	Cum. YTD	Available	80% Target	% of	
																				Budget Spent	% of Goal Spent
Goodwill	\$ 150,992	39,980	31,014	-	YES	-	-	-	NO	-	-	-	-	-	-	-	\$ 70,994	\$ 79,998	\$ 120,794	47.02%	58.77%
E&T, Inc	\$ 66,705	19,990	14,933	-	YES	-	-	-	NO	-	-	-	-	-	-	-	\$ 34,923	\$ 31,782	\$ 53,964	52.35%	65.44%
Tableland	\$ 42,162	13,964	12,052	-	YES	-	-	-	NO	-	-	-	-	-	-	-	\$ 26,016	\$ 16,146	\$ 33,730	61.70%	77.13%
Total	\$ 259,859	\$ 73,934	\$ 57,999	-	YES	-	-	-	NO	-	-	-	-	-	-	-	\$ 131,933	\$ 127,926	\$ 207,888	50.77%	63.46%

Youth	Budget	Exp July	Exp Aug	Exp Sept	QTR Target	Exp Oct	Exp Nov	Exp Dec	QTR Target	Exp Jan	Exp Feb	Exp March	QTR Target	Exp Apr	Exp May	Exp June	Cum. YTD	Available	80% Target	% of	
																				Budget Spent	% of Goal Spent
Goodwill	\$ 458,452	30,694	31,980	-	NO	-	-	-	NO	-	-	-	-	-	-	-	\$ 62,584	\$ 395,868	\$ 366,762	13.65%	17.05%
E&T, Inc	\$ 212,818	11,020	13,873	-	NO	-	-	-	NO	-	-	-	-	-	-	-	\$ 24,893	\$ 187,925	\$ 170,254	11.70%	14.62%
Tableland	\$ 115,292	10,617	11,270	-	NO	-	-	-	NO	-	-	-	-	-	-	-	\$ 21,887	\$ 93,405	\$ 92,234	18.98%	23.73%
Total	\$ 786,562	\$ 52,331	\$ 57,033	-	NO	-	-	-	NO	-	-	-	-	-	-	-	\$ 109,364	\$ 677,198	\$ 629,250	13.90%	17.38%

TOTAL WIA		\$ 1,292,588		\$ 191,498		\$ 180,727		\$ -		\$ -		\$ -		\$ -		\$ -		\$ -		\$ 372,225		\$ 910,363		\$ 1,026,072		\$ 29.02%		\$ 36.28%	
Tant																													
Goodwill	\$ 646,494	138,431	120,129	-	YES	-	-	-	NO	-	-	-	-	-	-	-	\$ 258,560	\$ 387,934	\$ 646,494	39.99%	39.99%								
E&T, Inc	\$ 106,276	17,442	17,731	-	YES	-	-	-	NO	-	-	-	-	-	-	-	\$ 35,173	\$ 71,103	\$ 106,276	33.10%	33.10%								
Tableland	\$ 132,842	68,941	63,901	-	YES	-	-	-	NO	-	-	-	-	-	-	-	\$ 132,842	\$ -	\$ 132,842	100.00%	100.00%								
Total	\$ 885,612	\$ 224,814	\$ 201,761	-	YES	-	-	-	NO	-	-	-	-	-	-	-	\$ 426,575	\$ 459,037	\$ 885,612	48.17%	48.17%								

PY21 TITLE I PROVIDER QUARTERLY EXPENDITURE RATES  
AS MEASURED AGAINST 20% & 75% WIOA EXPENDITURE REQUIREMENTS

ON TARGET

SHORTFALL

Monthly Targets	WIOA YTH - (20%)		WIOA YTH - OSY (75%)	
	Work Exp	OSY	Work Exp	OSY
Goodwill	\$ 7,641	\$ 28,659		
E&T	\$ 3,547	\$ 13,301		
Tableland	\$ 1,922	\$ 7,206		
Fund Total	\$ 13,110	\$ 49,166		

Quarterly Targets	WIOA YTH - (20%)		WIOA YTH - OSY (75%)	
	Work Exp	OSY	Work Exp	OSY
Goodwill	\$ 22,929	\$ 85,960		
E&T	\$ 10,641	\$ 39,903		
Tableland	\$ 5,795	\$ 21,617		
Fund Total	\$ 39,329	\$ 147,480		

Provider/Fund	WIOA Youth												Cumm. YTD	Available	20% Target		75% Target		% of Budget Spent	% of Goal Spent	
	Budget	Exp July	Exp Aug	Exp Sept	QTR Target	Exp Oct	Exp Nov	Exp Dec	QTR Target	Exp Jan	Exp Feb	Exp March			QTR Target	Exp Apr	Exp May	Exp June			20% Target
<b>WIOA YTH - Work Exp</b>																					
Goodwill	\$ 458,452	7,293	5,132	-	NO	-	-	-	NO	-	-	-	NO	-	-	-	\$ 12,425	\$ 446,027	\$ 91,690	2.71%	13.55%
E&T, Inc	\$ 212,818	4,459	6,016	-	NO	-	-	-	NO	-	-	-	NO	-	-	-	\$ 10,475	\$ 202,343	\$ 42,564	4.92%	24.61%
Tableland	\$ 115,292	2,469	3,719	-	YES	-	-	-	NO	-	-	-	NO	-	-	-	\$ 6,188	\$ 109,104	\$ 23,058	5.37%	26.84%
Total WIOA Youth	\$ 786,562	\$ 14,221	\$ 14,867	\$ -	NO	\$ -	\$ -	\$ -	NO	\$ -	\$ -	\$ -	NO	\$ -	\$ -	\$ -	\$ 29,088	\$ 757,474	\$ 157,312	3.70%	18.45%

Provider/Fund	WIOA Youth												Cumm. YTD	Available	20% Target		75% Target		% of Budget Spent	% of Goal Spent	
	Budget	Exp July	Exp Aug	Exp Sept	QTR Target	Exp Oct	Exp Nov	Exp Dec	QTR Target	Exp Jan	Exp Feb	Exp March			QTR Target	Exp Apr	Exp May	Exp June			20% Target
<b>WIOA YTH - OSY</b>																					
Goodwill	\$ 458,452	29,705	31,000	-	NO	-	-	-	NO	-	-	-	NO	-	-	-	\$ 60,705	\$ 397,747	\$ 343,839	13.24%	17.66%
E&T, Inc	\$ 212,818	11,020	13,873	-	NO	-	-	-	NO	-	-	-	NO	-	-	-	\$ 24,893	\$ 187,925	\$ 159,614	11.70%	15.60%
Tableland	\$ 115,292	10,617	11,270	-	YES	-	-	-	NO	-	-	-	NO	-	-	-	\$ 21,887	\$ 93,405	\$ 86,469	18.99%	26.31%
Total WIOA Youth	\$ 786,562	\$ 51,342	\$ 56,143	\$ -	NO	\$ -	\$ -	\$ -	NO	\$ -	\$ -	\$ -	NO	\$ -	\$ -	\$ -	\$ 107,485	\$ 679,077	\$ 589,922	13.67%	18.22%