FINANCIAL STATUS REPORT

(Short Form)

(Follow instructions on the back)

1. Federal Agency and Organizational Element to Which Report is Submitted	2. Federal Grant or Other Identifying Number Assigned By Federal Agency	OMB Approval No.	Page	of
Denali Commission	0058-DC-2002-I11, Amendment 3	0348-0038	1	1 pages

3. Recipient Organization (Name and complete address, including ZIP code)

City of Sand Point
P.O. Box 249 Sand Point, Alaska 99661

4. Employer Identification Number	5. Recipient Account Number or Identifying Number	6. Final Report	7. Basis
92-0038128	DUNS # 002286235	☐ Yes ☑ No	☑ Cash ☐ Accrual

8. Funding/Grant Period *(See instructions)* From: (Month, Day, Year)	To: (Month, Day, Year)	9. Period Covered by this Report From: (Month, Day, Year)	To: (Month, Day, Year)
2/1/2005	7/1/2006	10/1/2005	12/31/2005

10. Transactions:	I Previously Reported	II This Period	III Cumulative
a. Total outlays	2,090,801.92	1,177,522.85	3,268,324.77
b. Recipient share of outlays	1,378,930.00	681,373.16	2,060,303.16
c. Federal share of outlays	711,871.92	496,149.69	1,208,021.61
d. Total unliquidated obligations			
e. Recipient share of unliquidated obligations			
f. Federal share of unliquidated obligations			
g. Total Federal share *(Sum of lines c and f)*			1,208,021.61
h. Total Federal funds authorized for this funding period			1,208,021.61
i. Unobligated balance of Federal funds *(Line h minus line g)*			0.00

11. Indirect Expense	a. Type of Rate *(Place "X" in appropriate box)* ☐ Provisional ☑ Predetermined ☐ Final ☐ Fixed			
	b. Rate	c. Base	d. Total Amount	e. Federal Share
	2.5%	$1,178,577.67	29,463.93	29,463.94

12. *Remarks: Attach any explanations deemed necessary or information required by Federal sponsoring agency in compliance with governing legislation.*

CORRECTED COPY REPLACING THE ONE SUBMITTED AND SIGNED 12/29/2005

13. Certification: **I certify to the best of my knowledge and belief that this report is correct and complete and that all outlays and unliquidated obligations are for the purposes set forth in the award documents.**

Typed or Printed Name and Title	Telephone (Area code, number and extension)
Paul R. Day - City Administrator	(907) 274-7561
Signature of Authorized Certifying Official	**Date Report Submitted**
	January 31, 2006

RECEIVED FEB 2 2006 DENALI COMMISSION

ACCEPTED

The Denali Apprentice Outreach resources are matched with future training money from the private sector. Once an AO apprentice is accepted they go to training paid for by industry. Each year our partner joint training trusts spends anywhere from 3-6 thousand dollars, depending on the trade, for each apprentice trained. This investment is repeated each year apprentices return for next level training. A plumber apprentice, for example, will be trained over five years at a cost to the industry of over $25,000. AWP estimates, based on the number of rural apprentices accepted and trained over the past four years, that joint training trusts have spent $1.5 to $2 M training rural apprentices.

Building Maintenance Repair Apprenticeship was designed to serve economically distressed areas of rural and remote Alaska by providing jobs, training and career opportunities building and maintaining housing and community infrastructure. The primary employers are Tribal Designated Housing Entities in Western Alaska. BMR apprentices have helped constructed over 180 affordable homes and renovated hundreds more in more than fifty remote rural communities over the past four years.

BMR apprentices learn basic residential construction skills; carpentry, plumbing, electrical, for example and are trained on-the job, earning a minimum of $15.00 per hour. In 2004 nineteen apprentices completed the program. Ten *stepped up* to the trade specific programs offered through our partners. The program currently has 86 registered apprentices and is growing. AWP estimates that twenty more BMRs will complete the program reaching journey status in 2005, and twenty-five new apprentices will be enrolled.

Rural job training assists employers in rural Alaska who need workers with certificates prior to employment for certain industry requirements. AWP helps coordinate training and provides logistics support and resources for training. Rural job training is another way to ensure workers in rural Alaska get the training they need to become or remain employed.

Quality of program and services Alaska Works Partnership, Inc. provides.

- ✓ All training meets national industry, regulated, and academic requirements for construction trade training.
- ✓ Training is provided by qualified instructors educated through a national trade instructor development system for joint administered apprentice programs.
- ✓ Over 80% of persons trained are employed*.
- ✓ AWP received the 2005 USDOL Office of Federal Contract Compliance highest national award, the EPICC, for exemplary service toward assisting minorities and women with employment on federal funded projects (March 17, 2005).
- ✓ In 2005 AWP, the national Helmets to Hardhats program contracted with AWP to assist Veterans with construction employment and training. Alaska is the only state with a local H2H program. H2H is US DOD funded initiative with the National Building and Construction Trades Department; AFL-CIO.

How does the project enhance the goals of the Denali Commission?

Denali Vision
Alaska will have a healthy well-trained labor force working in a diversified and sustainable economy that is supported by the fully developed and well maintained infrastructure.

Goal 1: *To deliver the services of the federal government in the most cost-effective manner practicable by reducing administrative and overhead costs.*

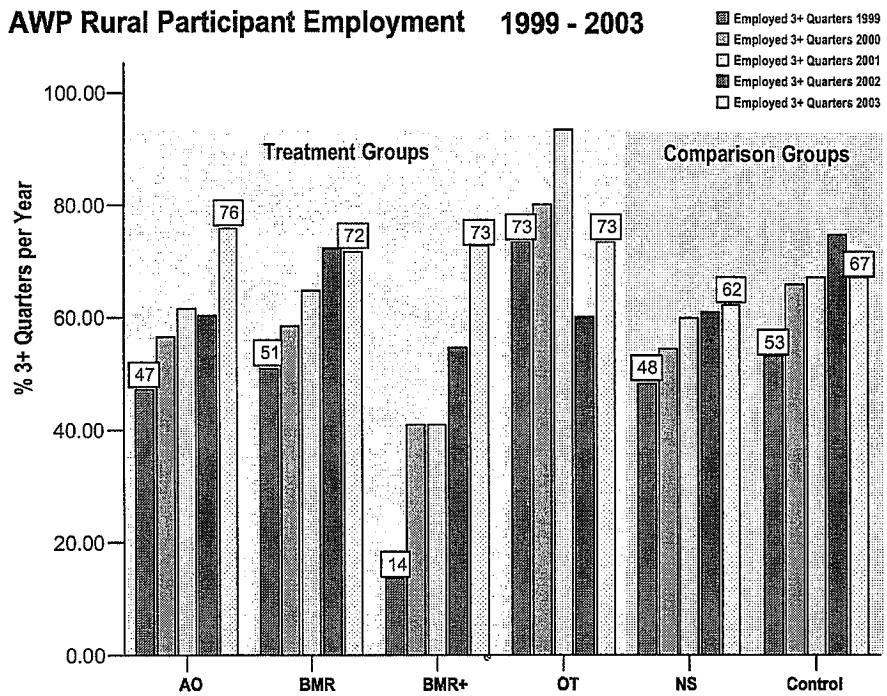
This project involves multiple federal, state and local partners who collaborate on rural infrastructure projects and workforce development. AWP has an efficient and cost-effective training and employment system that produces results above the goals set by federal and state policy. Overhead costs are low due to use of existing trade union infrastructure and use of regional training centers.

Goal 2: *To provide job training and other economic development services in rural communities, particularly distressed communities (many of which have a rate of unemployment that exceeds 50%).*

The project will continue to provide employment and training services statewide, concentrating on rural communities and residents. A strong emphasis is on continuing service in Western Alaska and other communities with high unemployment. The majority of AWP new participants have been unemployed, under-employed, or low-income at the time of services.

This strategy has enjoyed strong success to date, as shown in the comparisons of state employment data for AWP rural applicants from 1999 to 2003 in the chart below.

First, it is clear that AWP has recruited the unemployed and underemployed. The chart shows less than 50% of AWP AO, BMR, and BMR+ participants had three or more quarters of employment during 1999, the year prior to the start of AWP services. The BMR+ group had only 14% who worked three or more quarters in 1999, prior to the AWP program.



ADOLWD employment data. AO is Apprentice Outreach (n=161). BMR is Building Maintenance Repair Apprenticeship (n=173). BMR+ means additional services [non-Denali] (n=22). OT is rural job training (n=15). NS is the comparison group of AWP applicants who did not receive services (n=679). Control is the comparison group of traditional registered apprentices in rural Alaska who received no AWP services (n=79).

Second, it is clear that our strategy has increased employment for participants, compared with applicants who have not received AWP services and with traditional registered apprentices. By 2003, 72% to 76% of AWP AO, BMR, and BMR+ participants were employed *for three or more quarters*, according to ADOLWD data.

The effect of the AWP approach is best seen when the gains are compared with those applicants who did not receive AWP services (NS) and with the non-AWP controls (traditional registered apprentices who received no AWP services).

In the 1999 to 2003 period those not receiving AWP services (NS) experienced an increase in employment for three or more quarters of 48% to 62%. However, this is less than half the increase seen for AWP participants (AO, BMR, and BMR+) in that period. Further, the AWP participant employment rate for three or more quarters was greater than that achieved by the control group. The control group are trade apprentices living in Fairbanks and Anchorage areas who did not receive any AWP services.

Goal 3: *To promote rural development, provide power generation and transmission facilities, modern communication systems, bulk fuel storage tanks, water and sewer systems and other infrastructure needs using local hire.*

Our project promotes rural development by recruiting and training people for rural construction, operations and maintenance jobs. The project concentrates on finding an employer needing a worker and finding a local worker to match the trade skills the employer needs.

The AWP-produced increase in the numbers of quarters of construction employment is important because employers involved with AWP build and maintain affordable housing, health facilities, schools, roads, airports, water and sewer, and energy transmission for electricity, oil and gas. As the number of AWP workers and the annual quarters worked in rural construction projects increase, so does the capacity for fulfilling future needs with local hire.

Trades for which we provide training and apprenticeship opportunities are: electrician, plumber, pipefitter, heavy equipment operator, surveyor, truck driver, skilled laborer, carpenter, millwright, surveyor, pipeline constructor, painter, drywall finisher, floor coverer, insulator, piledriver, ironworker, mason, and building maintenance and repair mechanic.

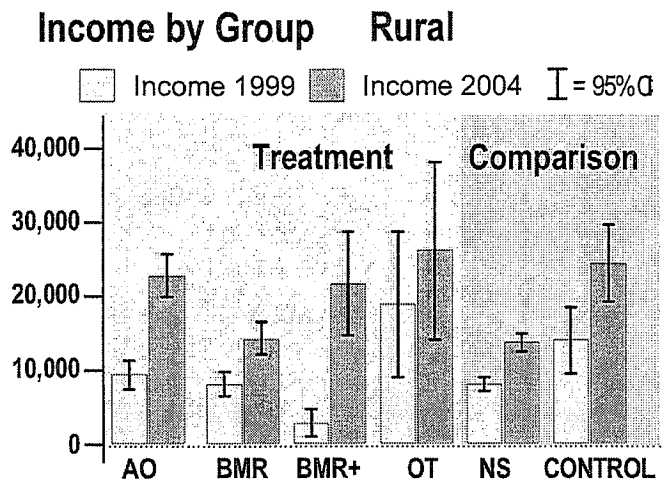
Demand for Training

The demand for training continues to be high. In 2004 more than 18,000 persons were employed in construction. About 20% of those employed are considered non-residents under the Permanent Fund Dividend eligibility requirements. The in-migration of skilled workers still leaves Alaska hundreds of workers short. The shortage falls across all construction crafts, with carpenters, equipment operators, plumbers, electricians at the top. In addition, the workforce is aging (>30% above 45 years old) and needs renewal. Construction activity will remain strong into the next decade.

Rural construction work continues to increase with additional public and private investment, with more than$500 M projected in 2005. Some potential construction projects could dramatically increase the demand for construction workers, widening the skills gap. Among those are the Kensington Mine, the Pebble Creek Mine, Donlen Creek Mine, modernization of the Trans-Alaska Pipeline, the Foothills Refinery, new state capital projects to provide access to resources, and building the Alaska Gas Pipeline.

Impact on Rural Communities

Most rural persons trained and employed by AWP come from economically distressed communities. Prior to AWP services most individuals reported annual incomes less than $10,000 prior to training. Working Together For Jobs in Rural Alaska is helping rural workers find good construction jobs, advancing them along a career path, and increasing local income. In PY06 the project will increase community employment in high-wage jobs while building a local workforce to construct and maintain community facilities and infrastructure.



This graph displays ADOLWD wage data, using 1999 pre-AWP wage data as the baseline (yellow). AWP started rural training in 2000. AO is Apprentice Outreach (n=161). BMR is Building Maintenance Repair (n=173). OT is rural job training (n=15). NS are persons who applied but were not served (n=679). CONTROL is the comparison group of traditional registered apprentices in rural Alaska who received no AWP services (n=79). State data for 2004 reveals average income gains for the same persons. The range of incomes in each group is expressed in the black error bar in each column. AWP services significantly increase incomes for most participants and, for AO, WIA, and BMR+, provide increases equal or greater than what would have be achieved through traditional construction apprenticeship.

What is the relationship of this project to total organizational activity?

This project represents 60% - 70% of our annual projected activity. All activities under this project and additional grant projects are directly tied to the AWP mission of outreach, training, and employment for Alaskans in the construction industry.

Partnership with Other Organizations

Primary partners are the members of AWP, Inc, Alaska's construction trades unions and their joint administered apprenticeship and training trusts. The unions provide employment through several hundred employers covering all aspects of the construction, maintenance, transportation, and resource extraction industries. The partnering unions and apprenticeship programs represent the collective commitment of hundreds of employers to hire trained workers. The Alaska apprenticeship programs currently train more than 85% of registered apprentices today (1400).

Heat & Frost Insulators and Asbestos Workers LU97
Boilermakers LU 502
Bricklayers LU 1
Alaska Regional Council of Carpenters
Cement Finishers LU 867
International Brotherhood of Electrical Workers/NECA
Ironworkers LU 751
Alaska State District Council of Laborers
International Union of Operating Engineers LU 302
International Union of Painters & Allied Trades LU 1140 and 1555
Piledrivers & Divers LU 2520
Plumbers & Steamfitters LU 367 & 375,
Roofers & Waterproofers LU 190
Sheetmetal Workers International Association LU 23
General Teamsters LU 959 and Technical Engineers of AK

Apprenticeship Sponsors and Training Providers

Alaska Laborers Apprentice Training Centers, Anchorage & Fairbanks
Asbestos Workers & Insulators Apprenticeship Training
Boilermakers Apprentice Training
Bricklayers Apprentice Training
Southern Alaska Carpenters Training Center
Fairbanks Carpenters Training Center
Plasterers & Cement Masons Apprentice Training
Kornfeind Electrical Training Center – Fairbanks
Tom Cashen Electrical Training Center-Anchorage
Ironworkers Apprentice Training Center
Operating Engineers Apprentice Training- Anchorage
Painters & Allied Trades Apprentice – Anchorage
Painters & Allied Trades Apprentice – Fairbanks
Piledrivers & Divers Apprentice Training
Anchorage Plumbers & Steamfitters Training Center
Fairbanks Plumbers & Pipefitters Training Center
Juneau Plumbers & Pipefitters Training Center
Roofers Apprentice Training
Sheetmetal Workers Apprentice Training- Anchorage - Fairbanks

Alaska Teamster-Employer Service Training Center
Technical Engineers Apprenticeship
Alaska Works BMR Step-UP

Trade Associations

Associated General Contractors of Alaska
Alaska Apprenticeship and Training Coordinators Association
Alaska National Electrical Contractors Association

Alaska Native Organizations

AVCP Regional Housing Authority
Bristol Bay Regional Housing Authority
Central Council of Tlinget-Haida Regional Housing Authority
Alaska Native Tribal Health Consortium
Yukon Delta Fisheries Development Association
Bristol Bay Native Association
Tanana Chiefs Conference
Association of Village Council Presidents, Inc.
Cook Inlet Tribal Council

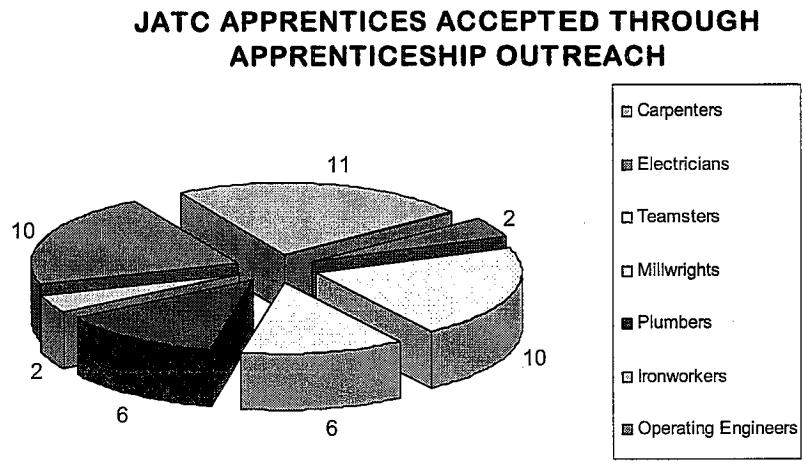
Education & Regional Training Centers

Matanuska-Susitina Valley School District
Delta/Ft. Greely School District
Nome School District
Lower Yukon School District
Lower Kuskokwim School District
Southwest Alaska Vocational Education Center (King Salmon)
Yuut Elitnaurviat - Peoples Learning Center (Bethel)
SMART Center (St. Mary's)
Northwest Regional Learning Center (Nome)
Delta Career Advancement Center (Delta)
Tanana Valley Campus
Bristol Bay Campus
Kuskokwim Campus
Northwest Campus

Success Stories from Past Efforts

Apprenticeship Outreach – Current Year

With two thirds of the current program year complete AO has already exceeded the current program year goals in all categories; number of rural contacts assisted (300), number applying for apprenticeship (78), and number of persons accepted into apprenticeship (47). With one quarter of the program year left and many apprenticeship positions to come from our apprenticeship partners, AO is trending higher than any of the previous years of program services. The success of AO is due in large part to four continuous years of outreach and networking, support from regional Alaska Native non-profits and local Job Centers, and the increased number of apprentice openings provided by unions and their contractors. AO has leveraged Denali funds by tens of thousands of dollars from regional organizations and Local Job Centers to provide rural applicants needed support for attending apprentice training.



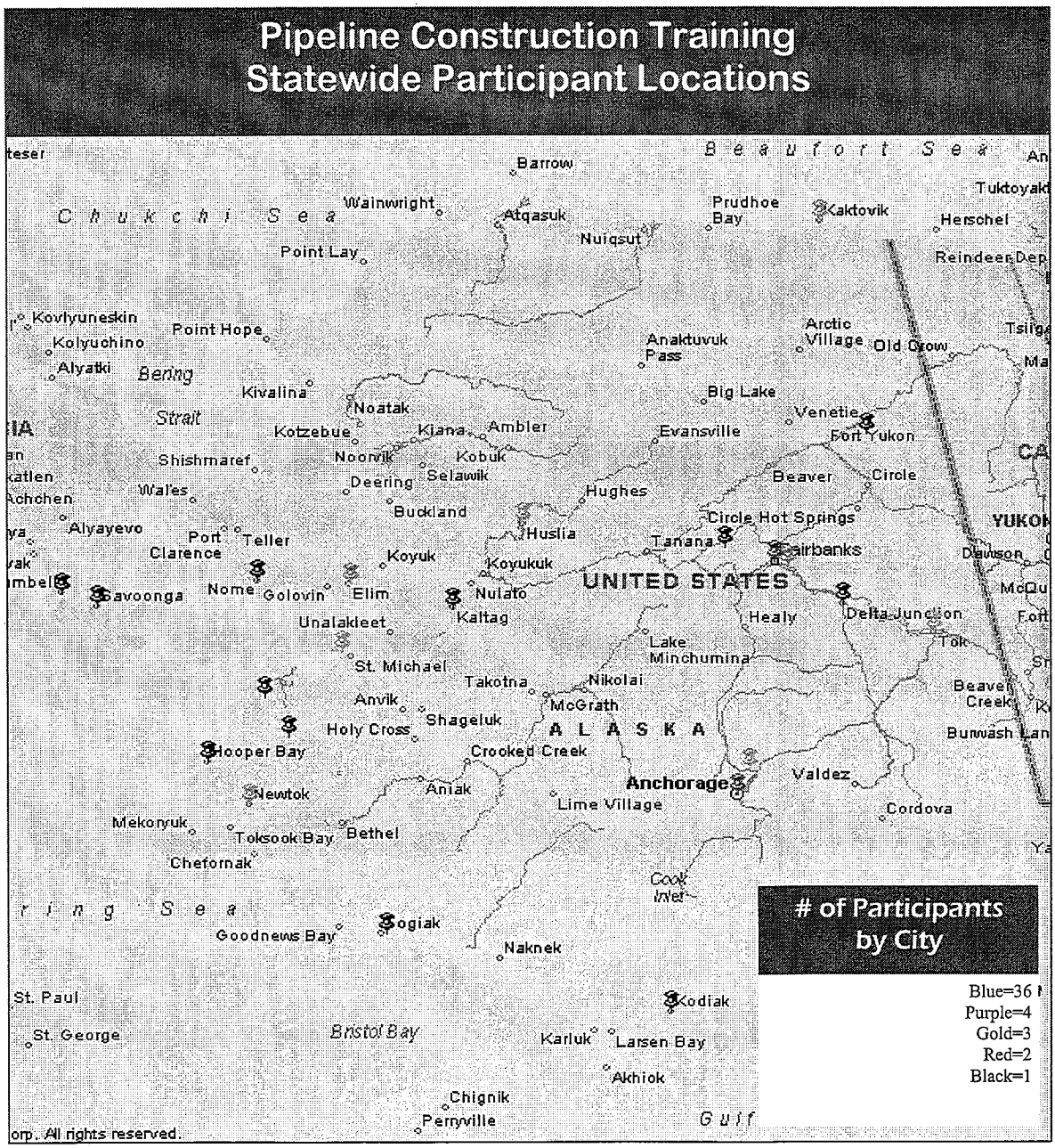
Building Maintenance Repair Apprenticeship and Step-UP Initiative

There are 86 BMR apprentices at this time. Each apprentices was employed in the current PY, and as previous charts indicate are working longer and earning more income. Ten BMRs Stepped- UP into trade specific apprenticeship programs such as carpentry, heavy equipment, electrical and plumbing through unions and a new partner, the Kuskowim-Delta Apprenticeship program for carpentry, electrical and plumbing. Step-Up provides rural BMRs a direct path to a trade they choose and employment in that trade.

In February, the Yukon-Kuskokwim Health Corporation and AVCP Regional Housing Authority signed a Memorandum of Understanding with AWP allowing the two largest employers of construction workers in Western Alaska to hire BMR apprentices. This agreement provides more work for apprentices on housing and health care construction, and construction jobs with area contractors who support apprentice employment.

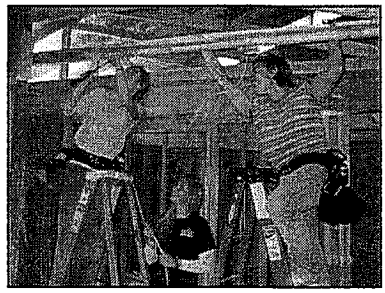
Pipeline Training

In November, 2004, AWP sent 34 rural apprentices, including six BMRs, to a unique course for Pipeline Construction Training in Fairbanks. The two week intensive pipeline course provided hands on experience. Rural apprentices were part of a 74 person pipeline "gang" upgrading skills for building an oil pipeline from the West Sak field to gathering centers in Kaparuk. The 23 mile pipeline project is now underway. Twenty rural apprentices assisted by AO and three BMRs were part of the training. Employment began in February, 2005.



Women in the Trades

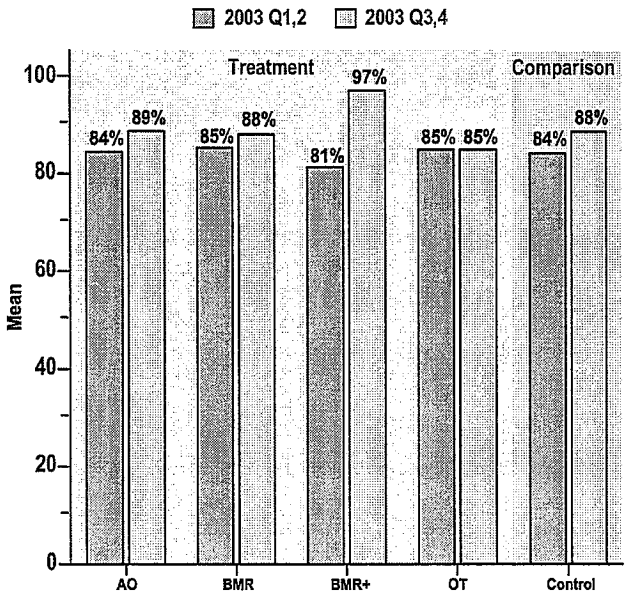
Women make up about 4% of the construction workforce. AWP developed a specific outreach and training program that prepares women for applying to apprenticeship programs and for entry level construction jobs. In February, 2005, the USDOL Office of Federal Contract Compliance Programs announced that AWP received the 2004 Exemplary Public Interest Contribution Award (EPIC) for assisting federal contractors in promoting equal employment opportunity through the AWP Women in the Trades program



Performance and Goals

AWP has achieved the performance goals of all granted projects since inception. The state WIA benchmark is 68%. AWP performance for all programs is above 80%, ranging from 81%-97% industry employment. The state WIA adult job training benchmark is 68% employment for persons trained in the industry trained for.

AWP All Participant Employment 2003



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Quantifiable data for any and all performance measures in all previous Denali Commission, State or Federal financial awards.

Current Denali Commission Award For Program Year '05

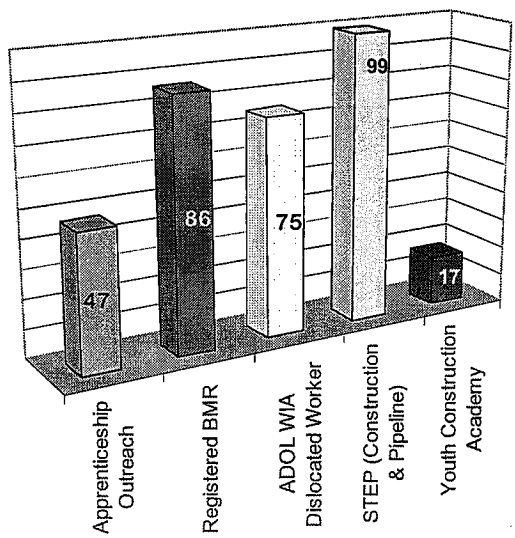
Performance Measures

- 200 receive job training
- 80% of participants are employed in occupations related to training
- 50% are employed as registered trade apprentices

AO,BMR Level I-II, Job Training	Minimum Performance	AWP Performance to Date PY05 (8 mo)*
Persons receiving training	200	127
Persons employed as a result of the training	90%	115
Persons employed 6-12 months after training	75%	85%
Persons who will gain in annual income	90%	90%
Persons who entered registered apprenticeship	75%	65

Participants by Project

Group	Number Served
Apprenticeship Outreach	47
Registered BMR	86
ADOL WIA Dislocated Worker	75
STEP (Construction and Pipeline)	99
Youth Construction Academy	17
TOTAL	*324*



Provide goals and performance measures for future activities

Estimated Project Annual Results

Performance Measures

- 200 receive job training
- 80% of participants are employed in occupations related to training
- 50% are employed as registered trade apprentices

New Approach & Directions

In the new program year AWP will continue to support our current employers and bring in new employers. Four years of concentrated effort in Western Alaska has imbedded programs with satisfied employers, workforce agencies, apprentice sponsors and rural workers. Our commitment to Western Alaska will continue and expand.

Current outreach indicates more job opportunities for rural Alaskans with employers likely to use AWP services emerging in the North Slope Borough, Interior Alaska, the Cook Inlet Region, and Southeast Alaska. Directing more outreach to these areas and developing jobs coincides with increased spending in those regions by the Denali Commission. These regions hold the majority of construction and maintenance jobs.

Costs to provide industry training in rural Alaska continue to climb. Training in rural Alaska is 60% more expensive than training in the city due to costs to support the person in training. Housing, training space, transportation, food and student insurance, for example, have increased program costs considerably. In addition, operation costs have increased considerably across the board, and are currently higher than the 5% Denali cap on administrative reimbursements.

Program cost increases require AWP to concentrate Denali resources only on our core programs: Apprentice Outreach, BMR Apprenticeship, and rural job training. Two important programs, Construction Career Academies and Train-the-Trainer will be shifted to other resources. Shifting those costs to another source, should allow AWP to meet the challenges of a growing.

Apprentice Outreach will add two new services; *drivers education and testing*, and *construction math* to overcome two barriers for entering apprenticeship. A person must have adequate math skills to meet apprentice applicant requirements and job needs. They must have a valid drivers license for most construction jobs. In 2004 AWP tested a 24 hour math course for construction. Among 16 students, math scores increased overall by 29%.

In addition AO will coordinate client services with two programs, Helmets to Hardhats and Women in the Trades, to ensure rural Veterans, active National Guard members, and Women have information, services and access to apprenticeship positions.

AWP will host an Apprentice Conference and provide education workshops for approximately 100 rural apprentices. The RAW will provide vocational education, a leadership course, a chance for networking, and sponsor an event to acknowledge rural apprentices.

Building Maintenance Repair Apprenticeship will continue for a fifth year and could see dramatic growth. In 2005 Yukon Kuskokwim Health Corporation joined AVCP Housing, forming a partnership to hire BMRs which means continued growth for the BMR program. The Alaska Native Tribal Health Consortium and Bristol Bay Health Corporation will provide access to local clinic jobs for BMRs in 2005 and 2006. Cook Inlet Housing Association will begin a BMR apprenticeship and training program in 2005 and two other major rural housing entities (Interior Region & North Slope) are in discussions for BMRs at this time.

BMR training will continue to offer the core carpentry, electrical, plumbing, and interior finish courses. A new electrical course – power generation – will be available to BMRs. Two new leadership courses, under development with First Alaskans Institute, will also be introduced; *Attitude, Your #1 Asset* for apprentices, and *Stepping-up to Supervisor* for housing crew leaders and foreman.

Rural Construction Training will be for specific projects where there is a commitment by an employer to hire persons trained. One example: the Bethel High School Renovation ($10M). Most training will be short term industry certificate courses required for employment. All training will be by done by registered apprenticeship programs partnered with AWP.

AWP has employment commitments from these employers and anticipates the participation of others.

- *AVCP Regional Housing Authority*
- *Bristol Bay Regional Housing*
- *Central Council of Tlinget-Haida Regional Housing*
- *Alaska Native Tribal Health Consortium*
- *Neeser Construction*
- *Wilder Construction*
- *Brice Construction*
- *Alaska Mechanical*
- *Ghemn Company*
- *Houston Contracting*
- *HC Price Company*
- *National Missile Defense Ground-Based System contractors*
- *Cook Inlet Housing*
- *Yukon-Kuskokwim Heath Corporation*
- *Bristol Bay Health Corporation*

Describe the innovation of the project:

AWP brings innovative ways to increase local hire and Alaska hire in remote communities as well the city. We market our services directly to employers in rural Alaska and build project specific workforce training plans statewide. Our ability to build on demand industry specific training events such as the Fairbanks Pipeline Training is evidence. Offering statewide one-stop comprehensive training and employment services for rural construction employers and job seekers is unique in Alaska and the nation.

Federal State Coordination

The ADOLWD and AWP are entering a Memorandum of Understanding that will streamline access to federal Workforce Investment Act services for rural residents served by AWP through Local Job Centers. This will help rural residents access services from various federal and state workforce programs, based on eligibility, and leverage Denali funds through Individual Training Account payments for training and support services.

The USDOL EPIC award is recognition of such federal state coordination.

Project Support

AWP has support from many organizations and entities. Among these are:

- Bristol Bay Native Association
- Ciunerkiurvik Corporation, St. Mary's
- Aleutians East Borough Assembly
- Association of Village Council Presidents RHA
- Bristol Bay Housing Authority Board
- Lower Yukon School District
- Yukon Delta Fisheries Development Association
- Delta/Greely School District
- Tanana Chief Conference, Inc.

Budget and Budget Narrative

Grant administrative costs are estimated at 8 to 10% of the total pilot project cost. Alaska Works adheres to guidance issued by the OMB circular A-122 for cost principles, 29 CFR Part 95 for administrative requirements, audit regulation and requirements outlined in 29 CFR Part 96, 99 and the miscellaneous provisions set out in 29 CFR Part 93 and 98 regarding Lobbying regulation and suspension regulations. Care is used in determining administrative costs allocated for WIA title I functions and activities, and to distinguish between program costs and administrative costs in budget development, invoicing, staff payroll, and payment records. Independent certified public accounting firm(s) performs the majority of accounting, payroll, audit, and administrative oversight functions. Personnel costs for administrative functions and programmatic services or activities such as procurement, purchasing, cash management, property management and personnel management are documented and allocated as administrative or program costs based on

the activity. Costs of goods and services required for administrative functions, including office rent, utilities, office supplies, postage and tele-communications are documented and distributed through an equitable cost allocation method that includes in-kind cash contributions (non-grant) by Alaska Works from non-restricted organization funds to ensure overall grant administrative costs remain reasonable.

Personnel: Project Staffing for all programs.

Total $324,679.00

Fringe Benefits: The fringe benefits include the following: Health Insurance, Workman's Comp, Medicare, Social Security, ESC and Pension at 18.46% of gross salary contribution rate. **Total $136,354.00**

Staff Travel: Airline travel and housing are extraordinarily expensive and there are limited airlines servicing rural and remote communities. The costs are higher than those in the lower 48 states. Employer Outreach, recruitment and pre-job workforce planning require visits and long stays in rural Alaska. Staff travel includes housing, ground transportation, and per diem for the area.

Total $48,833.00

Equipment: No equipment is requested for this grant.

Total $0

Supplies: For technology, computer systems, hand-held devices and software, estimates for telephone systems and office supplies. Other supplies are hand tools, power tools, accessories for training /trainees. **Total $46,030.00**

Contractual: All skills training will be delivered by Apprentice Schools (JATCs) to industry standards. There are no similar apprentice schools in the state that provide an open apprentice program for rural trainees. Instructor travel costs and wages for training are included in contractuals. Contracts may be expanded depending on contract performance and demand for specific courses.

***Professional Services Contracts*:** Included in the contractual are specific professional services contracts with a limited scope of work. These include: 1) research and evaluation 2) educational consultant 3) Accounting Services 4)Computer Technician 5)Training Lead Instructor.

***School District Contracts*:** The contracts with school districts will help support research related to the No Child Left Behind Act showing how vocational education improves math and literacy, and for helping schools with supplies and instruction materials for construction courses.
Including-Lower Kuskokwim, Mat-Su, Nome and Delta.

Total $492,466.00

Match: Anticipated Funding from partners: *$34,290.00*

Other:
Included are costs for communication, advertising and public relations, publications, meetings and conference costs, office space lease, staff and instructor technology training provided by local vendors, shipping of instructional materials and tools, audit costs, participant insurance and indemnification costs.

Total **$92,460.00**

Training Costs: Training costs are for participant air and ground travel, food and lodging, training materials, tools, personal protection equipment and certificate fees.

Total **$302,138.00**

Administrative or Indirect (5%) **Total** **$57,041.00**

Total Project Request	***$1,500,000.00***
Anticipated Match In-Kind for the Project	***$34,290.00***
Total Project Resources	***$1,534,290.00***