**WorkforceGPS**

**Transcript of Webinar**

**FY 2019 RESEA Grants: New Program Requirements and Application Instructions**

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LAURA CASERTANO: Welcome today to today's webinar. I'm going to pass things over to your moderator today, Larry Burns. He's a reemployment coordinator with the Office of Unemployment Insurance, the Employment and Training administration with the U.S. Department of Labor. Larry, take it away.

LAWRENCE BURNS: Thanks, Laura, and welcome everybody to the first RESEA webinar of 2019. I assure you it won't be the last. We have several planned up for you this year.

Just for a general context, this webinar today will be focusing on the operating guidance that published last Friday. That's Unemployment Insurance Program Letter 719. I know it's only been up for about a week and you're probably still going through it but what we want to do is present an overview and walk through some of the required elements and also talk about some of the other resources and tools that are out there to help you with that.

And as I mentioned, we do have several other webinars planned. We'll be talking about an upcoming webinar that will be next Tuesday, so you will have back-to-back webinars in the queue.

As you guys know, RESEA was recently reauthorized and there's been several changes to the program. As a consequence, we have a much bigger team of people at the department working on RESEA and we're going to have several new team members presenting today and there's going to be an opportunity to introduce you to some of the new members we have helping us with these new changes to RESEA.

We'll be joined today by Gay Gilbert, the administrator for the Office of Unemployment Insurance, Lawrence Burns, the reemployment coordinator with the Office of Unemployment Insurance, and I'll also be in the dual task of moderating the presentation today. Megan Lizik, senior evaluation specialist with the Chief Evaluation Office here at the department, Gloria Salas-Kos, senior program analysis with the Office of Policy Development and Research and Serena Boyd, who is our grant officer for the RESEA grants from the Office of Grant Management.

With that, I'm going to hand it over to Gay to start some opening remarks to get us started.

GAY GILBERT: Great. Thanks, Larry. Good afternoon, everybody, or good morning as the case might be. I thank you very much for joining us. We're pleased to have as many of you as are on the line today. We hope many of you are together in groups.

As Larry mentioned, RESEA is a team sport, so we think it's really critical to have a thoroughly trained staff and program leads, workforce program leads, evaluator program leads or my directors or whoever puts that description in your state.

This is the inaugural year for our new RESEA program, which is very exciting, but we also know it comes with a lot of new requirements and obviously, this operating guidance that we published on Friday has got a lot of stuff in it, which is why we want to walk you through a lot of that today. We're anxious to set the stage for your successful implementation of those new requirements. We do expect it to be an innovative process because they are somewhat complicated, so we expect them, like I said, this isn't the last webinar.

You're going to continue to have lots of questions and issues as you, as we try on this new program for size and I think that's to be expected. So we're going to want to have a really good, strong communication link over the coming months as you all are walking through the implementation of the new requirements. So it's a new adventure and we look forward to working with you and without further ado, I think we should just dig in and get down to the meat of what we need to share today.

MR. BURNS: Thanks, Gay. With that, I'm just going to give a brief overview of our objectives that we're going to try to get to. As Gay mentioned, we're going to, we have a lot to cover today. We're packing in quite a bit. We'll start off with just a very, very short overview of the recent legislation and some of the changes in there. This is just to provide some background and context.

If you haven't attended or viewed it already, back in October Gay and I did a very deep dive in a new legislation going over all the different requirements. That presentation is archived on WorkforceGPS and one of the things we'll be doing after this event when we archive this session on WorkforceGPS, I'll also have a separate document that will have links to everything we're going to reference here because you're going to see quite a few links as we go through the presentation.

Also, the main body of the presentation is going to be walking through some of the new stuff that is in the operating guidance that was issued last Friday. That's going to be about 90 percent of the discussion today. We're also going to give you guys a high-level summary of some available tools and resources to help you with the RESEA program during this implementation phase. And some of the future webinars we have coming out and planned, including the one on Tuesday, is going to do a much deeper dive on those tools and resources and tell you a little bit more about how to use them.

In addition to the programmatic changes that were introduced by the recent legislation, we do have some administrative changes to the program that are occurring in '19. One of the big ones is we're going to be using grants.gov for the first time to receive your applications for the grants. All of ETA's grants are moving towards grants.gov. Up until now we've been doing an e-mail-based system. Grants.gov has some safeguards and other things that should make the process a little bit more streamlined, but it's also going to – we realize it's a change and want to do a quick walk through of that and give you guys some tips and tricks on how to use grants.gov.

And with that availability we're going to save as much time as we can for your questions and answers. I will note that if we don't get to all the questions today, we will follow up with a frequently asked questions document as part of this. So everything you ask, we're going to use it for input to help feed technical assistance, but we'll try to get to as many questions as we can today and again, it's a last reminder. You're going to see a lot of links and we will have a separate document with all those links laid out for you, so it isn't going to be imbedded in the PowerPoint. We'll break them out to make them a little bit easier for you to use.

So again, our first step is we're going to talk just briefly, very briefly about the legislation. When you look at the operating guidance, you're going to see a lot of references to these four different acts and I just want to explain what they are. The first two, the Bipartisan Budget Act of 2018, we refer to it as the BBA, and the Social Security Act, those two acts service the authorization for RESEA. The Bipartisan Budget Act amended the Social Security Act to make RESEA a permanent program. The last two bills here are appropriations related, one of them applying to 2018 and one of them applying to 2019. I'm going to talk a little bit about what those do in the next couple slides.

The first thing I want you to know about is the Bipartisan Budget Act. This is the key legislation that implements the new RESEA program, so this amended the Social Security Act to create a new section 306 and it did several things. First, it establishes a permanent authorization for the RESEA program. Up until recently, we were operating as a creature of the appropriations process, but having permanent authorization allows us to do work-based center thinking and longer-term work around the RESEA program because we have more of a direction and more of an idea of where we're headed with the program now.

It also maintains RESEA as a voluntary program. We've included guidance, readings that reference that and there was a little bit of confusion. I just want to clarify that it's a voluntary program for states, similar in previous years. If you want to participate in RESEA, you will have to submit an application or a state plan in future years to join the program. As far as UI participants, once they're selected for RESEA, it does remain a required activity, so there's a little bit of confusion but the legislation gives states the option of participating. It's not a requirement for the states.

One of the biggest changes is the act introduces a new approach to using tiered evidence. We're going to spend quite a bit of time today and on Tuesday talking about that because that's one of the more complicated changes and there's a lot to it, but it's also one of the areas we're going to be doing the most technical assistance to help support you in implementing.

A couple other things. The implementation is phased. That presentation we did back in October, we outlined all the different requirements. Most of the requirements of that take place starting in 2019 with implementation going over the next three years. You're going to see things kicking in, but there are other provisions that take place even after that. So that first presentation we did in October walks through all the different things that are going to be happening over the next few years with this program, but you're going to see a lot of changing starting with this 2019 grant.

There's also several new program requirements and we're going to talk a lot about these as we get into the guts of the operating guidance. As I mentioned, there's the evidence-based strategies and required evaluations. We're going to spend some time today talking about that in addition to Tuesday. We'll go into a much deeper dive. There's also increased state discretion in participant selection. We'll be getting into that shortly, so I'll hold that for later, but there's two other things that we just want to keep on your radar because we'll be looking for your input on them.

First of all, there's submission and approval of annual RESEA state plan. The Bipartisan Budget Act and its amendments to the Social Security Act established a new requirement for the state plan that's going to require a lot of detailed information about how states are (authorizationalizing ?) the RESEA program. We're currently working on a template that's going to make this a little bit easier on you. It has all the elements laid out. There'll be an available document that you can work with.

We're working on getting approval to use that and as part of that process, it'll have to go through the regular OMB Paperwork Reduction Act and we will be hopefully publishing a registered notice after your input on what the plan looks like. I will let you know the plan is a lot more robust than the applications you've used in the past couple years and a lot of these new elements are statutory required, so the plan lays out exactly what is in the statute and why it's needed. And there'll also be quite a bit in this new plan pertaining to the new evaluations and tiered evidence, so we'll be giving you guys a sneak peek of that as part of the Paperwork Reduction Act approval process. And also, when that does roll out, we'll do some technical assistance around the state plan.

Another substantial change you may have heard about is that starting in fiscal year 2021 we will be transitioning to a formula allocation of funds. One of the things we are going to do is under the new legislation we're having to get feedback on how to implement this requirement, so in the near future there will be another several register notices asking for your input on what the form will look like, so I wanted to keep those items on your radar.

I'm just going to run through these goals really quick. The statute identified four key goals for the RESEA program. The first one is to improve employment outcomes and reduce benefit duration, or that the intervention or service delivery strategy are being evaluated to determine their effectiveness in achieving these goals; to strengthen program integrity and reduce improper payments of unemployment compensation; to promote integration with the vision of the Workforce Innovation and Opportunity Act; establish RESEA as an entry point to other workforce system partners.

The reason I wanted to identify these goals is everything we're doing around RESEA, all the system requirements and the changes, everything in the statute and the program loops back to these four elements so it's really important that for the context of the RESEA program, you understand what the intent of the recent legislation is.

And just to wrap it up, there are in the operating guidance, we reference two different appropriations acts. The Appropriations Act of 2018 delayed implementation of RESEA. That's why in 2018 you were able to continue your '17 programs while we did some more work on implementation. After the statute was written, it was supposed to take effect immediately, but we had a little bit of extra time to help plan what we're going to do starting in 2019. And then also, the fiscal year 2019 appropriations gave us our funding for the year and also it clarified some things around UI eligibility for RESEA that I'll talk a little bit about more later.

And the last slide I want to speak on before I hand it over, I just wanted to give everybody a heads up. This is in the operating guidance, but for fiscal year 2019, we are implementing funding award caps and what we did in '17 and '18. We have $150 million available for RESEA this year. Attachment one of the operating guidance provides your state-specific funding cap, so that's the amount you may request up to.

One of the things I just would really caution states, when you're planning for 2019, I have been contacted by several states that are rolling over funds from previous years. As you're designing your 2019 program, please be mindful of any carryover funds and sign around that to make sure we're spending the funds efficiently and well.

So similar to previous years, we do have those caps and for states that did not operate RESEA in 2018, I calculated caps for them as well based on projected workload and a combination of some of the other funding caps we'll discuss later. So there's a projected cap for every state in that attachment one of the guidance. So again, that's an up to amount. You can request that as a maximum, but you can also ask for less based on carryover, economic projections and other things that may be happening in the state.

And lastly, as you know, we will be transitioning in 2021 to a formula-based approach to awarding funds. One of the reasons that we implemented these caps and this new funding mechanism over the past couple years is to start preparing states to move in that direction. And again, please be on the lookout for the Federal Register notice. We're going to be talking in detail about the form asking for your input on how we should implement this.

With that, I want to pass it back to Gay to talk about the evidence-based requirements

GAY GILBERT: Great. So the evidence-based requirements in the statute are, as I mentioned earlier, pretty complicated and kind of a new, whole new kind of paradigm I think for some of our workforce programs.

Basically, there is an implementation of it what's called a tiered evidence approach and the goal here is that to actually create a structure that encourages states to actually build new revenues around the programs and the different service delivery strategies and interventions to be sure that states are implementing the things that work. I would like to be clear that these new provisions actually do, in large measure, kick in in 2019 despite the fact that we will not have a state plan from you regarding your, what you will be doing in this area.

The requirement that you used, this first general requirement is that funds must only be used for interventions or service delivery strategies demonstrated to reduce the average number of weeks participants receive benefits by improving employment outcomes, including earnings.

So that's our broad, general mandate is that funds should only be used for those purposes and to achieve those outcomes and have been demonstrated to achieve those outcomes. We are, states are generally required to have service delivery strategies and interventions that have evidence that have been rated as high or moderately causal. And we're going to talk a lot more in a lot more detail about what that means and how that's going to evolve over time.

I will say that we are going to introduce today sort of a temporary sort of transitional definition of high and moderate causal evidence that's currently used by the Department of Labor today for its evaluations and future studies. So this is in '19. It's going to be sort of a transition year. We do anticipate that in, by 2020 we will have introduced to you a lot more rigorous definition and we will be working with you a lot I think to try to create strategies to build evidence.

One of the things that we – let me shift to the next slide to say. So basically, you are able to use 10 percent of your funding to actually do evaluations or any service delivery strategies or interventions that don't meet that threshold of high or moderate causal evidence behind them need to be under evaluation and the 10 percent is intended to cover that. We know that 10 percent is probably not very much in the world of evaluations and what they cost and particulars if you're trying to get to a rigorous evaluation that will get you to a high or moderate causal ranking.

So and by the way, high or moderate causal or some things that currently contribute to that definition are that the study was in fact rigorous. As we evolve the definition into 2020, we also will be adding sort of the impact of the evaluation and how we think about how to assign those terms to how well, what evidence the study has that this strategy actually worked.

So I do want to say that we are going to talk about technical assistance and as Larry mentioned tools and resources here. They are available to you this year to help guide you, sort of making your determination that the service delivery strategies and your service delivery design and intervention meet this criteria. And again, we intend to do a lot of technical assistance around this issue, including even one-off technical assistance.

We also, I'd like to say that while the legislation seemed to shift this burden to the states, the Department of Labor actually recognizes that this is a big lift for all of us. So we anticipate working collaboratively with states and hopefully coming up with strategies to help us do evaluative work together that again help us build the evidence around programs.

I'm going to – oh. Next slide is catering to the formula allocation and funding as it relates to the evidence strategies beginning in 2023. That seems like a long time away but in evaluation land, that's actually quite short because an evaluation can take multiple years.

So beginning in 2023, states have actual requirements that they must use a percentage of their funds for using strategies that are highly or moderately causal. So today you would be free to I think to put all of your service delivery design under evaluation and we'd be OK with that. In 2023, you would have to have at least some of your money being targeted to things that have been proven to work. So that's sort of how that's intended to work.

So I'm going to stop there. I'm going to turn things over to Megan Lizik from our Chief Evaluation Office and Gloria Salas-Kos from our Office of Policy Development and Research to talk again a little bit more about what our plans are with regard to technical assistance and tools and resources and evaluation strategies.

MEGAN LIZIK: Great. Thank you, Gay, and hello, everyone. My name is Megan Lizik and I'm the senior evaluation specialist with DOL Chief Evaluation Office and the project officer for the new RESEA evaluation.

As Gay mentioned, this is a team sport and I'm joining us with my colleague Gloria Salas-Kos from DOL's Office of Policy Development and Research and who, along with our OUI colleagues, is working closely with me on the new RESEA evaluations. We're happy to be here today to share a little about this new project as well as give a high-level overview of some existing evaluation resources that should be useful to you as you work on your RESEA proposals.

Next week on January 22nd, we will be having a follow-up webinar to do a deeper dive into these resources and more and we hope you'll join us and bring more people from your teams that will be thinking about using evidence and potential evaluations of your RESEA programs.

To start, let me tell you a little about DOL's new RESEA evaluation. In September 2018, DOL chief evaluation office awarded a new three-year contract to apt associates to provide support on implementing the statutes to DOL. Their team brings together highly qualified staff in the many areas across the project that are required, including and importantly evaluation technical assistance to states.

We anticipate that the evaluation TA will help those build states' technical evaluation knowledge and capacity to meet the requirements of the legislation if you haven't already used our programs. We're still developing what this looks like and we'll talk more about it next week as well as seek to hear from you about what you see as your evaluation TA team.

The next thing I'd like to talk about is CLEAR, the Clearinghouse for Labor Evaluation and Research, which I think is one of the primary resources you'll want to reference during this time. CLEAR is an essential source of research and information on labor-related topics and its primary goal is to make labor research more acceptable to audiences both inside and outside DOL, such as states and other practitioners and policy makers, research and the public so that it can form your decision about programs and policies.

Basically, CLEAR is a place you can go to see how big of a body of research is out there, what is says about particular programs or strategies reaching their goals and how confident we can be in the findings of studies in various programmatic areas.

CLEAR does this by conducting what are called systematic evidence reviews on labor topics, including studies funded by DOL as well as other studies of published reports, and then summarizing the studies in what we call a profile. Profiles are short, plain language summaries of the research that can provide information about the study's purpose, context, findings and strengths and limitations.

Studies estimating causal impact or those studies that ask and answer questions about what works are also rated high, medium or low according to the strength of the evidence they produce, and this is a quick indicator of how confident we can be in the results. These are also the kind of studies that the new legislation is most interested in, the estimating causal impact. In CLEAR, we use gas gage indicators that indicate the rating of the study and I've put these here for your reference.

Finally, some topic areas in CLEAR have syntheses, which try to give an overall summary of the state of the evidence and just fill the so what that comes out of the systematic evidence review, what we know, what the evidence looks like and where the gaps are. So if you begin to think about what your RESEA program might look like this year, CLEAR is a great place to go to understand what relevant research has been done and what the findings are for those interventions or bundles of services in particular context and give you a sense for what questions remain.

Now we're going to take a closer look at CLEAR's reemployment topic area. This topic area is probably going to be of the most interest to you here today. It includes interventions and again what you can think of is programs or bundles of services that practitioners have tried to help UI claimants get back to work faster. Here is included the link to the reemployment topic area, which again includes these short profiles of each study that CLEAR has reviewed, looked at to help you learn more about what the studies say about the interventions, findings, study quality and more.

And then here are some other CLEAR resources you should be aware of. First the reemployment topic area synthesis is a three-page document that provides a plain language overview of the evidence base and focuses on those studies that got high or medium ratings in clear since we have more confidence in those findings to draw some conclusions about what we know about the effectiveness of reemployment initiatives. It also gives a table that summarizes findings across studies and suggests directions for future research.

The reemployment topic area supplement is a companion piece to the synthesis. It provides a brief description of the findings for all the reports reviewed in the reemployment topic area along with links to the study profiles in CLEAR where you can learn more about the specific studies and interventions. It's organized by sections that correspond to the intervention categories identified in the synthesis.

So to demystify what that means for you, when you look at the synthesis, you'll see that our team has tried to identify specific groups of interventions such as reemployment and eligibility assessments, job search assistance services, profiling and a few other intervention categories of which we have evidence.

And so, this might be a good place to start if you want to find out what the studies say about interventions that are like or have components of what you may be thinking about for your RESEA programs and to find interventions that might inform the design of those programs. You can then review the profiles in CLEAR to link the original studies that have the link to the original studies to learn even more about what those interventions look like.

Finally, I'll point you to CLEAR's causal evidence guidelines, which you can refer to if you want to understand more about why a study got a particular rating. It can also serve as a resource about study design and quality standards for any new evaluations you might be contemplating.

We'll talk much more about all of this and the resources next week and in future webinars, but for now I'll turn it over to Gloria to tell you a little bit more about some of the other evaluation resources you might consider if you're thinking about conducting an evaluation review program. Gloria?

GLORIA SALAS-KOS: Thanks, Megan. And just to summarize a couple of points from Megan's presentation that sort of apply to where we're going with this program, the reemployment synthesis and supplement can help you understand important findings and gaps in research related to the types of services that you provide.

And the causal evidence guidelines used by DOL may also help you think about how to focus the strength and message used and the study quality as you prepare for your evaluation. If you're still thinking about how and where to start an evaluation, we also want to share two other resources of information from WorkforceGPS that may also be helpful to you.

The first one, workforce system strategies, is a collection of over 1200 resources profiled from not only DOL but other federal agencies, state and local programs and notable research organizations. These resource profiles are linked here linked to your abstracts are publicly available research analysis reports and evaluation studies, technical assistance tools and other helpful resources, and they're easy to search by categories such as programs, targeted populations, states or research methodologies.

The profiles also give you a quick snapshot of the, and provide descriptions, findings and recommendations of the resources and includes links – strategies may be a useful collection for you to research and to find out how organizations develop and produce evaluations and their relating materials. You can find out more information about workforce system strategies by going to the link on the slide.

The second source of information is the evaluation and research hub. This is a more recent effort developed as a way for state workforce agencies to connect with each other on a community of practice on ETA's technical assistance platform, WorkforceGPS.

The eval hub, as we refer to it on WorkforceGPS, uses a two-fold approach that, one, allows ETA to further identify and provide additional technical assistance information or tools for evaluations, and two, supports the states in their efforts to increase their evaluation capacity building. More specifically, the products that we develop and post on this site intend to have WIOA grantees and partners with questions like how and where should we start an evaluation? The evaluation hub helps us to both create and disseminate resources that may help answer these types of questions.

For example, with the support of ETA's regional offices, we invited 12 state and local workforce agency representatives to participate in a tier cohort that could work with us on this evaluation TA effort. Over the last year and a half, we asked the peer learning cohort to share their experiences with evaluations, talk about their TA needs and provide ideas for evaluation tools and products. This feedback led us to develop two assessment tools to help states get started.

One addresses evaluation readiness and the other addresses evaluation designs and implementation. We also responded to the request about researching evaluations for work-based learning and identified 11 rigorous evaluations in a literature review that we call the evidence (bag ?). When you have some time, follow the links to these tools and tell us what you think about them and please let us know about what types of tools and information might help you get started with your RESEA evaluations.

And with that, I'll hand it over back to Larry.

MR. BURNS: Thanks, Gloria and Megan. So as you guys can see, the evidence-based and evaluation sections of the guidance and of the new laws are pretty substantial and we'll be doing a lot of technical assistance to help flush those out and help implement those.

This is just a touch base, a quick overview of more guidance to come and we will have another webinar very shortly on Tuesday and during that webinar, please be sure to invite all the parties that are necessary. As Gay mentioned earlier, it may be focusing mainly on the market teams or your evaluation teams.

MS. GILBERT: Local universities.

MR. BURNS: We've ensured that the webinar has as much compacity as we can possibly get, so we should have plenty of space for anyone who's interested in attending that event, so please include a wide distribution when it comes to that.

In addition to those requirements though, there are several other program changes that are happening in 2019 that are described in the – (inaudible) – but I just wanted to highlight them to make sure that they're on your radar and you've had an opportunity to ask questions about them.

So in general, I'm going to be going over five different tweaks that are happening in 2019 that involve the target populations, interaction between RESEA and the Worker Profiling and Reemployment Service program or WPRS, required RESEA services and then some general program administrative requirements that are on a little bit smaller of a scale but are still important. And also, I just want to remind everyone about the performance reporting requirements and give a heads up about some potential changes that will be happening in the next couple years.

Regarding the target population, as you guys know, historically RESEA is focused on two populations, those who are likely to exhaust benefits and also the UCX population. Appropriations in 2017 and 2018 included language that loosened up those requirements a little bit and what we have done is have interpreted them as a department that after you've served those target populations, you'd have the flexibility to add additional populations into the program.

In the context of the new legislation and the direction it's headed, in addition to some clarification and appropriations language, the RTA program, the eligible population is now all regular UI claimants. It's no longer limited to just those two target populations. So this gives you a lot of flexibility in how you select participants, but we want to make sure that as you're developing your programs, you're backing up your selections. They're supported by evidence. That's just the way we're marking information, economic bends and other available data.

So you have a lot of flexibility, but we want to highlight one caveat because under RESEA, since we had required the population of those most likely to drop their benefits as part of the target populations, you are allowed to use RESEA to meet WPRS requirements.

The recent legislation added a new section to the Social Security Act, but it did not change WPRS. WPRS is still intact, so we decided to serve other populations and not include those that are profiled because they'll exhaust. You may no longer be meeting the WPRS requirements, so in short, RESEA as a blanket exemption from WPRS may not apply based on the way you design your program and who you decide to serve.

So other requirements around this population don't change. For one, if you're not operating RTA state-wide and we just assign that as at least in every WIOA designated workforce area have one location providing it, you'd still have to offer WPRS where RESEA isn't provided. But also, if you decide to serve additional prevalent populations in addition to the previously targeted populations of those likely to exhaust, you could still potentially serve additional populations and meet WPRS.

So we just wanted to highlight that the WPRS requirements are still out there and unchanged and based on your decisions around how you design your RTA program in the future, you may have to offer a separate WPRS program, which includes separate reporting, oversight and all those things. So we just wanted to highlight WPRS is still there and it doesn't go away under the new changes.

The required services for RESEA are unchanged from fiscal year 2018. And in Unemployment Insurance Letter 118, we did a really detailed analysis of some changes we did make compared to previous years where we tried to give some increased flexibility into how you can shape RESEA. So rolling into 2019, we're keeping the 2018 requirements. If you look back at that UIPL, you'll have a detailed discussion of the changes and analysis, but basically what we tried to do with the requirements is give you some more flexibility.

So examples of this flexibility include the ability to do RESEA in locations other than American Job Centers. We heard that was a big need with rural areas and other considerations. This is only to use other areas to provide RESEAs. You also have flexibility in how the reemployment plan is developed. You can use online tools, such as the My Reemployment Plan, which we've been – continue to develop and advocate it to you.

You have flexibility regarding the American Job Center orientation, which was previously a requirement, but now it's an allowable activity but not a required activity and you also have more flexibility in how reemployment services are provided. In previous years, it had to be included and embedded within the RESEA session itself, but now you have to make access to the services available, which gives you more flexibility to use workshops and other alternative methods of providing services.

All of this is laid out in detail in the previous you roll and also in the recent guidance that we just published. I wanted to highlight the changes we made to reemployment service in 2018 remain intact for RESEA in 2019.

A few smaller general program requirements, as far as the administrative cost limit, the cap we implemented in 2017 continued in 2018. It's still there but we increased it. It's now 15 percent of the total grant award and the guidance provides some clarification on how we define the administrative costs. And to mirror up RESEA with other workforce programs, we are using the WIOA definition and I've provided a direct link to how WIOA defines it. However, there is one section of that definition that we're excluding from RESEA and that is the subsection C6 and that pertains to some IT cost, which WIOA doesn't deem as an administrative cost, but for RESEA purposes we do. So there is a slight variation in the WIOA definition, but to try to provide more information on how we're defining administrative costs, we're leveraging some of the WIOA resources that are there.

As Gay mentioned, one of the new requirements out of the new administrative requirement is that if you have the flexibility, use up to 10 percent of your grant award to do evaluations. One of the things you're going to have to do since we don't have the new RESEA state plan approved yet, you will have to use the 9130 and also your 9178 report. So the 9178 is the quarterly narrative and the 9130 is your financial report to help document those costs to make sure we monitor against that 10 percent cap. But you do have that flexibility to do evaluations using 10 percent of your total grant.

Another change regards the caps we had imposed in previous years on the initial and subsequent RESEA cost limit. We discontinued the limits in 2019. However, we do explain in the guidance that we expect state to operate within these following ranges of $155 to $175 for the initial RESEA and $80 to $100 for the subsequent. So those are operating guidance guidelines that we're participating states to fall within. If you are going to go outside of that range, we are going to ask that as part of your application, you explain why the cost is higher because we will be asking for those costs again, but we just take off the cap on it and provide more guidelines providing those costs.

And a couple other small changes you're going to see in the guidance is we now include as one of the terms and conditions of the grant an assurance that you have due process provisions in place pertaining to proper notifications including letting claimants know the repercussions of not attending and also you have reasonable rescheduling policies and procedures in place. This is a requirement of the new legislation and you'll also be seeing a more detailed version of this in the state plan when it's published in 2020.

The period of performance for these grants. There's been a lot of confusion in past years about RESEA's period of performance. We continue to operate on a calendar year basis. That's for programmatic and design purposes. It's a calendar year program, but to reduce some of the administrative burden of the extensions and also to give you some more flexibility regarding the evaluations and some of these new requirements, we did extend out the period of performance for this year through September 30th of 2020, so it gives you some extra time. Still, when you design your program, remember that we are trying to operate on a calendar basis, but for administrative reasons, we're providing a little bit more flexibility to try to reduce some of the burden at the end of the year.

And with regards to performance reporting, we're for 2019 largely keeping current reporting in place. The ETA 9128, which is the activities report, is staying as is. We continue to use that. Same with the 9129 and the ETA 9178, your quarterly report. So these are the reports you've been using for several years now.

They are up for renewal this summer so we're working on a renewal package and we'll be publishing a Federal Register notice pertaining to that. One of the changes we are making is the 9128X and 9129X, which are UCX population specific reports for RESEA, we'll be discontinuing those. We cut the UCX population. It isn't included in the new legislation or recent appropriations, so we won't have a separate collection, but we will be able to capture some information about services to veterans through the WIOA data we'll be collecting.

This last point regarding performance reporting is probably the most significant and I really want everyone to pay attention closely to this. As you guys know, for the past few years and continuing into the next, continuing onward, part of RESEA is co-enrollment of participants into the Wagner-Peyser funded employment service. Part of this co-enrollment needs to include appropriate documentation in the case management systems for Wagner-Peyser.

The WIP system, the Workforce Integrated Performance system, has an element for UI claimant status that Wagner-Peyser employment services use. By flagging participants for RESEA correctly in the Wagner-Peyser database, it's going to give us another source of data to look at the RESEA program because we're going to insert that population from the Wagner-Peyser data and use it for various performance measures, analysis, evaluations and management.

So it's really important that as you design your program and you partner with the Wagner-Peyser program that you communicate how important it is that that appropriate documentation is taking place because we're really going to rely heavily on that data in the future to meet some of these new program requirements.

With that, I'm going to hand it over to Serena Boyd, who's going to talk about our transition to grants.gov.

Serena Boyd: Good afternoon, everyone. In an effort to achieve a greater efficiency to streamline the grant award process, applicants are now required to submit applications through grants.gov. As a part of the application submission process, two major things have to take place prior. Your registration in SAM has to be active. If it's not active, grants.gov will reject your application, so it's imperative to make sure that your registration with SAM is active.

Also, you must be registered with grants.gov to submit your application package and if you're already registered with grants.gov you do not need to register again. Also, be reminded that the SF-424 that's submitted in grants.gov will constitute as your electronically signed SF-424. I know we normally send things to the e-mail, but this will be your approved signature for this particular grant. And there's more information regarding this in attachment three of the UIPL as well.

To submit, states must go to grants.gov again and click on the blue applicants tab, scroll down to get application package and it will continue to, as you hit the red button, it will continue to direct you to getting your application package or you can navigate straight to grants.gov and on there, search grants, which we will go over step by step as stated in the UIPL. Do that search through file grants, which is for discretionary awards only and application will be received until February 11th, 2019.

So as stated in the UIPL, to submit the required application package, applicants must select the search grant. As you look at the picture on the slide, you'll see at the top the tab that says search grants. Of course, you're just tapping that. Then under the section basic search criteria, which is up in your left-hand corner, you would type in the UIPL number under opportunity number. On the next slide, once you type in the opportunity number, the opportunity report comes up.

You click on that as well. It's pretty user friendly as you go into grants.gov. When you get in here, on the next slide, you would then go down to the lower one and hit the package where you click on the package. The next slide, please. You'll go down to the right-hand corner and you'll hit apply. Once you hit apply, you are then navigated to enter in your user ID after you get registered. So your user ID, your password and it will go on from there, OK?

As you do your package, there are four main components of your package. The first one is the SF-424. The second is the 424A. The third is the end of rate cost rate agreement. And lastly is an attachment to your elements of an unemployment assurance, reemployment services and eligibility assessment grant proposal summary, which is a fillable document.

The SF-424, you must apply your D-U-N-S number on line AC. That's very critical that you put the D-U-N-S number on there as well as the announcement number on line 12. When you get to line 18, you will want, this is where you will put the amount that is listed on attachment one. OK? And again, in the UIPLs additional guidelines for completing your SF-424, step by step guidance for you as well in attachment three and four.

Also, the SF-424A and indirect cost proposal packages will be attached as well. If you are having and stating indirect costs, you must have a current indirect cost rate agreement or if you qualify for the 10 percent tenements rate, a documentation also has to be attached for that as well to request that.

And then lastly, attachment two has to be completely filled out with your application before you can submit. Please take your time and make sure all blanks are filled in. If you have any technical issues in doing your, submitting your application, there's a phone number listed in the UIPL page 12, which indicates that you reach out to grants.gov. There's two phone numbers as well as an e-mail address.

They are very good at getting with you within a 24-hour period. Sometimes, the majority of times it's quicker than that to help and walk you through any situations you may be having as you are trying to submit your package. If you count any other questions about your application package prior to submitting it, you can contact Chantel Perell (sp), who is the grants management specialist. Her e-mail address and her phone number is listed on the slide. And back to Larry.

MR. BURNS: Thanks, Serena. I just want to mention that this transition to grants.gov, when you look at the actual application you're going to fill out, it's going to be very, very similar to what we've done in the past. Grants.gov is just a new way of transmitting it. But also, the documents that you need to complete live on grants.gov so if you use those versions, it's going to help ensure that we have the correct versions of the SF-424.

Also, fillable applications are there as well and we'll also make them available to the regional offices, but by using grants.gov, it's going to cut back on some of the back and forth we've had in the past about updating documents, so this is a really helpful transition. And as far as your proposals, they're not going to look substantially different from what we've done in the past as far as the required elements, but it is a slightly new process that's going to help cut back on some of the administrative features we've had to do in the past.

I just wanted to hand it over to Gay now for a few closing remarks before we move into some next steps and Q and A.

MS. GILBERT: Great. So just back on using grants.gov, another helpful hint is don't wait to start the registration process until you're getting ready to submit your application. You should try to get that all done well in advance so that will kind of grant success for you guys to make it because that's been kind of an issue for some of our discretionary grants in the past. I would encourage you to do that.

I want to spend a couple minutes. I know we've gone through this stuff really fast and the guidance is incredibly dense and there's a lot to absorb and I just sat there. There are a lot of considerations. What a lot of what this new statute is going to cause, I think, states to do is just truly reassess your service delivery design and there are a bunch of considerations. Obviously, make sure you're trying to use strategies that work.

How you have used RESEA in concert with WPRS is a huge consideration. The integration with the Workforce Integration and Opportunity Act and what Larry mentioned about co-enrollment for Wagner-Peyser. I think this actually causes states to kind of rethink how is RESEA integrated into your American Job Centers overall?

And then one of the other things I wanted to, as you're thinking about all those things, to also encourage you to think about the fact that we're going to have, likely have more money to run this program every year. So you're going to have the capacity to ramp up how many claimants you're serving and the types of claimants you're serving and claimants with different needs.

If we kept with our currently workload now at the end, we'd get all the money that we're able to get under the cap adjustments that the statute allows. You're going to be serving every claimant. And so all of these, I share these things just because they're all things to think about as you're – and the bottom line is we want to have service delivery strategies that work and get claimants starting working good jobs as quickly as possible.

And while you're trying to sort through all of these little details, I'm hoping that you all will keep that sort of fundamental bottom line in mind and really be thoughtful about how you're reconsidering your service delivery strategies and interventions. That's all I wanted to say. Thanks.

MR. BURNS: Thanks, Gay. And before we move on to the questions and answers, I just wanted to do a few quick reminders of some important dates. As Serena and I mentioned earlier, the due date for the RTA applications for FY 2019 is February 11th and they must be submitted through grants.gov. This webinar will be archived, so the slides that Serena walked through will be available to you. And also, grants.gov has some really good resources when you go there for help and assistance and numbers to call. And as Gay mentioned, please start the process early. You don't want to be last minute trying to register for this.

The other key date I want to keep everybody up for is, and this is a quick turnaround, but on Tuesday, January 22nd will be our next RESEA webinar for the year and that one will be focusing on evaluation information and resources for the RESEA programs. Gloria and Megan kind of gave you a high-level introduction to that, but we will be doing a deeper dive and walk through of what those tools are and how you can use them to help roll out the RESEA requirements. And again, that's next Tuesday at the same time, 2:00 p.m.

MS. GILBERT: And bringing in your evaluation partners is highly recommended.

MR. BURNS: And we have ample capacity on those meetings, so as I mentioned earlier and Gay mentioned, feel free to include anyone you feel needs to be there. We do have plenty of capacity to host that.

I also just wanted to highlight there's going to be a few opportunities. We don't have solid dates on when they'll be published, but they will be hopefully soon. A couple opportunities for you to provide comment on how we're going to implement the new RESEA program. We're going to have a Federal Register notice regarding the new state plan requirements that we hope to roll out next year. There'll be a notice asking for your feedback on the formula methodology that will be rolling out in 2021. And also, we'll be posting some more information in the near future about some of the performance metrics we'll be using around the RESEA program.

One of the requirements that we didn't get in today, but our previous webinar does discuss is that part of the formula includes a reserve for performance outcome-based payments, so part of that forum discussion will be including some of those provisions around there and we'll also be hosting our ideas regarding how we're going to handle the RESEA performance. So a few opportunities for you to provide input on how we roll out the programs.

With that, I know we have a few questions that have been tuned in, but if you have any, please type them in now. We'll try to get to as many as we can and what we don't get to today, we'll feature in that update queue in the future. So we're going to give you guys about a minute to type in some questions and while you're doing that, we're going to queue up which ones we're going to answer first.

Hey, everybody. So we received a question regarding some of the amendments. It's asking if regarding the amendment to the Social Security Act, is it section 306 or 603? It is section 306. One of the things I think that there's some confusion is that the amendments to the Social Security Act were included in the Bipartisan Budget Act, so the section numbers get shifted all the way over the place. There's a bunch of different numbers, but I did confirm that the correct section of the Social Security Act is a new section 306.

We also received a question. May a state have more than one grants.gov account? And that's something we're going to follow up on. We also have a number on grants.gov that you can reach out to directly to speak to the grants.gov team and they may be able to help that with you as well.

Question three, are all currently required RESEA services rated at least moderately causal? If so, if a state only uses those services, are they meeting the practice requirements? So Megan, are you going to take that question?

MS. LIZIK: Yeah. Thank you, Larry. So this is a really great question. It's also really complex. The first thing I would just say is to remember this. CLEAR rates the quality of the evidence or of the study, not the intervention, so that's work we'll be doing this year and sharing more about DOL's definitions later this year. That said, I'd encourage you to look at CLEAR's reemployment synthesis and supplement documents to see the kinds of interventions we have evidence about and what the evidence says. It's relevant to note that the evidence base doesn't currently include any impact for these or RESEA programs sort of as a whole, that specific bundle of services, but we do have parts of it like REA studies for example and studied in different state contexts.

So as you begin to look at the evidence base, I'd stress to keep in mind the requirement that Gay said earlier, which is that funds must only be used for interventions or service delivery strategies demonstrated to reduce the average number of weeks participants receive benefits by improving employment outcomes, including earnings. This is a tall order to have a high-quality study that shows positive impact in all or some of these areas, but we'll talk in depth next Tuesday about how to find and consider evidence of this type that might support your programs or even inform evidence-based changes to elements of your programs. And of course, if you feel confident that your current program approach is working, you might also want to consider beginning to evaluate it this year. And we'll talk more about all of this next week and much more in the coming weeks.

MS. GILBERT: Yeah. And this is Gay. Let me just hang on just a little bit. We, as I said this is a little bit of a transition here. We are using a different definition, for example, then we'll ultimately use for high and moderate causal evidence. We, I will say that we designed RESEA in large measure based on some of the findings that we got from the REA studies. Megan's right there. They were done in the context of an individual state, but we were looking at features that appeared to – that 's how we really promoted state development of the RESEA program such as integrated service delivery, which was the update feature of the Nevada study that impacted. So I think we will, we probably will be able to get through with all of you this year, but I think we're going to have to be a whole lot more critical in future years, so that's why I think we need to spend a lot of time together this year really sorting out how we're going to address this moving forward. As we develop our new definition of high and moderate causal evidence etc., we'll be intending to stay in touch with states a lot, so more on Tuesday.

MR. BURNS: Yeah. Also received a question asking about the use of Wagner-Peyser funds to provide RESEA. Some of these funding questions are difficult for us to answer without knowing the details of how the RESEA program is structured within the state, so the regional or ETA regional office is usually the best contact for that. But in general context, I will say that is part of the legislation for RESEA. It's part of the authorization. There is a provision in there that talks about the braiding of RESEA funds in Wagner-Peyser funds and the intent of RESEA isn't to supplant. It's supposed to supplement Wagner-Peyser activities. So the way you structure these activities and they way they interact, you do have to be careful with that, but I don't want to speak and give a blanket yes or no answer without knowing the details. However, if you do reach out to your regional office with some particular questions, specific questions, we'd be happy to work with you to figure that out.

So another question that has come in is regarding flexibility regarding more online tools to impact RESEA, the requirement of the face-to-face meeting allowing states to use tools such as Skype or serve more UI. I will say that with the new flexibility that we've included in how there is the required services, there is a lot of opportunities to use online tools such as for the development of the reemployment plan, for the orientation to the workforce system.

And there have been incidences, I know in rural areas, there are some states that have RESEA staff that go out to different locations and they weren't able to get to those locations without certain fewer people. So what they did is they had individuals go there in the American Job Center and they would use teleconference technology such as Skype to work with them.

So there are, as part of the eligibility assessment, there is a person to person type of contact that has to happen, but there are some admins and some a way to test some virtual technology around that. So we're developing some promising practices on the reemployment connections resource page that talk a little bit about that. So there is some flexibility in the new requirements that are defined further in the UIPL.

Well, states have the option to request additional RESEA funds if more UI cuts need to be served. So the way that's worked in the past is going to be similar this year. We've put out the funding allotments with those caps. Funding sometimes does become available by either states requesting less than their cap or in some instances programs have to change or be modified and the funding is given back. So there is a possibility of funding being freed up at some point, but at this time there's no guarantee of that happening. As part of the application process, that's attachment two to the UIPL, we do ask that if you have additional capacity to serve more UI claimants, that you identify that in your application. That way if additional funds do become available, we know which states have the capacity to use it.

MS. GILBERT: OK. The next question – this is Gay. Are deadlines affected by the shutdown? The answer to that is no. The Department of Labor was fortunate enough to receive a full year funding this year, so we are not impacted by the partial government shutdown and so we are able to proceed.

MR. BURNS: Would you explain the cap mechanism that encourages folks to serve all UI recipients?

MS. GILBERT: Yeah. So yeah. Let me take that one too. So essentially, what the statute does is it tells Congress that you can give the RESEA program overall more money each year without having to offset it with other spending cuts. You may know that generally there are budget caps that each committee has to live within. In our world, we compete with HHS and NIH and other folks that in terms of staying under that budget cap. But for RESEA, essentially the statute gave congress a get out of jail free card to give us more money each year without having to offset it and they actually put dollar amounts in the statute that said you could up to, give them money up to. And they, there are substantial increases over the next five or so years and that will allow us to serve more clients. So that's sort of how that works, which is why we'd like you to look ahead and think about how would you absorb that new money, particularly as we move to a more formula allocation.

MR. BURNS: And in our previous webinar, we did go into more detail about how the funding mechanism works and gave some numbers to go along with it. So in that October 1, we'll actually go back and relook at that. We have a little bit more discussion about those caps, but it does bode well for the RESEA program.

There's a question here. Should RESEA participants be excluded from the 9048 and 9049 reports? So a few things regarding RESEA performance reporting that I should have mentioned earlier. For all the required RESEA reports, the 9128, the 9129 and the 9178, we're doing some technical assistance around them. We've already done an online tutorial walking through the 9128 requirements and we'll be doing similar tutorials all posted on WorkforceGPS for the 9129 and the 9178.

In regards to the 9048 and the 9049, those are the WPRS reports, so our TA should be really reflected in 9128 and 9129, not in 9048 and 9049. I do know in some states that are offering RESEA statewide, you do have both programs in operation, WPRS and RESEA, so you should have been submitting both the 9048, 9049 and 9128, 9129, but please be on the lookout. We are doing some online training regarding our ETA performance and they're all in development and hopefully will be up soon. The 9128 guidance and walkthrough is already up on our website.

MS. GILBERT: So this is Gay. Another question is, "As part of the grant process, do we need to indicate the intervention that will be utilized?" That will be something you're going to need to do once we have the state plan in place next year, but we are using the same, and correct me if I'm wrong. We're using the same assessment format that we've used for your applications for 2019 as we did last year. So we are – (inaudible). Sorry. Larry, I'll ask you to talk to the carry-ins on these.

MR. BURNS: So with the carry-in funding, there's this question here. If states carryover funds, how do we assess our application funding amount? Generally, the practice for funding is first in, first out regarding spending. So if you have a substantial amount that's carryover going into it, what most states have done in the past is they've looked into the 2019 to figure out how many months it's going to take for them to use up that RESEA funds from previous years and then base their proposal on when those funds would be exhausted and how much new funds they need.

So it's going to vary a little bit based on how you structure your program and any design changes in 2019, but if you have substantial carryover, I would recommend operating on the first in, first out and see how long it's going to take you to spend off those funds, when that would end in the year and then you can develop your 2019 proposal for that based on how many months you need, so that's one approach you can use. Another thing you can do is you can reach out to your regional office and they can provide a little bit of technical assistance there as well, but that's one approach that's been used.

So will funds be dispersed in one allocation or multiple throughout the year? Our plan is since we have the funds all available now, we would like to get them out in one allocation. This always, the chance due to grant mods or changes to appear and we have to do some modifications and little adjustments throughout the year. But unlike the past two years we had to do two or three different installments of funds, our plan is to get all the funds out with one allocation once we have the applications in and approved.

MS. GILBERT: Yes. We're lucky to not have multiple continuing resolutions this year.

MR. BURNS: "So will further guidance be provided on the whole WIPS reporting as RESEA referrals don't necessarily align with participation rules?" Also, some referrals will not show on the roll because they don't report for services for the roll to be used for full reporting of RESEA participation. So we are partnering with our partners over in the Office of Workforce Investment.

When they issue guidance on the Wagner-Peyser report and they have provided input to try to make this alignment and we are planning to work with them to develop some technical assistance moving forward because that Wagner-Peyser data element is so essential to RESEA operations. So yes. We are going to be working with our partners in both Office of Policy development and research and Office of Workforce Investment to make sure the guidance is clear about the expectations of the Wagner-Peyser reporting.

So yeah. There's a question here. "So will a more detailed budget narrative be submitted with the application in addition to the 424A?" For the RESEA program, that's not required. No.

There's the question, "If we have carryover funds, can we apply it to new 2019 funding or do we have to follow the guidance for 2018?" So that's back into a little bit more technical, so we'll probably address that in a FAQ. I want to make sure I write that out so we have all the answers there. Again, some of these questions we're going to have to get back to you on, but we are going to keep trying to go through the list.

So there's one quick question here about the Wagner-Peyser. "We mentioned that RESEA participants get flagged in the system. Is that new or are they currently flagged?" So with the rollout of the new WIPS system with, that the PIRL included that element for UI claimants, that included the profile box, the WPRS and RESEA. So the system currently has that capability, but we're going to be working on technical assistance to make sure people are using it.

MS. GILBERT: So the next question has to do with sort of clarifying about whether, sort of how we responded to this issue of your current RESEA service deliveries design and the whole requirement for a moderate or causal or high or moderately causal rating and how does that impact this year?

Our goal this year is in all of our work to give you this information through clear, and more of this can be provided on Tuesday. It's intended to provide you with sufficient enough information to justify that the service delivery design and interventions you're using now, which we have essentially prescribed in many ways as a framework for the program, do today for this transition year meet the high or moderate causal test.

That's our goal, so we're trying to get it. Unfortunately, we can't. We don't have the process that, which you tell us what you're doing and we bless it this year because we don't have the state plan. So we are trying to, having said that, you are required to do it and in case an IG, and inspector general comes along someday, you'll want to be able to point to the studies that you believe support your service delivery design.

And again, a lot of what we're doing with you on technical assistance is to give you the information that will help you do that. Having said that, we strongly encourage states to start considering what they might like to evaluate moving forward, whether they might like the partners together to do that, either with each other or with us. So we intend to have those conversations with you moving forward.

MR. BURNS: So there was one other question that we didn't get to that was asking about rescheduling. It was talking about failures and rescheduling, good reasons. As you know, we had mentioned this having an assurance that you have policies and procedures in place. We have received this question pretty recently. We're working on our response, but that's one I want to address in the FAQ. There is some legal and other elements we have to flush out a little bit further, so we will get back to you via FAQ on that question about the rescheduling.

Now we have a couple more minutes left on the call, so if you have more questions, we'll definitely take them. But also, in the chat here, if there's – we're still making a technical assistance plan for RESEA. We have some things lined up but if there's other topics you want us to address in the future, you can feel free to put that in the chat and we'll review that when we get the transcript as well. So we'll give that another minute or two for any last minute questions.

MS. GILBERT: Is the RESEA is just that, provides reemployment services during the visit or can they be referred to other service providers at a later time for reemployment services? We know that at least for an initial RESEA that if you are doing the range of required activities to redetermine the claimant's eligibility and at least giving them some service at that time, that that is an effective strategy.

Having said that, we know that some reemployment services simply wouldn't land themselves to an integrated model so of course you could, it would be feasible for you to do it at a later time and RESEA funds can be used for the reemployment service delivery itself.

MR. BURNS: So we also received a question regarding the period of performance. As I mentioned earlier, we expanded it out a little bit to build in some flexibility, but also mainly to reduce some administrative action that usually have to occur at the end of the year.

The question is, "Despite that longer period of performance, the budget documents are still based on a 12-month calendar year or should it be a longer term?" So the short answer is that it should still be based on that 12-month period. The extended period of performance was really just to build in flexibility as needed, but we're not encouraging states to change too much. It's more of a safety mechanism at the end and to also to reduce some significant administrative work.

OK. We've come to most of the questions. If we haven't gone to your question, please be on the lookout for the FAQ. We are going to write up responses to those we couldn't answer, but at this point in time, we're going to start wrapping up the presentation, so I'll hand it back over to Laura to help us close this out.

MS. CASERTANO: OK. I'm going to bring up the contact information. I've got to do that now.

MR. BURNS: If you've got any questions, we've included our contact information here and also, we'll do a follow-up reminder. We will have that other webinar on Tuesday and we'll also be on there, so if you have some questions after reviewing those that pop up, we'll, you have our direct contact info and we'll also be doing a couple webinars in the near future.

(END)