

Operations Report

June 2020



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Strategic Initiatives

Youth Advisory Councils

Youth Advisory Committees in Wake and Johnston Counties represent a wide range of youth related organizations including Public Schools, Foster Care, NCWorks NextGen, Community Colleges, and Community-Based Organizations. Board Members Russ Yeager (Wake) and Deborah Bolin (Johnston) are serving as chairs to the committees. Meetings were put on hold for April and May for the COVID-19 emergency. Meetings will resume in June and members will review if committee goals should be changed or reprioritized because of recent events.

Reentry Programs

Reentry Employment Opportunities Grant, Department of Labor

Roads to Reentry, a U.S. Department of Labor grant, has continued to grow and serve clients. The grant award was \$1,500,000 to provide career counseling, training, and job placement to incarcerated individuals in jails and prisons returning to Wake and Johnston Counties. Roads to Reentry Staff had established regular orientations at the NCWorks Career Centers in Wake and Johnston as well as orientations at the three Correctional Centers in the area; however, they were put on hold because of COVID. Staff have been able to hold virtual orientations for individuals in the CAWD office for small groups. Clients are participating in online trainings and the CDL trainings have resumed in person using social distancing. 50 clients have been enrolled since the beginning of the program. The goal for the two years of program implementation is 188 participants.

Wake County Inmate Education and Employment Initiative (WCIEEI)

Capital Area is a partner in this project with the Wake Detention Center, Wake Tech, Community Success Initiative, and Eckerd Connects. So far, this program has completed 14 cohorts with over 184 participants. Participants take part in GED courses, Customer Service, ServSafe, Intro to CDL, and soft skills training. Eligible clients are referred to Roads to Reentry. The program was put on hold in early March because of COVID-19. The Wake Detention Center is currently planning how they will restart their educational programs including WCIEEI. Partners are meeting regularly to prepare for a restart in the future.

Wake Local Reentry Council

On February 19, 2020 CAWD became the Intermediary Agency for the Wake Local Reentry Council, funded by N.C. Department of Public Safety. The Wake LRC is the first stop for returning citizens in Wake County. It provides one-on-one support and connects citizens to other partners that provide services to create successful transitions to the community. This includes housing, healthcare, mental health, transportation and other necessary services. NC DPS will provide CAWD \$150,000 a year for up to three years to provide leadership and staff support to the Wake LRC. The Local Reentry Council Coordinator started in March and the Reentry Case Manager came on board in May. The Reentry Case Manager will be based at the NCWorks



Career Center at Tillery Place once it reopens. Currently the Reentry Case Manager provides intake through phone and email. To meet the emergency needs of returning citizens during this time, the Wake LRC purchased gift cards for gas, food, and clothes to distribute to eligible clients.

Business Engagement

Economic Development and Recovery Updates

- Regional Skills Analysis: CAWD in partnership with Wake County Economic
 Development and City of Raleigh have relaunched the Regional Skills Analysis
 survey. This survey is conducted by RTI and aims to gain a better understanding of
 the current state of the local workforce, skill gaps, and trends in growth, hiring, and
 industry development across a 15-county region and among 10 industry sectors.
 Results from the 2017 study may be found here. If your organization has not yet
 participated, please share your input (https://bit.ly/2UasLMz). Survey will close
 June 26th.
- CAWD joining in the Raleigh Chamber & Wake County Economic Development Recovery Taskforce focused on the development of a comprehensive strategy to address challenges that have arisen from the COVID pandemic and brings together community leaders in this collaborative effort.

Rapid Response

(26) WARN notices have been received related to the COVID pandemic resulting in recorded job losses of 2,367. This includes both furloughs and permanent layoffs. Breakdown is as follows:

- 13: Hospitality (Restaurants, Hotels, Entertainment)
- 8: Retail
- 4: Distribution/supply chain

Virtual Employer Services

In response to the COVID pandemic, CAWD NCWorks Business Services team quickly adapted and shifted to a virtual business services strategy.

- Outreach calls to business customers immediately began to assess needs and connect to key resources.
- Rapid Response toolkit developed for employers to share with impacted workers.
 Virtual employee information sessions available to all companies undergoing layoffs (WARN notices and those businesses experiencing closure and/or reduction in force).
- "Hot Jobs" Publication developed providing a weekly communications announcement for staff, partner agencies, registered local NCWorks job seekers and general public driving awareness of current job opportunities with local employers.



This publication reflects a diverse mix of opportunities across industry sectors, occupations and experience/education levels to ensure appeal for wide range of job seekers.

• CAWD NCWorks hosted first virtual Amazon information session on 6/9/20 with great success. This will be the first of a weekly series that will introduce job seekers to current openings for the new Garner distribution site. Virtual sessions will be conducted approximately 3 days per week and varying times will be offered to accommodate job seeker schedules – including weekend sessions. *Currently scheduled through September 2020.*

Currently underway:

- CAWD NCWorks to host monthly virtual Employment Networking Group via Zoom beginning July 2020 broadening awareness of local NCWorks services and virtual support, highlighting companies with immediate openings and a featured presentation from employer(s) to promote their organization and workforce needs.
- Research and Evaluation of Technology platforms for larger scale hiring events.

Additional Outreach and Awareness Efforts

- CAWD was invited by Garner Chamber of Commerce to be featured speaker for their weekly webinar series in April 2020. Presentation "NC Workforce Development in the Age of COVID-19" and recording may be found here.
- CAWD NCWorks served as community partner and resource exhibitor for NC Tech Association's Virtual Job Fair in April 2020.

WIOA Youth and Young Adult Services

Data: January 1, 2020 – March 31, 2020 (Data reflects only a small portion of the impact of COVID-19 during this period. Most centers closed to the public mid- to late-March)

Narrative: March 2020 to current

YouthBuild

YouthBuild has ended the majority of its programming for the current grant. We met our enrollment goal of 60, enrolling 61 participants. The current and ongoing focus of the program is high school equivalency attainment, post-secondary education and career placements.

The YouthBuild team transitioned to virtual learning on March 25 to accommodate participants during the COVID-19 pandemic. Kindle tablets were purchased so participants could continue their studies online, and they were also assisted with acquiring internet service. Tutoring is also being provided virtually and has increased participant's engagement with the program. The ability of the team to pivot quickly and offer technology to youth has been paramount in



continuing their high school equivalency education. Capital Area YouthBuild currently has 13 GED participants that are engaged.

Due to the COVID-19 Pandemic and to increase potential high school equivalency outcomes, we are planning to request a no cost extension from the Department of Labor.

NCWorks NextGen

- NextGen participants toured Structural Steel on February 18th. Participants learned about the steel industry and the role in which the local business plays in producing large products for projects such as bridges. Human Resources provided insight to their hiring process as well as the skills and attributes they are seeking in an ideal candidate. The tour also included exposure to the business' daily operations and employment opportunities within the company.
- State Employees Credit Union hosted a tax preparation workshop at the NextGen Center on in Johnston County on February 11th. Detailed information was given regarding tax filing, who should file, etc.

As the COVID-19 pandemic hit, the NextGen staff made several program adjustments to comply with Governor Cooper's stay at home orders for North Carolina. The NCWorks NextGen Centers closed to the public in Mid-March and service delivery was switched to virtual services.

Here are the services that have been provided since services moved to virtual:

- Staff provided virtual workshops on Job Search, Resume Writing, Financial Literacy/Planning and Mock Interviewing. As the workshops became a success, the workshops are now being offered to the community at-large.
- High school equivalency classes are offered virtually to Youth who are preparing to take the high school equivalency tests.
- NextGen Business Services staff continues outreach to new and existing employers to maintain relationships and offer solutions to any staffing concerns.
- NextGen Business Services staff pushes out weekly "hot jobs" updates to participants about job openings and opportunities.

Our NCWorks NextGen Center in Smithfield is scheduled to move into its new location in July 2020. This Center will be bigger and will also house Vocational Rehabilitation.

WIOA Youth Program Data Summary: January – March 2020

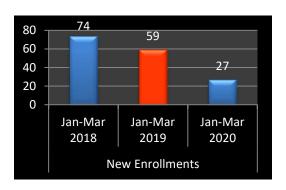
(Data reflects only a small portion of the impact of COVID-19 during this period. Most centers closed to the public mid- to late-March)



The Youth Program's enrollment numbers were significantly low this quarter which ultimately decreased all data overall. Due to this, NextGen has planned to ramp up outreach efforts to increase enrollment for the next quarter.

Total New Enrollments: 27

New enrollments in the NextGen program decreased by 55% from the same time period in the previous year. Under WIOA, youth are served for longer periods of time in order to ensure their success after they leave the program.

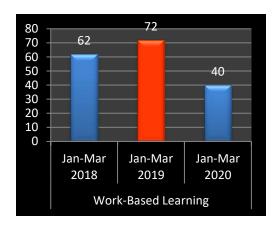


Obtained GED/High School Diploma: 6

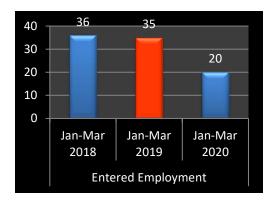
Young adults obtaining their GED/High School Diploma increased by 60% from the same time period in the previous year. High School Diplomas are typically obtained in the Spring and the GED continues to be a challenge for most of our youth. Service providers are continuously trying to be more creative in their approach to preparing the youth for the GED.

Work-based Learning Opportunities: 40

Work-based learning opportunities include on-the-job training, work experience, and occupational skills training. The numbers for this year decreased by 45% in relation to last year. This is mostly in part due to the reduced number of enrollments for this year compared to last year. WIOA requires that Boards spend at least 20% of their youth funds on work-based learning opportunities.







Entered Employment: 20

Employment opportunities can be either part-time or full-time. The numbers for this year decreased by 43% in relation to last year. Again, this is due to the reduced number of enrollments into the program.

NCWorks Career Centers

Data: January 1, 2020 – March 31, 2020 (Data reflects only a small portion of the impact of COVID-19 during this period. Most centers closed to the public mid- to late-March)

Narrative: March 2020 to current

- The VOS Greeter pilot project was a success last quarter. It was then rolled out to the remaining NCWorks and NextGen Centers throughout Capital Area. The NCWorks Online VOSGreeter is an automated check-in system that can be used in career centers to better serve customers when they walk through the door and streamlines the process of connecting customers with the appropriate staff.
- On March 5, 2020, the NCWorks Career Center Managers' meeting was hosted at the NC Works Career Center (NCWCC) located in Raleigh. The purpose of the meeting was to discuss performance, Code of Conduct processes, customer success, business engagement strategies and the Career Expo scheduled for August.

COVID-19

In mid- to late-March, NCWorks Career Centers were closed and services transitioned to virtual services due to the COVID-19 pandemic and requirements to comply with Governor Cooper's stay at home orders for North Carolina. Here are some items related to our efforts under this environment.

- Capital Area was well positioned to provide virtual services because of Access NCWorks, our contact center. Staff was able to continue to provide services by phone from their homes. Management ensured all staff had the equipment needed (laptops, headsets, cameras, cell phones and internet hot spots where needed).
 - During the time period of 03/01 05/31, Access NCWorks agents have solved over 3,000 tickets via talk, chat, and web form from customers. There have been over 4,000 inbound calls to the Raleigh NCWorks Career Center.



Most of the calls from customers have been related to Unemployment Benefits, which make up approximately 70% of the calls. The remainder of calls have mostly been related to Career Services and General Information.

- O Since the launch of the statewide NCWorks phone number (powered by Amazon) on May 19th, our current cloud-based software (Zendesk) has integrated well with the Amazon Connect software. We had a couple of issues to report because of the Amazon addition by the state, but we have since worked those software issues out for a seamless experience for both customers and staff. The state Amazon number may be discontinued after the pandemic, but Access NCWorks will remain in place.
- After much discussion, the Division of Workforce Solutions (DWS) provided approval and guidance on virtual WIOA enrollments (which has not been allowed previously) and Capital Area worked with the Centers to ensure they received the information they needed to conduct these enrollments while still following all rules and regulations under WIOA. Prior to this approval, centers were only able to provide continuing services to individuals already enrolled in the program or individuals only needing basic career service. This new ability allows us to provide new training resources and supportive services to new customers.
- Capital Area also did presentations to other local areas who were interested in partnering with Capital Area on the contact center for their areas. Proposals were developed with technology, hardware and training that would be provided to them.
- Capital Area staff and Career Center leadership meet on a weekly basis to discuss the reopening strategies to ensure all angles are covered and every possible scenario is considered. The timeline for reopening is scheduled for June 29th for staff to report back to the Centers and July 6th the Centers will reopen to the public at a limited occupancy capacity. Plans are to require staff and customers to wear face masks while in the Centers.

Listed below are the strategies we are using to ensure a safe environment for all customers and staff.

- PPE items were ordered for staff and customers including face masks and protective shields for computer and reception desks. Cleaning supplies were also purchased including wipes, hand sanitizer and disinfecting sprays.
- Processes were analyzed on ways to ensure social distancing, including check-in process, customer limits and triage. Customer flow through the center was rearranged so there is an Entrance Only and Exit Only flow in and out of the Center.
- o Signage has been purchased for social distancing, customer flow, safety guidelines, unemployment insurance guidelines and directional signage.



 Cleaning protocols have been adopted to ensure all surfaces, equipment and computers are sanitized on a regular basis. Furniture has been rearranged to ensure distance is kept between customers and staff.

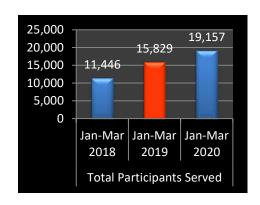
Additional Activities

- Capital Area was monitored by DWS, March 30th through April 3rd. Preliminary results are favorable and there are no indications of any findings. This monitoring occurs on an annual basis and includes programmatic, and financial reviews.
- Capital Area staff submitted the Workforce Investment Act (WIOA) annual plan to the state on Friday, May 15th. This year was the time for the large four-year plan that describes our plan for providing services under WIOA. It includes extensive analysis of data and trends in our area to ensure we are informed about our area and how best to serve the needs of the citizens and businesses in Wake and Johnston Counties. A copy of the draft is available via the CAWD web page.

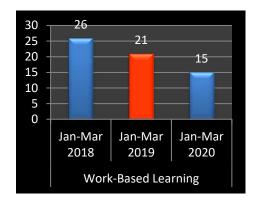
WIOA NCWorks Career Center Program Data Summary: January – March 2020 (Data reflects only a small portion of the impact of COVID-19 during this period. Most centers closed to the public mid- to late-March)

Total Participants Served: 19,157

Participants served represent traffic across all of the Capital Area NCWorks Career Centers. There was a 21% increase in customer numbers this quarter over the same time period from last year representing 3,328 individuals.





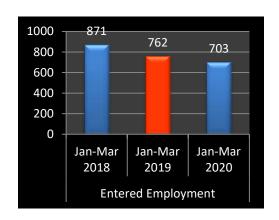


Total Work-Based Learning Opportunities: 15

These work-based learning opportunities include onthe-job training, internships, and work experience. Work-based learning is a more effective way to get job seekers back to work quickly. This is a 28.6% decrease over the same period last year due to more direct hires that took place during the quarter.

Total Employment Results: 703

Employment results are real-time and are self-reported by customers and employers. Employment numbers had a slight decrease of 7.74% for this time frame compared to the same timeframe in 2019. This represents only 59 individuals. COVID-19 would have only affected the last 1-2 weeks of the quarter.



Finish Line Grant

- From the start of the Finish Line Grant to date, Capital Area has approved over 185 applicants and paid out nearly \$150k dollars to vendors to help students in need. We have provided funds for assistance with vehicle repairs, childcare, eviction notices, utility bills, textbooks, etc.
- During the COVID-19 pandemic, we were not serving students for almost a month to a
 month and a half because of the inability to have in-person appointments at the NCWorks
 Career Center and the restrictions by the state regarding virtual enrollments. Since the
 state has now approved this, we have implemented our virtual enrollment process for
 providing Finish Line Grant services to students and resumed completing Finish Line
 Grant virtual appointments.
- The collaboration between Wake Technical Community College (WTCC) and Johnston Community College (JCC) continues to be successful. Smartsheet is a tool that the



Community Colleges, CAWD, and the NCWorks Career Centers continue to utilize to stay in communication with each other regarding the tracking of the students. Reports are continuing to be run by the community colleges to gather a list of all students that are at least 50% complete with their program of study and emails are sent out to these targeted students informing them of the Finish Line grant and the eligibility criteria.

Tech Hire

• Tech Hire, Capital Area's Department of Labor (DOL)-funded partnership with Wake Technical Community College to assist 350 young adults obtain training and employment in the information technology sector is currently winding down. The focus going forward for this last quarter is on securing employment for the participants currently in the pipeline until the grant ends June 30th. We hope to have the last five individuals hired during the month of June to reach this final goal.

Outcomes - through March 2020:

Outcome	Goal	Actual	Percentage of Goal
Total Participants served	350	517	147.7%
Total Participants enrolled in Education/Training Activities	336	375	111.6%
Total Participants completing Education/Training Activities	269	300	111.5%
Total Participants who complete Education/Training Activities AND receive a credential	148	200	135.1%
Obtained employment	235	230	97.9%

Communications

The Outreach committee developed a tool kit to help with legislator outreach. These items have been added to the Board Member Materials page on the website along with a 5-minute recorded training. Please review the training at https://capitalareancworks.com/board-members/board-member-materials/. Afterwards, if you think you would like to participate in outreach to elected officials, send a notice of interest to CAWD@wakegov.com.

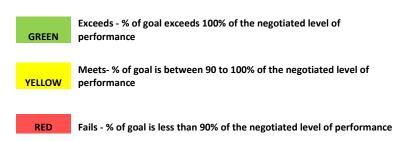


Performance

						PY18						
	Indicator	W	IOA Title I	- Adult		WIOA Title I - Dislocated Worker			WIOA Title I -Youth			
WDB	Type			Median				Median				
		Employ Q2	Employ Q4	Earnings	Credential	Employ Q2	Employ Q4	Earnings	Credential	Employ Q2	Employ Q4	Credential
	Actual	78.5%	76.6%	\$6,101	59.7%	71.0%	74.7%	\$7,043	60.2%	73.0%	72.2%	53.7%
Statewide	Goal	72.0%	71.0%	\$5,000	53.0%	77.0%	74.5%	\$6,500	60.0%	73.0%	72.0%	53.0%
	% of Goal	109.1%	107.8%	122.0%	112.6%	92.2%	100.2%	108.4%	100.4%	100.0%	100.3%	101.3%
34	Actual	83.3%	80.9%	\$6,684	68.4%	72.6%	78.7%%	\$7,500	62.1%	73.1%	73.4%	59.0%
Capital	Goal	73.0%	73.0%	\$6,661	63.0%	79.6%	79.0%	\$7,900	62.0%	71.0%	71.0%	62.0%
Area	% of Goal	114.1%	110.8%	100.3%	108.6%	91.2%	99.6%	94.9%	100.2%	102.9%	103.3%	95.1%
25	Actual	70.9%	74.1%	\$4,681	62.9%	76.1%	71.1%	\$7,310	50.0%	74.2%	67.5%	52.9%
35 Durham	Goal	72.0%	74.0%	\$5,650	54.0%	76.5%	74.0%	\$6,300	61.0%	74.0%	71.0%	53.0%
Durnam	% of Goal	98.5%	100.2%	82.8%	116.4%	99.5%	96.1%	116.0%	82.0%	100.3%	95.1%	99.9%
37	Actual	73.6%	72.7%	\$6,478	47.5%	77.2%	86.5%	\$9,905	50.0%	75.6%	71.1%	67.8%
Charlotte	Goal	75.0%	76.0%	\$6,200	62.0%	77.5%	75.0%	\$8,000	67.0%	79.0%	77.0%	53.5%
Works	% of Goal	98.1%	95.7%	104.5%	76.6%	99.7%	115.4%	123.8%	74.6%	95.7%	92.3%	126.7%%
40	Actual	78.6%	79.8%	\$6,333	67.2%	77.9%	74.0%	\$7,363	71.7%	76.6%	69.4%	33.3%
42 Greensboro	Goal	73.0%	75.0%	\$5,000	62.0%	80.5%	80.0%	\$6,900	61.5%	72.0%	74.0%	61.0%
51501150010	% of Goal	107.6%	106.4%	126.7%	108.5%	96.8%	92.5%	106.7%	116.6%	106.4%	93.8%	54.6%

Seven Boards met or	exceeded all	their anals

		WIOA Title III - Wagner-Peyser				
WDB	Indicator			Median		
	Туре	Employ Q2	Employ Q4	Earnings		
	Actual	71.2%	70.8%	\$5,079		
Statewide	Goal	72.0%	71.0%	\$5,000		
	% of Goal	98.9%	99.7%	101.6%		
34	Actual	72.8%	73.4%	\$6,266		
Capital Area	Goal	73.05	73.0%	\$6,661		
	% of Goal	99.7%	100.5%	94.1%		
25	Actual	73.1%	74.4%	\$5,555		
35 Durham	Goal	72.0%	74.0%	\$5,650		
Dumam	% of Goal	101.6%	100.5%	98.3%		
37	Actual	71.9%	75.0%	\$6.607		
Charlotte	Goal	75.0%	76.0%	\$6,200		
Works	% of Goal	95.9%	98.7%	106.6%		
	Actual	73.2%	73.4%	\$4,956		
42 Greensboro	Goal	73.0%	75.0%	\$5,000		
Greensboro	% of Goal	100.3%	97.9%	99.1%		



Capital Area is currently on track to meet or exceed all performance indictor outcomes. The "Attainment of a Credential" measure continues to be a major focus this program year, along with 'Skill Gains' measure. We are in a benchmark year for Skill Gains and therefore have no federal goal to achieve. Capital Area tracks Skill Gains outcomes through the pay for performance goals. Training is conducted with all staff on all measures and tracked quarterly to ensure all measures are met. Capital Area is meeting or exceeding all measures, one of only four boards.



Finance

Below is a financial status summary report for the period July 1, 2019 – March 31, 2020 for CAWD funding. As 75% of the Program Year 2019 (PY19) has been completed, the WIOA funding streams for Adult (79%) and Dislocated Worker (77%) and Youth (90%) are slightly reflecting potential cost overruns. The requested third Contingency fund allocation of \$100,000 will lower the total Dislocated Worker spending level to 72%. COVID-19 pandemic has affected overall WIOA activities, and especially Youth spending after March this year. A projected drop in activities for the last quarter along with an influx of additional funds and/or contract reductions are options to ease the remaining deficit by program year end. Uncommitted Administration (74%) funding is also a potential source for addressing some of the projected deficits.

Infrastructure Cost sharing funding (nearly \$290,000) was fully utilized to pay for occupancy costs and new computers in the Adult centers that were traditionally paid with Adult and Dislocated Worker funding.

The new DOL grant - Roads to Reentry commenced the 4-year term in September 2019 and is slowly picking up the operations. Both YouthBuild and TechHire grants are in the final year, and currently reflect an abundance of funding for the respective programs for PY19. Other grant activities include NDWG COVID-19 grant \$693,160 awarded by NC Division of Workforce solutions to supplement the Dislocated Worker services, and \$100,000 from Wake County to support housing needs of the Local Reentry Program. As the PY20 WIOA base allocations have been communicated, Capital Area's share is \$4,802,139 which is \$39,600 less compared to PY19. This may impact our services if not supported by additional funding in the next program year, especially as the effect of COVID-19 pandemic is ongoing.

CAPITAL AREA CONSORTIUM - FINANCIAL STATUS REPORT - QUARTER ENDING MARCH 2020						
				75.0%		
ACTIVITY	AVAILABLE	SPENT	BALANCE	% EXPENDED		
TITLE I ADULT	\$1,875,411.52	1,487,196.95	388,214.57	79.30%		
TITLE I DISLOCATED WKR*	1,420,159.79	1,095,728.65	324,431.14	77.16%		
TITLE I YOUTH	1,524,164.00	1,367,795.84	156,368.16	89.74%		
WIOA ADMINISTRATION**	785,745.15	578,195.33	207,549.82	73.59%		
Call Center Initiative - ACCESS NCWorks 2018**	191,664.75	191,664.75	0.00	100.00%		
Road To Reentry Project Grant USA 2019 (DOL)	1,500,000.00	191,327.71	1,308,672.29	12.76%		
YouthBuild USA 2017 (DOL)	1,080,000.00	829,995.44	250,004.56	76.85%		
TECH-HIRE (Project Secure) (Wake Tech/DOL)	1,863,427.08	1,113,507.99	749,919.09	59.76%		
Second Chance at Success Initiative Pilot (Local)	50,000.00	39,152.80	10,847.20	78.31%		
NextGen Sector Partnership Grant**	92,618.35	49,803.55	42,814.80	53.77%		
Business Services Grant 2019	75,000.00	75,000.00	0.00	100.00%		
Finish Line Grant	271,860.00	204,398.17	67,461.83	75.19%		
State Leadership Training Grant**	154,455.72	63,405.72	91,050.00	41.05%		
Infrastructure Cost Grant 2019	284,399.19	284,399.19	0.00	100.00%		
Infrastructure Cost Partner Fees	56,444.43	56,444.43	0.00	100.00%		
Joint Strategic Planning Grant 2019**	10,000.00	10,000.00	0.00	100.00%		
DPS Local Reentry Grant**	20,000.00	77.38	19,922.62	0.39%		
TOTAL	\$11,255,349.98	\$7,638,093.90	3,617,256.08	67.86%		

Note: ** Included in WIOA Admin is \$186,329.90 of admin money from other Special projects



ACTIVITY	AVAILABLE	SPENT	BALANCE	% EXPENDED			
TITLE I DISLOCATED WKR w/ 3rd CONTINGENCY*	1,520,159.79	1,095,728.65	424,431.14	72.08%			
Note: * Expecting additional Contingency Grant of \$100,000.00 to be expended on Dislocated Worker							

NEW FUNDING AFTER MARCH 2020	AVAILABLE	SPENT	BALANCE	% EXPENDED
NDWG COVID-19 Grant from NC DWS	693,160.00	0	693,160.00	0.00%
House Wake Grant from Wake County	100,090.00	0	100,090.00	0.00%
One-Time Telework Grant from DWS	5,000.00	5,000.00	0.00	100.00%