CHAPTER 835	. SELF-SUFFI	CIENCY	FUND
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ADOPTED RULES TO BE PUBLISHED IN THE *TEXAS REGISTER*. THIS DOCUMENT WILL HAVE NO SUBSTANTIVE CHANGES BUT IS SUBJECT TO FORMATTING CHANGES AS REQUIRED BY THE OFFICE OF THE SECRETARY OF STATE.

The Texas Workforce Commission (TWC) adopts amendments to the following sections of Chapter 835, relating to the Self-Sufficiency Fund:

Subchapter A. General Provisions Regarding the Self-Sufficiency Fund, §§835.1 - 835.3 Subchapter B. Project Administration, §§835.11, 835.13, and 835.14 Subchapter C. Project Administration After Award of Contract, §835.31 and §835.33

The amendments to §§835.1 - 835.3, 835.11, 835.13, 835.14, and 835.31 - 835.33 are adopted *without changes*, to the proposed text as published in the July 1, 2022, issue of the *Texas Register* (47 TexReg 3788), and the adopted rule text will not be published.

PART I. PURPOSE, BACKGROUND, AND AUTHORITY

TWC's Chapter 835 Self-Sufficiency Fund rules provide the structure and administrative procedures for the Self-Sufficiency Fund, administered by TWC. TWC's three-member Commission adopted the rules in 2003, in their present form, to establish and operate the Self-Sufficiency Fund. The 87th Texas Legislature, Regular Session (2021), passed Senate Bill (SB) 770 to amend Texas Labor Code, §309.002(a) to specify eligibility as "individuals who are identified by the commission as being low-income or at risk of becoming dependent on public assistance benefits."

Texas Government Code, §2001.039, requires that every four years each state agency review and consider for readoption, revision, or repeal each rule adopted by that agency. TWC reviewed the rules in Chapter 835 and determined that the rules are needed, reflect current legal and policy considerations, and reflect current TWC procedures. The reasons for initially adopting the rules continue to exist and any changes to the rules are described in Part II of this preamble.

PART II. EXPLANATION OF INDIVIDUAL PROVISIONS

SUBCHAPTER A. GENERAL PROVISIONS REGARDING THE SELF-SUFFICIENCY FUND

TWC adopts the following amendments to Subchapter A:

§835.1. Purpose and Goal

- Section 835.1(a) states the purpose of the Self-Sufficiency Fund is to "provide training for
- 42 targeted employment opportunities primarily for adult Temporary Assistance for Needy Families
- 43 (TANF) recipients as well as those individuals at risk of becoming dependent on public
- 44 assistance." TWC amends the purpose to "provide training for targeted employment
- opportunities for individuals who are identified as low-income, youth up to the age of 24 who are

part of a low-income family, or individuals at risk of becoming dependent on public assistance," to align the section with Texas Labor Code, §309.002(a).

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Section 835.1(b) states the goal of the Self-Sufficiency Fund is to "help primarily adult TANF recipients as well as those individuals at risk of becoming dependent on public assistance." TWC amends the goal to "help individuals who have been identified as low-income, youth up to the age of 24 who are part of a low-income family, or individuals at risk of becoming dependent on public assistance" to align the section with Texas Labor Code, §309.002(a).

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§835.2. Definitions

TWC removes the definitions for "Customized job training project," "Texas Engineering Extension Service (TEEX)," and "Private partner," because those definitions are no longer applicable to Chapter 835.

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New §835.2(1) defines "Business partner" as "an individual, sole proprietorship, partnership, corporation, or association." The remaining paragraphs are renumbered accordingly.

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Renumbered §835.2(5) is amended to align the definition with revisions in the chapter; and remove the set income limit of "annual wages are at or below \$37,000" and replace with language on the process for the Commission to establish the income limit.

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- New §835.2(6) defines "Low-income" as an individual whose family:
- 23 --receives any one of the following benefits: Temporary Assistance for Needy Families (TANF);
- 24 Supplemental Nutrition Assistance Program; Children's Health Insurance Program; or income-
- based subsidized child care through the Child Care and Development Fund;
- 26 --is eligible for or receives subsidized public housing assistance;
- 27 --participates in the United States Department of Agriculture Food and Nutrition Service's
- 28 Special Supplemental Nutrition Program for Women, Infants and Children program; or free or
- 29 reduced-cost school lunch based on income;
- 30 --is eligible for, or enrolled in, Workforce Innovation and Opportunity Act youth services; or
- 31 --income does not exceed the income limit established by the Commission.

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New §835.2(7) defines "Participant" as an individual who meets the eligibility criteria to engage in the Self-Sufficiency Fund's training program by being either low-income, at risk of becoming dependent on public assistance, or a youth up to the age of 24 who is a part of a low-income family.

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§835.3. Uses of the Fund

- 39 Section 835.3(a)(1) states a purpose of the Self-Sufficiency Fund is to develop "customized job
- 40 training projects for adult TANF recipients or individuals who are at risk of becoming dependent
- 41 on public assistance." TWC amends the purpose to develop training projects in which
- 42 participants, as defined by new §835.2(7), are provided job training by:
- --an entity that develops a job-training program under Texas Labor Code, §309.002;
- 44 --a small- or medium-sized business or trade union; or
- 45 -- an informal partnership between an entity that develops a job-training program under §835.3
- and a small- or medium-sized business network.

The training purpose defined in §835.3(a)(2) is removed, as it is no longer applicable to Chapter 835. The subsequent paragraph is renumbered accordingly.

Section 835.3(c) specifies that the Self-Sufficiency Fund may not be used for purchase of any equipment for the training project of "a single employer." TWC amends §835.3(c) to remove "a single employer" from the rule to better align with the updated program structure.

SUBCHAPTER B. PROJECT ADMINISTRATION

TWC adopts the following amendments to Subchapter B:

§835.11. Project Objectives

Section 835.11(1) states an objective of the Self-Sufficiency Fund is to "provide training for targeted employment to allow adult TANF recipients as well as those individuals at risk of becoming dependent on public assistance to achieve self-sufficiency." TWC amends the objective to provide training for targeted employment to allow "individuals identified as low-income, youth up to the age of 24 who are part of a low-income family, or individuals at risk of becoming dependent on public assistance benefits to achieve self-sufficiency," to align the rule with Texas Labor Code, §309.002.

New §835.11(3) states an objective of the Self-Sufficiency Fund is to develop projects that place individuals in positions of employment in career pathways or employment in local workforce development areas in which participants will earn wages sufficient to enable them to become independent of, or to avoid becoming dependent on, public assistance benefits to align Chapter 835 with the updated program structure.

Existing §835.11(3) and (4) are removed because the stated objectives are no longer applicable to Chapter 835. Subsequent paragraphs are renumbered accordingly.

 Renumbered §835.11(5) states an objective of the Self-Sufficiency Fund is to develop projects that result in employment benefits for the participants in the "customized training project." TWC removes "customized" from "customized training project," as it is no longer applicable to Chapter 835.

Renumbered §835.11(6) states an objective of the Self-Sufficiency Fund is to develop projects that include contributions from other resources, including private partners, that are "committed to the customized job training project." TWC amends this objective to develop projects that include contributions from other resources, including the private partners, that "are supporting the training project," to better align Chapter 835 with the updated program structure.

Renumbered §835.11(7) states an objective of the Self-Sufficiency Fund is to develop projects that result in the greatest economic benefit to the public, in the form of "enhanced worker skills and positive economic impact within the local community for each dollar invested in worker training." TWC amends the economic benefit to the public to "enhanced occupational skills and positive economic impact within the local community," to better align Chapter 835 with the updated program structure.

§835.13. Limitations on Awards

Section 835.13(1) sets a monetary limit for the "training needs of a single employer." TWC amends the monetary limit to be for "training projects," to better align Chapter 835 with the updated program structure.

 Section 835.13(2) sets a monetary limit of 10 percent of the grant award for "propriety or production equipment required for the training project for a consortium of employers." TWC amends the monetary limit to be set for "nonproprietary equipment required for the training project" and removes "proprietary or production" and "consortium of employers" to better align Chapter 835 with the updated program structure.

New §835.13(3) is added to set an administrative cost monetary limit related to direct training needs, as defined in the grant contract, to better align Chapter 835 with the updated program structure.

The limits set in §835.13(3) and (4) are removed, because the limits are no longer applicable to the Self-Sufficiency Fund program.

§835.14. Procedure for Requesting Funding

Section 835.14(a) outlines the first steps for a private partner, together with a community or technical college, community-based organization, state extension service, or TEEX and any other training provider to present a proposal request for funding. TWC removes "prospective private partner" and "TEEX" from the list of entities available to request funding.

Section 835.14(c) outlines the requirements for the contents of the proposal. TWC amends language throughout the subsection to align Chapter 835 with the updated program structure.

SUBCHAPTER C. PROJECT ADMINISTRATION AFTER AWARD OF CONTRACT

TWC adopts the following amendments to Subchapter C:

§835.31. Grant Recipient's Responsibilities

Section 835.31(a) outlines the grant recipient's responsibilities, after the contract is awarded, to submit financial and performance reports, "in cooperation with the private partner and any separate training provider." TWC adopts that the grant recipient shall serve as the fiscal agent and submit financial and performance reports and removes the requirement to work in cooperation with partners or training providers, as it is no longer applicable to the Self-Sufficiency Fund program.

Section 835.31(b) states that the grant recipient shall maintain fiscal data needed for verification of expenditures of funds received for the "customized job training project." TWC removes "customized job" from "customized job training project," as it is no longer applicable to the Self-Sufficiency Fund program. TWC also amends the time to maintain the fiscal data needed for verification of expenditures of funds received from three years to seven years after termination of the contract.

§835.33. Contract Payment

Section 835.33 gives the executive director the ability to allow an "attrition rate of 15% based on the total number of trainees as outlined in the contract." The specific attrition rate percentage is removed to align Chapter 835 with the updated program structure.

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TWC hereby certifies that the adoption has been reviewed by legal counsel and found to be within TWC's legal authority to adopt.

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PART III. PUBLIC COMMENTS

The public comment period ended on August 1, 2022, and no comments were received.

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PART IV. STATUTORY AUTHORITY

- 14 The rules are adopted under Texas Labor Code, §301.0015 and §302.002(d), which provide
- TWC with the authority to adopt, amend, or repeal such rules as it deems necessary for the 15
- 16 effective administration of TWC services and activities; Texas Labor Code, §309.002, which
- 17 provides TWC with the authority to adopt rules to identify individuals who are low-income or at
- 18 risk of becoming dependent on public assistance benefits and are eligible to participate in the
- Self-Sufficiency Fund program; and in accordance with Texas Government Code, §2001.039, 19
- 20 which requires that every four years each state agency review and consider for readoption,
- 21 revision, or repeal each rule adopted by that agency.

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The adopted rules implement SB 770, which amended Texas Labor Code, §309.002(a).

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CHAPTER 835. SELF-SUFFICIENCY FUND

SUBCHAPTER A. GENERAL PROVISIONS REGARDING THE SELF-SUFFICIENCY FUND

§835.1. Purpose and Goal.

- (a) The purpose of the Self-Sufficiency Fund is to provide training for targeted employment opportunities primarily for individuals who are identified as low-income, youth up to the age of 24 who are part of a low-income family, or adult Temporary Assistance for Needy Families (TANF) recipients as well as those individuals at risk of becoming dependent on public assistance.
- (b) The goal of the fund is to help <u>individuals who have been identified as low-income</u>, youth up to the age of 24 who are part of a low-income family, or primarily adult TANF recipients as well as those individuals at risk of becoming dependent on public assistance to receive training leading to a job that which allows them to become and remain independent of financial assistance provided under Texas Human Resources Code, Chapter 31 Chapters 31, 33 and 34.
- (c) Priority shall also be given to proposals containing evidence of established referral procedures or agreements with Board contractors, <u>Workforce Solutions Officesonestop centers</u>, or other entities.
- (d) The goal of the <u>Self-Sufficiency Fund</u> may also be accomplished by providing funds for support services as necessary for participants to prepare for and participate in training activities and to make the transition from training activities to employment.

§835.2. Definitions.

The following words and terms, when used in this chapter, shall have the following meanings, unless the context clearly indicates otherwise.

- (1) Business Partner--An individual, sole proprietorship, partnership, corporation, or association.
- (2)(1) Community-based organization (CBO)--A private nonprofit organization that is representative of a community or a significant segment of a community and that provides education, vocational education or rehabilitation, job training, or internship services or programs. The term includes a neighborhood group or corporation, union-related organization, employer-related organization, faith-based organization, tribal government, or organization serving Native Americans. The CBO must be certified as a 501(c)(3) nonprofit organization under the IRS Code of 1986, as amended. A CBO providing

1	services, which are regulated by the state, must provide evidence of required
2	certification, license, or registration.
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4	(2) Customized job training project—A project designed for a business, business
5 6	consortium, or trade union in partnership with a public community or technical college, state extension service, TEEX or community-based organization for
7	the purpose of providing specialized workforce training to prospective
8	employees of the business or business consortium, or members of the trade
9	union with the intent of expanding the workforce.
10	which will the intent of engineering the weithered
11	(3) Executive director Director The executive director Director of the Texas
12	Workforce Commission.
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14	(4) Texas Engineering Extension Service (TEEX)—A higher education agency and
15	service established by the Board of Regents of the Texas A&M University
16	System.
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18	(4)(5) Grant recipientA public community or technical college, <u>CBO</u> community-
19	based organization, or state extension service, or TEEX awarded a grant from
20	the Self-Sufficiency Fund.
21 22	(5)(6) Individual at risk of becoming dependent on public assistanceAn individual
23	(5)(6) Individual at risk of becoming dependent on public assistanceAn individual who is a member of a Supplemental Nutrition Assistance Program (SNAP)
24	benefits food stamp household with dependent children, a youth up to the age of
25	24 who is a part of a low-income family, a TANF applicant who has been
26	referred to a Board contractor by the Texas Department of Human Services
27	(DHS) to attend a Workforce Orientation for Applicants session in accordance
28	with DHS rule 40 TAC §3.7301, or a parent, including a noncustodial parent,
29	whose income does not exceed the income limit established by the
30	Commission. To establish the income limit, the Commission will consider the
31	Temporary Assistance for Needy Families (TANF) and SNAP income limits,
32	and other relevant data, including economic indicators such as the state
33	unemployment rate and inflation. The Commission may periodically review the
34	income limit established and may update the level as necessary to reflect
35	changes in the economic conditions in the state and the factors used to establish
36 37	the income limitannual wages are at or below \$37,000.
38	(6) Low-incomeAn individual whose family:
39	(0) Low-incomeAn individual whose family.
40	(A) receives any one of the following benefits:
41	(12) receives only one of the fellowing concine.
42	(i) TANF;
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44	(ii) SNAP;
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46	(iii) Children's Health Insurance Program; or

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- (iv) income-based subsidized child care through the Child Care and Development Fund;
- (B) is eligible for or receives subsidized public housing assistance;
- (C) participates in:
 - (i) the United States Department of Agriculture Food and Nutrition

 Service's Special Supplemental Nutrition Program for Women,

 Infants and Children program; or
 - (ii) free or reduced-cost school lunch based on income;
- (D) is eligible for, or enrolled in, Workforce Innovation and Opportunity Act youth services; or
- (E) income does not exceed the income limit established by the Commission.

 To establish the income limit, the Commission will consider the TANF and SNAP income limits, and other relevant data, including economic indicators such as the state unemployment rate and inflation. The Commission may periodically review the income limit established and may update the level as necessary to reflect changes in the economic conditions in the state and the factors used to establish the income limit.
- (7) Participant--An individual who meets the eligibility criteria to engage in the Self-Sufficiency Fund's training program by being either low-income, at risk of becoming dependent on public assistance, or a youth up to the age of 24 who is a part of a low-income family.
- (7) Private partner--A person, sole proprietorship, partnership, corporation, association, consortium, or private organization that enters into a partnership for a customized job training project with a public community or technical college, a community-based organization, state extension service, or TEEX.
- (8) Public community college--A <u>state-funded</u>state funded two-year educational institution primarily serving its local taxing district and service area in Texas and offering vocational, technical, and academic courses for certification or associate degrees.
- (9) Public technical college--A <u>state-funded</u> state funded coeducational institution of higher education offering courses of study in vocational and technical education, for certification or associate degrees.

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- (10) Self-Sufficiency--Employment with wages reasonably calculated to make the employee independent of financial assistance under Texas Human Resources Code, <u>Chapter 31 Chapters 31, 33 and 34.</u>
- (11) State extension service--An education service that provides technical and vocational training and is sponsored by a higher education agency regulated by the Texas Higher Education Coordinating Board.
- (12) TANF recipient--<u>An individual A person</u> who receives financial assistance under Texas Human Resources Code, <u>Chapter 31 Chapters 31, 33 and 34</u>.
- (13) Trade union--An organization, agency, or employee committee, in which employees participate and which exists for the purpose of dealing with employers concerning grievances, labor disputes, wages, <u>pay rates</u>, <u>employment hours</u>, or work conditions rates of pay, hours of employment or conditions of work.
- (14) Training provider--Any public community or technical college,

 <u>CBO</u>community based organization, or state extension service, or TEEX that provides training; or any individual person, sole proprietorship, partnership, corporation, association, consortium, governmental subdivision, or public or private organization with whom a public community or technical college,

 <u>CBO</u>community based organization, or state extension service, or TEEX has subcontracted to provide training.

§835.3. Uses of the Fund.

- (a) The Self-Sufficiency Fund may be used by a public community or technical college, <u>CBO</u>community based organization, <u>or</u> state extension service, <u>or TEEX for the</u> following job-training purposes:
 - (1) to develop eustomized job training projects in which participants, as defined by §835.2(7) of this chapter, are provided job training by: for adult TANF recipients or individuals who are at risk of becoming dependent on public assistance;
 - (A) an entity that develops a job-training program under Texas Labor Code, §309.002;
 - (B) a small- or medium-sized business or trade union; or
 - (C) an informal partnership between an entity that develops a job-training program under this section and a small- or medium-sized business network; and

1 2	(2)	to develop customized job training projects for businesses, trade unions, and small and medium-sized business consortiums participating in projects with the
3 4		intent to expand the workforce; and
5 6 7	<u>(2)(3)</u>	for support services, deemed reasonable and necessary by the Agency, for participants to prepare and participate in training activities and to make the transition from training activities to employment.
8 9 10 11 12	` '	those support services specifically described in a contract under this on subsection may be charged to a contract funded with Self-Sufficiency Fundes.
13 14 15	` /	delf-Sufficiency Fund may not be used for the purchase of any proprietary or action equipment for the training project-of a single employer.
16	SUBCHAPTER	B. PROJECT ADMINISTRATION
17 18 19	§835.11. Proj	ject Objectives.
20 21	The object	etives of the Self-Sufficiency Fund are to:
22 23 24 25 26 27	(1)	to provide training for targeted employment to allow <u>individuals identified as</u> low-income, youth up to the age of 24 who are part of a low-income family, or <u>individuals</u> at <u>risk of becoming dependent on public assistance benefits to</u> achieve self-sufficiencyadult TANF recipients as well as those individuals at <u>risk of becoming dependent on public assistance to achieve self-sufficiency</u> ;
28 29 30 31	(2)	to the extent practicable, to provide Self-Sufficiency Fund services in all areas of the state and ensure expansion of the state's capacity to respond to workforce training needs;
32 33 34 35	(3)	develop projects that place individuals in a position of employment that is on a career pathway or in employment in local workforce development areas in which participants will earn wages sufficient to enable them to become independent of, or to avoid becoming dependent on, public assistance benefits:
36 37 38 39 40	(3)	to assist the Board in its efforts to meet the Board's Choices performance measures and assist individuals receiving public assistance in entering the workforce;
41 42 43	(4)	to develop projects that will create jobs in local workforce development areas through collaboration with the Boards;
44 45 46	<u>(4)(5)</u>	to-collaborate with Board contractors, Workforce Solutions Officesone stop centers, or other entities to establish referrals of eligible trainees;

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- (5)(6) to develop projects that at the completion of training will result in employment benefits, including medical insurance, for the participants in the customized training project participants;
- (6)(7) to-develop projects that which include contributions from other resources, including the business private partners, that are supporting being committed to the customized job training project; and
- (7)(8) to-develop projects that at completion of the training will result in the greatest economic benefit to the public, in the form of enhanced occupational worker skills and positive economic impact within the local community for each dollar invested in worker training.

§835.13. Limitations on Awards.

The Agency may impose any or all of the following limitations on the funds awarded under any specific grant:

- (1) a limit of \$500,000 for training projects needs of a single employer;
- (2) a limit of 10 percent 10% of the grant award for the allowable purchase of any nonproprietary proprietary or production equipment required for the training project for a consortium of employers; and
- (3) a limit of the grant award for administrative costs related to direct training needs, as defined in the grant contract.
- (3) a limit of 10% of the grant award for administrative costs related to the direct training needs of a single employer; and
- (4) a limit of 15% of the grant award for administrative costs related to direct training needs of two or more employers.

§835.14. Procedure for Requesting Funding.

- (a) After obtaining the <u>Board's</u> review and comments of the Board in the applicable local workforce development <u>areas_area(s)</u>, a prospective private partner, together with a public community or technical college, <u>CBO_community_based organization</u>, state extension service, or <u>TEEX and</u> any other training provider, shall present to the <u>executive director Director</u>, or his or her designee, a joint proposal requesting funding for a project <u>that which</u> meets the <u>objectives</u> of the Self-Sufficiency Fund <u>objectives</u>.
- (b) The proposal shall contain evidence of established referral procedures or agreements with Board contractors, <u>Workforce Solutions Officesone stop centers</u>, or other entities for referral of eligible trainees.

- (c) Proposals shall be written and contain the following information:
 - (1) The the number of trainees to be trained and placed in related employment employed;
 - (2) A summary a brief outline of the proposed customized job training project, including:
 - (A) <u>a description of how the applicant determined industry training needs</u> methods of recruitment and assessment of eligible trainees;
 - (B) skills to be taught;
 - (C) strategies for successfully meeting the needs of eligible trainees; and
 - (D) a list of the measurable training objectives and outcomes, including the industry-based certifications that trainees will receive upon completion;
 - (3) the occupation for which training will be provided, the wages to be paid during the first year of employment for a trainee who successfully completes the training project, the proposed timeline to achieve self-sufficiency, and the employment benefits provided by the private partner;
 - (4) a statement describing the prospective private partner's equal opportunity employment policy;
 - (3)(5) An budget summary identifying all sources of funding for the project and specifying the amount requested from the Self-Sufficiency Fund;
 - (4)(6) A completed checklist of information on the training provider's financial management system;
 - (5)(7) Names of the entities that will provide support services to project participants and a description of the services they will provide, including an explanation of why the support services are necessary for the trainees, and a description of how the services provided will prepare the trainees for employment names of all of the entities which will be directly providing training and education services, a description of the training and educational services to be provided by each entity, as well as a description of the prior experience and demonstrated performance in directly providing training or education services to the targeted population;
 - (6) A description of how the proposed training will link participants to employers upon completion, including a career pathway with a timeline and wage data to show how the proposed training will enable participants to become independent or avoid becoming dependent on public assistance benefits; and

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2		(8) a signed agreement between the prospective private partner and the public
3		community or technical college, community-based organization, state
4		extension service, or TEEX outlining each entity's role and responsibilities if a
5		grant is awarded; and
6		grant is awarded, and
7		(7)(9) Anyany other factors unique to the circumstances of the project that which
8		should be considered.
9		should be considered.
10	SURCHAI	PTER C. PROJECT ADMINISTRATION AFTER AWARD OF CONTRACT
11	SUBCITAL	TERC. I ROJECT ADMINISTRATION AFTER AWARD OF CONTRACT
12	8835 3	1. Grant Recipient's Responsibilities.
13	8055.5	1. Or ant Recipient's Responsibilities.
14	(a)	The grant recipient shall serve as fiscal agent, shall administer the contract, and in
15	(u)	cooperation with the private partner and any separate training provider, submit
16		financial and performance reports to the Agency as specified in the contract on a
17		quarterly contract basis.
18		quarterry contract basis.
19	(b)	The grant recipient shall maintain fiscal data needed for independent verification of
20	(0)	expenditures of funds received for the eustomized job training project for seventhree
21		years after the termination of the contract.
22		years after the termination of the contract.
23	(c)	All requests for contract amendments must be made in writing by the grant recipient.
24	(6)	Contract amendments must be written and must be executed by the executive
25		director Director, or his or her designee, before the implementation of a change to the
26		contract.
27		contract.
28	(d)	The grant recipient shall cooperate with and comply with the Agency monitoring
29	(4)	activities as required by Chapter 802, Subchapter DChapter 800, Subchapter H of
30		this title.
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32	(e)	The grant recipient shall submit all required reports in electronic format required by
33	(6)	the Agency unless otherwise approved by the Agency.
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35	8835.33. 0	Contract Payment.
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37	(a)	Payment under a contract will be contingent upon the executive director's Director's,
38	(4)	or his or her designee's, determination that the project has met the training objectives,
39		outcomes, and requirements specified in the contract.
40		,
41	(b)	The final payment of the grant amount will be withheld for 60 days after the
42	<u>(3)</u>	completion of training and after receipt by the Agency of verification that the
43		trainees are employed in jobs leading to self-sufficiency.

(c) The <u>executive director</u>, or <u>his or her designee</u>, <u>Director</u> may allow an attrition rate, <u>as specified in the contract</u>, <u>of 15%</u> based on the total number of trainees <u>as outlined in the contract</u>.

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