



**Meeting Agenda for June 13, 2024 - 3:00 p.m.to 4:30 p.m.**

Henrico County Government Center  
County Manager's 3<sup>rd</sup> Floor Conference Room  
4301 E. Parham Road  
Henrico, VA 23228

- I. Call to Order – 5 minutes (Chairman Maurer)
- II. Welcome from Henrico County by County Manager John A. Vithoukas – 5 minutes
- III. Public Comment – 5 minutes
- IV. Minutes from March 14, 2024 Meeting – 5 minutes .....Page 1

**Connect – 35 minutes**

- V. A conversation with Virginia's Deputy Secretary of Labor for Workforce Development Nicole Overley and Executive Director of the Virginia Board of Workforce Development Anthony Reedy (Remarks and Q&A session).

**Manage (Action Items) – 30 minutes**

- VI. A. Preliminary Budget for PY24/FY25.....Page 4  
B. Consent Agenda Items - Contract Renewals .....Page 7  
*A member may request that single items(s) be removed from consent and discussed. Otherwise the items are approved in block.*
  - 1. Equus Works (Adult/Dislocated Worker/Business Services) .....Page 8
  - 2. Equus Works (One Stop Operator).....Page 9
  - 3. Ross Workforce Solutions (Out-of-school youth region-wide).....Page 10
  - 4. A Peace of Mind (In-school youth and out-of-school supplemental for Chesterfield, Hanover, Henrico and Richmond).....Page 11
  - 5. Charles City County Governments (In-school youth and out-of-school supplemental for Charles City).  
.....Page 12
- VII. Staff/Committee Reports (Time Permitting)
- VIII. Adjourn

**Next meeting: September 12, 2024 – Virginia Career Works Henrico Center, 121 Cedar Fork Road.**



Capital Region Workforce Development Board  
Meeting Minutes for March 14, 2024

	Member	Present		Category (Total Members 12)	Member	Present	
		Yes	No			Yes	No
<b>Category - Business Members (Total Members 16)</b>	Auchmoody, William		X	<b>Community College (1)</b>	Rubin, Beno		X
	Bray, Beth	X					
	Blount, Siyani		X				
	Dick, Robert	X		<b>Economic Development (1)</b>	Shreve, Tina	X	
	Easter, John	X					
	Edwards, Scott		X	<b>Education (2)-Adult Ed.</b>	Elmore, Jeffrey	X	
	Franklin, Robert		X	<b>CTE</b>	Roerink, Justin	X	
	Gilbert, Danielle	X					
	Harris, Drexel, 1 <sup>st</sup> Vice Chair	X		<b>Employment Service (1)-</b>	Woodard, Dennis	X	
	Hayden, Thomas	X					
	Jung, Dr. Charlie		X	<b>Labor, Apprenticeship &amp; CBOs (5)</b>	Battle, Kevin		X
	Lyons, Larry	X			Conner, Maynard	X	
	Maurer, Ilene, Chair	X			Horne, Kelly King	X	
	Portillo, Jesus		X		Spicer, Gregg	X	
	Stamper, Eric	X			Strite, Amy	X	
	White, Amanda		X				
				<b>Vocational Rehabilitation (1)</b>	Batten, Dale	X	
				<b>Social Services (1)</b>	Rogers, Kiva	X	
	<b>Total Attending</b>	9	7		<b>Total Attending</b>	10	2

Guests attending:

Staff attending: Mr. Brian Davis, CRWP Executive Director; Ms. Krishawn Monroe, CRWD Assistant Director, Ms. Carla Cosby, and Dr. Mychael Lee.

- I. Call to Order. Chair Ilene Maurer called the meeting to order and welcomed new member, Ms. Beth Bray. Mr. Davis acknowledged CLEO members attending the meeting.
- II. Public Comments. No persons were present for public comment.
- III. Minutes from December 8, 2023. Ms. Dale Batten moved to approve the minutes as presented; Ms. Tina Shreve seconded the motion. The motion carried.

- IV. Leading with Data: Presentation by Dr. Todd Oldham, Interim Director, Virginia Office of Educational Economics at the Virginia Economic Development Partnership
- Dr. Oldham presented an array of information and data relative to various high demand occupations including healthcare and trades groups, the data tool and how data can be accessed, its benefits and various uses to businesses, specific industries, etc.
- Through the Virginia Office of Educational Economics (VOEE) various reports are available including high demand occupation dashboards. Dashboards are available to be embedded on individual sites. Data can be filtered to subgroups and is available for download. A how-to video demonstration is also available. Assistance can be provided to companies interested in extracting data. Mapping occupations to its affiliation is an available tool. Information can be beneficial and applicable to education systems seeking grants and/or sophisticated analysis. Assistance is available to companies interested in extracting data as well as creating videos.
- It was suggested that a series of virtual lunchtime sessions in data exploration for Board members who were interested may prove helpful.
- V. A. Equus Request for Additional Funds for Adult Services
- Equus' current budget is around \$2 million, a slight reduction from last year's \$2.4 million. The \$80,000 request supports the budget's individual training account line (ITA) item. It is noted that adult and dislocated worker funds can be moved within a line item category. However, funds cannot be moved from direct services without prior approval. The director's approval limit for new funds is \$50,000. The request for funds will come before the CLEOs at its April 19<sup>th</sup> meeting.
- As of February, \$187,000 of \$217,920 for ITAs is obligated. Equus would expend all funds before the end of the year without additional dollars.
- Adult enrollments are outpacing dislocated workers. The request will also help meet the state's forty percent training requirement. Mr. Larry Lyons moved to approve increasing the budget, Ms. Danielle Gilbert seconded the motion. The motion carried.
- B.1. Policies. Registered Apprenticeship Policy (New)
- Registered apprenticeship is an allowable training activity. While such a policy is not required it can help guide the local area's contractors in support of helping the state realize its goal of more apprenticeship activities. Equus is currently working with RRHA to do an apprenticeship with 10 public housing residents. CCWA will do the instructional piece with RRHA. Participants will be co-enrolled. A preference was expressed for targeted industries. Mr. John Easter moved to approve the policy as presented; Ms. Danielle Gilbert seconded the motion. The motion carried.

#### B.2. Policies. Work Experience for Youth (Supersedes Policy 104)

This is a revision to the existing policy. It is reworked due to tax code. The previous policy terminology identified payments as incentives. Due to state change, youth placed on work experience will now receive a 1099. This change may impact family benefits.

Mr. John Easter noted that references to service provider needs definition. Similar language as used in the adult policy should be included in this provision, workforce experience by worksite agreement. It is suggested that the worksite agreement crosswalk conforms between each policy.

Ms. Tina Shreve moved to approve the Work Experience policy with noted references; Ms. Kelly King Horne seconded the motion, the motion carried.

#### B.3. Work Experience and Transitional Jobs for Adults and Dislocated Workers.

There is no requirement to make transitional jobs available; but it is an allowable activity with a local policy. The transitional jobs policy requires 10% of dislocated funds be used to support an activity and this must be for an individual with barrier, chronic unemployment, etc. It is suggested that policy use definitions in line with the work experience policy. Ms. Kelly King Horne moved to approve the policy; Ms. Dale Batten seconded the motion. The motion carried.

- VI. Youth Events Update. Ms. Krishawn Monroe thanked those who helped in support and participation in recent youth events.

Business attendees to the event included 6 pop-up shops, and an IEP bracelet business. The Teen Summit mission was wellness and was supported by a series of wellness sessions. An Inspire Youth at Work event was held in Hanover. Vendors expressed an interest to hire youth

- VII. Adjourn. Mr. Dennis Woodard moved to adjourn the meeting, Mr. John Easter seconded the motion. The motion carried.

## Agenda Item VI.A.

<b>Capital Region Workforce Development Board and Finance Committee Agenda Item Summary – PY24 Preliminary Budget</b>
<p><b><i>What is it?</i></b></p> <p>Local workforce areas operate on what is considered a federal program year (PY) that runs from July 1 to June 30 of the following year. We are currently in what is considered program PY23, and a new budget needs to be in place for PY24, which starts on July 1, 2024 and runs through June 30, 2025.</p> <p>Under Workforce Innovation and Opportunity Act (WIOA) regulations the Workforce Development Board and Chief Local Elected Official’s consortium share budget development authority. The Finance Committee represents both groups. As with any budget, the document is a blueprint based on the best information available at the time. Modifications are not uncommon once the program year progresses.</p>
<p><b><i>What do Members Need to Know?</i></b></p> <p>The majority of the workforce area’s budget is funded through a federal allocation from the US Department of Labor (DOL). Each year the DOL takes the total amount of funding made available by Congress for WIOA and distributes funds to states using a formula that factors unemployment, excess unemployment and poverty. The same formula is then used by the state to determine local funding awards. (90% of adult, dislocated worker and youth funds are earmarked for program use, while up to 10% from each stream can be used for administrative purposes). The DOL released state allocations on May 8, 2024 and the state received 10% cuts in adult and youth funding, with a 1% cut in dislocated worker. The State just released local allocations on June 4, 2024.</p> <p><b><i>Revenue:</i></b></p> <p>The Capitol Region is set to receive <b>\$4,408,881.62</b> in new year funding. This represents an overall 9% decrease from the current year amount of \$4.8 million, or \$412,089. (Adult and Youth will be reduced by 12% each, while dislocated worker will see a modest of 4% increase).</p> <p>Additional revenue of <b>\$535,000</b> is projected to be available from non-federal sources such as general fund contributions from each of the region’s eight-member jurisdictions, as well as rent from agencies and organizations that occupy space in our three workforce centers.</p> <p>Staff is also estimating a conservative carry-forward amount of <b>\$1.7 million</b> in funds from the current year. Actual amounts won’t be known until the present program year closes out., typically August 1.</p> <p>The total revenue available for the PY24 budget is projected to be <b>\$6,661,881.62</b>, down from \$6,863,502.12 in the current year.</p> <p><b><i>Expenses:</i></b></p> <p>The proposed budget has planned expenditures of <b>\$5,945,008.49</b> which would leave an unbudgeted balance of \$716,873 This is a reduction from \$6,168,147.00 in the initial budget from the current year. Despite the overall funding reductions, it would be possible to keep service provider contracts at either the level of their current-year award (Equus), or at the level of actual reported expenditures (Ross, A Peace of Mind and Charles City County).</p>
<p><b><i>What do Members need to do?</i></b></p> <p>The Finance Committee is asked to review the attached at their June 11, 2024 meeting and consider forwarding a recommendation to the full Board when they meet June 13, 2024.</p> <p>The Board is asked to consider the budget as recommended by the Finance Committee for adoption and forwarding the Chief Local Elected Officials when they meet June 21, 2024.</p>

CRWP PY24/FY25 Preliminary Budget	Total	Adult	Dislocated Worker	Youth	Administration	Non-Federal
<b>Actual New Revenue</b>	<b>\$ 4,943,881.62</b>	<b>\$ 1,405,713.09</b>	<b>\$ 1,030,003.88</b>	<b>\$ 1,532,276.49</b>	<b>\$ 440,888.16</b>	<b>\$ 535,000.00</b>
<b>Projected Carry-in</b>	<b>\$ 1,718,000.00</b>	<b>\$ 434,000.00</b>	<b>\$ 672,000.00</b>	<b>\$ 230,000.00</b>	<b>\$ 292,000.00</b>	<b>\$ 90,000.00</b>
<b>Total Projected Revenue</b>	<b>\$ 6,661,881.62</b>	<b>\$ 1,839,713.09</b>	<b>\$ 1,702,003.88</b>	<b>\$ 1,762,276.49</b>	<b>\$ 732,888.16</b>	<b>\$ 625,000.00</b>
<b>Expenses</b>						
Board Staff Salary/Fringe	\$ 805,918.00	\$ 291,641.00	\$ 137,716.00	\$ 245,874.00	\$ 79,668.00	\$ 51,019.00
Board Operations	\$ 140,000.00				\$ 140,000.00	
Workforce Center Operations	\$ 80,000.00	\$ 35,000.00	\$ 10,000.00	\$ 15,000.00	\$ 10,000.00	\$ 10,000.00
Outreach	\$ 13,700.00				\$ 13,700.00	
Miscellaneous	\$ 20,000.00				\$ 10,000.00	\$ 10,000.00
Workforce Center Rent	\$ 748,231.00	\$ 119,483.00	\$ 50,139.00	\$ 117,543.00	\$ 58,103.00	\$ 402,963.00
Special Events	\$ 80,000.00				\$ 30,000.00	\$ 50,000.00
Service Contracts						
<i>Adult/DW</i>	<i>\$ 2,080,000.00</i>	<i>\$ 1,076,495.00</i>	<i>\$ 1,003,505.00</i>			
<i>One Stop Operator</i>	<i>\$ 350,000.00</i>	<i>\$ 203,000.00</i>	<i>\$ 56,000.00</i>	<i>\$ 91,000.00</i>		
<i>Youth (Out-of-school)</i>	<i>\$ 1,200,000.00</i>			<i>\$ 1,125,000.00</i>	<i>\$ 75,000.00</i>	
<i>Youth (In School)</i>	<i>\$ 299,659.49</i>			<i>\$ 149,659.49</i>	<i>\$ 150,000.00</i>	
<i>Enhanced Cleaning</i>	<i>\$ 7,500.00</i>				<i>\$ 7,500.00</i>	
<i>Virtual Enrollment/Data System</i>	<i>\$ 70,000.00</i>	<i>\$ 40,600.00</i>	<i>\$ 11,200.00</i>	<i>\$ 18,200.00</i>		
<i>IT Support</i>	<i>\$ 50,000.00</i>				<i>\$ 50,000.00</i>	
<b>Totals</b>	<b>\$ 5,945,008.49</b>	<b>\$ 1,766,219.00</b>	<b>\$ 1,268,560.00</b>	<b>\$ 1,762,276.49</b>	<b>\$ 623,971.00</b>	<b>\$ 523,982.00</b>
<b>Balances</b>	<b>\$ 716,873.13</b>	<b>\$ 73,494.09</b>	<b>\$ 433,443.88</b>	<b>\$ (0.00)</b>	<b>\$ 108,917.16</b>	<b>\$ 101,018.00</b>

<b>CRWP PY23 Comparison to PY22</b>	<b>Prior Year</b>		<b>Variance</b>
<b>New Revenue</b>	<b>\$ 5,242,919.00</b>	<b>\$ 4,943,881.62</b>	<b>\$ (299,037.38)</b>
<b>Projected Carry-in</b>	<b>\$ 2,017,885.00</b>	<b>\$ 1,718,000.00</b>	<b>\$ (299,885.00)</b>
<b>Total Revenue</b>	<b>\$ 7,260,804.00</b>	<b>\$ 6,661,881.62</b>	<b>\$ (598,922.38)</b>
<b>Expenses</b>			
Board Staff Salary	\$ 897,855.00	\$ 805,918.00	\$ (91,937.00)
Board Operations	\$ 110,000.00	\$ 140,000.00	\$ 30,000.00
Workforce Center Operations	-	\$ 80,000.00	\$ 80,000.00
Outreach	\$ 15,000.00	\$ 13,700.00	\$ (1,300.00)
Miscellaneous	\$ 150,000.00	\$ 20,000.00	\$ (130,000.00)
Workforce Center Rent/Utilities	\$ 713,392.00	\$ 748,231.00	\$ 34,839.00
Special Events	\$ 110,000.00	\$ 80,000.00	\$ (30,000.00)
Service Contracts			
Adult/DW	\$ 2,000,000.00	\$ 2,080,000.00	\$ 80,000.00
One Stop Operator	\$ 350,000.00	\$ 350,000.00	\$ -
Youth (Out-of-school)	\$ 1,350,000.00	\$ 1,200,000.00	\$ (150,000.00)
Youth (In school)	\$ 350,000.00	\$ 299,659.49	\$ (50,340.51)
Enhanced Cleaning	\$ 7,500.00	\$ 7,500.00	\$ -
IT Support	\$ 50,000.00	\$ 50,000.00	\$ 0
Virtual Enrollment/Data System	\$ 64,400.00	\$ 70,000.00	\$ 5,600.00
<b>Totals</b>	<b>\$ 6,168,147.00</b>	<b>\$ 5,945,008.49</b>	<b>\$ (223,138.51)</b>
<b>Balance</b>	<b>\$ 1,092,657.00</b>	<b>\$ 716,873.13</b>	<b>\$ (375,783.87)</b>

**Capital Region Workforce Development Board  
Consent Agenda Item Summary – Contract Awards**

***What is it?***

The Workforce Innovation and Opportunity Act (WIOA) requires the awarding of contracts to service providers following public procurement and awards by the local elected officials and Workforce Development Board. As our grant recipient, our region follows Henrico County purchasing rules. Once a contract has been awarded, it can be renewed annually for up to four additional terms subject to performance and funding availability.

***What do Members Need to Know?***

For the fiscal and program year starting July 1, 2024, **all current service contracts are eligible for renewal**. Each is summarized below and on the attached:

**1) Adult and Dislocated Worker – Equus Workforce Solutions**

The current Equus contract was awarded in January of 2021, though they have served the region since 2012. In the current year contract, they have already met the contract target of 450 active and new enrollments at 508, and also ~~have already exceeded the business service target of 465 (625)~~. Performance outcomes typically meet or exceed benchmark levels. Equus has exhibited a willingness to adapt and embrace new practices in an ever-changing service environment in the interest of continuous improvement. **Recommended Award - \$2,080,000**

**2) One Stop Operator – Equus Workforce Solution**

Equus was the region's first procured one stop operator and has fulfilled the role for the past 7 years through two awards. They have continued to meet benchmark expectations and continue to evolve in the efficiency and effectiveness of offering quality services; particularly outreach, coordination of partners efforts and system enhancements. **Recommended Award - \$350,000**

**3) Out-of-School Youth Provider - Ross Employment Solutions**

Ross has served as the out-of-school youth provider for 7 years through two awards. Their most recent term of service after a management change has resulted in program stability, enhanced customer services and innovations, and more responsiveness to Board management. The current management did inherit a large volume of carry-over participants and efforts continue to manage performance as a result. **Recommended Award - \$1,200,000**

**4) In-school Youth Focus for Chesterfield, Hanover, Henrico and Richmond - A Peace of Mind Counseling**

A Peace of Mind was awarded a contract initially in in the post-COVID environment when many school students fell behind after virtual learning. As a local non-profit with a focus on counseling, the approach was favored by the RFP review committee comprised of Board and CLEO representatives. The contractor has ability to serve some out-of-school youth, but will be focused on increasing enrollments from Chesterfield, Hanover and Henrico where enrollment has lagged. **Recommended Award - \$195,000**

**5) In School Youth – Charles City County**

Charles City County was the only jurisdiction not covered by A Peace of Mind's contract to express interest in an operating a youth program. After overcoming an initial learning curve in year 1, this past year has resulted in greater enrollment levels and direct service to participants. In the coming year, in order to focus efforts and enhance services/outcomes, they will be focused on only in-school youth, grades 11 and 12.  
**Recommended award - \$105,000**

***What do Members Need to Do?***

Consider approval of contract renewals.



### VI.B. 1. Award Adult and Dislocated Worker Services

<b>Contractor Name: Corporate Address:</b>	<b>Arbor E&amp;T, dba Equus Workforce Solutions</b> Louisville, KY	
<b>Contact Person:</b>	Mr. Mark Douglas, President  <b>Mrs. Danielle Bailey</b> <b>Local Program Director</b>	
<b>Program Name</b>	Virginia Career Works Adult and Dislocated Workers	
<b>Service Target Group:</b>	Underemployed and unemployed adults ages 18 and over	
<b>Contract Period:</b>	July 1, 2024- June 30, 2025 with 1 renewal possible	
<b>Amount of Award:</b>	Initial award of up to \$2,080,000 with additions possible based on demonstrated need and fund availability	
<b>Special Budget Provisions</b>	25% cap in first quarter	
<b>Number of Participants to be Served:</b>	Minimum of 500 new and carryover participants and 700 distinct business services.	
<b>Performance Standards for Profit Determinations</b>		Adult / DW
	Employment 2nd Quarter after Exit	88% / 90%
	Employment 4th Quarter after Exit	88% / 90%
	Credential Attainment within Four Quarters after Exit	75% / 74%
	Median Quarterly Earnings	\$8,550 / \$10,000
	Measurable Skills Gain	75% / 75%

**Types of Services to be Provided:** Basic Job Readiness and Computer Skills Workshops; Financial Aid Information; Labor Market Information on In-Demand Careers, Skills & Wages; Education, Training & Career Information and initial assessments; One-on-one assistance with resumes; Assistance with completing employment applications; Career counseling, in-depth interviewing skills development; Development of an individual employment plan; Career and skills testing and assessments; Occupational skills training, on-the-job training, job readiness training; Paid or unpaid work experience; a variety of business services such as recruitment and hiring assistance and training funds.

**Agenda Item VI. B. 2. - One Stop Operator**

<b>Contractor Name:</b>	<b>Arbor E&amp;T LLC dba Equus Workforce Solutions Louisville, KY</b>
<b>Contract Period:</b>	July 1, 2023 – June 30, 2024
<b>Total Contract Award</b>	Not to exceed \$350,000
<b>Special Budget Provisions</b>	25% cap in first quarter
<b>Summary of Types of Work</b>	<ul style="list-style-type: none"> <li>• Develop and administer Business Plan that covers uniform operations and service delivery in all centers, as well as standard operating procedures.</li> <li>• Lead efforts to achieve and maintain workforce center certification</li> <li>• Convene regular meetings of workforce system partners to achieve greater coordination and integration of services</li> <li>• Develop and manage customer satisfaction system</li> <li>• Work with Henrico County Facilities Manager on technology and maintenance issues.</li> <li>• Serve as local area “brand ambassador” for the Virginia Career Works and manage and update all customer-facing sections of the <a href="http://www.vcwcapital.com">www.vcwcapital.com</a> website.</li> <li>• Develop outreach materials promoting system and center services</li> <li>• Develop and execute a plan of professional staff development and partner cross-training for all system and center staff.</li> <li>• Coordinate virtual service delivery platforms</li> <li>• Assist or serve as equal opportunity officer</li> <li>• Oversee overall customer experience and resource room.</li> <li>• Employ Navigators in each center to manage customer reception, flow and basic career services assistance.</li> </ul>
<b>Performance</b>	Equus will be evaluated at least twice during the contract year in December and April on its performance against the scope of work. Documented deficiencies in executing duties may result in deductions to the profit line.

## Agenda Item VI. B. 3.

<b>Contractor Name:</b> <b>Corporate Address:</b>	<b>Ross Innovative Employment Solutions Corporation</b> 300 S. Riverside, Suite I St. Clair, Michigan, 48079		
<b>Contact Person:</b>	Ms. Shawn Brenner Chief Executive Officer <b>Mrs. Elizabeth Hays Local Program Director</b>		
<b>Program Name</b>	Career Advantage		
<b>Service Target Group:</b>	Out of School Youth Ages 18-24		
<b>Contract Period:</b>	July 1,2024- June 30, 2025 with 2 renewals remaining		
<b>Amount of Award:</b>	<b>\$1,200,000</b>		
<b>Participants to be Served:</b>	<b>Enrollment</b>		We are reducing the enrollment amount to allow for supporting the carry forward participants to enter employment.
	PY23 Estimated Carry over	169	
	Projected New Enrollments	50	
	<b>Total PY24 Enrollment</b>	219	
<b>Contract Performance Standards:</b>  (Levels may be adjusted after state negotiations)	Employed 90 days after program exit		79.4%
	Employed 12 months after program exit		76.1%
	Quarterly Median Earnings		\$3,500
	Credential Attainment within 1 year		68.5%
	Measurable Skills Gain		68.2%

**Typical services to be provided:** Tutoring, study skills, and dropout prevention; Alternative education Paid and unpaid work experiences; Occupational skills training; Leadership development; Supportive services (Transportation, child care, work uniforms, tools, etc.); Adult mentoring for 12 months; Follow-up services for 12 months; Comprehensive guidance and counseling; Education offered concurrently with, and in the area context as workforce preparation activities and training; Financial literacy education; Provision of labor market information; Activities that help youth prepare for and transition to post-secondary education and training; Entrepreneurial skills training and follow-up.

## Agenda Item VI. B. 4.

<b>Contractor Name: Corporate Address:</b>	A Peace of Mind Counseling Service, LLC 713 Twinridge Lane, N. Chesterfield	
<b>Contact Person:</b>	Ms. LaTasha McIntosh Owner	
<b>Program Name</b>	Career Pathways Program	
<b>Service Target Area:</b>	Primarily in school youth in the counties of Chesterfield, Hanover, Henrico and the City of Richmond	
<b>Contract Period:</b>	July 1, 2024- June 30, 2025 with 2 renewals remaining	
<b>Amount of Award:</b>	\$195,000	
<b>Number of Participants to be Served:</b>	<b>Enrollment</b>	New Enrollments must be Chesterfield, Hanover and Henrico.
	PY23 Estimated Carry over	
	Projected New Enrollments	
	<b>Total PY24 Enrollment</b>	
Youth Performance Outcomes	Measures	Negotiated Level  (May be adjusted after state negotiations)
	Employed 90 days after program exit	79.4%
	Employed 12 months after program exit	76.1%
	Quarterly Median Earnings	\$3,500
	Credential Attainment within 1 year	68.5%
	Measurable Skills Gain	68.2%

<b>Contractor Name::</b>	Charles City County Government	
<b>Contact Person:</b>	Ms. Michelle Johnson County Administrator  Kim Barrow, Program Manager	
<b>Program Name</b>	Career Pathways Program	
<b>Service Target Area:</b>	Charles City In and Out of School Youth	
<b>Contract Period:</b>	July 1, 2024- June 30, 2025	
<b>Amount of Award:</b>	\$105,000	
<b>Number of Participants to be Served:</b>		
	<b>Target Enrollments</b>	
	PY23 Carryover	18
	New Enrollments	2
	<b>Total PY24 Enrollment</b>	20
Youth Performance Outcomes	Measures	Negotiated Level (May be adjusted after state negotiations)
	Employed 90 days after program exit	79.4%
	Employed 12 months after program exit	76.1%
	Quarterly Median Earnings	\$3,500
	Credential Attainment within 1 year	68.5%
	Measurable Skills Gain	68.2%