

WORKFORCE INVESTMENT COUNCIL

Quarterly Board Meeting

March 6, 2024
10:00am – 12:00pm



AGENDA

- I. Welcome
- II. Roll Call/Establishment of Quorum
- III. Chairman's Comments
- IV. Workforce Training and Innovation
- V. WIOA State Plan
- VI. Expenditure Guide
- VII. Announcements and Discussion
- VIII. Public Comment
- IX. Adjourn

Welcome

▶ Roll Call

Chairman's
Comments

Workforce
Training

WIOA State
Plan

Expenditure
Guide

Discussion

Public
Comment

Adjourn

ROLL CALL

Fern Hawkins

Welcome

Roll Call

Chairman's
Comments

Workforce
Training

WIOA State
Plan

Expenditure
Guide

Discussion

Public
Comment

Adjourn

CHAIRMAN'S COMMENTS

Antwayne Ford, Chairman

Welcome

Roll Call

Chairman's
Comments

Workforce
Training

WIOA State
Plan

Expenditure
Guide

Discussion

Public
Comment

Adjourn

WORKFORCE TRAINING AND INNOVATION

Howard Jean



INNOVATIONS IN WORKFORCE DEVELOPMENT AND JOB PLACEMENT USING VIRTUAL REALITY AND ARTIFICIAL INTELLIGENCE

DC Workforce Investment Council

HOWARD R. JEAN, CEO & FOUNDER

- Professional Engagements:
 - DC Workforce Investment Council, Tech Advisory Council
 - Greater Washington Black Chamber of Commerce, Events Chair
 - Universities at Shady Grove Advisory Board Member
 - Engineering & Technology HUB, Universities of Shady Grove
 - BITE-Con Foundation, VP Strategic Partnerships and Development
 - Black Professional International Association, Executive Leadership Council
 - CESS Blockchain & Storage Company, Advisor
 - Studlytics, Advisor
- Community Involvement:
 - Success 4 College, Vice Chair
 - Lion's Club of Alexandria, Member
 - PAGE One Foundation, Board Member
 - Concerned Citizens Network of Alexandria, Member
- Recent Accolades:
 - 2023 Power 50 Under 40 by the US Black Chambers, Inc.
 - 2024 Champion of the Culture Award for The Gathering Spot.
 - 2024 STEM Trailblazer Award from the DMV Alumni Chapter for Claflin University.
 - M&T Bank CEO's to Know



ABOUT US

WHAT WE DO

- Empower 1,000,000 BIPOC and Women in emerging tech industries within 5 years. We've currently impacted 150,000 since 2022

HOW WE DO IT

- Leveraging the power of workforce development with Virtual Reality & AI
- Enhancing STEM education outcomes
- Helping organizations adopt emerging tech & workforce tech tools into their infrastructure

WHY WE DO IT

- Improving Communities
- Diversifying NextGen Tech Leaders
- Positively impact the technology industry

SERVICES: WEB3 SYSTEM



WORKFORCE EMPOWERMENT

- Career pathways consulting, helping to equip individuals with the skills and knowledge necessary to excel in the tech industry.
- Virtual reality (VR) training modules and deploying learning management systems (LMS) to enhance professional development and upskill employees.
- Strategic workforce planning and talent acquisition solutions to help businesses build diverse and inclusive teams



EDUCATION MODERNIZATION

- STEAM-focused program development for K-12 students aimed at fostering early interest and proficiency in technology.
- AI-powered learning tools and resources designed to provide personalized and interactive learning experiences for educators and students.
- Emerging technology workshops and curriculum development support to seamlessly integrate technology into the learning process.



AI BUSINESS TECHNOLOGY

- Customized software development services to address various business goals and streamline operations with cutting-edge AI & Web3 tools.
- VR software solutions for immersive training, simulations, and presentations to enhance employee engagement and immersive experiences.
- Strategic consulting and advisory services to assist organizations in leveraging partnerships and emerging technologies for increased impact.

Virtual Reality & AI for Workforce Development

Virtual Reality in Workforce Development: Traditional training centers are limited by physical space, equipment costs, and staffing requirements.

- Virtual Reality (VR) enables scalable, immersive training experiences without the constraints of physical infrastructure.
- VR allows for hands-on training and certification hours, enhancing workforce skills development.
- Cost Savings with VR: VR reduces the need for physical training spaces and expensive equipment.
- It minimizes the number of staff required for training and mitigates security concerns.
- VR training can be more engaging, increasing employee confidence and reducing overall training costs

Virtual Reality & AI for Workforce Development

Simulators and Learning Management Systems in Workforce Training

- AI-Based Interview Simulators: Workforce training sites can access AI interview simulators for enhanced interview preparation.
- These simulators provide dynamic, skill-based questioning to better prepare candidates for real interviews
- Learning Management Systems (LMS): LMS platforms offer access to over 500,000 courses for professional development in technology, certifications, and soft skills.
- They are essential for preparing professionals to compete in the evolving workforce landscape
- Washington D.C.'s Embrace of Virtual Reality: D.C. could become a pioneer in adopting VR for workforce development, attracting more citizens to the workforce pipeline.
- This positions D.C. as a leader in emerging tech and fosters a culture of innovation within the city's infrastructure

CRADLE TO CAREER VR WORKFORCE PROGRAM



Learning Management System



4-Part Assessment



Virtual Reality Workforce Development



Business Submits Job Opening



Classroom Learning

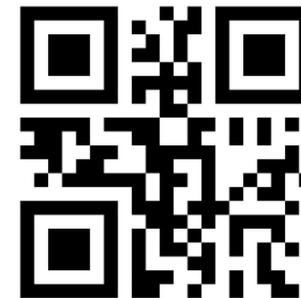


AI Interview Simulator



Howard R. Jean, M.S. Ed

- INFO@BMAWEB3.COM
- CEO@BMAWEB3.COM
- 202.709.6582
- WWW.BMAWEB3.COM



Welcome

Roll Call

Chairman's
Comments

Workforce
Training

▶ WIOA State
Plan

Expenditure
Guide

Discussion

Public
Comment

Adjourn

WIOA STATE PLAN

Drew Hubbard, Executive Director

DC WIOA UNIFIED STATE PLAN

Timeline

Revised final DC WIOA Unified State Plan Submission – **April 26**

- Approved by DOL

Full draft plan for review – **March 11**

Post for public comment – **March 11**

Joint stakeholder meeting (Perkins/WIOA) – **March 14**

Upload DOES Expected Performance Levels – **March 15**

Deadline for final comments – **April 8**

DC WIOA UNIFIED STATE PLAN

District Labor Market Information – December 2023

- DC Unemployment Rate at 2.7 Percent, Remains Steady Since November 2023
- The total civilian labor force in DC for December 2023 was 2,786,000, of which 2,711,700 were employed and **74,300** were unemployed.

Unemployment Rate by Wards

1 – 3.5	5 – 5.9
2 – 3.4	6 – 3.7
3 – 3.3	7 – 8.1
4 – 4.3	8 – 9.6

DOES - Office of Labor Market Research and Information (OLMRI).

Welcome

Roll Call

Chairman's
Comments

Workforce
Training

WIOA State
Plan

Expenditure
Guide

Discussion

Public
Comment

Adjourn

DC WIOA UNIFIED STATE PLAN

DC Workforce System's...

Challenges

- Lack of extensive business engagement (including local and Federal government job opportunities)
- Lack of resources in supportive services to augment assistance for residents seeking:
 - Childcare, Transportation, Housing support
- Quality training providers
- Residents that are career "training participants" with no employment outcomes
- Need for ongoing staff development training
- Universal intake forms and assessment tools
- Increase in crime committed by youth
- Increase in substance abuse – impact of Opioid crisis

DC WIOA UNIFIED STATE PLAN

Opportunities

- Expand the number and quality of eligible training providers across all high growth industries, increasing talent pipelines for industries that express challenges in recruiting skilled, qualified talent.
- Expand the number of businesses that are engaged with the workforce system.
- Align high-growth industries and career pathways to all workforce system programs thus meeting business talent needs and increasing the potential for economic security for District residents.
- Access to a wider range of data that enables informed decision-making, aiding in crafting more effective strategies and interventions.
- A proactive approach to emphasize and encourage coordination through a collective commitment to streamlining efforts and resources for more efficient outcomes, (i.e. co-enrollment, braided funding)
- Committed and well-trained staff from all levels, including core partner staff, program providers, community-based organizations and others that are dedicated to their roles in providing opportunities for DC residents and businesses.

DC WIOA UNIFIED STATE PLAN

District's Workforce 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 participants in the workforce system, and drive the District's economic growth.
- Residents and businesses in all wards are supported by coordinated, cohesive, and integrated government agencies and partners working to help communities thrive.

Welcome

Roll Call

Chairman's
Comments

Workforce
Training

WIOA State
Plan

Expenditure
Guide

Discussion

Public
Comment

Adjourn

DC WIOA UNIFIED STATE PLAN

Goal 1: Increase Training Opportunities and Address Quality for Residents and Students

Goal 2: Increase the talent pool available to businesses by developing targeted training programs and partnerships that directly align with industry needs, fostering a skilled workforce ready to fill employment opportunities and contribute to economic growth.

Goal 3: Target Populations/Ensuring Equity

Goal 4: Unified Workforce System Integration: Creating “One Workforce System” in the District

Goal 5: “Telling the District’s Story: Using Data Outcomes to Measure Success

Welcome

Roll Call

Chairman's
Comments

Workforce
Training

WIOA State
Plan

► Expenditure
Guide

Discussion

Public
Comment

Adjourn

EXPENDITURE GUIDE

Brittany Silver

Welcome

Roll Call

Chairman's
Comments

Workforce
Training

WIOA State
Plan

Expenditure
Guide

Discussion

Public
Comment

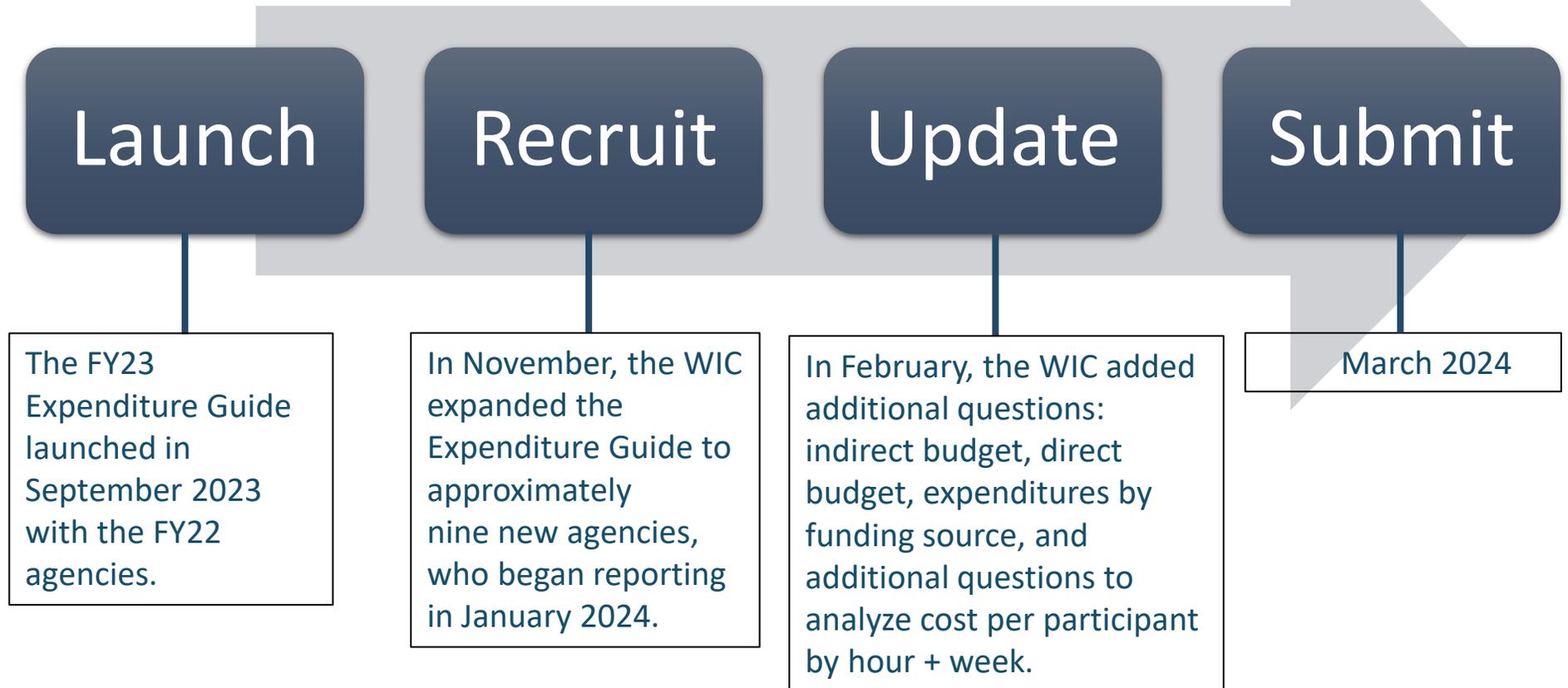
Adjourn

EXPENDITURE GUIDE

- The Transparency Act (2018), mandates the WIC to develop the Expenditure Guide, a manipulable spreadsheet that tracks performance outcomes and spending data from all DC agencies that manage, administer, oversee, or fund workforce development and adult education programs.
- The WIC has developed three key goals for the Expenditure Guide:
 1. To measure impact in workforce development and adult education programs across the District.
 2. Provide enhanced transparency on how DC government spends money in workforce development and adult education programs.
 3. Provide the District with data to inform continuous improvement in our workforce system.
- How does the WIC capture data for the Expenditure Guide?
 - The Expenditure captures data on a program (aggregate) level and by workforce activities/trainings (granular) level. The WIC uses an excel template to collect the data.

EXPENDITURE GUIDE

FY23 Expenditure Guide Timeline



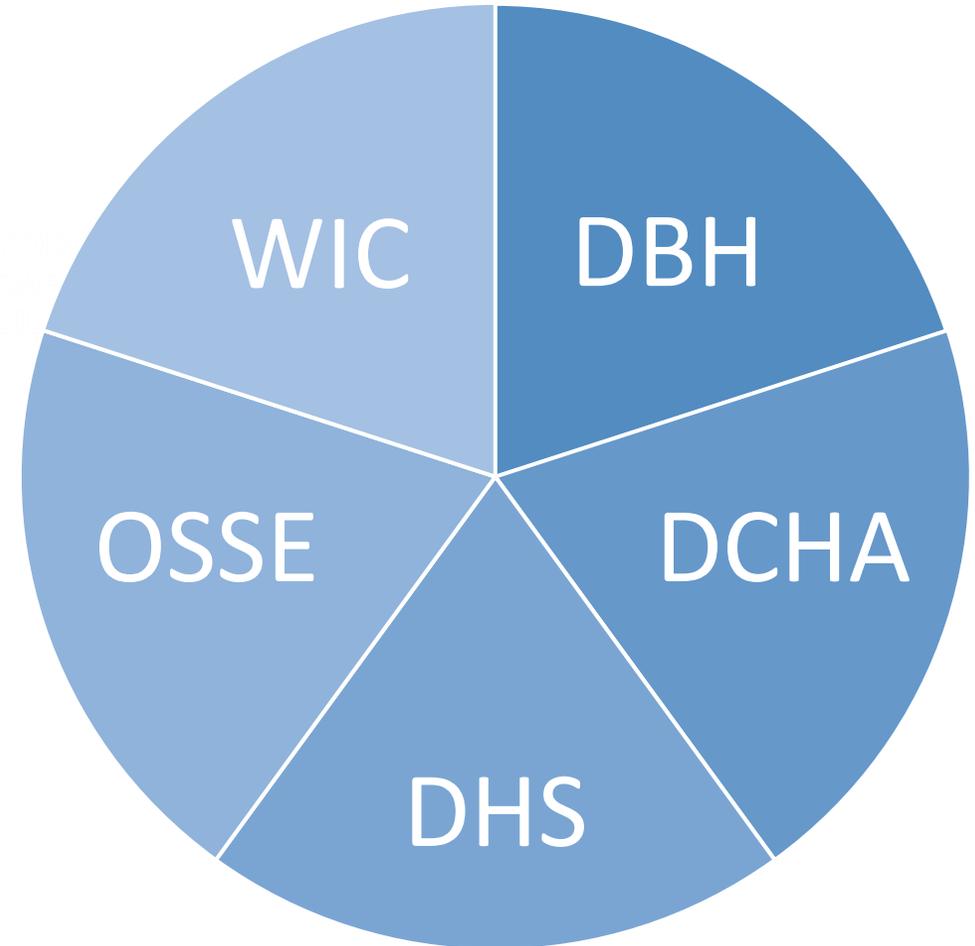
EXPENDITURE GUIDE

- **What have we learned so far?**
 - Agencies have unique databases that are typically set up to report data on an aggregate level and have preset reports
 - Not all agencies have databases that track demographic data
 - Not all agencies utilize a database, and some have reported using paper applications
 - Agencies have a different set of performance metrics (e.g., completion based on provider and not course; interviews completed; internship placement, etc.)
 - Agencies capture performance metrics on different timelines (e.g., two years after exit, some capture performance while participants are still engaged in the program, etc.)
 - Tracking employment data can be challenging after participants have exited programs.
- **How have we responded to these challenges?**
 - We have allowed agencies to explain why data is not reported by using three main terms
 - Data Not Available: Data is not available at the time of reporting, but the data is tracked and applicable.
 - Data Not Tracked: Data may be applicable to agency, but is not tracked in a way to easily report/it is not captured using a database that can produce granular level reports
 - Data Not Applicable: Data is not tracked nor applicable
 - We allow agencies to explain their data using the notes columns in the Expenditure Guide and can provide narrative in the Accompanying Document

EXPENDITURE GUIDE

Our workforce system is comprised of a variety of program types and services offered. To simplify the variance, the WIC aims to categorize programs according to their types, but for this case example we will focus on two main types: **credential attainment** and **workforce readiness**.

The type of program often impacts what data is collected and reported. For example, some workforce readiness programs may not track employment. Likewise, some credential attainment programs may only track employment by each provider and not by each training course.



Welcome

Roll Call

Chairman's
Comments

Workforce
Training

WIOA State
Plan

Expenditure
Guide

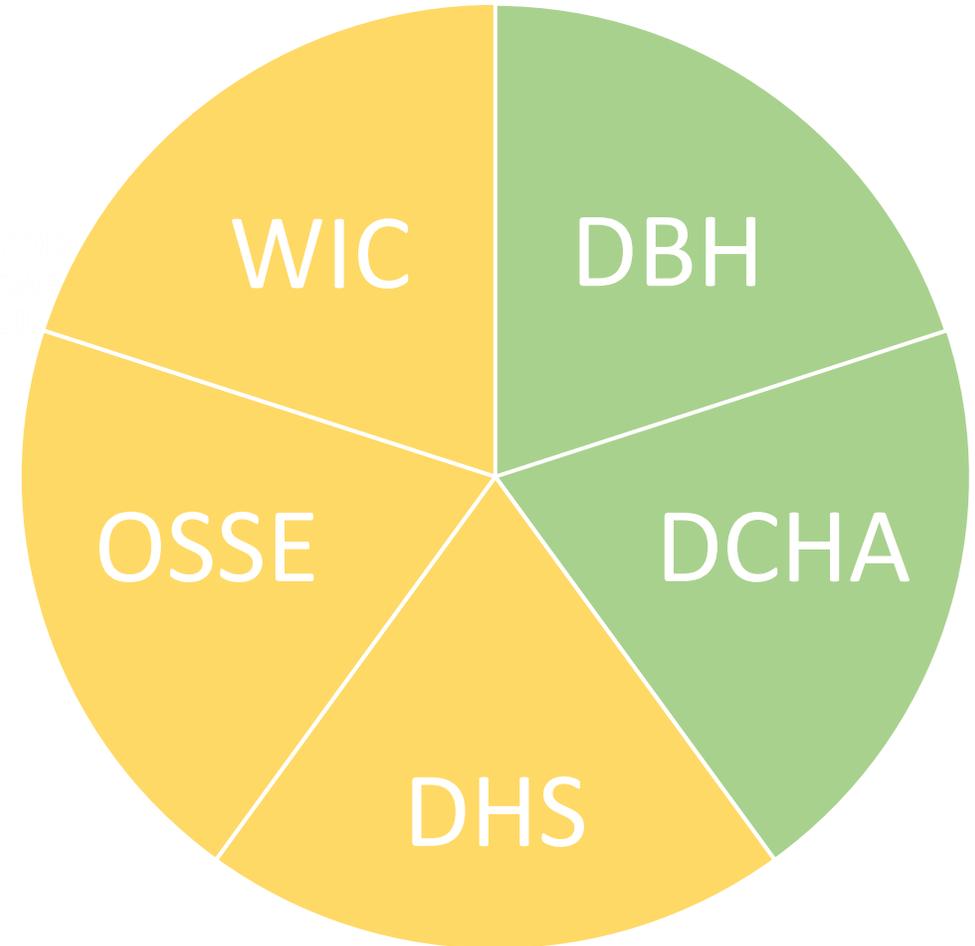
Discussion

Public
Comment

Adjourn

EXPENDITURE GUIDE

To highlight a few differences, we selected five agencies whose majority of programs offered fall into **credential attainment** or **workforce readiness**.



Welcome

Roll Call

Chairman's
Comments

Workforce
Training

WIOA State
Plan

Expenditure
Guide

Discussion

Public
Comment

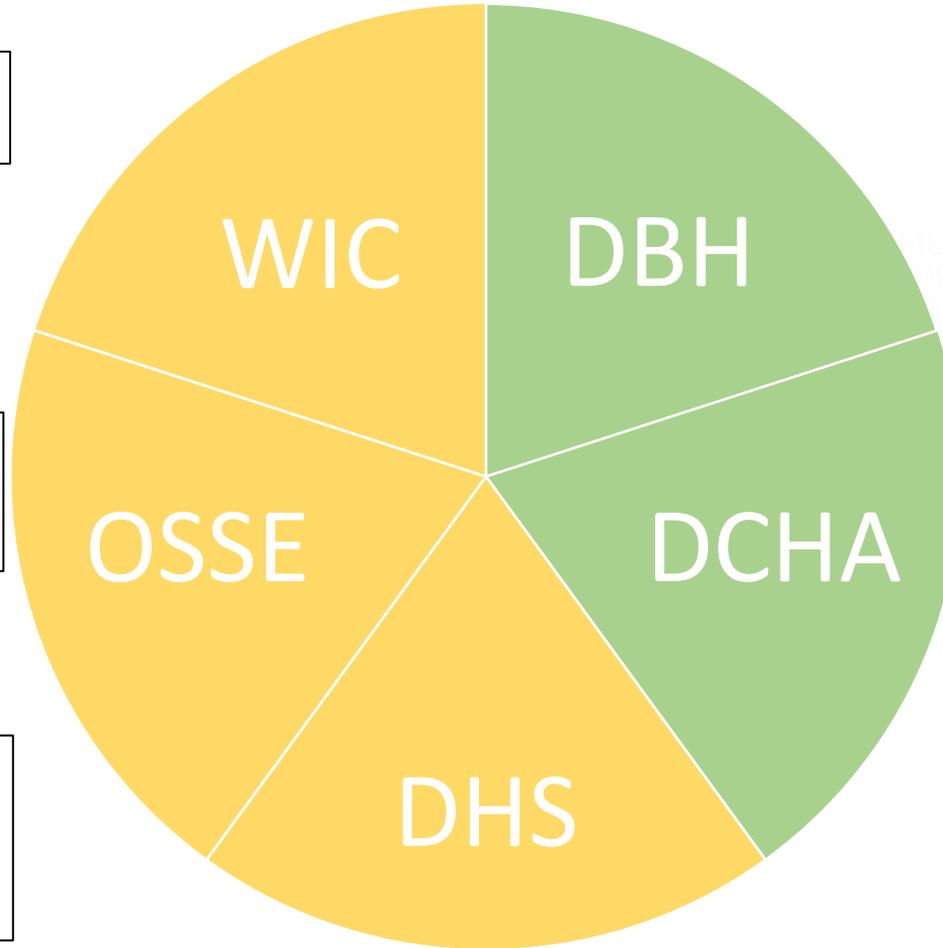
Adjourn

EXPENDITURE GUIDE

The WIC offered several programs over an 18-month grant.

OSSE tracks WIOA metrics and reports data by provider and not by training course.

DHS does not track credential attainment by course. DHS also, typically, does not report completion numbers.



DBH tracks completion and employment as the same, and a participant can be "completed" but still be enrolled in their programs and receiving services.

DCHA requests data about demographics, but that data is not input into a database nor can it be easily reported.

Welcome

Roll Call

Chairman's
Comments

Workforce
Training

WIOA State
Plan

Expenditure
Guide

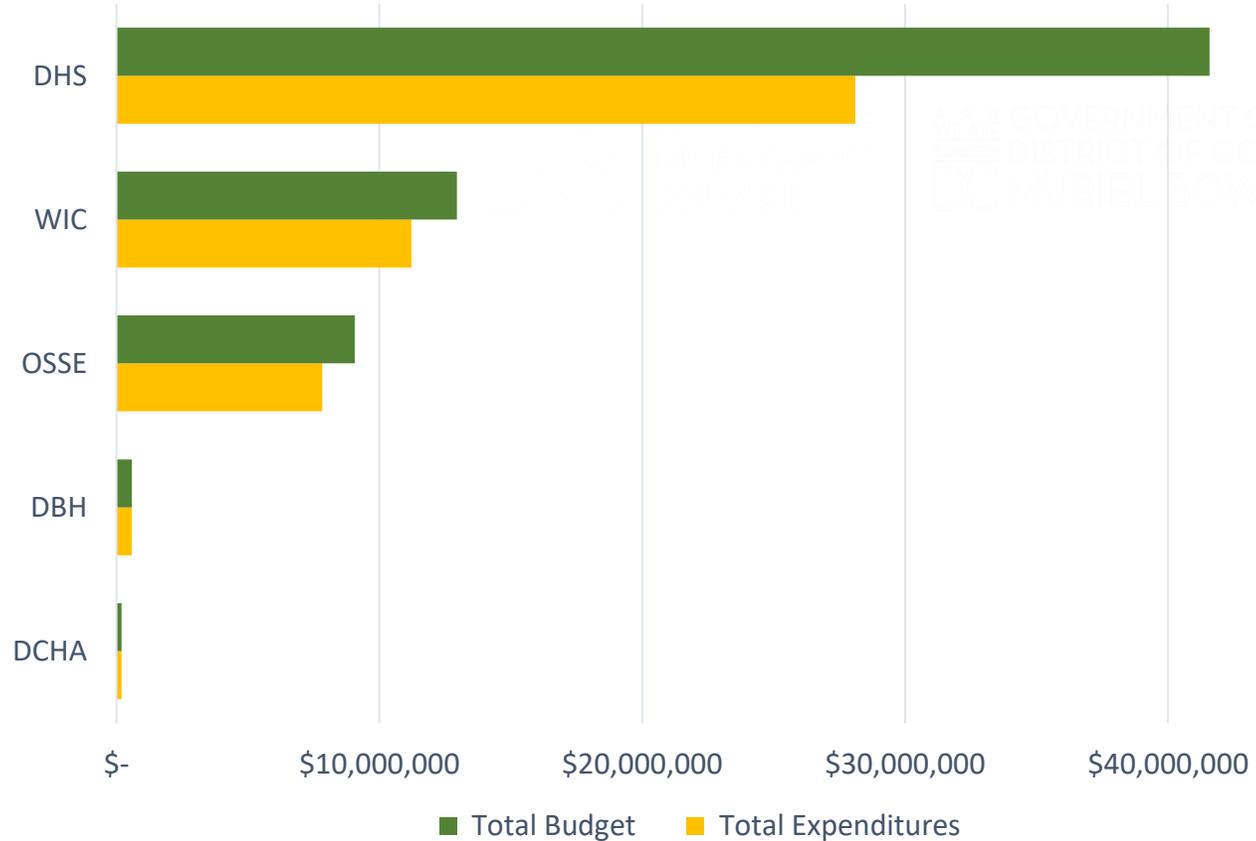
Discussion

Public
Comment

Adjourn

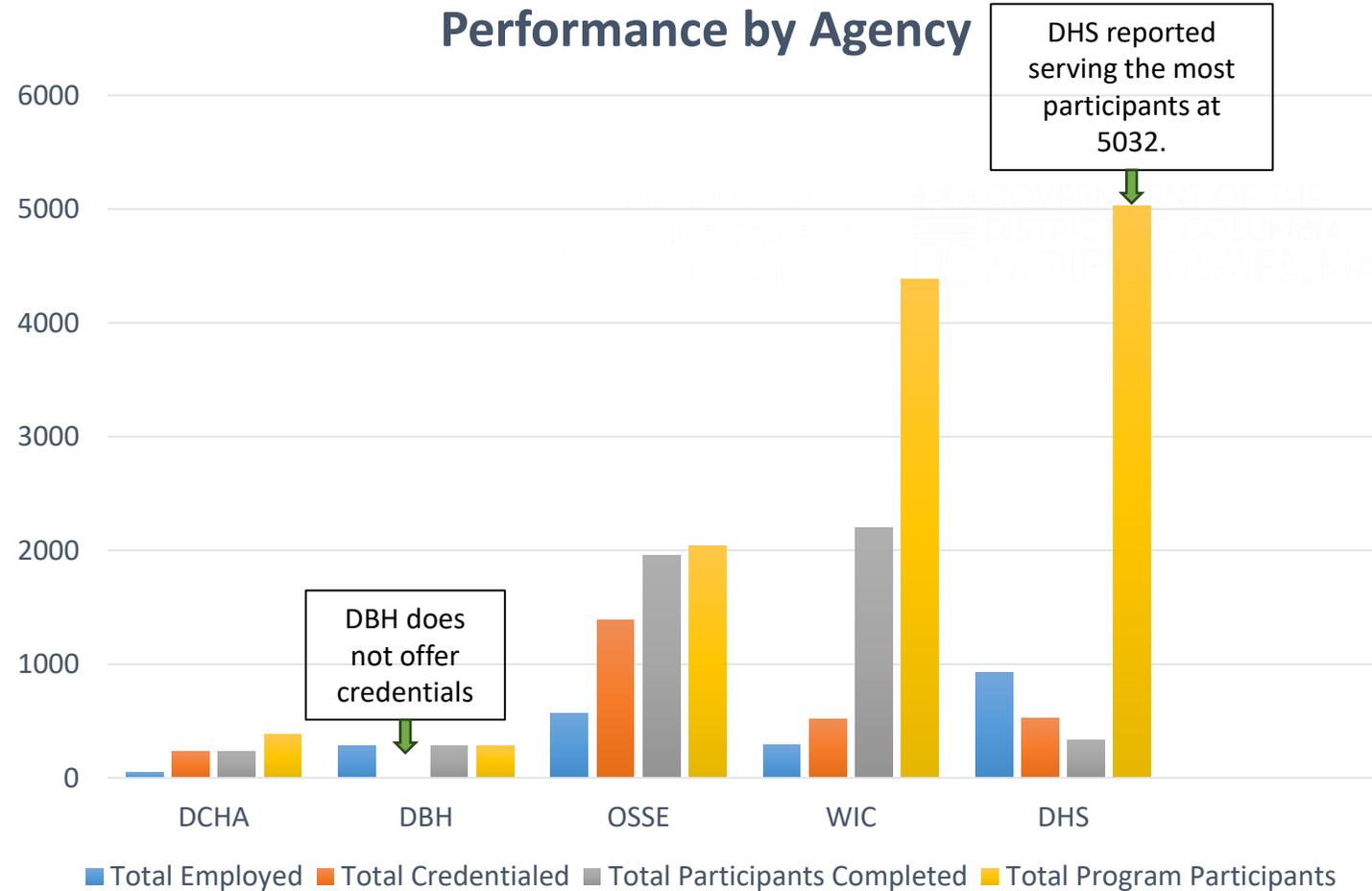
EXPENDITURE GUIDE

Agency Budget v Expenditures



EXPENDITURE GUIDE

Performance by Agency



Welcome

Roll Call

Chairman's
Comments

Workforce
Training

WIOA State
Plan

Expenditure
Guide

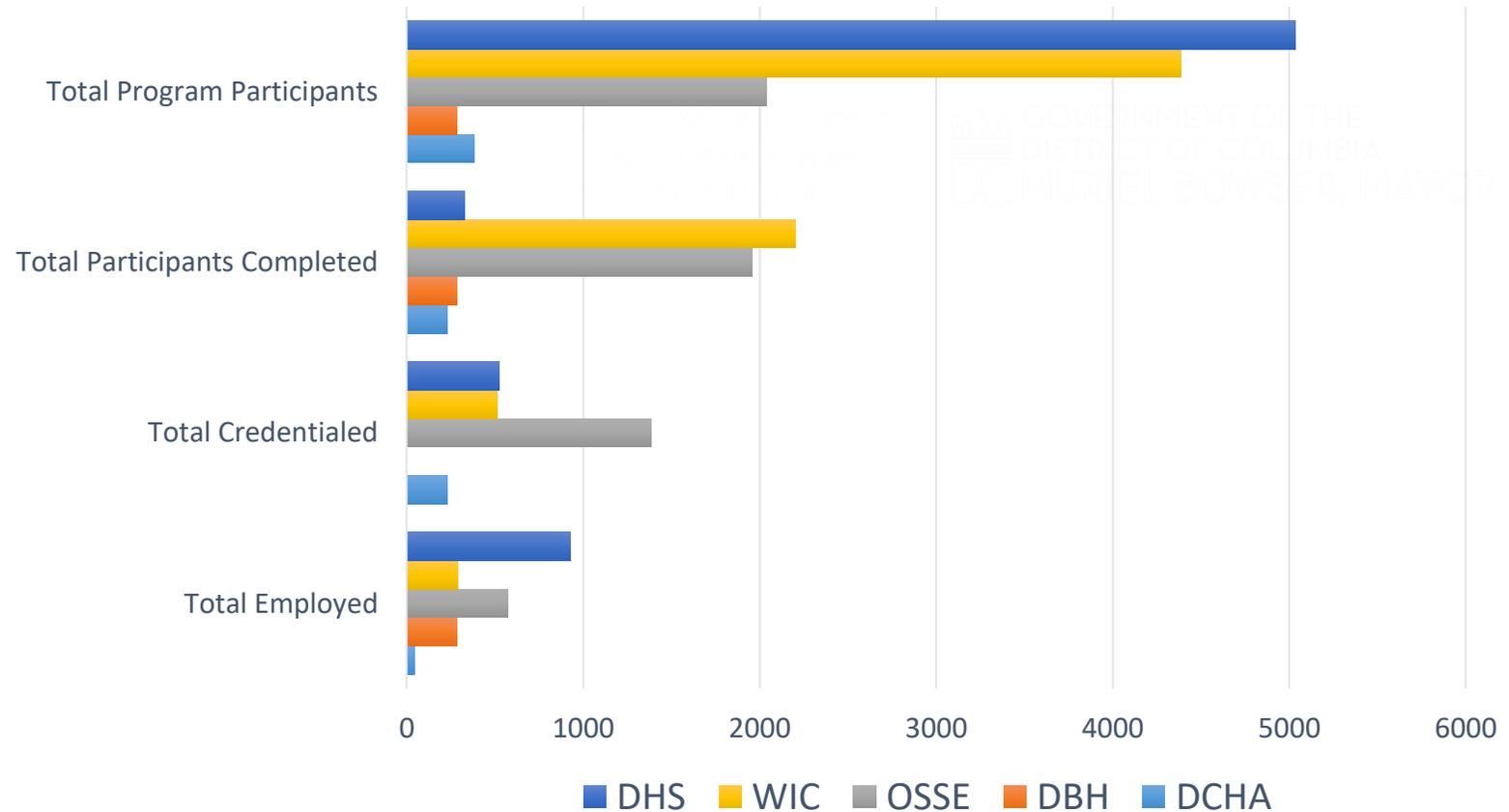
Discussion

Public
Comment

Adjourn

EXPENDITURE GUIDE

Performance by Metric



EXPENDITURE GUIDE

- **Updates for the Future**
 - Including graphs and charts in the Expenditure Guide spreadsheet
 - Embedding a pivot table in the spreadsheet for more analysis
 - Developing a dashboard for the Expenditure Guide data using Tableau
 - Updating the Accompanying Document to include a more comprehensive executive summary
 - Providing universal definitions for common metrics
 - Continue focusing on providing technical assistance
 - Continued discussion and guidance to support agencies in collecting and reporting data on a granular level



Welcome

Roll Call

Chairman's
Comments

Workforce
Training

WIOA State
Plan

Expenditure
Guide

► Discussion

Public
Comment

Adjourn

EXECUTIVE DIRECTOR REPORT

Welcome

Roll Call

Chairman's
Comments

Workforce
Training

WIOA State
Plan

Expenditure
Guide

Discussion

Public
Comment

Adjourn

ANNOUNCEMENTS/ DISCUSSION

Welcome

Roll Call

Chairman's
Comments

Workforce
Training

WIOA State
Plan

Expenditure
Guide

Discussion

Public
Comment

Adjourn

PUBLIC COMMENT

ADJOURN