

# Department of Family Services

## Employment & Training Team Report – September 2017

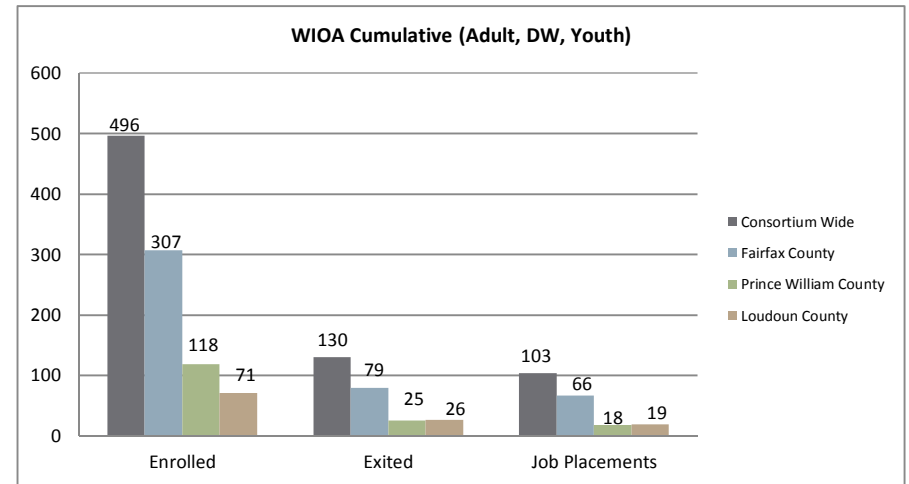
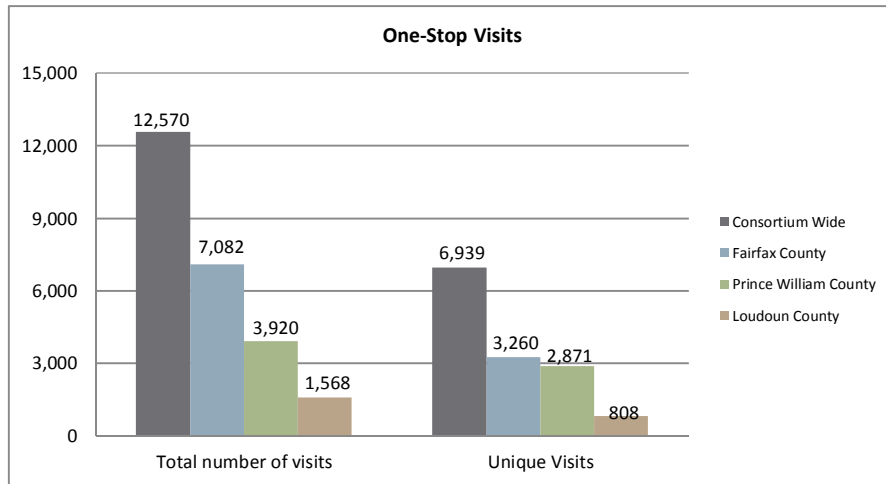
- Pages 1-2: Workforce Innovation and Opportunity Act Program
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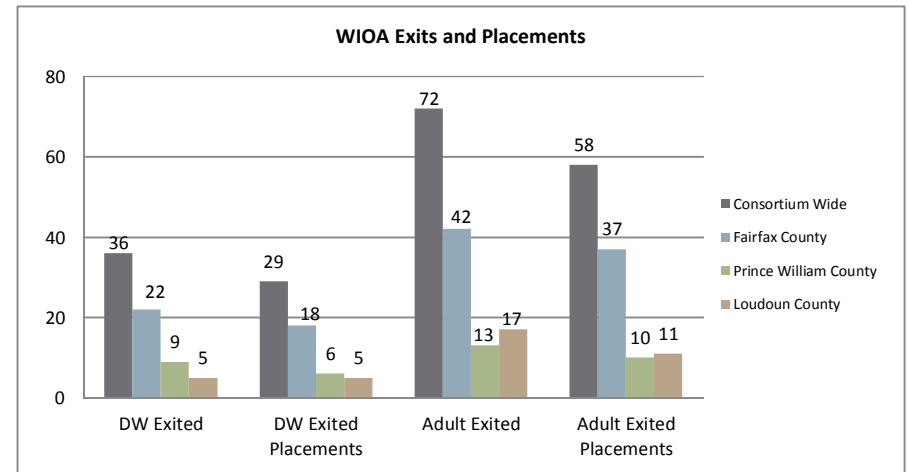
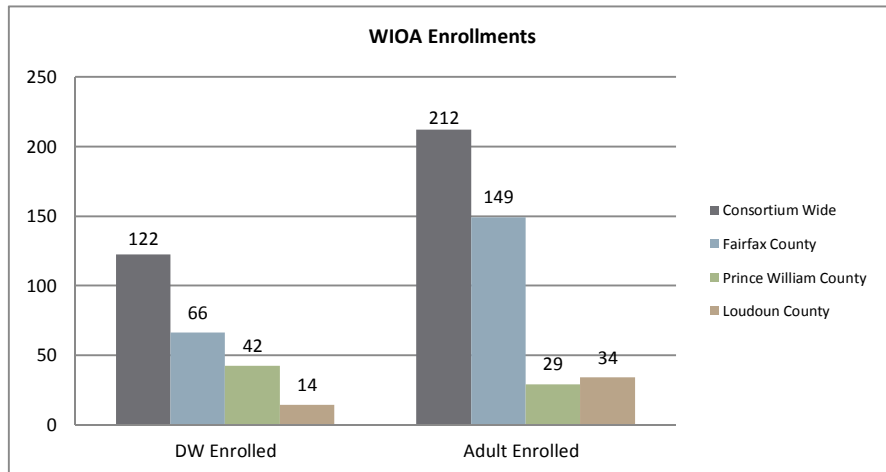
## Northern Virginia Workforce Development Area, LWDA XI

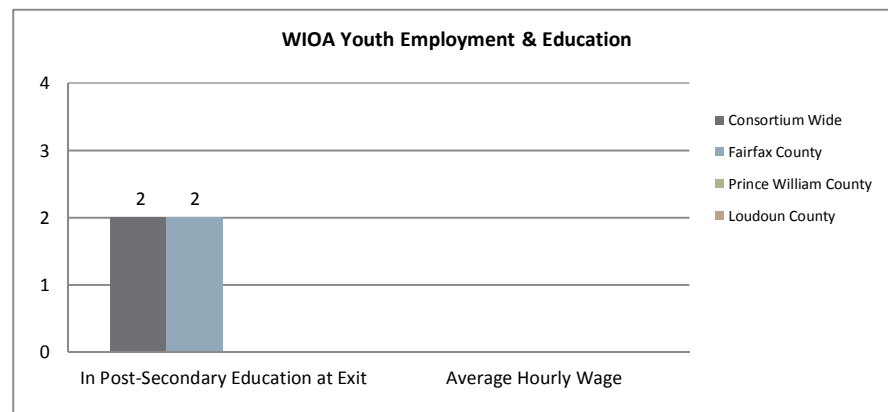
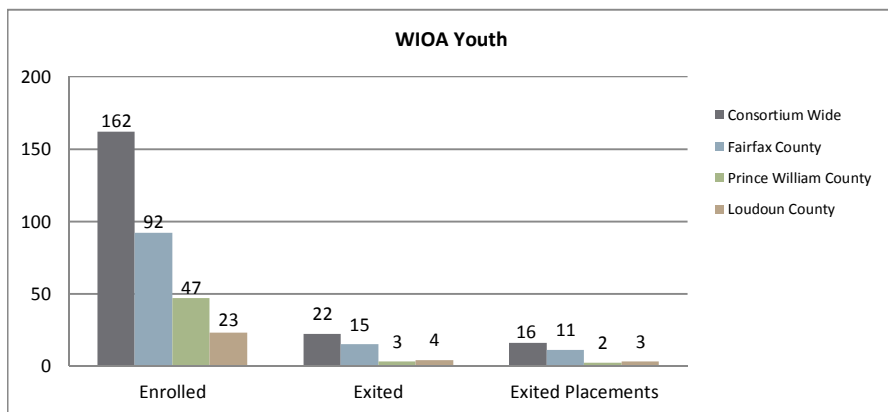
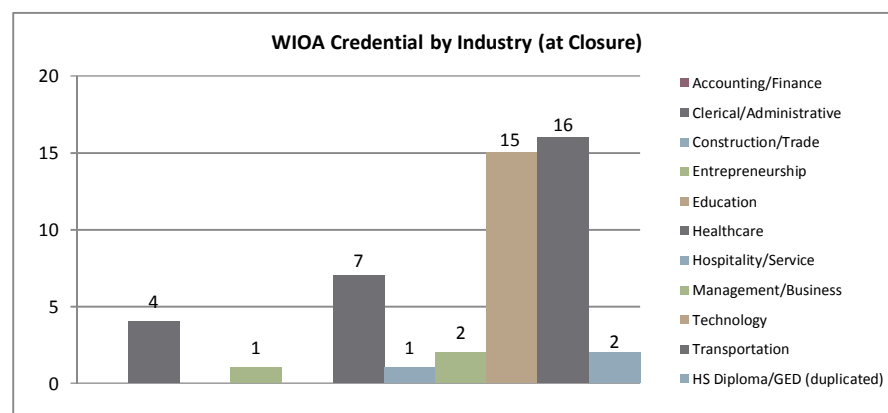
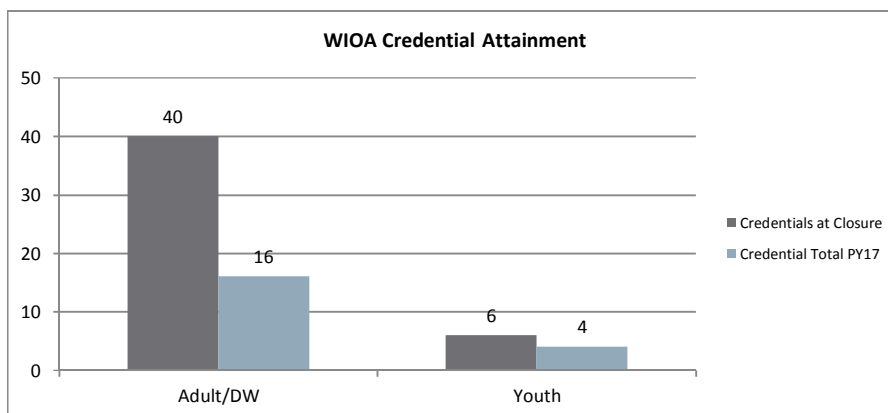
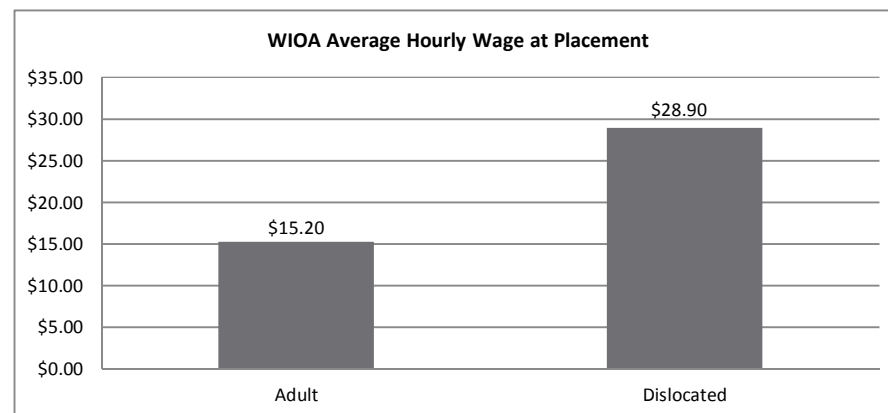
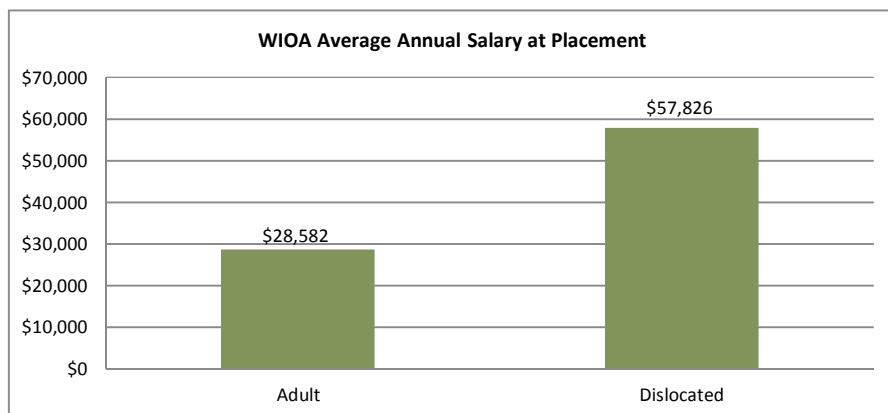
WIOA Adult, Dislocated Worker, and Youth Statistics (July 1, 2017- September 30, 2017)

| At-A-Glance                      |         |  |         |                                      |     |
|----------------------------------|---------|--|---------|--------------------------------------|-----|
| One-Stop Services                |         | WIOA Services (Youth/Adult/DW)           |         | All Employment & Training Programs   |     |
| Center Visits                    | 12,570  | Total Participants                       | 496     |                                      |     |
| Unique One-Stop Visits           | 6,939   | WIOA Job Placements                      | 103     | Total Enrolled                       | 714 |
| One-Stop Job Placements          | 108     | Average Hourly Wage at Placement (Adult) | \$15.20 | Total Exited                         | 237 |
| Average Hourly Wage at Placement | \$14.18 | Average Hourly Wage at Placement (DW)    | \$28.90 | Total Job Placements                 | 231 |
|                                  |         | Average Hourly Wage at Placement (Youth) | \$0.00  | Total Participants with Disabilities | 105 |
|                                  |         | Credentials Received in PY17             | 20      | Total Veterans                       | 22  |
|                                  |         | Credentials Received at Closure          | 46      |                                      |     |



### WIOA Breakdown - Adult, Dislocated Worker and Youth

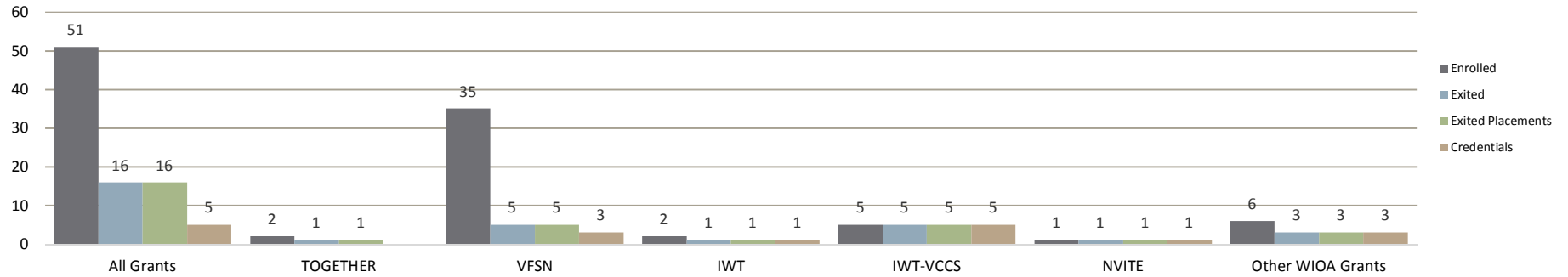




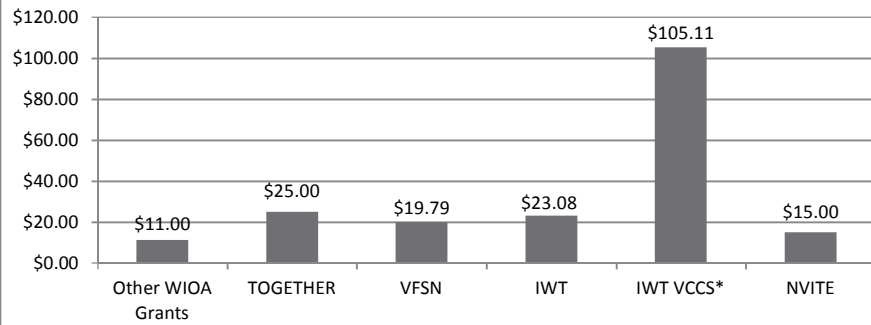
## Northern Virginia Workforce Development Area, LWDA XI

WIOA Grants and Other Programs Statistics (July 1, 2017- September 30, 2017)

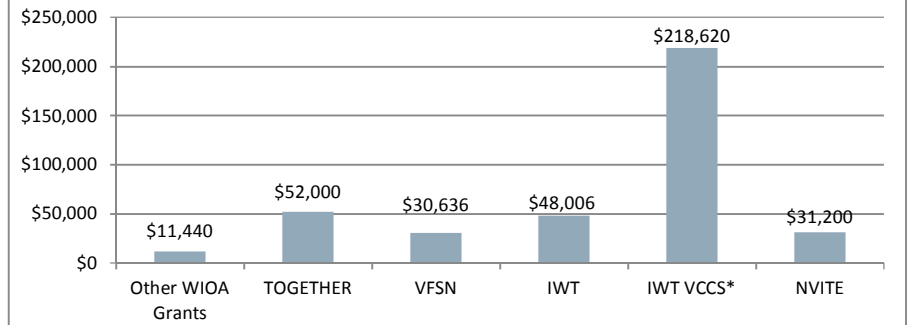
WIOA Grant Program Report



Average Hourly Wage at Placement

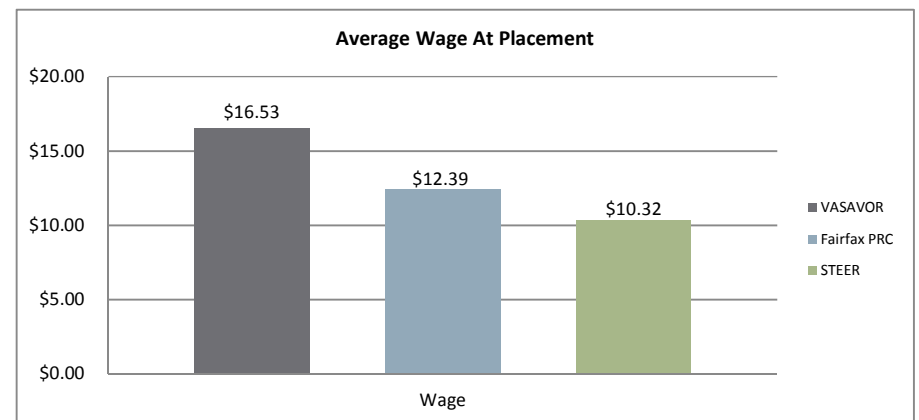
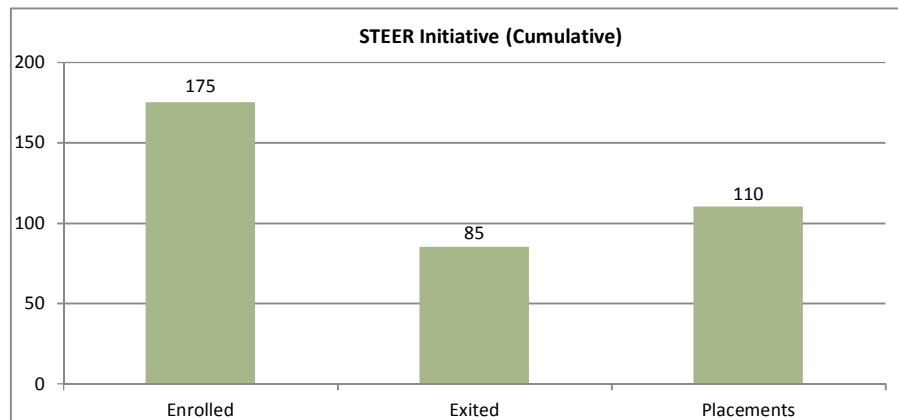
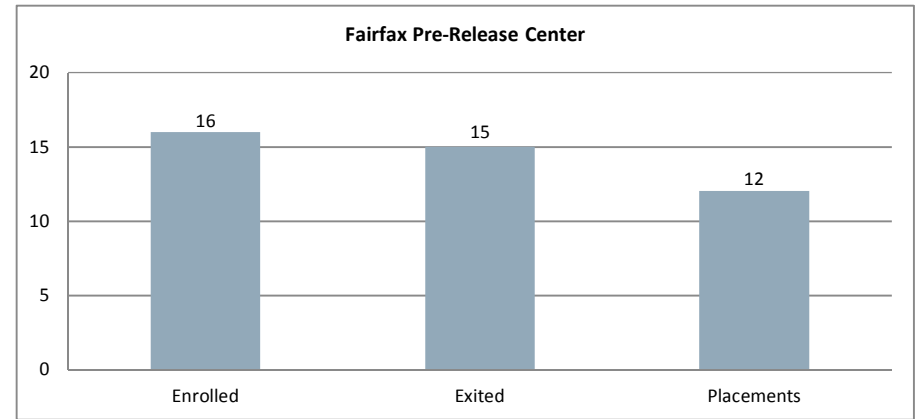
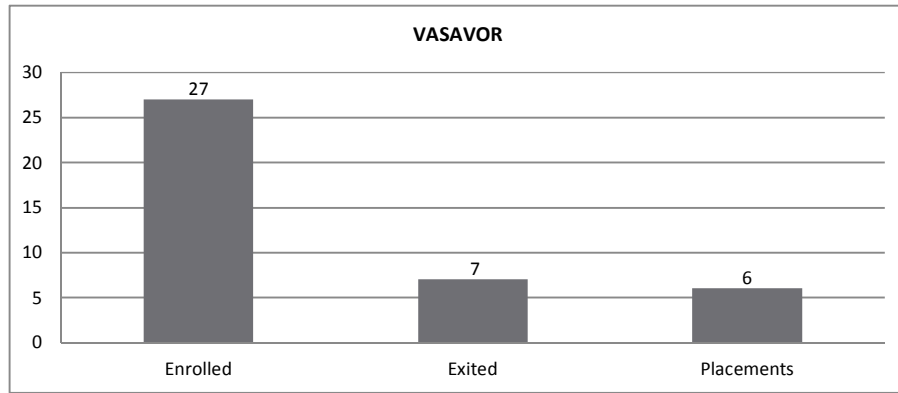


Average Annual Salary at Placement



\* IWT VCCS provides training to individuals already employed in IT resulting in significantly higher wages at closure.

Non WIOA Grants



**Virginia Serious and Violent Offender Reentry Program**  
Monthly Report

|                                  | Jul-17  | Aug-17  | Sep-17  | Oct-17 | Nov-17 | Dec-18 | Jan-18 | Feb-18 | Mar-18 | Apr-18 | May-18 | Jun-18 |
|----------------------------------|---------|---------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Active Caseload                  | 20      | 20      | 24      |        |        |        |        |        |        |        |        |        |
| Receiving Placement Services     | 20      | 20      | 24      |        |        |        |        |        |        |        |        |        |
| New Placements                   | 2       | 2       | 2       |        |        |        |        |        |        |        |        |        |
| Unique Placements                | 2       | 2       | 2       |        |        |        |        |        |        |        |        |        |
| Currently Working                | 11      | 12      | 14      |        |        |        |        |        |        |        |        |        |
| Receiving SSI                    | 0       | 1       | 0       |        |        |        |        |        |        |        |        |        |
| Technical Violations             | 0       | 0       | 1       |        |        |        |        |        |        |        |        |        |
| Re-Offended                      | 0       | 0       | 0       |        |        |        |        |        |        |        |        |        |
| New enrollments                  | 2       | 2       | 5       |        |        |        |        |        |        |        |        |        |
| Returned to program              | 0       | 0       | 0       |        |        |        |        |        |        |        |        |        |
| Upcoming referrals               | 2       | 3       | 3       |        |        |        |        |        |        |        |        |        |
| Exited from Program              | 4       | 2       | 1       |        |        |        |        |        |        |        |        |        |
| Dual Enrollment Referral(WIOA)   | 0       | 0       | 0       |        |        |        |        |        |        |        |        |        |
| Training Expenditures            | \$3,000 | \$0     | \$8,223 |        |        |        |        |        |        |        |        |        |
| Supportive Services Expenditures | \$451   | \$2,860 | \$443   |        |        |        |        |        |        |        |        |        |

\*Final Supportive Services Expenditures Reported on One Month Delay

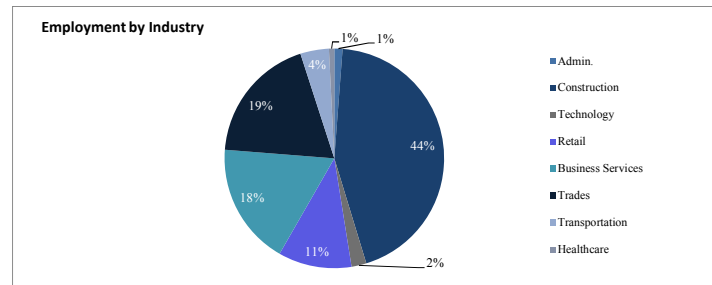
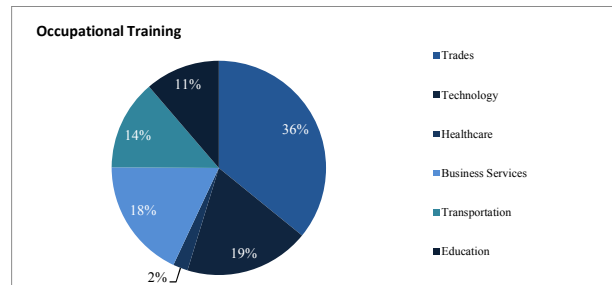
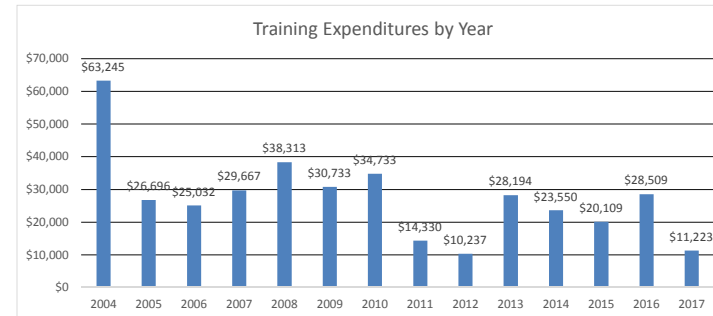
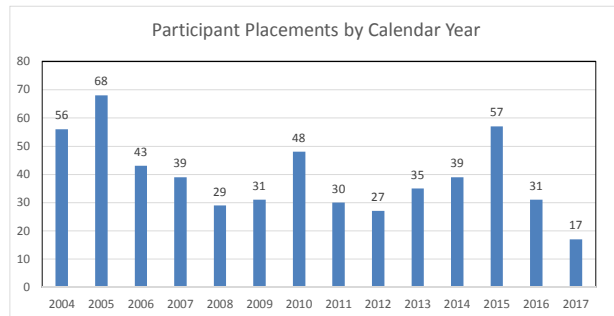
| Cumulative (since program inception in 2003): |           |
|---|-----------|
| Enrollment                                    | 573       |
| Placements*                                   | 571       |
| Exited**                                      | 550       |
| Deceased                                      | 7         |
| Average Hourly Wage                           | \$16.41   |
| Re-Offended                                   | 23        |
| Insured by Federal Bonding                    | 88        |
| Total Bonding Value                           | \$445,000 |
| Training Expenditures                         | \$405,378 |

\*Multiple placements may be made for one participant

\*\*Exited participants may be returned to program

| September   |                |               |                |           |
|-------------|----------------|---------------|----------------|-----------|
| Position    | Industry       | Starting Wage | Hours Per Week | Benefits? |
| Porter      | Transportation | \$11.00       | 35             | No        |
| Electrician | Trade          | \$29.00       | 40             | No        |

**Recidivism Rate: 4%**

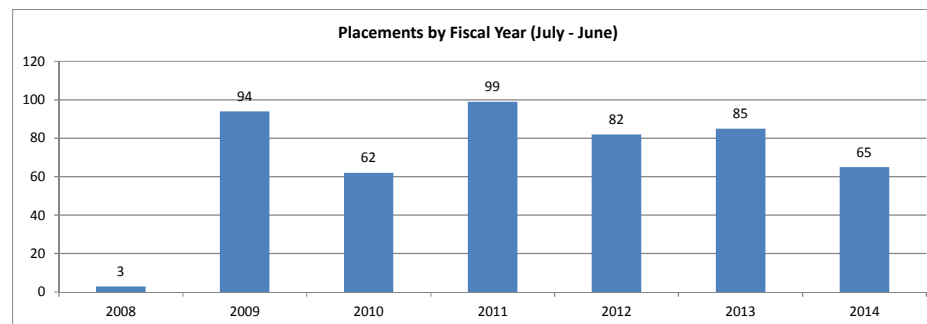
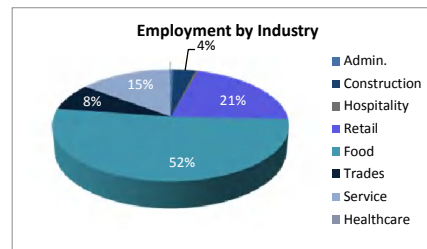
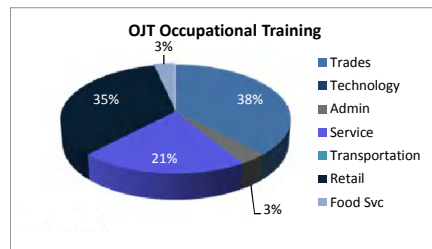


**Fairfax Pre-Release Center**  
Monthly Report

|                      | Jul-17  | Aug-17  | Sep-17  | Oct-17 | Nov-17 | Dec-17 | Jan-18 | Feb-18 | Mar-18 | Apr-18 | May-18 | Jun-18 |
|----------------------|---------|---------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Enrolled             | 3       | 7       | 6       |        |        |        |        |        |        |        |        |        |
| Placed in Employment | 2       | 4       | 6       |        |        |        |        |        |        |        |        |        |
| Exited               | 4       | 7       | 4       |        |        |        |        |        |        |        |        |        |
| Employed at Exit     | 3       | 6       | 3       |        |        |        |        |        |        |        |        |        |
| Unemployed at Exit   | 1       | 1       | 1       |        |        |        |        |        |        |        |        |        |
| Currently Employed   | 13      | 11      | 13      |        |        |        |        |        |        |        |        |        |
| Average Hourly Wage  | \$12.15 | \$12.29 | \$12.72 |        |        |        |        |        |        |        |        |        |

| Cumulative                       |           |
|----------------------------------|-----------|
| Enrolled                         | 846       |
| Non-Exited Placements            | 135       |
| Exited                           | 699       |
| Unemployed as Exit               | 121       |
| Employed at Exit                 | 564       |
| Insured by Federal Bonding       | 67        |
| Total Bonding Value              | \$335,000 |
| Total On the Job Trainings       | 29        |
| On the Job Training Expenditures | \$62,628  |
| Re-Offended                      | 67        |

**Recidivism Rate 8%**



**Sample of Monthly Placements**

| Positions | Employers           | Wage    |
|-----------|---------------------|---------|
| Laborer   | Shirley Contracting | \$12.00 |
| Crew      | Chipotle            | \$9.00  |
| Crew      | McDonald's          | \$9.00  |

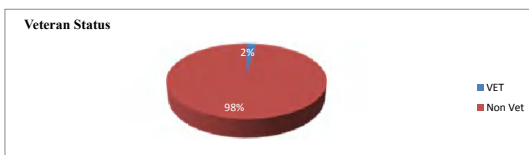
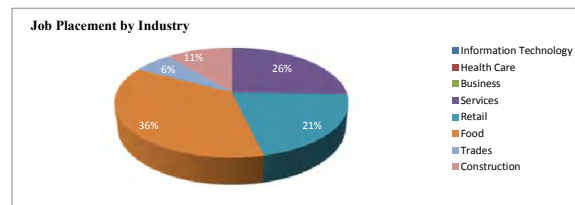
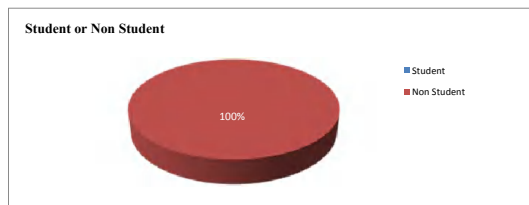
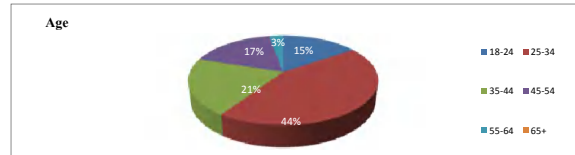
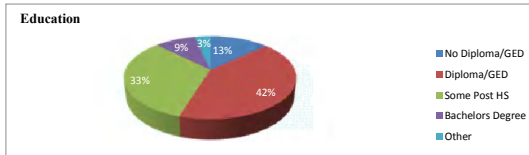
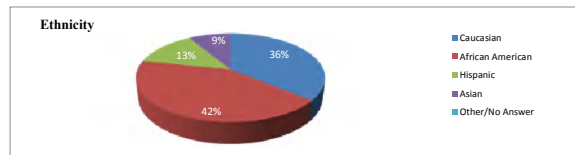
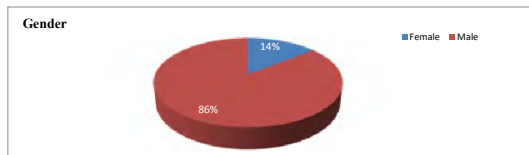
**The SkillSource Group, Inc.**  
Success Through Education, Employment and Reintegration (STEER)

|                                  | Jul-15 to Jun-16 | Jul-16 to Jun-17 | Jul-17     | Aug-17     | Sep-17     | Oct-17 | Nov-17 | Dec-17 | Jan-18 | Feb-18 | Mar-18 | Apr-18 | May-18 | Jun-18 | Cumulative | To Date Enrollment Goal | Program Goals |
|----------------------------------|------------------|------------------|------------|------------|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|------------|-------------------------|---------------|
| <b>Total Clients Enrolled</b>    | <b>88</b>        | <b>71</b>        | <b>3</b>   | <b>5</b>   | <b>8</b>   |        |        |        |        |        |        |        |        |        | <b>175</b> | 117%                    | 150           |
| Pre-Release Center (WR)          | 54               | 52               | 3          | 5          | 3          |        |        |        |        |        |        |        |        |        | 117        |                         |               |
| AIB-Non-Work Release (NWR)       | 16               | 12               | 0          | 0          | 5          |        |        |        |        |        |        |        |        |        | 33         |                         |               |
| Adult Detention Center (ADC)     | 18               | 5                | 0          | 0          | 0          |        |        |        |        |        |        |        |        |        | 23         |                         |               |
| Public referrals                 | 0                | 0                | 0          | 0          | 0          |        |        |        |        |        |        |        |        |        | 0          |                         |               |
| Released                         | 58               | 82               | 3          | 8          | 2          |        |        |        |        |        |        |        |        |        | 153        |                         |               |
| Referral Partners (OAR, WIOA)    | 0                | 2                | 0          | 0          | 0          |        |        |        |        |        |        |        |        |        | 2          |                         |               |
| Active                           | 87               | 71               | 3          | 6          | 8          |        |        |        |        |        |        |        |        |        | 90         |                         |               |
| Inactive                         | 1                | 62               | 12         | 3          | 7          |        |        |        |        |        |        |        |        |        | 85         |                         |               |
| Enrolled in WIOA                 | 2                | 0                | 0          | 0          | 0          |        |        |        |        |        |        |        |        |        | 2          |                         |               |
| STEER Training Amount            | \$4,610          | \$7,980          | \$100      | \$2,650    | \$0        |        |        |        |        |        |        |        |        |        | \$15,340   |                         |               |
| WIOA Training Amount             | \$3,639          | \$1,606          | \$0        | \$0        | \$0.00     |        |        |        |        |        |        |        |        |        | \$5,245    |                         |               |
| Completed Training               | 40               | 39               | 2          | 9          | 0          |        |        |        |        |        |        |        |        |        | 90         |                         |               |
| Received Credential              | 39               | 35               | 1          | 3          | 0          |        |        |        |        |        |        |        |        |        | 78         |                         |               |
| Federal Bonding                  | 4                | 7                | 0          | 0          | 1          |        |        |        |        |        |        |        |        |        | 12         |                         |               |
| Entered Employment               | 52               | 50               | 2          | 3          | 3          |        |        |        |        |        |        |        |        |        | 110        |                         |               |
| <b>Clients Exited</b>            | <b>2</b>         | <b>61</b>        | <b>12</b>  | <b>3</b>   | <b>7</b>   |        |        |        |        |        |        |        |        |        | <b>85</b>  |                         |               |
| Violation                        | 9                | 22               | 2          | 2          | 0          |        |        |        |        |        |        |        |        |        | 35         |                         |               |
| Re-offended                      | 0                | 2                | 0          | 0          | 0          |        |        |        |        |        |        |        |        |        | 2          |                         |               |
| EIP                              | 1                | 2                | 0          | 0          | 0          |        |        |        |        |        |        |        |        |        | 3          |                         |               |
| <b>Recidivism Rate</b>           | <b>TBD</b>       | <b>TBD</b>       | <b>TBD</b> | <b>TBD</b> | <b>TBD</b> |        |        |        |        |        |        |        |        |        | <b>TBD</b> |                         |               |
| Dropped Out of Services          | 2                | 0                | 0          | 0          | 0          |        |        |        |        |        |        |        |        |        | 2          |                         |               |
| Employment at Exit               | 1                | 19               | 2          | 0          | 1          |        |        |        |        |        |        |        |        |        | 23         |                         |               |
| Average Hourly Wage at Placement | \$9.45           | \$10.66          | \$11.50    | \$10.33    | \$9.67     |        |        |        |        |        |        |        |        |        | \$10.32    |                         |               |

| Placements |     |
|------------|-----|
| WR         | 96  |
| NWR        | 7   |
| ADC        | 7   |
| Referrals  | 3   |
| Released   | 153 |

| To Date Performance and Outcomes |          |       |
|----------------------------------|----------|-------|
|                                  | Outcomes | Goals |
| Enrollment Rate                  | 117%     | 100%  |
| Participation Rate               | 100%     | 90%   |
| Work readiness Rate              | 100%     | 80%   |
| Post-release Enrollment Rate     | 87%      | 80%   |
| Placement Rate                   | 63%      | 60%   |
| Employment Retention Rate        | 52%      | 70%   |
| Recidivism Rate                  | TBD      | 22%   |

**Client Demographics**



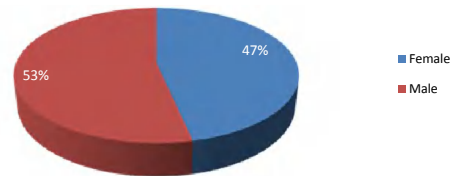


**The SkillSource Group, Inc.**  
Virginia Financial Services Network (VFSN)

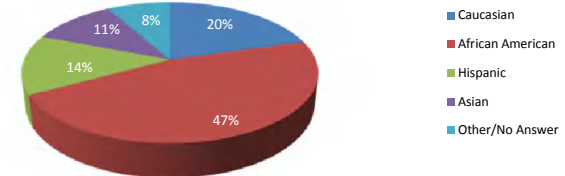
|   | Dec '15-<br>Jun '16 | Jul '16-<br>June '17 | Jul '17  | Aug '17   | Sept '17  | Oct '17 | Nov '17 | Dec '17 | Jan '18 | Feb '18 | Mar '18 | Apr '18 | May '18 | Jun '18 | Cumulative  | Goals      |
|---|---------------------|----------------------|----------|-----------|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------------|------------|
| <b>Provided Information on VFSN</b>     | <b>666</b>          | <b>429</b>           | <b>9</b> | <b>10</b> | <b>12</b> |         |         |         |         |         |         |         |         |         | <b>1126</b> |            |
| <i>Viewed VFSN Video</i>                | 209                 | 429                  | 9        | 10        | 12        |         |         |         |         |         |         |         |         |         | 669         |            |
| <i>Interested in VFSN</i>               | 100                 | 142                  | 4        | 4         | 4         |         |         |         |         |         |         |         |         |         | 254         |            |
| <b>Applied for VFSN</b>                 | <b>26</b>           | <b>99</b>            | <b>1</b> | <b>1</b>  | <b>1</b>  |         |         |         |         |         |         |         |         |         | <b>128</b>  | <b>600</b> |
| <i>Treatment</i>                        | 13                  | 45                   | 0        | 0         | 1         |         |         |         |         |         |         |         |         |         | 59          | 300        |
| <i>Control</i>                          | 13                  | 44                   | 1        | 1         | 0         |         |         |         |         |         |         |         |         |         | 59          | 300        |
| <i>Veterans</i>                         | 4                   | 10                   | 0        | 0         | 0         |         |         |         |         |         |         |         |         |         | 14          |            |
| <i>Receiving Financial Coaching</i>     | 15                  | 57                   | 0        | 1         | 1         |         |         |         |         |         |         |         |         |         | 74          |            |
| <i>Receiving WIOA Training</i>          | 4                   | 50                   | 2        | 1         | 0         |         |         |         |         |         |         |         |         |         | 57          |            |
| <b>Clients Exited</b>                   | <b>6</b>            | <b>26</b>            | <b>5</b> | <b>2</b>  | <b>2</b>  |         |         |         |         |         |         |         |         |         | <b>41</b>   |            |
| <i>Received Industry Credential</i>     | 2                   | 5                    | 1        | 0         | 0         |         |         |         |         |         |         |         |         |         | 8           | 190        |
| <i>Entered Employment</i>               | 6                   | 17                   | 5        | 2         | 2         |         |         |         |         |         |         |         |         |         | 32          | 216        |
| <i>Average Hourly Wage at Placement</i> | \$17                | \$24                 | \$24     | \$17      | \$22      |         |         |         |         |         |         |         |         |         | \$22        |            |

**Client Demographics**

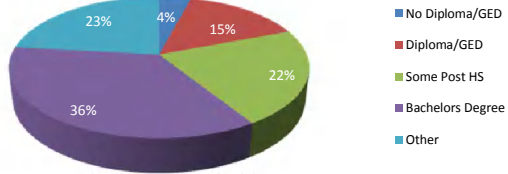
**Gender**



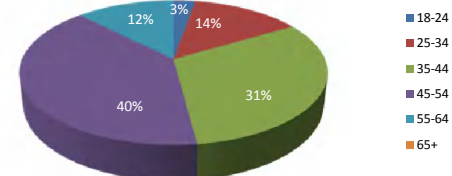
**Ethnicity**



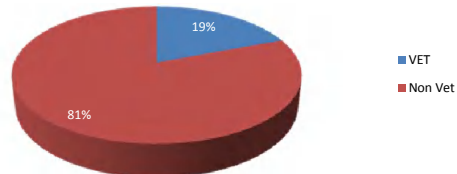
**Education**



**Age**



**Veteran Status**



## BREAKDOWN REPORT ON ITAS AND OJTS

July 1, 2017 - September 30, 2017\*

| ITAs / INDUSTRY                | Obligated Funds  | Additional Training Expenses | WIOA YOUTH |                | WIOA ADULT/DW/VASAVOR |                | TOTAL      |
|--------------------------------|------------------|------------------------------|------------|----------------|-----------------------|----------------|------------|
|                                |                  |                              | Number     | Percent        | Number                | Percent        |            |
| Accounting/Finance (AF)        | \$3,377          |                              | 1          | 2.63%          | 2                     | 3.03%          | 3          |
| Clerical / Administrative (CA) | \$3,703          |                              | 5          | 13.16%         | 1                     | 1.52%          | 6          |
| Construction / Trade (CT)      | \$9,155          |                              | 2          | 5.26%          | 4                     | 6.06%          | 6          |
| Education (Ed)                 | \$0              |                              | 0          | 0.00%          | 0                     | 0.00%          | 0          |
| Healthcare (He)                | \$45,100         |                              | 13         | 34.21%         | 10                    | 15.15%         | 23         |
| Hospitality / Services (HS)    | \$9,750          |                              | 2          | 5.26%          | 2                     | 3.03%          | 4          |
| Literacy Activities (LA)       | \$2,644          |                              | 3          | 7.89%          | 3                     | 4.55%          | 6          |
| Management/Business (MB)       | \$10,764         |                              | 0          | 0.00%          | 10                    | 15.15%         | 10         |
| Technology (Tech)              | \$90,465         |                              | 10         | 26.32%         | 25                    | 37.88%         | 35         |
| Transportation (Tr)            | \$32,500         |                              | 2          | 5.26%          | 9                     | 13.64%         | 11         |
| Others                         | \$0              | \$0                          | 0          | 0.00%          | 0                     | 0.00%          | 0          |
| <b>TOTAL</b>                   | <b>\$207,458</b> | <b>\$0</b>                   | <b>38</b>  | <b>100.00%</b> | <b>66</b>             | <b>100.00%</b> | <b>104</b> |

AF: bookkeeping

CA: Administrative Certificate, MS Office Certificate

CT: HVAC, plumbing, electric

Ed: teaching, childcare

LA: ESL, basic computer

\* Including obligated in FY 2017

He: medical, dental, pet health

HS: food, design, massage, hair

Tech: information technology

Tr: CDL ( A & B or endorsement)

MB: government contracts, HR, project management

| ITA Obligated by Grants | Training Amount  |
|-------------------------|------------------|
| WIOA Adult              | \$83,168         |
| WIOA Dislocated         | \$46,078         |
| WIOA Youth              | \$66,989         |
| VASAVOR                 | \$11,223         |
| <b>TOTAL</b>            | <b>\$207,458</b> |

| OJT Obligated by Grants | OJT /WEX Amount |
|-------------------------|-----------------|
| WIOA Adult              | \$5,020         |
| WIA DW                  | \$0             |
| VASAVOR                 | \$0             |
| <b>TOTAL</b>            | <b>\$5,020</b>  |

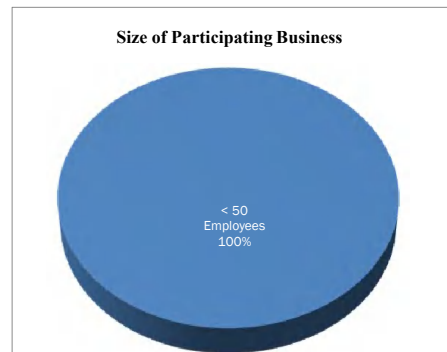
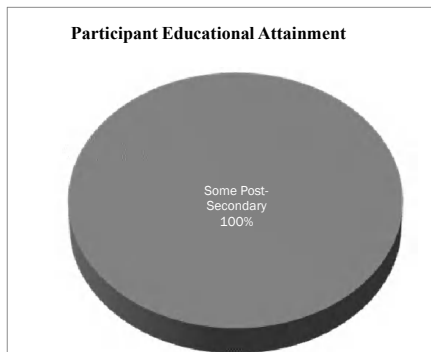
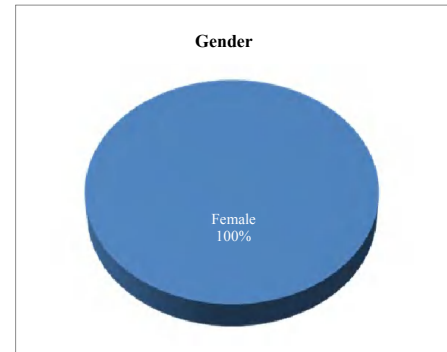
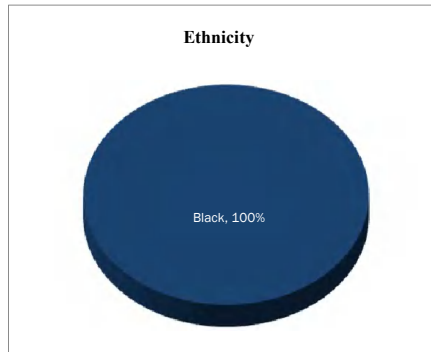
| OJTs / INDUSTRY                | Obligated Funds | VASAVOR  |              | WIOA A/WIOA DW |                | TOTAL    |
|--------------------------------|-----------------|----------|--------------|----------------|----------------|----------|
|                                |                 | Number   | Percent      | Number         | Percent        |          |
| Accounting/Finance (AF)        | \$0             | 0        | 0.00%        | 0              | 0.00%          | 0        |
| Clerical / Administrative (CA) | \$0             | 0        | 0.00%        | 0              | 0.00%          | 0        |
| Construction / Trade (CT)      | \$0             | 0        | 0.00%        | 1              | 11.11%         | 1        |
| Education (Ed)                 | \$0             | 0        | 0.00%        | 0              | 0.00%          | 0        |
| Healthcare (He)                | \$0             | 0        | 0.00%        | 4              | 44.44%         | 4        |
| Hospitality / Services (HS)    | \$2,320         | 0        | 0.00%        | 2              | 22.22%         | 2        |
| Literacy Activities (LA)       | \$0             | 0        | 0.00%        | 0              | 0.00%          | 0        |
| Management/Business (MB)       | \$0             | 0        | 0.00%        | 1              | 11.11%         | 1        |
| Technology (Tech)              | \$2,700         | 0        | 0.00%        | 1              | 11.11%         | 1        |
| Transportation (Tr)            | \$0             | 0        | 0.00%        | 0              | 0.00%          | 0        |
| <b>TOTAL</b>                   | <b>\$5,020</b>  | <b>0</b> | <b>0.00%</b> | <b>9</b>       | <b>100.00%</b> | <b>9</b> |

## Northern Virginia Workforce Area #11

NVITE Monthly Report

| NVITE Eligible Clients Identified              | July '17 | Aug '17 | Sept '17 | Oct '17 | Nov '17 | Dec '17 | Jan '18 | Feb '18 | Mar '18 | June '18 |
|--|----------|---------|----------|---------|---------|---------|---------|---------|---------|----------|
| NVITE Eligible Clients Identified              | 56       | 1       | 0        |         |         |         |         |         |         |          |
| Enrolled in NVITE Funded Occupational Training | 0        | 0       | 0        |         |         |         |         |         |         |          |
| Referred to NVITE OJT                          | 5        | 4       | 0        |         |         |         |         |         |         |          |
| Entered NVITE OJT                              | 1        | 0       | 0        |         |         |         |         |         |         |          |
| Retained OJT Employment                        | 0        | 1       | 0        |         |         |         |         |         |         |          |
| Average Unsubsidized Wage                      | \$0.00   | \$15.00 | \$0.00   |         |         |         |         |         |         |          |
| Employers Contacted                            | 6        | 8       | 11       |         |         |         |         |         |         |          |
| Employer Commitments Received                  | 1        | 0       | 0        |         |         |         |         |         |         |          |

### Demographics

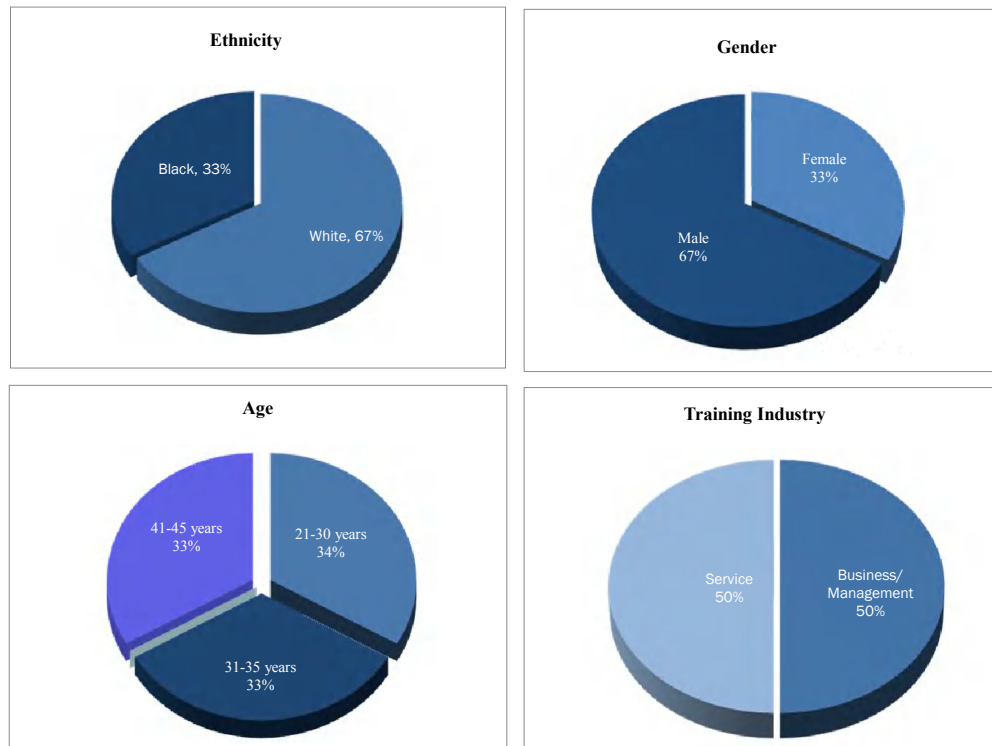


## Northern Virginia Workforce Development Area #11

### TOGETHER Employment Services Monthly Report

| Together Eligible Clients Identified                                | Jul '16<br>Jun '17 | July '17 | Aug '17 | Sept<br>'17 | Oct '17 | Nov<br>'17 | Dec<br>'17 | Jan '18 | Feb<br>'18 | Mar<br>'18 | June<br>'18 |
|---|--------------------|----------|---------|-------------|---------|------------|------------|---------|------------|------------|-------------|
| TOGETHER Clients Referred to Employment Services                    | 5                  | 0        | 3       | 0           |         |            |            |         |            |            |             |
| Total Enrolled in Employment Services                               | 3                  | 0        | 0       | 0           |         |            |            |         |            |            |             |
| <i>Enrolled in WIOA Employment Services</i>                         | 3                  | 0        | 0       | 0           |         |            |            |         |            |            |             |
| <i>Enrolled in non-WIOA Employment Services (not WIOA eligible)</i> | 2                  | 0        | 1       | 0           |         |            |            |         |            |            |             |
| Employment Service Recipients Obtaining Training                    | 1                  | 0        | 0       | 0           |         |            |            |         |            |            |             |
| Employment Service Recipients Obtaining Employment                  | 1                  | 0        | 0       | 1           |         |            |            |         |            |            |             |
| Average Hourly Wage   | \$18.27            |          |         | \$25.00     |         |            |            |         |            |            |             |

### Demographics



**CENTER FOR BUSINESS PLANNING AND DEVELOPMENT**  
(Business Development Assistance Group, Inc.)

**FISCAL YEAR 2018**

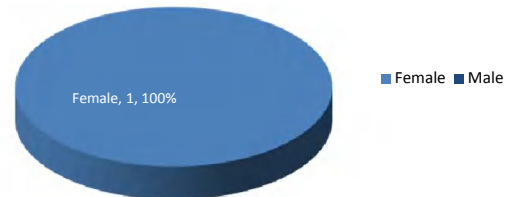
|   | Jul-17    | Aug-17   | Sep-17   | Oct-17   | Nov-17   | Dec-17   | Jan-18   | Feb-18   | Mar-18   | Apr-18   | May-18   | Jun-18   | TOTAL     |
|---|-----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| <b>Client Overview</b>                  |           |          |          |          |          |          |          |          |          |          |          |          |           |
| Walk-In                                 | 15        | 5        | 4        |          |          |          |          |          |          |          |          |          | 24        |
| One-on-One Counseling (1st time client) | 1         | 1        | 1        |          |          |          |          |          |          |          |          |          | 3         |
| Training and Event Attendees*           | 14        | 0        | 0        |          |          |          |          |          |          |          |          |          | 14        |
| <b>Total:</b>                           | <b>30</b> | <b>6</b> | <b>5</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>41</b> |
| <b>Economic Impact</b>                  |           |          |          |          |          |          |          |          |          |          |          |          |           |
| New Businesses Created**                | 0         | 0        | 0        |          |          |          |          |          |          |          |          |          | 0         |
| New Jobs Created                        | 0         | 0        | 0        |          |          |          |          |          |          |          |          |          | 0         |
| Businesses Expanded                     | 0         | 0        | 0        |          |          |          |          |          |          |          |          |          | 0         |
| <b>Total:</b>                           | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b>  |
| <b>Services Utilized</b>                |           |          |          |          |          |          |          |          |          |          |          |          |           |
| TA for Business Startup                 | 1         | 1        | 1        |          |          |          |          |          |          |          |          |          | 3         |
| TA for Business Expansion               | 0         | 0        | 0        |          |          |          |          |          |          |          |          |          | 0         |
| <b>Total:</b>                           | <b>1</b>  | <b>1</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>3</b>  |

**One on One Counseling (1st Time Client) Demographic**

**Income**



**Gender**



**Ethnicity**

