

**P00**  
**Workforce Development**  
**Department of Labor, Licensing, and Regulation**

## ***Executive Summary***

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The Department of Labor, Licensing, and Regulation administers a variety of employment service and adult learning programs. This analysis focuses on the department's administrative and workforce development units.

## ***Operating Budget Data***

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(\$ in Thousands)

	<b><u>FY 18</u></b> <b><u>Actual</u></b>	<b><u>FY 19</u></b> <b><u>Working</u></b>	<b><u>FY 20</u></b> <b><u>Allowance</u></b>	<b><u>FY 19-20</u></b> <b><u>Change</u></b>	<b><u>% Change</u></b> <b><u>Prior Year</u></b>
General Fund	\$38,047	\$39,414	\$44,439	\$5,025	12.7%
Adjustments	0	123	574	451	
<b>Adjusted General Fund</b>	<b>\$38,047</b>	<b>\$39,538</b>	<b>\$45,013</b>	<b>\$5,476</b>	<b>13.8%</b>
Special Fund	13,307	27,192	24,528	-2,663	-9.8%
Adjustments	0	166	601	435	
<b>Adjusted Special Fund</b>	<b>\$13,307</b>	<b>\$27,358</b>	<b>\$25,129</b>	<b>-\$2,229</b>	<b>-8.1%</b>
Federal Fund	150,642	148,233	163,699	15,465	10.4%
Adjustments	0	402	1,517	1,116	
<b>Adjusted Federal Fund</b>	<b>\$150,642</b>	<b>\$148,635</b>	<b>\$165,216</b>	<b>\$16,581</b>	<b>11.2%</b>
Reimbursable Fund	5,932	6,292	6,407	115	1.8%
Adjustments	0	0	0	0	
<b>Adjusted Reimbursable Fund</b>	<b>\$5,932</b>	<b>\$6,292</b>	<b>\$6,407</b>	<b>\$115</b>	<b>1.8%</b>
<b>Adjusted Grand Total</b>	<b>\$207,929</b>	<b>\$221,822</b>	<b>\$241,766</b>	<b>\$19,943</b>	<b>9.0%</b>

Note: The fiscal 2019 appropriation includes deficiencies, a one-time \$500 bonus, and general salary increases. The fiscal 2020 allowance includes general salary increases.

Note: Numbers may not sum to total due to rounding.

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- The adjusted fiscal 2020 allowance increases \$19.9 million from the adjusted fiscal 2019 working appropriation primarily due to funding for the Unemployment Insurance Modernization information technology project and the Opportunity Zones program.

## ***Personnel Data***

	<b><u>FY 18</u></b> <b><u>Actual</u></b>	<b><u>FY 19</u></b> <b><u>Working</u></b>	<b><u>FY 20</u></b> <b><u>Allowance</u></b>	<b><u>FY 19-20</u></b> <b><u>Change</u></b>
Regular Positions	1,125.57	1,101.57	1,064.57	-37.00
Contractual FTEs	<u>70.90</u>	<u>139.86</u>	<u>145.86</u>	<u>6.00</u>
<b>Total Personnel</b>	<b>1,196.47</b>	<b>1,241.43</b>	<b>1,210.43</b>	<b>-31.00</b>

### ***Vacancy Data: Regular Positions***

Turnover and Necessary Vacancies, Excluding New Positions	66.90	6.32%
Positions and Percentage Vacant as of 12/31/18	175.67	15.95%

- There is a net decrease of 37 positions: a reduction of 42 positions, including 34 positions in the Division of Unemployment Insurance, 5 positions in the Office of Information Technology, and 3 other positions, is offset by 5 new positions for various administrative duties.

## ***Key Observations***

- The Apprenticeship Maryland program has grown and will likely continue to expand as a result of recommendations from the Commission on Innovation and Excellence in Education.

## **Operating Budget Recommended Actions**

	<b><u>Funds</u></b>
1. Delete Employment Advancement Right Now grant funding for opportunity zones.	\$ 3,000,000
<b>Total Reductions</b>	<b>\$ 3,000,000</b>

**P00**  
**Workforce Development**  
**Department of Labor, Licensing, and Regulation**

## ***Operating Budget Analysis***

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### **Program Description**

The Department of Labor, Licensing, and Regulation (DLLR) includes many of the State's agencies and boards responsible for licensing and regulating various businesses, professions, and trades. The department also administers a variety of employment service and adult learning programs. This analysis focuses on the department's administrative and workforce development units. The administrative offices include the Office of the Secretary, legal services, equal opportunity and program evaluation, the Governor's Workforce Development Board (GWDB), appeals, budget and fiscal services, general services, information technology, and personnel.

The bulk of the department's funding and personnel are within the following divisions:

- ***Division of Workforce Development and Adult Learning (DWDAL):*** Operates workforce development programs, including job services, the Workforce Innovation and Opportunity Act, and labor market information programs. It also manages the newly aligned adult education programs, including adult literacy programs and skills training for correctional institutions. Its mission is to support the State's economic growth through a workforce development, education, and training system that is responsive to the needs of adult learners, job seekers, employers, and all system partners.
- ***Division of Unemployment Insurance (DUI):*** Operates the federally funded Unemployment Insurance (UI) programs. Its mission is to provide prompt temporary partial wage replacement to eligible individuals who are unemployed, help facilitate their return to work, and collect UI tax contributions from employers.

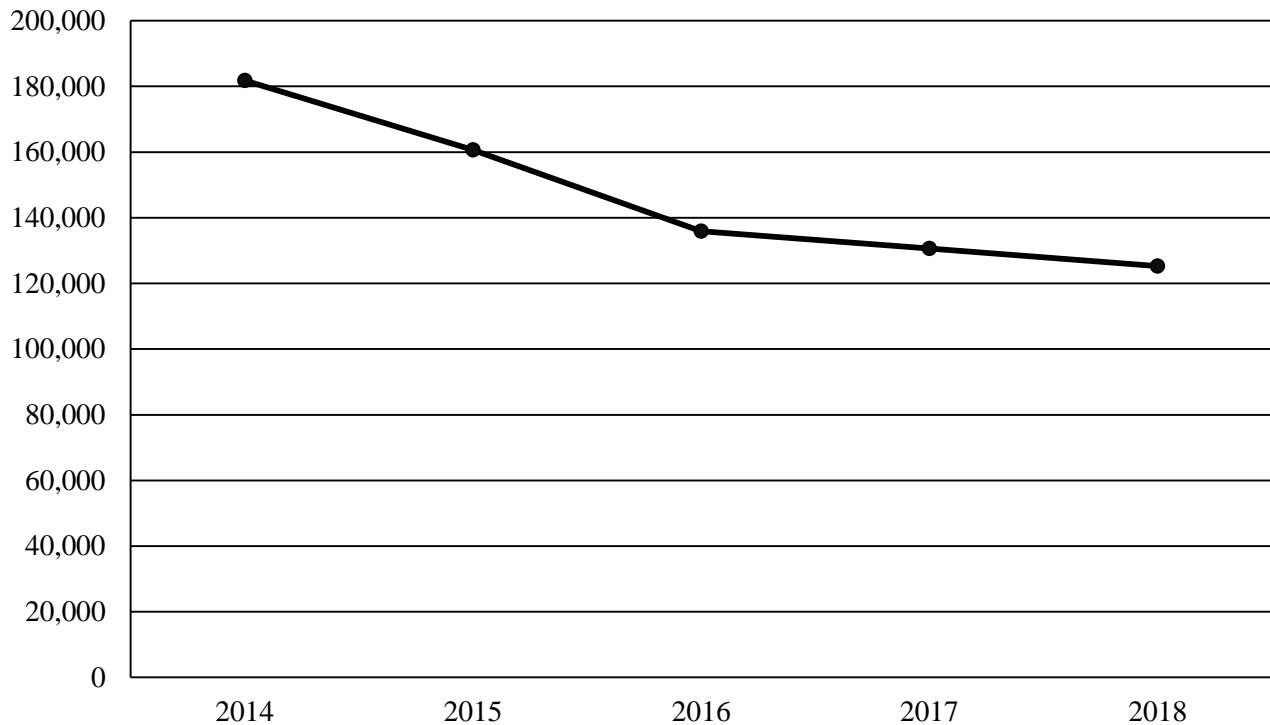
A separate analysis discusses business regulation and occupational licensing functions.

### **Performance Analysis: Managing for Results**

#### **1. Unemployment Insurance**

DUI pays unemployment benefits to workers who become unemployed through no fault of their own and meet the necessary eligibility criteria. **Exhibit 1** shows that the number of UI recipients has continued to decline in Maryland. The decline mirrors the national decline in unemployment.

**Exhibit 1**  
**Unemployment Insurance Recipients in Maryland**  
**Fiscal 2014-2018**

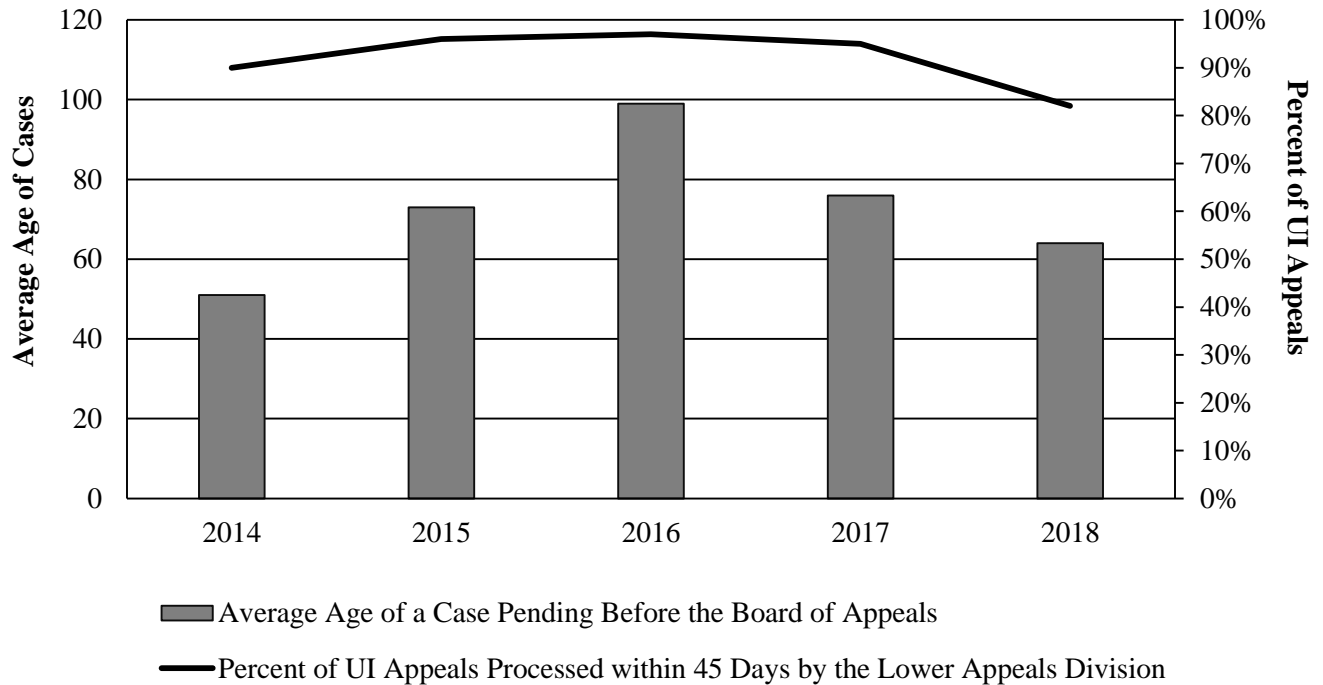


Source: Department of Labor, Licensing, and Regulation

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In the case that a UI claimant wishes to appeal the initial eligibility or payment decision made by the department, they have the opportunity to request an appeal with the Lower Appeals Division (LAD). The industry standard is for an appeal to be processed within 45 days. In the case that a claimant is not satisfied with the decision of LAD, they may request an appeal from the Board of Appeals that also has an industry standard processing time of 45 days. **Exhibit 2** shows that while the Board of Appeals has continued to progress toward the 45 day processing standard, LAD has seen a decrease in the percentage of appeals processed within 45 days. These fluctuations are both due to changes in staff, including retirements of key staff in LAD.

**Exhibit 2**  
**Case Processing Time for the Lower Appeals Division and the Board of Appeals**  
**Fiscal 2014-2018**



UI: unemployment insurance

Source: Department of Labor, Licensing, and Regulation

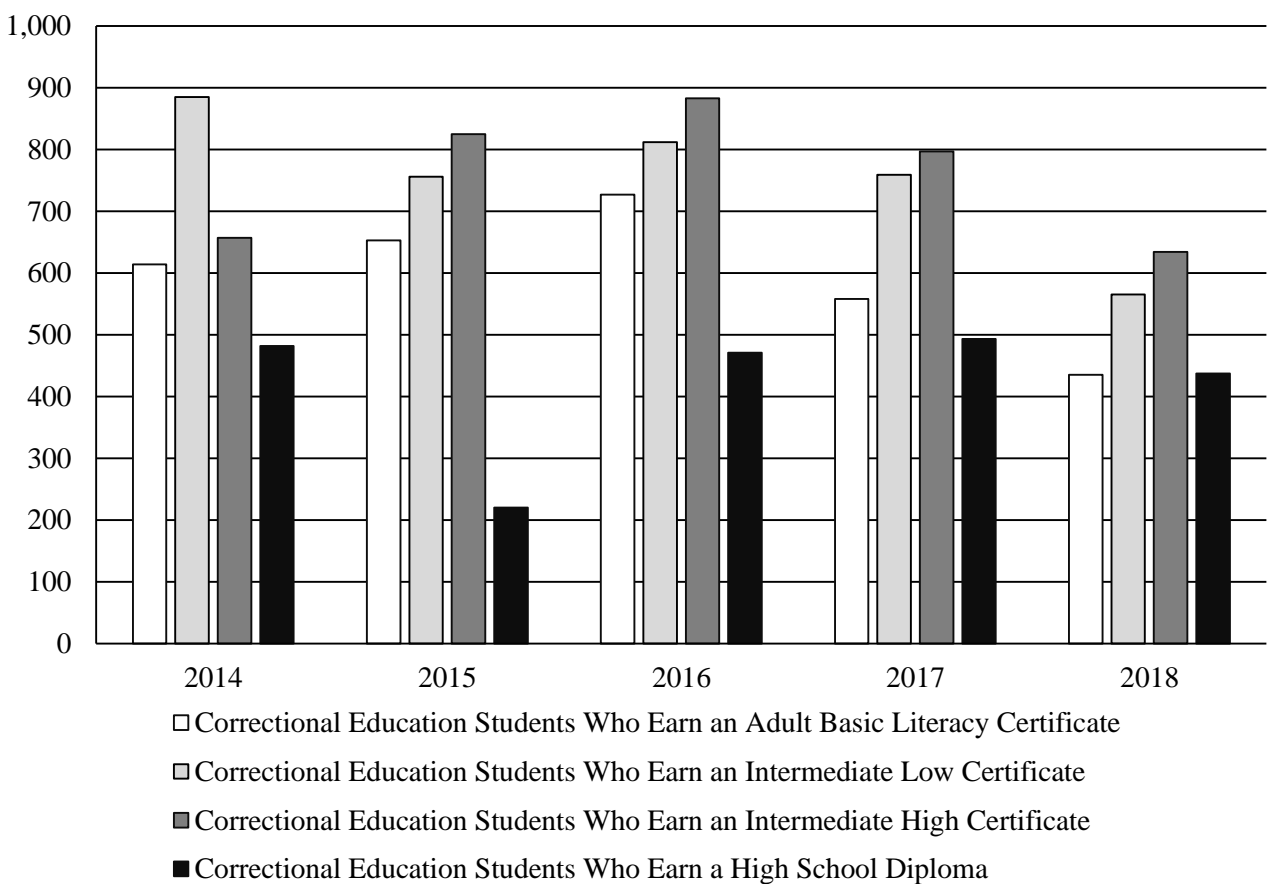
## 2. Correctional Education

In 2008, the Correctional Education Council (CEC) was established as a partnership between DLLR and the Department of Public Safety and Correctional Services (DPSCS) to develop educational and workforce training programs for correctional institutions. CEC works closely with the Correctional Education (CE) staff at DLLR to provide educational programs that help inmates to gain skills that will aid in a successful transition to the community.

The academic programs provided by CE consist of adult education services, GED preparation and testing, English as a Second Language, and social and emotional competency. The methodology used to assess and divide adult learners into educational functional levels divides literacy into separate learning levels that roughly correspond to school grade levels. Adult basic literacy is the most basic level literacy followed by intermediate low, intermediate high, and then high school or high school

equivalency. **Exhibit 3** outlines the number of certificates received at each literacy level within CE. There has been a decrease in the number of CE students overall, which is due to several factors, including an overall decrease in staff in DPSCS that has affected the ability to place students in CE programs and students being removed from classes as a result of disciplinary action. While the overall number of students decreased, the distribution of certificates received by learning levels remained relatively the same.

**Exhibit 3**  
**Literacy Levels in Correctional Education**  
**Fiscal 2014-2018**

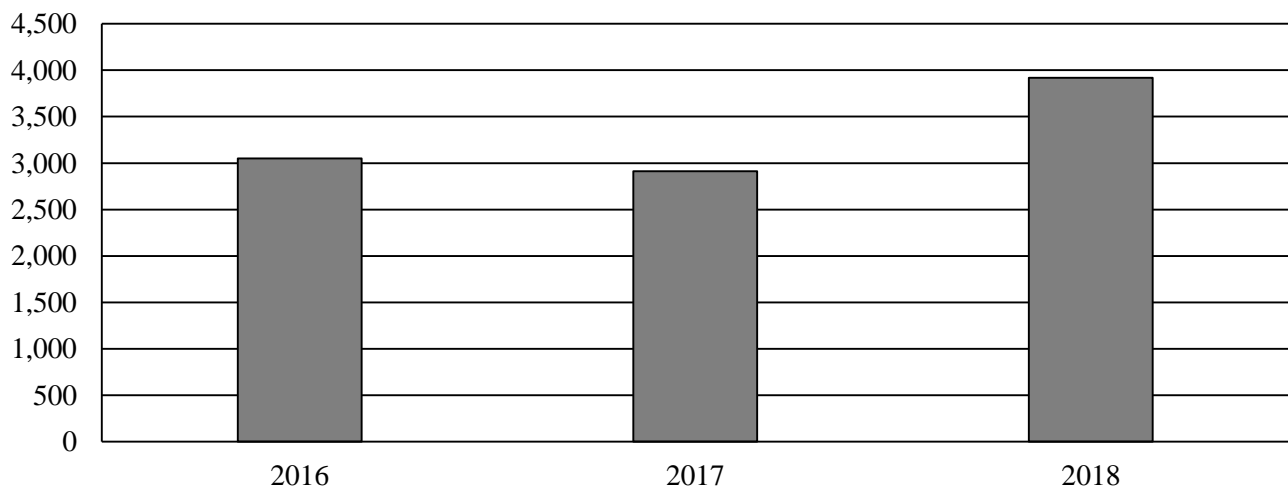


Source: Department of Labor, Licensing, and Regulation

### 3. Employment Advancement Right Now

Employment Advancement Right Now (EARN) is a State workforce development program established in 2014. The program serves to provide workforce training for participants that is industry led and regionally focused. Industry leaders work in partnership with community organizations and nonprofits to develop training for participants to be hired directly by the industry leaders. The model is intended to provide the flexibility necessary to meet the ever-changing demands of the targeted industries. EARN Maryland invests competitive grant money in the strategic partnerships comprised of industry, community, education, and training leaders. In January 2019, the Governor issued an executive order that adds an additional \$3 million to the EARN funding to support the Maryland Opportunity Zone expansion, funding included in the fiscal 2020 budget. The intended use for this funding is to establish the Opportunity Works program that will apply the EARN job training program format for businesses that are located in opportunity zones. The funding will be used to issue competitive grants to businesses in these zones. Since the inception of the EARN program, the initial \$4 million for traditional EARN partnerships has increased significantly. There has been the addition of \$1 million for green job initiatives, \$3 million for cyber job initiatives and, now in fiscal 2020, an additional \$3 million for opportunity zones. At the same time, while the program has had some success, the number of total participants has not increased proportionately to the level of funding for programming. **Exhibit 4** outlines EARN participation in fiscal 2016 to 2018. **The Department of Legislative Services recommends deleting the additional EARN funding for Opportunity Zone expansion grants.**

**Exhibit 4**  
**EARN Participation**  
**Fiscal 2016-2018**



EARN: Employment Advancement Right Now

Source: Department of Labor, Licensing, and Regulation

## **Fiscal 2019 Actions**

### **Proposed Deficiency**

DLLR – Workforce Development will receive \$691,416 (\$123,364 in general funds, \$166,296 in special funds, and \$401,756 in federal funds) in centrally budgeted funding for costs associated with the April 1, 2019 one-time \$500 bonus and the 0.5% general salary increase.

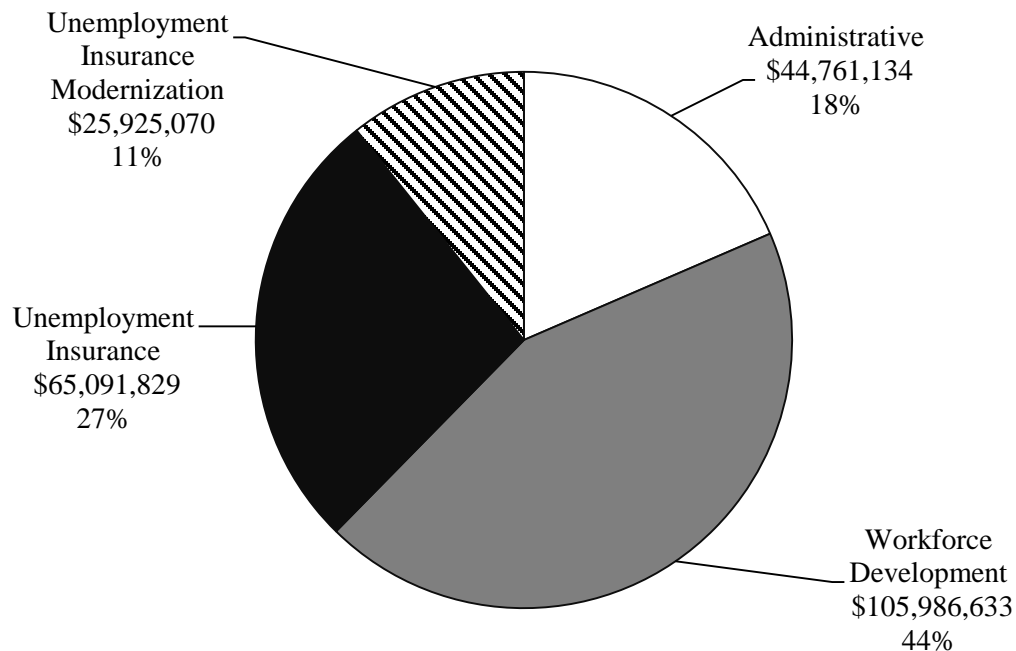
## **Fiscal 2020 Allowance**

### **Overview of Agency Spending**

The fiscal 2020 allowance for Workforce Development in DLLR is \$241.8 million. The agency is comprised of unemployment, workforce development, and administrative offices. As shown in **Exhibit 5**, 44% of the agency budget is for workforce development with 38% of the budget for UI, including the UI Modernization project.

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**Exhibit 5**  
**Programmed Expenditures by Type**  
**Fiscal 2020**



Source: Department of Labor, Licensing, and Regulation

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**Proposed Budget Change**

As shown in **Exhibit 6**, the adjusted fiscal 2020 allowance increases \$19.9 million (9.0%) from the adjusted fiscal 2019 working appropriation. There is a net decrease of 37 positions within the agency with 5 new positions and 42 abolished positions. The 5 new positions include:

- 1 executive director and support for the Office of Small Business Regulatory Assistance that supports businesses in implementing the Maryland Health Working Families Act;
- 1 administrative assistant for Executive Direction; and
- 3 positions in the Office of Administration to provide human resources, fiscal analysis, and administrative support.

**Exhibit 6**  
**Proposed Budget**  
**DLLR – Workforce Development**  
**(\$ in Thousands)**

<b>How Much It Grows:</b>	<b><u>General Fund</u></b>	<b><u>Special Fund</u></b>	<b><u>Federal Fund</u></b>	<b><u>Reimb. Fund</u></b>	<b><u>Total</u></b>
Fiscal 2018 Actual	\$38,047	\$13,307	\$150,642	\$5,932	\$207,929
Fiscal 2019 Working Appropriation	39,538	27,358	148,635	6,292	221,822
Fiscal 2020 Allowance	<u>45,013</u>	<u>25,129</u>	<u>165,216</u>	<u>6,407</u>	<u>241,766</u>
Fiscal 2019-2020 Amount Change	\$5,476	-\$2,229	\$16,581	\$115	\$19,943
Fiscal 2019-2020 Percent Change	13.8%	-8.1%	11.2%	1.8%	9.0%

**Where It Goes:****Personnel Expenses**

Fiscal 2020 3% general salary increase and annualization of fiscal 2019 0.5% increase.....	\$2,518
Reclassification of unemployment insurance staff .....	1,096
Per diem for Senior Employment Program participants .....	453
Retirement contributions.....	399
New positions (5 positions including 2 in Executive Direction and 3 in the Office of Administration).....	344
Overtime earnings for unemployment .....	285
Workers Compensation.....	141
Health insurance .....	90
SLEOLA bargaining adjustment.....	73
Social Security .....	-91

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**Where It Goes:**

Fiscal 2019 \$500 one-time bonus effective April 1, 2019 .....	-590
Regular earnings for positions reclassified to base salary .....	-1,276
Turnover adjustments representing an increase from 4.5% to 6% .....	-1,626
Abolished/transferred positions (42 positions with 34 from UI and 5 from the Office of Information Technology, and 3 long held vacancies) .....	-3,009
Other fringe benefit adjustments .....	-101

**EARN and Workforce Development and Adult Education Programs**

Additional EARN funding to support opportunity zones expansion announced in Executive Order 01.01.2019.01 .....	3,000
Rent for 4 American Job Centers (One-Stop Career Centers) .....	785
Replacement copiers, printers, and computers in the American Job Centers .....	455
Telephone and telecommunications for new American Job Center offices .....	332
Office supplies for the American Job Centers and instructional supplies for corrections education .....	311
Travel costs for adult education training .....	233
Replacement of 7 vehicles across the agency with over 100,000 miles .....	205
WIOA and other federal formula grant funding .....	-1,588

**Unemployment Insurance**

Unemployment Insurance Modernization project .....	23,771
Software licenses, web developer and programmer costs .....	625
Postage for unemployment insurance .....	-513
Interactive voice response system for unemployment insurance .....	-1,629
Interstate Connection Network grant funding ended for unemployment insurance .....	-8,152

**Other Changes**

DoIT shared services allocation .....	4,189
Contractual employees .....	536
DBM radio .....	-458
Other .....	-865

**Total** **\$19,943**

DBM: Department of Budget and Management  
DLLR: Department of Labor, Licensing, and Regulation  
DoIT: Department of Information Technology  
EARN: Employment Advancement Right Now

SLEOLA: State Law Enforcement Officers' Labor Alliance  
UI: Unemployment Insurance  
WIOA: Workforce Innovation and Opportunity Act

Note: Numbers may not sum to total due to rounding.

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With the exception of the new executive director, all of the positions were reclassified from other offices within the department.

There were also 42 abolished positions that were all long-term vacancies. The majority of these positions (34 positions) are from DUI. Five of the positions were in the Office of Information Technology that were transferred to the Department of Budget and Management as part of the shared services initiative.

### **American Job Centers**

The American Job Centers, also known as the One-Stop Career Centers, are locations across the State that provide classes and resources to businesses and job seekers. Information ranging from the implementation of the Maryland Healthy Family Working Act, life skills classes, and job search support can be accessed at these locations. The centers are often located in shared spaces with local government agencies and other organizations that offer complementary resources. Four of the American Job Centers have been moved from shared spaces (two in Baltimore City, one in Western Maryland, and one in Anne Arundel County) to their own space because partner organizations have moved out of the shared space. As a result, there has been an increase in rent, telecommunications, and supply costs to establish their own offices.

### **UI Modernization**

In DUI, there is a \$1 million increase for reclassifications. This is for positions in anticipation of the new UI Modernization project going live in fiscal 2020 to better meet the requirements of the job. The largest change in the budget is for the UI Modernization project. This project serves to consolidate the benefits, contributions, and appeals systems currently used while working with West Virginia to create the system (See **Appendix 2**). This project is funded through federal funds with phase 1 of the project being completed. While the first phase has been completed, the project has had delays as a result of quality control issues. The 95% system test pass rate has not been met when testing the system, and there were a number of defects found in the system. The management reports and appeals iteration of the system were already delayed. The combination of these factors has led to the overall delay and funding being unspent. **DLLR should comment on the current timeline, functionality, and staffing needs of the UI Modernization project.**

## Issues

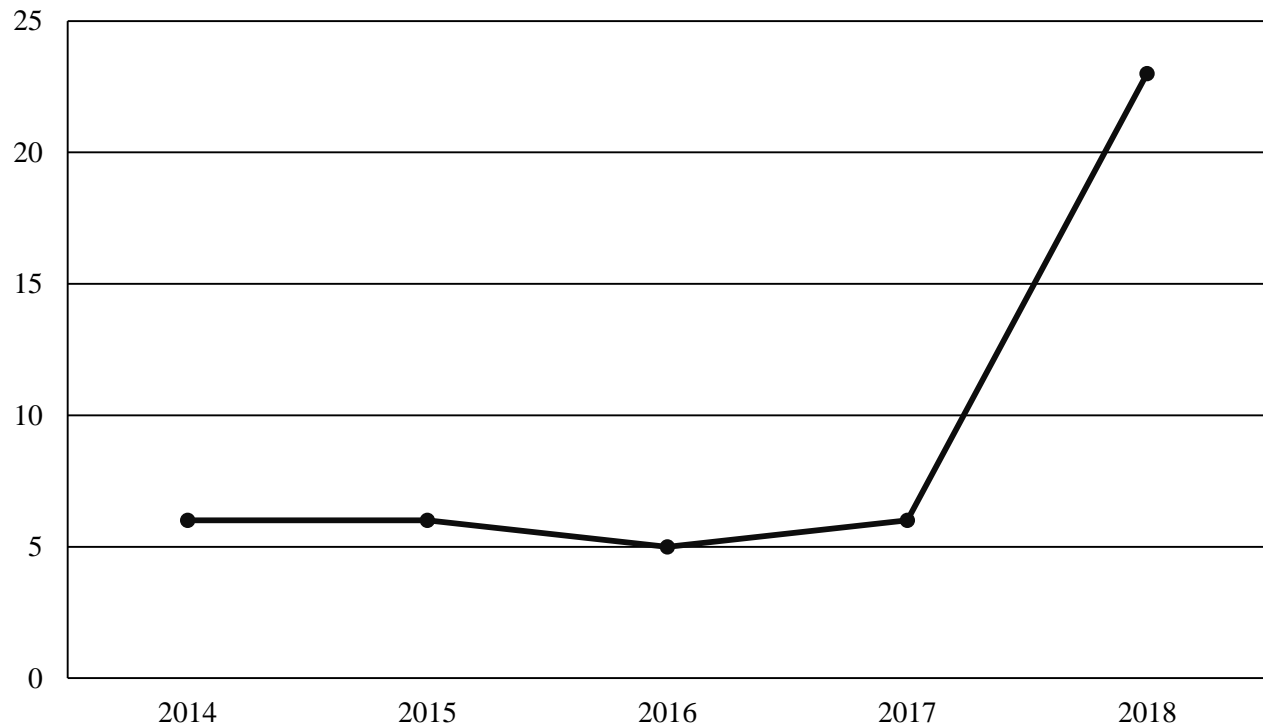
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### 1. Apprenticeships in Maryland

Since the transfer of the apprenticeship programs from the Division of Labor and Industry to DWDAL, there has been a significant expansion of programs. DLLR has received federal funding to support Apprenticeship Week in Maryland, and there has been an expansion of the careers in which apprenticeships can be obtained as well as an effort to create synergy between career and college readiness and apprenticeship programming. As shown in **Exhibit 7**, the number of apprenticeship programs in Maryland grew significantly in fiscal 2018. Employers across the State work with DLLR to craft apprenticeship programs, get the program approved by the Maryland Apprenticeship and Training Council, and recruit apprentices interested in learning the necessary work. Employers are incentivized to provide apprenticeships in part through the Maryland Apprenticeship Tax Credit that provides a \$1,000 tax credit for each registered apprentice.

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**Exhibit 7**  
**New Apprenticeship Programs in Maryland**  
**Fiscal 2014-2018**



Source: Department of Labor, Licensing, and Regulation

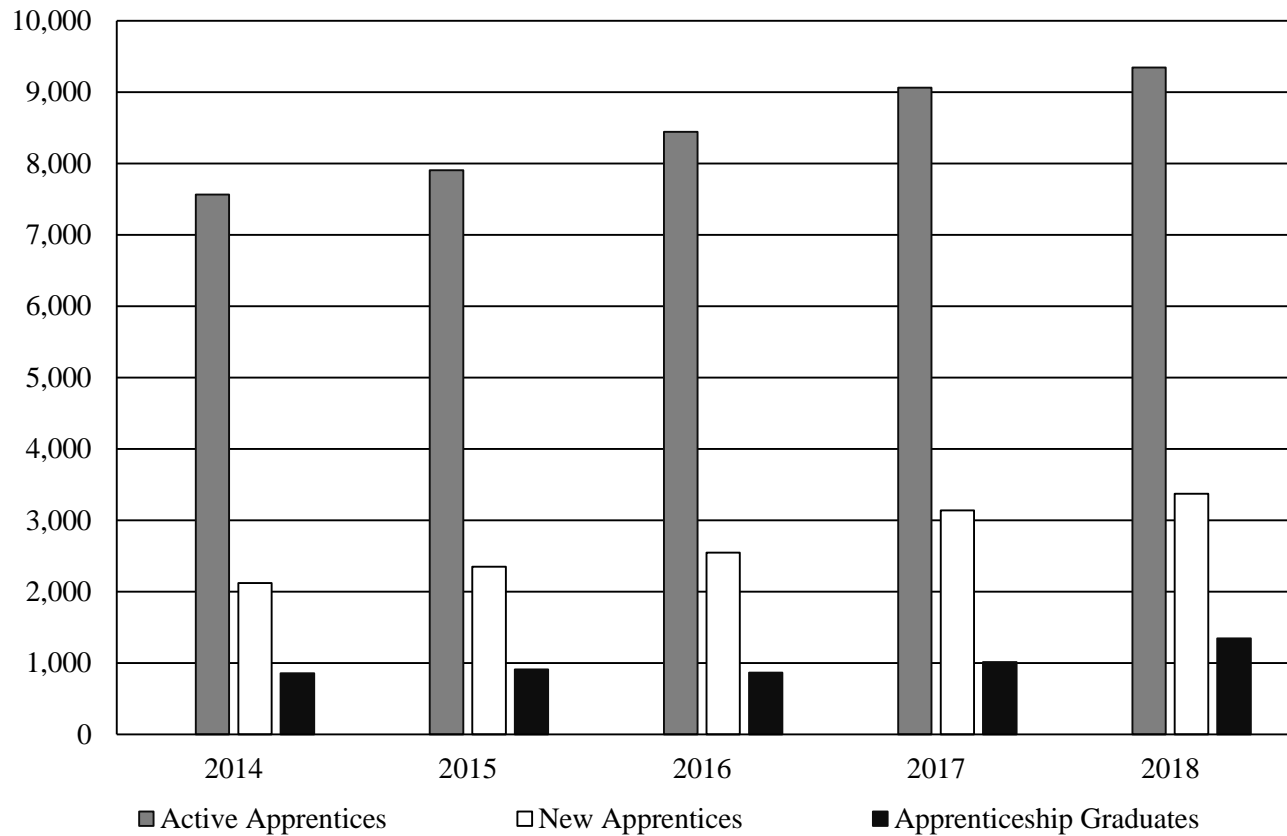
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In June 2018, it was announced that Apprenticeship Maryland, the State's registered apprenticeship program, had officially become a Career and Technology Education (CTE) program of study for high school students as a result of a partnership between DLLR and the Maryland State Department of Education. This is an expansion of the program that had success in pilot locations in Frederick and Washington counties. In the Apprenticeship Maryland program, students are able to earn academic credit and wages through their work in the apprenticeship while also learning a skill or trade for the future. Since the expansion of the program, Dorchester County has joined the apprenticeship program with Allegany, Harford, Howard, Queen Anne's and St. Mary's counties expressing interest in offering apprenticeships within their schools.

In addition to the expansion of Apprenticeship Maryland, there are also recommendations from the Commission on Innovation and Excellence in Education to develop a CTE committee within GWDB to provide guidance on career opportunities for students in Maryland, support the development of apprenticeships and other CTE training for students, and potentially provide grant funding to schools to support implementation of guidance. **Exhibit 8** outlines the growth in apprenticeships since the recent expansion. The expansion has created several new apprenticeship opportunities across various industries. Part of the incentive for earning income while learning is to allow individuals to make a living and take care of themselves while learning the nuances of the job. As a result, many of the apprentice programs can take several years to complete to gain the knowledge necessary to work proficiently without support. As apprenticeships are regarded as one track to gainful employment, the level of rigor and detail in the curriculum parallels a college education in many respects, which is why it can take several years for an apprentice to graduate from the program. While graduations are continuing to increase, it is not uncommon to see a lower number of graduates when compared to active participants each year. The programs are often not cohort based with different requirements for different apprenticeships, which makes tracking progress toward successful completion difficult.

**Exhibit 8**  
**Apprenticeship Activity in Maryland**  
**Fiscal 2014-2018**



Source: Department of Labor, Licensing, and Regulation

## ***Operating Budget Recommended Actions***

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	<b><u>Amount Reduction</u></b>	
1. Delete the additional Employment Advancement Right Now funding to be used for the Maryland opportunity zone expansion program.	\$ 3,000,000	GF
<b>Total General Fund Reductions</b>	<b>\$ 3,000,000</b>	

*P00 – DLLR – Workforce Development*

**Appendix 1**  
**Current and Prior Year Budgets**  
**DLLR – Workforce Development**  
**(\$ in Thousands)**

Legislative Appropriation	\$39,320	\$23,475	\$173,359	\$6,468	\$242,621
Deficiency/Withdrawn Appropriation	-226	-62	-1,218	0	-1,506
Cost Containment	-242	0	0	0	-242
Budget Amendments	34	234	-206	50	112
Reversions and Cancellations	-838	-10,339	-21,292	-586	-33,056
<b>Actual Expenditures</b>	<b>\$38,047</b>	<b>\$13,307</b>	<b>\$150,642</b>	<b>\$5,932</b>	<b>\$207,929</b>
<b>Fiscal 2019</b>					
Legislative Appropriation	\$39,241	\$26,993	\$147,772	\$6,292	\$220,298
Budget Amendments	173	199	461	0	834
<b>Working Appropriation</b>	<b>\$39,414</b>	<b>\$27,192</b>	<b>\$148,233</b>	<b>\$6,292</b>	<b>\$221,132</b>

DLLR: Department of Labor, Licensing, and Regulation

Note: The fiscal 2019 appropriation does not include deficiencies, a one-time \$500 bonus, or general salary increases. Numbers may not sum to total due to rounding.



## **Fiscal 2018**

The fiscal 2018 legislative appropriation for the Department of Labor, Licensing, and Regulation for Workforce Development decreased by \$34.7 million. General fund changes included a \$226,000 withdrawn appropriation in Section 19 of the fiscal 2019 Budget Bill due to a surplus in the health insurance account; a \$241,000 decrease for cost containment; budget amendments that increased general funds by \$31,871 for telecommunications and \$1,400 for collective bargaining; and \$838,000 in reversions, including \$663,000 due to vacancies and \$175,000 due to a reduction in adult education grants.

The special fund appropriation decreased by \$10.2 million. This included \$62,000 in withdrawn appropriations in Section 19 of the fiscal 2019 Budget Bill, budget amendments of \$232,000 for the Maryland Apprenticeship Training Program, \$1,500 for collective bargaining, and \$10.3 million of cancellations due to vacancies.

The federal fund appropriation decreased by \$22.7 million, including a \$1.2 million withdrawn appropriation in Section 19 of the fiscal 2019 Budget Bill; budget amendment reductions of \$200,000 for realignment of costs and \$6,000 for collective bargaining; and \$21.3 million in canceled federal funds, including \$20.1 million for vacancies and \$1.2 million for unexpended contracts and grants.

The reimbursable fund appropriation decreased by \$536,000. There was a \$50,000 increase in reimbursable funds to support the Capital Transit Construction Skills Training program. There was \$586,000 in canceled federal funds for unexpended contracts.

## **Fiscal 2019**

To date, the fiscal 2019 legislative appropriation increased \$834,000. There was an increase of \$739,000 for a general salary increase effective January 1, 2019, that was centrally budgeted and \$45,000 to implement provisions of certain collective bargaining agreements.

**Appendix 2**  
**Unemployment Insurance**  
**Audit Findings**

Audit Period for Last Audit:	February 24, 2014 – April 16, 2017
Issue Date:	February 2019
Number of Findings:	6
Number of Repeat Findings:	1
% of Repeat Findings:	17%
Rating: (if applicable)	n/a

- Finding 1:** The Division of Unemployment Insurance (DUI) did not always use available data to identify claimants who may not be eligible for benefits and did not always conduct timely investigations into the results of certain data matches.
- Finding 2:** Supervisory reviews of claims and adjustments to claimant wages on the Maryland Automated Benefits System (MABS) were not always conducted or documented.
- Finding 3:** **DUI lacked a formal comprehensive policy for timely collection of delinquent accounts resulting from benefit overpayments and referrals to the State’s Central Collection Unit.**
- Finding 4:** DUI did not establish sufficient controls over reissued debit cards nor ensure the proper disposition of funds remaining on expired cards.
- Finding 5:** DUI did not adequately follow up or track the results of computer matches that it performed to identify employers that had not registered with DUI and may not be remitting required unemployment insurance taxes.
- Finding 6:** DUI did not have a comprehensive or effective procedure to periodically review user access to UITAX and MABS, which resulted in unnecessary or incompatible access being granted to certain individuals.

\*Bold denotes item repeated in full or part from preceding audit report.

### Appendix 3

## Major Information Technology Projects

### Unemployment Insurance Modernization

Project Status	Implementation.			New/Ongoing Project:		Ongoing.		
Project Description:	The Department of Labor, Licensing, and Regulation (DLLR) Division of Unemployment Insurance (DUI) is modernizing the technology associated with its three primary functions: Benefits, Contributions, and Appeals. Upon successful implementation, the system will be cloud based and serve the states of Maryland and West Virginia. Additionally, the system will be made available for implementation to other states looking to modernize their legacy unemployment insurance (UI) applications.							
Project Business Goals:	To consolidate the three primary functions of DUI into one system for more timely service to UI recipients.							
Estimated Total Project Cost:	\$95,408,415			Estimated Planning Project Cost:		\$10,990,005		
Project Start Date:	April 2011.			Projected Completion Date:		September 2019.		
Schedule Status:	The project has experienced some quality issues and, as a result, the rollout has been moved to September 2019.							
Cost Status:	There are no cost changes to the project, but the funding is largely unspent because of the fixed price deliverables payment contract. Payments are made based on deliverables that have been delayed because of the current quality issues.							
Scope Status:	Potential changes have been documented and are managed via the documented change control process subject to approval by the Project Steering Committee.							
Project Management Oversight Status:	There is a project manager assigned to oversee the project.							
Identifiable Risks:	The project continues to be monitored as a high-risk project. This is largely due to scheduling, the resource constraints, and the current quality and functionality of the project. There is a 95% system test pass rate that has not been met when testing the system. There were a number of defects found in the system, while the management reports and appeals iteration of the system were already delayed. The combination of these factors have led to the overall delay and funding being unspent.							
Additional Comments:	n/a.							
Fiscal Year Funding (\$ in Thousands)	Prior Years	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	Balance to Complete	Total
Personnel Services	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
Professional and Outside Services	69,483.0	25,925.0	0.0	0.0	0.0	0.0	0.0	95,408.0
Other Expenditures	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Funding	\$69,483.0	\$25,925.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$95,408.0

**Appendix 4**  
**Object/Fund Difference Report**  
**DLLR – Workforce Development**

<u>Object/Fund</u>	<u>FY 18 Actual</u>	<u>FY 19 Working Appropriation</u>	<u>FY 20 Allowance</u>	<u>FY 19 - FY 20 Amount Change</u>	<u>Percent Change</u>
<b>Positions</b>					
01 Regular	1,125.57	1,101.57	1,064.57	-37.00	-3.4%
02 Contractual	70.90	139.86	145.86	6.00	4.3%
<b>Total Positions</b>	<b>1,196.47</b>	<b>1,241.43</b>	<b>1,210.43</b>	<b>-31.00</b>	<b>-2.5%</b>
<b>Objects</b>					
01 Salaries and Wages	\$ 88,124,058	\$ 99,322,375	\$ 96,026,890	-\$ 3,295,485	-3.3%
02 Technical and Special Fees	3,656,889	6,014,215	6,549,987	535,772	8.9%
03 Communication	3,798,391	4,065,652	3,428,881	-636,771	-15.7%
04 Travel	578,361	462,630	695,460	232,830	50.3%
06 Fuel and Utilities	658,602	787,378	782,750	-4,628	-0.6%
07 Motor Vehicles	335,179	207,792	413,136	205,344	98.8%
08 Contractual Services	39,085,194	31,086,067	49,786,044	18,699,977	60.2%
09 Supplies and Materials	1,990,125	1,103,751	1,414,773	311,022	28.2%
10 Equipment – Replacement	405,757	674,559	2,005,042	1,330,483	197.2%
11 Equipment – Additional	327,527	1,691,462	63,000	-1,628,462	-96.3%
12 Grants, Subsidies, and Contributions	65,035,792	71,918,733	73,330,786	1,412,053	2.0%
13 Fixed Charges	3,931,912	3,796,084	4,575,917	779,833	20.5%
14 Land and Structures	938	0	0	0	0.0%
<b>Total Objects</b>	<b>\$ 207,928,725</b>	<b>\$ 221,130,698</b>	<b>\$ 239,072,666</b>	<b>\$ 17,941,968</b>	<b>8.1%</b>
<b>Funds</b>					
01 General Fund	\$ 38,046,800	\$ 39,414,300	\$ 44,439,019	\$ 5,024,719	12.7%
03 Special Fund	13,307,128	27,191,635	24,528,305	-2,663,330	-9.8%
05 Federal Fund	150,642,443	148,233,220	163,698,573	15,465,353	10.4%
09 Reimbursable Fund	5,932,354	6,291,543	6,406,769	115,226	1.8%
<b>Total Funds</b>	<b>\$ 207,928,725</b>	<b>\$ 221,130,698</b>	<b>\$ 239,072,666</b>	<b>\$ 17,941,968</b>	<b>8.1%</b>

DLLR: Department of Labor, Licensing, and Regulation

Note: The fiscal 2019 appropriation does not include deficiencies, a one-time \$500 bonus, or general salary increases. The fiscal 2020 allowance does not include general salary increases.

**Appendix 5**  
**Fiscal Summary**  
**DLLR – Workforce Development**

<u>Program/Unit</u>	<u>FY 18 Actual</u>	<u>FY 19 Wrk Approp</u>	<u>FY 20 Allowance</u>	<u>Change</u>	<u>FY 19 - FY 20 % Change</u>
0A Department of Labor, Licensing, and Regulation	\$ 21,439,266	\$ 24,796,501	\$ 31,890,685	\$ 7,094,184	28.6%
0B Division of Administration	16,393,305	18,431,199	17,805,270	-625,929	-3.4%
0G Division of Workforce Development and Adult Learning	99,866,265	104,680,852	105,154,437	473,585	0.5%
0H Division of Unemployment Insurance	70,229,889	73,222,146	84,222,274	11,000,128	15.0%
<b>Total Expenditures</b>	<b>\$ 207,928,725</b>	<b>\$ 221,130,698</b>	<b>\$ 239,072,666</b>	<b>\$ 17,941,968</b>	<b>8.1%</b>
General Fund	\$ 38,046,800	\$ 39,414,300	\$ 44,439,019	\$ 5,024,719	12.7%
Special Fund	13,307,128	27,191,635	24,528,305	-2,663,330	-9.8%
Federal Fund	150,642,443	148,233,220	163,698,573	15,465,353	10.4%
<b>Total Appropriations</b>	<b>\$ 201,996,371</b>	<b>\$ 214,839,155</b>	<b>\$ 232,665,897</b>	<b>\$ 17,826,742</b>	<b>8.3%</b>
Reimbursable Fund	\$ 5,932,354	\$ 6,291,543	\$ 6,406,769	\$ 115,226	1.8%
<b>Total Funds</b>	<b>\$ 207,928,725</b>	<b>\$ 221,130,698</b>	<b>\$ 239,072,666</b>	<b>\$ 17,941,968</b>	<b>8.1%</b>

DLLR: Department of Labor, Licensing, and Regulation

Note: The fiscal 2019 appropriation does not include deficiencies, a one-time \$500 bonus, or general salary increases. The fiscal 2020 allowance does not include general salary increases.

P00 – DLLR – Workforce Development