



UPSTATE WORKFORCE BOARD ONE STOP COMMITTEE MEETING

December 5, 2017

12:00 p.m.

SC Works Spartanburg

Present:

Mr. Craig Jacobs, Chair
Mr. Jeff Gossett, Committee Member
Mr. Carter Smith, Committee Member
Ms. Betty Guzzo, Committee Member
Mr. Shelley Blount, Committee Member
Mr. Robert Faucett, UWB Vice-Chair
Dr. Brian Nottingham, SCDEW

Ms. Johnnie-Lynn Crosby, SC Works
Ms. Erin Easler, SC Works
Ms. Vicki Lawson, UWB
Ms. Dana Wood, UWB
Mr. Brent Bishop, UWB

Welcome

The meeting was called to order at 12:00 p.m. by Mr. Craig Jacobs, Committee Chair.

SC Works Update

Ms. Dana Wood provided an update to the committee based on the past 30 days as well as the next 30 days. ResCare CEO Adam Taylor has implemented a new type of report to local boards. The report focuses on recent events and upcoming events. It also highlights contract goals. Any items reflecting that they are not on track have an accompanying action plan. The committee did not have any questions regarding the information that was provided.

Financial

Mr. Brent Bishop reported on the budget for SC Works as well as the status of all other ResCare grants through October 31, 2017. He mentioned that a few line items are reporting a bit high in the SC Works budget and will do so until various partner reimbursement payments are posted to offset some of the shared expenses. He noted that 2 IWT grants (16IWT03 & 16IWT03-02) have just been closed and was pleased to report that both grants came close to expending fully their available funds. Overall everything is tracking well.

Monitoring

Ms. Dana Wood gave an overview of the monitoring visit last week by SCDEW. SC Works received positive feedback overall. Regarding finances, the way ResCare calculates profit was questioned. Support documents were shared with SCDEW monitors showing that the law is being followed. The monitors stated they were not sure if it would be a finding or an observation. There were

some comments made in the exit conference on how the sites determine suitability versus eligibility. Board staff will address this with the monitors once the observation or finding is explained in greater detail. There is disagreement in what was said by the monitors in the exit conference versus what they later said via email. There were many complements and zero disallowed costs noted. Ms. Wood gave credit to Mr. Brent Bishop regarding the job he is doing with financials.

Union Recruitment Event

Mr. Robbie Faucett, Vice-Chair of the Upstate Workforce Board, gave the following report. He facilitated a meeting in Union with employers located in Union, the Union Economic Development Board (Executive Director and Board Chair), a representative from City Council and a representative from Michelin. SCDEW's Director, Ms. Cheryl Stanton, had been invited, but did not attend. Ms. Stanton sent Ms. Pat Sherlock and a DEW Attorney to the meeting. Also, an individual from the Department of Social Services came with SCDEW. The reason for the meeting was because Michelin wanted to utilize the SC Works location in Union for a recruitment event. An instruction letter was issued some time ago prohibiting out-of-town companies from conducting recruiting events in Union at SC Works. This was after a discussion with several individuals including the Union County Council Chairman. Michelin was upset about the denial, so this meeting was scheduled to give the Union businesses and others a chance to explain their stance, as well as to allow Michelin to express their concerns. Union County has a 'Work Where you Live Campaign' and Union County has spent over \$20,000 on this campaign. Out-of-town recruiters would run counter-productive to this effort. Another important detail is that the SC Works office is located in a Union County owned building. The Union Economic Development Board has a strong business retention program and is very concerned about out-of-town recruiting. Michelin's recruitment will likely impact local industry by hiring workers already employed in Union and especially skilled workers. At the meeting, a lengthy discussion occurred. Toward the end of the meeting, Michelin stated that they had already booked the job fair using the National Guard Armory building and utilized DEW staff to work the event. That completed Mr. Faucett's report.

Ms. Dana Wood stated she will work with Ms. Ann Angermeier to submit facts to the Executive Committee. The committee suggested that staff consult with Mr. Wade Ballard. Ms. Dana Wood stated that all job seekers have access to applying for the Michelin jobs online at the SC Works center in Union. The job orders from Michelin are posted in the SC Works Union Center, and staff are still available for assistance in completing the applications so the services are available in the center or online from someone's home.

IWT Review

Ms. Johnnie-Lynn Crosby presented the committee with a detailed breakdown of the 11 companies who submitted applications. One company did not submit all required forms and was therefore disqualified from the funding opportunity. Approving all 10 qualified companies will obligate all state IWT dollars and also utilize \$9,148 of local designated IWT dollars. This will leave

a balance of \$140,852.00 local dollars. It was recommended that another solicitation be released on January 2-16th. Ms. Crosby mentioned that she knows of 7 companies (5-Cherokee County and 2- Union County) that are interested in applying. **Mr. Shelley Blount made a motion to approve the 10 companies who qualified for IWT funds and to offer a second solicitation. Mr. Jeff Gossett seconded the motion. The motion passed unanimously.** Mr. Craig Jacobs asked the committee for feedback on the new process of staff scoring applications using the scoresheets that were reviewed by the committee. The committee members expressed gratitude to the staff for the simplified process and stated they felt comfortable with the process used.

Other Business

No other business discussed.

Adjournment

With no further business, the meeting was adjourned at 1:10 p.m.

The next meeting will be held on February 20, 2018, at 12:00 p.m.



Advancing the Future of Business and Community
upstateworkforceboard.org

AGENDA
ONE STOP COMMITTEE MEETING
December 5, 2017
12:00 p.m.
SC Works Spartanburg

- Welcome Mr. Craig Jacobs
- SC Works Update Ms. Dana Wood
 - Dashboard
 - JIT
 - Special Grants
- Financial Update Mr. Brent Bishop
- Monitoring Update Ms. Dana Wood
- Union Recruitment Events Mr. Robbie Faucett
- IWT Review Ms. Johnnie-Lynn Crosby
- Other Business & Adjourn

Next Meeting Date: February 20, 2018

Our Mission Statement:

Build and maintain a workforce development system that meets the needs of employers.

The YouthStop™

Where Academic Preparation and Career Readiness Meet

Progress Report PY17
July 1, 2017 - June 30, 2018

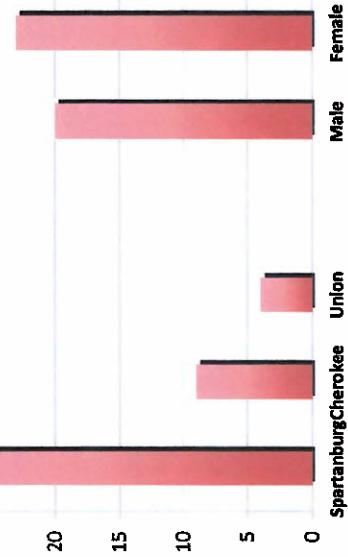


DASHBOARD

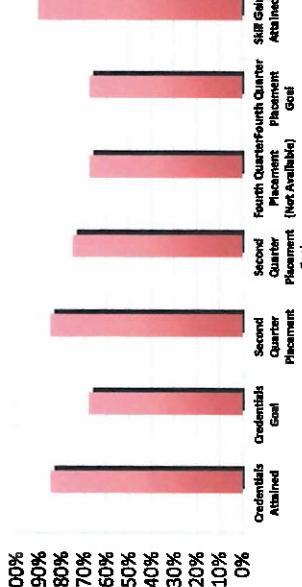
(Rolling Progress)

	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			TOTAL
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	
# Of informational contacts	26	61	57	46									192
# Of applications received	3	2	10	3									18
# Of academically eligible	3	2	10	3									18
# Of eligible WIOA applicants	n/a	0	5	n/a									5
# Of referrals to other agencies	2	6	0	3									11
# Of carryovers (Prev. Yr or Mo)	n/a	36	36	36									36
# Of new enrollments	0	0	2	5									7
% Of Enrollment Benchmark	n/a	65%	69%	78%									78%
Total active end of month	36	36	36	43									43
# Of exitors entering follow-up	0	0	0	14									14
# Placed in emp/college/adv trng	13	7	4	12									36
# Of diploma's earned	0	0	0	13									13
# WorkKeys platinum earned	0	0	0	0									0
# WorkKeys gold earned	0	0	0	0									0
# WorkKeys silver earned	0	3	1	3									7
# WorkKeys bronze earned	0	0	0	0									0
Total Served YTD													
43 Carry-overs plus New Enrollments													

The YouthStop™ Demographics



Performance



Invoices through: 10/31/2017

Please note: District No. 6 does not charge for indirect costs.

Highlighted Events and Outreach

Highlighted Events from Katherine's Schedule:

- 5th, Participated in a conference call with the Executive Director of Economic Development, Kathy Jo Lancaster, and the marketing professional from "The Brand Leader", Bethany Weir, to discuss revisions to the Work Where You Live website..
- 10th, participated in an on-site recruitment event with Roper Staffing seeking job candidates for open positions at Global Felt.
- 10th, Attended the Open House/Appreciation luncheon at Vocational Rehabilitation where SC Works and others were recognized.
- 11th, Co-sponsored a workshop "Creative Marketing for Small Businesses", which was a joint sponsorship between, SBDC, the Chamber and SC Works. There were 7 attendees.
- 13th, Attended the Twenty-Second Annual Founders' Day celebration at USC Union.
- 18th, Hosted the monthly Union County Human Resource Association meeting. There were 11 attendees.
- 18th, Tended the county booth at the Union County Fairgrounds during the fair. Provided brochures and was available for questions during time spent at the fair.
- 24th, Hosted the monthly Union County Partners meeting with Michael Summer, USC Palmetto College, as guest presenter. There were 17 attendees.
- 26th, Participated in the Community Event sponsored by held Union County Alcohol and Drug Center in "Chamber Town", along with other agencies, to share information about the services offered.
- 27th, attended the Regional Business Service Team Meeting held at SCC Tyger River Guest speaker was Amanda from Youth Apprenticeship.

Business Services and Partner Focus

# of Job Orders Posted	24
# of Jobs	36
Entered Employment	12

SC Works WIOA Orientation, WorkKeys, and Workshop Data Since last J.I.T.	
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WIOA*	
Total Current Enrollment – 60	
Total Current in Training – 8	

Month of August

- Individuals Scheduled for Orientation – 4
- Individuals Attended Orientation – 4
- Individuals Enrolled in October – 4
- New Individuals Enrolled in Training – 4

WorkKeys Completed	5
Individuals Scheduled – 0	
Individuals Attended – 0	

Intensive Workshop Attendees

- Individuals Scheduled – 0
- Individuals Attended – 0

Workshops offered:	
• Interview Tips • Networking • Resume Pro • WIOA Orientation	

Total Office Traffic: 483



ResCare Workforce Services

Monthly Briefing Report

Reporting Period: October 2017

Focus Areas:

- Prior 30 Day Update
- Performance Metrics and Action Plans
- Next 30 Day Focus
- Innovation

ResCare Monthly Briefing Report

SC WORKS	americanjobcenter	The Works	<u>Just In Time Report</u>
Highlighted Events and Outreach			
October 1 st – October 31 st			
10/2/17	Deivis and Doug attended Partner Referral Training with Regional Managers Brian Nottingham and Kathy Stanton for 3 hours of facilitated 'presentation' training.		
10/5/17	Rose attended the Career Showcase 2017 at the SCC Tyger River Campus. She helped hand out bags and assisted directing the attendees once inside the showcase. She also networked with employers in the area.		
10/5/17	Nancy attended a Lunch and Learn for information on the college readiness of Spartanburg students and how SC Test Prep is making a difference.		
10/5/17	Devis and Kenneth went to Spartanburg Vocational Rehab to present information about the Transportation Grant and the workshops supporting it. There were 15 people in attendance.		
10/6/17	Meika attended the Senior Community Service Employment Program. A community service and a work based job training program.		
10/10/17	Katherine was invited to participate in an on-site recruitment event with Roper Staffing seeking prospects for open positions at Global Felt.		
10/11/17	Brittney and Nancy attended 80 to Work orientation at Greenville Tech to present potential customers with information on how WIOA could support this training and employment opportunities.		
10/12/17	Nancy and Nikki attended the job fair and managed the SC Works table; they greeted jobseekers and gave information about SC Works and WIOA.		
10/23/17	Kenreth went to the new location for the Upstate Fatherhood Coalition to meet new staff and discuss partnerships with SC Works.		
10/30/17	Nancy presented WIOA information to a group of 3 parents attending their monthly parent program. Participants were provided an overview of services available through SC Works and training opportunities through WIOA.		

J.I.T. PY17		4			
10/1/17 thru 10/31/17 Data					
Talent Engagement News:					
Business Services Focus					
Center	Job Referrals	Gaffney	378		
Spartanburg		Union	2906		
			255		
SC Works WIA Orientation, WorkKeys, and Workshop Data Since last J.I.T.					
WIOA Orientation Attendees: (Group and One on One Sessions)					
SC Works WIA Orientation, WorkKeys, and Workshop Data Since last J.I.T.					
WIOA Orientation Attendees:					
Cherokee – 5		Spartanburg – 27			
Union – 4					
WorkKeys Completed: 10/1 – 10/31					
Spartanburg – 31		Union - 5			
Intensive Workshop Attendance: 16					
Training / Support Services Funding PY 17					
Fund Amount	Obligated	Remaining			
Adult	154,973	135,721	19,252		
ITA					
Adult	\$5,000	\$4,916	.85		
OJT					
Adult	32,500	24,348	8,151		
WX					
Adult SS	15,000	8,348	6,651		
DW ITA	309,526	22,109	287,417		
DW SS	20,944	1,693	19,255		

ResCare Monthly Briefing Report

SC WORKS

NOTICE OF NON-DISCRIMINATION
Equal Opportunity Employer
Equal Opportunity Service Provider



Greenville Just In Time Report

Business Services Focus - Greenville

Highlighted Events and Outreach

Program Year 2017 WIOA Enrollments/Training Goals:

- Greenville New Trainings – 9

Greenville Target Characteristics for PY17 Enrollments -		Adult Goal	DW Actual	DW Goal	DW Actual
October		8	9	5	6
PY 17 Goals	100			57	
To reach PY 17 Goal		69		38	

Greenville Target

Characteristics for PY17 Enrollments -	PY17 Goals	PY17 Actual	PY17 Goals	PY17 Actual
Individuals with disability	18	1	17	17
Individuals with background	25	6	19	19
Veterans	25	5	20	20

10/05/2017

Stacey provided an overview of WIOA services, invited potential participants to orientation, and also provided flyers at Upstate Fatherhood Coalition.

Stacey met with Jane at Family Connection of SC, and provided information of the services we can offer their clients, if seeking training, or upgrading their skills.

10/19/2017

Doug hosted the first Monthly Community Partner Meeting for the Greenville Center. Kevin and Cali from Commission for the Blind presented Sensitivity Training. BSC Tori Fowler presented DJT. SC Works attendees included Kathy, Delvis, Stacey, Toni, Sharron, and Doug.

10/26/2017

Stacey provided information at the Veteran Job fair.

Frank provided DVOP services to veterans with barriers to employment in the Salvation Army program.

Frank provided DVOP services to veterans with barriers in the Triune Mercy center.

**J.I.T. PY17
10/1/17 thru 10/31/17 Data**

Talent Engagement News:

McAlister Square	Hired
Internal & External Job Referrals	1432
Staff Referrals	270

SC Works WIOA Orientation, WorkKeys, and Workshop Data
McAlister Square – 30

WIOA Orientation Attendee:
(Group and One on One Sessions) McAlister Square – 30

WorkKeys Completed:
Greenville – 39

ASVAB Completed - 103

Training /Support Services Funding
Adult (AD) ITA Funding 175,800.00
AD ITA Obligated 44,480.13
AD OTT 15,000.00
AD OTT Obligated 0.00
AD WEP Obligated 0.00
AD Support Services Obligated 325.00
DW ITA Funding 221,400.00
DW ITA Obligated 45,874.00
DW OTT 15,000.00
OTR Obligated 0.00
WEP Obligated 0.00
DW Support Services Obligated 1,250.00

4

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McAlister Square – 30

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Performance Metrics and Action Plans

Contractual Metrics

Indicators	Q317	Target
Adult Enrollments- Greenville	30.00 1.00	29.00 29.00
Recruitment Events - Greenville	27.00	4.00
Dislocated Worker Enrollments - Greenville	19.00	15.00
Community Events - Greenville	4.00 13.00 3.00	15.00 10.00 10.00
Allocated Training/Supportive Services Spend - Spartanburg	\$279,978	\$126,000
Allocated Training/Supportive Services - Greenville	\$94,785	\$93,728
Complete Facebook posts	143.00	35.00
Complete Twitter posts	58.00 117.00 32.00	5.00 35.00 5.00
Adult Enrollments- Spartanburg	94.00 22.00	72.00 72.00
Dislocated Worker Enrollments - Spartanburg	8.00 -6.00	14.00 14.00
Increase Facebook Likes	248.00 178.00	70.00 70.00
Increase Twitter Followers	15.00 -1.00	16.00 16.00
Community Events Per Month - Cherokee	4.00 0.00	4.00 4.00
Community Events Per Month - Spartanburg	11.00 5.00	6.00 6.00
Community Events Per Month - Union	7.00 3.00	4.00 4.00
Recruitment Events - Spartanburg	8.00 4.00	4.00 4.00

- Achieved 14 Of The 16 Monthly Goals Listed
- While Some Goals Are Reflective Of Both Greenville County And Upstate Workforce Development Boards, Most Are Specific To Each Area- Such As Adult And Dislocated Worker Enrollment Goals.
- **Green Indicates That The Goal Was Achieved As Of The End Of October**
- **Red Indicates The Goal Was Not Met.**
- ACTION PLANS ARE DEVELOPED WHEN A GOAL IS NOT MET, AND YOU WILL FIND THEM FOLLOWING THIS PAGE.

ResCare Monthly Briefing Report

Action Step	Primary Owner	Completion Date	Effect	Status	Comments/Updates
L Increase Twitter Followers					
1 Begin Tweeting more in depth entries during the week	Facilitator/Outreach Coordinator	10/31/2017	Higher echelon followers will view our Tweets and increase followers not our normal audience.	Action ongoing	Completed assembling new 'tweet material and being 'posted' presently
2 Review end of week stats in Twitter to see if followers are increasing	Facilitator/Outreach Coordinator	Weekly, to end 11/31/2017	True measurement of success	Beginning phase	Changed completion date as we determined not enough time allotted for changes to be witnessed
3 Discuss with customer if this numerical goal is set at an achievable standard (after completing and evaluating #'s 1 and 2 above)	PD	12/31/2017	We use Facebook intensively for posts and announcements, as it is most appropriate social media site for target market. We will know if Twitter follower threshold should be lower, or monitored at all.	Pending	Changed target completion date by one month to allow for more research
4 Communicate with ResCare communications expert, DeVone Holl	PD	11/20/2017	If successful, have better insight on maximizing efforts	Pending	No reply yet

Action Step	Primary Owner	Completion Date	Effect	Status	Comments/Updates
M Increase DW Enrollments in Spartanburg					
1 Review outreach efforts to draw in DW participants with TDS staff on a weekly basis; as identified, include in action steps	TDS Supervisor	12/31/2017	Brainstorm/investigate what we have done- and where we can possibly be better	Started	
2 Communicate with SCDEW Rapid Response Coordinator ensuring no RR events have been missed and what might be coming on a monthly basis	PD	11/9/2017	Will identify if present notification policy by SCDEW to local area is working; if not, can identify improvements	Pending response	Communicated. One RR in past two months for Upstate, which is actually a good thing
Discuss with UWB AD if enrollment goals for DW should be reevaluated due to economic success and low unemployment in area, while considering AD/DW split in funding	PD	11/30/2017	Achieve goal levels based upon economic influences	Pending	Initial discussion held and AD is open to further discussion
Action Step	Primary Owner	Completion Date	Effect	Status	Comments/Updates
III Training/Support Services-Increase obligations for Greenville by 12/31 to meet contract requirement					
1 Discussed/requested approval of GCWDB to extend due date due to extenuating circumstances	PD	10/10/2017	Changed due date to 2/28/2018	Complete	Received GCWDB letter on 10/12/2017 changing due date.

Next 30 Day Focus

Over the next 30 days, we will focus on the following:

- Reaching out to Faith Based Community in Spartanburg
 - Initial attempt resulted in two positive responses.
 - CCM Spartanburg and team will focus on large churches in priority of service neighborhoods
- PD and team will conduct 2nd Quarter MOU/IFA Quarterly Partner Meeting in both LWDA's
 - Focus on IFA and how invoicing/payments process has progressed
 - Partner Referral requirements
- Participating in SCDEW Programmatic, Financial, and ADA/EO Monitoring visit to Upstate on 27 Nov

Results of Last 30 Days

Over the last 30 days, we focused on the following:

- Establishing a functional and productive Monthly Community Partner Meeting in Greenville
 - Accomplished. Held one meeting and next one scheduled for 17 November
- Completing a mandatory SCDEW training on Partner Referrals
 - Partner Referral Training on mandated partners and programs in SC One-Stop systems
 - All center staff and partners must attend
 - Comprehensive Center Manager and SCDEW Regional Managers will work together to complete
- Accomplished. Conducted on 1 November with staff and partners from both WDA's

ResCare Monthly Briefing Report

- Begin preparations and reviews to ensure best practices and quality workmanship is discovered by SCDEW in the November WIOA Programmatic, Financial, and EO/ADA Monitoring Visit
- In process. Staff doing record reviews, led by CCM Spartanburg

Innovation

Two specific projects are of note this reporting period.

- A new SC Works Upstate Welcome video has been completed. We have a version with several success stories included (about 6 minutes) and one without (bit over 1 minute). Final touches are being accomplished and it should be out to our website within days.
- The Spartanburg comprehensive center will be getting a new, modern look in the coming months. Quotes are being obtained, ideas are flowing, and the future is looking modern and bright!

Thank you for the opportunity to serve Greater Upstate!

I hope this monthly briefing report has been insightful to the work being performed by ResCare Workforce Services. If you have any questions or concerns, please contact Douglas J. Stephenson, Greater Upstate Project Director, at 864.764.1976 or douglas.stephenson@rescare.com or Rochelle Brown, Regional Director, at 846.346.0047 or rochellebrown@rescare.com.

PY17
Arbor Grants

			Current %	33%
		TOTAL		
		thru October 31, 2017 Expenditures	Budget	Variance
Grant	IWT 16M903IWT01-UWIB #16IWT03 (9-30-17)	\$ 79,725.60	\$ 80,113.00	\$ 387.40
	IWT 16M903IWT02-UWIB #16IWT03-02 (4-1-18)	\$ 38,573.04	\$ 38,734.00	\$ 160.96
	Re-Entry 16M903RET01-UWB #16RETT01 (11-1-18)	\$ 76,010.17	\$ 170,420.00	\$ 94,409.83
	Transportation 16TDG03 (12-31-18)	-	\$ 100,000.00	\$ 100,000.00
	RR 17M903RRIWT05-UWB #17RRIWT05 (7-31-18)	-	\$ 49,980.00	\$ 49,980.00
	IWT 17M903IWT03-UWB #17IWT03 (10-31-18)	-	\$ 165,000.00	\$ 165,000.00
	Totals	\$ 194,308.81	\$ 604,247.00	\$ 409,938.19
				32.16%

3:51 PM
11/14/17

Accrual Basis

Upstate Workforce Board Profit & Loss Budget vs. Actual

July through October 2017

Arbor	33% of PY17	Jul - Oct 17	Budget	\$ Over Budget	% of Budget
Income					
Grants Received		1,309,265.35	1,309,265.35	0.00	100.0%
Total Income		1,309,265.35	1,309,265.35	0.00	100.0%
Expense					
Administration					
Dues, Prof fees, Subscriptions		1,100.00	1,500.00	-400.00	73.33%
Fringes		28,734.84	106,843.74	-78,108.90	26.89%
Indirect Cost		28,124.81	78,460.10	-50,335.29	35.85%
Management Fee		24,003.20	72,009.59	-48,006.39	33.33%
Salaries		147,892.38	430,107.50	-282,215.12	34.39%
Total Administration		229,855.23	688,920.93	-459,065.70	33.37%
Operating Expenses					
Computers and Software		1,154.31	17,085.00	-15,930.69	6.76%
Contract/Consulting Services		10,427.13	33,052.52	-22,625.39	31.55%
Equipment Rental		1,505.20	4,680.00	-3,174.80	32.16%
Mileage		3,862.44	11,000.00	-7,137.56	35.11%
Misc. & Facilities Costs		4,268.64	11,095.08	-6,826.44	38.47%
Office Supplies		1,553.56	6,471.98	-4,918.42	24.0%
Outreach		597.00	2,000.00	-1,403.00	29.85%
Postage		179.38	1,050.00	-870.62	17.08%
Printing Supplies		1,045.95	6,320.00	-5,274.05	16.55%
Professional Development		2,350.00	4,190.00	-1,840.00	56.09%
Rent		50,652.82	75,000.00	-24,347.18	67.54%
Telephone		4,941.10	13,654.80	-8,713.70	36.19%
Travel-Out of Town		748.90	4,425.00	-3,676.10	16.92%
Utilities		3,815.23	10,320.04	-6,504.81	36.97%
Total Operating Expenses		87,101.66	200,344.42	-113,242.76	43.48%
Supportive Services					
Books, Tools, Uniforms, Fees		1,199.72	2,100.00	-900.28	57.13%
Childcare		1,300.00	2,000.00	-700.00	65.0%
Other Emergency Support		964.80	1,000.00	-35.20	96.48%
Transportation		3,142.00	24,900.00	-21,758.00	12.62%
Total Supportive Services		6,606.52	30,000.00	-23,393.48	22.02%
Training Expenses					
Instructional Training		48,005.78	301,200.00	-253,194.22	15.94%
OJT Training		35,367.45	60,000.00	-24,632.55	58.95%
Work Experience		18,460.06	28,800.00	-10,339.94	64.1%
Total Training Expenses		101,833.29	390,000.00	-288,166.71	26.11%
Total Expense		425,396.70	1,309,265.35	-883,868.65	32.49%
Net Income		883,868.65	0.00	883,868.65	100.0%