

# PY18 MONITORING SUMMARY REPORT

Presented by



Connecting Talent with Opportunity

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# INTRODUCTION

- The Technical College System of Georgia (TCSG) Office of Workforce Development (OWD) supports training of unemployed and underemployed Georgians for in-demand careers, thereby meeting the workforce needs of Georgia businesses.
- OWD, under the leadership of the State Workforce Development Board (SWDB), administers the Youth, Adult, and Dislocated Worker grants authorized by Title I of the Workforce Innovation and Opportunity Act (WIOA).
- WIOA is the nation's principal workforce development effort, providing funds to address the employers' needs by training dislocated workers, low-income adults, and youth.
- As the State of Georgia's WIOA Title I administrator, OWD conducts annual on-site monitoring of each Local Workforce Development Area (LWDA). Annual on-site monitoring encompasses financial, programmatic, and compliance reviews of the local administration and service delivery process.
- PY18 monitoring was performed under federal regulations governing WIOA.

# WHY DOES OWD MONITOR?

Annual monitoring is a federal requirement of the Uniform Administrative Guidance and WIOA Grant Agreement, requiring the State to ensure effective, efficient, and consistent service delivery occurs across all 19 LWDA's.

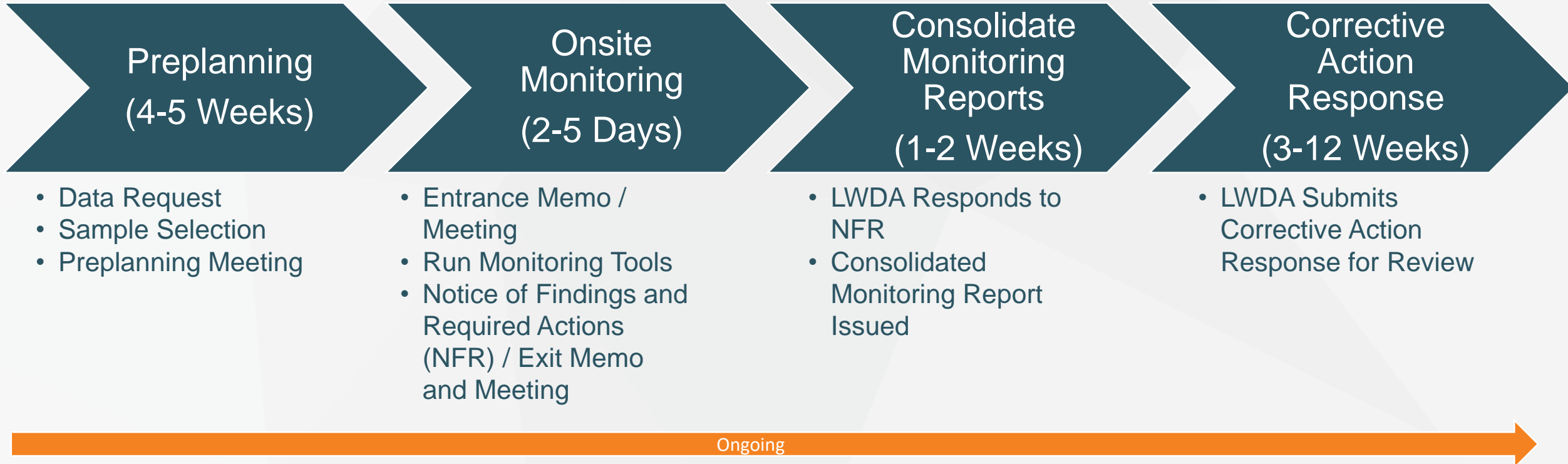
Annual on-site monitoring assists OWD in:

- Increasing the accountability and transparency of LWDA's regarding expenditures, participant eligibility, and implementation of Statewide Initiatives and federal regulations;
- Obtaining verification from LWDA's that federal funding is being spent in accordance with applicable federal law, state law, state policies and procedures, and the Georgia Unified State Plan;
- Maintaining a consistent and sufficient level of scrutiny over LWDA operations to minimize financial and programmatic risk to the State and to enhance benefits received by citizens of Georgia; and,
- Ensuring the highest possible return on investment while decreasing the unemployment rate, increasing educational opportunity, and helping to improve Georgia's economy.

In addition to helping identify and mediate risks and issues within each LWDA, annual monitoring also allows OWD to:

- Identify opportunities to provide ongoing technical assistance to LWDA's across the state, outside of regularly scheduled site visits; and,
- Strengthen relationships with key economic leaders throughout the State, which provides further opportunities to integrate and enhance Georgia's workforce.

# PY18 MONITORING PROCESS



- Onsite Monitoring Schedule, Project Management, and Technical Assistance are based on prior and current year Findings and Observations.

# PY18 LWDA RISK ASSESSMENT

- OWD reviews financial, programmatic, and compliance operations for each LWDA based on potential risk. This allows OWD to gain a better understanding of the LWDA's operating environment to help frame OWD's monitoring approach. OWD used the criteria below to identify a risk rating of either high, medium, or low.

<b>PY18 Financial Risk Criteria</b>
PY17 Prior Year Findings
PY17 Prior Year Observations
Size of Award
Value of Total Federal Expenditures
Turnover in Grant Administrator/Fiscal Agent
Turnover in Director
Turnover of Staff
History of Suspected Fraud in Past 24 Months
Single Audit Findings
PY17 Unresolved Prior Year Findings
FSR Revisions/Submissions
Other Factors

# PY18 LWDA RISK ASSESSMENT

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<b>PY18 Programmatic Risk Criteria</b>
PY17 Prior Year Findings
PY17 Prior Year Observations
Size of Award
Turnover in Leadership
History of Suspected Fraud in Past 24 Months
Local Administrative Structure
Average Spend per Participant
Percentage Growth of Participants in Past 12 Months
Late items: Local Plan, Board Certification/Re-certification, etc.
PY17 Unresolved Prior Year Findings

# PY18 LWDA RISK ASSESSMENT

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<b>PY18 Compliance Risk Criteria</b>
PY17 Prior Year Findings
PY17 Prior Year Observations
Size of Award
Separate Fiscal/Programmatic Entity
Turnover in Leadership
Equal Opportunity/General Complaints During Program Year
Turnover in Board Leadership
History of Suspected Fraud in Past 24 Months
PY17 Unresolved Prior Year Findings



# PY17 AND PY18 LWDA RISK ASSESSMENTS

## Results of the PY17 Risk Assessment

PY17 Financial Risk Results by Area		PY17 Programmatic Risk Results by Area		PY17 Compliance Risk Results by Area	
High	8	High	8	High	15
Medium	8	Medium	9	Medium	2
Low	3	Low	2	Low	2

## Results of the PY18 Risk Assessment

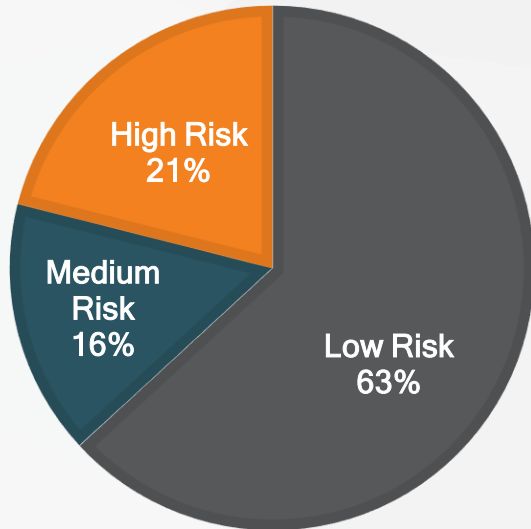
PY18 Financial Risk Results by Area		PY18 Programmatic Risk Results by Area		PY18 Compliance Risk Results by Area	
High	4	High	3	High	4
Medium	3	Medium	9	Medium	10
Low	12	Low	7	Low	5

A weighted score is applied to each criteria to determine a numerical risk value.

# PY18 RISK ASSESSMENTS

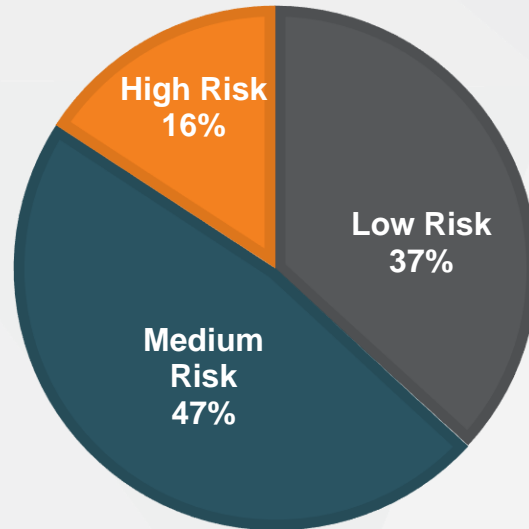
## FINANCE

■ Low Risk ■ Medium Risk ■ High Risk



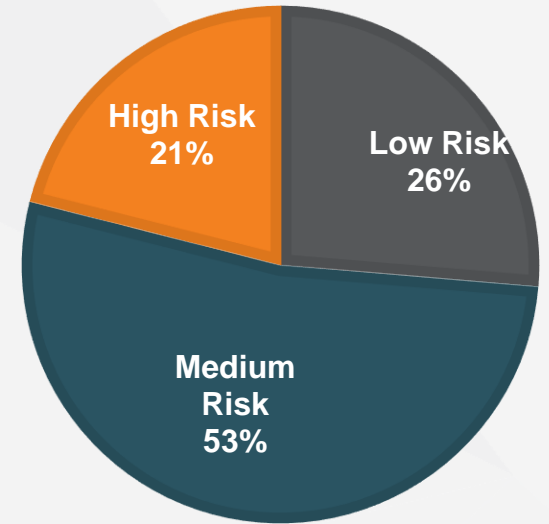
## PROGRAMMATIC

■ Low Risk ■ Medium Risk ■ High Risk



## COMPLIANCE

■ Low Risk ■ Medium Risk ■ High Risk



# PY18 MONITORING HIGHLIGHTS

- Finance:
  - The Finance team determined that a recurring financial issue (for some local areas) was grant funding and sub-recipient/vendor contracts that have expired prior to the completion of corrective action directives from previous monitoring seasons. This becomes prohibitive for OWD to enforce an executable correction—and leads to ongoing/unresolved monitoring findings and increase risk scoring.
  - In response to some recurring findings during monitoring processes, the Finance team provided targeted technical assistance to address processes and requirements for sub-recipient monitoring, and an overview of WIOA annual processes (e.g. close out procedures).
  - In response to general observations of financial systems and documentation during monitoring, the Finance team redeveloped local budget templates and budget submission/review processes. Increased technical assistance regarding budgeting was provided to local areas.

# PY18 MONITORING HIGHLIGHTS

- Programs:
  - The Programs team conducted an electronic case file review for all monitoring samples. The new process allowed the team to review case file samples and the LWDA policy and procedures prior to the on-site visit, which allowed a more comprehensive visit. The team utilized the time on-site to conduct interviews and cultivate meaningful relationships with the local staff.
  - While on-site, the Programs team provided technical assistance, guided discussion regarding electronic document management, identified training needs, and recognized policy gaps. Additionally, OWD required LWDAAs attend OWD-led training as a corrective action condition for issues identified as recurring findings.

# PY18 MONITORING HIGHLIGHTS

- Compliance:
  - The Compliance team managed the implementation of a new, shorter on-site monitoring process, which reduced travel and extra staff time. To ensure the success of this new process, the team will continue to monitor implementation and make adjustments, as necessary, based on LWDA and OWD staff feedback.
  - The team also provided technical assistance throughout the monitoring year. Based on areas of need identified through findings and interviews with LWDA staff, the Compliance Team is developing technical assistance resources and trainings on topics such as LWDB operations, Sub-recipient monitoring, and Equal Opportunity.

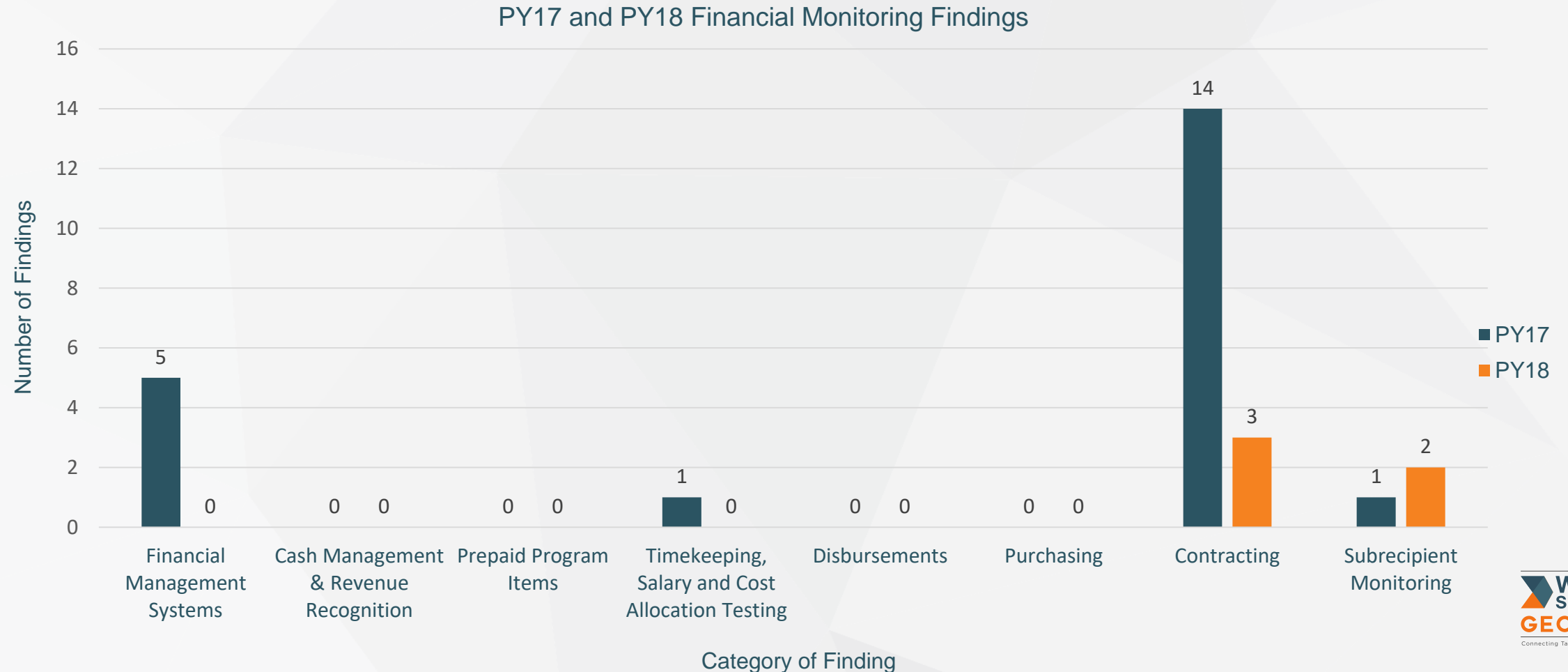
# OVERVIEW OF PY18 MONITORING FINDINGS

- Findings result from issues that directly relate to state or federal criteria. Observations refer to issues identified that relate to deficient practices and/or areas for organizational enhancement.
- The table below includes the total number of findings for each monitoring category.

Financial Monitoring Areas	#	Programmatic Monitoring Areas	#	Compliance Monitoring Areas	#
Financial Management Systems	0	Programmatic Administration	15	Corrective Action Response Implementation	11
Cash Management & Revenue Recognition	0	Participant Eligibility	2	Internal Control Environment	7
Prepaid Program Items	0	Veteran's Priority of Service	0	Equal Opportunity and Nondiscrimination	2
Timekeeping, Salary and Cost Allocation Testing	0	Provisions of Services	0	Chief Local Elected Official Board Review	2
Disbursements	0	Employment Services/Training	0	Local Workforce Development Board Review	7
Purchasing	0	Support Services	0	A-133	0
Contracting	3	Credential Attainment	0		
Subrecipient Financial Monitoring	2	Exit and Follow-Up Services	0		
		Grievance	3		
		Subrecipient Programmatic Monitoring	0		
Financial Total	5	Programmatic Total	20	Compliance Total	29

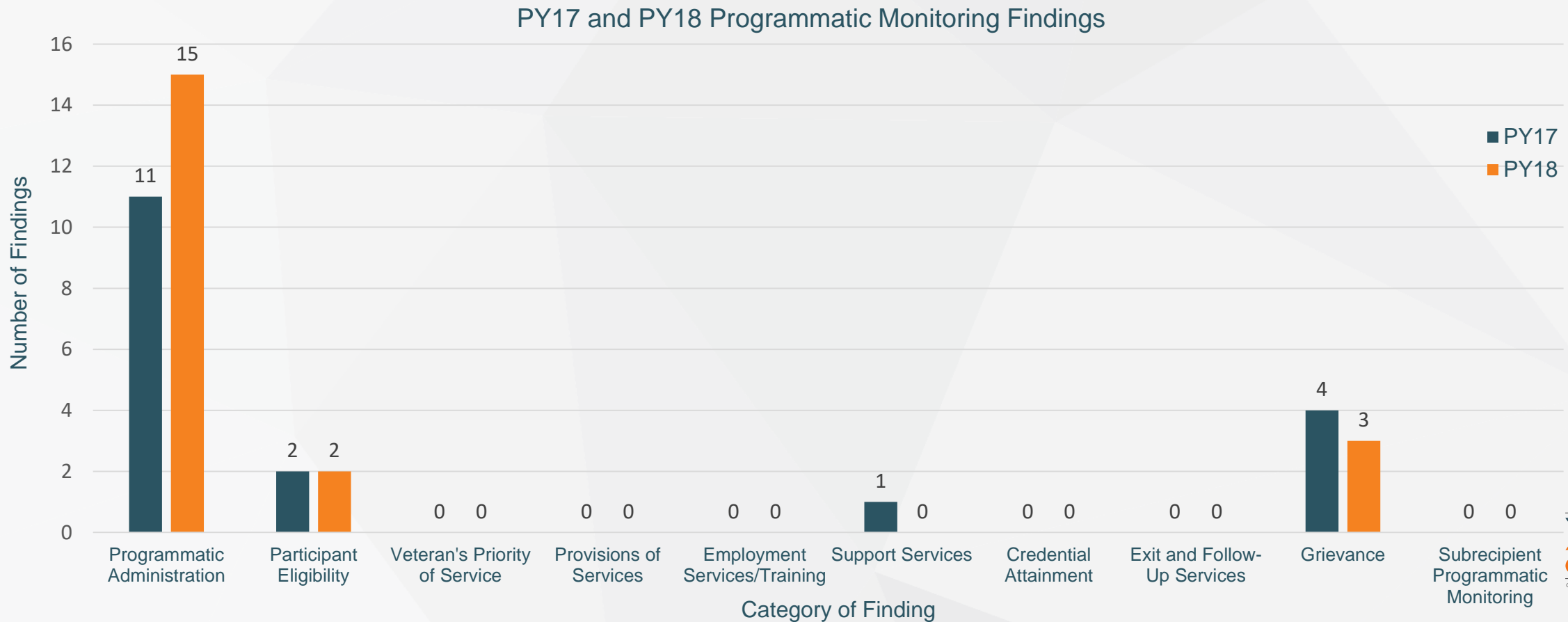
# OVERVIEW OF PY18 MONITORING FINDINGS

- The following chart compares financial monitoring findings from PY17 and PY18.



# OVERVIEW OF PY18 MONITORING FINDINGS

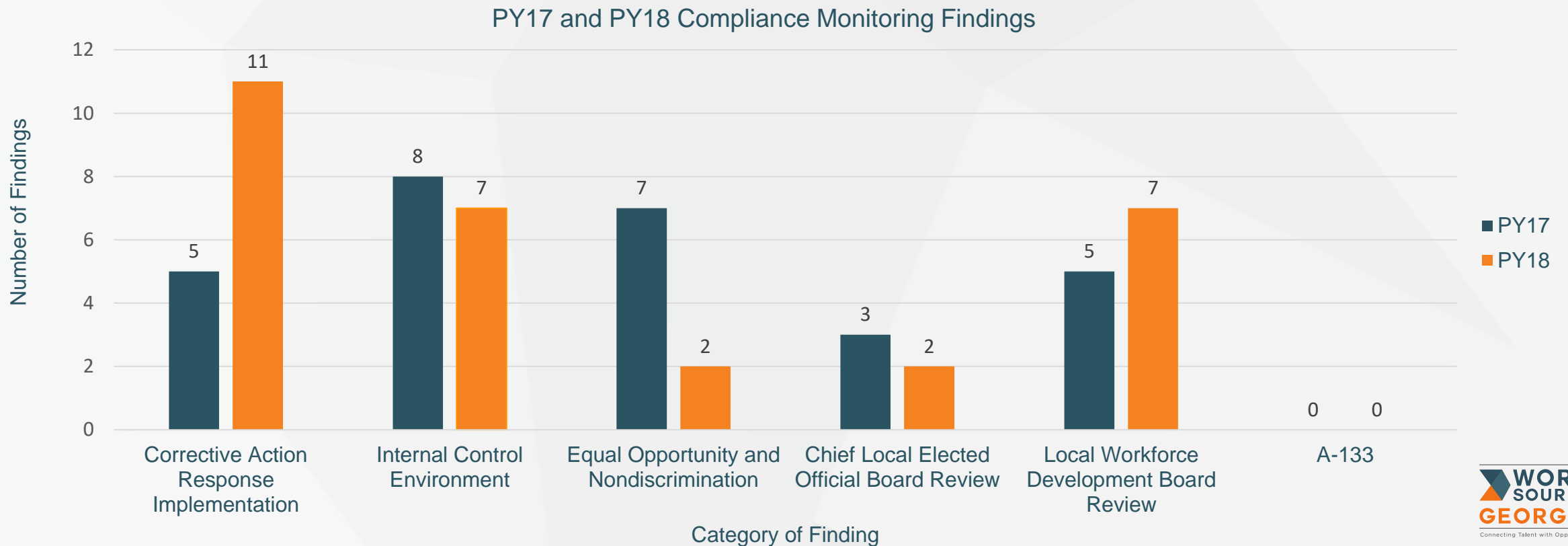
- The following chart compares programmatic monitoring findings from PY17 to PY18.





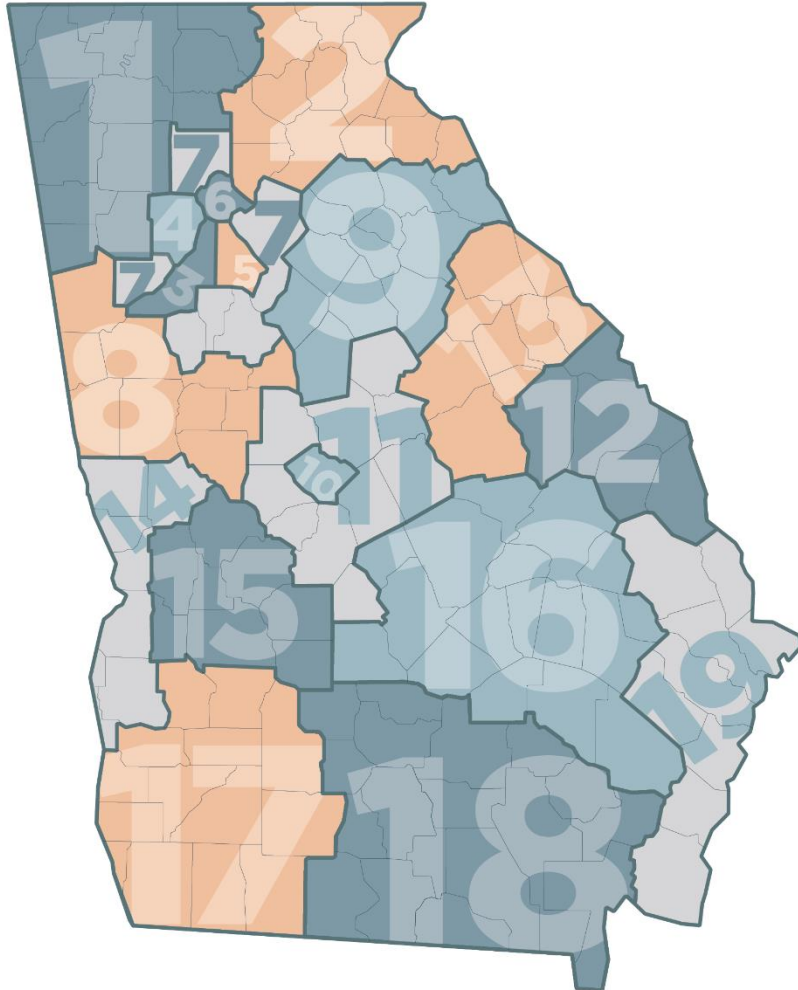
# OVERVIEW OF PY18 MONITORING FINDINGS

- The following chart compares compliance monitoring findings from PY17 to PY18.



# LWDA MAP

## Workforce Development Area Map



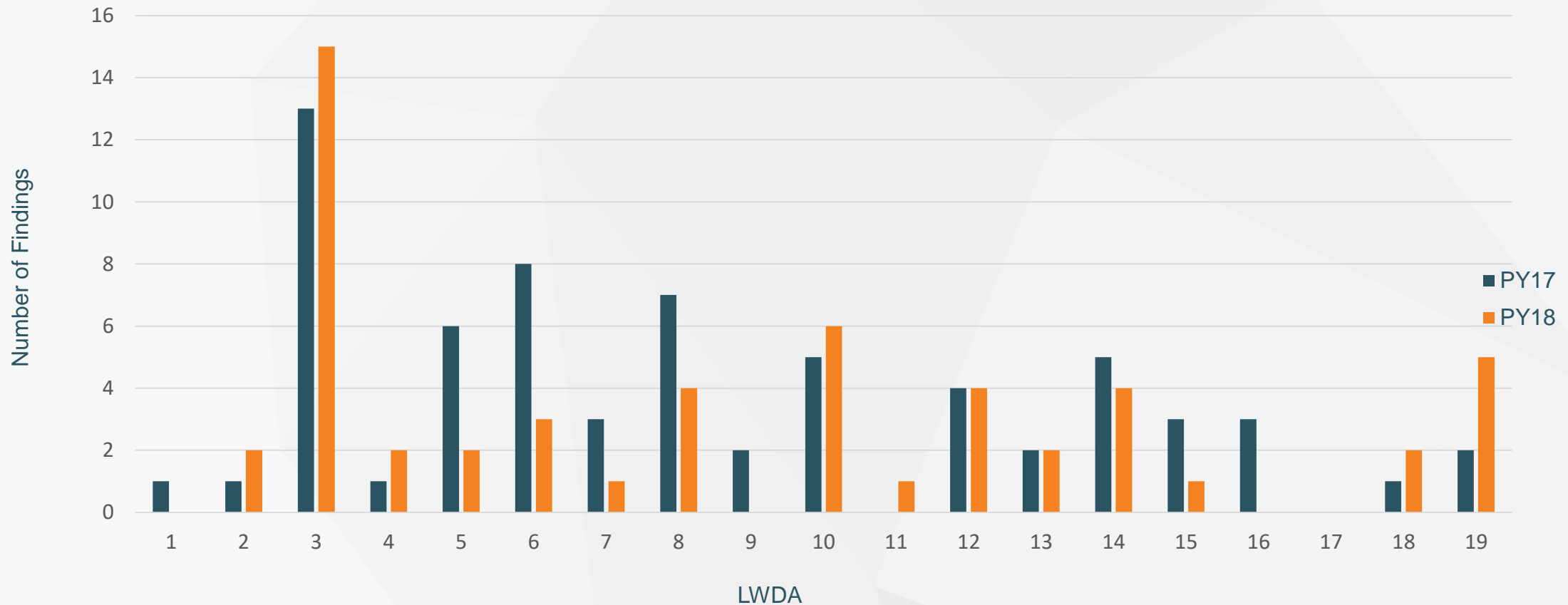
- |                                  |                                  |                                  |                                   |   |                                      |                                     |
|----------------------------------|----------------------------------|----------------------------------|-----------------------------------|---|--------------------------------------|-------------------------------------|
| <b>1</b><br>Northwest<br>Georgia | <b>2</b><br>Georgia<br>Mountains | <b>3</b><br>City of<br>Atlanta   | <b>4</b><br>Cobb                  | <b>5</b><br>DeKalb                          | <b>6</b><br>Fulton<br>County         | <b>7</b><br>Atlanta<br>Regional     |
| <b>8</b><br>Three<br>Rivers      | <b>9</b><br>Northeast<br>Georgia | <b>10</b><br>Macon-Bibb          | <b>11</b><br>Middle<br>Georgia    | <b>12</b><br>Central Savannah<br>River Area | <b>13</b><br>East Central<br>Georgia | <b>14</b><br>Lower<br>Chattahoochee |
|                                  | <b>15</b><br>Middle Flint        | <b>16</b><br>Heart of<br>Georgia | <b>17</b><br>Southwest<br>Georgia | <b>18</b><br>Southern<br>Georgia            | <b>19</b><br>Coastal                 |                                     |

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# OVERVIEW OF PY17 AND PY18 MONITORING FINDINGS

- The following chart illustrates the total findings OWD identified for each LWDA during PY17 and PY18 monitoring field work.

PY17 and PY18 Findings Per LWDA



# WIOA ACTIVITIES

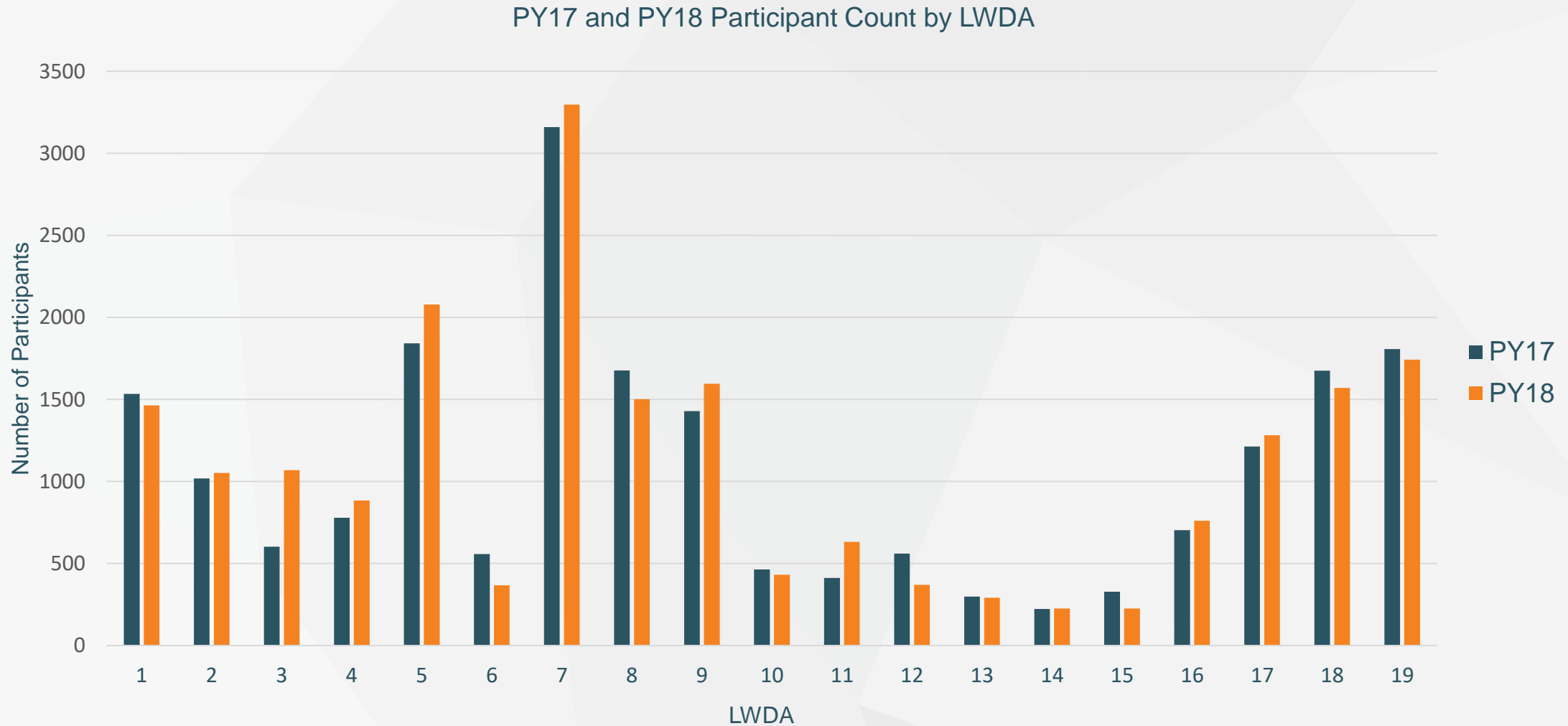
- This chart illustrates the FY18 and PY18 WIOA funding allocated to each LWDA.

FY19 and PY18 Allocation Per LWDA



# WIOA ACTIVITIES

- This chart illustrates the number of active WIOA participants served by each LWDA in PY17 and PY18.



# PY18 MONITORING SUMMARY

- The following slides provide data on PY18 financial data and performance.
- Each LWDA slide provides a snapshot of financial, programmatic, and participant data. This information will provide a high-level understanding of each LWDA's operating environment and PY18 performance.
- Financial figures include data provided by the LWDA, as well as data identified by OWD and through the State's WIOA reporting system, the WorkSource Georgia Portal.

# SUMMARY OF STATEWIDE STATISTICS

Allocation Data	FY19	PY18
<b>Total Local Allocation</b>	\$37,688,292.00	\$29,394,245.00
WIOA Adult Formula Allocation	\$17,656,809.00	\$3,326,177.00
WIOA Dislocated Worker Formula Allocation	\$20,031,483.00	\$4,230,647.00
WIOA Youth Formula Allocation	\$0.00	\$21,837,421.00

Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Participants</b>	20,835	20,589	100%	100%
Adult Participants	11,097	10,185	53.3%	49.5%
Dislocated Worker Participants	2,317	2,578	11.1%	12.5%
Youth Participants	7,421	7,826	35.6%	38.0%

# AREA 1: WORKSOURCE NORTHWEST GEORGIA

Allocation Data	FY19	PY18
<b>Total Local Allocation</b>	\$3,946,586.00	\$2,525,940.00
WIOA Adult Formula Allocation	\$1,383,887.00	\$260,696.00
WIOA Dislocated Worker Formula Allocation	\$1,987,677.00	\$419,797.00
WIOA Youth Formula Allocation	\$0.00	\$1,700,927.00

Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Participants</b>	1,464	1,534	100%	100%
Adult Participants	707	692	48.3%	45.1%
Dislocated Worker Participants	170	183	11.6%	11.9%
Youth Participants	587	659	40.1%	43.0%



# AREA 2: WORKSOURCE GEORGIA MOUNTAINS

Allocation Data	FY19	PY18
<b>Total Local Allocation</b>	\$2,445,465.00	\$1,640,804.00
WIOA Adult Formula Allocation	\$890,926.00	\$167,832.00
WIOA Dislocated Worker Formula Allocation	\$1,178,081.00	\$248,811.00
WIOA Youth Formula Allocation	\$0.00	\$1,204,593.00

Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Participants</b>	1,052	1,018	100%	100%
Adult Participants	519	456	49.3%	44.8%
Dislocated Worker Participants	49	62	4.7%	6.1%
Youth Participants	484	500	46.0%	49.1%

# AREA 3: WORKSOURCE ATLANTA

Allocation Data	FY19	PY18
<b>Total Local Allocation</b>	\$2,380,248.00	\$1,922,202.00
WIOA Adult Formula Allocation	\$1,043,821.00	\$196,634.00
WIOA Dislocated Worker Formula Allocation	\$1,221,914.00	\$258,068.00
WIOA Youth Formula Allocation	\$0.00	\$1,429,588.00

Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Participants</b>	1,068	602	100%	100%
Adult Participants	786	292	73.6%	48.5%
Dislocated Worker Participants	54	42	5.1%	7.0%
Youth Participants	228	268	21.3%	44.5%

# AREA 4: WORKSOURCE COBB

Allocation Data	FY19	PY18
<b>Total Local Allocation</b>	\$2,555,336.00	\$1,627,009.00
WIOA Adult Formula Allocation	\$899,719.00	\$169,488.00
WIOA Dislocated Worker Formula Allocation	\$1,255,914.00	\$265,249.00
WIOA Youth Formula Allocation	\$0.00	\$1,073,614.00

Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Participants</b>	884	778	100%	100%
Adult Participants	502	352	56.8%	45.2%
Dislocated Worker Participants	159	154	18.0%	19.8%
Youth Participants	223	272	25.2%	35.0%

# AREA 5: WORKSOURCE DEKALB

Allocation Data	FY19	PY18
<b>Total Local Allocation</b>	\$3,045,053.00	\$2,221,622.00
WIOA Adult Formula Allocation	\$1,293,752.00	\$243,716.00
WIOA Dislocated Worker Formula Allocation	\$1,380,310.00	\$291,521.00
WIOA Youth Formula Allocation	\$0.00	\$1,556,091.00

Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Participants</b>	2,078	1,842	100%	100%
Adult Participants	1,059	920	50.9%	49.9%
Dislocated Worker Participants	276	289	13.3%	15.7%
Youth Participants	743	633	35.8%	34.4%

# AREA 6: WORKSOURCE FULTON

Allocation Data	FY19	PY18
<b>Total Local Allocation</b>	\$2,117,479.00	\$1,306,386.00
WIOA Adult Formula Allocation	\$720,217.00	\$135,674.00
WIOA Dislocated Worker Formula Allocation	\$1,186,788.00	\$250,650.00
WIOA Youth Formula Allocation	\$0.00	\$869,487.00

Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Participants</b>	367	558	100%	100%
Adult Participants	157	203	42.8%	36.4%
Dislocated Worker Participants	83	183	22.6%	32.8%
Youth Participants	127	172	34.6%	30.8%

# AREA 7: WORKSOURCE ATLANTA REGIONAL

Allocation Data	FY19	PY18
<b>Total Local Allocation</b>	\$7,034,886.00	\$4,838,707.00
WIOA Adult Formula Allocation	\$2,686,978.00	\$506,171.00
WIOA Dislocated Worker Formula Allocation	\$3,219,560.00	\$679,970.00
WIOA Youth Formula Allocation	\$0.00	\$3,337,914.00

Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Participants</b>	3,297	3,158	100%	100%
Adult Participants	1,698	1,573	51.5%	49.8%
Dislocated Worker Participants	459	571	13.9%	18.1%
Youth Participants	1,140	1,014	34.6%	32.1%

# AREA 8: WORKSOURCE THREE RIVERS

Allocation Data	FY19	PY18
<b>Total Local Allocation</b>	\$2,319,053.00	\$1,677,172.00
WIOA Adult Formula Allocation	\$904,113.00	\$170,316.00
WIOA Dislocated Worker Formula Allocation	\$1,059,763.00	\$223,822.00
WIOA Youth Formula Allocation	\$0.00	\$1,171,615.00

Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Participants</b>	1,501	1,677	100%	100%
Adult Participants	1,014	1,098	67.6%	65.5%
Dislocated Worker Participants	113	137	7.5%	8.2%
Youth Participants	374	442	24.9%	26.4%

# AREA 9: WORKSOURCE NORTHEAST GEORGIA

Allocation Data	FY19	PY18
<b>Total Local Allocation</b>	\$2,393,088.00	\$1,827,587.00
WIOA Adult Formula Allocation	\$864,255.00	\$162,808.00
WIOA Dislocated Worker Formula Allocation	\$1,184,825.00	\$250,235.00
WIOA Youth Formula Allocation	\$0.00	\$1,306,174.00

Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Participants</b>	1,595	1,428	100%	100%
Adult Participants	1,002	754	62.8%	52.8%
Dislocated Worker Participants	59	65	3.7%	4.6%
Youth Participants	534	609	33.5%	42.6%



# AREA 10: WORKSOURCE MACON-BIBB

Allocation Data	FY19	PY18
<b>Total Local Allocation</b>	\$825,922.00	\$719,353.00
WIOA Adult Formula Allocation	\$478,117.00	\$90,067.00
WIOA Dislocated Worker Formula Allocation	\$337,379.00	\$71,254.00
WIOA Youth Formula Allocation	\$0.00	\$563,139.00

Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Participants</b>	432	464	100%	100%
Adult Participants	230	214	53.2%	46.1%
Dislocated Worker Participants	54	62	12.5%	13.4%
Youth Participants	148	188	34.3%	40.5%

# AREA 11: WORKSOURCE MIDDLE GEORGIA

Allocation Data		FY19	PY18	Participant Data				
				PY18	PY17	PY18%	PY17%	
<b>Total Local Allocation</b>		\$1,501,837.00	\$1,063,010.00	<b>Total Participants</b>	632	411	100%	100%
WIOA Adult Formula Allocation		\$660,579.00	\$124,439.00	Adult Participants	348	298	55.1%	72.5%
WIOA Dislocated Worker Formula Allocation		\$682,194.00	\$144,079.00	Dislocated Worker Participants	70	38	11.1%	9.2%
WIOA Youth Formula Allocation		\$0.00	\$796,911.00	Youth Participants	214	75	33.8%	18.2%

# AREA 12: WORKSOURCE CSRA

Allocation Data	FY19	PY18
<b>Total Local Allocation</b>	\$1,211,308.00	\$997,610.00
WIOA Adult Formula Allocation	\$662,869.00	\$124,871.00
WIOA Dislocated Worker Formula Allocation	\$561,130.00	\$118,511.00
WIOA Youth Formula Allocation	\$0.00	\$779,590.00

Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Participants</b>	370	560	100%	100%
Adult Participants	174	220	47.1%	39.3%
Dislocated Worker Participants	59	51	15.9%	9.1%
Youth Participants	137	289	37.0%	51.6%

# AREA 13: WORKSOURCE EAST CENTRAL GEORGIA

Allocation Data	FY19	PY18	Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Local Allocation</b>	\$1,053,760.00	\$641,283.00	<b>Total Participants</b>	291	298	100%	100%
WIOA Adult Formula Allocation	\$378,378.00	\$71,279.00	Adult Participants	118	137	40.6%	46.0%
WIOA Dislocated Worker Formula Allocation	\$420,809.00	\$88,875.00	Dislocated Worker Participants	53	42	18.2%	14.1%
WIOA Youth Formula Allocation	\$0.00	\$443,942.00	Youth Participants	120	119	41.2%	39.9%

# AREA 14: WORKSOURCE LOWER CHATTAHOOCHEE

Allocation Data	FY19	PY18	Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Local Allocation</b>	\$850,928.00	\$906,016.00	<b>Total Participants</b>	225	223	100%	100%
WIOA Adult Formula Allocation	\$601,409.00	\$113,293.00	Adult Participants	80	77	35.6%	34.5%
WIOA Dislocated Worker Formula Allocation	\$471,236.00	\$99,525.00	Dislocated Worker Participants	79	56	35.1%	25.1%
WIOA Youth Formula Allocation	\$0.00	\$721,063.00	Youth Participants	66	90	29.3%	40.4%

# AREA 15: WORKSOURCE MIDDLE FLINT

Allocation Data	FY19	PY18
<b>Total Local Allocation</b>	\$622,891.00	\$476,946.00
WIOA Adult Formula Allocation	\$316,807.00	\$59,680.00
WIOA Dislocated Worker Formula Allocation	\$255,701.00	\$54,004.00
WIOA Youth Formula Allocation	\$0.00	\$371,841.00

Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Participants</b>	225	328	100%	100%
Adult Participants	135	186	60.0%	56.7%
Dislocated Worker Participants	3	4	1.3%	1.2%
Youth Participants	87	138	38.7%	42.1%

# AREA 16: WORKSOURCE HEART OF GEORGIA

Allocation Data	FY19	PY18
<b>Total Local Allocation</b>	\$1,784,146.00	\$1,285,639.00
WIOA Adult Formula Allocation	\$876,889.00	\$165,188.00
WIOA Dislocated Worker Formula Allocation	\$817,998.00	\$172,761.00
WIOA Youth Formula Allocation	\$0.00	\$950,779.00

Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Participants</b>	760	703	100%	100%
Adult Participants	360	333	47.4%	47.4%
Dislocated Worker Participants	96	41	12.6%	5.8%
Youth Participants	304	329	40.0%	46.8%

# AREA 17: WORKSOURCE SOUTHWEST GEORGIA

Allocation Data	FY19	PY18
<b>Total Local Allocation</b>	\$1,759,069.00	\$1,349,910.00
WIOA Adult Formula Allocation	\$861,897.00	\$162,364.00
WIOA Dislocated Worker Formula Allocation	\$780,222.00	\$164,783.00
WIOA Youth Formula Allocation	\$0.00	\$1,013,678.00

Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Participants</b>	1,281	1,213	100%	100%
Adult Participants	806	725	62.9%	59.8%
Dislocated Worker Participants	143	165	11.2%	13.6%
Youth Participants	332	323	25.9%	26.6%



# AREA 18: WORKSOURCE SOUTHERN GEORGIA

Allocation Data	FY19	PY18	Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Local Allocation</b>	\$1,955,033.00	\$1,448,973.00	<b>Total Participants</b>	1,570	1,675	100%	100%
WIOA Adult Formula Allocation	\$903,871.00	\$170,271.00	Adult Participants	835	858	53.2%	51.2%
WIOA Dislocated Worker Formula Allocation	\$835,065.00	\$176,366.00	Dislocated Worker Participants	25	45	1.6%	2.7%
WIOA Youth Formula Allocation	\$0.00	\$1,033,993.00	Youth Participants	710	772	45.2%	46.1%

# AREA 19: WORKSOURCE COASTAL

Allocation Data	FY19	PY18	Participant Data	PY18	PY17	PY18%	PY17%
<b>Total Local Allocation</b>	\$2,548,538.00	\$2,048,995.00	<b>Total Participants</b>	1,743	1,807	100%	100%
WIOA Adult Formula Allocation	\$1,228,325.00	\$231,391.00	Adult Participants	567	485	32.5%	26.8%
WIOA Dislocated Worker Formula Allocation	\$1,194,917.00	\$252,366.00	Dislocated Worker Participants	313	388	18.0%	21.5%
WIOA Youth Formula Allocation	\$0.00	\$1,512,482.00	Youth Participants	863	934	49.5%	51.7%

[TCSG.edu/WorkSource](https://TCSG.edu/WorkSource)

