



**WORKFORCE INVESTMENT COUNCIL
CAREER PATHWAYS TASK FORCE MEETING
Friday, October 19, 2018
10:00AM**

2235 Shannon Place SE, Suite 3031, Washington, DC 20020

I. Welcome

Joe Jaroscak, Program Manager welcomed everyone in attendance and provided an opening statement highlighting the role of the Career Pathways Task Force.

II. Introductions

Joe Jaroscak, Program Manager provided introductions of Career Pathways Task Force members, designees and guest.

TASK FORCE MEMBERS PRESENT	COMMITTEE MEMBERS ABSENT	GUESTS	WIC STAFF
Raymond Bell Jr. (HOPE Project) Kilin Boardman -Schroyer (OSSE) Jean Badalamenti (DCPL) Designee Kim Brown (DC Central Kitchen) Shawn Hilgendorf (DC Council) Christopher Nace (DDS) Jean Badalamenti (DCPL) Designee Diane Pabich (WIC) Alberto Marino (WMATA) Katherine Novinski (DCPS) Nathan Smith (Allied Universal) Barrington Tolliver (Potomac Job Corps) Designee Vanessa Weatherington (DOES) Designee	Brian Campbell (DHS) Tony Johnson (UDCCC) Antoinette Mitchell (OSSE) Unique Morris-Hughes (DOES) Richelle Russell (DME) Designee Darren Woodruff (PCSB)	Judy Berman (DC Appleseed) Shanta Hendry (Bread for the City) Liz Weiss (DC Council) Roxanne Williams (Urban Ed.) Devin Vines (Bread for the City) DaiJaun Wade (DHS) David Ross (DHS)	Joe Jaroscak Todd Lang Bridgette Royster Gina Tak

I. OSSE/WIC AFE Grant Presentation

- a. Kilin Boardman-Schroyer of the DC Office of the State Superintendent of Education (OSSE), provided an overview and status update on the Adult Education and Family Literacy Act and Workforce Investment Council Career Pathways grants.
- b. OSSE and the DC Workforce Investment Council have partnered since 2017 on a grant model that blends funds to award funds to ten sub grantees to offer integrated education and training services, as recommended in the District
- c. Grantees are required to comply with Title II of the Workforce Innovation and

Opportunity Act (WIOA) and align with the DC WIOA Unified State Plan and DC Career Pathways Task Force recommendations.

- d. Based on Career Pathways Task Force recommendations, the focus is on Integrated Education & Training (IE&T) services, which make literacy and numeracy concurrent with sector training to move forward more quickly along a career pathway.
- e. Sub-grantees are aligned with the WIC's High Demand Sectors and partner with employers.
- f. The training is integrated with a single set of learning objectives, individual career pathway mapping, and counseling.
- g. Most clients are at below the required reading and math levels, so remediation is provided along with career awareness to help them understand the next step.
- h. 2017-2018 grantees performed well, and each grantee is receiving continuation funding in program year 2018-2019. Depending on performance, sub grantees may also receive continuation funding in program year 2019-2020, as outlined in WIOA. A new grant competition is being planned in 2019-2020 for the year 2021.
- i. Grantees exceeded the previous year's performance, the federal target, and the national average. 46 percent of students made a measurable skills gain exceeding last year's performance by ten percentage points and exceeding our federal target by four percentage points. 37 percent of those students who entered the program functioning at the 9th grade level or above earned their secondary credential. 420 students earned an entry level and/or industry-recognized certification within the WIC's high demand career sectors.
- j. To continue improving outcomes, expectations will be clarified, monitoring will be enhanced, and a feedback loop about what works will be utilized.
- k. Regarding employment outcomes, there is an agreement with DOES to compare data for those with social security numbers, and a follow-up survey is conducted to capture self-reported data. However, adult learners are in and out of the program, and employment outcomes are relevant for those that truly complete.
- l. For those interested in partnering, there is an opportunity when the competition is reopened in 2019. In the meantime, they may join the continuation funding by reaching out to grantees.

II. Strategic Planning Priorities

- a. The Career Pathways Task Force will work during Fiscal Year 2019 to update the DC Career Pathways Strategic Plan and build on progress that has been made.
- b. Proposed priorities include scaling up partnerships between training providers and employers, keep career pathways maps up-to-date and a useful resource for referrals and residents to understand opportunities, aligning workforce partners, and expanding Community of Practice resources.
- c. *Pathways members noted the need for strategies around barrier remediation:*
 - o *Establishing communication with large employers about finding a place*

- for the long-term unemployed in growing industries, or compelling by writing into bids and contracts.*
- *It was noted that access to government identification and documentation is a challenge, and a systematic approach to supporting District residents would help to strengthen opportunities.*
 - *There is mixed understanding about the legalization of marijuana and drug-testing.*
 - *People choose training programs based on the salary at the end but they need to understand how to cope with their barriers. Non-starters should be made clear in the career pathways maps so that conversation can be had.*
- d. *Another suggestion was to provide support recently employed and incumbent workers to provide resources and support that allow career advancement.*
- *It was noted that the provider directory can help address some of these needs. In addition to the map of services, this is another format that will be accessible for residents, partners, service and training providers.*
 - *One suggestion was to establish sector specific counselors to help screen candidates for each industry and serve as a single point of contact for employers in that industry.*
- e. *A suggestion was made to focus on Monitoring and continuous improvement of career pathways system with the career pathway maps as part of the strategy.*
- f. *The importance of agency alignment as component of system alignment was emphasized as vital to ensuring that agency approaches to career pathways are fully coordinated and aligned with a systematic strategy.*
- g. *The importance of strengthening community outreach about programs to ensure that we are building awareness of all of the available resources.*
- h. *Joe Jaroscak develop a draft document that incorporates the major themes and will organize the ideas generated during the meeting to create a framework for the updated strategic plan.*
- i. *The Task Force provided guidance on use of innovation funds and priorities to strive for as a system. The suggestions include:*
- *Allow vendors to select the time of day to provide services.*
 - *Leverage additional resources outside the workforce system, such as credit, housing, childcare, transportation, that address some of the root causes of poverty. Each agency makes these connections as needed, but how to link it all together as a system.*
 - *Consider two-generational approach to serving customers.*
 - *Build in continual support and retention.*
 - *Partner more closely with Virginia and Maryland, as there are opportunities for District residents.*
 - *It was suggested that prior to granting funds, the Task Force ensure a process for vetting grantees.*

III. Workforce Investment Council Announcements

- a. The WIC continues to work with the Employer working groups and partners to establish career pathway maps and sector strategies.
- b. The WIC facilitated four trainings for the Career Pathways Community of Practice (CoP) during 2018 and will hold an in-person training on January 9, 2019. Based on feedback from CoP participants, the WIC is working to supplement the trainings with interactive training modules on the WIC CoP Portal.
- c. The WIC Has drafted a Provider Directory with 27 survey respondents. WIC staff will work with Task Force members and OSSE to expand the list and discuss the feasibility of integrating the directory with OSSE's Community Catalogue.
- d. The WIC is developing a workforce customer flow map that will reflect the use of the Data Vault for coordinated intake and referral.

IV. Other Business

- a. *It was noted that Perkins V was just approved by US Congress and the DC plan is being updated. A CTE advisory council will be put together to encourage more intentional overlapping between secondary and post-secondary education.*
- b. *A public participant emphasized the importance of tracking progress using numbers rather than, noting that by using actual numbers it helps determine what the budget should be to help the appropriate number of people.*
- c. *It was noted that the delivery of information about career opportunities should be centralized and uniform.*
- d. *It was noted that DHS applied for 2 opportunities related to coaching and career pathways maps. The WIC will be meeting with them in the next few weeks, and will report progress to the task force once they have more information.*
- e. *It was also stated that mental health is critical to keeping people employed, and services should be integrated to support that.*
- f. *Another suggestion was that a greater understanding of the ETPL and DOES process would be helpful.*

V. Next Steps & Closing

- a. Joe Jaroscak will follow up with more information on the strategic plan, mapping the discussion to pillars framework moving forward.
- b. Minutes and other documents will be shared to capture ideas around the innovation fund.
- c. Joe Jaroscak will follow up with partners about expanding the Provider Directory.