

PUBLIC NOTICE

MEDIA CONTACT:

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WORKSOURCE FULTON BOARD SCHEDULES STRATEGIC PLANNING MEETING

FULTON COUNTY, GA (August 6, 2025) – The Workforce Innovation and Opportunity Act (WIOA) Local Workforce Development Board (LWDB) will hold a Board meeting on Tuesday, August 12, 2025 at 9:00 AM at 141 Pryor St SW, Atlanta, GA 30303. The meeting can be accessed via ZOOM at: https://zoom.us/webinar/register/WN_4u3C77vORmyq3QWGJIAITg.

Please submit all public comments via email to FultonLWDB@fultoncountyga.gov by 9:00 AM on Monday, August 11, 2025.

The WorkSource Fulton WIOA team and Local Workforce Development Board supports a skilled and trained workforce. These entities also create innovative programs that cater to the changing needs of employers and the business community. WorkSource Fulton helps Georgia move toward a comprehensive, customer-focused workforce investment system. Job seekers and employers can obtain a wide range of workforce-related tools and information needed to manage work activities.

WorkSource Fulton services are delivered through a network of One-Stop Centers statewide, backed by WorkSource Georgia. For more information, contact WorkSource Fulton at (404) 613-6381, or visit Fulton County's website at: <https://www.fultoncountyga.gov/inside-fulton-county/fulton-county-departments/worksource-fulton>. Connect with Fulton County Government on Twitter at [@FultonInfo](https://twitter.com/FultonInfo) or Facebook at [@fultoninfo](https://facebook.com/fultoninfo).

Citizens in need of reasonable accommodations due to a disability, including communications in an alternative format should contact WorkSource Fulton Disability Liaison, Kimyana Pippin at (404) 613-6381. For Georgia Relay Access, dial 711. Connect with Select Fulton on Twitter at [@SelectFulton](https://twitter.com/SelectFulton) or LinkedIn at [@SelectFulton](https://linkedin.com/company/selectfulton).

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About WorkSource Fulton

WorkSource Fulton is a free, federally funded program that helps put people to work. Our program is designed to help find the right job or career training at no cost to individuals. WorkSource Fulton is designed to provide funding and support to guide program participants through the professional and career development processes. WorkSource Fulton offers the following training and services: personal career counselors; job readiness workshops; access to career service centers; assistance with the job application process; in-demand occupation exploration; training options; and, employment support services. For more information, visit: <https://www.fultoncountyga.gov/inside-fulton-county/fulton-county-departments/worksource-fulton>.

**FULTON WORKFORCE DEVELOPMENT BOARD MEETING
141 PRYOR STREET, ATLANTA GA 30303
AUGUST 12, 2025 – 9:00 A.M.**

AGENDA

- | | | |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| I. | CALL TO ORDER | Alexis Leonard |
| II. | ROLL CALL | Alexis Leonard |
| III. | PUBLIC ACCESS | Citizen Comments |
| IV. | REGULAR AGENDA | |
| | <ul style="list-style-type: none">• ACTION ITEM: Approve Agenda• ACTION ITEM: Adopt Previous Meeting Minutes – 5/13/2025 | |
| V. | COMMITTEE REPORTS | |
| | PERFORMANCE & ACCOUNTABILITY | Stephanie Rooks |
| | YOUTH | Michelle Vialet |
| | FINANCE | Shar’ron Rusell |
| | <ul style="list-style-type: none">• ACTION ITEM: Approve PY25 Budget• ACTION ITEM: Approve FY26 Transfer DW to Adult• ACTION ITEM: Approve FY25 Transfer DW to Adult | |
| | STRATEGIC PARTNERSHIPS & OUTREACH | Amelia Nickerson |
| | EXECUTIVE COMMITTEE | Andy Macke |
| | <ul style="list-style-type: none">• ACTION ITEM: Approve Bylaw Amendment: Revised Committee Structure | |

VI. DIRECTORS REPORT

Brett Lacy

VII. PROGRAM PRESENTATIONS

Registered Apprenticeships

**TCSG Office of
Apprenticeship**

VIII. CLOSING REMARKS AND ADJOURNMENT

AGENDA IS SUBJECT TO CHANGE

****An Executive Committee Meeting will be held in the event there is not a Quorum of the Full Board****

MEETING TITLE: Fulton County Workforce Development Board Meeting
MEETING DATE: Tuesday, May 13, 2025 **MEETING TIME:** 9:00 A.M.
LOCATION: Fulton County Government Center
MEETING SCRIBE: Alexis Leonard **EMAIL:** alexis.leonard@fultoncountyga.gov

BOARD MEMBERS ATTENDANCE:

Allen, Diane: Present (V)	Fischer, Stephanie: Absent	Ruder, Alex: Present
Barnes, Bryson: Proxy- Nowlin, Tiffany	Johnson, Rich: Absent	Russell, Shar'ron- Present
Bell, Mike: Absent	Macke, Andy: Present	Schofield, Kim: Present
Boatright, Kali: Present (V)	Newsome, Terry: Present (V)	Taggart Jr., Marshall: Present (V)
Butler, David: Absent	Nickerson, Amelia: Present	Wences, Juan: Absent
Darden Beauford, Yulonda: Present	Noyes, Brian: Present	Wimberly, Yolanda: Absent
Dover, Sanquinetta: Present	Rooks, Stephanie: Present	

1. Call to Order

Meeting called to order by Vice Chairperson S. Dover at 9:15 A.M.

2. Roll Call:

Roll call by A. Leonard, LWDB Board Liaison. The presence of a quorum was met. Executive Session entered.

3. Opening and Introductions

Vice Chairperson S. Dover opened the board meeting, welcoming all attendees.

4. Public Comment

No Public comments.

5. Regular Agenda

I. Regular Agenda:

The WorkSource Fulton LWDB Agenda Draft was provided to the board for review- reference meeting packet for the document. Vice Chairperson S. Dover requested a motion to adopt the regular agenda.

Motioned: A. Nickerson **Seconded:** S. Russell

Required Action: No further action required

Motion Acceptance/Declination: The motion to adopt the agenda as presented was approved by a unanimous vote. All in favor. No oppositions. No abstentions. The motion carried, adopting the regular agenda as presented.

II. Approval of February 11, 2025 LWDB Meeting Minutes:

The WorkSource Fulton LWDB February 11, 2025, Meeting Minute Draft was provided to the board for review- reference meeting packet for the document. Vice Chairperson S. Dover requested a motion to approve the February 11, 2025, LWDB Meeting Minutes.

Required Action: No further action required

Motioned: A. Nickerson

Seconded: S. Russell

Motion Acceptance/Declination: The motion to adopt the February 11, 2025 LWDB Meeting Minutes was approved by a unanimous vote. All in favor. No oppositions. No abstentions. The motion carried, approving the February 11, 2025 LWDB Meeting Minutes as presented.

6. Committee Reports and Recommendations

Finance Committee Report:

S. Russell, Finance Committee Chairperson, provided the Finance Committee report. Reference meeting packet for document.

Youth Committee:

Y. Darden Beauford, Youth Committee Chairperson, provided the Youth Committee report.

Performance & Accountability Committee:

S. Rooks, Performance & Accountability Chairperson, provided the Performance & Accountability Committee report.

Strategic Partnerships and Outreach Committee:

A. Nickerson, Chairperson of the Strategic Partnerships and Outreach Committee, provided the Strategic Partnerships and Outreach Committee report.

Executive Committee:

B. Lacy, Deputy Director, provided the Executive Committee Report. Due to the progress of the LWDB, the work of the committees has shifted. We are looking at potentially merging some of the committees. Further evaluation of the committee structure is required and will be an agenda item for the next Executive Committee meeting.

7. Director's Report

B. Lacy, Deputy Director, provided the Director's report.

8. Program Presentation

Jessica Corbitt, Director of Fulton County External Affairs, provided an overview on Fulton County's engagement with the Congressional and State Legislature delegation.

9. Closing Remarks and Adjournment

The next meeting is scheduled for August 12, 2025 at 141 Pryor St SW, Atlanta, GA 30303. Meeting adjourned.

FULTON COUNTY GOVERNMENT

WIOA Title I Local Area 006 Program Year 2025 Budget Narrative

July 1, 2025 – June 30, 2026

Select Fulton is the home of economic and workforce development programs serving the residents and employers in Fulton County. The alignment of economic development and workforce development under a single administrative department enables Fulton County to efficiently and effectively connect job seekers with new and growing employers in need of a trained and qualified workforce.

1. PROGRAM YEAR EXPENSES

WorkSource Fulton utilizes a sourced provider model to provide workforce services to Fulton's job seekers. This model enables staff and the Fulton LWDB to focus on developing partnerships which deliver a more human-centered approach to workforce development activities ensuring the highest and best use of workforce resources. The Program Year 2025, (PY 25) budget is prepared with a reduction of operation expenses reflecting budget cuts in PY 2024 allocations for each funding stream. Workforce plans to expand services via the Quest Grant to continue the initiative to serve clients affected by COVID-19 as a metro area region. With a focus on serving employers and job seekers in high demand targeted industries via activities, such as in-person job fairs, meetings, and training conferences. These activities have been budgeted at moderate levels to account for reduction in allocations in PY 2025.

a. SUB-AWARDS -CONTRACTUAL SERVICES

Providers – Professional Services	Budgeted Amount
Equus, Inc. – ADULT and DW	\$1, 333,927.00
Equus, Inc. - YOUTH	\$340,625.00
Equus, Inc. – ONE-STOP OPERATOR	\$112,500.00
Atlanta Regional Commission (ARC) Regional Targeted Outreach	\$20,000.00
Metro Atlanta Workforce Exchange (MAX) Anchor Investment - (Adult, DW, and YOUTH)	\$5,000.00
Atlanta Regional Commission (ARC) ITA Performance – WIOA Required	\$12,000.00
TOTAL CONTRACTUAL	\$1,824,052.00

- 1) Equus is a sub-recipient that provides case management, referrals, and provide staff and customers access to resources and linkage with community agencies for Adult, Dislocated Worker, and Youth Services. Equus develops and maintains relationships with employers to connect job opportunities for enrolled participants and supports enrollment and placement activities under the WorkSource Fulton brand.
- 2) Equus is the One-Stop Operator which manages the North and South Fulton Career Centers for WorkSource Fulton. This includes managing referrals of mandated WIOA partners, providing linkage and engagement of business and community organizations, and helping job seekers access workforce services. Budget expenses includes personnel and equipment for services in both North and South Fulton Career Centers.
- 3) WorkSource Fulton is one of the five Metro Atlanta Region Boards that have an agreement with Atlanta Regional Commission (ARC) for the regional outreach and marketing of the WIOA program. Costs are shared across all five boards, who collectively direct the messaging and campaign strategy to target priority WIOA populations.
- 4) The Metro Atlanta Exchange for Workforce Solutions (MAX) is a collaborative of workforce development organizations and community partners seeking to increase economic competitiveness and economic mobility of the Metro Atlanta region. WorkSource Fulton is an anchor sponsor of MAX, supporting the efforts to align priorities and support economic mobility efforts in the region.
- 5) The Atlanta Regional Commission facilitates the approval and subsequent review of eligible training providers for inclusion on the Metro Atlanta Eligible Training Providers List. While each board supports and participates in the approval and annual monitoring of providers, ARC provides staff and administrative support to manage the process which is cost shared across the five metro boards.

b. SALARIES AND FRINGE

Personnel are responsible for the sub-recipient monitoring, development, administration, financial reporting, data validation and also attending meetings and conferences as necessary for the period of performance beginning on July 1, 2025, through June 30, 2026.

Salaries and fringe benefit costs are calculated for (11) essential personnel assigned to administrative and program activities including but not limited to compliance of sub-recipients. The benefits offered is a competitive average rate does not exceed thirty-two percent (32%) of staff salaries and accounts for the full package of benefits that consists of (a) medical, dental, and vision coverage; (b) short-term and long-term disability insurance; (c) holiday and sick leave pay; life

insurance; and (e) FICA and Unemployment Insurance. The County offers a match retirement benefit through 401-A and 457M Defined Contribution plans for all full time employees and performance annually based on department measures through Key Performance Indicators (KPI).

c. TRAVEL AND TRAINING

Travel: Estimates include eleven (11) personnel that are expected to travel for approved county and state administrative sites for program field work, to attend advisory committee meetings, community partner and stakeholder meetings, conferences, workshops, and/or other monitoring oversight purposes that are necessary to accomplish proposals objectives or disseminate its results. The cost of two (2) to four (4) Board members are budgeted for travel to represent WorkSource Fulton and attend meetings and conferences that are necessary to accomplish the local and regional plans.

Travel expenses include (M&IE) per diem rate, lodging, transportation, meals, and fees. Rates are established by the Federal General Services Administration (GSA) and do not require substantiation of receipts. Location-specific information for M&IE can be found at www.gsa.gov/perdiem. Mileage reimbursement to direct staff and Board members are based on costs for local and out of state travel to and from training sites, employer sites, partner sites and any out-of-town conferences and professional development training. The rate is based on the approved published Internal Revenue Service standard mileage rate for 2025 rate at .70 cents per mile. <https://www.irs.gov/newsroom/irs-issues-standard-mileage-rates-for-2023-business-use-increases-3-cents-per-mile>

d. TELEPHONE & TELEGRAPH EQUIPMENT – *Non-Capitalizable depreciation value under \$5,000*

Mobile phones and broadband hotspots are provided for eleven (11) personnel to communicate while conducting outreach, engagement, and meetings with regional partners and stakeholders. Supports staff performing administrative and programmatic functions that will work out of various satellite offices for required WIOA activities in accordance with the Uniform Grant Guidance outlined in Uniform Grant Guidance, 2 CFR 233. The purchase of new equipment is budgeted for 2025 due to county upgrades for computer equipment as part of regularly scheduled County equipment refreshes.

e. SUPPLIES

Total direct charges to this cost category are reduced not to exceed \$3,300.00 includes consumable supplies for program staff and participants, binders, file folders, printer paper, toner, staples, and all other necessary office supplies. Purchases will be conducted in adherence to the Fulton County Government

Procurement and Purchasing policies and procedures and the Uniform Grant Guidance, 2 CFR 200.94 and will only utilize the county/state approved office supply vendor rates. *Supplies are for general office functions for program staff and participants which includes postage and copier usage.*

f. EQUIPMENT

This cost is associated with computer equipment including but not limited to scanners, printers, accessories for remote and onsite workforce activities that support administrative and program activities. Activities are for, business services, residents, partners and stakeholders for monitoring, job fairs, resumes, workshops, conferences, and outreach activities for community engagement of Fulton County residents.

g. PHOTOCOPIER

This cost is associated with photocopies made by staff for day-to-day administrative functions of the program. Charges are based on quantity, and ink and are tabulated monthly by the County's Information Technology Department based on usage.

h. OTHER

- 1) Board Meeting, Program Training, and Workshops: Expenses incurred for local board meetings required to engage and participate in promoting the WIOA program objectives shall not to exceed \$1,200. It may include meals in accordance with federal guidelines in 2 CFR 200, including tickets, sponsorships, accommodation, and other amenities. The cost of Board engagement and meetings may be extended in an economical manner when it can facilitate government business and/or is considered desirable as a matter of courtesy or protocol when engaging in discussion of official public matters with or sponsoring formal conference, partner workshops/training for representatives from other governments, business and industry, people from national, international, non-profit or charitable organizations.
- 2) Subscriptions: Includes fees associated with customer online surveys information for performance reporting on customer satisfaction of program delivery; and reporting in accordance with the WIOA regulations;
- 3) Publications: Includes the Federal Grant Management Handbook which is available in print, online and dual formats, Thompsons Grants provides the Office of Management and Budget (OMB) guidance to stay in compliance with government funding. This resource is a resource for grant expenditures, documentation and reporting.

- 4) Memberships: Include fees associated with but not limited to, Chamber of Commerce sponsor memberships, industry associations, and industry specific literature. (*Georgia Workforce Leadership Association, Government Finance Officers Association, National Association of Workforce Boards, National Association of Workforce Development Professionals, and Southeastern Employment and Training Association*)
 - 5) Fuel: This includes the cost of fuel for the WorkSource Fulton Mobile Bus. Costs are associated for local and regional workforce and community engagement activities year-round.
 - 6) Vehicle Maintenance & Repairs: The WorkSource Fulton Mobile Bus is budgeted for maintenance, repairs, and insurance costs billed monthly.
- i. Sub-Awards
Service Providers are awarded in contracts for services from Fulton County. Procurement was completed for the largest of these awards in Spring 2022 with solicitations for career services for Adult and Dislocated Workers, Youth and One-Stop Operator in three (3) contract awards. The Fulton LWDB has executed two available renewals with Equus for services beginning July 1, 2025; one renewal remains. Additional awards are for operational tasks identified in Section 1a.

As a result of on-going reductions in program allocations of approximately 10 percent annually, we have budgeted \$1,306,068.00 for sub-recipients. This will include specific performance metrics and milestones which are measured quarterly and annually.

SPENDING PRIORITIES AND NEW SPENDING

Economic Mobility

One of the key components of the four-year Regional Plan is the focus on economic mobility of the Metro Atlanta Region. Fulton's efforts for PY 2025 will include examining data which might reveal disparity in access or opportunity for job seekers, as well as policy changes that may be implemented to help alleviate those barriers. One area of focus is the strategy on the provision of supportive services and the role they may play in helping achieve positive outcomes. Economic Mobility efforts also includes new strategies of outreach to target underrepresented areas, and emphasis on priority populations which may not readily access workforce services. The Fulton LWDB established enrollment and service targets in PY23 for six zip codes identified based on low-income status and providing enhanced access to services. Those targets will be revised for PY25 to continue to focus on improving economic opportunity throughout Fulton.

SNAPWorks Pilot

Fulton has entered an MOU with Goodwill of North Georgia and with the Department of Human Services to pilot the co-enrollment of SNAP E&T recipients in WIOA programs. The MOU includes data sharing and collaboration of front-line staff to align service strategies around the individual. The goal is to provide all available resources and supportive services to promote improved employment outcomes for the pilot population.

2. IMPACT OF FUNDING REDUCTIONS

Fulton leverages the source provider model to ensure adequate and timely expenditure of grant funds. Year One funds are utilized for County personnel and operating expenses, while Year two funds are earmarked for sub-recipients. This ensures that each year, Fulton meets federal obligation requirements, as well as providing maximum opportunity to expend funds on participant activities. Fulton monitors invoices monthly and provides the Finance Committee with regular status reports to determine spending forecasts and ability to completely exhaust all formula funds on an annual basis.

As funding is reduced in funding streams, Fulton adjusts spending plans for the second year of the funding availability. Cuts are mostly absorbed through a reduction in enrollments in each funding stream rather than eliminating personnel or programming. Due to a reduction of nearly 25% of total funding over the last 5 program years, the Fulton LWDB has begun to explore additional funding streams including braided funding from other grant programs such as SNAP, competitive grants, and philanthropic opportunities.

3. BUDGET STRATEGIES

The sub-awards to Equus includes budgets with a minimum of twenty percent (20%) to enroll and serve eligible In-School and Out-of-School Youth clients in Work Experience. WorkSource Fulton staff conducts monthly reviews for compliance of wages paid and allowable cost reimbursable expenses. This is monitored closely for compliance by the Grants Administration Manager, Budget Analyst Specialist, Performance Compliance Unit, and via sub-recipient monitoring annually in accordance with WIOA federal requirements. Regular reports to the Fulton LWDB Finance Committee identify spending projections, and quarterly KPI reports to the LWDB also identify the progress towards meeting Youth spending requirements for Out of School Youth and Work Experience. A copy of the LWDB KPI report is available upon request.

4. LARGE PURCHASE

WorkSource Fulton has no current plans for a large purchase for 2025 spending. Should the need for large purchase occur, WorkSource Fulton will notify TCSG OWD and submit a budget modification in addition to the large purchase request procedures.

5. PERSONNEL

WorkSource Fulton budget includes eleven (11) permanent full time personnel positions salary and fringe benefits costs estimates are included in the line-item budget forecast for Program Year 2025.

Direct program funded positions include the following job titles; Deputy Director, Programs Manager, Data, and Information Manager (Program Manager, Compliance), Business Services Manager, Finance Manager, Budget Analyst, Program Specialist (Social Services Coordinator II), Program Coordinator (Administrative Coordinator II), Facilities and IT Coordinator (Administrator II), and two (2) Community Engagement Specialists.

The Workforce Division is led by the Deputy Director for Select Fulton, who oversees the team, authorizes payment of WIOA expenses, serves as the Director of the LWDB, and provides overall strategy and management of grant funds. The division is made up of three functional teams, and two support personnel.

The Programs Team is led by the Programs Manager who supervises the strategy and training and employment activity of Adult, Dislocated Worker, and Youth programs. The Programs Manager oversees compliance of participant activities including reviewing participant case files and providing technical assistance to the sourced provider. The Programs Manager supervises the Programs Coordinator, Programs Specialist, and two Community Engagement Liaisons who support the work of providing quality programs to job seekers.

The Finance Team is led by the Finance Manager who supervises the expenditure of grant funds and ensures that expenses are in line with the overall budget. The Finance Manager also prepares reports to the Finance Committee on progress towards budget goals. The Budget Analyst reports directly to the Finance Manager and reviews all invoices submitted to the Workforce Division. The Budget Analyst is responsible for assigning funding lines to expenses and ensuring that funding is available, recommending adjustments as necessary.

The Data and Information Manager oversees compliance of grant activities and provides data and information support to the Division. Within the Compliance team is the Facilities and IT coordinator, who supports the Career Centers by ensuring that the One-Stops are fully equipped and have the supplies and equipment necessary for job seeker activities. The Compliance team oversees subrecipient monitoring, one-stop certification, and tracks and reports on performance.

Finally, the Workforce Division is supported by the Business Services Manager, who serves as a link to economic development and to industry needs; and the LWDB Liaison/Executive Assistant who supports HR functions with the County and is the primary point of contact for LWDB members and coordinates LWDB meetings.

6. PROFESSIONAL DEVELOPMENT

Each member of the Workforce Division is budgeted \$3,350 to cover the cost of registration and travel for professional development and training. Staff are permitted to explore all options to utilize their available resources including attendance at conferences such as SETA or the WorkSource Academy, or for virtual offerings for certification or professional development. The County also offers continuing education opportunities for employees in a number of subject areas including leadership development and is funded through the County at no cost to departments or employees.

Professional development is reflected in the budget in the line item for staff travel expenses.

7. COST ALLOCATION METHODOLOGY

Budgets and costs are allocated with the participant counts of eligible clients for expenditures and staff salary and fringe benefits. This is reviewed bi-annually for marginal adjustments to ensure the cost benefits the Adult, Dislocated Worker, Youth Program and Administrative Cost Pools.

TOTAL DIRECT CHARGES = \$\$2,978,659

Comprised of items **B – I**

COST ALLOCATION PLAN (INDIRECT CHARGES)

Fulton County has an approved Cost Allocation Plan approved via their Cognizant Agency, for all grant funded efforts that serve the citizens who reside in the county to carry out the vision, mission, goals of the Chief Elected Official, Board of Commissioners and County Manager. Indirect costs to program for Fulton County's services to support the Select Fulton, Workforce Development Division including but not limited to financial, human resource, procurement, purchasing, information technology support, janitorial, maintenance, and lease at approved rate of 55.61% via the HHS cognizant agency based on the approved county Cost Allocation Plan 2021 and approved Indirect Cost Rate. Indirect costs are not currently funded.

8. SUPPORTIVE SERVICES

Participants are eligible for supportive services on an individual basis. In PY22, the Fulton LWDB approved a change to supportive services for transportation which created more flexibility for participants in accordance with human-centered design principles. Previously the only transportation assistance provided to training participants were pre-loaded MARTA cards. Interviews with participants confirmed that MARTA did not satisfy their needs to reach training providers, particularly in counties where no mass transit partners exist. The revised policy provides transportation reimbursement for attending training and provides the flexibility for participants to utilize the method of transit that best supports their positive completion of training.

Supportive Service costs are included in subcontracts with Equus and are reported monthly as a line item in invoices submitted to Fulton County. This allows staff to review the amount of supportive services paid and compare them with reporting in participant case files.

9. PARTICIPANT TRAINING COSTS

Participant training costs are reflected in subcontracts with Equus and are reported monthly as a line item in invoices submitted to Fulton County. This allows staff to review the amount of training provided to participants and compare them with reporting in participant case files.

10. BUDGET PROCESS

Staff works closely with the LWDB to develop a budgeting plan to earmark funds for achieving board priorities and effective service delivery. The Finance Committee reviews the proposed budget and makes recommendations and changes before submitting the budget to the full LWDB for approval. The Finance Committee receives regular budget updates and recommends adjustments to the LWDB as necessary to ensure full expenditure of grant funds.

The budget process begins with comparing current year expenditures with projected obligations for the next fiscal year. The Finance Manager, Budget Analyst, Programs Manager, and Deputy Director meet to discuss planned program activities and budget constraints. Adjustments are made based upon overages or under spends to better align the proposed budget with areas of program need.

Final adjustments are made to ensure that carryover and new allocations provide sufficient revenue for the planned expenses. If expenses exceed revenue, the team reviews areas and recommends cuts to ensure funding availability.

WIOA BUDGET TOTALS: \$2,978,659.00

Fulton County Select Fulton, WorkSource Fulton	
WIOA Grant Program - Administrative, Adult, DW, and Youth	Amount
Subcontractors	\$1,824,052.00
Personnel	\$ 733,520.37
Fringe & Benefits FICA rate (0.0835%). Costs do not exceed (0.32%)	\$ 329,552.63
Travel (includes registration fees)	\$38,259.00
Board Travel (includes registration fees)	\$6,700.00

ATTACHMENT A*WIOA Title I Local Area 006 PY 2025 Budget*

Telephone & Telegraph Equipment – Mobile phones (Capitalized (<i>depreciated value under \$5,000.00</i>))	\$15,650.00
Equipment	\$0.00
Supplies	\$3,300.00
Photocopier (general printing charges)	\$15,693.00
Board Meetings and Engagement	\$1,200.00
Subscriptions, Directories, Publications	\$0.00
Memberships	\$5,732.00
Fuel – Mobile Bus	\$2,000.00
Vehicle Maintenance/Repair – Mobile Bus	\$3,000.00
Overhead: Office Facilities, Utilities, Vehicle Insurance (In-Kind Contribution/Leveraged Resources)	\$0.00
In-Kind Contribution/Leveraged Resources One-Stop Cost Sharing Infrastructure Agreement	\$0.00
Total Direct	\$2,978,659.00
Indirect Cost Rate @ 55.61%	\$0.00
Total Budgeted	\$2,978,659.00

LWDA Name
WIOA PY23/FY24 Budget
July 1, 2025 - June 30, 2026

A. Does the budget include any indirect costs?

B. Do you use a de minimis indirect cost rate?

If **yes** to A and **no** to B, attach your indirect cost plan.

Indirect Cost Rate (if applicable)

%

REVENUE Summary	Current Year Award (PY24/FY25)		Carryover Balances (PY23/FY24)		Total
WIOA Adult		453,070.00		1,388,231.00	\$ 1,841,301.00
WIOA Dislocated Worker		1,146,955.00		153,780.50	\$ 1,300,735.50
WIOA Youth		558,528		319,201.50	\$ 877,729.50
TOTAL REVENUE	\$	2,158,553	\$	1,861,213	\$ 4,019,766

EXPENSES Summary	Current Year Award (PY24/FY25)		Carryover Balances (PY23/FY24)		Total
WIOA Adult		231,777.00		1,388,231.00	\$ 1,620,008.00
WIOA Dislocated Worker		574,765.00		153,780.50	\$ 728,545.50
WIOA Youth		310,904.00		319,201.50	\$ 630,105.50
TOTAL EXPENSES		1,117,446.00		1,861,213.00	2,978,659.00

INCOME OVER (UNDER) EXPENSES					
WIOA Adult		221,293.00	-	\$	221,293.00
WIOA Dislocated Worker		572,190.00	-	\$	572,190.00
WIOA Youth		247,624.00	-	\$	247,624.00

Date

LWDB Chairperson

Title

Date

Fiscal Agent Authority

Title

|

Subrecipient Name	Contract Period	Contract Amount	Grant(s) to Fund Contract (i.e. A, DW, Y)
Equus, WSF - Adult/DW		1,333,927.00	Adult (70%), Dislocated Worker (30%)
Equus, WSF - One Stop		112,500.00	Adult (50%), Dislocated Worker (15%), Youth (35%)
Equus, WSF - Youth		340,625.00	Youth (100%)
Total Subrecipient		1,787,052.00	
Vendor			
ARC Outreach/Marketing		20,000.00	Adult (50%), Dislocated Worker (15%), Youth (.35)
ARC ITA Performance		12,000.00	Admin.Adult (50%), Dislocated Worker (15%), Youth (35%)
MAX - Metro Xchange		5,000.00	Adult (50%), Dislocated Worker (15%), Youth (.35)
Total Vendor		37,000.00	
		1,824,052.00	

	Carryover Adult Program	Carryover Adult Admin	Current Year Adult Program	Current Year Adult Admin	Adult Total	Carryover DW Program	Carryover DW Admin	Current Year DW Program	Current Year DW Admin	DW Total	Carryover Youth Program	Carryover Youth Admin	Current Year Youth Program	Current Year Youth Admin	Youth Total		Total
LWDA Operations	50%	50%	50%	50%	50%	15%	15%	15%	15%	15%	35%	35%	35%	35%	35%		100%
Salaries & Fringe Benefits	387,607.00	31,045.00	65,440.00	81,137.00	565,229.00	132,939.00	9,314.00	126,502.00	23,507.00	292,262.00	\$118,288.00	21,732.00	10,712.00	54,850.00	\$205,582.00		1,063,073.00
Rent (lease, equipment, etc.)					\$0.00					\$0.00					\$0.00		0.00
Indirect Costs					\$0.00					\$0.00					\$0.00		0.00
Utilities					\$0.00					\$0.00					\$0.00		0.00
Building & Grounds- Repair/Maint. Svc					\$0.00					\$0.00					\$0.00		0.00
Telephone & Telegraph Equip/Service		8,000.00			\$8,000.00	2400				\$2,400.00	\$5,250.00				\$5,250.00		15,650.00
Computer Charges					\$0.00					\$0.00					\$0.00		0.00
Office Supplies		150.00	1,500.00		\$1,650.00		45.00	450.00		\$495.00	\$1,050.00	105.00			\$1,155.00		3,300.00
Equipment					\$0.00					\$0.00					\$0.00		0.00
Administrative Services and Auditing					\$0.00					\$0.00					\$0.00		0.00
Professional Services					\$0.00					\$0.00					\$0.00		0.00
Legal Fees					\$0.00					\$0.00					\$0.00		0.00
Insurance					\$0.00					\$0.00					\$0.00		0.00
Operating Contracts					\$0.00					\$0.00					\$0.00		0.00
Postage					\$0.00					\$0.00					\$0.00		0.00
General Printing Charges		2,847.00	5,000.00		\$7,847.00	854.00		1,500.00		\$2,354.00	\$1,992.00		3,500.00		\$5,492.00		15,693.00
Registration Fees	3042	1,350.00			\$4,392.00	911.00			203.00	\$1,114.00	\$2,130.00			473.00	\$2,603.00		8,109.00
Staff Travel Expenses (lodging, transportation, per diem)	15,075.00				\$15,075.00	4,522.50				\$4,522.50	\$10,552.50				\$10,552.50		30,150.00
Other Meeting Expenditures (does not include LWDB meetings)					\$0.00					\$0.00					\$0.00		0.00
Miscellaneous/Contingencies					\$0.00					\$0.00					\$0.00		0.00
Memberships	2,500.00	366.00			\$2,866.00	750.00	110.00			\$860.00	\$1,750.00	256.00			\$2,006.00		5,732.00
Subscription, Directories, & Publications					\$0.00					\$0.00					\$0.00		0.00
Other Mobile Bus fuel and maintenance		2,500.00			\$2,500.00		750.00			\$750.00		1,750.00			\$1,750.00		5,000.00
Other					\$0.00					\$0.00					\$0.00		0.00
Other					\$0.00					\$0.00					\$0.00		0.00
Other					\$0.00					\$0.00					\$0.00		0.00
					\$0.00					\$0.00					\$0.00		0.00
Total LWDA Operations	408,224.00	46,258.00	71,940.00	81,137.00	607,559.00	\$142,376.50	\$10,219.00	\$128,452.00	\$23,710.00	\$304,757.50	\$141,012.50	\$23,843.00	\$14,212.00	\$55,323.00	\$234,390.50		1,146,707.00
Direct WIOA Participant Expenses																	
Subrecipient Contracts	933,749.00		56,250.00		\$989,999.00			417,053.00		\$417,053.00	\$152,001.00		227,999.00		\$380,000.00		\$1,787,052.00
Vendor Contracts			\$18,500.00		\$18,500.00			\$5,550.00		\$5,550.00			\$12,950.00		\$12,950.00		\$37,000.00
Supportive Services					\$0.00					\$0.00					\$0.00		\$0.00
Training(s)					\$0.00					\$0.00					\$0.00		\$0.00
On-the-Job Training					\$0.00					\$0.00					\$0.00		\$0.00
Incumbant Worker Training					\$0.00					\$0.00					\$0.00		\$0.00
Work Experiences					\$0.00					\$0.00					\$0.00		\$0.00
Other					\$0.00					\$0.00					\$0.00		\$0.00
Other					\$0.00					\$0.00					\$0.00		\$0.00
Other					\$0.00					\$0.00					\$0.00		\$0.00
Other					\$0.00					\$0.00					\$0.00		\$0.00
Other					\$0.00					\$0.00					\$0.00		\$0.00
Total WIOA Participant Expenses	\$933,749.00	\$0.00	\$74,750.00	\$0.00	\$1,008,499.00	\$0.00	\$0.00	\$422,603.00	\$0.00	\$422,603.00	\$152,001.00	\$0.00	\$240,949.00	\$0.00	\$392,950.00		\$1,824,052.00
Local Board Expenses																	
Board Travel Expense				3,350.00	3,350.00		1,005.00		-	1,005.00		2,345.00			\$2,345.00		\$6,700.00
Board Meeting Expenditures				600.00	600.00		180.00		-	180.00				420.00	\$420.00		\$1,200.00
Other					-				-	-					\$0.00		\$0.00
Other					-				-	-					\$0.00		\$0.00
Total Board Expenses	-	-	-	3,950.00	3,950.00	-	1,185.00	-	-	1,185.00	\$0.00	2,345.00	-	420.00	\$2,765.00		\$7,900.00
TOTAL EXPENSES	\$1,341,973.00	\$46,258.00	\$146,690.00	\$85,087.00	\$1,620,008.00	\$142,376.50	\$11,404.00	\$551,055.00	\$23,710.00	\$728,545.50	\$293,013.50	\$26,188.00	\$255,161.00	\$55,743.00	\$630,105.50		\$2,978,659.00

WORKFORCE BOARD REPORT
Local Area 006 Region 3

WIOA Grant Funding Summary

Month Ending, June 30, 2025

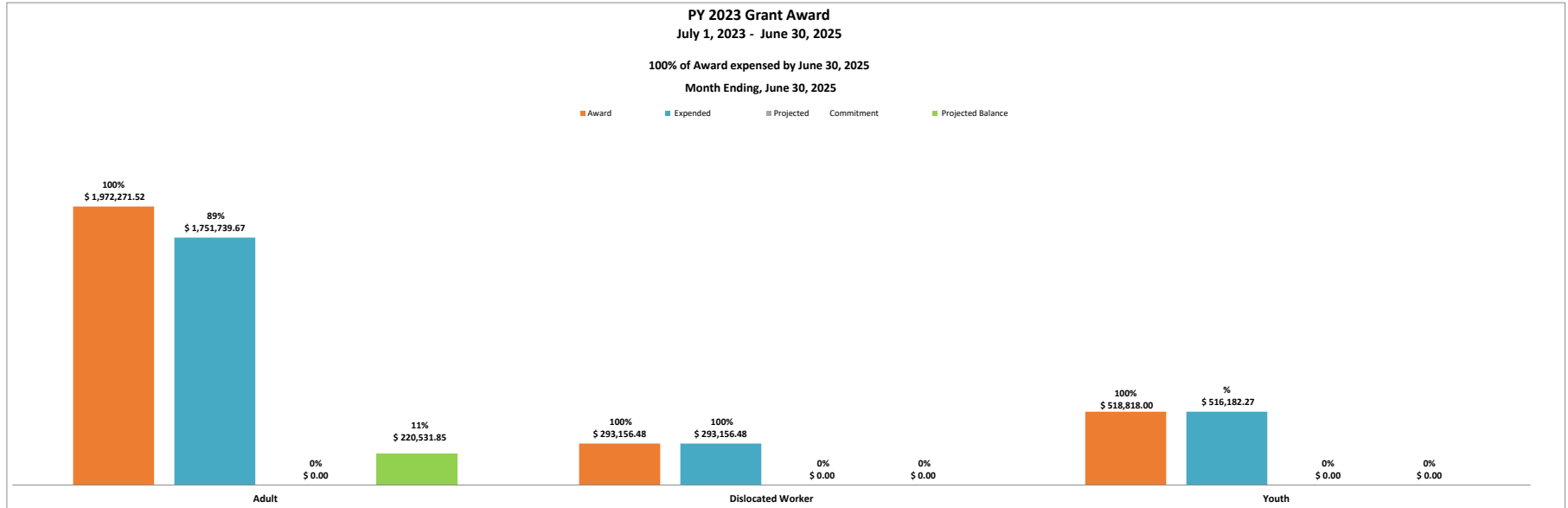


Funding	Program Year	Award	Expended	% Expended	*Commitment	% Commitment	*Balance after Commitment	% Balance	
ADMINISTRATION									
Ending June 2025	PY 2023	\$ 309,333.00	\$ 309,333.00	100%	\$ -	0%	\$ -	0%	●
Ending June 2026	PY 2024	\$ 273,644.00	\$ 219,719.57	80%	\$ 12,000.00	4%	\$ 41,924.43	15%	●
	TOTAL	\$ 582,977.00	\$ 529,052.57		\$ 12,000.00		\$ 41,924.43		
ADULT									
Ending June 2025	PY 2023	\$ 1,972,271.52	\$ 1,751,739.67	89%	\$ -	0%	\$ 220,531.85	11%	●
Ending June 2026	PY 2024	\$ 1,014,645.00	\$ 30,516.59	3%	\$ 688,889.89	68%	\$ 295,238.52	29%	●
	TOTAL	\$ 2,986,916.52	\$ 1,782,256.26		\$ 688,889.89		\$ 515,770.37		
DISLOCATED WORKER									
Ending June 2025	PY 2023	\$ 293,156.48	\$ 293,156.48	100%	\$ -	0%	\$ -	0%	●
Ending June 2026	PY 2024	\$ 948,959.00	\$ 190,534.83	20%	\$ 606,739.34	64%	\$ 151,684.83	16%	●
Ending December 2024	FY24 Rapid Response	\$ 90,000.00	\$ 41,022.82	46%	\$ 20,000.00	22%	\$ 28,977.18	32%	●
Ending September 2025	FY23 QUEST DW	\$ 704,000.83	\$ 665,045.59	94%	\$ 38,955.24	6%	\$ -	0%	●
Ending June 30, 2025	SAEF Navigator Pilot	\$ 50,000.00	\$ 48,253.37	97%	\$ -	0%	\$ 1,746.63		●
Ending June 30, 2025	FY25 Rapid Response	\$ 70,000.00	\$ 17,867.46	26%	\$ -	0%	\$ 52,132.54		
	TOTAL	\$ 2,036,116.31	\$ 1,189,759.72		\$ 665,694.58		\$ 180,662.01		
YOUTH									
Ending June 2025	PY 2023	\$ 518,818.00	\$ 518,818.00	100%	\$ -	43%	\$ -	0%	●
Ending June 2026	PY 2024	\$ 553,820.00	\$ 148,490.97	27%	\$ 222,930.97	40%	\$ 182,398.06	33%	●
	TOTAL	\$ 1,072,638.00	\$ 667,308.97		\$ 222,930.97		\$ 182,398.06		
		\$ 6,678,647.83	\$ 4,168,377.52	62%	\$ 1,589,515.43	24%	\$ 920,754.88	14%	

*Obligations are a minimum of 80% requirement criteria for Adult, DW, and Youth contract commitments by June 30th, Year 1 of awards. 100% Expense requirement by Year 2 of awards.

PY23-PY24 Obligations	Contract Budget	Contract Budget Modification +/-	New Contract Budget	Expended	% Expended	Contract Balance	YTD Pending Payments	% Pending Payment	Contract Remaining Balance after pending payments	% Remaining Balance
Equus, Inc. Adult/DW	\$ 970,348.00	\$ 754,804.00	\$ 1,725,152.00	\$ 1,296,583.71	134%	\$ 428,568.29	\$ 232,620.80	24%	\$ 195,947.61	11%
Equus, Inc. QUEST	\$ 663,409.76	\$ 38,955.24	\$ 702,365.00	\$ 665,045.59	100%	\$ 37,319.41	\$ 11,259.62	2%	\$ 26,059.79	4%
Equus, Inc. One-Stop	\$ 112,500.00	\$ -	\$ 112,500.00	\$ 84,900.46	75%	\$ 27,599.54	\$ 26,366.99	23%	\$ 1,232.55	1%
Equus, Inc. Youth	\$ 223,220.00	\$ 553,820.00	\$ 223,220.00	\$ 174,567.81	78%	\$ 48,652.19	\$ 46,016.46	21%	\$ 2,635.73	1%
MAX	\$ 5,000.00	\$ -	\$ 5,000.00	\$ 5,000.00	100%	\$ -	\$ -	0%	\$ -	0%
Atlanta Regional Commission Outreach	\$ 20,000.00	\$ -	\$ 20,000.00	\$ 20,000.00	100%	\$ -	\$ -	0%	\$ -	0%
Atlanta Regional Commission (ITA MOU PERF.)	\$ 12,000.00	\$ -	\$ 12,000.00	\$ 9,000.00	75%	\$ 3,000.00	\$ 3,000.00	25%	\$ -	0%
SubTotal Program Contracts	\$ 2,006,477.76	\$ 793,759.24	\$ 2,800,237.00	\$ 2,255,097.57	112%	\$ 545,139.43	\$ 319,263.87	16%	\$ 225,875.56	41%
Operating PO/Invoices Payments Due	\$ -	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%	\$ -	0%
Total YTD Program Contracts	\$ 2,006,477.76	\$ 793,759.24	\$ 2,800,237.00	\$ 2,255,097.57	0%	\$ 545,139.43	\$ 319,263.87	0%	\$ 225,875.56	11%
			\$ -							
Total Operating & Contracts	\$ 2,006,477.76	\$ 793,759.24	\$ 2,800,237.00	\$ 2,255,097.57	0%	\$ 545,139.43	\$ 319,263.87	0%	\$ 225,875.56	11%

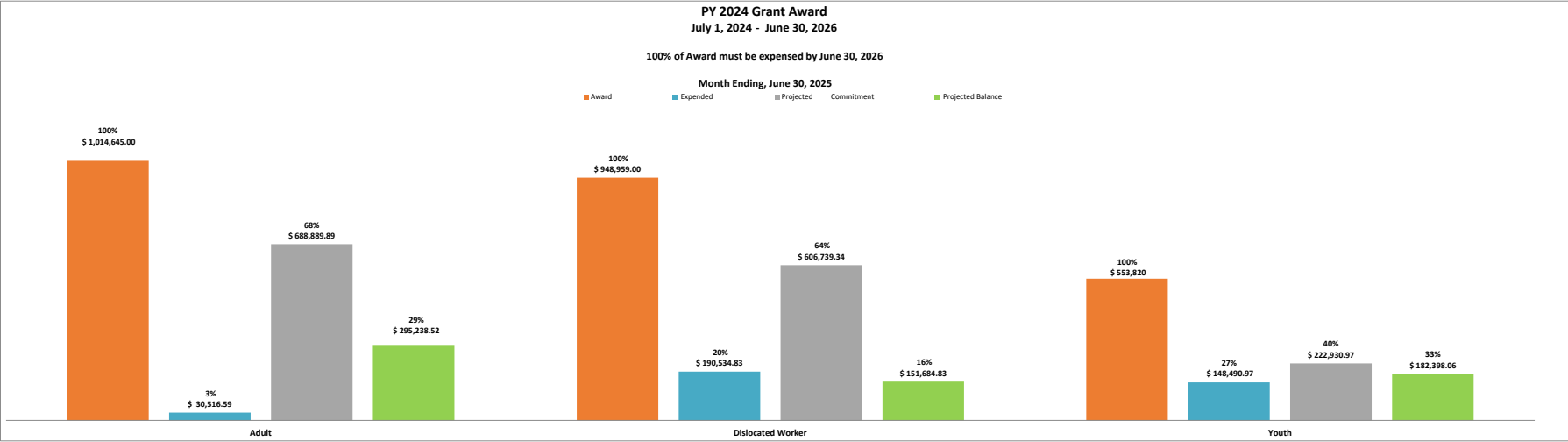
*Commitments are a minimum of 80% requirement criteria for Adult, DW, and Youth contract commitments by June 30th, Year 1 of awards. 100% Expense requirement by Year 2 of awards. (80% does not apply to Administration Total)



Fund	PY 2023 Award	Expended	% Expended	Commitment	% Commitment	** Balance after Commitment	% Balance after Commitment
Administration	309,333.00	\$ 309,333.00	100%	-	0%	\$ -	0%
Program	Award	Expended	% Expended	Projected Commitment	% Projected Commitment	Projected Balance	% Projected
Adult	\$ 1,972,271.52	\$ 1,751,739.67	89%	\$ -	0%	\$ 220,531.85	11%
Dislocated Worker	\$ 293,156.48	\$ 293,156.48	100%	\$ -	0%	\$ -	0%
Youth	\$ 518,818.00	\$ 518,818.00	100%	\$ -	0%	\$ -	0%
Subtotal	\$ 2,784,246.00	\$ 2,563,714.15	92%	\$ -	0%	\$ 220,531.85	20%
	\$ 3,093,579.00	\$ 2,873,047.15	93%	\$ -	0.0%	\$ 220,531.85	7%

*Projected commitment totals includes the outsourced contract estimates by June 30, 2025.

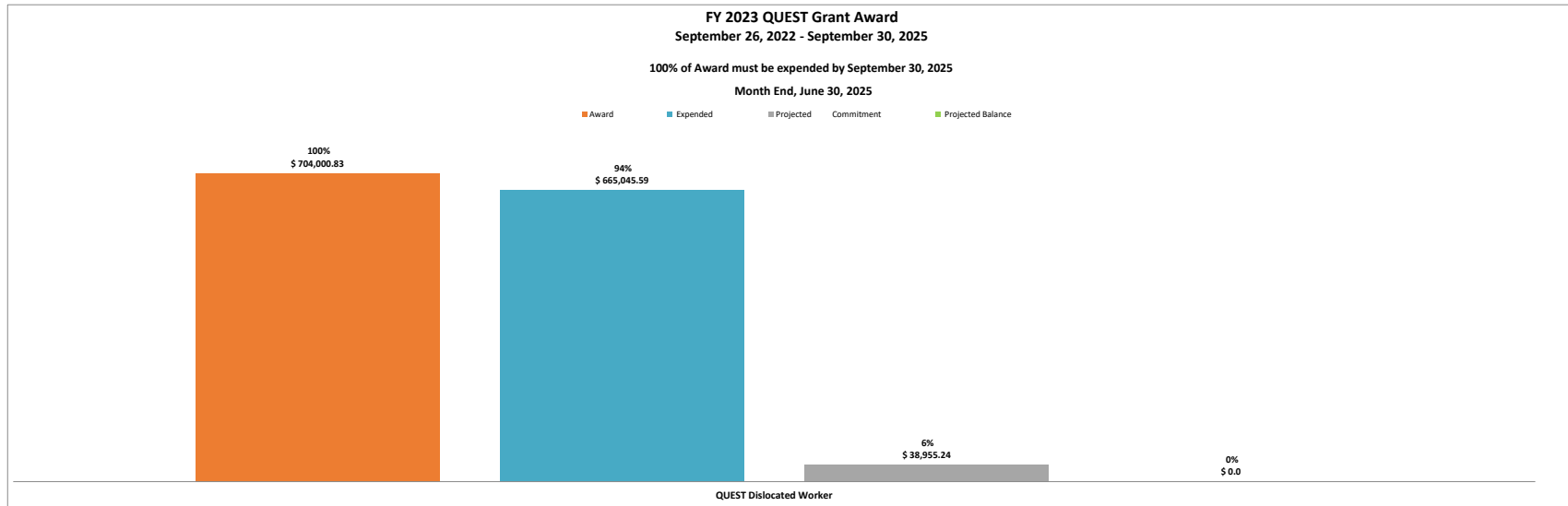
**Balance after commitment is the amount remaining for operating expenses YTD.



Fund	PY 2024 Award	Expended	% Expended	Commitment	% Commitment	** Balance after Commitment	% Balance after Commitment
Administration	273,644.00	\$ 152,623.38	56%	12,000.00	4%	\$ 109,020.62	40%
Program	Award	Expended	% Expended	Projected Commitment	% Projected Commitment	Projected Balance	% Projected
Adult	\$ 1,014,645.00	\$ 30,516.59	3%	\$ 688,889.89	68%	\$ 295,238.52	29%
Dislocated Worker	\$ 948,959.00	\$ 190,534.83	20%	\$ 606,739.34	64%	\$ 151,684.83	16%
Youth	\$ 553,820.00	\$ 148,490.97	27%	\$ 222,930.97	40%	\$ 182,398.06	33%
Subtotal	\$ 2,517,424.00	\$ 369,542.39	15%	\$ 1,518,560.19	60%	\$ 629,321.42	25%
	\$ 2,791,068.00	\$ 522,165.77	19%	\$ 1,530,560.19	55%	\$ 738,342.04	26%

*Projected commitment totals includes up to 80% outsourced contract expires June 30, 2026.

**Balance after commitment is the amount remaining for operating expenses YTD.



Fund	PY 2022 Award	Expended	% Expended	Commitment	% Commitment	** Balance after Commitment	% Balance after Commitment
Administration	-	\$ -	0%	-	0%	\$ -	0%
Program	Award	Expended	% Expended	Projected Commitment	% Projected Commitment	Projected Balance	% Projected
QUEST Dislocated Worker	\$ 704,000.83	\$ 665,045.59	94%	\$ 38,955.24	6%	\$ -	0%
Subtotal	\$ 704,000.83	\$ 665,045.59	94%	\$ 38,955.24	6%	\$ -	0%
FY 2023	\$ 704,000.83	\$ 665,045.59	94%	\$ 38,955.24	6%	\$ -	0%

*Projected commitment totals includes the outsourced contract estimates by June 30, 2025.

**Balance after commitment is the amount remaining for operating expenses YTD.

Standing committees include but are not limited to:

Executive Committee – The Executive Committee will exercise authority and manage the business of the LWDB during intervals between board meetings. The officers serve as members of the Executive Committee, except for the power to amend the policies and the Bylaws.

Finance and Performance Committee- The Finance and Performance Committee shall be responsible for ensuring that the efforts and programs of the Fulton County workforce system are operating at the highest and best use of available resources.~~for reviewing and providing guidance for the organization's financial matters.~~ The Committee will regularly review the organization's revenues and expenditures, ensure that organizational funds are spent appropriately and approve the annual budget and submit it to the full Board for approval. The Committee will evaluate the effectiveness of grant funding through examining performance outcomes of programs and identifying opportunities for cost savings. The ~~Finance~~ Committee will provide the Board with updates on available resources and program needs which require additional resources. The Committee shall prepare and update the Board's Local Action Plan; review the needs of the local labor market; develop strategic plans; review Adult and Dislocated Worker program performance; establish benchmarkestablish benchmark performance measures for the system; review on-site program contractor monitoring reports; and assist with the review and recommendations on Memorandums of Understanding and Request for Proposals. The Committee shall also develop and update policies and procedures; and monitor and update training provider certification and one-stop certification, where appropriate. The Committee shall be tasked with evaluating quantitative data of programs to ensure the greatest impact on achieving the goals of the Board.

~~**Youth Standing Committee** – The Fulton County Workforce Development Board designated the Youth Council to be formally known as the Youth Standing Committee under WIOA Section 107 (b)(4). Members shall include community-based organizations (CBOs) with a demonstrated record of success in serving eligible youth and other individuals with appropriate expertise and experience who are not members of the Board and may also include parents, participants and youth. The Committee is to inform and assist the Board in developing and overseeing a comprehensive youth program. They may participate in the applicable deliberations of the Board on the issues related to their Youth Standing Committee functions and make recommendations for providers of youth workforce activities through competitive grants or contracts, however, if the Board determines there is an insufficient number of eligible providers in a local area, the Board may award contracts on a sole-source basis as per the provisions at WIOA sec. 123(b). The Youth Committee will be further tasked with evaluating Youth performance measures and ensuring that successful strategies are in place to meet or exceed negotiated performance rates. The~~

~~Committee will discuss opportunities for pilot programs and grant funding opportunities to serve strategic youth populations.~~

~~**Accountability** – The Accountability Committee shall be responsible for ensuring that the efforts and programs of the Fulton County workforce system are operating at the highest and best use of available resources. The Committee shall prepare and update the Board's Local Action Plan; review the needs of the local labor market; develop strategic plans; review Adult and Dislocated Worker program performance; establish benchmark performance measures for the system; review on-site program contractor monitoring reports; and assist with the review and recommendations on Memorandums of Understanding and Request for Proposals. The Committee shall also develop and update policies and procedures; and monitor and update training provider certification and one stop certification, where appropriate. The Committee shall be tasked with evaluating programs to ensure the greatest impact on achieving the goals of the Board.~~

~~**Strategic Partnerships and Outreach Programs Committee** – The Strategic Partnership~~Partnerships~~ and Outreach Programs Committee shall be responsible for identifying strategic opportunities for the Board to engage and collaborate with organizations serving job seekers in Fulton County. The Committee will recommend programs and strategies for serving special populations and strategic communities in Fulton, including providing-identifying resources and strategies ~~to serve individuals with disabilities~~, and evaluate areas where the workforce system can invest additional resources, pilot programs for strategic populations including youth, and incorporate regional initiatives into the Fulton service delivery model.~~

Ad Hoc Committee- The Chairperson may appoint or authorize the appointment of such other Committees as may be deemed necessary and appropriate to carry out the purpose of the operation.



Fulton Workforce Development Board

August 12, 2025

Fulton Local Workforce Development Board



Welcome

Roll Call- *Alexis Leonard, LWDB Liaison*

Public Access

Fulton Local Workforce Development Board



Adopt Agenda

Adopt May 13, 2025 Meeting Minutes



COMMITTEE REPORTS AND RECOMMENDATIONS

Performance and Accountability – Stephanie Rooks

Youth – Michelle Vialet

Finance* – Shar’ron Russell

Strategic Partnerships & Outreach – Amelia Nickerson

Executive Committee* – Andy Macke

**Denotes Action Items*



COMMITTEE REPORTS AND RECOMMENDATIONS

Finance Committee Action Items

- Approve PY25 Budget
- Approve Staff to Transfer Up To 50% FY26 DW to Adult
- Approve Staff to Transfer Remaining FY25 DW to Adult



COMMITTEE REPORTS AND RECOMMENDATIONS

Executive Committee Action Items

- Approve Bylaw Amendment – Committee Structure



DIRECTOR'S REPORT

PY25 Funding

- PY25 Awards Arrived
- Appropriations Scheduled for September
 - Senate vs House
 - Dems vs GOP
- September 30 Funding Deadline

Federal Legislation

- HR 1 “Big Beautiful Bill” Impacts
 - SNAP Changes and Work Requirements
- Work Authorization

Fulton Local Workforce Development Board



Location: 06 - Fulton

LWDB Goal

PY24



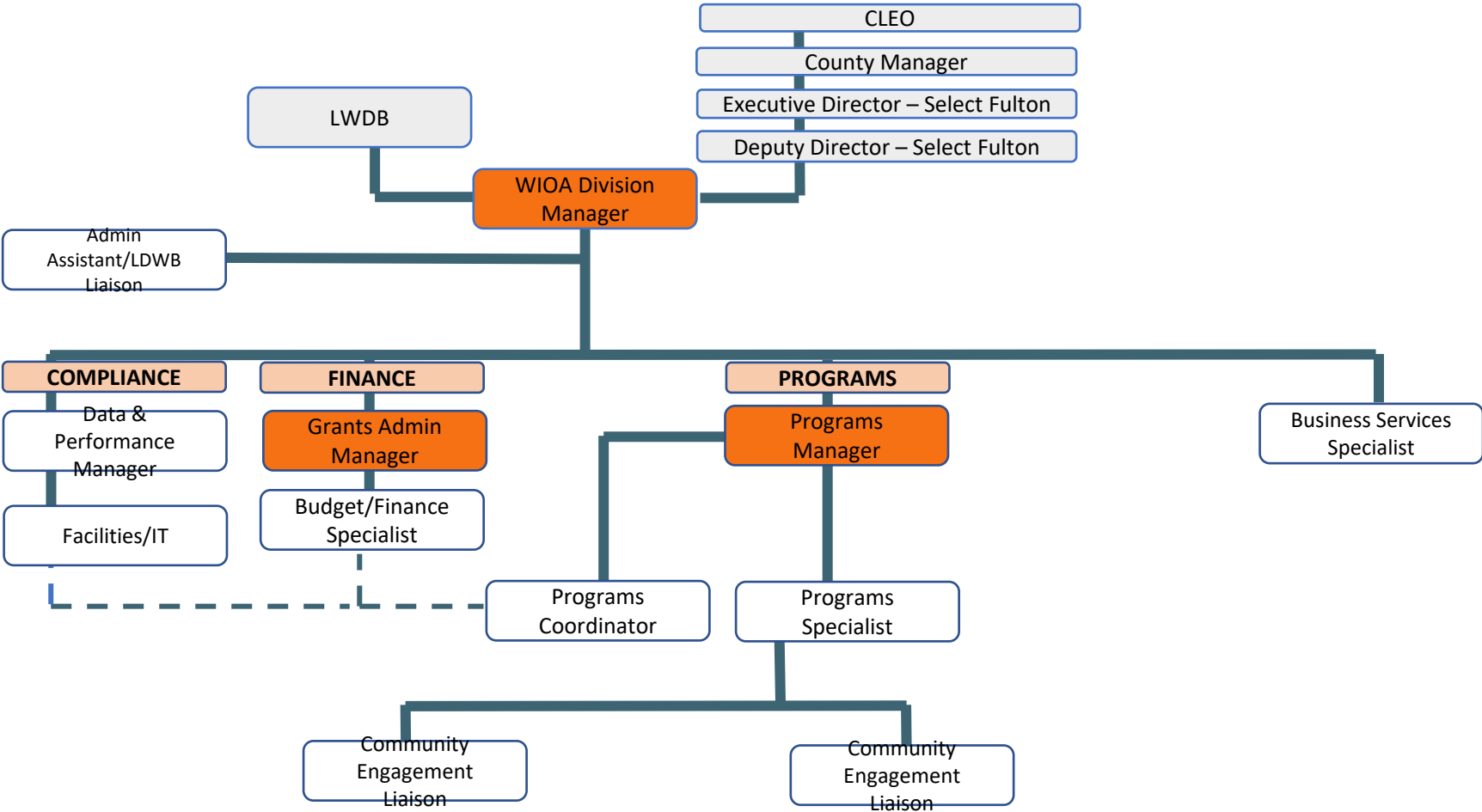
Performance Summary cards

	Employment Q2	Median Earnings	Employment Q4	Credential	Measurable Skill Gains
Adult	90.27%	106.34%	93.57%	100.37%	108.55%
	Actual 68.60%	Actual \$7,975.54	Actual 69.33%	Actual 63.64%	Actual 59.70%
	Goal 76.00%	Goal \$7,500.00	Goal 74.10%	Goal 63.40%	Goal 55.00%
Dislocated Workers	124.22%	104.46%	99.18%	89.37%	133.33%
	Actual 86.96%	Actual \$12,915.91	Actual 85.00%	Actual 66.67%	Actual 66.67%
	Goal 70.00%	Goal \$12,364.00	Goal 85.70%	Goal 74.60%	Goal 50.00%
Youth	111.26%	124.53%	105.25%	83.33%	83.33%
	Actual 82.22%	Actual \$3,975.00	Actual 77.78%	Actual 41.67%	Actual 33.33%
	Goal 73.90%	Goal \$3,192.00	Goal 73.90%	Goal 50.00%	Goal 40.00%

161
Newly Enrolled in PY

68
Exited in PY

Fulton Local Workforce Development Board





Danny Mitchell Rosalyn Dennis

TCSG Office of
Apprenticeship



Apprenticeship Overview

Danny Mitchell

Apprenticeship Program Manager

Rosalyn Dennis

Apprenticeship Program Manager





Introduction

Adopting Registered Apprenticeship as a workforce strategy can help advance the goals of WIOA—a transformed public workforce system that improves employment opportunities for job seekers and workers through an integrated, job-driven system that links diverse talent to the nation's businesses. (TEGL 13-16)





Program Development Engagements

Creating a new program

1. Define your needs and goals
2. Identify sponsors and partners – utilize resources to develop the program
3. Develop core components of program
 - Industry Led – the training is aligned with the employer and industry needs
 - Paid Job
 - OJL / Mentorship – The mentor is a direct link between the employer and apprentice. OJL is 2000 Hours per year.
 - RTI – Classroom Training
 - Quality / Safety
 - Credentials
4. Launch the program / Recruit





Apprenticeship Integration Examples

- Florida – Integrated apprenticeship into their sector strategies approach
 - LWDA may act as sponsor
 - Actively promote apprenticeships / pre-apprenticeship pathways
 - Each LWDA understands what an apprenticeship is and how their services can be utilized to support the activities. Promote braided funding opportunities
- Colorado – Local LWDA implemented guidance to exit an apprentice from the program after they are no longer receiving WIOA service. (Credential Attainment, Wage Increase)
- Maryland – Realigned the state agency to move apprenticeship into the workforce development division





Alignment Considerations

- Strategic planning, policy, and guidance
- Business engagement and RAP development
- Apprentice recruitment and support
- Funding to support RAPs
- Data and outcomes





Strategic planning, policy, and guidance

- Conduct strategic planning sessions to align registered apprenticeships and workforce programs
- Provide training to Workforce System business engagement staff on Registered Apprenticeship and our state's processes for program development and expansion





Business Engagement RAP Development

- The emphasis on work-based learning and business engagement in WIOA provides an opportunity for the workforce system to integrate Registered Apprenticeship into its business services portfolio
- Align education and training needs of employers
- Sector strategies and career pathways provide a framework to support RAPs in high-demand industries
- LWDA may serve as sponsor of program or utilize the local technical college to lessen the administrative burden of an apprenticeship.





Apprentice Recruitment and Support

- Case management, career counseling, and job search assistance
- Recruitment of diverse apprentices
- Quality pre-apprenticeship programs and pathways
- Supportive services
- Co-enrollment of apprentices





Funding

- WIOA funding can help cover various components of Registered Apprenticeship Programs (RAPs) through workforce system partners, reducing costs for businesses and apprentices (OJL, ITA, IWT)
- Support to Apprentices – Workforce partners may provide potential apprentices with skill and interest assessments, case management and connection to barrier mitigation and career planning resources, quality pre-apprenticeship programs, basic skills training, work experiences, and other types of support.





Data and Outcomes

- Registered apprenticeships meet performance requirements for WIOA reporting
- The outcomes attained by apprentices and graduates of RAPs can lead to strong WIOA performance results.
- Case management staff understand the reporting requirements related to and apprenticeship program



Important Program Elements

To ensure the optimal success of a WIOA-supported RAP for both the employer and the jobseeker, LWDA's must ensure:

- RAPs receiving WIOA-funded services are associated with full-time, permanent employment beginning at the start of the RAP.
- Participant is suitable for the training and occupation associated with the RAP.
- RAP is connected to a job that has sustainable and stable living wages.
- RAP is connected to long-term, in-demand career pathway in the region.



TCSG Awarded \$6.1M Apprenticeship Expansion Grant from USDOL

- Funds administered by TCSG's Office of Workforce Development
 - \$1.1M supports the statewide *Apprentice Georgia* program
 - \$5M from a competitive grant to create and expand Registered Apprenticeship Programs (RAPs)
- Expected to serve **700 apprentices** across Georgia
- Represents the largest single federal apprenticeship investment in Georgia to date



How the \$5M SAEF Competitive Funds Will Be Used

- Top State for Talent Apprenticeship Expansion Grant (\$2.5M)
 - 4–6 competitive awards to LWDAs; must include college partnerships
 - Supports ITAs, OJT, IWT; \$4,000/participant target
 - Up to 20% allowed for support services
- Investing in Top Talent Incentive Program (\$1.5M)
 - \$2,000 per apprentice (up to 10) for eligible employers
 - Focus on new programs, pre-apprenticeship connections, and priority industries
- Enhanced Technical Assistance
 - Direct support to LWDAs, TCSG staff, and workforce partners
 - Facilitates partnership building and program development



Grant Priorities & Focus Areas

- **System Alignment:** Strengthen collaboration between WIOA system and TCSG colleges to meet employer demand
- **Program Quality:** Emphasis on high-demand occupations that lead to family-sustaining wages.
- **Employer Engagement:** Streamlined registration, technical assistance, and reduced admin barriers, especially for small and mid-sized businesses



Current Apprenticeship Activity

Fulton County

Number of Employers

- 5

Active Apprentices

- 35

Occupations

- EMT
- Pharmacy Technicians
- Refrigeration Unit Repair





Questions & Comments

Danny Mitchell

Program Manager

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Rosalyn Dennis

Apprenticeship Grants

RDennis@tcsg.edu



ADJOURN