

MEMORANDUM

DATE: June 19, 2023

TO: NextGen Committee Members

FROM: **Angelia O'Neal, NextGen Committee Chair**
WorkSource Atlanta Regional
Atlanta Regional Workforce Development Board (ARWDB) NextGen Committee
By Marsharee O'Connor, ARC Staff

RE: **NextGen Committee Meeting – Wednesday, July 26, 2023**

The next previously-scheduled meeting of the WorkSource Atlanta Regional, ARWDB NextGen Committee for calendar year 2023 is Wednesday, July 26th from 12:00 PM to 2:00 PM. **Lunch will be available at 11:45 AM, and the meeting will start at 12:00 PM sharp.**

The NextGen Committee meeting will be held at the Atlanta Regional Commission, 229 Peachtree Street NE., Suite 100, Atlanta, GA 30303. For parking to be validated, please park at 161 Peachtree Center Avenue and give your parking ticket to Denise Dixon. Once parked, select one of the following directions below to locate ARC's office:

- A. **Off Andrew Young International Blvd.** – Use entrance on Andrew Young International, just past Metro Café. Go through two sets of glass doors and take the elevator to the lobby, where ARC's reception desk is located.
- B. **From Peachtree Street, NE.** – Walk past Metro Café and turn right after Tin Lizzy's. International Tower is located to the right. ARC reception desk is located in lobby of the International Tower.

Please go to the following web address for additional NextGen Committee information and for NOTES from the last and all NextGen Committee (previously called Youth Committee) meetings: <http://atlantaregional.org/youth-committee/>. While you are on the ATLANTA REGIONAL COMMISSION website please feel free to browse through other information about the region and your communities.

AGENDA items will include:

- A. Old Business and NextGen Committee Action
 - *Approval of Meeting Minutes for May 17, 2023*
- B. NextGen Program Funding, Performance, and Services
- C. NextGen Committee Planning Activities
- D. Meeting Schedules and Locations

If you would like to make Agenda suggestions, have any questions or would like to discuss issues and ideas, feel free to call or e-mail NextGen Committee Chair, Angelia O'Neal at (404) 660-4709; angelia.oneal2@gmail.com or ARC staff/NextGen Program Director, Marsharee O'Connor at (470) 532-6262; moconnor@atlantaregional.org.

Please RSVP for the NextGen Committee meeting by the end-of-day Monday, July 24, 2023 by replying to the Announcement email or the calendar invite. So that we may plan for lunches, it is vital that you let us know if you are planning to attend, and if you wish to invite guests.

MEETING AGENDA

NextGen Committee (NGC)

Wednesday, July 26, 2023

11:45am – 2:00pm

(Meeting will call to order at 12:00pm)

**Atlanta Regional Commission (International Tower)
229 Peachtree Street NE., Suite 100, Atlanta, GA 30303**

A. Welcome (Attendance), Introduction, and Purpose

B. NextGen Committee Action Required

- Approval of Meeting Minutes for May 17, 2023

C. NextGen Program Funding, Performance, and Services

- NextGen Program Funding Update
- NextGen Program Performance
- NextGen Program Status Update & Activities

D. NextGen Committee Planning Activities

- Operational Guidance
- Taskforce:
 1. *Program Oversight & Guidance Taskforce*
 2. *Strategic Planning Taskforce*
 3. *Economic Development Taskforce*
 4. *Resource Leveraging Taskforce*

E. Other Discussions

- Meeting Schedules and Locations
- Other

F. Meeting Adjourn

Lunch will be served!

October 18, 2023 – Next Committee Meeting

**ATLANTA REGIONAL WORKFORCE DEVELOPMENT BOARD
NEXTGEN COMMITTEE**

May 17, 2023 Meeting Minutes

Members Present

Ms. Mandy Chapman	Mr. Chris Moder
Ms. Juli Gilyard	Ms. Angelia O'Neal - Chair
Ms. Nicole Horne	Ms. Stephanie Rooks
Mr. Robert Hughes	Mr. Larry Vincent - Co-Chair
Ms. Tangela Jones	

Members Absent

Ms. Liz Campbell	Ms. Rossany Rios
Ms. Myndi Hoffman - Kuhlmann	
Mr. Jamal Jessie	
Mr. Trey Ragsdale	

Guests

Ms. Debbie Anglin - HEARTS	Ms. Kathi Korczyk Schefers - Cherokee Focus
Mr. Eric Gaona - TCSG	Mr. Kadeem Dunwell - Young Entrepreneurs of Atlanta
Ms. Deja Johnson - POC	

ARC Staff

Ms. Candice Coppin - NextGen Program	Ms. Marsharee O'Connor - NextGen Program
Ms. Denise Dixon - NextGen Program	Ms. Brittney Oquendo - NextGen Program
Mr. Rob LeBeau - ARWDB Director	

The meeting was held at Atlanta Regional Commission

Ms. Angelia O'Neil called the meeting to order at 12:07PM

WELCOME AND INTRODUCTIONS:

- A. The NextGen Committee (NGC) continues to operate paperless, except for meetings held outside of ARC office. For copies of the information discussed during the meeting, visit the ARC website <https://atlantaregional.org/workforce-economy/boards-and-committees/youth-committee/>, under *Meeting Archives* or send a request to ARC Staff Ms. Marsharee O'Connor via email at MO'Connor@atlantaregional.org.
- B. There were seven action(s) taken at the meeting.
- C. NextGen Director, Ms. Marsharee O'Connor presented the updates to the NextGen Program and conducted NextGen Committee Orientation.

NEXTGEN COMMITTEE ACTION REQUIRED:

1. Ms. Stephanie Rooks made the following motion:
MOTION: To approve the meeting minutes from November 10, 2021.
The motion was seconded by Ms. Juli Gilyard and unanimously approved.
2. Ms. Tangela Jones made the following motion:
MOTION: To approve the meeting minutes from March 16, 2022.
The motion was seconded by Ms. Mandy Chapman and unanimously approved.
3. Ms. Juli Gilyard made the following motion:
MOTION: To approve the meeting minutes from May 18, 2022.
The motion was seconded by Ms. Tangela Jones and unanimously approved.
4. Ms. Tangela Jones made the following motion:
MOTION: Two motions were presented
 - 1. To approve the meeting minutes from August 17, 2022.***
 - 2. To approve the meeting minutes from February 16, 2023.***The motion was seconded by Ms. Juli Gilyard and unanimously approved.
5. Mr. Larry Vincent made the following motion:
MOTION: To Remove Non-Active Members from the Committee.
The motion was seconded by Ms. Stephanie Rooks and unanimously approved.
6. Ms. Stephanie Rooks made the following motion:
MOTION: Revision to NextGen Committee Operational Guidance (5-2023).
The motion was seconded by Mr. Robert Hughes and unanimously approved.

NEXTGEN PROGRAM PERFORMANCE. PLANNING, AND SERVICES:

- A. **NextGen Program Funding and Performance Update** – Ms. Angela O’Neil introduced Ms. Marsharee O’ Connor to present updates on the NextGen program funding and PY22 NextGen Performance
- B. **Special Projects Update** – Due to time constraints, no special projects updates reported.
- C. **NextGen Program Status Updates & Activities (Delivering services through COVID-19)**
Due to time constraints, Ms. O’Connor asks that NGSPs email any questions or challenges they would like addressed by the committee.

NEXTGEN COMMITTEE PLANNING ACTIVITIES:

Taskforce Updates

1. Program Oversight & Guidance Taskforce
2. Strategic Planning Taskforce
3. Economic Development Taskforce
4. Resource Leveraging Taskforce

Ms. O’Connor requested for each board member to join a Taskforce to submit via email their mission statements and action items to update the NextGen Committee Operational Guidance.

OTHER DISCUSSIONS:

- A. **PY 2022 NextGen Committee (NGC) Meeting Schedule & Location** –
 - July 26, 2023 – Atlanta Regional Commission
 - October 18, 2023 – TBD
- B. **NextGen Committee Membership and Recruitment** – The board approved to remove all non- active committee members and Ms. O’Connor conducted new and old member orientation. Also, discussed the NextGen Committee Operational Guidance updates.
- C. **Next Board Meeting Date** – The Atlanta Regional Workforce Development Board (ARWDB) will meet in-person at The Atlanta Regional Commission May 24, 2023.

The next Committee meeting is scheduled for July 26, 2023.

Meeting adjourned at 2:23PM

NextGen Activity Totals for Program Year 2022/2023

All Providers

Service Month	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	YEARLY TOTAL
Participant Activities													
Visits - In person (WIOA & Non-WIOA)	232	241	246	235	227	134	191	165	224	262	318	411	2,886
Visits - Virtual (Webinar/Face-Time)	179	157	118	128	112	74	77	71	82	137	255	154	1,544
Credential Attainment	2	1	1	2	1	0	1	5	0	2	7	2	24
Placement in Employment	1	4	7	1	0	5	1	0	0	1	0	0	20
Placement in Education	1	2	1	0	0	7	0	0	0	0	0	0	11
Work Experience (WEx) Paid	41	26	17	34	33	24	21	16	8	14	70	114	418
Work Experience (WEx) UnPaid	5	0	0	10	9	10	0	0	0	14	49	61	34
WIOA Applications Received	10	26	79	71	56	44	61	41	72	66	124	119	769
Enrollment in WIOA	8	6	15	12	9	6	0	12	11	3	34	9	125
Monthly Total	479	463	484	493	447	304	352	310	397	499	857	870	5,955

CPACS

Service Month	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	TOTAL
Participant Activities													
Visits - In person (WIOA & Non-WIOA)	58	68	41	59	48	31	51						356
Visits - Virtual (Webinar/Face-Time)	5	5	4	13	17	10	2						56
Credential Attainment	1	1	0	1	0	0	1						4
Placement in Employment or Education	0	0	5	1	0	2	1						9
Work Experience (WEx) Paid	7	0	0	10	10	1	0						28
Work Experience (WEx) UnPaid													
WIOA Applications Received	0	1	0	5	1	1	2						10
Enrollment in WIOA	1	2	2	3	1	1	0						10
Monthly Total	72	77	52	92	77	46	57	0	0	0	0	0	473

Cherokee Focus

Service Month	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	YEARLY TOTAL
Participant Activities													
Visits - In person (WIOA & Non-WIOA)	27	49	35	28	27	17	20	46	53	71	83	70	526
Visits - Virtual (Webinar/Face-Time)	2	0	0	0	0	0	2	1	0	0	0	0	5
Credential Attainment	0	0	1	1	1	0	0	0	0	1	3	1	8
Placement in Employment	0	0	1	0	0	0	0	0	0	0	0	0	1
Placement in Education	0	0	0	0	0	0	0	0	0	0	0	0	0
Work Experience (WEx) Paid	1	2	1	0	0	1	1	1	0	1	2	2	12
Work Experience (WEx) UnPaid	0	0	0	0	0	0	1	1	0	1	1	1	5
WIOA Applications Received	1	0	0	0	0	0	0	0	0	0	1	2	4
Enrollment in WIOA	1	0	3	0	0	1	0	1	0	0	0	0	6
Monthly Total	32	51	41	29	28	19	24	50	53	74	90	76	567

Hearts - Clayton

Service Month	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	YEARLY TOTAL
Participant Activities													
Visits - In person (WIOA & Non-WIOA)	96	82	87	80	79	42	65	50	70	74	110	182	1,017
Visits - Virtual (Webinar/Face-Time)	49	48	50	50	48	26	31	27	19	77	96	57	578
Credential Attainment	0	0	0	0	0	0	14	4	1	0	0	0	19
Placement in Employment	1	4	0	0	0	0	1	0	0	1	0	0	7
Placement in Education	0	1	0	0	0	0	0	0	0	0	0	0	1
Work Experience (WEx) Paid	10	6	5	3	3	4	5	3	4	6	28	46	123
Work Experience (WEx) UnPaid	0	0	0	0	0	0	4	3	5	6	17	28	63
WIOA Applications Received	1	6	13	20	18	11	17	11	24	40	48	55	264
Enrollment in WIOA	2	1	0	1	0	1	4	2	3	2	17	4	37
Monthly Total	159	148	155	154	148	84	141	100	126	206	316	372	2,109

Hearts - Fayette

Service Month	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	YEARLY TOTAL
Participant Activities													
Visits - In person (WIOA & Non-WIOA)	7	4	7	9	5	4	3	2	4	4	6	7	62
Visits - Virtual (Webinar/Face-Time)	22	2	0	6	2	3	3	1	2	1	21	2	65
Credential Attainment	1	0	0	0	0	0	0	1	0	0	0	0	2
Placement in Employment	0	0	0	0	0	0	0	0	0	0	0	0	0
Placement in Education	0	0	0	0	0	0	0	0	0	0	0	0	0
Work Experience (WEx) Paid	1	0	0	0	0	0	0	0	0	0	1	2	4
Work Experience (WEx) UnPaid	0	0	0	0	0	0	0	0	0	0	1	2	3
WIOA Applications Received	0	3	2	1	2	1	2	1	3	2	4	1	22
Enrollment in WIOA	0	0	0	0	0	0	0	0	0	0	2	0	2
Monthly Total	32	9	9	16	9	8	8	5	9	7	35	14	106

Hearts - Gwinnett

Service Month	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	YEARLY TOTAL
Participant Activities													
Visits - In person (WIOA & Non-WIOA)	38	22	35	32	36	19	38	29	42	40	66	72	469
Visits - Virtual (Webinar/Face-Time)	48	44	36	40	25	15	19	20	30	22	87	44	430
Credential Attainment	1	1	0	1	0	0	2	1	0	0	0	1	7
Placement in Employment	0	0	6	1	0	5	1	0	0	0	0	0	13
Placement in Education	0	1	2	0	0	7	0	0	0	0	0	0	9
Work Experience (WEx) Paid	7	4	0	0	0	0	1	1	0	2	27	40	82

Work Experience (WEx) UnPaid	0	0	0	0	0	0	0	1	1	1	2	27	25	0
WIOA Applications Received	0	9	7	5	10	6	13	15	11	24	45	37	182	
Enrollment in WIOA	0	1	0	1	1	1	0	1	3	1	13	2	24	
Monthly Total	94	82	86	80	72	53	75	68	87	91	265	221	687	

POC - Clayton	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	YEARLY TOTAL
Service Month													
Participant Activities													
Visits - In person (WIOA & Non-WIOA)	5	10	25	15	10	6	5	15	20	30	25	40	206
Visits - Virtual (Webinar/Face-Time)	21	25	15	5	5	5	5	8	10	10	18	16	143
Credential Attainment	0	0	0	0	0	0	1	0	1	0	2	0	4
Placement in Employment	0	0	0	0	0	0	0	0	0	0	0	0	0
Placement in Education	0	0	0	0	0	0	0	0	0	0	0	0	0
Work Experience (WEx) Paid	10	8	5	7	7	8	7	5	1	3	6	9	58
Work Experience (WEx) UnPaid	4	0	0	4	4	4	5	4	3	3	2	3	36
WIOA Applications Received	0	7	31	25	16	6	14	5	15	0	8	5	119
Enrollment in WIOA	1	0	3	1	4	3	2	6	3	0	1	0	24
Monthly Total	41	50	79	57	46	32	39	43	53	46	0	73	559

POC - Douglas	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	YEARLY TOTAL
Service Month													
Participant Activities													
Visits - In person (WIOA & Non-WIOA)	1	0	10	4	6	5	3	3	5	8	0	0	45
Visits - Virtual (Webinar/Face-Time)	4	3	3	4	5	3	5	3	3	5	7	0	45
Credential Attainment	0	0	0	0	0	0	0	0	0	0	0	0	0
Placement in Employment	0	0	0	0	0	0	0	0	0	0	0	0	0
Placement in Education	0	0	0	0	0	0	0	0	0	0	0	0	0
Work Experience (WEx) Paid	1	2	2	6	6	4	1	0	0	0	0	0	22
Work Experience (WEx) UnPaid	0	0	0	2	1	2	0	0	0	0	0	0	5
WIOA Applications Received	2	0	8	1	1	3	1	0	0	0	1	2	19
Enrollment in WIOA	1	1	2	3	0	0	0	0	0	0	0	1	8
Monthly Total	9	6	25	20	19	17	10	6	8	13	8	3	144

POC - Henry	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	YEARLY TOTAL
Service Month													
Participant Activities													
Visits - In person (WIOA & Non-WIOA)	0	3	3	4	8	5	3	5	10	15	8	15	79
Visits - Virtual (Webinar/Face-Time)	14	15	5	5	5	6	5	5	8	10	15	20	113

Credential Attainment	0	1	0	0	0	0	0	0	1	0	1	0	3
Placement in Employment	0	0	0	0	0	0	0	0	0	0	0	0	0
Placement in Education	0	0	0	0	0	0	0	0	0	0	0	0	0
Work Experience (WEx) Paid	3	2	2	5	4	3	3	3	2	1	4	13	45
Work Experience (WEx) UnPaid	1	0	0	3	3	3	4	3	2	1	0	1	21
WIOA Applications Received	3	0	9	7	1	8	6	1	13	0	5	11	64
Enrollment in WIOA	1	1	2	2	1	2	2	2	2	0	1	2	18
Monthly Total	22	22	21	26	22	27	23	19	38	27	34	62	343

POC - Rockdale	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	YEARLY TOTAL
Service Month													
Participant Activities													
Visits - In person (WIOA & Non-WIOA)	0	3	3	4	8	5	3	15	20	20	20	25	126
Visits - Virtual (Webinar/Face-Time)	14	15	5	5	5	6	5	6	10	12	11	15	109
Credential Attainment	0	0	0	0	0	0	1	0	0	0	1	0	2
Placement in Employment	0	0	0	0	0	0	0	0	0	0	0	0	0
Placement in Education	0	0	0	0	0	0	0	0	0	0	0	0	0
Work Experience (WEx) Paid	1	1	2	3	3	3	3	3	1	1	2	2	25
Work Experience (WEx) UnPaid	0	0	0	1	1	1	3	3	1	1	1	1	13
WIOA Applications Received	2	2	2	2	4	3	2	8	6	0	12	6	49
Enrollment in WIOA	0	2	0	2	0	3	0	1	2	0	0	0	10
Monthly Total	17	23	12	17	21	21	17	36	40	34	47	49	334

Participant Enrollment Numbers (PY2022)

NextGen Service Providers	1st - 4th Quarters		
	WIOA Enrollment <i>(Recruitment)</i>		
	Planned <i>(Goal Sheet)</i>	Actual <i>(VOS Report)</i>	Difference <i>(By 6/30/23)</i>
Center for Pan Asian Community (CPACS)	35	10	25
Cherokee Youth Works (Cherokee FOCUS)	16	9	7
Hearts to Nourish Hope (HTNH) - Clayton	46	49	-3
Hearts to Nourish Hope (HTNH) - Fayette	8	2	6
Hearts to Nourish Hope (HTNH) - Gwinnett	37	45	-8
Project Outsource Connects (POC) - Clayton	27	30	-3
Project Outsource Connects (POC) - Douglas	24	8	16
Project Outsource Connects (POC) - Henry	27	22	5
Project Outsource Connects (POC) - Rockdale	13	12	1
<i>VOS Report Run Date - 6/30/23</i>			

Participant Enrollment Numbers (PY2022)

NextGen Service Providers	4th Quarter		
	WIOA Enrollment <i>(Recruitment)</i>		
	Planned <i>(Goal Sheet)</i>	Actual <i>(VOS Report)</i>	Difference <i>(By 6/30/23)</i>
Center for Pan Asian Community (CPACS)	11		11
Cherokee Youth Works (Cherokee FOCUS)	4	0	4
Hearts to Nourish Hope (HTNH) - Clayton	10	4	6
Hearts to Nourish Hope (HTNH) - Fayette	2	0	2
Hearts to Nourish Hope (HTNH) - Gwinnett	13	2	11
Project Outsource Connects (POC) - Clayton	9	0	9
Project Outsource Connects (POC) - Douglas	8	1	7
Project Outsource Connects (POC) - Henry	9	2	7
Project Outsource Connects (POC) - Rockdale	4	0	4
<i>VOS Report Run Date - 6/30/23</i>			

PY22 – Q1 Performance

Youth	Area 7 – Atlanta Regional	PY22 Goal	PY22 Q1 Actual	% of Goal
	Employment/Education Rate 2 nd Quarter After Exit	68%	79.17%	116.43 %
	Employment/Education Rate 4 th Quarter After Exit	65%	74.47%	114.57 %
	Median Earnings 2 nd Quarter After Exit	\$3270	\$3821	116.85%
	Credential Attainment within 4 Quarters After Exit	66%	79.55%	120.53%
	Measurable Skills Gain	48%	8.91%	18.56%

PY22 – Q2 Performance

Youth	Area 7 – Atlanta Regional	PY22 Goal	PY22 Q2 Actual	% of Goal
	Employment/Education Rate 2 nd Quarter After Exit	68%	79.61%	117.07 %
	Employment/Education Rate 4 th Quarter After Exit	65%	71.11%	109.40 %
	Median Earnings 2 nd Quarter After Exit	\$3270	\$4498	137.55%
	Credential Attainment within 4 Quarters After Exit	66%	79.25%	120.08%
	Measurable Skills Gain	48%	17.19%	35.81%

PY22 – Q3 Performance

Youth	Area 7 – Atlanta Regional	PY22 Goal	PY22 Q3 Actual	% of Goal
	Employment/Education Rate 2 nd Quarter After Exit	68%	81.82%	120.32%
	Employment/Education Rate 4 th Quarter After Exit	65%	73.30%	112.77%
	Median Earnings 2 nd Quarter After Exit	\$3270	\$4498.36	137.56%
	Credential Attainment within 4 Quarters After Exit	66%	79.65%	120.68%
	Measurable Skills Gain	48%	29.88%	62.25%

PY22 – Q4 Performance

Youth	Area 7 – Atlanta Regional	PY22 Goal	PY22 Q4 Actual	% of Goal
	Employment/Education Rate 2 nd Quarter After Exit	68%	80.98%	119.09%
	Employment/Education Rate 4 th Quarter After Exit	65%	74.70%	114.92%
	Median Earnings 2 nd Quarter After Exit	\$3270	\$4752.17	145.33%
	Credential Attainment within 4 Quarters After Exit	66%	80.68%	122.24%
	Measurable Skills Gain	48%	52.61%	109.60%

COMMITTEE MEETING SCHEDULE
NextGen Committee (NGC)
 Calendar Year 2023

Meeting Location:

Atlanta Regional Commission (ARC)
International Tower
229 Peachtree Street NE., Suite 100, Atlanta, GA 30303

DATE	TIME	CONFERENCE ROOM / LOCATION
February 8, 2023 <i>Rescheduled to:</i> February 16, 2023 (Thursday)	12:00 pm — 2:00 pm	Emerson Bryan Conference Room Atlanta Regional Commission
May 17, 2023 (Wednesday)	12:00 pm — 2:30 pm <i>Time extended to accommodate</i> <i>NGC Orientation</i>	Emerson Bryan Conference Room Atlanta Regional Commission
July 26, 2023 (Wednesday)	12:00 pm - 2:00 pm	Atlanta Regional Commission
October 18, 2023 (Wednesday)	12:00 pm - 2:00 pm	Atlanta Regional Commission

NOTE: Meetings are typically held at ARC; however, different locations may be designated