

**MIDDLE GEORGIA WORKFORCE DEVELOPMENT BOARD  
YOUTH COMMITTEE MEETING  
DECEMBER 7, 2023**

**AGENDA**

**MINUTES – Chairman Holmes**

1. Request approval of the minutes of the August 17, 2023, meeting of the Middle Georgia WDB Youth Committee **Pages 2-4**  
**Motion to Approve**

**OLD BUSINESS - Chairman Holmes**

**NEW BUSINESS**

1. CGTC Recruitment and Enrollment Report – *Brenda Brown* **To Be Discussed**
2. Approval to Co-Enroll with Job Corps Work Experience – *Darrell Stillings* **To Be Discussed**  
**Motion to Approve**
3. Approval of Revised Policies – *Darrell Stillings* **Page 5-9**
  - 3.2.2 Social Security Number Procedures (pp. 5-6) **Motion to Approve**
  - 3.4.6 Follow-up Services and Activities (pp. 6-9) **Motion to Approve**
4. PY 2022 State Monitoring Report - *Darrell Stillings* **Pages 10-15**
5. New Website - *Darrell Stillings* **To Be Discussed**
6. Youth Expenditure Report - *Darrell Stillings* **Pages 16-19**
7. Youth Enrollment and Performance Updates– *Terrell Mitchell* **To Be Provided**

**MATTERS FROM THE FLOOR**

**MATTERS FROM EXECUTIVE DIRECTOR**

1. PY '23 Schedule - *Darrell Stillings* **Page 20**  
**Date:** February 15, 2023  
**Location:** Middle Georgia Consortium, Inc.  
**Time:** Noon

**ADJOURNMENT**

**MIDDLE GEORGIA WORKFORCE DEVELOPMENT BOARD  
YOUTH COMMITTEE MEETING  
AUGUST 17, 2023**

**MINUTES**

A meeting of the Middle Georgia Workforce Development Board Youth Committee was held at Noon, on August 17, 2023. The following were in attendance:

**Members Present:**

Clifford Holmes  
Tishua Green  
Sam Dorsey  
Dan Brandon  
Keith King  
Patrick Manuel  
Africa Porter  
Juan Daniels - Virtually

**MGCI Staff Present:**

Terrell Mitchell  
Darrell Stillings  
Teresa Ragan

**Guests Present:**

There were no guests present.

**WELCOME** – Chairman Clifford Holmes chaired the meeting. He called the meeting to order at 12:07PM and welcomed everyone. He thanked the members for their participation in today’s meeting. There was a quorum present.

**MINUTES**

1. **Approval of the Minutes from the June 15, 2023, Youth Committee Meeting** – Sam Dorsey pointed out that the next meeting date is August 17 not the 27 as written in the minutes and should be revised.

A motion was made by Dan Brandon and seconded by Patrick Manuel to approve the June 15, 2023, minutes with the noted change. There were no opposing votes and the motion carried by voice vote.

**OLD BUSINESS**

There was none.

**NEW BUSINESS**

1. **Approval of the State Revised Policies** — Darrell Stillings provided copies of the State’s Revised Policies at section 3.2.3 and 3.2.6 and discussed the changes. He explained that section 3.2.3 was revised to clarify the definition of a dependent child and an independent child. He also explained that section 3.2.6 was revised to eliminate the mandated use of the TABE assessment as the only assessment tool allowed to be used by local areas. He noted that the TABE test will still be used but the revision allows for the use of other assessment tools such as Wonderlic, which expedites the assessment process and offers both an electronic and paper version of the test. It will be loaded at the One-Stop Centers as another tool that can be used.



In response to the question of if Wonderlic is approved by the State, Darrell Stillings added that it is approved by the State to use an additional assessment tool.

A motion was made by Sam Dorsey and seconded by Patrick Manuel to approve the use locally of the State's policy change at section 3.2.3. There were no opposing votes and the motion carried by voice vote.

A motion was made by Patrick Manuel and seconded by Keith King to approve the use of the State's policy change at section 3.2.6. There were no opposing votes and the motion carried by voice vote.

**2. Approval of Additional Youth Personnel on Central Georgia Technical College Case Management Contract –**

*Excerpts from the Discussion Under Item #4 of Today's Agenda* - Darrell Stillings provided copies of a revised CGTC Personnel Budget to add funding for additional personnel to cover Macon-Bibb and to serve the youth population. He explained that Macon-Bibb had a youth contract with Paxen and it was decided at a previous meeting for Macon-Bibb not renew the Paxen contract and for the current CGTC Case Management contract to be revised to cover the youth participants. The Paxen contract ended June 30, 2023.

A motion was made by Dan Brandon and seconded by Tishua Green to approve the revised CGTC Personnel Budget as presented. There were no opposing votes and the motion carried by voice vote.

**3. CAPS Student/Parent 2 GEN Pilot Program –** Darrell Stillings provided copies of and discussed the CAPS Pilot Program handout. He explained that Middle Georgia was approached by the State, along with two other areas, to participate in the pilot program. The purpose of the pilot program is to provide onsite support from CAPS consultants at the technical college campuses, adult education locations and the WorkSource One-Stop Centers.

**4. Youth Expenditure Report –** Darrell Stillings provided copies of and discussed the PY21, PY22 and PY 23 Youth Expenditure Reports dated June 30, 2023. He reported that the PY21 grant that expired on June 30, 2023 was fully expended and all spending requirements were met. He also reported on the PY 22, which expires on June 30, 2024. He noted that as of June 30, 2023, there was a balance of \$411,813.82 of the original grant award of \$527,990. He also pointed out that the PY 23 grant that expires on June 30, 2025 has had no expenditures. However, with if approved by all the Boards, plans are to extend the CGTC Personnel Budget to include serving Macon-Bibb's youth population. He went on to discuss the proposed revisions to the CGTC Personnel Budget as follows:

*Discussion for Agenda Item #2 Under New Business –Approval of Additional Youth Personnel on Central Georgia Technical College Case Management Contract –* Darrell Stillings provided copies of the proposed revised CGTC Personnel Budget to add funding for additional personnel to cover Macon-Bibb and to serve the youth population. He explained that Macon-Bibb had a youth contract with Paxen that ended June 30 which it was decided at previous meetings that Macon-Bibb would not renew the Paxen contract and that the CGTC Case Management contract would be revised to cover the Macon-Bibb youth participants.

A motion was made by Dan Brandon and seconded by Tishua Green to approve the revised CGTC Personnel Budget as presented. There were no opposing votes and the motion carried by voice vote.

5. **Youth Enrollment and Performance Report** - Terrell Mitchell, MIS Coordinator, provided copies of and discussed the youth enrollment report dated August 14, 2023. The report showed that as of the date of the report there were 62 youth participants active in training, 6 in job search, 84 closures entered and none have been exited for a total of 152 served.

Terrell Mitchell also provided copies of and discussed the PY 2022 3<sup>rd</sup> Quarter Performance Report dated June 7, 2023. It was reported that all measures were met for PY 22. Terrell Mitchell was thanked for an outstanding job.

#### **MATTERS FROM THE FLOOR**

Juan Daniels was attending virtually and was asked if he had any comments and no response was given.

#### **MATTERS FROM THE EXECUTIVE DIRECTOR**

1. *PY 2023 Meeting Schedule* - The next meeting is scheduled for October 19, 2023, at noon, at the Middle Georgia Consortium office.

#### **ADJOURNMENT**

There was no further business and the meeting was adjourned at 12:33PM.



### 3.2.2 SOCIAL SECURITY NUMBER PROCEDURE

In accordance with Section 7 of the Privacy Act of 1974 (5 U.S.C. Section 552a Note Disclosure of Social Security Number), unless the disclosure is required by federal statute, applicants may not be denied any right, benefit, or privilege provided by law because of the individual's refusal to disclose his/her Social Security Number (SSN).

Disclosure of an individual's social security number pursuant to the Internal Revenue Code where it is used as the identifying number for the purposes of a return, statement or any other document under the Code (i.e., for payment of wages for OJT, Work Experience, etc.) may be properly required.

#### I. Guidelines For Obtaining Social Security Number

Although an applicant cannot be denied WIOA services for failure to disclose their SSN, they must submit their SSN in order to receive wages paid while participating in WIOA services (e.g., OJT).

Training and Employment Guidance Letter (TEGL) No. 5-08 says that states must request a participant's SSN when offering intensive WIOA services or providing financial assistance, however the State and/or LWDA may not deny access to any participant who refuses to provide a SSN. If a SSN is unable to be collected from the participant, this will not exclude the individual from performance measures. Rather, the record will be counted in each denominator, with the exception of Median Earnings, as there is not mechanism to match wages without a SSN. Not obtaining an SSN from a participant means that any outcomes for this participant would be excluded from performance measures unless supplemental information is available to verify the performance outcomes for non-wage based measures. If supplemental information is available to verify employment, the record will be included in all performance measures, excluding Median Earnings. OWD encourages LWDA staff to collect supplemental information where possible as this provides an opportunity to add additional positive outcomes to the numerator for each measure.

It is important for LWDA's to request the applicant's SSN at intake and advise them that their SSNs are maintained in a secure and confidential manner. Applicants should also be advised that the State only uses the SSN for the following:

- A. Payment of wages and allowances, even though at intake it may not be possible to determine the form of payment, if any, the applicant will receive; and
- B. Tracking Unemployment Insurance Wage Records for the calculation of program performance measure outcomes.

According to federal reporting requirements a valid SSN must be obtained and recorded prior to termination and record transmittal. The regulations further state that USDOL assumes full responsibility for protecting the confidentiality of the data and will ensure that data files are maintained according to applicable federal laws, with particular emphasis upon compliance with the



provisions of the Privacy Act and the Freedom of Information Act. It will remove SSN from participant files before they are shared with federal agencies and other users. All recipients of WIOA funds are governed by these requirements.

## II. Procedure for obtaining Social Security Number (SSN)

Providers should assist the applicant in obtaining a SSN from the Social Security Administration.

Please note this in the participant's electronic case file maintained in the WorkSource Portal.



### 3.4.6 FOLLOW-UP SERVICES AND ACTIVITIES

Follow-up Services are services that are provided to Adult and Dislocated Worker participants who enter employment and all Youth participants after exiting their WIOA enrollment. Participant records must be kept for a minimum of 3 years.

#### I. Adult and Dislocated Worker Follow-up Services

- A. Follow-up Services must be made available to Adult and Dislocated Worker participants who exit to unsubsidized employment for a minimum of 12 months following the first day of exit.
- B. Case managers should contact the participant at least once a quarter to check in with participants who have obtained unsubsidized employment to see if they need assistance in job retention, wage gains, and career progress. Follow-up needs of the participant must be documented in case notes and the information input on the follow-up tab in the WorkSource Portal.
- C. Appropriate follow-up services may vary among different participants; for example, participants with multiple employment barriers and limited work histories may need significant follow-up services to ensure long-term success in the labor market including program funded supportive services. Others may identify an area of weakness in WIOA training that may affect their ability to progress further in their occupation or to retain employment.
- D. Follow-up services could include but are not limited to:
  - i. additional career planning and counseling;
  - ii. contact with the participant's employer, including assistance with work related problems that may arise;
  - iii. peer support groups;
  - iv. information about additional educational opportunities;
  - ~~v. limited financial support; and~~
  - ~~vi.v.~~ vi.v. referral to supportive services available in the community.
- E. Financial assistance such as needs-related payments are not an allowable follow-up service.

#### II. Youth Follow-up Services

- A. All youth participants must be offered an opportunity to receive follow-up services that align with their individual services strategies. Furthermore, follow-up services must be provided to all participants for a minimum of 12 months unless the participant declines to receive follow-up services or the participant cannot be located or contacted. Follow-up services may be provided beyond 12 months at the State or Local WDB's discretion.
- B. Follow-up means a quarterly contact with the Youth to ascertain their status and to determine if they need additional service or support. Follow-up services must include more than only a contact attempted or made for securing documentation in order to report a performance outcome. 20 CFR §681.580.



- C. The types of services provided and the duration of services must be determined based on the needs of the Youth. Therefore, the type and intensity of follow-up services may differ for each participant. Follow-up needs of the Youth must be documented in case notes and the information input on the follow-up tab in the WorkSource Portal.
- D. Youth follow-up services may include:
  - i. The supportive service activities listed in 20 CFR § 681.570;
  - ii. Regular contact with Youth participant's employer, including assistance in addressing work-related problems that arise;
  - iii. Adult mentoring;
  - iv. Financial literacy education;
  - v. Services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services; and
  - vi. Activities that help youth prepare for and transition to postsecondary education and training.

### III. Follow-up Activities

Follow-up activities are conducted to ensure positive outcomes and to give credit for outcomes.

Obtaining supplemental data to determine if the individual is employed in the 4 calendar quarters following exit to unsubsidized employment is a follow-up activity. Follow-up must actually occur during the quarter being recorded and be documented in the follow-up tab in the WorkSource Portal.

#### A. Timelines for Quarterly Follow-Up

- i. The first quarter follow-up should be done during the calendar quarter after the participant exits from WIOA programs.
- ii. Calendar quarters:
  - 1. January-March
  - 2. April-June
  - 3. July-September
  - 4. October-December
- iii. Example: If a participant exits September 30, 2011, follow-up would be done according to the following calendar quarters:
  - 1. 1st Quarter: October – December 2011
  - 2. 2nd Quarter: January – March 2012
  - 3. 3rd Quarter: April – June 2012
  - 4. 4th Quarter: July – September 2012
- iv. Example: If a participant exits May 2, 2012, follow-up would be done according to the following calendar quarters:
  - 1. 1st Quarter: July - September 2012





2. 2nd Quarter: October - December 2012

3. 3rd Quarter: January - March 2013

4. 4th Quarter: April - June 2013

- B. As per USDOL Common Measures policy (TEGL 17-05, dated 2/17/06), allowable sources of supplemental information for tracking employment-related outcomes include case management notes, automated data base systems, documented contacts with employers, and participant surveys. LWDAs must keep in mind that all supplemental data and methods are to be documented and are subject to audit.



October 12, 2023

WorkSource Middle Georgia  
124 Osigian Blvd., Suite A  
Warner Robins, Ga 31088

Dear Director Stillings:

In accordance with federal regulation, the Technical College System of Georgia Office of Workforce (OWD) performed on-site Financial Monitoring and Quality Assurance Programmatic Monitoring for **Middle Georgia** on **September 25, 2023 – September 29, 2023**.

As part of our on-site monitoring, we examined the administrative, programmatic, data, and financial management systems for your local workforce development area (LWDA). Findings requiring corrective action are located in Section II of this report.

As a result of the on-site monitoring, opportunities for strengthening internal control and operating efficiency were identified and outlined as well. These observations can be found in Section III.

A Corrective Action Response (CAR) for the findings detailed in Section II of this Monitoring Report is due **ten (10) business days from the date of this notice**. The CAR should document a plan for resolving required actions as outlined in this Monitoring Report. The CAR should be sent via email to [Wioacompliance@tcsgeu.edu](mailto:Wioacompliance@tcsgeu.edu) and to your assigned compliance officer.

Sincerely,

**Karen Kirchler**

*Deputy Commissioner*

CC: LWDA CLEO

LWDA BOARD CHAIR



**Monitoring Report on  
Financial and Programmatic Compliance**

**Middle Georgia  
Local Workforce Development Area No. 11**

**Program Year 2022 Monitoring Report**  
***Onsite Period Review: September 25, 2023 – September 29, 2023***

**Middle Georgia**  
**Local Workforce Development Area No. 11**  
**Program Year 2022 Monitoring Report**  
**Onsite Period Review: September 25, 2023 – September 29, 2023**

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**I. Monitoring Results**

OWD performed financial and programmatic monitoring based on the Testing Procedures included in OWD’s Onsite Financial Monitoring Plan and Quality Assurance Programmatic Monitoring Plan.

The monitoring procedures performed included tests of transaction details, file inspections and inquiries (1) to determine the status of recommendations from the prior year’s monitoring visit(s) and (2) to adequately support the current year’s findings and recommendations.

We have summarized below the results of our testing by Category:

<b>PY 2020 and PY 2021 Financial Monitoring Results</b>			
<b>Category</b>	<b>Prior Year Findings</b>	<b>Current Year Findings</b>	<b>Current Year Observations</b>
1.0 – Financial Management Systems	0	0	0
2.0 – Cash Management & Revenue Recognition	0	0	0
3.0 – Prepaid Program Items	0	0	0
4.0 – Timekeeping, Salary and Cost Allocation Testing	0	0	0
5.0 – Disbursement Testing	0	0	0
6.0 – Purchasing	0	0	0
7.0 – Contracting	0	0	0
8.0 –Subrecipient Monitoring	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>

PY 2020 and PY 2021 Programmatic Monitoring Results			
Category	Prior Year Findings	Current Year Findings	Current Year Observations
1.0 – Programmatic Administration	0	0	0
2.0 – Participant Eligibility	0	0	0
3.0 – Veteran's Priority of Service	0	0	0
4.0 – Provision of Services	0	0	0
5.0 – Employment Services/Training	0	0	0
6.0 – Support Services	0	0	0
7.0 – Credential Attainment	0	0	0
8.0 – Exit and Follow-Up Services	1	0	0
9.0 – Grievance	0	0	0
10.0 – Subrecipient Programmatic Monitoring	0	0	0
<b>TOTAL</b>	<b>1</b>	<b>0</b>	<b>0</b>

PY 2020 and PY 2021 Compliance Monitoring Results			
Category	Prior Year Findings	Current Year Findings	Current Year Observations
1.0 – Corrective Action Response Implementation	0	0	0
2.0 – Internal Control Environment	0	0	0
3.0 – EO & Nondiscrimination	0	0	0
4.0 – Chief Local Elected Official Board Review	0	0	0
5.0 – Local Workforce Development Board Review	0	0	0
6.0 – A-133	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>

A summary of the results of our review of the prior year's findings is included in the table below. A new finding may be created for an unresolved finding from the prior year's monitoring.

Prior Year Findings Status			
Finding	Resolved	Unresolved	New Finding
<b><u>Finding # LWDA 11-2021-22-01 – Programmatic Administration</u></b> - Missing Documentation in Case File.	x	0	0

The CAR allows the LWDA to present their proposed corrective action. OWD will examine the records and information provided by the Entity in order to determine the



appropriateness of their proposed actions. If applicable, OWD will then determine an appropriate redress for questioned costs. Review of the proposed actions and supplementing documentation may result in revisions (additions or deletions) to the required corrective actions. The LWDA is then obliged to comply with the required reimbursement of any costs determined to be disallowed after the CAR review process.

If the Entity has current year findings it must submit a CAR response to OWD **within ten (10) business days of receipt of this Monitoring Report.**

## **II. Findings**

### **A. Corrective Action Response Implementation**

Prior Year Finding # LWDA 11-2021-22-01 Programmatic Administration- Missing Documentation in Case File

Finding/Condition: In three (3) of seven (7) Adult case files, three (3) of seven (7) Youth case files, and two (2) of 10 (ten) Dislocated Worker Grant files tested, the electronic case file in WorkSource Georgia Portal did not contain follow-up by the quarterly deadline.

**Status: Resolved**

### **B. Detail Current Year Findings**

NONE

## **III. Observations**

NONE

## **IV. Notable Practices**

WorkSource Middle Ga is recognized for having clear and concise electronic case files in the WorkSource GA portal and for ensuring access to the OWD Programs team throughout the review. The team was able to review necessary documentation both virtually and on-site as needed during the PY22 Monitoring. OWD acknowledges the significant effort by LWDA staff regarding the continuous improvements of their case management activities.

**Middle Georgia Consortium, Inc.  
Expenditure Report - Grant #15-22-22-06-011 PY22 Funds  
As of: 10/31/23**

**Grant Number 15-22-22-06-011**

Grant Number	Administrative Funds	Program Funds	Total Funds
Grant Award 04/01/22 - 06/30/24	52,799.00	475,191.00	527,990.00
Expenditures through 06/30/23	52,799.00	268,545.26	321,344.26
Balance as of 11/01/23	-	206,645.74	206,645.74

(Program Funds only) At Least 50%	(Total Funds) No More Than 35%	(Program Funds only) At Least 20%
Out-of-School Spending Requirement	Supportive Services (Cap)	Work Experience Spending Requirement
237,595.50	184,796.50	95,038.20
180,016.81	5,035.00	109,726.44
57,578.69	179,761.50	(14,688.24)

**Requirements Based on Grant Expenditures to Date**

Expenditure Requirements	Cumulative Expenditures as of 10.31.23	Total Program Expenditures as of 10.31.23	Total Admin & Program Expenditures	%
Out of School Youth (At least 50%)	180,016.81	268,545.26		67.0%
Work Experience (At least 20%)	109,726.44	268,545.26		40.9%
Supportive Services (No more than 35%)	5,035.00		321,344.26	1.6%



Middle Georgia Consortium, Inc.  
 Expenditure Report - Grant #15-22-22-TN10-06-011 PY22 Funds  
 As of: 10/31/23

Grant Number 15-22-22-TN10-06-011

Grant Number	Administrative Funds	Program Funds	Total Funds
Grant Award 04/01/22 - 06/30/24	25,716.00	213,732.00	239,448.00
Expenditures through 10/31/23	-	-	-
Balance as of 11/01/23	25,716.00	213,732.00	239,448.00

(Program Funds only) At Least 50%	(Total Funds) No More Than 35%	(Program Funds only) At Least 20%
Out-of-School Spending Requirement	Supportive Services (Cap)	Work Experience Spending Requirement
106,866.00	83,806.80	42,746.40
106,866.00	83,806.80	42,746.40

Requirements Based on Grant Expenditures to Date

Expenditure Requirements	Cumulative Expenditures as of 10/31/23	Total Program Expenditures as of 10/31/23	Total Admin & Program Expenditures
Out of School Youth (At least 50%)	-	-	#DIV/0!
Work Experience (At least 20%)	-	-	#DIV/0!
Supportive Services (No more than 35%)	-	-	#DIV/0!

Middle Georgia Consortium, Inc.  
 Expenditure Report - Grant #15-23-23-06-011 PY23 Funds  
 As of: 10/31/23

Grant Number 15-23-23-06-011

Grant Number	Administrative Funds	Program Funds	Total Funds
Grant Award 04/01/23 - 06/30/25	44,659.00	401,929.00	446,588.00
Expenditures through 10/31/23	-	-	-
Balance as of 11/01/23	44,659.00	401,929.00	446,588.00

(Program Funds only) At Least 50%	(Total Funds) No More Than 35%	(Program Funds only) At Least 20%
Out-of-School Spending Requirement	Supportive Services (Cap)	Work Experience Spending Requirement
200,964.50	156,305.80	80,385.80
200,964.50	156,305.80	80,385.80

Requirements Based on Grant Expenditures to Date

Expenditure Requirements	Cumulative Expenditures as of 10/31/23	Total Program Expenditures as of 10/31/23	Total Admin & Program Expenditures
Out of School Youth (At least 50%)	-	-	#DIV/0!
Work Experience (At least 20%)	-	-	#DIV/0!
Supportive Services (No more than 35%)	-	-	#DIV/0!

Middle Georgia Consortium, Inc.  
 Expenditure Report - Grant #15-23-23-TN10-06-011 PY23 Funds  
 As of: 10/31/23

Grant Number 15-23-23-TN10-06-011

Grant Number	Administrative Funds	Program Funds	Total Funds
Grant Award 04/01/23 - 06/30/25	29,827.00	268,447.00	298,274.00
Expenditures through 10/31/23	-	-	-
Balance as of 11/01/23	29,827.00	268,447.00	298,274.00

(Program Funds only) At Least 50%	(Total Funds) No More Than 35%	(Program Funds only) At Least 20%
Out-of-School Spending Requirement	Supportive Services (Cap)	Work Experience Spending Requirement
134,223.50	104,395.90	53,689.40
134,223.50	104,395.90	53,689.40

Requirements Based on Grant Expenditures to Date

Expenditure Requirements	Cumulative Expenditures as of 10/31/23	Total Program Expenditures as of 10/31/23	%	Total Admin & Program Expenditures	%
Out of School Youth (At least 50%)	-	-	#DIV/0!	-	#DIV/0!
Work Experience (At least 20%)	-	-	#DIV/0!	-	#DIV/0!
Supportive Services (No more than 35%)	-	-	#DIV/0!	-	#DIV/0!



**Middle Georgia Workforce Development Board's  
Youth Committee  
PY '23 Schedule  
July 1, 2023 - June 30, 2024**

<u>Date</u>	<u>Time</u>	<u>Location</u>
August 17, 2023	Noon	Middle Georgia Consortium, Inc.
October 19, 2023	Noon	Middle Georgia Consortium, Inc.
December 7, 2023	Noon	Middle Georgia Consortium, Inc.
February 15, 2024	Noon	Middle Georgia Consortium, Inc.
April 18, 2024	Noon	Middle Georgia Consortium, Inc.
June 13, 2024	Noon	Middle Georgia Consortium, Inc.