



**LWIB Executive Committee
Meeting Agenda
November 19, 2014
11:30 a.m.**

1. Welcome and Introductions: Rod Blackburn, Chair (11:30)
 2. Approval of Minutes from September 17, 2014: Rod Blackburn (11:35) (pp. 2-5)
Recommended action: approve the minutes from September 17, 2014.
 3. Workforce Center Update: Chad Pettera (11:40)
Staff will provide an update on the activities and timelines Workforce Centers.
 - A. Wichita Workforce Center
 - B. Butler Workforce Center**Recommended action: receive and file.**
 4. IT Server Upgrade Update and Discussion: Matt Roberts (11:55) (handout)
Staff will provide an update on the IT server upgrade progress
Recommended action: receive and file.
 5. On-the Job Training Contracts: Katie Givens (12:05) (pp. 6-7)
 - A. Global Partner Solutions
 - B. PetroPower
 - C. PowderTech**Recommended actions:**
 1. **Approve the additions of Global Partner Solutions, PetroPower, and HM Dunn PowderTech to the Eligible Training Provider List.**
 2. **Approve exceptions to the OJT contracts with the three companies, authorizing the Chief Executive Officer to approve as many placements and training plans funded with non-WIA dollars as grant funds allow per state approval. WIA funded OJT placements will remain limited to a maximum of five placements and/or \$40,000.**
 6. Youth Program Corrective Action Plan (12:15) (handout)
Recommended actions:
 1. **Approve Corrective Action Plan**
 2. **Appoint WIA Oversight Committee to monitor progress**
 7. 2015 Strategic Planning and WIOA Implementation: Katie Givens (12:30) (handout)
Recommended action: receive and file.
 8. Consent Agenda: Rod Blackburn (12:45)
Members of the Executive Committee may request discussion on any of the action items at the meeting or the items may be accepted as presented in a single motion.
 - A. WIA Adult, Dislocated Worker, Senior, and Youth Business
 1. WIA/WP Performance Update (pp. 8-12)
 2. Workforce Center Operations Update (pp. 13-14)
 3. Business Services Update (pp. 15-17)
 - B. Workforce Alliance Staff Reports
 1. Financial Update (pp. 18-21)**Recommended action: approve the recommended actions as presented.**
 9. Unscheduled Topics: LWIB Executive Committee Members (12:55)
 10. Adjourn: Rod Blackburn (1:00)
-

The next LWIB Executive Committee meeting is scheduled for 11:30 a.m. on Wednesday, December 17, 2014.



1. Welcome and Introductions

Rod Blackburn welcomed attendees, asked for self-introductions, and called the meeting to order at 11:35 a.m.

2. Approval of Minutes from August 20, 2014

Tony Naylor (Mark Conway) moved to approve the minutes from the August 20, 2014 meeting. Motion adopted.

3. Additions to the Eligible Training Provider List

The Carpenters Training Center, located on East Kellogg in Wichita, has applied to be an Eligible Training Provider (ETP) for the construction apprenticeship program. The program is based out of St. Louis and is nationally accredited. However, they are not accredited through the State of Kansas. Committee members requested staff work with the Kansas Registered Apprenticeship office to check on the status of the programs state accreditation, and resubmit the ETP request to the WIA Oversight Committee in October 2014 for consideration.

The Committee deferred the item and any action to the October 8, 2014 WIA Oversight/Youth Council meeting.

4. IT Server Upgrade Discussion and Presentation

The Workforce Alliance (WA) currently operates IT services and infrastructure that was primarily installed in 2010. The last major server upgrade was completed in November of 2010. The upgrades at that time included email system, phone system, office communicator, and refreshing of a network file storage system. WA is currently operating eight different servers with 11 virtual servers operating on those servers. WA also maintains 350 desktop computers and 180 of desktop telephones.

This IT upgrade was in the strategic plan and budget for last program year (PY 13), but the emergency departure for 150 N. Main and those associated costs delayed the upgrade. Currently the servers are all at the end of their life cycle. Staff is recommending purchasing equipment, software, and professional services from the State of Kansas Approved Vendor list to save time and costs.

Staff recommends an upgrade of the IT equipment that consists of:

- Hardware
 - Cisco UCS 5100 Series Chassis with three Cisco UCS B200 M3 Blade Servers
 - EMC SAN 12TB
- Software
 - Cisco Phone System (upgrade current software)
 - Unified Call Manager (upgrade)
 - Jabber Messenger (upgrade from Office Communicator)
 - Upgrade Router for Cowley (for capability and capacity)
 - Virtualization of all customer computers (new function for security/reduced liability and better customer experience)



Current equipment will be repurposed and used as file storage and backup, which will be located in the new El Dorado office for a backup located outside of Wichita.

Costs- (quoted using State of Kansas Vendor Contract)

| | |
|--------------------------------------|------------------|
| • Hardware & Software | |
| o Server | \$76,810 |
| o SAN | \$55,034 |
| o VMWare and Virtualization Licenses | \$47,185 |
| o <u>Call Manager Upgrade</u> | <u>\$24,414</u> |
| Total | \$203,443 |
| • <u>Contractor Services</u> | <u>\$38,700</u> |
| Total | \$242,143 |

The WA servers have been located off site at Level III Communications since the move from 150 N. Main in November of 2013. The cost of storing the servers at Level III is approximately \$880 per month.

Chad Pettera reminded the Committee that any time equipment costing more than \$5,000 is purchased, it must be approved through the Kansas Department of Commerce. In addition to getting the best price on the equipment through use of the State purchasing contract, the vendors have also informed WA that the quote is a cost savings of approximately \$24,000 additional dollars because of the end of the model year sales.

There is an option through the vendors to finance a portion of the purchase over several years at zero percent interest. The WA LWIB Finance Committee and the WA Inc. Board of Directors will make the final decision regarding the financing options and how much money should be put down as the upfront payment.

Conway (Jeff Longwell) moved to:

1. *Authorize the WA staff to request approval of the purchase from the Kansas Department of Commerce.*
 2. *Recommend WA Inc. review financing options and approve a split of financing and down payment on the above services and equipment.*
 3. *Authorize the Chief Executive Officer to enter into agreements to perform the above IT upgrades.*
- Motions adopted.*

5. On the Job Training (OJT) Contracts

Cox Machine and HM Dunn AeroSystems have applied for addition to the Eligible Training Provider List for On-the-Job Training.

- A. Cox Machine manufactures Aerospace Components and is seeking machinists, assemblers and shipping/receiving staff. The company currently employs 221 full time employees and anticipates hiring 50-80 more over the next two years. The average wage range for these positions is \$16.18 per hour, entry level. Cox may have the capability to expand their engineering division as well, in which case they will qualify for funding through the H 1 B Visa grant from the State.

- B. HM Dunn AeroSystems manufactures Aerospace Components and is seeking CNC machinists, CMM programmers, CMM operators, quality inspectors, deburr technicians and assembly technicians. The company currently employs 172 full time employees and anticipates hiring 15-20 more over the next two years. The average wage range for these positions is \$15-\$25 per hour, entry level.

Kathy Jewett (Naylor) moved to:

1. *Approve the additions of Cox Machine and HM Dunn AeroSystems to the eligible training provider list for on-the-job training.*
2. *Approve exceptions to the OJT contracts with both companies, authorizing the Chief Executive Officer to approve as many placements and training plans funded with non-WIA dollars as grant funds allow. WIA funded OJT placements will remain limited to a maximum of five placements and/or \$40,000.*

Motions adopted.

6. **Butler Workforce Center Update**

Pettera stated that the building owner has finished their portion of the construction and moved their business into the building and operating. Permits for the Center are in the final approval process, but an anticipated start date has not yet been finalized. Once construction is complete there is an opportunity for the use of shared meeting and conference room space with the landlord.

The report was received and filed by the Committee.

7. **Consent Agenda**

- Keith Lawing discussed the nearly finalized Program Year 2013 WIA performance. Local Area IV ended the year well, with the exception of Youth performance. Staff is working on an internal corrective action plan. Pettera noted the biggest challenge with Youth is keeping them and their parents engaged.
- Amanda Duncan reported on the results of the Get Hired! Job Fair held at Intrust Bank Arena on September 4, 2014. The event was successful overall, with more than 700 job seekers in attendance, visiting with 82 employers, and 92 overall vendors. In previous years this event was held on a weekend and for 8 hours. This year the events lasted for four hours on a Thursday evening. Next year WA hopes to solicit additional sponsors and vendors for the Fair.
- The City of Wichita will be placing a sales tax on the November ballot. Part of the tax (\$80 million) will be designated as a jobs fund, primarily directed at training costs. It was suggested the WA submit a letter to Wichita City Leadership offering three suggestions for the Jobs Fund, based on previous experiences and outcomes. Jeff Longwell suggested that next year WA solicit the City of Wichita as an employer, the Police and Fire Departments are seeking new recruits for classes that begin each fall or winter and like to target veterans for these positions.
- Katie Givens provided an update on the traffic at the Workforce Centers, noting that the traffic in Butler has decreased significantly following the relocation of the Butler Community College ABE program back to campus. Staff continues to evaluate options for opening later hours several days a week at the Wichita Workforce Center.
- Pettera provided a financial report in the packet, noting that the Youth budget will be closely monitored and tight this year due to high enrollments in the work experience initiative and lack of carry over dollars from the previous program year.

8. Unscheduled Topics

- Lawing announced several staffing changes at WA:
 - Angie Duntz was introduced as the new Communications Manager and Public Information Officer (PIO).
 - Kelly Bergeron will be transitioning to managing the REAP contract from managing the LWIB and Committees.
 - Katie Givens will assume the management of the LWIB and its Committees.
- October is “manufacturing month”. WA will promote career opportunities in manufacturing through plant tours for area high school students and proclamations issued by the City of Wichita and Sedgwick County.
- September is “workforce development month”.
- The WA was nominated as a “best place to work” in a competition hosted by the Wichita Business Journal. The results of the contest will be announced in the next few months.
- Keith Lawing and Amanda Duncan attended the City to City visit sponsored by the Wichita Chamber. The destination city this year was Austin, TX.

9. Adjourn

Blackburn adjourned the meeting at 12:55 p.m.

Attendance

| LWIB Executive Committee Members | Guests |
|--|--------------------|
| Rod Blackburn, WB Construction (<i>Chair</i>) | None |
| Mark Conway, Remediation Contractors (<i>Immediate Past Chair</i>) | Staff |
| Kathy Jewett, Kaman Composites (<i>Vice Chair</i>) | Keith Lawing, WA |
| Pat Jonas, CPRF | Kelly Bergeron, WA |
| Jeff Longwell, City of Wichita (<i>CEOB</i>) | Amanda Duncan, WA |
| Tony Naylor, WEJATC (<i>WIA Oversight/YC Chair</i>) | Angie Duntz, WA |
| Gabe Schlickau, Black Hills Energy | Katie Givens, WA |
| John Weber, Downtown Wichita YMCA | Denise Houston, WA |
| | Chad Pettera, WA |

NOTE: All staff handouts referenced in these minutes are maintained in the master meeting files at the Workforce Alliance offices and are available upon request.

Item

On-the-Job Training (OJT) Contracts

Background

1. *Approval of Addition to the Eligible Training Provider List for On-the-Job Training*

The following employers have submitted an application to be added to the approved Eligible Training Provider (ETP) list for On-the-Job Training (OJT).

| | |
|--|---|
| Employer: | Global Partner Solutions |
| Company Description: | Engineering and drafting services; specifically providing support for aerospace industry |
| Location: | Wichita, Sedgwick County |
| Occupation(s): | Engineers, Drafters, Managers |
| Training Length: | Up to one year depending on position |
| Average Wage Range: | \$33,200-\$104,000 |
| Benefits: | Yes |
| Comments | Company has been in business for 2+ years; current employment is 6 FTE. Anticipate hiring 40 FTE over next 12 months due to recent contracts and growth |
| OJT Funding Streams <i>(potentially available to employer based on occupations, subject to funding availability)</i> | <input checked="" type="checkbox"/> WIA Adult/Dislocated Worker – \$4,500 per trainee max <input checked="" type="checkbox"/> H1B OJT Grant for Engineers – \$25,000 per trainee max |

| | |
|--|---|
| Employer: | PetroPower |
| Company Description: | Installing or servicing building equipment; remote monitoring for oil and gas Industry |
| Location: | Wichita, Sedgwick County |
| Occupation(s): | Installation Technicians, Engineers, Customer Service, Sales |
| Training Length: | Up to one year depending on position |
| Average Wage Range: | \$50,000 |
| Benefits: | Yes |
| Comments | Company has been in business in Wichita area since 2009; current employment is 11 FTE. Anticipate hiring 10 FTE over next 24 months. |
| OJT Funding Streams <i>(potentially available to employer based on occupations, subject to funding availability)</i> | <input checked="" type="checkbox"/> WIA Adult/Dislocated Worker – \$4,500 per trainee max <input checked="" type="checkbox"/> H1B OJT Grant for Engineers – \$25,000 per trainee max |

| | |
|--|---|
| Employer: | PowderTech |
| Company Description: | Powder coating, metal coating, and allied services to manufacturers |
| Location: | Wichita, Sedgwick County |
| Occupation(s): | Quality/Process Manager, Engineer, Painters |
| Training Length: | Up to one year depending on position |
| Average Wage Range: | \$50,000-\$65,000 Engineers; \$10-16/hr Painters |
| Benefits: | Yes |
| Comments | Company has been in business for more than 11 years in Wichita; current employment is 26 FTE. Anticipate hiring 15-20 FTE over next 24 months. |
| OJT Funding Streams <i>(potentially available to employer based on occupations, subject to funding availability)</i> | <input checked="" type="checkbox"/> WIA Adult/Dislocated Worker – \$4,500 per trainee max <input checked="" type="checkbox"/> H1B OJT Grant for Engineers – \$25,000 per trainee max |

Recommended Action

Approve additions of Global Partner Solutions, PetroPwoer and PowderTech to the ETP list for OJT.

Item

WIA/WP Performance Update

Background

WIA Adult, Dislocated Worker, and Youth Program Year 2013 (PY13)

Final performance for Program Year 2013 (PY 13) have been submitted, Local Area IV exceeded the goals for Adult Entered Employment Rate, Retention Rate, and Average Earnings. Local Area IV exceeded the Adult State Average Earnings by \$3,550 and the performance goal by \$7,127.

Overall, the State of Kansas exceeded the goals for all three measures in the Adult category.

For Dislocated Workers, Local Area IV exceeded the goal for Retention Rate and Average Earnings, and met the sanction for Entered Employment Rate. Local Area IV exceeded the Dislocated Worker State Average Earnings by \$1,122 and the performance goal by \$5832.

Overall, the State of Kansas exceeded the goals for all three measures in the Dislocated Worker category

For Youth, Local Area IV met the sanction for Placement in Employment and Education and Attainment of a Degree or Certificate. Youth did not meet the sanction for Literacy/Numeracy Gains.

Overall, the State of Kansas exceeded the goals for all three measures in the Youth category.

Wagner Peyser

For PY 13, Local Area IV exceeded the goals for Entered Employment Rate and Retention Rate. The sanction was met for Average Earnings, and fell short of the goal measurements by \$187.

WIA Adult, Dislocated Worker, and Youth (PY14)

The first quarter of Program Year 2014 began on July 1, 2014 and runs through September 30, 2014. As of November 3, 2014, Local Area IV exceeded the goals for Adult Entered Employment Rate, Retention Rate, and Average Earnings. Local Area IV exceeded the Adult State Average Earnings by \$2,964 and the performance goal by \$6,495.

For Dislocated Workers, Local Area IV exceeded the goal for Retention Rate and Average Earnings, and meeting the sanction for Entered Employment Rate. Local Area IV exceeded the Dislocated Worker State Average Earnings by \$820 and the performance goal by \$4621.

For Youth, Local Area IV is meeting the sanction for Placement in Employment and Education. Youth is not meeting the sanction for Attainment of a Degree or Certificate and Literacy/Numeracy Gains.

Wagner Peyser

Local Area IV exceeded the goals for Entered Employment Rate and Retention Rate. For Average Earnings WP is currently meeting the sanction, and fell short of the goal measurements by \$639

Recommended Action

Receive and file.

**WIA Programs
Program Year 2013
Performance Report of LA IV
as of 10/06/2014**

| Adult | Goal | PY13 1st Qtr July 13- Sept 13 | PY13 2nd Qtr Oct 13- Dec 13 | PY13 3rd Qtr Jan 14- Mar 14 | PY13 4th Qtr Apr 14- June 14 | PY13 Annual July 13- June 14 | State PY13 Annual July 13- June 14 | *Reporting Period |
|-------------------------|-------------|--|--------------------------------------|--------------------------------------|---------------------------------------|---------------------------------------|--|-----------------------------|
| | Sanction | | | | | | | |
| Entered Employment Rate | 69.0% | 72.13 | 79.47 | 72.48 | 83.49 | 75.64 | 78.38 | 4th Qtr= 7/01/13 to 9/30/13 |
| | 55.2% | 132 | 120 | 187 | 91 | 531 | 2926 | Annual= 10/01/12 to 9/30/13 |
| | 183 | 151 | 258 | 109 | 702 | 3733 | 3983 | 4th Qtr= 1/01/13 to 3/31/13 |
| Retention Rate | 85.4% | 161 | 158 | 141 | 125 | 587 | 587 | Annual= 4/01/12 to 3/31/13 |
| | 68.3% | 179 | 174 | 157 | 148 | 660 | 4481 | Annual= 4/01/12 to 3/31/13 |
| Average Earnings | \$13,700.00 | 3213404.32 | 2821278.12 | 2442833.17 | 2114963.91 | 10617098.86 | 57262265.01 | 4th Qtr= 1/01/13 to 3/31/13 |
| | \$10,960.00 | 19959.03 | 17856.19 | 17325.06 | 16919.71 | 18087.05 | 14537.26 | Annual= 4/01/12 to 3/31/13 |

Dislocated Workers

| | | | | | | | | |
|-------------------------|-------------|------------|------------|------------|------------|------------|-------------|-----------------------------|
| Entered Employment Rate | 81% | 74.65 | 84.34 | 75.96 | 85 | 78.57 | 82.15 | 4th Qtr= 7/01/13 to 9/30/13 |
| | 64.8% | 106 | 70 | 139 | 68 | 385 | 985 | Annual= 10/01/12 to 9/30/13 |
| | 142 | 83 | 183 | 80 | 490 | 1199 | 1047 | 4th Qtr= 1/01/13 to 3/31/13 |
| Retention Rate | 91% | 125 | 125 | 109 | 68 | 429 | 1047 | Annual= 4/01/12 to 3/31/13 |
| | 72.8% | 133 | 135 | 116 | 77 | 463 | 1149 | Annual= 4/01/12 to 3/31/13 |
| Average Earnings | \$18,000.00 | 2792006.83 | 2485657.56 | 2105378.49 | 1271975.43 | 8679637.65 | 19778825.61 | 4th Qtr= 1/01/13 to 3/31/13 |
| | \$14,400.00 | 22336.05 | 19885.26 | 19315.40 | 18705.52 | 20232.26 | 19109.98 | Annual= 4/01/12 to 3/31/13 |

Youth

| | | | | | | | | |
|-------------------------|-------|----|-----|-------|-------|-------|--------|-----------------------------|
| Placement | 71% | 3 | 4 | 13 | 4 | 25 | 396 | 4th Qtr= 7/01/13 to 9/30/13 |
| Employment/Education | 56.8% | 75 | 100 | 76.47 | 33.33 | 64.10 | 74.72 | Annual= 10/01/12 to 9/30/13 |
| | 66% | 6 | 0 | 13 | 7 | 29 | 377 | 4th Qtr= 7/01/13 to 9/30/13 |
| Attainment | 52.8% | 6 | 0.0 | 68.42 | 50 | 63.04 | 75.86 | Annual= 10/01/12 to 9/30/13 |
| Degree/Certificate | 52.5% | 2 | 5 | 4 | 6 | 17 | 162.00 | 4th Qtr= 4/01/14 to 6/30/14 |
| Literacy/Numeracy Gains | 42% | 11 | 50 | 30.77 | 30 | 31.48 | 55.10 | Annual= 7/01/13 to 6/30/14 |
| | 18.18 | 11 | 10 | 13 | 20 | 54 | 294.00 | |

| Summary | 1st Qtr | | | 2nd Qtr | | | 3rd Qtr | | | 4th Qtr | | |
|-----------------------|---------|----|-------|---------|----|-------|---------|----|-------|---------|----|-------|
| | Adult | DW | Youth | Adult | DW | Youth | Adult | DW | Youth | Adult | DW | Youth |
| Met Goal | 3 | 2 | 2 | 3 | 3 | 1 | 3 | 2 | 2 | 2 | 2 | |
| Met Sanction | | 1 | | | | 1 | | 1 | | 1 | 1 | |
| Did Not Meet Sanction | | | 1 | | | 1 | | | 1 | | | 3 |

| | Annual | | | |
|-----------------------|--------|----|-------|-------|
| | Adult | DW | Youth | State |
| Met Goal | 3 | 2 | | 9 |
| Met Sanction | | 1 | 2 | |
| Did Not Meet Sanction | | | 1 | |

Bold Numbers=Official Numbers from State and Will Not Change

***** The Kansas Department of Commerce accesses confidential databases to obtain additional wage data; therefore, the actual performance rating cannot be released, only whether the rating met, exceeded, or was below the goal or sanction level.

^^^ Agency did not have participants in this measure

* Reporting Period=Participants who exited during the time frame indicated will count in performance measures

**Wagner-Peyser
Program Year 2013
Performance Report of LAIV
as of 10/06/2014**

| Wagner-Peyser | Goal | PY13 1st Qtr July 13- Sept 13 | PY 13 2nd Qtr Oct 13- Dec 13 | PY13 3rd Qtr Jan 14- Mar 14 | PY13 4th Qtr Apr 14- June 14 | *Reporting Period |
|-------------------------|-------------|--|---------------------------------------|--------------------------------------|---------------------------------------|-----------------------------|
| | Sanction | | | | | |
| Entered Employment Rate | 63% | | | | | 4th Qtr= 7/01/13 to 9/30/13 |
| | 50.4% | 63.54% | 63.83% | 64.33% | 65.39% | Annual= 10/01/12 to 9/30/13 |
| Retention Rate | 82.5% | | | | | 4th Qtr= 1/01/13 to 3/31/13 |
| | 66% | 84.26% | 84.59% | 84.94% | 85.00% | Annual= 4/01/12 to 3/31/13 |
| Average Earnings | \$15,000.00 | | | | | 4th Qtr= 1/01/13 to 3/31/13 |
| | \$12,000.00 | \$14,779.69 | \$14,773.01 | \$14,788.89 | \$14,812.58 | Annual= 4/01/12 to 3/31/13 |

Summary

| | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter |
|-----------------------|-------------|-------------|-------------|-------------|
| Met Goal | 2 | 2 | 2 | 2 |
| Met Sanction | 1 | 1 | 1 | 1 |
| Did Not Meet Sanction | | | | |

***** The Kansas Department of Commerce accesses confidential databases to obtain additional wage data; therefore, the actual performance rating cannot be released, only whether the rating met, exceeded, or was below the goal or sanction level.

* Reporting Period=Participants who exited during the time frame indicated will count in performance measures

**WIA Programs
Program Year 2014
Performance Report of LA IV
as of 11/03/2014**

| Adult | Goal | PY14 1st Qtr July 14- Sept 14 | PY14 2nd Qtr Oct 14- Dec 14 | PY14 3rd Qtr Jan 15- Mar 15 | PY14 4th Qtr Apr 15- June 15 | PY14 Annual July 14- June 15 | State PY14 Annual July 14- June 15 | *Reporting Period |
|-------------------------|-------------|--|--------------------------------------|--------------------------------------|---------------------------------------|---------------------------------------|--|-----------------------------|
| | Sanction | | | | | | | |
| Entered Employment Rate | 74.0% | 48 | 52 | | | 384 | 2685 | 2nd Qtr= 1/01/14 to 3/31/14 |
| | 59.2% | 76.19 | 73.24 | | | 509 | 3555 | Annual= 10/01/13 to 9/30/14 |
| Retention Rate | 85.4% | 221 | 108 | | | 597 | 3773 | 2nd Qtr= 7/01/13 to 9/30/13 |
| | 68.3% | 90.20 | 93.10 | | | 670 | 4420 | Annual= 4/01/13 to 3/31/14 |
| Average Earnings | \$14,000.00 | 3910520.58 | 1677914.19 | | | 10193208.89 | 54945427.43 | 2nd Qtr= 7/01/13 to 9/30/13 |
| | \$11,200.00 | 17694.66 | 15536.24 | | | 17074.05 | 14730.68 | Annual= 4/01/13 to 3/31/14 |

Dislocated Workers

| | | | | | | | | |
|-------------------------|-------------|------------|------------|--|--|------------|-------------|-----------------------------|
| Entered Employment Rate | 81% | 33 | 33 | | | 278 | 745 | 2nd Qtr= 1/01/14 to 3/31/14 |
| | 64.8% | 76.74 | 68.75 | | | 361 | 922 | Annual= 10/01/13 to 9/30/14 |
| Retention Rate | 91% | 143 | 74 | | | 396 | 966 | 2nd Qtr= 7/01/13 to 9/30/13 |
| | 72.8% | 92.86 | 94.87 | | | 427 | 1057 | Annual= 4/01/13 to 3/31/14 |
| Average Earnings | \$18,300.00 | 2754379.98 | 1199950.18 | | | 7378661.12 | 17630190.07 | 2nd Qtr= 7/01/13 to 9/30/13 |
| | \$14,640.00 | 19261.40 | 16215.54 | | | 18632.98 | 18441.62 | Annual= 4/01/13 to 3/31/14 |

Youth

| | | | | | | | | |
|-----------------------------------|-------|-------|-------|--|--|-------|-----|-------------------------------|
| Placement Employment/Education | 71% | 6 | 7 | | | 32 | 428 | 2nd Qtr= 1/01/14 to 3/31/14 |
| | 56.8% | 75 | 87.50 | | | 64 | 579 | Annual= 10/01/13 to 9/30/14 |
| Attainment Degree/Certificate | 72% | 6 | 2 | | | 31 | 405 | 2nd Qtr= 1/01/14 to 3/31/14 |
| | 57.6% | 54.55 | 50 | | | 59.62 | 551 | Annual= 10/01/13 to 9/30/14 |
| Literacy/Numeracy Gains | 52.5% | 1 | 2 | | | 13 | 149 | 2nd Qtr= 10/01/13 to 12/31/14 |
| | 42% | 11.11 | 20 | | | 25.49 | 275 | Annual= 7/01/14 to 6/30/15 |

| Summary | 1st Qtr | | | 2nd Qtr | | | 3rd Qtr | | | 4th Qtr | | |
|-----------------------|---------|----|-------|---------|----|-------|---------|----|-------|---------|----|-------|
| | Adult | DW | Youth | Adult | DW | Youth | Adult | DW | Youth | Adult | DW | Youth |
| Met Goal | 3 | 1 | 1 | 2 | 1 | 1 | | | | | | |
| Met Sanction | | 2 | | 1 | 2 | | | | | | | |
| Did Not Meet Sanction | | | 2 | | | 2 | | | | | | |

| | Annual | | | |
|-----------------------|--------|----|-------|-------|
| | Adult | DW | Youth | State |
| Met Goal | 3 | 2 | | 7 |
| Met Sanction | | 1 | 2 | 2 |
| Did Not Meet Sanction | | | 1 | |

Bold Numbers=Official Numbers from State and Will Not Change

***** The Kansas Department of Commerce accesses confidential databases to obtain additional wage data; therefore, the actual performance rating cannot be released, only whether the rating met, exceeded, or was below the goal or sanction level.

^^^ Agency did not have participants in this measure

* Reporting Period=Participants who exited during the time frame indicated will count in performance measures

**Wagner-Peyser
Program Year 2014
Performance Report of LAIV
as of 11/04/2014**

| Wagner-Peyser | Goal | PY14 1st Qtr July 14- Sept 14 | PY 14 2nd Qtr Oct 14- Dec 14 | PY14 3rd Qtr Jan 15- Mar 15 | PY14 4th Qtr Apr 15- June 15 | *Reporting Period |
|-------------------------|-------------|--|---------------------------------------|--------------------------------------|---------------------------------------|-----------------------------|
| | Sanction | | | | | |
| Entered Employment Rate | 63% | | | | | 2nd Qtr= 1/01/14 to 3/31/14 |
| | 50.4% | 66.63% | 66.78% | | | Annual= 10/01/13 to 9/30/14 |
| Retention Rate | 82.5% | | | | | 2nd Qtr= 7/01/13 to 9/30/13 |
| | 66% | 85.21% | 85.05% | | | Annual= 4/01/13 to 3/31/14 |
| Average Earnings | \$15,000.00 | | | | | 2nd Qtr= 7/01/13 to 9/30/13 |
| | \$12,000.00 | \$14,361.44 | \$14,246.78 | | | Annual= 4/01/13 to 3/31/14 |

Summary

| | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter |
|-----------------------|-------------|-------------|-------------|-------------|
| Met Goal | 2 | 2 | | |
| Met Sanction | 1 | 1 | | |
| Did Not Meet Sanction | | | | |

***** The Kansas Department of Commerce accesses confidential databases to obtain additional wage data; therefore, the actual performance rating cannot be released, only whether the rating met, exceeded, or was below the goal or sanction level.

* Reporting Period=Participants who exited during the time frame indicated will count in performance measures

Item

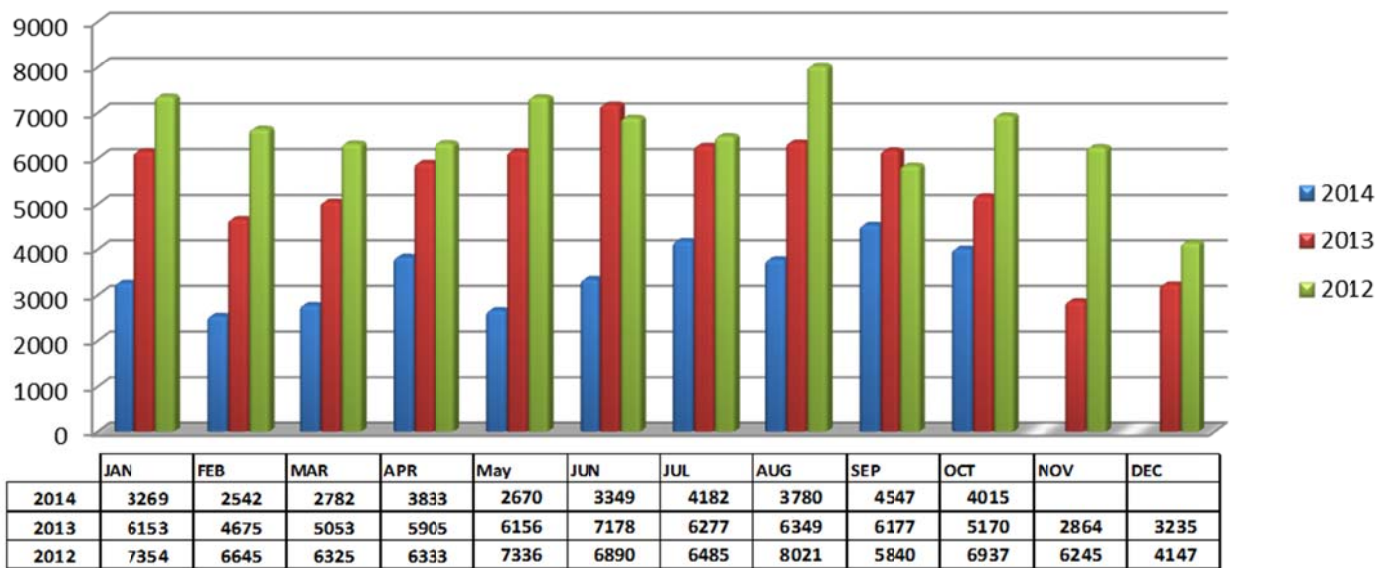
Workforce Centers Operations Update

Background

1. Traffic Report

The Workforce Centers of South Central Kansas served 4,015 customers during the month of October 2014, down from 5,170 served in October 2013 or a decrease of 1,155 customers. The four centers served approximately 5,400 customers per month in 2013.

Traffic In Local Area IV Workforce Centers 2012-2014



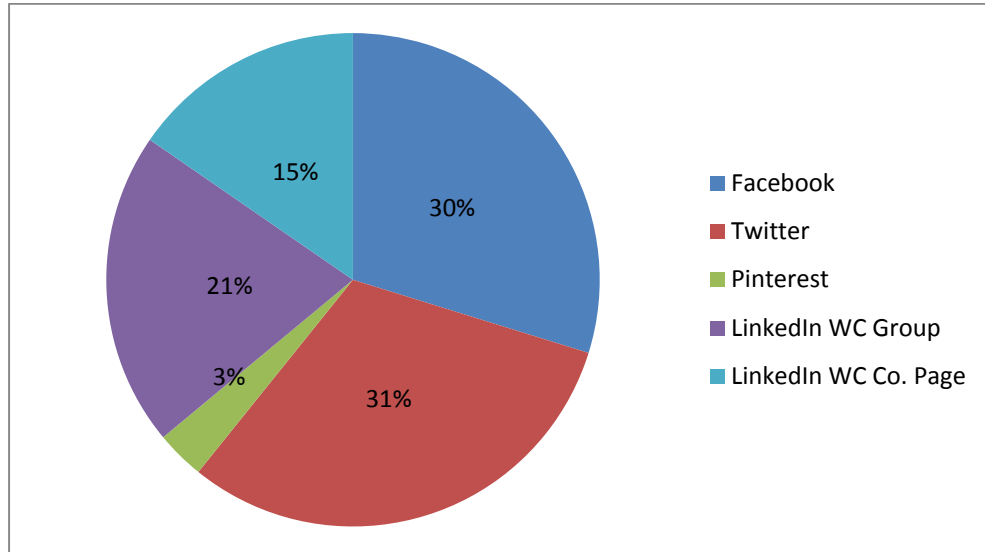
Social Media/Virtual Outreach Traffic

For September 2014 WA increased or maintained activity on Facebook, Twitter, Pinterest, LinkedIn and the WA website:

| October 2014 - Social Media/Virtual Analytics | | | | |
|---|---------------------|--------------------|-------------------------|-------------------|
| Platform | # Followers/Friends | % Growth for Month | Total # of Posts/Tweets | Total Impressions |
| Facebook | 540 | 4% | 72 | 11,926 |
| Twitter | 562 | 2% | 91 | 16,907 |
| Pinterest | 58 | 4% | 47 | 15,907 |
| LinkedIn WC Group | 374 | 0% | 41 | 15,334 |
| LinkedIn WC Co. Page | 279 | 3% | 7 | 671 |

Total: 60,745

| | Visits | Pageviews | Average P/V |
|------------------|--------|-----------|-------------|
| workforce-ks.com | 10,282 | 30,909 | 3.01% |



2. Community Action Partnership

The Community Action Program (CAP) contract between the City of Wichita and Workforce Alliance of South Central Kansas, Inc. (WA) was renewed from November 1, 2014 – September 30, 2015.

The WA responded to the City of Wichita’s Request for Proposal in late September and was notified in October of funding in the amount of \$160,674; this is to support case management and training services for eligible participants.

The WA leverages the Workforce Centers resources to promote the success of the CAP program and will continue to promote the collaboration of programs through co-enrollment and leverage funding as available and appropriate.

Recommended Action

Receive and file

Business Services Activity Report
As of 11/7/2014

For the month of October, the Workforce Centers Business Team completed 369 Prescreens and Applications for 271 customers, up more than 18% over the previous month. Additionally 266 new jobs were posted to Kansasworks.com.

| 2014 Prescreens and Applications | | |
|---|------------------|--------------------------------------|
| Month | Customers | Prescreens & Applications |
| Jan | 394 | 423 |
| Feb | 246 | 241 |
| Mar | 291 | 273 |
| Apr | 311 | 400 |
| May | 233 | 299 |
| June | 205 | 266 |
| July | 163 | 177 |
| Aug | 203 | 184 |
| Sept | 227 | 312 |
| Oct | 271 | 369 |
| Total | 2,544 | 2,944 |

| 2014 Job Postings | | | |
|--------------------------|----------------|----------------------------------|--------------|
| Month | Wichita | Butler, Cowley and Sumner | Total |
| Jan | 286 | 39 | 325 |
| Feb | 258 | 35 | 293 |
| Mar | 359 | 50 | 409 |
| Apr | 461 | 75 | 536 |
| May | 437 | 55 | 492 |
| June | 312 | 57 | 369 |
| July | 375 | 88 | 463 |
| Aug | 240 | 45 | 285 |
| Sept | 255 | 65 | 320 |
| Oct | 227 | 39 | 266 |
| Total | 3,210 | 548 | 3,758 |

In October, 322 services were provided to employers, and 95 in-person visits were made. Charts below provide additional details by Center location.

| 2014 Employer Activity | | | | | | |
|-------------------------------|---------------------------------|-------------------------|--|-------------------------|-----------------|-------------------------|
| Month | Wichita Workforce Center | | Butler, Cowley and Sumner Workforce Centers | | Total | |
| | Services | In-Person Visits | Services | In-Person Visits | Services | In-Person Visits |
| Jan | 121 | 35 | 106 | 33 | 227 | 68 |
| Feb | 94 | 24 | 77 | 18 | 171 | 42 |
| Mar | 265 | 23 | 164 | 28 | 429 | 51 |
| Apr | 217 | 24 | 159 | 35 | 376 | 59 |
| May | 223 | 38 | 164 | 49 | 387 | 87 |
| June | 173 | 33 | 120 | 29 | 293 | 62 |
| July | 239 | 36 | 132 | 40 | 371 | 76 |
| Aug | 227 | 30 | 144 | 48 | 371 | 78 |
| Sept | 174 | 44 | 126 | 41 | 300 | 85 |
| Oct | 196 | 34 | 126 | 61 | 322 | 95 |
| Total | 1,929 | 317 | 1,318 | 382 | 3,247 | 699 |

In the month of October, the Workforce Centers assisted with 9 job fairs. The events were attended by a total of 369 job seekers. See chart below for detailed information:

| October 2014 Job Fairs | | |
|--|---------------|------------------|
| Employer | Events | Attendees |
| Advantage Sales and Marketing | 1 | 16 |
| Butler Community College Fall Career Fair (39 employers) | 1 | 80 |
| Child Start | 1 | 0 |
| Fed Ex | 1 | 9 |
| Global Partner Solutions | 1 | 34 |
| ResCare | 1 | 8 |
| T-Mobile | 1 | 56 |
| Wal-Mart | 1 | 73 |
| WorkAbility Wichita (15 employers) | 1 | 93 |
| Total | 9 | 369 |

The Business Team provided Rapid Response layoff assistance services to one employer in October. Rapid Response materials were provided to 25 affected individuals.

| September 2014 Rapid Response Activity | | |
|---|---------------|---|
| Employer | Events | Affected Employees |
| Spirit | RR Packets | 6 for Layoffs, 19 for voluntary retirements |
| Total | 1 | 25 |

There are currently 28 active OJT placements with 10 employers. The Business Team is working on additional OJT employer partners and placements for October.

| 2014 On-the-Job Training | | | |
|---------------------------------|---------------|------------------|------------------------------|
| Employer | Active | Completed | Total 2014 Placements |
| BE Aerospace | 6 | 2 | 8 |
| Cessna | 0 | 4 | 4 |
| Weckworth | 1 | 0 | 1 |
| GKN Aerospace | 0 | 20 | 20 |
| Tramco | 1 | 0 | 1 |
| Ulterius Technologies | 3 | 0 | 3 |
| Kaman Composites | 0 | 1 | 2 |
| Hunter Health Clinic | 4 | 0 | 4 |
| Flight Safety | 1 | 1 | 1 |
| ASC | 1 | 0 | 1 |
| Global Parts Aero | 1 | 1 | 2 |
| ISI Environmental | 2 | 0 | 2 |
| Cox Machine | 8 | 0 | 8 |
| Total | 28 | 27 | 55 |

The Workforce Centers offered 19 testing sessions in October. The attendance rate (64.2%) increased over the previous month of September. The charts below details information on testing and certificates awarded.

| Workkeys Testing 2014 | | | | |
|------------------------------|---------------------------------|-------------------------------------|----------------------------------|------------------------|
| Month | Testing Sessions Offered | Total Participants Scheduled | Total Participants Tested | Attendance Rate |
| January | 27 | 293 | 154 | 52.5% |
| February | 24 | 290 | 169 | 88.9% |
| March | 23 | 286 | 197 | 68.8% |
| April | 24 | 184 | 111 | 60.3% |
| May | 19 | 195 | 124 | 63.6% |
| June | 19 | 207 | 117 | 56.5% |
| July | 20 | 347 | 188 | 54.2% |
| Aug | 24 | 362 | 216 | 59.7% |
| Sept | 20 | 344 | 213 | 61.9% |
| Oct | 19 | 293 | 188 | 64.2% |
| Totals | 219 | 2,801 | 1,677 | 59.9% |

| Workkeys Certificates Awarded 2014 | | | | | | |
|---|---------------|---------------|-------------|-----------------|--------------|-------------------|
| Month | Bronze | Silver | Gold | Platinum | Total | Award Rate |
| January | 16 | 84 | 39 | 0 | 139 | 90.2% |
| February | 20 | 114 | 28 | 1 | 163 | 96.4% |
| March | 22 | 107 | 58 | 1 | 188 | 95.4% |
| April | 10 | 65 | 31 | 0 | 106 | 95.4% |
| May | 19 | 55 | 40 | 1 | 115 | 92.7% |
| June | 15 | 54 | 40 | 1 | 110 | 94.0% |
| July | 28 | 101 | 42 | 0 | 171 | 91.0% |
| Aug | 26 | 122 | 53 | 0 | 201 | 93.1% |
| Sept | 24 | 126 | 45 | 2 | 197 | 92.5% |
| Oct | 36 | 97 | 47 | 1 | 181 | 96.3% |
| Total | 216 | 925 | 423 | 7 | 1,571 | 93.7% |

Workforce Alliance Consolidated Budgets PY14

July 2014 - June 2015

Updated 11/17/2014
Expenditures Through 10/31/2014

| Category | LWIB | | | | | WA INC | | | | Consolidated | | | |
|----------------------|--------------|------------------|------------------|--------------------|--------------|------------|------------------|------------------|--------------------|--------------|------------------|------------------|--------------------|
| | Budget | Oct Expenditures | YTD Expenditures | % Budget Remaining | | Budget | Oct Expenditures | YTD Expenditures | % Budget Remaining | Budget | Oct Expenditures | YTD Expenditures | % Budget Remaining |
| Wages | \$ 2,394,484 | \$ 185,450 | \$ 718,157 | 70% | \$ 470,468 | \$ 30,268 | \$ 148,978 | 68% | \$ 2,864,952 | \$ 215,718 | \$ 867,136 | 70% | |
| Taxes | \$ 171,556 | \$ 13,296 | \$ 52,150 | 70% | \$ 108,138 | \$ 2,219 | \$ 10,749 | 90% | \$ 279,694 | \$ 15,514 | \$ 62,899 | 78% | |
| Benefits | \$ 348,351 | \$ (305) | \$ 88,777 | 75% | \$ 58,460 | \$ (58) | \$ 25,340 | 57% | \$ 406,811 | \$ (364) | \$ 114,117 | 72% | |
| Rent | \$ 204,304 | \$ 60,630 | \$ 144,586 | 29% | \$ 15,817 | \$ 2,150 | \$ 12,637 | 20% | \$ 220,121 | \$ 62,780 | \$ 157,223 | 29% | |
| Build Enh | \$ 5,000 | \$ - | \$ 5,296 | -6% | \$ 155 | \$ - | \$ - | 100% | \$ 5,155 | \$ - | \$ 5,296 | -3% | |
| Security | \$ 14,256 | \$ 6,762 | \$ 16,456 | -15% | \$ 2,562 | \$ 212 | \$ 1,607 | 37% | \$ 16,818 | \$ 6,974 | \$ 18,063 | -7% | |
| Utilities | \$ 10,297 | \$ 1,184 | \$ 2,497 | 76% | \$ 1,819 | \$ - | \$ - | 100% | \$ 12,116 | \$ 1,184 | \$ 2,497 | 79% | |
| Insurance | \$ 33,600 | \$ (109) | \$ 19,583 | 42% | \$ 7,875 | \$ - | \$ (10,998) | 240% | \$ 41,475 | \$ (109) | \$ 8,585 | 79% | |
| Communications | \$ 48,066 | \$ 6,269 | \$ 28,941 | 40% | \$ 8,005 | \$ 215 | \$ 1,947 | 76% | \$ 56,071 | \$ 6,484 | \$ 30,887 | 45% | |
| Supplies | \$ 67,975 | \$ 3,503 | \$ 30,255 | 55% | \$ 8,503 | \$ 276 | \$ (364) | 104% | \$ 76,478 | \$ 3,779 | \$ 29,891 | 61% | |
| Equipment | \$ 117,500 | \$ - | \$ 4,454 | 96% | \$ - | \$ - | \$ - | #DIV/0! | \$ 117,500 | \$ - | \$ 4,454 | 96% | |
| Copy | \$ 11,902 | \$ 77 | \$ 1,016 | 91% | \$ 3,045 | \$ - | \$ - | 100% | \$ 14,947 | \$ 77 | \$ 1,016 | 93% | |
| Postage | \$ 1,853 | \$ 176 | \$ 724 | 61% | \$ 451 | \$ 24 | \$ 124 | 73% | \$ 2,304 | \$ 200 | \$ 847 | 63% | |
| Dues/Sub | \$ 13,000 | \$ 1,850 | \$ 1,955 | 85% | \$ - | \$ - | \$ - | #DIV/0! | \$ 13,000 | \$ 1,850 | \$ 1,955 | 85% | |
| Conferences | \$ 27,000 | \$ 5,518 | \$ 15,528 | 42% | \$ 12,495 | \$ 189 | \$ 7,079 | 43% | \$ 39,495 | \$ 5,707 | \$ 22,607 | 43% | |
| Job Fairs | \$ 6,000 | \$ - | \$ 6,736 | -12% | \$ - | \$ 700 | \$ 10,835 | #DIV/0! | \$ 6,000 | \$ 700 | \$ 17,570 | -193% | |
| Meetings | \$ 21,060 | \$ 146 | \$ 2,801 | 87% | \$ 6,169 | \$ 4,032 | \$ 5,980 | 3% | \$ 27,229 | \$ 4,178 | \$ 8,781 | 68% | |
| Outreach | \$ 22,564 | \$ 500 | \$ 21,506 | 5% | \$ 22,274 | \$ - | \$ 718 | 97% | \$ 44,838 | \$ 500 | \$ 22,224 | 50% | |
| Transition | | \$ - | \$ 54 | | | | | | \$ - | \$ - | \$ 54 | #DIV/0! | |
| Staff Development | \$ 43,600 | \$ 2,643 | \$ 5,510 | 87% | \$ 390 | \$ 88 | \$ 138 | 65% | \$ 43,990 | \$ 2,731 | \$ 5,649 | 87% | |
| Travel | \$ 31,650 | \$ 2,859 | \$ 10,273 | 68% | \$ 10,547 | \$ 354 | \$ 940 | 91% | \$ 42,197 | \$ 3,212 | \$ 11,213 | 73% | |
| Contract Services | \$ 395,825 | \$ 10,428 | \$ 69,543 | 82% | \$ 41,171 | \$ (1,879) | \$ 47,211 | -15% | \$ 436,996 | \$ 8,549 | \$ 116,754 | 73% | |
| Misc | \$ - | \$ - | \$ - | | \$ - | \$ - | \$ 1,537 | | \$ - | \$ - | \$ 1,537 | | |
| Depreciation Expense | \$ - | \$ - | \$ - | | \$ - | \$ - | \$ 3,368 | | \$ - | \$ - | \$ 3,368 | | |
| Interest Expense | \$ - | \$ - | \$ - | | \$ - | \$ - | \$ 1,674 | | \$ - | \$ - | \$ 1,674 | | |
| OJT Training | \$ 145,000 | \$ - | \$ 33,230 | 77% | \$ - | \$ 15,499 | \$ 84,446 | | \$ 145,000 | \$ 15,499 | \$ 117,676 | 19% | |
| Incentives | \$ 6,000 | \$ 400 | \$ 3,000 | 50% | \$ - | \$ - | \$ 1,796 | | \$ 6,000 | \$ 400 | \$ 4,796 | 20% | |
| Education & Training | \$ 1,899,420 | \$ 60,259 | \$ 345,696 | 82% | \$ 3,219,079 | \$ 276,041 | \$ 546,680 | 83% | \$ 5,118,499 | \$ 336,300 | \$ 892,376 | 83% | |
| Supportive Services | \$ 200,000 | \$ 16,960 | \$ 72,380 | 64% | \$ 242,282 | \$ 12,997 | \$ 35,656 | 85% | \$ 442,282 | \$ 29,957 | \$ 108,035 | 76% | |
| Total | \$ 6,240,263 | \$ 378,497 | \$ 1,701,104 | 73% | \$ 4,239,705 | \$ 343,324 | \$ 938,079 | 78% | \$ 10,479,968 | \$ 721,821 | \$ 2,639,183 | 75% | |

WORKFORCE ALLIANCE OF SOUTH CENTRAL KANSAS, INC.
Consolidated Statement of Financial Condition
September 30, 2014

ASSETS

Current Assets:

| | |
|-----------------------------------|------------|
| Cash - WIA | \$3,051.63 |
| Cash - Workforce Alliance general | 7,115.55 |
| Cash - PACES Money Market | 16,272.16 |
| Cash - PACES | 5,298.80 |
| Cash - OWNE | 62,714.91 |
| Cash - Jobs Fore Youth | 17,512.60 |
| Cash - REAP | 131,839.88 |
| Cash - Flex Spending | 8,403.49 |
| Accounts Receivable | 266,363.38 |
| Prepaid Expense | 38,177.22 |
| | <hr/> |
| Total Current Assets | 556,749.62 |

Fixed Assets:

| | |
|---------------------------------|--------------|
| Furniture, Fixtures & Equipment | 287,095.35 |
| Less: Accumulated Depreciation | (220,515.53) |
| | <hr/> |
| Total Fixed Assets | 66,579.82 |

Total Assets

\$623,329.44

See independent accountant's compilation report

WORKFORCE ALLIANCE OF SOUTH CENTRAL KANSAS, INC.
Consolidated Statement of Financial Condition
September 30, 2014

LIABILITIES AND NET ASSETS

Current Liabilities:

| | |
|--------------------------------------|-------------------|
| Accounts Payable | \$190,297.54 |
| REAP Deposits | 131,839.88 |
| Flex Spending Payable | 8,403.49 |
| Accrued Vacation Payable | 103,579.58 |
| Current Maturities of Long-Term Debt | 8,429.31 |
| Total Current Liabilities | <u>442,549.80</u> |

Long-Term Liabilities:

| | |
|---|-------------------|
| Capital Lease, Lease Finance Partners | 50,287.15 |
| Less Current Maturities of Long-Term Debt | <u>(8,429.31)</u> |
| Total Long-Term Liabilities | <u>41,857.84</u> |
| Total Liabilities | <u>484,407.64</u> |

Net Assets:

| | |
|---|-----------------------------------|
| Net Assets - Unrestricted | <u>138,921.80</u> |
| Total Net Assets | <u>138,921.80</u> |
| Total Liabilities & Net Assets | <u><u>\$623,329.44</u></u> |

See independent accountant's compilation report

WORKFORCE ALLIANCE OF SOUTH CENTRAL KANSAS, INC.
Consolidating Statement of Activities and Changes in Net Assets
For the Three Months Ended September 30, 2014

| | <u>LWIB</u> | <u>Other</u> | <u>Total</u> |
|--|---------------------|---------------------|---------------------|
| Changes in Net Assets: | | | |
| Revenue | | | |
| Grant | \$1,310,857.03 | \$542,026.70 | \$1,852,883.73 |
| Miscellaneous | 0.00 | 0.51 | 0.51 |
| Program | <u>11,749.99</u> | <u>0.00</u> | <u>11,749.99</u> |
| Total Revenue | <u>1,322,607.02</u> | <u>542,027.21</u> | <u>1,864,634.23</u> |
| Expenses | | | |
| Wages | 532,707.03 | 118,710.37 | 651,417.40 |
| Payroll Taxes | 38,854.37 | 8,530.65 | 47,385.02 |
| Benefits | 89,082.17 | 25,398.82 | 114,480.99 |
| Rent | 83,955.93 | 10,487.52 | 94,443.45 |
| Building Enhancement | 5,296.42 | 0.00 | 5,296.42 |
| Security | 9,693.54 | 1,395.73 | 11,089.27 |
| Utilities | 1,312.49 | 0.00 | 1,312.49 |
| Insurance | 19,692.55 | (10,997.92) | 8,694.63 |
| Communications | 22,671.49 | 1,731.91 | 24,403.40 |
| Office Supplies | 26,751.72 | (639.63) | 26,112.09 |
| Office Equipment/Furniture | 4,454.25 | 0.00 | 4,454.25 |
| Copier Lease | 939.18 | 0.00 | 939.18 |
| Postage | 547.38 | 99.93 | 647.31 |
| Dues & Subscriptions | 105.15 | 0.00 | 105.15 |
| Conference | 10,010.20 | 6,890.18 | 16,900.38 |
| Job Fairs | 6,735.69 | 10,134.72 | 16,870.41 |
| Meetings | 2,655.14 | 1,948.18 | 4,603.32 |
| Outreach | 21,006.44 | 717.84 | 21,724.28 |
| Staff Development | 2,867.47 | 50.00 | 2,917.47 |
| Transition Expense | 53.55 | 0.00 | 53.55 |
| Travel | 7,414.52 | 586.48 | 8,001.00 |
| Contract Services | 59,114.71 | 49,090.06 | 108,204.77 |
| Miscellaneous | 0.00 | 1,537.32 | 1,537.32 |
| Depreciation Expense | 0.00 | 3,367.94 | 3,367.94 |
| Interest Expense | 0.00 | 1,673.93 | 1,673.93 |
| Incentives | 2,600.00 | 1,795.83 | 4,395.83 |
| Education & Training | 318,666.19 | 339,586.80 | 658,252.99 |
| Supportive Services | <u>55,419.44</u> | <u>22,658.74</u> | <u>78,078.18</u> |
| Total Expenses | <u>1,322,607.02</u> | <u>594,755.40</u> | <u>1,917,362.42</u> |
| Change in Net Assets | 0.00 | (52,728.19) | (52,728.19) |
| Net Assets - Unrestricted, Beginning of Year | <u>0.00</u> | <u>191,649.99</u> | <u>191,649.99</u> |
| Net Assets - Unrestricted, End of Year | <u>\$0.00</u> | <u>\$138,921.80</u> | <u>\$138,921.80</u> |

See independent accountant's compilation report