

RESOLUTION

NO. 344-24

A RESOLUTION OF THE COUNCIL OF COLUMBUS, GEORGIA, AUTHORIZING THE CITY MANAGER TO EXECUTE CONTRACT(S)/DOCUMENTATION TO IMPLEMENT OCCUPATIONAL TRAINING AND RETENTION SERVICES FOR ECONOMICALLY DISADVANTAGED (LOW-INCOME) INDIVIDUALS RESIDING IN MUSCOGEE COUNTY IN THE GRAND TOTAL AMOUNT OF \$995,503.80 OR OTHERWISE AWARDED TO ADDRESS THE POVERTY LEVEL IN MUSCOGEE COUNTY.

WHEREAS, The American Rescue Plan Act (ARP) was signed into law on March 11, 2021 which provided Fiscal Recovery Funds to both State and local governments; and,

WHEREAS, Columbus Consolidated Government was allocated \$78.4 million in direct funding to respond to the public health emergency with respect to the Coronavirus Disease 2019 (COVID-19) and its negative economic impacts; and,

WHEREAS, Columbus' poverty rate has been at a level almost 50% higher than the State of Georgia and almost 100% higher than the United States; and,

WHEREAS, Occupational Skills Training and Retention Services are an effort to strengthen economic self-sufficiency by obtaining good jobs that provide family sustaining income (wages) and benefits uplifting and fostering supportive work environments and improving economic growth as well as aiding in the reduction of poverty in Muscogee County.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF COLUMBUS, GEORGIA, AS FOLLOWS:

We hereby authorize the city manager to execute contract(s)/documentation to implement occupational/educational training and retention services for economically disadvantaged (low income) individuals residing in Muscogee County in the grand total amount of \$995,503.80 or otherwise awarded to address the poverty level in Muscogee County.

Introduced at a regular meeting of the Council of Columbus, Georgia held on the 27th day of August 2024 and adopted at said meeting by the affirmative vote of ten members of said Council.

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| Councilor Allen | voting <u>YES</u> |
| Councilor Chambers | voting <u>YES</u> |
| Councilor Cogle | voting <u>YES</u> |
| Councilor Crabb | voting <u>YES</u> |
| Councilor Davis | voting <u>YES</u> |

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|-------------------|--------|-----------|
| Councilor Garrett | voting | ___YES___ |
| Councilor Hickey | voting | ___YES___ |
| Councilor Huff | voting | ___YES___ |
| Councilor Thomas | voting | ___YES___ |
| Councilor Tucker | voting | ___YES___ |



Sandra T. Davis
Clerk of Council



B. H. "Skip" Henderson, III
Mayor

**Columbus Consolidated Government
Council Meeting Agenda Item**

TO: Mayor and Councilors

AGENDA SUBJECT: **Subrecipient Agreements for Occupational Training and Retention Services**

AGENDA SUMMARY: Approval is requested to execute subrecipient agreements with Partnership In Caring for Occupational Training, Internships and Retention Services with eligible youth, ages 18 to 24; Georgia Job T.I.P.S. for Workforce Reintegration, On-the-job training, and Retention Services with Adults, ages 22 and older; Columbus Technical College for Post-Secondary Education and Occupational Skills training with Adult, Dislocated Workers, and Youth; Georgia Driving Academy for eligible individuals interested in Commercial Driver's Training for Class A drivers licenses; and In The Door, LLC, for Work Readiness and On-the-job training with youth, ages 18 to 24, that are economically disadvantaged individuals residing in Muscogee County for a total of \$995,503.80 to combat generational poverty and its effects on the community by providing sustainable employment, career and technical education, training, and support services needed to succeed in the labor market and to match employers with the skilled workers to drive our economy forward.

INITIATED BY: **Job Training Division**

Recommendation: Approval is requested to execute subrecipient agreements with Partnership In Caring for Occupational Training, Internships and Retention Services with eligible youth, ages 18 to 24; Georgia Job T.I.P.S. for Workforce Reintegration, On-the-job training, and Retention Services with Adults, ages 22 and older; Columbus Technical College for Post-Secondary Education and Occupational Skills training with Adult, Dislocated Workers, and Youth; Georgia Driving Academy for eligible individuals interested in Commercial Driver's Training for Class A driver's licenses; and In The Door, LLC, for Work Readiness and On-the-job training with youth, ages 18 to 24, that are economically disadvantaged individuals residing in Muscogee County for a total of \$995,503.80 to combat generational poverty and its effect on the community by providing sustainable employment, career and technical education, training, and support services needed to succeed in the labor market and to match employers with the skilled workers to drive our economy forward.

Background: The American Rescue Plan Act (ARP) of 2021 was signed into law on March 11, 2021. This historic legislation was designed to enable all Americans to respond to and recover from the impacts of COVID-19. The plan included emergency funding known as the Coronavirus State and Local Fiscal Recovery Funds. CCG was allocated \$78.4 million in direct funding to respond to the public health emergency and its negative economic impact. Columbus' poverty rate has been at a level almost 50% higher than the Georgia Poverty Rate and almost 100% higher than

the United States Poverty Rate. The Job Training Division, in partnership with their contractual partners, intends to administer funds specifically through services geared toward assisting disadvantaged citizens who need training to enter or re-enter the labor market and obtain meaningful employment, internships, on-the-job training, career and technical education, and retention services.

Analysis: The occupational training services funded through the American Rescue Plan Act (ARP) grant will help qualified participants access employment, education, training, and support services to succeed in the labor market and match employers with the skilled workers while reducing poverty and enhancing their quality of life.

Financial Considerations: The Job Training Division is requesting to be awarded \$995,503.80 from the American Rescue Plan Act (ARP) grant to assist in the continued facilitation of Occupational Training (Internships, Retention Services, Workforce reintegration, On-the-job training, Career and Technical education, and Support services) through existing contractual partners to combat generational poverty and its effect on the community.

Legal Considerations: A resolution from the City Council authorizing the City Manager to execute contract(s)/documentation to implement the proposed occupational and educational skills training services.

Recommendation/Action: Authorize a resolution for approval to execute subrecipient agreements to provide Occupational Training (Internships, Retention Services, Workforce reintegration, On-the-Job training, Career and Technical education and Support services) for economically disadvantaged (low-income) individuals in the amount of \$995,503.80, with the Job Training Division as acting administrator.

| Service Provider – Partnership In Caring <ul style="list-style-type: none"> ➤ Years of Service to the community – 33 ➤ Minority and woman owned business ➤ Service Activities and Description: Occupational Skills training (Internship & Retention services) for eligible youth (ages 18 to 24) ➤ Proposed Performance Outcomes: <ol style="list-style-type: none"> 1. Solicit internship sites of local businesses (employers) in the Muscogee County area who have legitimate vacancies in in-demand occupations, who agree to utilize the position vacancy as an internship (work experience) position to supervise and train eligible participants in the position with the outcome of permanent placement with full benefits available as outlined in employer’s company policy on the employer’s payroll upon completion of internship training activities 2. Provide eligible out-of-school youth with unsubsidized employment in accordance with the negotiated performance at the completion of the agreed upon internship activities as well as retention services to all eligible youth retained in unsubsidized employment and provide those not employed with job search/placement opportunities during a follow-up period that will result in a positive employment outcome. | Proposed ARP grant budgeted funds: \$154,000 | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|----------|---------------------|---------------------------------------|---------------------|-----------------|-------------------|-------------------|-------------------|---------------|-------------------|--------------------|-----------------|--------------------------------|-------------------|-----------------------|-------------------|---|--------------------|----------------|-------------------|---------------------|-------------------|--|--|---------------------|---------------------|
| <p style="text-align: center;">FY24/PY23 – PY25/PY24 DETAILED LINE ITEM BUDGET</p> <p style="text-align: center;">PARTNERSHIP IN CARING: Youth Internship Work Experience and Retention</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">EXPENSES</th><th style="text-align: center;">FY24/FY25 TOTALS</th></tr> </thead> <tbody> <tr> <td>1. Staff Salaries and Fringe Benefits</td><td style="text-align: right;">\$107,788.00</td></tr> <tr> <td>2. Staff Travel</td><td style="text-align: right;">\$3,916.00</td></tr> <tr> <td>3. Communications</td><td style="text-align: right;">\$3,050.00</td></tr> <tr> <td>4. Facilities</td><td style="text-align: right;">\$8,400.00</td></tr> <tr> <td>5. Insurance Costs</td><td style="text-align: right;">\$827.00</td></tr> <tr> <td>6. Taxes (Fed/GA Unemployment)</td><td style="text-align: right;">\$2,150.00</td></tr> <tr> <td>7. Operating Supplies</td><td style="text-align: right;">\$2,740.00</td></tr> <tr> <td>8. Registrant Cost (D-Screen/Background Ck/Uniforms/Tools/Supplies/Buss Pass)</td><td style="text-align: right;">\$18,239.00</td></tr> <tr> <td>9. Audit Costs</td><td style="text-align: right;">\$4,175.00</td></tr> <tr> <td>10. Equipment Costs</td><td style="text-align: right;">\$2,715.00</td></tr> <tr> <td> </td><td> </td></tr> <tr> <td>Grand Total:</td><td style="text-align: right;">\$154,000.00</td></tr> </tbody> </table> | | EXPENSES | FY24/FY25 TOTALS | 1. Staff Salaries and Fringe Benefits | \$107,788.00 | 2. Staff Travel | \$3,916.00 | 3. Communications | \$3,050.00 | 4. Facilities | \$8,400.00 | 5. Insurance Costs | \$827.00 | 6. Taxes (Fed/GA Unemployment) | \$2,150.00 | 7. Operating Supplies | \$2,740.00 | 8. Registrant Cost (D-Screen/Background Ck/Uniforms/Tools/Supplies/Buss Pass) | \$18,239.00 | 9. Audit Costs | \$4,175.00 | 10. Equipment Costs | \$2,715.00 | | | Grand Total: | \$154,000.00 |
| EXPENSES | FY24/FY25 TOTALS | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1. Staff Salaries and Fringe Benefits | \$107,788.00 | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 4. Facilities | \$8,400.00 | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Grand Total: | \$154,000.00 | | | | | | | | | | | | | | | | | | | | | | | | | | |

| <p>Service Provider – Georgia Job T.I.P.S.</p> <ul style="list-style-type: none"> ➤ Years of Service to the community – 25 ➤ Minority and woman owned business ➤ Service Activities and Description: Occupational Skills Training (Workforce Reintegration – Work Experience or On-the-Job Training & Retention Services) for eligible adults (ages 22 years and up) and dislocated workers ➤ Proposed Performance Outcomes: <ul style="list-style-type: none"> 1. Provide participants comprised of Adults and Dislocated Workers of eligible local workforce area residents, active eligible participants. 2. Provide work preparation activities and/or transitional services as needed for participants placed in work experience that will assist the participants assigned to attain and retain successful unsubsidized employment. 3. Transitional services or work preparation activities include review of basic computer skills, resume writing, career counseling, interviewing skills, and/or other services assessed as appropriate by the contractor. | <p>Proposed ARP grant budgeted funds:</p> <p>\$220,533.80</p> | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---|----------|---------------------|---------------------------------------|--------------------|-----------------|--------------------|-------------------|-------------------|---------------|--------------------|--------------------|-------------------|--------------------------------|-------------------|-----------------------|-------------------|---|--------------------|----------------|-------------------|---------------------|-------------------|--------------|---------------------|
| <p align="center">FY24/PY23 – PY25/PY24 DETAILED LINE ITEM BUDGET</p> <p align="center">GEORGIA Job T.I.P.S.: Reintegrative Work Experience & Placement Services</p> <table border="1" data-bbox="217 814 1263 1560"> <thead> <tr> <th data-bbox="217 814 1036 877">EXPENSES</th><th data-bbox="1036 814 1263 877">FY24/FY25 TOTALS</th></tr> </thead> <tbody> <tr> <td data-bbox="217 877 1036 940">1. Staff Salaries and Fringe Benefits</td><td align="right" data-bbox="1036 877 1263 940">\$95,075.80</td></tr> <tr> <td data-bbox="217 940 1036 1003">2. Staff Travel</td><td align="right" data-bbox="1036 940 1263 1003">\$11,600.00</td></tr> <tr> <td data-bbox="217 1003 1036 1066">3. Communications</td><td align="right" data-bbox="1036 1003 1263 1066">\$4,485.00</td></tr> <tr> <td data-bbox="217 1066 1036 1129">4. Facilities</td><td align="right" data-bbox="1036 1066 1263 1129">\$23,988.00</td></tr> <tr> <td data-bbox="217 1129 1036 1192">5. Insurance Costs</td><td align="right" data-bbox="1036 1129 1263 1192">\$1,050.00</td></tr> <tr> <td data-bbox="217 1192 1036 1255">6. Taxes (Fed/GA Unemployment)</td><td align="right" data-bbox="1036 1192 1263 1255">\$1,020.00</td></tr> <tr> <td data-bbox="217 1255 1036 1318">7. Operating Supplies</td><td align="right" data-bbox="1036 1255 1263 1318">\$8,355.00</td></tr> <tr> <td data-bbox="217 1318 1036 1381">8. Registrant Cost (D-Screen/Background Ck/Uniforms/Employer Reimbursement)</td><td align="right" data-bbox="1036 1318 1263 1381">\$62,720.00</td></tr> <tr> <td data-bbox="217 1381 1036 1444">9. Audit Costs</td><td align="right" data-bbox="1036 1381 1263 1444">\$2,400.00</td></tr> <tr> <td data-bbox="217 1444 1036 1507">10. Equipment Costs</td><td align="right" data-bbox="1036 1444 1263 1507">\$9,840.00</td></tr> <tr> <td data-bbox="217 1507 1036 1560">Grand Total:</td><td align="right" data-bbox="1036 1507 1263 1560">\$220,533.80</td></tr> </tbody> </table> | | EXPENSES | FY24/FY25 TOTALS | 1. Staff Salaries and Fringe Benefits | \$95,075.80 | 2. Staff Travel | \$11,600.00 | 3. Communications | \$4,485.00 | 4. Facilities | \$23,988.00 | 5. Insurance Costs | \$1,050.00 | 6. Taxes (Fed/GA Unemployment) | \$1,020.00 | 7. Operating Supplies | \$8,355.00 | 8. Registrant Cost (D-Screen/Background Ck/Uniforms/Employer Reimbursement) | \$62,720.00 | 9. Audit Costs | \$2,400.00 | 10. Equipment Costs | \$9,840.00 | Grand Total: | \$220,533.80 |
| EXPENSES | FY24/FY25 TOTALS | | | | | | | | | | | | | | | | | | | | | | | | |
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| 4. Facilities | \$23,988.00 | | | | | | | | | | | | | | | | | | | | | | | | |
| 5. Insurance Costs | \$1,050.00 | | | | | | | | | | | | | | | | | | | | | | | | |
| 6. Taxes (Fed/GA Unemployment) | \$1,020.00 | | | | | | | | | | | | | | | | | | | | | | | | |
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| 8. Registrant Cost (D-Screen/Background Ck/Uniforms/Employer Reimbursement) | \$62,720.00 | | | | | | | | | | | | | | | | | | | | | | | | |
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| 10. Equipment Costs | \$9,840.00 | | | | | | | | | | | | | | | | | | | | | | | | |
| Grand Total: | \$220,533.80 | | | | | | | | | | | | | | | | | | | | | | | | |

| Service Provider – Columbus Technical College <ul style="list-style-type: none"> ➤ Years of Service to the community through the Job Training Division – 20 ➤ Service Activities and Description: Post-Secondary Education/Occupational Skills Training for eligible Adults, Dislocated Workers, and Older Youth ➤ Proposed Performance Outcomes: <ul style="list-style-type: none"> 1. Recruit and provide financial assistance and case management services to eligible Adults, ages 22 and older, Dislocated Workers, and Older Youth, ages 18-24, who need assistance to enter, matriculate through, and/or complete occupational skills training or transition into employment, as well as provide job search/job placement services, follow-up services, and supportive services. | Proposed ARP grant budgeted funds: \$462,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|--|---|--|----------|---------------------|---------------------------------------|--------------|-----------------|------------|-------------------|--------|---------------|--------|--------------------|--------|--------------------------------|--------|-----------------------|------------|--|--------------|--------------------|------------|--------------------|-------------|--|--|---------------------|---------------------|
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| FY24/PY23 – PY25/PY24 DETAILED LINE ITEM BUDGET | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| COLUMBUS TECHNICAL COLLEGE: Post-Secondary/Occupational CRT/Case Management | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| EXPENSES | FY24/FY25 TOTALS | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1. Staff Salaries and Fringe Benefits | \$235,277.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2. Staff Travel | \$5,256.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3. Communications | \$0.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4. Facilities | \$0.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5. Insurance Costs | \$0.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6. Taxes (Fed/GA Unemployment) | \$0.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7. Operating Supplies | \$3,702.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8. Registrant Cost (Tuition/Books/Supplies/Uniforms/Exam Fees) | \$180,537.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9. Equipment Costs | \$3,550.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10. Indirect Costs | \$33,678.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Grand Total: | \$462,000.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| Service Provider – IN THE DOOR, LLC <ul style="list-style-type: none"> ➤ Years of Service to the community through the Job Training Division – 4.5 ➤ Minority owned business | Proposed ARP grant |
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| <ul style="list-style-type: none"> ➤ Service Activities and Description: Work Readiness Training and On-the Job Training for eligible youth (ages 18-24) ➤ Proposed Performance Outcomes: <ol style="list-style-type: none"> 1. Sequentially integrate Work Readiness Skills Training with On-the Job Training for eligible youth (18-24) participating in the training provided. 2. Provide training that prepares youth for successful job retention outcomes. 3. All youth in need of employability skills training receive instruction from a practice-based curriculum, student support services, and commitment to measuring results during and through the end of program and follow-up services. 4. Participants will receive training to include, but not limited to customer service, soft skills, verbal and written communication workshops, occupations skills training, conflict resolution and problem-solving workshops, career pathway training, resume creation/update, interview preparation and appropriate workplace attire workshops, tutoring and study skills development, job shadowing, and mentoring. | budgeted funds: \$110,000 |
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| FY24/PY23 DETAILED LINE ITEM BUDGET | |
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| IN THE DOOR, LLC: Out-of-School Youth Combined Work Readiness & OJT | |
| EXPENSES | FY24/FY25 TOTALS |
| 1. Staff Salaries and Fringe Benefits | \$90,630.00 |
| 2. Staff Travel | \$1,450.00 |
| 3. Communications | \$675.00 |
| 4. Facilities | \$2,640.00 |
| 5. Insurance Costs | \$390.00 |
| 6. Taxes (Fed/GA Unemployment) | \$416.00 |
| 7. Operating Supplies | \$2,700.00 |
| 8. Registrant Cost (Transportation Bus Pass/Uniforms/Tools/ZOOM Account) | \$8,981.00 |
| 9. Audit Costs | \$1,118.00 |
| 10. Equipment Costs | \$1,000.00 |
| Grand Total: | \$110,000.00 |

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| Service Provider – Georgia Driving Academy <ul style="list-style-type: none"> ➤ Years if /service to the community through the Job Training Division – 30 years | Proposed ARP grant |
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| <ul style="list-style-type: none"> ➤ Service Activities and Description: Training the men and women of Muscogee County with hands-on Class-A training for in-demand careers in the transportation industry. ➤ Proposed Performance Outcomes: <ul style="list-style-type: none"> 1. Produce safety-conscious drivers in the trucking industry able to utilize a balance of classroom instruction and hands-on and behind-the-wheel training. 2. Prepare eligible students to pass both the DMV written and CDL exam and skills test to acquire a Class A license. | | budgeted funds: \$48,970 |
| | EXPENSES | FY24/FY25 TOTALS |
| | 1. Tuition and exam fees for commercial driver's training for Class A Driver's License for eligible students | \$48,970.00 |

Proposed ARP Grant Total Budgeted for Service Provider's

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|-----------------------------------|---------------------------|
| Partnership In Caring | \$154,000.00 |
| Georgia Job T.I.P.S. | \$220,533.80 |
| Columbus Technical College | \$462,000.00 |
| IN THE DOOR, LLC | \$110,000.00 |
| Ga Driving Academy | <u>\$48,970.00</u> |

TOTAL Proposed amount requested:
\$995,503.80