



**Workforce Investment Council  
Quarterly Board Meeting  
February 1<sup>st</sup>, 2016**

# I. Call to Order & Introduction



- **Call to Order and Introduction - Chairman Andy Shallal**
- **Approve minutes from December 2015 WIC Board meeting**
- **Review Today's Agenda (next slide)**

# Meeting Agenda



- II. Remarks and Introduction of New WIC Executive Director – Deputy Mayor Snowden**
- III. Chairman's Remarks**
- IV. Executive Director's Report**
- V. WIOA State Plan Overview and Update – Geoff King**
- VI. Public Comments**
- VII. Closing Comments and Adjournment**



## **II. Remarks and Introduction of New WIC Executive Director**

**Deputy Mayor Snowden**



## **III. Chairman's Remarks**

**Andy Shallal, WIC Chairman**



## **IV. Executive Director's Report**

**Odie Donald, WIC Executive Director**



## Workforce Innovation and Opportunity Act

- WIOA was signed into federal law in July 2014, and reauthorized federal workforce system funding while mandating greater coordination across programs. Most provisions took effect in July 2015.
- Citation: Public Law 113-128
- Final regulations have not yet been issued, and are anticipated in June 2016, but a Notice of Proposed Rulemaking was published in April 2015; and additional guidance letters have been issued through the Departments of Labor and Education.



## Board Composition

### State and Local Board Requirements:

- Majority representatives of business
- At least 20% representatives of workforce, including labor organizations and community-based orgs
- Representatives of government, including core program agency leads, Mayor, 2 DC Council Members, and economic development
- Representatives of education and training providers, including higher education



# State Board Requirements under WIOA

## Board Composition (cont.)

Current WIC Board has a total of 45 seats, with the following representation:

- 23 Representatives of Business, with a focus on representatives in high-demand and high-employment sectors
- 10 Representatives of Labor or Community-Based Organizations
  - 4 representatives of labor organizations, including 2 representatives from joint labor-management apprenticeship programs
  - 6 representatives of community-based organizations with expertise in workforce development
- Mayor
- 12 Additional Government Members
  - 2 members of the Council of the District of Columbia ("Council") who shall be appointed by the Chairman of the Council (Legislative Chamber Members)
  - Deputy Mayor for Planning and Economic Development
  - Deputy Mayor for Greater Economic Opportunity
  - Director, Department of Employment Services (oversees core WIOA programs and serves as fiscal agent for DOL funds)
  - State Superintendent for Education (oversees core WIOA programs)
  - Director, Department of Disability Services (oversees core WIOA programs)
  - Director, Department of Human Services (oversees one-stop partner)
  - Executive Director, DC Housing Authority (oversees one-stop partner)
  - Director, Office on Returning Citizen Affairs (oversees one-stop partner)
  - Director, Department of Small and Local Business Development (oversees economic development programs)
  - Chief Executive Officer, University of the District of Columbia, Community College (oversees education programs)

# State Board Requirements under WIOA



## **Role of WIC Board – State Board Assists Mayor In:**

1. Development, implementation, and modification of the State plan;
2. Review of statewide policies, of statewide programs, and of recommendations on actions that should be taken to align workforce development programs in a manner that supports a comprehensive and streamlined workforce development system;
3. Development and continuous improvement of the workforce development system in the State;
4. Development and updating of comprehensive performance accountability measures;

# State Board Requirements under WIOA



## **Role of WIC Board – State Board Assists Mayor In (cont.):**

5. Identification and dissemination of information on best practices;
6. Development and review of statewide policies affecting coordinated services through American Jobs Center system;
7. Development of strategies for technological improvements to facilitate access to, and improve quality of AJCs;
8. The development of strategies for aligning technology and data systems across AJC partner programs to enhance service delivery and improve efficiencies in reporting on performance accountability measures;



## **Role of WIC Board – State Board Assists Mayor In (cont.):**

9. Preparation of the annual reports;
10. Development of the statewide workforce and labor market information system; and
11. Development of such other policies as may promote statewide objectives for, and enhance the performance of, the workforce development system in the State.



# State Board Requirements under WIOA

## **Role of WIC Board – Additional Local Functions:**

1. Workforce research and regional analysis
2. Convening, brokering, leveraging
3. Employer Engagement
4. Career Pathways Development
5. Proven and Promising Practices
6. Program Oversight
7. Selection of Operators and Providers
8. Coordination with Education Providers
9. Budget and Administration
10. Accessibility for Individuals with Disabilities

## DC Law and Mayor's Orders Clarify WIC Functions:

- Section 32 of the DC Code and DC Law 20-263 – Workforce Investment Implementation Amendment Act of 2014 designate the WIC as DC's State and Local board and provides additional guidance on role.
- Mayor's Order 2011-114 (<http://dmped.dc.gov/node/678582>) further defines the WIC's role and shared responsibilities with DOES. It also establishes the WIC Executive Committee and Youth Committee, and allows for other committees to be established (consistent with WIOA guidance on committees).
- Both the local legislation and the Mayor's Order pre-date WIOA and need to be updated. WIC Staff will work with Mayor's Office on updates, to be in place by the April 2016 WIC Board meeting.

# WIC Oversight and Activities



## WIC FY 2016 Budget:

Program	FY16 Budget
Adult Career Pathways Task Force and Innovation Fund Technical Assistance (local appropriations, supports 1 FTE, technical assistance, and grants)	\$706,000
WIOA Funds – from Title I State Set-Aside (federal appropriations, support 4 FTEs and Board ops)	\$445,000
Workforce Intermediary (local, supports 2 FTEs and grants)	\$1,600,000
<b>Total</b>	<b>\$2,751,000</b>



# WIC Oversight and Activities

## WIC Oversight of Federal Programs

WIC responsible for oversight of the following DOES-Administered Programs:

Program	PY 15 Budget
WIOA Adult (supports AJCs, contracted occupational training, and staff)	\$2,119,253
WIOA Dislocated Worker (supports AJCs, contracted occupational training, and staff)	\$3,443,627
WIOA Youth (supports contracted youth services and staff)	\$2,329,955
<b>Total</b>	<b>\$7,893,105</b>

WIC also responsible for informing Adult Education and Vocational Rehabilitation programming and broader workforce investments (over \$100 million spent on workforce-related activities in District).



# WIC Oversight and Activities

## Workforce Intermediary Program

Sector strategy pilot program administered through the WIC that:

- Invests \$1.6 million annually in innovative, performance-based workforce initiatives in high-demand industries;
- Is driven by feedback from business advisory committees, and intended to supplement and improve existing programs across other agencies; and
- Currently supports over 250 participants per year in hospitality and construction training and retention through three grantees:
  - DC Central Kitchen
  - AFL-CIO Community Services Agency
  - Collaborative Solutions for Communities



# WIC Oversight and Activities

## Adult Career Pathways Task Force

- **Convened by the WIC by order of DC Council**
  - Completed a Strategic Plan in Fall 2015 (releasing soon)
- **Career Pathways Implementation**
  - Task Force required to oversee implementation of career pathways strategies and continue meeting for next three years
- **Innovation Fund**
  - \$500,000 for PY15 to plan for and issue Career Pathways Innovation grants to design, pilot, and scale best practices in the implementation of adult career pathways consistent with the Adult Career Pathways Task Force's city-wide strategic plan (\$1.5 million annually starting in FY17 per current legislation)
- **Next Steps: Task Force meeting to be scheduled in March 2016 to address implementation steps and Innovation Fund**



- The Workforce Innovation and Opportunity Act (WIOA) requires that the state submit a 4-year plan to improve alignment of workforce programs and accountability measures, as well as implement policies to better support the needs of the labor/business sector.
- Required Sections
  - Type of Plan - Unified
  - Strategic Elements
  - Operational Elements
  - Core Program Requirements

## Vision:

**Every DC resident is ready, able, and empowered** to discover and attain their fullest potential through lifelong learning, sustained employment, and economic security.

**Businesses are connected to the skilled DC residents** they need to compete globally, are full participants in the workforce system, and drive the District's economic growth.

**Residents and businesses** in all wards are **supported by a system that includes coordinated, cohesive, and integrated government agencies** and partners working to help communities thrive.

## Goals and Strategies Focused on:

- **System Alignment**
- **Access**
- **Sector Alignment/Business Engagement**
- **Performance and Accountability**
- **Youth Services**



**State Strategy Implementation: Operational planning elements detail what actions the District will take to implement strategies, key components include:**

- Build Data Vault Capacity to ensure more unified client intake and data tracking across agencies
- TANF Integration into American Job Centers
- Increased services in community – Mobile One-Stop
- OSSE Adult Education providers required to provide integrated education and training services and assist with transitions towards next steps
- Strengthened inter-agency partnerships for jobseeker supports, including with DBH and DHS



## State Strategy Implementation – Key Components (cont.)

- **Youth: Increase work-based learning and connections to education and next career steps**
- **Develop Unified Business Services strategy to better meet business needs and align overlapping services**
- **Develop vendor score cards to make performance more transparent and focus resources on quality**
- **Leverage Career Pathways Task Force and innovation fund to pilot interconnected education and training in key sectors**



## **Core Programs (Required)**

- DOES: WIOA Adult Workforce (Title I)
- DOES: WIOA Dislocated Worker (Title I)
- DOES: WIOA Youth Program (Title I)
- DOES: Wagner-Peyser (Title III)
- OSSE: Adult Education and Family Literacy (Title II)
- DDS – RSA: Vocational Rehab (Title IV)

## **Key Partners**

- DHS: Workforce Programs
- UDC: Community College and WDLL

# WIOA State Plan - Process



- Career Pathways Task Force
  - Task Force and work groups met between December 2014 and September 2015 to complete Strategic Plan
  - Plan content served as a foundation for WIOA State Plan
- WIOA Work Groups met during Fall 2015
- District WIOA Convening on November 13, 2015 to solicit community and stakeholder input
- Core and key partners and the Office of the City Administrator held strategy sessions in December and January to solidify goals, strategies, and top operational priorities
- WIC staff and partners drafted plan throughout December and January
- WIC Board State Plan Engagement
  - December: Held forum and did one-on-one check-ins with a number of WIC Board members and representatives from other businesses
  - January 14: Draft of the Strategic Portion sent to Board and State Plan Update Webinar held
  - January 28: Full Draft of District's State Plan sent to Board

# WIOA State Plan - Timeline



- **February 1<sup>st</sup>** : WIC Board Votes on District's State Plan
- **Week of February 1<sup>st</sup>** : Draft open for Public Comment (required 30 days). We will also hold public comment forums to obtain feedback.
- **Early February**: Submit plan to OPLA and Council for input
- **February and March**: Incorporate feedback from public, OPLA, Council, and Mayor
- **April 1<sup>st</sup>** : Plan is due to USDOL/DOE
  - USDOL approved an extension from original March 3, 2016 deadline

# WIOA State Plan - Next Steps



- **WIC Board Vote:** The WIC approves the DC State Workforce Development Plan, contingent upon the incorporation of relevant feedback received during the public comment period and final review and approval by the WIC Executive Committee.



- **Per Mayor's Order - Executive Committee consists of:**
  - The WIC Board Chair (business community)
  - Six (6) members appointed to the WIC from the business community;
  - 3 or more government members with oversight responsibility for core programs
  - 1 or more representative(s) of a labor organization
- **Current non-government membership: Andy Shallal, Joslyn Williams, Solomon Keene, Cedric Hendricks**
- **Last Meeting: August 2015, with additional e-mail engagement since**
- **Key Recent Actions: Approved Workforce Intermediary Grant Agreement Terms and Adjustments to Existing WIOA Youth Grants by DOES**



- **Exists per WIA and Mayor's Order, but optional under WIOA**
- **Youth Investment Council was part of Raise DC Initiative, Youth Employment Change Network (YECN – group consisting of service providers, government agencies, and private sector reps that continue to meet)**
- **WIC staff were actively involved until August 2015 departure of Program Manager overseeing Youth**
- **Key 2015 YECN Activities: Citywide data collection on key youth metrics, career pathways landscape mapping, employer work-readiness data**



## Committee Reports – Career Pathways Task Force

- **Exists per Local Law and includes 13 government and community stakeholders that will meet for at least three years**
- **Key 2015 Activities: Met throughout calendar year, produced Career Pathways Strategic Plan (release pending), and engaged in initial innovation fund deliberations**
- **Last Meeting: September 2015 to approve final Strategic Plan. Government members have been meeting frequently since this time to produce WIOA State Plan and ensure CPTF content informs it.**
- **Next Steps: Task Force meeting to be scheduled in March 2016 to address implementation steps and Innovation Fund; WIC staff to research funding options prior to meeting**

# Committee Reports – AJC Subcommittee



- **American Jobs Center (AJC) Subcommittee consisted of WIC Board and DC government managers, and was charged with improving AJC operations and getting to WIC certification**
  - **Formed in 2013 and met actively throughout 2014 and into early 2015**
- **Key Accomplishments: Produced AJC SE Business Plan, and successfully received WIC certification in 2015**
- **Status: AJC Subcommittee has not met since early 2015, but most members were part of Career Pathways Task Force and WIOA State Plan efforts. WIOA State Plan Executive work group includes all government agency members.**



## **VI. Public Comments**

**This is the time where the public may make comments and/or ask questions.**

**NOTE: WIC members may not discuss items not on the agenda. Any action taken as a result of public comment must be limited to asking staff to study the issues raised or scheduling the matter for further discussion or action at a later date.**



## **VII. Closing Comments and Adjournment**