FIRST AMENDMENT TO THE INTERAGENCY AGREEMENT

-between-

THE NEW YORK CITY DEPARTMENT OF YOUTH AND COMMUNITY DEVELOPMENT

-and-

THE CITY UNIVERSITY OF NEW YORK

-for-

CUNY Workforce Development Programs

(July 1, 2023 – June 30, 2028)

This **FIRST AMENDMENT** ("First Amendment") of the INTERAGENCY AGREEMENT ("Agreement"), effective as of July 1, 2024, is made by and between the City of New York ("City") acting through its Department of Youth and Community Development ("Agency" or "DYCD"), and The City University of New York ("CUNY" or "Contractor") (each a "Party," and collectively, the "Parties").

WHEREAS, Agency provides funding to operate the Career Launch Program, which provides workforce development programming for youth between the ages of eighteen (18) and twenty-four (24); and

WHEREAS, Agency and CUNY entered into the Agreement for the term from July 1, 2023 through June 30, 2028, in which CUNY agreed to provide three targeted workforce development programs, including CUNY Career Launch, CUNY Explorers, and the STEM Research Academy, to enrolled CUNY students; and

WHEREAS, Agency and CUNY seek to modify the Agreement to establish the not-to-exceed amount of the Agreement for the period of July 1, 2024 through June 30, 2025, and to update the budget for Fiscal Year 25 accordingly; and

NOW, THEREFORE, the Parties agree as follows:

1. All terms capitalized and not defined herein shall have the meanings ascribed thereto in the Agreement.

2. Agency shall pay CUNY, subject to and in accordance with the procedures and restrictions set forth in the Agreement, an aggregate amount not to exceed $9,447,292.00 for all Services to be performed during the second year of the Term, commencing on July 1, 2024 and ending on June 30, 2025, in accordance with the Fiscal Year 2025 budget attached hereto as Appendix B-1 and made a part of the Agreement.

3. The Parties hereby restate the Scope of Work of the Agreement for Fiscal Year 2025, as reflected in the Fiscal Year 2025 Scope of Work attached as Appendix A-1.

4. Except as otherwise provided herein, all terms and conditions of the Agreement shall remain in full force and effect and are specifically incorporated by reference herein.

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IN WITNESS HEREOF, the parties undersigned executed this First Amendment effective as of thedate first above written.

THE CITY UNIVERSITY OF NEW YORK

Derek Davis
General Counsel

July 3, 2024
Date

NEW YORK CITY DEPARTMENT OF YOUTH AND COMMUNITY DEVELOPMENT

Adele Bartlett

Adele Bartlett
General Counsel

July 8, 2024
Date

Approved as to Form:

Alexa Fritsche

City University of New York
Office of the General Counsel

Date: 6/26/24

EXHIBIT A-1
FY2025 SCOPE OF WORK

1.CUNY Career Launch

Statement Of Work

The City University of New York (**"**CUNY") Career Launch is designed to give college students with little to no paid internship experience the opportunity to work with employers, build skills related to their career interest as early as possible, and have equitable access to professional work post-graduation.

The goals of the program include:

- Better position college students - particularly the CUNY students who have not yet had a paid internship experience - for successful entry into the labor market.
- Extend employers' access to CUNY talent, expertise, and assets.
- Help CUNY to make pragmatic experiential learning a signature component of a CUNY education.

CUNY Career Launch will recruit students who have not had a prior paid internship. Students who are ambitious, bright, and ready to practice what they are learning in the classroom in the work world will be recruited from across the University with a focus on community colleges. The initiative will be tailored for college students and focus on improving the career outcomes of participants.

Two thousand interns will gain work experience related to their major, build skills needed for post-secondary labor market success, extend their professional networks, add to their resumes, and contribute to employers throughout NYC in key industries - including education and healthcare - that improve the quality of life for New Yorkers.

Over 80% of CUNY graduates stay in NYC after graduation. By working in one of the City's key industries and networking with employers, the initiative will do just what its name implies: catapult students into their professional work lives so that more CUNY students succeed in the job market after graduation.

In order to ensure an effective program, CUNY Career Launch's model will focus on a) alignment with career aspirations and qualifications, b) sector-specific focus and preparation, c) a

clear target population of underserved students, and d) engagement with NYC business to extend employer access to CUNY talent.

Alignment with Career Aspirations and Qualifications: Career Launch will provide internships that are stepping stones to careers that require a college degree. In its policies and processes, Career Launch will stress alignment with students' college majors and long-term career aspirations. Also, the interns' job responsibilities will be appropriate for college students.

Sector-Specific Focus + Preparation: Career Launch will focus on specific sectors – Healthcare, Education, STEM (Science, Technology, Engineering, and Mathematics), Community & Social Service, Marketing & Neighborhood Mobilization. Pre-internship training will be contextualized to an industry in order to better prepare interns for the work they will encounter. Students will join Career Launch familiar with a specific industry so employers will benefit more from intern talent and skills. Each participating CUNY college will have a single industry focus, preventing internal competition for placements. The CUNY Career Launch team will identify which campuses would provide the best support for a specific sector.

Focus on a Clear Target Population of Underserved Students: Career Launch will serve students without prior paid internship experience. It will also prioritize recruitment of community college students. CUNY community college students are half as likely to participate in a paid internship before graduation than senior college students (7% vs. 14%).

Engagement with NYC Businesses to Extend Employer Access to CUNY Talent: Career Launch will engage and recruit New York City's leading employers from key industries to create unique internship opportunities for students.

PROGRAM SERVICES

In summer 2024, CUNY will provide the following program services:

<u>Student Services</u>

1. Offer up to 2,000 CUNY undergraduate students internships that will last from July 8 - August 23 and allow for 19 hours/week of paid work, or a total of 133 paid hours.
    a. Participants will be associate degree candidates OR baccalaureate degree candidates with no previous paid internship experience.
    b. All participants will be aged 18 to 24 at the time of enrollment
    c. All participants will be eligible to work in the U.S.
2. Offer interns industry-contextualized training
3. Internships will relate to students' declared major/minor and their career interests.
4. Students will earn $20/hour over the summer.
5. CUNY will hire paid peer leaders for $23/hour to mentor and support interns.
6. Students will be employees of the Research Foundation of CUNY.

Employer/Worksite services

1. CUNY will recruit Worksites from at least 5 sectors to participate in CUNY Career Launch to ensure meaningful internship opportunities for all enrolled students.
    a. The target industries will include:
        i. STEM/Green/IT
        ii. Healthcare
        iii. Education
        iv. Marketing and Communications
        v. Neighborhood Mobilization
2. The Department of Education will be a major CUNY Career Launch Worksite, allowing CUNY students to improve outcomes of public-school students and those who recently graduated from public school and who are transitioning to college.
3. CUNY will train employer partners on supervision and mentoring so that Career Launch interns have the best experience possible.
4. CUNY will ask that Worksites complete and review performance evaluations of their interns.
5. Internships will be either digital, hybrid, or in-person.

Paid training

1. CUNY will provide up to 19 hours of paid industry-specific training for interns prior to their internship. This will include synchronous and asynchronous training.

Support Services

1. CUNY will match each accepted and enrolled student with a Worksite from an industry that best corresponds with the Participant's needs, career goals and/or prospective field of study.
2. CUNY Career Launch will monitor an email inbox to answer worksite and student questions and provide support for students to the best of their abilities.
3. CUNY Career Launch interns will attend the Research Foundation of CUNY onboarding orientation.
4. CUNY Career Launch Worksite supervisors will attend a virtual supervision orientation session.
5. CUNY will provide policy and procedures guidelines and offer an intern supervision orientation. Such orientation for Worksite Supervisors and relevant staff will include training in Career Launch policies and procedures, as well as supervisory skills and techniques.

Design

CUNY Career Launch will collaborate with various CUNY colleges for the program roll-out. Campuses will apply to be an industry host. With the support of Central Office, campuses will recruit Worksites and students, approve worksites, vet students, and match students to Worksites/employers.

Table 1: Division of labor amongst all CUNY Colleges, Industry Hubs, and Central Office.

	All colleges	**College Campus Industry Hubs**	**Central Office (program and fiscal)**
Staff hiring		X	X
Student recruitment	X	X	X
Employer recruitment		X	X
Student & employer selection		X	
Matching		X	
Training		X (sector specific)	X (payroll, data system)
Data collection, management and analysis			X
Payroll onboarding &			X

timesheet processing			
Student & employer support		X	X
Reporting and evaluation			X

OTHER REQUIREMENTS AND RESPONSIBILITIES

Students/Participants

1. Student Interns ("Participants") will submit weekly timesheets to the Research Foundation of CUNY.
2. Participants will be employees of the Research Foundation ("RF") of CUNY and acceptance and enrollment is contingent on students adhering to RF's policies and procedures.

Worksites

1. CUNY will recruit, identify, and develop a sufficient number of Worksites and placements to provide a placement to all accepted and enrolled Participants.
2. Placements may be in-person, remote, or hybrid.
3. Worksites are invited to apply to host interns this summer if the Worksite:
    a. Is part of one of these industry sectors:

        - community or social services;

        - healthcare;

        - marketing and communications;

        - science, technology, engineering, math; environmental preservation, clean energy and efficiency, climate mitigation.

        - education.

    b. Can commit to give an intern guidance, feedback, support, and a well-rounded experience
    c. Is based in New York City near a convenient subway or bus line if the internship will require any in person work.
    d. Can provide:
        i. A well-rounded professional experience for a smart, ambitious college student but without significant professional experience

ii. Responsibilities that are typical for a position that requires a college degree and that would pay above $40K when done full-time

iii. Assurance that the worksite is safe and appropriate

4. Worksites will identify one intern supervisor and/or main point of contact.
   a. Each Worksite will maintain a Supervisor-to-Participant ratio of 1:24.

6. Each Worksite will designate at least one Worksite representative assigned to verify the hours actually worked by the Participant; and a representative of CUNY assigned to work with the Worksite Sponsor to verify the Worksite's attestation of the hours worked.

Table 2: Success Metrics: Short term outputs and long-term outcomes

Table 2: Major Outcomes, Activities, and Measures

Major Outcome	Activities	Deliverables and Measures
Up to 2,000 CUNY students will be offered summer internships	Campus coordination: - Campuses will work together with CUNY Central Office to vet and accept eligible students. - Campuses and CUNY Central Office will work together to match students to Worksites (internship assignments). Worksite recruitment: - Collaborate with industry hubs and all CUNY campuses to recruit employers - Launch webpage and a communications effort to recruit worksites from various sectors (STEM/Green, Healthcare, Marketing, and Community/Social	- Recruit at least 2,000 internship slots from local NYC employers and remote employers across the country to host CUNY Career Launch accepted students. - Up to 2,000 accepted, enrolled, and eligible students are matched with a worksite - Program retention rate: Over 60% of accepted and enrolled students will complete their internships (paid >0 hours).

	Services). Student recruitment: - Support students with application process - Launch webpage and communications effort to recruit a wide range of CUNY students	
NYC Worksites will gain access to CUNY talent	Worksite recruitment - CUNY will reach out to existing employer partners and recruit new partners to ensure that all accepted, enrolled, and eligible students are matched with a worksite Matching - Identify student career goals and place students at Worksites that belong to the industry students are interested in.	The majority (over 50%) of students are placed at worksites related to their first choice or second choice "career goal" or major. - Students will have learned applicable skills if their major Allocate 3 out of 5 industry hubs to the top 10 of industries with the largest job growth (Fall 2021 NYC labor market data).
Better position college students - particularly the CUNY students who have not yet had a paid professional experience - for successful entry into the labor market.	Sector-specific training - Training will be tailored to a students' worksite industry. - Training will be designed by experts in the industry.	All (100%) CUNY students will be offered one week of paid training related to their major - Contribute to CUNY's long-term goals of all CUNY graduates having at least one internship by graduation (initial goal is 25% participation up from 12% in

		2019) - 80% of students will report that CUNY Career Launch helped them gain work experience

2.CUNY EXPLORERS

SCOPE OF WORK - Summer 2024

CUNY Explorers ensures that 6th to 10th grade students have the opportunity to visit a college campus to promote their ongoing academic and life success. Through age-appropriate and customized visits, CUNY reinforces the message that all students can go to college, that college is affordable, and that students can take steps in their lives now to achieve their college goals. The program introduces middle and high school students to CUNY facilities, degree programs and supportive services including matriculated students. This experience offers younger students a window into college students' academic and co-curricular lives, showcasing CUNY's state-of-the-art facilities, technological equipment, and student life spaces.

Program Overview -

In 2016, under the Mayor's College Access for All, CUNY Explorers was launched as a partnership between CUNY's Office of K-16 Initiatives and the New York City Public Schools. CUNY Explorers began as an opportunity to expose every 7th grade student to a college-going culture and to give them the chance to visit a college campus at least once. Since then, CUNY Explorers has expanded to provide campus experiences to all middle schoolers and, as of 2021, high school workshops for 9th and 10th graders as part of FutureReadyNYC.

The driving message of CUNY Explorers has stayed the same: every student **CAN** go to college, every student can **AFFORD** college, and students and their families can take steps **NOW** to become college ready. Early college readiness programs like CUNY Explorers set the foundation for success in high school, college, and beyond. By supporting students to develop a college identity at this critical developmental age by providing a campus experience that promotes a college-going mindset, students and families internalize the message that college is a tangible and achievable goal. This message is particularly important for diverse and unique populations. Schools in District 75, District 79, and those with high numbers of English Language Learners are provided tailored support through partnerships with campus accessibility and resource offices.

In the 2021-2022 academic year, CUNY Explorers provided interactive and engaging virtual campus experiences for over 34,000 students across 13 CUNY campuses. In 2022, CUNY

Explorers hosted its first ever summer program serving over 1,100 students throughout NYC. Our summer program saw the return to in-person visits since the start of the pandemic as campuses offered remote and in-person opportunities.

For the Summer of 2024, CUNY Explorers will provide campus visits and interactive activities related to college and career preparations with a focus on serving students participating in DYCD's Summer Rising program. All campus workshops will be held during the weekdays between 12pm – 5pm, any day Monday to Thursday.

Through the SYEP funds, CUNY Explorers will provide Visit Guides, current CUNY college students, who will host students on the respective CUNY campuses and facilitate college and career workshops. Through Explorers, students will explore the campus through a guided tour, meet college students and campus staff, and participate in a hands-on activity that promotes college readiness or introduces them to an academic area of study.

Participation Goals:

- 52 CUNY college undergraduate students, ages 18 to 24 will be hired and trained as CUNY Explorers Visit Guides at 13 CUNY campuses.
- The SYEP supported CUNY Explorers Visit Guides will ensure CUNY hosts up to 6,000 NYC youth on in-person and virtual tours including a majority of students participating in the 2024 Summer Rising Program - a partnership between New York City Public Schools and the NYC Department of Youth and Community Development. Summer Rising is a free, safe, and fun academic and enrichment program for NYC students currently in grades K-8. It will offer academic and enrichment programs over the course of the day, including field trips, arts activities, and outdoor recreation.
- Middle and High School tour participants will complete a post-tour survey and will indicate that the CUNY Explorers Visit Guides had a direct impact on their positive view of the tour experience.
- CUNY student Visitor Guides are recruited, trained, and supervised by campus CUNY Explorer Coordinators and will assist with delivery of workshops and campus tours. Student Visit Guides are critical to the success of the program, as middle- and early high school students can see themselves in college if they see near-peers successfully navigating higher education.

Program Goals:

- An important goal of CUNY Explorers is to make sure that middle school children know that it is never too early to start thinking about college and that they can take action, even now, to turn their dreams into reality. This happens when NYC youth are able to personally connect with near-peer college students acting as Visitor Guides who share their personal stories and experiences. CUNY Explorers tours are not static campus tours, but deeply personal and engaging experiences that impact the young school-age student

and the undergraduate leading them.

- NYC Youth who participate in CUNY Explorers visits will continue to be impacted by the tour in the days and weeks following the tour as they will have access to lessons and supportive materials via https://k16.cuny.edu/explorers/resources/
- Visit Guides will also support ongoing panel discussions with CUNY students and workshops on topics such as "College Majors," "College and Careers," and "A Typical Day of A College Student."
- Visit Guides will develop a deeper understanding and connection to their CUNY campus potentially increasing their drive and desire to graduate on-time.

Program Timeline and Deliverables:

- CUNY Campuses and K16 begin recruitment and hiring of student CE Visit Guides– April to June 2024
- Campuses complete required hiring paperwork for CE Visit Guides – June 2024
- One-week of training for Visit Guides including orientation to campus–July 2024
- CE Visit Guides perform ongoing campus tours live on campus or virtually, as well as various college access workshops with middle school and young high school participants - July to August 2024
- All student CE Visit Guides submit bi-weekly time sheets to their campus representatives – July to August 2024
- CE Visitor Guides complete an end-of-summer impact survey and participate in a focus group, allowing K16 to collect actionable data on the impact that being a CUNY Explorers Visitor Guide had on these undergraduate students.

Outcomes Reporting Timeline

- May 2024 – Creation of qualitative and quantitative data collection tools to ensure proper measurement of program outcomes and broad impact.
- Late June 2024 – Final recruitment and enrollment #'s shared
- September/October 2024 - Report including qualitative and quantitative data on the impact that being a CUNY Explorer Visitor Guide had on the social-emotional, academic and career aspirations of participants.

3.THE STEM RESEARCH ACADEMY (STEM RA)

SCOPE OF WORK - Summer 2024

Program Overview:

Launched in 2013, CUNY K16 Initiative's STEM Research Academy (STEM RA) is an immersive, hands-on STEM research experience aimed at building strong STEM career identities among underrepresented students. For high school student participants there are two components to the STEM RA program. They complete a free, credit bearing, STEM-based College Now

course and, second, participate in a hand-on project-based learning experience in small supportive teams supported by a faculty researcher, and supported by a near-peer mentor. During the project-based learning experiences students conduct various forms of scientific research. Leveraging CUNY's award-winning research faculty and facilities, STEM RA connects students with an interest in science to mentoring opportunities and the chance to engage in hands-on research in an academic research environment. The program aims to foster a passion for science through an enriching immersive academic experience for students who might not otherwise have access to research opportunities.

Beyond the college course and summer research experience, student participants begin to build strong STEM career identities through participation in workshops and networking events that focus on science communication, introductions to non-traditional STEM career paths, socio-emotional college preparedness, and college major mapping. The culmination of the student's experience is a capstone project - a research poster exhibition of their summer research work. Near-peer mentors will support students in the creation and presentation of their posters.

STEM RA is an integral part of K-16 Initiative's broader strategy to build STEM pathways from high school into college and increase the numbers of underrepresented students pursuing STEM degrees and careers.

Participation Goals: STEM RA will recruit high school and undergraduate students aged 15 to 24 years old who haven't had substantial professional experience but who are ambitious, bright, and ready to explore, in hands on ways, their own STEM career identity. 450 students will participate in two paths of the STEM RA Summer Program - 55 undergraduate student near-peer mentors, will be recruited and trained to support at least 395 high school student participants. These internships will focus on Science, Technology, Engineering and Math ("STEM") and career-connected learning that is tied to evidence-informed high-need occupations in New York City.

For high school students the goal is to complete a college credit course coupled with hands-on projects which allow them to apply the classroom learning in real world settings. High school students will be recruited through K16 Initiatives ongoing work with NYC Public Schools involvement in College Now and FutureReady NYC.

For the 55 near-peer mentors we will prioritize recruitment from CUNY's associate degree programs. Undergraduate near-peer mentors are students who will act as supports, guides, mentors and educators to the STEM RA high school students working on their campus. The program will prioritize recruitment from CUNY's associate degree programs at 11 CUNY campuses. CUNY community college students are half as likely to participate in a paid internship before graduation than senior college students (7% vs. 14%). Special attention will be paid to recruit for those pursing STEM degrees or those in education fields who seek greater

experience leading others in structured educational experience.

Guiding our recruitment of all STEM RA students, we seek to attract populations that are not traditionally represented in STEM degree programs or career fields. The National Science Foundation identifies five populations underrepresented in STEM - women, persons with disabilities, Blacks, Hispanics, and American Indians/Alaskan natives. Pew Research Center reported that nationwide, African Americans earn 10% of all bachelor's degrees, yet earned only 7% of STEM degrees in 2018. Hispanics made up 15% of all bachelor's degrees earned, with only 12% of STEM degrees.

Program Goals:

CUNY's office of K16 Initiatives centrally manages and ensures the facilitation of the STEM RA program with the following goals -

- The program will run at 14 participating CUNY campuses and enroll 450 participants ages 15 to 24 including New York City Public School high school students and CUNY undergraduates.
- 450 participants ages 15 to 24 will engage in 6-weeks of structured learning and hands-on work related to STEM, education and higher ed fields.
- Support the participation in College Now learning experiences tied to specific STEM subjects, and where possible these learning experiences will also be tied to specific high need occupations.
- This program will support the development of career-connected and STEM experiences for NYC youth resulting in an increase in the number of New York City Public School high school students who graduate with college credits, which puts them on a path to economic security and better-informed career choices.
- Participation in the STEM RA program will stimulate each student's interest in STEM, increase the students' preparation for STEM pathways, and encourage participants' sense of agency in STEM learning.
- A majority of the STEM RA program participants will indicate that they are likely to pursue a degree or career in STEM.

Program Timeline and Deliverables:

- Spring Semester 2024 enroll students in STEM College Now courses – January to April 2024
- CUNY Campuses and K16 begin recruitment and hiring of student undergraduate mentors and recruiting STEM RA participants – April to June 2024
- Campuses complete required hiring paperwork for undergrad mentors – June 2024
- Training for undergrad mentors around mentoring and Grouptrail online tracking system. –July 2024

- Summer Intensive students' complete course and research experience – July to August 2024
- STEM RA Traditional students complete research experience – July – August 2024
- Undergrad mentors perform mentoring and support high school participants - July to August 2024
- All high school STEM RA participants participate in end of summer research presentation events – August 2024
- All student undergrad mentors submit bi-weekly time sheets to their campus representatives – July to August 2024
- Undergrad mentors complete an end-of-summer impact survey and may participate in a focus group, allowing K16 to collect actionable data on the impact that being an undergrad mentor had on these undergraduate students.
- High School participants complete an end-of-summer impact survey and may participate in a focus group, allowing K16 to collect actionable data on the impact that being a STEM RA participant.

Outcomes Reporting Timeline

- May 2024 – Creation of qualitative and quantitative data collection tools to ensure proper measurement of program outcomes and broad impact.
- Late June 2024 – Final recruitment and enrollment #'s shared

  September/October 2024 - Report including qualitative and quantitative data on the impact that being a STEM RA participate and Undergraduate Peer Mentor had on the social-emotional, academic and career aspirations

EXHIBIT B-1 FY2025 BUDGET CUNY Career Launch/STEM RA/CUNY Explorers				
	FY25 Career Launch	**FY25 STEM RA**	**FY25 CUNY Explorers**	**FY25 Total**
Central Office Personnel				
Personnel Manager	$38,823			$38,823
Personnel Supervisor	$36,050			$36,050
Personnel Coordinator (2)	$57,047			$57,047
Director	$114,979			$114,979
Senior Manager, Student	$43,772			$43,772
Senior Manager, College	$88,857			$88,857
Senior Manager, Data	$95,077			$95,077
Admin - Employer	$27,557			$27,557
Admin - InPlace and Data	$54,874			$54,874
Admin - Student	$26,244			$26,244
Technical Program Manager	$55,440			$55,440
Total Salaries Program	**$638,720**			**$638,720**
Total Fringe + MTA	$227,384			$227,384
Total Central Personnel	**$866,104**			**$866,104**
Hub Program Staff				
Corps Directors (4)	$417,068			$417,068
Corps Managers (4)	$206,876			$206,876
Admin (4)	$124,762			$124,762
Training Facilitators	$16,000			$16,000
Total College Staff	**$764,706**			**$764,706**
FT Fringe+MTA	$266,539			$266,539
PT Fringe +MTA	$1,376			$1,376
College Fringe	**$267,915**			**$267,915**
Total College Personnel	**$1,032,621**			**$1,032,621**
OTPS				
Software and data platforms	$218,000	$8,750	$7,000	$233,750
Finger printing	$70,000			$70,000
Survey incentive	$2,500			$2,500
Student Stipends		$675,675	**$29,640**	$705,315
MetroCards		$12,100	$8,368	$20,468
Training Supplies		$15,724	$5,381	$21,105
Total OTPS	**$290,500**	**$712,249**	**$50,389**	**$1,053,138**
Students				

Near Peer Mentors		$127,680		$127,680
Visit Guides			$64,600	$64,600
Hub Peer Leaders	$40,320			$40,320
Intern wages (2000 students, 19 hours/week, 7 weeks)	$4,947,600			$4,947,600
Student wages	**$4,987,920**	**$127,680**	**$64,600**	**$5,180,200**
FT Fringe + MTA	$14,354			$14,354
PT Fringe +MTA	$425,494	$10,980	$5,556	$442,030
Student Fringe	**$439,848**	**$10,980**	$5,556	$456,384
Total student wage & fringe	**$5,427,768**	**$138,660**	**$70,156**	**$5,636,584**
Subtotal	**$7,616,993**	**$850,909**	**$120,546**	**$8,588,448**
Indirect	$761,699	$85,091	$12,055	$858,844
Total Career Launch Budget	**$8,378,692**	**$936,000**	**$132,600**	**$9,447,292**