**Workforce 3One**

**Transcript of Webinar**

**National Farmworker Jobs Program WIOA Implementation**

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*Transcript by*

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ERIC BELLINO: All right. To kick things off I'm going to turn it over to Kim Vitelli. Kim?

KIM VITELLI: Thanks. Welcome to everybody. We're so glad to see so many of you here. I see a whole bunch of people from our NFJP community, and we're also glad to see so many state monitor advocates with us as well. We're here in the room with some of the speakers. Some of our speakers are joining us by phone today. We'll introduce them later, and Juan Regalado is also on the phone with us as our national monitor advocate to help answer questions.

So let's talk about what we're going to do in this webinar today. We're going to cover the key operational guidance provisions, what has changed, what hasn't changed. We're going to have some of our – some of your NFJP colleagues will be discussing their strategies for implementation, and we'll leave time at the end too for you to have questions. And then you'll see on the next slide that our agenda covers roughly the same thing that I just said.

So we're ready to start. Juan and Greg are here with us. Juan is on the phone. Greg is here in person, and so Greg Scheib is a workforce analyst in NFJP, and Juan is our national monitor advocate. We also have two members of the NFJP community here ready to talk about their implementation strategies. Jennifer Shahan is the state director for Delaware and Maryland of Telamon, and Marin Campos-Davis, operations director for Oregon Human Development Corporation.

So welcome to WIOA. It became effective on July 1st with some – a couple of provisions won't kick in until later, such as in PY '16. Those are the performance provisions and the governors' option for the one-stop allocation. But for the most part, most of the provisions in WIOA are now in effect.

In addition to having WIOA in your hands, some other operational guidance that's important that you should be aware of that's been published before or right around June 30th-July 1 is the WIOA vision TEGL that ETA published, Training and Employment Guidance Letter 19-14. We also published an important reference on the transition – operational guidance to support the orderly transition of Workforce Investment Act participants, funds, and subrecipient contracts to the Workforce Innovation and Opportunity Act.

That's Training and Employment Guidance Letter 38-14 that explains how to transfer participants and funds from WIA to WIOA. You can get any of those Training and Employment Guidance Letters by going to wdr.doleta.gov/directives and then click view all WIOA related advisories. And we'll give you that link at the end of the webinar as well.

So the NFJP operational guidance that we issued as Training and Employment Guidance Letter 35-14 covers a lot of things. It explains our current thinking on NFJP under WIOA, and it's what will guide the program now until when the final rule is completed, which we anticipate in 2016. It's intended to provide some guidance so that we and you can implement the program and to provide some direction on how to operate the program while we're living with just a statute while we don't have a regulation. But let me point out what the operational guidance is not.

You'll notice that many of the things in the operational guidance are very similar to what we proposed in the draft rule. However, the operational guidance is not a regulation, and it doesn't include all of the text that was included in the draft regulation. It's also not a final regulation. When the final regulation is published, the final regulation might be different than the proposed regulation based on changes that we make based on public comments.

Once the final rule is published, then this operational guidance that you have right now would be superseded by the final rule. We anticipate that we would publish additional guidance after the final rule is published, but this set of operational guidance really goes away after we have a final rule. So the operational guidance is just what we're using between July 1st, 2015 and the time that the final rule is published.

So as we move forward in this transition time towards the WIOA final rule, keep an eye out for additional relevant guidance. We've seen several sets of operational guidance already been published, and more will be published as well, including on One-Stop operations. There will be additional information shared on performance measures as well, and we anticipate publishing additional TEGLs specific to NFJP on eligibility and enrollment, on the NAICS codes that match up with the WIOA definition of farm work, and additional guidance on specific things like reporting forms.

And let me just highlight for a moment that note about the performance measures. The One-Stop operations is going to be a TEGL. It will be additional guidance. For performance we have additional requirements that we have to fulfill. The performance measures in the performance system that we'll all be using for WIOA is a new information collection, and so we have to publish it under the Paperwork Reduction Act and solicit feedback.

And we do that through an information collection request. So that information collection request has recently been published on the performance measures, and so you'll all be interested in looking at that information collection request so that you can give feedback on that as well. It's another thing to get public comment on.

The performance measures and how we operationalize the performance measures won't be finalized until after we receive the public comments and sort through those and make any adjustments as needed for our performance measure collection system.

So that's a little bit of background, but let's start out with hearing from you to sort of guide the rest of our discussion today. What's one of your biggest concerns about WIOA implementation? So this is a chat and Eric will help us out with using the chat feature.

MR. BELLINO: Yes. So the question is, what is your biggest concern about WIOA implementation? So you can use the chat window on the bottom left of your screen and answer that question. OK. I see some feedback rolling in. Kim, do you want to go back over it?

MS. VITELLI: Sure. We're having a little technical difficulty here, but yes. But we can see some of the things that are coming in, and it includes some feedback about assisting staff in transitioning, a couple comments about the performance measures. And so this is useful for us not just for this webinar but it's also useful for us to review after the webinar too in order for us to guide the kind of technical assistance and guidance that we give out in the future as well. So thank you for filling out – for giving us some feedback on this.

So I'm going to hand this over to Greg now, and we're going to start to review the different parts of the Training and Employment Guidance Letter. I know that a lot of you had read it, and you probably already have some questions. And so Greg is going to go through what we know to be a long and somewhat complex TEGL. So thank you for joining us today so that we can all walk through it together and make sure that we have a shared understanding of what the guidance says. So with that I'm going to pass this over to Greg to talk through the different pieces of the TEGL.

GREGORY SCHEIB: So thanks, Kim, and thank you all for being here this afternoon. We do have a lot to go to, and I'm going to try to move through it fairly quickly so that we'll have a good long chance to get some questions in and also for Jennifer and Martin. What we did is we tried to organize the operational guidance TEGL just to sort of mirror sort of – kind of a customer flow starting out with partnership and outreach and stuff.

So I'll just start working through these, hitting some of the key points, and also with Katie Nelson in AFAWB's help we've had a few questions come in that we've tried to pepper throughout that I'll try to address as we go.

First of all around partnerships, NFJP grantees are still mandated One-Stop partners in the areas that they operate, and grantees must develop MOUs with all the local areas in which they operate. So it's very key, and obviously that's something that should be taking place now as we're here, and in many cases you already have working relationships with those areas.

But you may want to take a look at those MOUs now considering the new aspects of WIOA. NFJP grantees are not required to be co-located in One-Stops, but they must provide access to the services in the centers where they operate. Also we have had a lot of questions about the NFJP obligations in terms of infrastructure with the One-Stops, and we will have more guidance on that coming out. It's a complex issue but there will be more guidance on that coming out.

Some of the other questions we've received just in terms of what kind of tasks should we be doing now to be in compliance with WIA, one of the things is make sure you're keeping an eye on the state plans. NFJP isn't necessarily a required partner in the state plans, but again you're a fundamental part of that system. So it will be good to keep an eye on what is going into your state plans.

Certainly we have been emphasizing over the last year and beyond that to continue to try to develop good strong relationships with the state workforce agencies and your monitor advocates and of course reaching out now to your local WIBs and again looking at your MOUs, seeing where they might need to be adjusted, and keeping your eyes open for how the infrastructure piece is going to play out under WIOA.

As far as outreach and recruitment, grantees are responsible for coordinating services, particularly outreach, again, with state workforce agencies and monitor advocates. We are, just as a note, putting out in the near future some nice outreach materials that we've produced and some outreach videos and things that we think will be a nice addition to your – the toolboxes that you currently use to reach out to your communities.

Talking about eligibility enrollment, WIOA did change the definition of eligible seasonal farmworker, which now the way it's defined is as a low income person who faces multiple barriers to economic self-sufficiency. That has some implications for the system.

One is that we are defining low income person based on the WIOA definition of that, which includes a number of options for someone to be considered low income under the program, which includes someone who's received TANF or SNAP, other public assistance, someone who may be disabled and whose family is above the income requirements but they themselves meet it. And so I would just encourage you to look at the operational guidance itself because it does provide a little more flexibility in terms of who you can qualify as a low income individual.

Another piece we've gotten some questions about is the idea of multiple barriers to economic self-sufficiency, and what we've been telling folks in some of the regional meetings we've been able to attend is that certainly at the very least just be documenting that in the case files with your customers so that you can just show. And that could be part of an IEP or could be part of your case notes, that type of thing.

Again, the definition of dependents is not changed under NFJP, but I would note that with some of the things that have been happening and there was a TEGL that came out, TEGL 26-13, some time ago that did establish that same-sex couples are in fact covered under ETA programs. So that's just something to bear in mind in terms of when you're looking at who qualifies as dependent.

Let's see. Oh, another question that's come up has been about extending the period of qualifying an individual for the NFJP program for someone who's potentially been incarcerated, hospitalized, something like that. We are still operating under the old TEGL which gave you flexibility to extend that eligibility period out. So that is still available to you as you're moving forward.

So one of the big changes or one of the bigger changes under the operational guidance is that the definition of farm work has been broadened quite substantially, including the addition of fish farming and also processing. I won't go through all these various things. You're welcome to look through it, obviously, but again the implications for this are that it really should open up some – open up the possibility of serving some populations we haven't traditionally been able to serve before, folks doing fish farming and aquaculture, that type of thing, the logging, forestry operations.

And I would encourage you to take a look at the definition and see how that could affect how you're going to approach your sort of overall program design and outreach. Another thing to keep in mind is obviously many of you that are in the NFJP community, you submitted your program plans for this year, but if you are going to expand your programs out, to make sure to be in touch with your FPO so you can request a modification to your current plan.

Yeah. Let's see. I won't go through all that. Keep going through. Again, fish farming is now an eligible classification, if you will, or an eligible occupation, and then we've provided the NAICS codes for those. But again, the definition of farm work is so broad that many other things that would traditionally fall under aquaculture would also be included in that.

Along these lines one of the things that I know has been asked for and that we are anticipating coming out with some guidance on is just providing the NAICS codes that will mirror the definition so that you can have a better comfort level about what occupations specifically fall under under the definition of farm work. So be looking for that. I can't say – it hopefully will be out sooner than later.

But couple other little things about eligibility enrollment, and these are really unchanged from –that's not true. They're basically unchanged from WIA. Male applicants still have to show that they've complied with selective service, and we have come out and explicitly said that NFJP participants must have the right to work in the United States. That does include DACA eligible individuals and there's a TEGL which escapes me right at the moment but it's on our NFJP guidance page, if you'd like to refer to it. But it does help provide what kind of flexibility you have to serve folks that qualify under that.

Let's see. Documentation requirements just in terms of more nuts and bolts type of what kind of paper trail you need to be able to show that someone's eligible, that has not changed under WIA. And again I'd just encourage you to just refresh yourself on what that looks like.

That's a lot, and I went through pretty quick. So we're going to take a little break here, a little breather and just check in, see if anybody has any questions about any of that or if we can offer any additional clarifications. And then we'll kind of move on into some other aspects of the operational guidance.

So just addressing the second item, what are some other aquacultures? So, for example – and I love these – so for example, alligator farming, turtle farming, seaweed farming potentially, anything that's sort of an aquatic commodity. The NAICS codes, for those of you that really want to dig in, if you go into these categories, it's 112512 and 511, are the codes. But it does cover quite a few things. It basically catches everything that isn't fish bin farming or shellfish farming. So I would just encourage you to take a look at those and see what kind of – because again, there are quite a number of opportunities under those two.

Anything else that's striking anybody? Good. Well, I'll go ahead and keep moving on. So moving on to career services, and I won't go into all the specific career services that are covered. There is a really good TEGL that just came out. It's actually not applicable to NFJP participants, but it does provide a really good overview of career services and training services and what those are and how we're sort of looking at them under WIOA.

I know there's been some questions about how do they relate to core and intensive services, and that TEGL 3-15 does provide some guidance on how we're looking at that now. And of course there will be additional guidance I think about that in terms of performance and things like that. But let's see.

A few other notes. Grantees must provide access to career services through the One-Stop delivery system. How that looks is going to be worked out with you, the One-Stop partner in your MOU. You can also provide career services resources outside the One-Stop system, which means you can be – essentially what that means is that obviously we recognize that some of those services are being delivered outside through your office or through your partner organizations. Career services must be discussed in the required MOU between the local workforce boards, and again you can obviously – you should be operating under the existing MOUs until you sign a new or amend the MOU under WIOA.

In terms of training services, again they have not really changed too much. The operational guidance does require that you provide them, and there's a definition of them both in 167(d) in the WIOA statute and in section 134 as well. One thing to note, and many of you know this or you've heard us talk about it. There is no sequence of service anymore in terms of providing career services and training.

So when someone comes in and gets assessed, depending on their needs and their barriers and things like that, you can put them in at the appropriate step. So it's not a matter of having to move them through. One thing I would encourage all of you to do though is look right from the ground up in terms of your own just operational processes and forms and things like that to make sure that your forms or your just internal policies are not – reinforcing that and that it's a chance to take a fresh look at that.

Training services must be directly linked to an in-demand industry sector or occupation. That is pretty much in line with the overall intent of WIOA, and again it really just means that the expectation is that folks are being trained in industries that they are going to be able to get a job in the local area that they work and live in. Training activities must encourage attainment of recognized postsecondary credentials, when appropriate.

We understand that not every training opportunity is going to lead to a recognized credential, but there's definitely a emphasis under WIOA to encourage in places where that can happen because it's a good entre and just in terms of folks getting jobs and leading to a better career path. And of course that will actually be one of the performance measures starting in 2016. So it's another thing to be thinking through.

Under WIOA grantees may reimburse OJT employees, just as they can now, up to 50 percent. In the operational guidance we have provided the ability for grantees, at your discretion, to up that rate to 75 percent where that makes sense. You want to keep in mind those particular considerations, but it is up to you as a grantee to make that determination for yourself. To make your FPO's life easier, you might want to have a policy around that so when they come out you can show why you bumped it up, but you certainly have that ability to do that.

As far as youth services go, again has not changed too much. The – all the career services and training services that the adult service system – under the adult system what we can do as well as other activities specified here. One thing is that – and we also in this have defined eligible MSF youth in the operational guidance as basically someone who is eligible as an MSFW or a dependent who's between 14 and 24 years old.

Nowwe have had a lot of questions because it raises a lot of questions of how will youth participants be separated or tracked under WIOA. And currently there is really no mechanism to do this. We are encouraging grantees to voluntarily report, if they'd like, in their quarterly reports on the narratives. Certainly one of the things leading into the 2016 program year is that we'll be looking to revise reporting forms and provide additional feedback in terms of how youth measures will be incorporated into the NFJP program.

So keep an eye out for that, but again, it's a good time to be thinking about how you're going to be approaching serving youth, although we recognize that this year may be a bit of a transition year because it may be we don't have all the pieces in place to necessarily make that an easy, straightforward process.

So I think we're going to take another little break here, and, Eric, are you going to take this one on or am I going to take this one on?

MR. BELLINO: Sure. I'll introduce it. So the polling question here today is on your screen. "Do you anticipate enrolling MSFW youth into your program?" So there's a few options, either "yes, no, will enroll in partner program, and then will only enroll after WIOA youth performance measures are enacted." So you can just click on one of those four selections.

MS. VITELLI: We can see that a lot of you are answering that you will enroll youth into your programs, which is really interesting and also really positive news. As Greg said, we know that this is a transition year, and so the new performance reporting system will capture the results along with all of the new performance metrics and all the new performance measures under WIOA.

And in case we didn't mention it, right now we're having everybody report on the existing performance measures in PY '15. We'll be collecting new performance measures in PY '16. So we're in a transition year where our systems don't necessarily allow us to capture the number of youth, and so being able to see it on the narratives is good.

And while we're in this pause with the questions, just to answer one or two more questions that came in over the chat, somebody asked about the career services TEGL. And it's TEGL 3-15. It was the operations guidance on the adult and dislocated worker program, and they went into some length about career services. Career services are also in pretty detail in the statute and in the proposed rule but – well, for your reference of course, we're not under the proposed rule right now but the 3-15 provides a nice discussion of the career services that are available under WIOA.

MR. SCHEIB: Great. So we'll go ahead and kind of wrap our discussion up here and move on to related assistance. Again, related assistance has not changed under WIOA, short-term direct services and activities to customers that are otherwise potentially not receiving any other employment or training services. And we've given an example which you are – most of you – probably 99.9 percent of you in NFJP are very much aware of. And again, it's essentially unchanged under – I mean, it's unchanged in terms of how we're approaching it and in terms of the ability to provide those services.

Let's see. Just another little bit about related assistance. Again, emergency assistance and related assistance are not the same thing. They're different. So, for example, if you're providing related assistance, you still have requirements around documenting the eligibility for that.

With emergency assistance you do have some flexibility but you do still have to actually document right to work and selective service but the other elements you can take a customer's self-certification, self-attestation. And we have just continued to reiterate, mostly from a tracking standpoint and a fiscal tracking standpoint in some respects, that related assistance is distinct from supportive services.

Sometimes those two words get conflated, but the way we treat it budgetarily – I'm only saying this because I know that's how it sometimes gets played out – is that if someone is receiving any other WIOA service from you and then gets some additional support, that supportive service, if they're getting a one-off assistance that then would not presumably be followed up – and in many cases, as you well know, you might get someone who's getting lots of related – or is getting related assistance and then at some point then starts receiving some training or moves into a training program or gets some additional intensive case management.

And in that case, then those services would then start providing them supportive services at that point, which there's a bit of semantics but just something to keep in mind.

Moving on to housing services, allowable permanent and temporary housing services remain essentially unchanged under WIOA, and they may be required – and they may be provided when required to meet the needs of eligible MSFWs in terms of retaining or engaging in training. Under the operational guidance, the occupancy of year-round and migrant rental units isn't restricted only to MSFWs, but we have put provisions in that at least one individual in the household does in fact have to be determined eligible for the program. That is consistent with the WIOA statute.

So here's a little housing question for you, for those of you that are providing housing services. You can decide if this is a joke question or not. Eric, you want to read this one off for us?

MR. BELLINO: Sure. Second polling question, just like the first one, it says, "Do you provide yurts as part of temporary housing assistance?" There's four question – answers for you, either "yes, no, what's a yurt?, will only offer yurts as temporary housing once I know what it is."

MS. VITELLI: And $5 to anyone who can spot the word yurt in the proposed rule. It is in there, and it's an option for proposed – for temporary housing, which at least two grantees know because they've been using them. It actually would be appropriate in certain environments.

MR. SCHEIB: It would. We just love the fact we can get yurt into the proposed rule. So anyway, moving on. I'm going to go ahead – I'm sorry. We all want to go ahead – I'll go ahead and move on to performance measures.

Again – and Kim has already touched on this – the WIOA performance measures don't actually become effective until July 1, 2016. So for this current year that we are in we are still working and functioning under the old measures. So we don't have to change anything. Your MIS people should probably be thinking about it, but there's nothing to be done yet. So just sit tight for a little bit. Again, you'll continue to be evaluated on what you're being evaluated on now. As those of you know, again, this is – in terms of turning into the program plan, the performance goals for this year were kept at the same level that they were in PY '14.

Let's see. Finally a little bit more on reporting outcomes. ETA will continue to use the current reporting and fiscal and program reporting forms for PY '15. Again, many of you know these already, the ETA forms 9093, 9094, and 9095, for those of you that have employment and training grants. And for housing grantees we will continue to use the 9164 form. Again, all of those presumably will have to be looked at in light of the performance changes going into 2016.

Let's see. Yeah. This is a little more detail just of what we've already touched on. The current forms don't capture the number of eligible MSF youth. And again we encourage you, if you'd like to voluntarily report on the number of youth that you're serving, you can do that in your quarterly reports.

And just moving on, a few last little bits to keep in mind. You can use your PY '14 funds in PY '15. They do remain PY '14 funds. So you will have to track them and report on them in a separate 9130 form on a quarterly basis. There was a fair amount of flexibility under WIA in terms of changes to your program plan, but under the operating guidance you must get DOL approval to add, delete, expand, reduce any part of your program plan. So if you feel like you're doing something that you didn't say you were doing in the plans you submitted, talk to your FPO, and if you need a modification, we can do that.

Again, something we've been emphasizing – I think many of you have already taken advantage of this – we've been encouraging you, because the PY '15 funds are administered under the uniform guidance and a part of your funds are not, we have been encouraging folks to ask for a mod so that all your prior year funds would also be covered under the uniform guidance that came out in December of this past year. It just should make – well, the idea being that it's going to make it easier so you're not tracking under two separate systems and you're not going to come up with inconsistencies.

Let's see. Oh, that's about it. I know that there was some questions we got prior to the webinar about additional guidance, and I think one of the things that working with AFOB we're hoping to do is develop a program guide once things have played out with the final rule and we have a better sense of how the final rule plays out.

We will – we have – the intention is to come out with a guide, although that may take a little bit of time. So it won't be immediately coming out, but we're hoping that moving well into 2016 we should have something that will help provide some guidance moving forward over the next couple years.

That's about my piece and just –

MS. VITELLI: Should we let them enter in some questions?

MR. SCHEIB: Yeah. Absolutely. Absolutely.

MS. VITELLI: So feel free to enter questions into the chat feature, and we'll take a look at some of the ones that have come in.

So we've gotten some questions. Some of them we might want to get a little bit more information and talk with an FPO about what's specifically happening in the grant, particularly about mortgage payments and how it relates to housing.

One person asked when the final rule will be released, and I believe that our time horizon right now is the spring of 2016. And I think that we'll continue to do what we did with the proposed rulemaking and try to keep the communication with the public as open as possible and continue to provide updates in the – on the WIOA webpage, doleta.gov/wioa.

We did get a healthy number of comments, which is actually a really, really positive thing. We were really glad to see how many different people submitted comments to the NPRM. So thank you to all of you who did so. The department right now is actively working to look through all of those comments to identify what the big issues are and where we need to make adjustments.

Let's just take another look at – see if any –

MR. SCHEIB: So just to answer the question for housing, "Determining at least one individual is eligible is a new requirement?" Yes. That's right. It's new under the operating guidance.

And in terms of regarding serving youth, "Will we be able to allocate a percentage of our grant to serve youth?" Yes. But again take a look at your program plan, and if it's not a part or you haven't sort of addressed it, you may want to take a look, especially if it has budgetary implications. You may need to go back and look at how you've allocated budget items or how you've described things. But yes, you can but just make sure and just always good to stay in touch with your FPO when you're making or considering those kinds of things so they know what's in the works.

MS. VITELLI: There was a question too earlier about when we were talking about the fish farming and aquaculture and whether seaweed for food versus seaweed for fuel was eligible. It will be clear actually when you look at the NAICS code because it's pretty specific. So I think the answer is yes. Both of those, but the NAICS codes will make it clear when you look at the description of the NAICS codes. And we are going to be putting out guidance that specifically lists which NAICS codes fall into the new universe of farm work.

So let's hear from some of your colleagues. I'm going to turn things over to Jennifer Shahan, the state director for Delaware and Maryland for Telamon Corporation who has a lot of advice for us in general on NFJP and in particular on their experience in serving youth. So thank you so much for joining us today, Jennifer.

JENNIFER SHAHAN: Thank you, Kim. And thank you also to the other co-presenters, Greg and Juan and Martin.

I'm here today to share some information with the group about what we're thinking about and what we're working on in order to implement some of the new activities that are allowable under the Opportunity Act for NFJP, especially as it relates to youth. We were really excited about the potential opportunities when we read in TEGL 35-14 that we can greatly expand our abilities to provide youth services to NFJP customers and/or their dependents.

So I'd like to spend a few minutes telling you about how we got involved with youth programs, a few of the things that we're excited about, some of the questions that we're facing that some people are already presenting in the webinar right now, and also what we're doing right now to prepare for some of these things.

So as Greg said earlier, TEGL 35-14 explicitly says that eligible MSFW youth means an eligible MSFW youth who's 14 to 24, who's either individually eligible or is dependent of an eligible MSFW. And then it also says that grantees may provide these youth workforce investment activities to any eligible MSFW youth regardless of the participant's eligibility for WIOA Title I youth activities, as described in Section 129.

So even though when WIOA was released back in January of 2014, it stated there under the authorized activities that the funds made available under Section 167 could be used to carry out workforce investment activities and it had in parenthesis, "including youth workforce investment activities."

We reference that against Section 129, which is the WIOA Act section for the youth, and it talks in there a little bit about the migrant youth set-aside funds. So I errantly assumed that we would only be able to provide those services should set-aside funds be allocated funds or if that threshold was ever met.

So until the TEGL came out we really weren't thinking about providing youth services to MSFW youth except for those that we could already co-enroll. So the picture up right now shows one of our dual-enrolled youth who was developing his leadership ability by volunteering as a junior achievement instructor at one of the local schools a couple years ago.

So years ago when there were migrant youth set-aside funds, we did not participate in that program. We have a pretty small grant, and at that time we were serving about 95 percent migrant farmworkers, and though many of the farmworkers that came to the area traveled with families, the majority of youth who were eligible for NFJP services were single men over the age of 21. So the small numbers of the potentially eligible MSFW youth that we were able to identify at that time wasn't at a level large enough for us to operate a bone fide program. We just didn't have a critical mass.

We have several customers each year, though, who were potentially eligible. So with a strong interest in providing these training opportunities to youth, especially our MSFW youth, we continue to grow our relationships and partnerships with other youth-serving agencies in the area.

About 10 years ago our local mainline out of school youth program came up for competition, we were asked to apply for it. Thankfully we had had a strong youth program in Virginia for Telamon, and they were gracious to share the resources with us. So we were able to successfully compete for the program.

This allowed us to become a mainline vendor, and we were able to dual enroll some of our MSFW youth. But we found that co-enrollment wasn't always or didn't always result in the outcomes that we expected. Sometimes, because of different goals or different rules for the different funding sources, we would come across problems. We also found that the biggest – (inaudible) – was that young adult change their mind. They would tell us one thing, and then later they would change their minds.

So this is an example. The picture up is one of the youth that we were working with who was dual enrolled because he wanted to go back to school. He had met all the eligibility criteria for both programs, and the plan was that we would provide the youth services concurrent with the – (inaudible) – services. He started secondary education and we were very excited for him but he unfortunately flunked out his first semester even with some of the support that we were able to offer, such as tutoring and adult mentoring services.

He just wasn't ready to commit at that time to what was necessary for his postsecondary education success. He ended up going back to work what would have been his second semester, and with all the resources available to him to try again, he still decided that he was not going to go back to school.

So he worked for six or seven months, and then after that time there were no more services necessary from NFJP where he was enrolled as an adult participant. So he exited the program, but he did remain active in the youth program, as he was so involved with some other adult mentoring and leadership activities. He suffered through a particularly grueling summer working, and he decided that that was the impetus he needed to return to school the following semester.

So when he returned to school the following semester, that's a qualitative success in anyone's book. It definitely was in our book because any time we can reattach a young adult to postsecondary education, we're succeeding. But because he had exited the NFJP program in July and his first quarter after exit was September to December, he was unemployed when he was attending school. So he was a negative for our adult outcomes. The end of the story is great, though, because he obtained his – (inaudible) – licensed mechanic and he's still employed locally with a local public transit authority.

Another example at the same time was also really difficult for us to handle. There was a young gentleman who had been dual enrolled, and he completed – as he completed his AmeriCorps program with us, he decided to exit both the youth and the adult program once he became fully employed. He was definitely a quantitative success for both programs, both NFJP and mainline youth, but about halfway through his second quarter he came in and he said, you know what, I really think I want to go back to school now; I had the stipend from AmeriCorps and I think I'm ready to go back to school.

And we counseled him to hold off a semester because if he went back to school, then he would not be a quantitative success for us. And that was a really hard thing for us, and it worked out for him in the end too. He ended up – he did go back to school, but it was hard that we had to actually say to him, why don't you wait a few more months? That was not something that we liked doing.

So we hope that with a youth NFJP program that these types of co-enrollment issues could be mitigated. So going forward I think that NFJP grantees are well-positioned in a couple of things. First, due to our strong partnerships, our network, and our ability to be flexible and proactive, many of us who already serve MSFW youth in our NFJP programs – these are the individuals who are 16 to 24 – they will find that these additional allowable activities could be very beneficial to our customers and really work towards not just quantitative success but also qualitative success. No longer will we need to grapple with counseling an exited customer that perhaps they should wait a quarter before they enter school if they were enrolled as a youth instead of an adult.

The 14 elements combine two of the original elements into one and add five new elements, including financial literacy education, entrepreneurial skills, services that provide labor market and employment information, as well as activities that help youth prepare for and transition to postsecondary education and training. And these are all things that many NFJP grantees already provide in house or through partnerships.

Secondly, because we work with MSFW families and their dependents, many of us have very strong referral networks or partnering agencies for many of the original elements. We're already set up to provide WEP opportunities and supportive services for our adult customers. So though there are a few elements we'll need to develop, special leadership development opportunities and adult mentoring, many of us will be able to segue. Not all of us, however, are going to want to or be able to offer the full youth programs either due to capacity or funding levels. So for those of us battling those issues, I'd like to share a few more slides.

Mainline WIOA programs are transitioning from 30 percent – that's my typo on the screen. Sorry – from 30 percent minimum with out-of-school youth to 75 percent minimum out-of-school youth. So many of the MSFW youth that we enroll right now as adults are considered out of school. There's a specific definition, but basically it means that they're not currently enrolled in high school, or if they were enrolled, they've not attended for the whole last quarter.

So for those of us who are partnering with local mainline vendors, this is great information to have as some of them are going to be looking to expand their services to more out-of-school youth. You may have a great opportunity to refer your customers to them. Just remember that if you are co-enrolling, that you'll need to make sure that you have frequent communication between all parties to make sure that the outcomes are aligned to the full extent possible.

Another great thing to know is that mainline WIOA youth programs now need to demonstrate that at least 20 percent of their direct funding is being allocated to work experience. Whether or not we provide these services in house or through dual enrollment I think we can all agree how critical the need is for our communities to offer WEPs to our youth customers. Long-term research is absolutely astonishing about the difference in long-term earnings and life satisfaction for individuals who are able to have work experiences as young adults. The benefits extend far beyond just the paycheck but include the networking and work readiness skills that they're able to gain.

Finally, a new eligibility line for youth now includes basic skills deficient and English language learner. The definition again is very specific, but it basically means anyone for whom English is their second language and or speak another language in their home situation. Referring or co-enrolling these customers, when appropriate, to other mainline youth programs will be an option with this expanded definition for many of our customers.

So when we look at those regulations, the TEGLs, and the other guidance, we really see the future opportunities for serving MSFW youth with our NFJP funds as an immense opportunity. With an end goal of working toward breaking the cycle of poverty that many of our customers find themselves in combined with – (inaudible) – tools of working to fill middle skill jobs in high growth industries, it makes sense to us to invest our limited resources where the potential return on investment is the highest.

We are really interested in further delineating the 14 elements and strengthening the partnerships we need for those that we're not currently able to provide in house. But most importantly we're so excited about being able to provide services to our MSFW youth who aren't able to take advantage of the mainline youth programs. They have limited budgets and capabilities as well. So even though many of our customers would be a good fit for their programs, they may already be full and unable to take on any more customers. So this change in legislation allows us the flexibility to assure that our MSFW youth are afforded the same opportunities that we have for the American dream.

With all the excitement of the potential to expand our NFJP program into this area, we definitely are grappling with some issues, however. First, we are a very small grant, and numbers are critical to the continued support of the program. If we apportion a part of our funds to youth programs, then those individuals will be in the youth measures and not the adult measures, perhaps.

For larger programs this might be more easily managed, but for us with the smaller programs, moving 20 or 30 percent perhaps of our outcomes to another reporting measure will be very difficult. Also being a smaller program, we worry about critical mass. If we only have two or three NFJP youth at a time, can we really run a stellar program with that? For example, is it cost effective and efficient to run tutoring sessions and adult mentoring sessions for just one or two people at a time?

Second, what matrix or decision-making tree will we make and use to determine whether or not we enroll a customer as an adult or a youth? And/or can – will the 18 to 24-year-olds be enrolled as both? Those are some of the issues that we're thinking about.

Next, there's a capacity issue. Yeah. I believe that most of us can incorporate the 14 elements of youth programming with planning and guidance. Isn't going to be easy, and I think most – (inaudible) – have already struggled with the amount of expertise they must possess in order to be successful in their job. Adding youth components to it will add to the complexity and will involve the addition of and growth of additional skill sets. At the manager level it will involve duplicating time for additional reports and data management. It's a real issue that we don't have answers to yet. Greg and Kim both spoke briefly about how some of the youth measures are being thought about. So we eagerly await more guidance around that.

Finally, just like everyone else, we're interested in how the baselines will be established for programs such as this that don't have backup data to support it yet and how continuous improvement will be measured and what that impact will be against the adult program. The last thing we want to do is negatively impact our adult NFJP program, since, as much as the NFJP youth program is needed, the adult program is also sorely needed and we can't risk our adult outcomes.

So what are we doing right now to prepare for this opportunity in growth of programming? First, we are outreaching. Even though we have a baseline of understanding mainline youth programs because we do operate one locally, we only operate it in one county. And for NFJP we provide services in all the counties in Maryland and Delaware. So we're outreaching to the local WIBs where we provide services and are working to join their youth councils or as of July 1st their youth advisory boards.

We're also working to strengthen our internal abilities on the five elements of WIOA youth that are new but also working to develop partnerships with agencies that provide those services such as entrepreneurial training and financial education. We are also working on developing career pathway approaches that support postsecondary education and training for both youth and adults by developing policies and procedures around our IEPs that identify career pathways to attain the career objectives.

As mentioned earlier, with a focus on paid and unpaid work experiences that we need to incorporate academic and occupational education, we're working with local businesses and other interested partners to develop those kind of relationships and work experiences for our customers. (Inaudible) – something that we need to be doing for our adult customers as well, not just our youth customers. So we don't feel that this is wasting any time or any efforts, but it's really strengthening both potential groups of people.

Finally, we're reviewing best practices in working with and motivating and providing services to young adults. It can be like learning a new language as we become better attuned to working with a millennial culture. As we go forward, however, we are excited about the potential opportunities that lie ahead. So I hope I've been able to share a few things with you to peak your interest about the potentials to expand into the NFJP youth program, and I look forward to working through all the questions that we have together.

Does anybody have any questions, or do we want to wait until the end?

MS. VITELLI: Let's let people ask questions now, if you're game to receive them. So anybody that has questions for Jennifer or about youth in general, do feel free to enter those in now, and we'll give you a minute to do that. OK. So you can think about those questions too because there's another time for us at the end to answer any questions that come in.

Jennifer, I don't know if you want to talk about this off the cuff or if you want to think about it and answer at the end. But one question that came in is whether or not you can share some of the struggles you've had in enrolling youth.

MS. SHAHAN: Sure. I think the biggest struggle we have – and I touched on it gently earlier – was that a lot of our – a lot of the youth customers, they change their mind a lot. And you know what I mean by that is they don't yet necessarily know what they want, and even if they think they know what they want, they're maybe not yet ready to dedicate and sacrifice to make that happen.

So doing outreach for that for customers, we really push on those items and really try to make sure that it's a good fit, that somebody's a good fit for the program and making sure that they're ready to do the hard work necessary.

MS. VITELLI: Thanks, Jennifer. So let's move on and hear from another one of your colleagues. Martin Campos-Davis is the operations director for the Oregon Human Development Corporation, and is going to be talking to us about his experience in preparing for WIOA and transitioning into WIOA in Oregon and Nevada. Thank you so much for joining us today, Martin.

MARTIN CAMPOS-DAVIS: Thank you, Kim. And been great listening to the other presenters about the changes coming in WIOA. So we've been preparing all the basic stuff that most everybody else is preparing for, changes in forms and MIS and looking at the new data requirements.

And when I talk to staff, one of the things that came up for us was looking at the retention quarter that's now pushed out to the fourth quarter and how do we keep those clients engaged. And then we had a really robust discussion about the employer satisfaction measures. We don't know what those are going to look like yet, but we want to be able to engage employers for long-term relationships as well. So we've had a discussion about that, and I'll go over those two items.

So the retention quarter gets pushed out to the fourth quarter after exit, and when we laid it out in a chart like this, staff were kind of taken aback and said, wow, that's really a long time from the time we place somebody to we're expected to keep following up with them. And we had a discussion about making sure that the engagement with the client starts at the very front door and doesn't really end when we place somebody. We have language that we use that kind of leads clients to believe that we're done with them. When we start talking to clients and saying, great. You got a job. Guess what. We're going to exit you now.

And then for a lot of us when we talked about that, that just the word exit just has a connotation like you leave a building, you follow the exit sign, and the door slams behind you. And when you turn around, the door's locked, and you can't get back in. So we're starting to take a look at – rather than looking at this in a linear fashion, maybe under the old model client engagement where if somebody came in, we found them eligible, we delivered a core service, we transitioned right into an intensive service, and then if they still needed more training, we transitioned to training and then exit and placement. And that's how we talk to clients.

In this same manner, using a similar flow chart, and I think clients, once they saw that exit placement, their impression was, well, we're done with you. You're done with me. That's great. And then when we start doing follow up, they're like, why are you still calling me months later? And it seems like we were just focused on obtaining wage information, are they still working, and not a lot of engagement about what's going on in the clients' lives or what's the next step for them in that particular job.

So we're looking at kind of reengaging our clients in a different manner and really focusing our discussions with clients on this process, this program that we're offering in NFJP is really with the client in the middle with engagement. And the first bubble up there, awareness, really talking to them about what the program is about, what we hope to help them achieve. That could be part of outreach.

And I'm going to go around the circle here and talk about the next one of prep activities, and all this is really centered around the client and their needs. But all those prep activities that we define as – we used to define as core and intensive or now it's career and training services, we're trying to get away from our program language with clients and really describe to them. So these are all the activities we can do with you to get you ready to go look for work and get a job.

So these prep activities, which may include assessment, may include some English language development, I know a lot of grantees out there have a job readiness class that they do. It could be work experience or an internship now that we're working with clients on, but we're letting them know that these are preparation activities helping them to get ready for the next phase, which for some of them may be job search.

So we've invested some time with them. They bought into the plan, and now they're ready to go out there looking for work. So they have those tools, and that job search may coincide with an on-the-job training. And so they're going to transition into the work aspect, and then from the work aspect we're encouraging our staff not to use terms like, great. We placed you. Now, we're going to get ready to exit you next quarter or this quarter because we want to see those positive outcomes.

We really want to talk the clients on this is a work activity, and your relationship with us isn't over yet because we want to help you along that road, and we want you to get on that job and then help you find out what do you need to do to upgrade in that job.

So since now we have retention in the fourth quarter, there's greater opportunities for clients to get an upgrade during that time period. And we want them to come back to us to help negotiate that, to help figure out the steps needed to move up in the next step of their job. But what's it going to take to get the next pay raise or the next promotion?

We want to be able to engage clients throughout this cycle by including different skills, obtaining activities, and making sure that we're in contact with them after they get to work in a meaningful way and it's not just about can you send us a copy of your paystub because then they're doing us a favor and we're not serving them to their needs.

But really centric to all this is just really making sure that we're engaged with our clients in that whole process, and the process doesn't end when they get a job. It's really begins a new phase because we want to be able to help them keep moving up once they do obtain that job.

So as I said, we're focused on a language shift away from steps in a linear progression and really kind of viewing this more as an engagement cycle with our clients. We want to do some add-in, do some skill building activities throughout those cycles and in addition to everything else we're doing – we're doing job readiness; we're doing English acquisition.

We're doing different types of training, but we also want to be able to make sure that they view us as invested in them and they actually want to come into the office. I think it's no greater positive feedback for an organization when you start getting clients coming in, walking in your door because they got a positive referral from somebody else.

We want to be able to create that positive buzz in the community that we're the place to come to if you're a farmworker to come in and upgrade your skills and get a job, and these people are going to come keep helping you. So we're looking at doing the vocabulary building, maybe doing some scavenger hunts, doing some really short-term classes on negotiating raises, encouraging those folks that have been placed in a job to come back and keep engaged with us after their traditional exit.

That's kind of the model we're looking at for client engagement because we know that's just going to be a longer term effort now, and I think we need to change the way we're doing our business in order to keep our clients engaged with us for a longer period of time.

Employers, the employers we kind of view very similarly. I think we kind of view the employers as that's the place where we're going to put our clients at. We view them as they give us a service. They give us a job. We place our clients there. But the employers have needs as well beyond the placing of that individual, and so we need to be more aware what those employer needs are and really engage employers at a different level.

Employers are going to be rated – they're going to come out with the measures on employer satisfaction on our services, and if they're just viewing us as, wow, here comes another job developer, outreach specialist trying to place their clients with us without really getting to know us as the employer, then that may take a hit on the employer satisfaction piece.

So we're looking to transition how we view placements and how we view our relationship with employers to really be more of a consultant role with employers. And one of the things it's going to require is going to be to require a staff to have a greater awareness of the services within the workforce system beyond what we typically do for NFJP, so beyond the placement, beyond the work experience or internship, beyond the OJT. What do we do with the employer that comes that as we're talking to them says, hey, I got some existing workers here that need some training and I want to find some money for them as well?

We want our staff to be able to either take that information in hand and come back to that employer with the plan that says, we don't have that funding but here's an organization with the Department of Commerce that may be able to help you or with the local investment board. They may have set-asides for sector strategies that they would fall under.

But we want to be able to – we want employers to view us as the linkage to those services. So it's going to require some more training with our staff and making sure that they're aware what other programs can provide for employers and so that we can give good solid referrals to employers.

One of the things we face with our counterparts and with other training providers in the area is the yours and mine attitude with employer contacts. We hear directly from employers is we're kind of afraid to kind of put that notice out there that we're looking for people because we'll start getting calls from your program or the other WIA programs or vocational rehab or Goodwill or other folks that place folks saying – they're just calling us one after another.

And it's really a great opportunity to work more closely with our partners, in particular with the Employment Department, and kind of come to an agreement about how we view our business contacts and really kind of approach it jointly together so that we're not doubling up or tripling up or quadrupling up on employers and making those contacts because after a time then they'll just tune us out and turn us away from the door. And so it just prevents us from even getting our foot in the door.

So we're looking at – we're exploring some of the possibilities from joint training with the Employment Department folks and their MSFW staff to really kind of move us beyond placement relationship with employers to more as a consultative approach to employer engagement. And that really kind of embraces getting to know employers first, getting to know what their needs are, and if they do have some human resource needs that we can help them fill, then it's appropriate to start talking about those but really waiting until the employer expresses that need rather than pushing our clients to try to fit into their available spots.

Part of that messaging that we're going to refine is how we approach our OJTs with employers. And I think it's great that we have the opportunity now to reimburse up to 75 percent, but I was sitting with an employer yesterday at a meeting and I talked to him about that. He goes, wow, that 75 percent sounds great. So you want to give me more money to hire your client. So my first question that I got from him, he's like, so what's wrong with them?

And so we had a good discussion about the OJT reimbursement and saying that – and explaining to him that it wasn't really about what's wrong with our clients and why they need money – why they need – employers need an incentive to hire them, but we recognize from the employer perspective that training takes time and money from their established employees. And we want to recognize that and be able to offset that training time with this, not that we have clients who have a lot of stuff wrong with them and really focusing more from the employer perspective.

And we had the discussion about so what else is that going to do for me? Well, we were hoping to increase our relationship with employers, and this particular employer I used the example of we want to lower your turnover costs. And how we can do that and how we have a good track record with that with employers, we do a good match with our clients to employers.

And using our own performance data we place over 90 percent of our folks in jobs in matching jobs to their needs, and they stay there in those jobs. We have a 90-plus percentage retention rate, meaning that they're still in the job 9 to 12 months later, which means that you're not going to have to go out and find a new employee to replace somebody that you worked with us on filling that position with.

We're hoping to have more business to business referrals from employers. So as employers get to know us and value our relationship, they're going to talk to their business partners and let them know that, hey, this NFJP program in Oregon or Nevada, you should be working with those folks. So that's what we're also hoping to increase. We're also hoping to see referrals beyond the NFJP offerings. We want employers to view us as a linkage to those other service, or we want them to view us as the gateway to additional services beyond placements and beyond OJTs.

And we would do that because we're invested in the employers and we're concerned about their success as well. And as a byproduct we want to see increased OJTs in Oregon, Nevada, and we'd – I'd love to be able to see 30 percent of our placements come from OJTs because that's going to just show that we have more employers that we have a strong relationship with.

And that's it for my part of the presentation. So if you have any questions for me, I'd be more than happy to take those at this time.

MS. VITELLI: Thank you so much, Martin. This is really informative and useful. We're – let me just go through two more slides and then we'll go to questions, and we'll – so think about any questions that you have specifically for Martin and you can enter those in now and we'll answer them in about two slides.

So some important dates to remember. July 1 was a big day for all of us as that became the effective date of WIOA, and for those of you who had noted it on your calendar, you might have noticed that yesterday was the one year anniversary of WIOA. That was a big day for us too.

Look forward to a funding opportunity announcement for the PY '16 grants in probably late November of 2015, and then that would allow us to make the – to announce the awards in late April but certainly well before June 30th so that there's adequate time for transition. July 1st, 2016 will be another big date in WIOA world as we transition to the WIOA performance measures, and there's some other provisions of WIOA that kick in then as well.

So as we're moving through the calendar keep in mind a couple of key resources. I know most of you have already read the NFJP operating guidance, Training and Employment Guidance Letter 35-14. The link is there on the screen for you. Another important TEGL that we should highlight for you, particularly because I saw some folks had some questions about additional guidance for youth programming, and that's the ETA issued Training and Employment Guidance Letter 32-14 that was specifically about youth.

A lot of it is specific to the Title I youth program, but a lot of it will also be useful for you as well as you consider incorporating services to youth into your grant programs. And actually, that was just the first youth TEGL. There will be a second youth TEGL as well coming out in the next month. So both of those would be useful for you.

A lot of WIOA resources are on doleta.gov/wioa, and if you haven't taken a look at it yet, please consider yourself part of the Innovation and Opportunity Network. And you can find that at wioa.workforce3one.org.

So let's take a look at some questions that have come in. I know that many of our state monitor advocates are with us too, and, like I mentioned before, Juan is with us to answer any questions about – particularly about how the monitor advocate systems and NFJP intersect or any other type of questions that you have. Please know that you are welcome to provide those as well. I'm going to give you a minute to enter in any additional questions and while we go through the questions that we've gotten in.

So keep entering your questions. We'll answer some of them now. Some of you have some specific questions about retention under WIOA. Please note that the WIOA performance measures will be captured starting in program year 2016. The draft rule proposes how we would measure the performance and proposes definitions for the performance measures.

The information collection request also includes a lot more detail that's out for public comment. So take a look at those, and if you feel like you want to make comments on those, please feel free to do so on the information collection request. You can show that information collection request to your data and MIS experts as well to get their feedback.

So there was another question about youth funding and whether you had to wait until July 1st, 2016 to use funding for youth services. The answer is you don't have to wait. You can start serving youth now. We say that in our operating guidance that you're allowed to do that now.

You're allowed to spend money on youth. Like Greg had mentioned, if it's not already in your program plan and in your budget, it might require a mod to your grant plan, but that's possible if you wish to do so. The trick here is that when you're serving youth with your NFJP funds right now in this program year, our MIS systems don't make it easy for us to capture the fact that you're doing so.

And so if you're able to tell us in the narrative of your quarterly reports, that is helpful so that we know and you can share how you're serving youth. But right now our systems don't capture youth performance measures, and they will capture that in the new performance system that would be available for PY '16.

I think there was another question about aligning systems and – for – when you're co-enrolling. And while the system is still in development and indeed we're still getting feedback on the exact performance measures through the information collection request, you should know that the system that we'll be developing will be one – we're envisioning it and building it so that it would be one system for all of the WIOA grant programs that include the national programs as well.

So there might be, for instance, different fields and different screens depending on the specific program, but it would be one system. I think that that will make it easier to co-enroll people. It will be easier on our side too on the back end databases to be able to trace people through that, but there's more to come on that. There's a fair amount of work to be done before that new system would be ready for your use and for our use.

Go ahead and type in more questions. We're just going to take another look at what's come in.

There was also a question about whether the housing grantees can discuss housing specific issues. So yes. We can arrange that. We'll ask you to share. Any of the housing grantees that have specific questions, then please let your federal project officer know, or you can also send it in to the NFJP mailbox.

And we'll gather those questions, and if we need to do a call with the housing grantees or we just want to be able to put together some Q&A or something, we can do that. So I think the answer is yes. We can help you out. Just let us know what the specific questions are.

Go ahead and keep entering in any questions. We're going to take one last look and make sure we captured everything and answered everything we could. So stay with us for one more moment.

So we'll answer one more. Someone asked, "If you're a housing grantee only, you're only delivering housing services, are you still expected to enter into an MOU?" So both housing and implement and training grantees are NFJP grantees. NFJP is a required One-Stop partner, and all required One-Stop partners have to have an MOU with the local board. The answer is yes. If you're with the – obviously with the relevant local area, but yes.

And the reason is that the local board and people coming in through the One-Stops may still need to be able to be referred to you. You would want to make sure that people who walked into the One-Stop knew about your services. And one of the ways that that gets done is through an MOU. So yes. Housing and implement and training grantees are all considered NFJP, and they're all considered required partners.

MR. SCHEIB: And just to respond to 12, yeah. There will be opportunities to talk about developing services for youth and what that might look like, and the upcoming AFAWB conference may be a good opportunity. And we'll work with Katie and the folks from AFAWB to see maybe a good place where we could deal with that then.

MS. VITELLI: So I think that that is all of the questions. You know how to get ahold of us, though, otherwise. Our contact information here at ETA is up on the screen, and then the next screen has our NFJP grantee colleagues' information as well.

We know this was a long webinar, and thank you for hanging in there with us. Thank you also for your continued questions. If there was one or two that we didn't get to today, we have them, and we've read them. If you feel like we didn't give you a good enough answer or we didn't answer what you wanted, do let us know.

Feel free to come back at us either the information that was on the screen or through your federal project officer so that we can make sure everyone understands what they want to know to implement NFJP in this transition year. It's an important year.

Thank you again to everybody who joined us today.

(END)