



July 10, 2003

Ms. Kristin S. Cornuelle, Manager  
County of San Mateo  
Workforce Investment Board  
400 Harbor Boulevard, Bldg. B  
Belmont, CA 94002

Dear Ms. Cornuelle:

WIA SUBGRANT AGREEMENT R380535

Enclosed is a copy of modification number six of your Workforce Investment Act (WIA) Subgrant Agreement. This modification adds WIA 25% Rapid Response funding into grant codes 542 and 543.

If you have any questions, please contact your program manager or regional advisor.

Sincerely,

/S/ DAVE REXIUS  
Financial Management Unit

Enclosure

cc: Mrs. Rose Jacobs-Gibson, Chair  
Debra Shepherd, MIC 69  
Ron Addy, MIC 69-1

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WIA SUBGRANT AGREEMENT

Cleared - *KS*  
CSG  
WIA  
Dist. 6-23-03

SAN MATEO COUNTY

REGISTRATION NO: R360535  
MODIFICATION NO: 06

SUBGRANTOR: State of California  
Employment Development Dept.  
Workforce Investment Division  
P.O. Box 826880, MIC 69  
Sacramento, CA 94280-0001

SUBGRANTEE: SAN MATEO COUNTY  
400 HARBOR BOULEVARD, BLDG B  
BELMONT, CA 94002  
GOVERNMENTAL ENTITY: YES

This Subgrant Agreement is entered into by and between the State of California, Employment Development Department, hereinafter the Subgrantor, and the SAN MATEO COUNTY, hereinafter the Subgrantee. The Subgrantee agrees to operate a program in accordance with the provisions of this Subgrant and to have an approved WIA Local Plan for the above named Subgrantor filed with the Subgrantor pursuant to the Workforce Investment Act (WIA). This modification consists of this sheet and those of the following exhibits, which are attached hereto and by this reference made a part hereof:

Funding Detail Chart	Exhibit AA, pages 1 through 1
Title I- (TITLE I RAPID RESPONSE)	Exhibit FF, pages 1 through 1
Title I-Y (TITLE I RAPID RESPONSE)	Exhibit FF, pages 1 through 1
GC 543 Participant Plan	Exhibit D Pgs 1-1
GC 543 Budget Summary Plan	Exhibit E Pgs 1-1
GC 543 Incremental Funding Plan	Exhibit F Pgs 1-1
GC 542 Project Narrative	Exhibit CC Pgs 1-3
GC 542 Participant Plan	Exhibit DD Pgs 1-1
GC 542 Expenditure Plan	Exhibit FF Pgs 1-1
GC 542 Line Item Budget	Exhibit GG Pgs 1-2
GC 542 Contingency Statement	Exhibit HH Pgs 1-1

ALLOCATION(S):	PRIOR AMOUNT:	\$5,552,479.00
The Subgrantor agrees to reimburse the Subgrantee not to exceed the amount listed hereinafter "TOTAL":	INCREASE/DECREASE:	\$734,304.00
	TOTAL:	\$4,286,785.00

TERMS OF AGREEMENT: From 04/01/2002 to 09/30/2004 Terms of Exhibits are as designated on each exhibit

PURPOSE: To add WIA 25% Rapid Response to Grant Codes 542 and 543.

APPROVED FOR SUBGRANTOR (EDD) (By Signature)  
**Original Signed By David D. Rexius**

APPROVED FOR SUBGRANTEE (By Signature)  
Unilateral modification. Subgrantee Signature not required.

Name and Title  
BILL BURKE  
ASSISTANT DEPUTY DIRECTOR  
WORKFORCE DEVELOPMENT BRANCH

Name and Title

I hereby certify that to my knowledge, the budgeted funds are available for the period and purpose of expenditures as stated herein:

This Agreement does not fall within the meaning of Section 10295 of Chapter 2 of Part 2 of Division 2 of the Public Contract Code of the State of California and pursuant to 58 OPS Cal. Atty. Gen. 586, is exempt from review or approval of the Dept. of General Services and the Dept. of Finance:

*Heretta Lowery*  
Signature of EDD Accounting Officer

*Karen Sells*  
Signature of EDD Contract Officer

WIA SUBGRANT AGREEMENT  
FUNDING DETAIL SHEET

Exhibit AA  
Page 1 of 1

SUBGRANTEE NAME: SAN MATEO COUNTY

SUBGRANT NO: R380535  
MODIFICATION NO: 06

I. ALLOCATION

FUNDING SOURCE	PRIOR AMOUNT	INCREASE	DECREASE	ADJUSTED ALLOCATION
TITLE I-- WIA TITLE I-Adult/Disloc				
99903 TITLE I DISLOCATED WORKER (509) : 07/01/2002 to 09/30/2004	\$48,000.00	\$0.00	\$0.00	\$48,000.00
98423 TITLE I RAPID RESPONSE (537) : 10/02/2002 to 09/30/2003	\$900,000.00	\$0.00	\$0.00	\$900,000.00
98423 TITLE I RAPID RESPONSE (543) : 06/01/2003 to 06/30/2004	\$0.00	\$337,204.00	\$0.00	\$337,204.00
TOTAL TITLE I-	\$948,000.00	\$337,204.00	\$0.00	\$1,285,204.00
TITLE I-Y: YOUTH				
96153 WIA TITLE I ADULT FORMULA (201) : 07/01/2002 to 06/30/2004	\$189,320.00	\$0.00	\$0.00	\$189,320.00
98283 WIA TITLE I ADULT FORMULA (202) : 10/01/2002 to 06/30/2004	\$562,689.00	\$0.00	\$0.00	\$562,689.00
96103 WIA TITLE I YOUTH FORMULA (301) : 04/01/2002 to 06/30/2004	\$636,820.00	\$0.00	\$0.00	\$636,820.00
96203 TITLE I DISLOCATED WORKER (501) : 07/01/2002 to 06/30/2004	\$357,934.00	\$0.00	\$0.00	\$357,934.00
98213 TITLE I DISLOCATED WORKER (502) : 10/01/2002 to 06/30/2004	\$774,771.00	\$0.00	\$0.00	\$774,771.00
96423 TITLE I RAPID RESPONSE (541) : 10/01/2002 to 06/30/2003	\$82,945.00	\$0.00	\$0.00	\$82,945.00
96213 TITLE I RAPID RESPONSE (542) : 03/01/2003 to 09/30/2003	\$0.00	\$397,100.00	\$0.00	\$397,100.00
TOTAL TITLE I-Y	\$2,604,479.00	\$397,100.00	\$0.00	\$3,001,579.00
GRAND TOTAL:	\$3,552,479.00	\$734,304.00	\$0.00	\$4,286,783.00

EXHIBIT COVER SHEET

SUBGRANT NO: R380535  
MODIFICATION NO: 06

EXHIBIT FF  
Page 1 OF 1

SUBGRANTEE: SAN MATEO COUNTY  
FUNDING SOURCE: WIA RAPID REPOSE W/PART 542

TERM OF THESE FUNDS: 03/01/2003 TO: 09/30/2003

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| Use of funds added by this modification is limited to this period and |  
| additionally limited by the recapture provisions applicable to this |  
| funding source. The state may at its discretion recapture funds obligated |  
under this exhibit, if expenditure plans are not being met.

PROGRAM NARRATIVE

The purpose of line item modification # 6 to this PY 2002/2003 subgrant agreement is to add WIA 25% Rapid Response funding in the amount of \$397,100 into grant code 542 for use in the San Mateo Bay Area Bioscience Career Project.

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| This exhibit adds to and does not replace the terms and conditions of any other exhibit |  
included in this agreement which terms and conditions remain in full force and effect.

## WIA PROJECT NARRATIVE

 15 Percent 25 Percent

Subgrantee: SAN MATEO BAY AREA BIOSCIENCE CAREER PROJECT	Subgrant number _____
Initial Plan <input checked="" type="checkbox"/> Modification <input type="checkbox"/>	Mod. Number _____

**I. Target Group Description**

A. Check the type of target group this project will provide services to:

Adults  Dislocated Workers  Youth 

B. Describe the specific target group and service area your project will serve.

The project is designed to assist workers dislocated from San Francisco International Airport with a special emphasis on dislocated airport screeners, although it will not restrict participation to that group. Also, the project will not be restricted to serving only San Mateo County Residents. In addition, approximately four new training programs will be developed in the Bay Area and in southern California.

**II. Scope of Work**

A. Description of the project.

The San Mateo Workforce Investment Board has worked with Skyline College and Genentech to develop a three month training program in conjunction with Genentech to train Bioscience production workers. In addition, Genentech has agreed to provide three months of paid internships for the initial cohort of 20 students, which began training in March 2003.

This project will prepare dislocated workers for careers in the bioscience industry by providing training for 80 dislocated workers and paid work experience or internships with private employers for 100 dislocated workers. The project will be divided into two phases. Phase One will consist of 20 participants receiving training and internships and internships for an additional 20 who are being trained with other funds. In addition, Phase One will include activities by a consulting firm to develop two or three other programs in the Bay Area similar to the Skyline/Genentech model. Further, the consultant will develop at least two similar programs in southern California. Efforts will be made to structure programs that offer career paths to individuals trained for entry level jobs.

Funding for the Phase Two will be contingent on the success of the Phase One. An additional 60 dislocated workers will receive training/paid internships in Phase Two and the program development activities will be completed.

B. Description of the specific services to be provided.

1. Core/Intensive Services

Yes, using One-Stop, and including employer involved assessments.

2. Training

Vocational classroom training with Skyline College and others yet to be determined, along with paid work experience internships with industry specific employers.

3. Follow-up

a. Description of services

Training, work experience, and unsubsidized placement into Bioscience occupations.

b. Follow-up after placement

Yes, clients will be co-enrolled in local WIA Dislocated Worker program.

c. Follow-up after exit

Yes, see above.

C. Description of the specific outcomes to be achieved. (If performance goals are lower than the state goals, provide an explanation below. Additionally, if project is a demonstration project, describe the specific goals/outcomes below.)

The project expects to place 85% or greater of the participants trained into unsubsidized employment into biotechnology companies. Funding for the Phase two will be contingent on the success of the Phase one.

**III. Local Collaboration**

A. Description of how the services provided by this project support and complement other local WIA activities.

The San Mateo County Central Labor Council will work with San Mateo County Human Services Agency and other partners in outreach and recruitment. Employers have committed entry-level positions for work experience/internships and will underwrite the wage rates by 50%. Employers will also participate in pre enrollment screenings and assessments. The Skyline College will share curriculum with other community colleges interested in participating. All participants will be concurrently enrolled into San Mateo Formula Dislocated Worker grant and will receive follow-up services after the term of the grant using WIA formula funding.

#### IV. Youth Services (Complete only if providing services to youth)

A. Check the applicable services that will be available to youth participants:

- Tutoring, study skills training and instruction leading to secondary school completion, including dropout prevention strategies.
- Alternative secondary school offerings.
- Summer employment opportunities directly linked to academic and occupational learning.
- Paid and unpaid work experiences, including internships and job shadowing.
- Occupational skill training.
- Leadership development opportunities.
- Supportive services.
- Adult mentoring.
- Follow-up services.
- Comprehensive guidance and counseling.

B. Definition of "*additional assistance*" for meeting the youth eligibility criterion of "requires additional assistance to complete an educational program or to secure and hold employment."

N/A

C. Definition of "*serious barriers to employment*" for meeting the youth eligibility criterion of face serious barriers to employment under the five percent provisions for serving youth who do not meet the income criterion.

N/A

**WIA ADULT PARTICIPANT PLAN**

15 Percent

25 Percent

Adult

Dislocated Worker

Subgrantee: SAN MATEO BAY AREA BIOSCIENCE CAREER PROJECT  
 Subgrant number \_\_\_\_\_  
 Initial Plan  Modification  Mod. Number \_\_\_\_\_

Cumulative Participants								
	Month/Year	03/03	04/03	05/03	06/03	07/03	08/03	09/03
1	Total Participants Registered	20	20	20	20	40	40	40
2	Program Services							
	a. Core Services/Intensive Services	20	20	20	20	40	40	40
	b. Training Services	20	20	20	20	40	40	40
	c. Follow-up Services	0	0	0	0	0	0	20
3	Exit Status							
	a. Total Participants Exiting WIA	0	0	0	0	0	0	20
	(1) Unsubsidized Employment	0	0	0	0	0	0	17
	(a) Training Related	0	0	0	0	0	0	17
	(2) Employability Enhancement Exits	0	0	0	0	0	0	0
	(3) Exited for Other Reasons	0	0	0	0	0	0	3

Cumulative Participants								
	Month/Year	10/03	11/03	12/03	01/04	02/04	03/04	04/04
1	Total Participants Registered	60	60	60	60	80	80	80
2	Program Services							
	a. Core Services/Intensive Services	60	60	60	60	80	80	80
	b. Training Services	60	60	60	60	80	80	80
	c. Follow-up Services	20	20	20	40	40	40	60
3	Exit Status							
	a. Total Participants Exiting WIA	20	20	20	40	40	40	60
	(1) Unsubsidized Employment	17	17	17	34	34	34	51
	(a) Training Related	17	17	17	34	34	34	51
	(2) Employability Enhancement Exits	0	0	0	0	0	0	0
	(3) Exited for Other Reasons	3	3	3	6	6	6	9

Cumulative Participants								
	Month/Year	05/04	06/04	07/04	08/04	09/04		
1	Total Participants Registered	100	100	100	100	100		
2	Program Services							
	a. Core Services/Intensive Services	100	100	100	100	100		
	b. Training Services	100	100	100	100	100		
	c. Follow-up Services	60	80	80	80	100		
3	Exit Status							
	a. Total Participants Exiting WIA	60	80	80	80	100		
	(1) Unsubsidized Employment	51	68	68	68	85		
	(a) Training Related	51	68	68	68	85		
	(2) Employability Enhancement Exits	0	0	0	0	0		
	(3) Exited for Other Reasons	9	12	12	12	15		



WIA EXPENDITURE PLAN

15 Percent

25 Percent

Subgrantee: SAN MATEO BAY AREA BIOSCIENCE CAREER PROJECT  
 Subgrant number \_\_\_\_\_  
 Initial Plan  Modification   
 Mod. Number \_\_\_\_\_

Total Cumulative Expenditures						
Month/Year	03/03	04/03	05/03	06/03	07/03	08/03
1. Total Expenditures (a+b)	\$67,159	\$99,900	\$132,642	\$195,382	\$258,121	\$319,861
a. Administration	\$6,715	\$9,990	\$13,264	\$19,538	\$25,812	\$31,986
b. Program	\$60,144	\$89,910	\$119,378	\$175,844	\$232,309	\$287,875
Total Cumulative Expenditures						
Month/Year	09/03	10/03	11/03	12/03	01/04	02/04
1. Total Expenditures (a+b)	\$381,600	\$428,134	\$474,668	\$521,202	\$567,736	\$614,269
a. Administration	\$38,160	\$42,813	\$47,466	\$52,120	\$56,773	\$61,426
b. Program	\$343,440	\$385,321	\$427,202	\$469,082	\$510,963	\$552,843
Total Cumulative Expenditures						
Month/Year	03/04	04/04	05/04	06/04	07/04	08/04
1. Total Expenditures (a+b)	\$660,802	\$707,335	\$753,868	\$800,401	\$846,934	\$893,467
a. Administration	\$66,080	\$70,733	\$75,386	\$80,040	\$84,693	\$89,346
b. Program	\$594,722	\$636,602	\$753,869	\$720,361	\$762,241	\$804,121
Total Cumulative Expenditures						
Month/Year	09/04					
1. Total Expenditures (a+b)	\$940,000					
a. Administration	\$94,000					
b. Program	\$846,000					

WIA LINE ITEM BUDGET

15 Percent

25 Percent

Subgrantee: <b>SAN MATEO BAY AREA BIOSCIENCE CAREER PROJECT</b>	Subgrant number _____
Initial Plan <input checked="" type="checkbox"/>	Modification <input type="checkbox"/>
Mod. Number _____	_____

Expense Item	Administration	Program (Phase 1)	Program (Phase 2)	Total
A. Staff Salaries		46,200	46,200	92,400
B. Staff Fringe Benefits		19,800	19,800	39,600
C. Staff Travel		1,000	1,000	2,000
D. Facilities and Communications		1,500	1,500	3,000
E. Consumable Office Supplies				
F. Furniture and Equipment				
1. Purchase (Unit cost is less than \$5,000 and useful life is less than one yr.)				
2. Purchase (Unit cost is \$5,000 or more and useful life is more than one yr. Attach Equipment Budget)				
3. Lease				
G. Consumable Testing & Instructional Materials				
H. Tuition Payments/Vouchers		50,000	150,000	200,000
I. OJT Reimbursements				
J. Participant Wages & Fringe Benefits		140,000	210,000	350,000
K. Supportive /Job Retention Services				
L. Indirect Cost*	94,000	47,000	47,000	94,000
M. Other: Consulting Contract		91,600	72,400	164,000
N. Total	94,000	397,100	542,900	940,000

\*Complete the following information:

Name of Cognizant Agency: Human Services Agency

Indirect Cost Rate: 10%

**Bay-ABC Project Budget**

**Phase I**

<b>Description</b>	<b>Lead</b>	<b>Rationale</b>	<b>Total</b>
Case Management/Internship Coordination	San Mateo	ESS	\$61,000
Assessment/Training	Skyline College	\$2500 x 20 people	\$50,000
Internships	Genentech, other employers	\$3250 x 40 people	\$130,000
Industry Development	Workforce Strategy Center	EDD request - pass thru San Mateo	\$40,000
Project Management	Workforce Strategy Center		\$69,100
Administration	San Mateo	10%	\$47,000

Phase I Total \$397,100

**Phase II**

<b>Description</b>	<b>Lead</b>	<b>Rationale</b>	<b>Total</b>
Case Management/Internship Coordination	San Mateo	ESS	\$61,000
Assessment/Training	Skyline & College TBD	\$2500 x 60 people	\$150,000
Internships	Employers/WSC	\$3250 x 60 people	\$195,000
Project Management	Workforce Strategy Center		\$74,900
Apprenticeship Development	San Mateo Central Labor Council		\$15,000
Administration	San Mateo	10%	\$47,000

Phase II Total \$542,900

**Project Total - Phase I + Phase II \$940,000**

**Bay ABC Project**  
**San Mateo County Workforce Investment Board**  
**Phase I Workplan**

**March 2003**

- Initial Skyline pilot class begins training March 17<sup>th</sup> (20 slots funded by current Airport Grant)
- Discussions begin with employers and community colleges in other areas for interest in duplicating model (WSC)

**April-May 2003**

- Develop initial try-out employment model with Genentech for Skyline pilot class graduates (20 paid work experience slots matched by Bay ABC funding) – contract with Genentech signed and executed (WSC)
- Solicit Chiron and other Bay Area employers for interest in entry-level and incumbent worker training models (WSC)
- Select one or two additional community college partners (WSC)

**May 2003**

- Continue class and employer development with pilot cohort (WSC and Skyline)

**June 2003**

- Pilot cohort graduates from Skyline training
- Screen for initial try-out employment cohort with pilot training cohort graduates and Genentech (San Mateo)
- Begin recruitment for August 2003 training cohort (20) (San Mateo and Skyline)

**July 2003**

- Select and begin subsidized try-out employment for up to 20 pilot Skyline graduates at Genentech (WSC)
- By July 15<sup>th</sup>, identify participants committed to Cohort 1 training (30+) through outreach (Skyline, SMC, SMCCCLC)
- By July 20<sup>th</sup>, involve employers in assessment of Cohort 1 training participants (20) (Skyline)

**August 2003**

- By August 1<sup>st</sup>, select Cohort I training participants (20) (Skyline)
- Cohort 1 training begins August 15<sup>th</sup> (Skyline)

**September 2003**

- Pilot cohort finishes subsidized try-out employment and begins permanent employment
- Job placement continues for pilot cohort graduates (WSC)

### **October 2003**

- Continue class and employer development with Cohort I (Skyline and WSC)
- Pilot cohort are fully employed by October 31<sup>st</sup>
- Identify training providers for Cohorts II, III and IV and secure commitment letters (WSC)
- Identify employers with opportunities for paid internships and secure commitment letters for Cohorts II, III and IV (WSC)

### **November 2003**

- Amend contract with Genentech and/or execute contract with other employers for 20-40 additional try-out employment/paid work experience slots (WSC)
- Begin recruitment for January 2004 training cohort (20) (Skyline and San Mateo)

### **December 2003**

- Cohort I graduates from Skyline training on December 31<sup>st</sup>
- Screen for Cohort I try-out employment cohort with pilot training cohort graduates and Genentech (WSC)
- By December 15<sup>th</sup>, identify participants committed to Cohort II training (30+) through outreach (Skyline, SMC, SMCCLC)
- By December 20<sup>th</sup>, involve employers in assessment of Cohort II training participants (20) (Skyline)
- By December 31<sup>st</sup>, training programs will be fully developed with sufficient capacity for 100 participants (WSC; Skyline; other training provider)
- By December 31<sup>st</sup>, commitment will be received from employers for paid internships for 100 participants and contracts in process (WSC)

### **January 2004**

- Select and begin subsidized try-out employment for Cohort I at Genentech or other employers (WSC)
- Cohort II begins Skyline training on January 15<sup>th</sup>

# Workforce Strategy Center - \$40K (EDD)

## SCOPE OF WORK FOR PROJECT EXTENSION

### Background

The Workforce Strategy Center (WSC) in collaboration with the San Mateo County Workforce Investment Board, Skyline College, and Genentech has developed a pilot program in bio-tech manufacturing leading to jobs paying \$30K and above with career progression opportunities. In developing this project we:

- Conducted employer outreach;
- Developed a program model;
- Developed a budget and timeline;
- Developed a contract and plan for internship/paid work experience;
- Assisted in development of a curriculum;
- Assisted in development of a funding proposal;
- Provided overall project management and coordination

Funding from the proposed grant will support WSC and other partners in planning and implementing bio-tech entry-level training and employment for up to 100 participants in Bay Area counties.

### Extended Work

To expand and extend this initiative, the Workforce Strategy Center will work toward two additional goals:

- Explore expansion of the Genentech model to Southern California;
- Explore opportunities for complimentary incumbent worker training to build continuing career pathways

WSC will undertake the following tasks from the period March 1-October 1, 2003:

### Employer development (Southern California)

- Meet with six-ten selected bio-technology and pharmaceutical employers in Southern California to assess and identify bio-manufacturing job and career opportunities. We will particularly seek to identify entry-level jobs as manufacturing technicians that pay \$30K and above; offer career advancement; and are accessible to dislocated workers and others with good basic skills but no industry experience. Tasks will include:
  - *Identify interested employers;*
  - *Conduct preliminary meetings with the HR and manufacturing director;*
  - *Identify entry-level job opportunities;*
  - *Present the Genentech model;*
  - *Conduct ongoing meetings with key company staff;*
  - *Work with staff to adapt the Genentech model to individual employer needs*

**Outcome: Identification of 2-4 employers with employment opportunities and interest in participating in entry-level training and employment initiatives.**

**Partnerships in Southern California**

- Develop up to two additional partnerships of employers, community colleges and Workforce Investment Boards in the Los Angeles and San Diego areas. Tasks will include:
  - *Identify community college partners;*
  - *Identify Workforce Investment Board partners;*
  - *Convene partnership meetings in the San Diego and Los Angeles areas*
  - *Present the Genentech model and curriculum;*
  - *Adapt the framework to the local labor market;*
  - *Assist in development of a curriculum and program model*
  - *Convene partnership meetings and phone calls*

**Outcome: Formation of one-two regional bio-tech career pathways partnerships focused on entry-level bio-tech career planning and program development**

**Pilot Program Proposals in Southern California**

- Develop up to two pilot proposals in Southern California for entry-level training and employment based on the Genentech model. Tasks will include:
  - *Work with partnerships to develop a program model and framework;*
  - *Work with partnerships to develop a budget and timeline;*
  - *Identify funding opportunities including WIA 25%, WIA adult and NEG;*
  - *Assist in writing and editing a project proposal;*
  - *Overall project management;*

**Outcome: Development of one-two completed pilot program proposals submitted for funding**

**Incumbent worker training (Bay Area)**

- Meet with at least four Bay Area employers to explore incumbent worker training opportunities to engage additional Bay Area employers and expand career pathways for program participants. Tasks will include:
  - *Explore incumbent worker training resource opportunities including H1B and ETP;*
  - *Meet with at least four Bay Area employers to assess interest in incumbent worker training in an H1B proposal;*
  - *Convene a meeting of regional Workforce Investment Boards to explore development of an H1B proposal targeted to Bay Area employers for incumbent worker training;*

**Outcome: Development of Bay Area H1B grant proposal contingent on WIB and employer support**

## CONTINGENCY STATEMENT

 15 Percent

 25 Percent

Subgrantee: <b>SAN MATEO BAY AREA BIOSCIENCE CAREER PROJECT</b>	Subgrant number _____
Initial Plan <input checked="" type="checkbox"/>	Modification <input type="checkbox"/>
Mod. Number _____	_____

This subgrant is to be awarded in two phases. The first phase will provide \$397,100 for initial development and to pay for training 20 participants and work experience for 40 participants. This Phase One award will be funded with an initial award of \$397,100 using PY2002/03 funding when the subgrant is unilaterally executed. Phase Two funding in the amount of \$542,900 will be funded with PY 2003/04 funding on or about September 1, 2003 contingent on satisfactory performance of Phase One activities.

Funding Phase Two activities depends on the following criteria:

- The success of the first cohort of participants in the Skyline/Genentech program in completing the program and obtaining employment using the skills learned in the program.
- Meeting the timetable specified on the Phase One workplan for deliverables/milestones.
- The submission and approval of a Phase Two budget, participant, and expenditure plans.
- The submission and approval of a Phase Two workplan.

Phase Two deliverables include training and internships for 60 participants in the Skyline/Genentech program and at least two other similar programs that include:

- Training developed by a community college.
- Full employer support of training program development.
- Employer commitments to paid internships for all program graduates.
- Employer involvement in assessment of program participants.