



GOVERNMENT OF THE DISTRICT OF COLUMBIA  
**MURIEL BOWSER, MAYOR**

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# WORKFORCE INVESTMENT COUNCIL

QUARTERLY BOARD MEETING

*July 12, 2016*





GOVERNMENT OF THE DISTRICT OF COLUMBIA

MURIEL BOWSER, MAYOR

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# I. CALL TO ORDER

ANDY SHALLAL

*CHAIRMAN, WORKFORCE INVESTMENT COUNCIL*



# AGENDA



- I. Call to Order**
- II. Swearing In of WIOA Compliant WIC Board**
- III. Chairman's Comments**
- IV. Approval of Minutes {April 12, 2016}**
- V. Executive Director's Report**
- VI. Overview of WIOA Final Regulations**
- VII. DOES Vendor Scorecard Presentation**
- VIII. Public Comment**
- IX. Adjourn**



GOVERNMENT OF THE DISTRICT OF COLUMBIA

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## II. SWEARING IN CEREMONY

STEVEN WALKER

*Executive Director*

*MAYOR'S OFFICE OF TALENT & APPOINTMENTS*





GOVERNMENT OF THE DISTRICT OF COLUMBIA

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## III. CHAIRMAN'S COMMENTS

ANDY SHALLAL

*CHAIRMAN*

*WORKFORCE INVESTMENT COUNCIL*





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## IV. APPROVAL OF MINUTES

# APRIL 12, 2016 WIC MEETING





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# V. EXECUTIVE DIRECTOR'S REPORT

ODIE DONALD

*EXECUTIVE DIRECTOR*

WORKFORCE INVESTMENT COUNCIL





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# RECOGNITION OF SERVICE

*Joslynn Willians*

*Executive Director (Retired)*

DC AFL-CIO





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# WIOA BOARD TRAINING

TOM WEST

*Senior Vice President*

Thomas P. Miller & Associates





# D.C. Workforce Investment Council

July 12, 2016



THOMAS P. MILLER & ASSOCIATES

# TRAINING AGENDA

- MAYOR'S ORDER
- UNIQUE ROLE AS STATE/LOCAL BOARD
- BYLAW HIGHLIGHTS
- ROLE OF BOARD & STAFF
- POLICY & OVERSIGHT

# MAYOR'S ORDER

Defines the role of the WIC as the state and local board in compliance with local/federal legislation

- Board Composition
- Board member roles and responsibilities
- Term limits
- Board functions as required by WIOA
- Committee structure and responsibilities
- Executive Director role and responsibilities

# WIC ROLE AS STATE BOARD

- State plan
- Vision and guidance for workforce strategy
- Strategies for outreach and access
- Regional partnerships
- Continuous improvement
- Policies for one-stop system
- Criteria for assessing one-stops



# WIC ROLE AS LOCAL BOARD

- Coordinate investments with economic development strategies
- Designate or certifying one-stop operators
- Award grants and contracts
- Select youth providers
- Oversee youth providers



# RESPONSIBILITIES BEYOND WIOA

- Additional sources of funding
- Participation of business and industry
- Policy recommendations
- Process for overseeing and monitoring the Department of Employment Services
- Innovate!



# WIC BYLAWS

- Article I- Definition of Public Law
- Article II- Naming of Organization
- Article III- Legal Authority
- Article IV- Purpose of the WIC
- Article V- Functions and responsibilities of the board
- Article VI- Membership and Composition of the Board
- Article VII- Appointment and reappointment to the board and disqualification
- Article VIII- Duty of Chair, Vice Chair and Officers
- Article IX- Office Staff and Budget
- Article X- Committees
- Article XI- Operational Procedures
- Article XII- Amendment of the Bylaws

# ARTICLE V

## FUNCTIONS & RESPONSIBILITIES

- 26 responsibilities f/the federal law
- 4 additional functions
- Annual Report



# ARTICLE VIII

## DUTY OF CHAIR, VICE CHAIR & OFFICERS

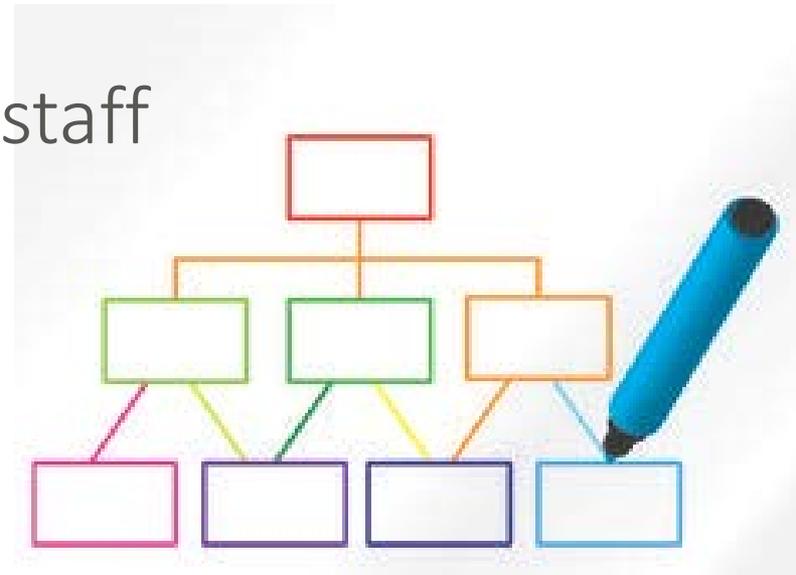
- Chair appointed by Mayor
- From business members
- Presides over meetings
- Vice Chair subs



# ARTICLE IX

## OFFICE STAFF & BUDGET

- Deputy Mayor for Planning and Economic Development
- Executive Director serves at pleasure of Mayor
- Executive Director hires staff



# ARTICLE X

## COMMITTEES

- Recommendation of 4 Committees
  - *Subcommittees & Taskforces*



# ARTICLE XI

## OPERATIONAL PROCEDURES

- Chair calls meetings
- Special meetings (3 day notice)
- Quorum –  $\frac{1}{2}$  plus one member
- Hearing body
- Meetings are public
- Simple majority rules
- 3 strikes – your out!
- Informal Robert's Rules



# WIC ROLE IN PROVIDING OVERSIGHT

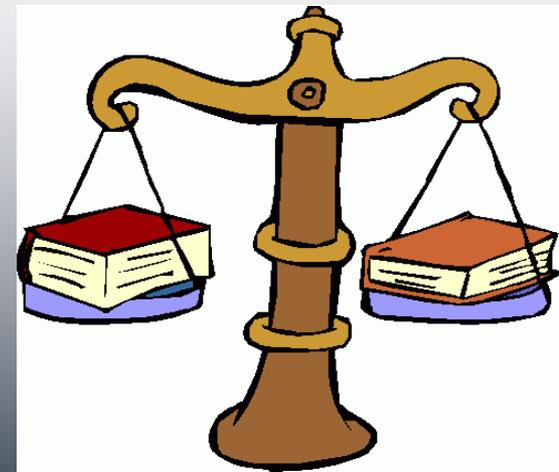
- Keep big picture in mind
- Stay out of the weeds!
- Be strategic, not programmatic
- Discussions based on strategy
- Limit acronyms and jargon



# WIOA IMPLEMENTATION



The U.S. Departments of Labor and Education released final WIOA Final Regulations on June 30, 2016. This guidance builds on the law and other guidance to date, and WIC staff will work with the Board and agency partners to ensure that our system follows these regulations and takes advantage of innovative practices allowed and encouraged.



# WIOA IMPLEMENTATION



## Key Upcoming Decisions and Actions

- ✓ Seating of WIOA Compliant Board
- ✓ Adoption of Updated WIC Policies
- ✓ One Stop Operator Procurement Decision
- ✓ Inter-Agency Resource Sharing Agreements
- ✓ Youth Services Delivery Model
- ✓ Data System Adjustments and Inter-Agency Performance Reporting Agreements

# PROCUREMENT UNDER WIOA



## One-Stop System (American Job Centers)

- The WIC must select the one-stop operator through a competitive process
- The role of the OSO must be defined through the procurement process
- One-Stop partners must use a portion of funds available for the program and activities to maintain the one-stop system, including infrastructure costs of one-stop center and must enter into MOU with the local board



# WIOA Working Group Highlights



## WIOA Implementation Working Group Report Outs Included:

- System Integration: Recommend WIOA core program\* co-location and accessibility with defined handoffs to required partners and other services
- WIOA Funding and Procurement: Working group was surveyed on the type of one-stop operator procurement that would best serve the District, with results still pending to share with executive team.
- Data Integration and Performance: Working group was surveyed on data integration considerations and research agenda, with results still pending to share with executive team.
- Administration and Board Structure: Agreed that WIC policies should ensure compliance, flexibility, and encourage use of best practices; and recommended further consideration of more job readiness standards.

\*Core WIOA programs are Title I and III workforce services (DOES), Title II adult education (OSSE), and Title IV vocational rehabilitation (DDS/ RSA), all of which have program specific content included in our Unified State Plan as required. TANF (DHS) and UDC-CC are also noted as key partners in the Plan among other required partners to highlight the importance of coordinating with them.

# WIOA IMPLEMENTATION



## WIOA Required Policy Updates

- Board Governance and Operations
- Funding and Procurement
- Programs and Services
  - One-Stop System
  - WIOA Adult Services
  - WIOA Youth Services
  - Rapid Response
- Data and Performance
- Oversight

# WIOA IMPLEMENTATION



## Workforce Implementation Guidance Letters (WIGL)

- The U.S. Department of Labor’s Employment and Training Administration (DOL-ETA) issues Training and Employment Guidance Letters (TEGLs) to provide interim guidance in the absence of regulations and/or to further clarify key federal priorities for the federally funded workforce systems.
- Some states workforce development boards issue similar guidance to the areas and agencies that they have oversight for, and the WIC proposes to adopt this process locally.
- If approved by the WIC Executive Committee, the WIC would begin issuing WIGLs to help implement federal requirements more quickly and further clarify policy guidance.

# WIOA STATE PLAN



- **DC State Plan Received Approval from USDOL and ED**
  - Approval granted on the condition specific sections require further clarification:
    - State Operating Systems and Policies relating to: WIOA compliance progress, WIOA-compliant State Board, State Funds, Priority of Services
    - State Strategies including: Improving Outcomes for out-of school youth, Agricultural Outreach Plan, Registered Apprenticeships, Rapid Response, Staff Training
    - Adult and Family Literacy Act Programming Implementation
  - WIC will rectify or submit action plan detailing remedies for each item by September 1, 2016

# DC HIGH RISK STATUS



## DOL Findings and Concerns:

- WIOA Youth program issues related to enrollment, participant documentation and privacy, policies and procedures, and cost allocation
- WIOA implementation steps not completed on time – including WIC policy updates
- WIC Board governance issues, including WIOA required membership composition and board functions

# DC CORRECTIVE ACTION PLAN



## CAP Solutions – 1-Year Plan to Resolve Status:

- Expanded WIOA Youth enrollment through contracting and outreach; improved performance through better sub-grantee coordination, service offerings, and case management
- Expedited WIOA implementation, including WIC policy updates, WIC-led WIOA implementation groups, updated procurement processes, and increased program integration
- WIC Board governance updates, including seating of compliant Board, bylaws, and robust board training



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# **WIOA TITLE I**

## ***FISCAL & PROGRAMMATIC UPDATE***



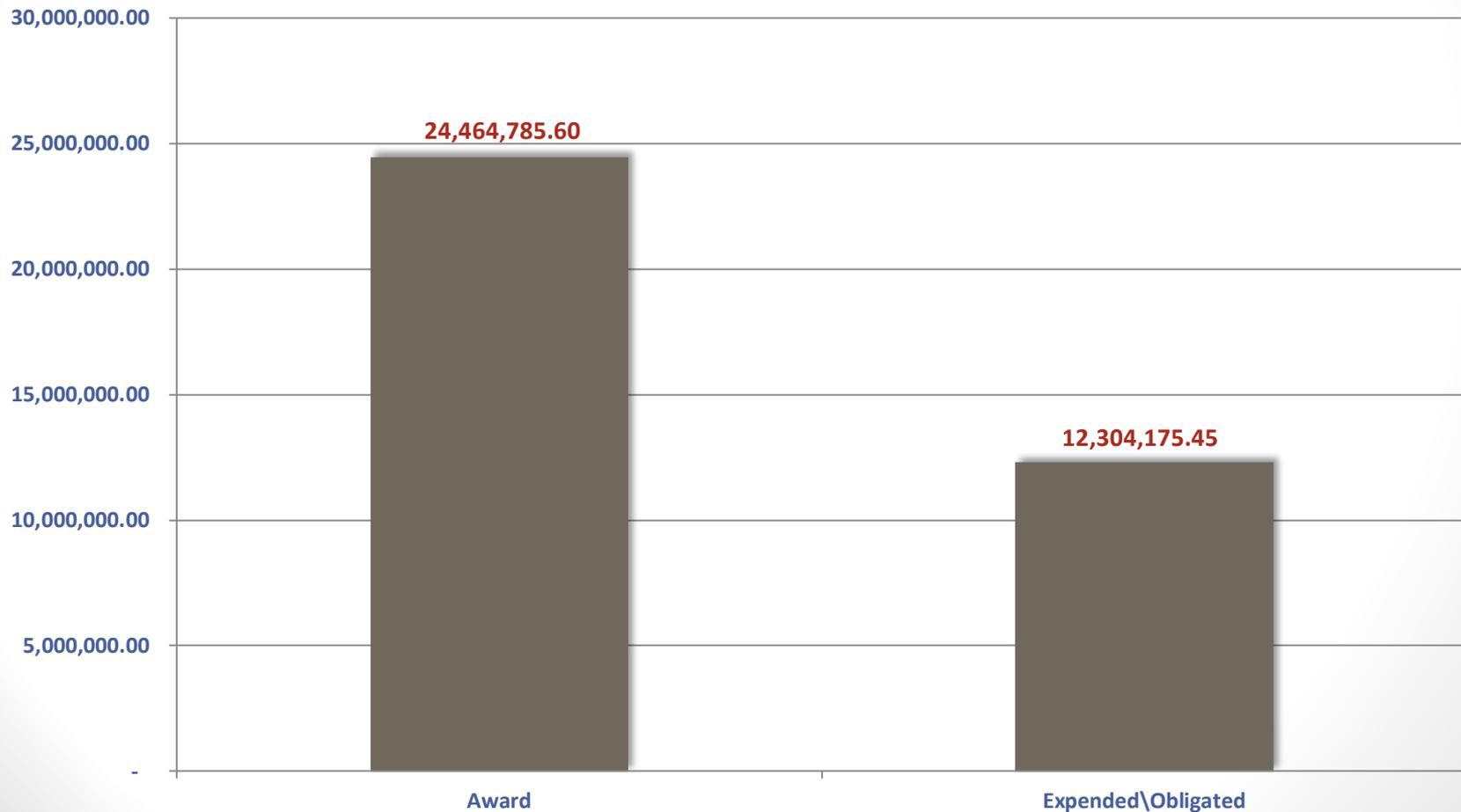
# PY13-PY15 WIOA CARRYOVER & CURRENT FUNDING GRANT BALANCES

FUNDING STREAMS	AWARD	PRIOR YEAR EXPENDITURES	CARRY-OVER CURRENT FUNDING
Adult	5,829,564.00	3,334,869.94	2,494,694.06
Dislocated Worker	7,952,548.25	1,930,822.24	6,021,726.01
Rapid Response	881,785.75	361,127.39	520,658.36
Youth	9,686,551.60	1,010,604.25	8,675,947.35
WIOA Transition\Implementation	114,336.00	0.00	114,336.00
<b>Total</b>	<b>24,464,785.60</b>	<b>6,637,423.82</b>	<b>17,827,361.78</b>

# WIOA Awards vs. Obligations

## PY13-PY15

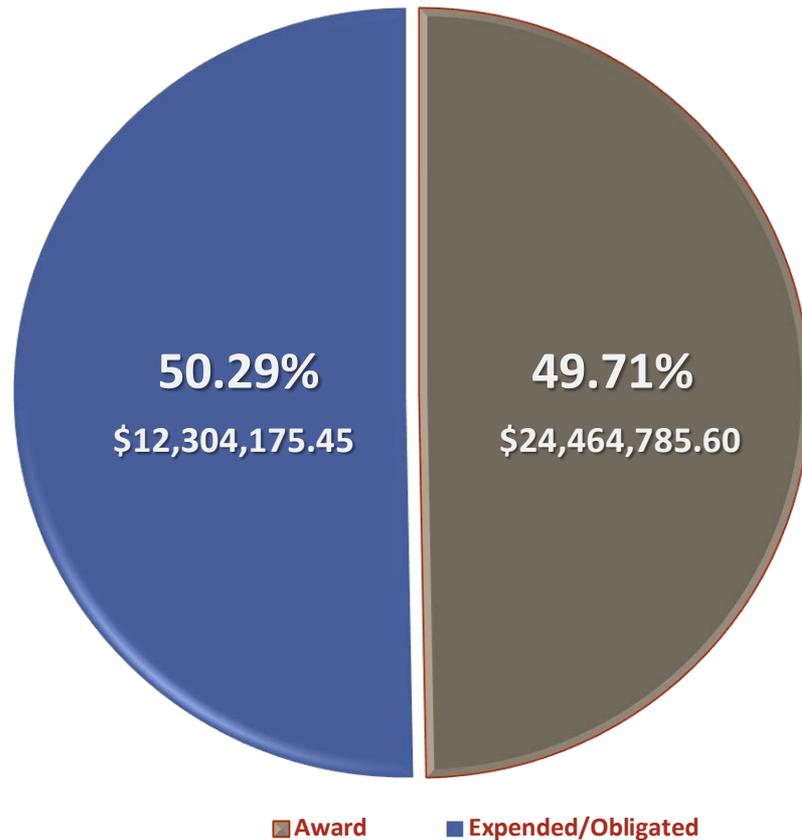
### MARCH 31ST 2016 3RD QTR



# WIOA Awards vs. Obligations

## PY13-PY15

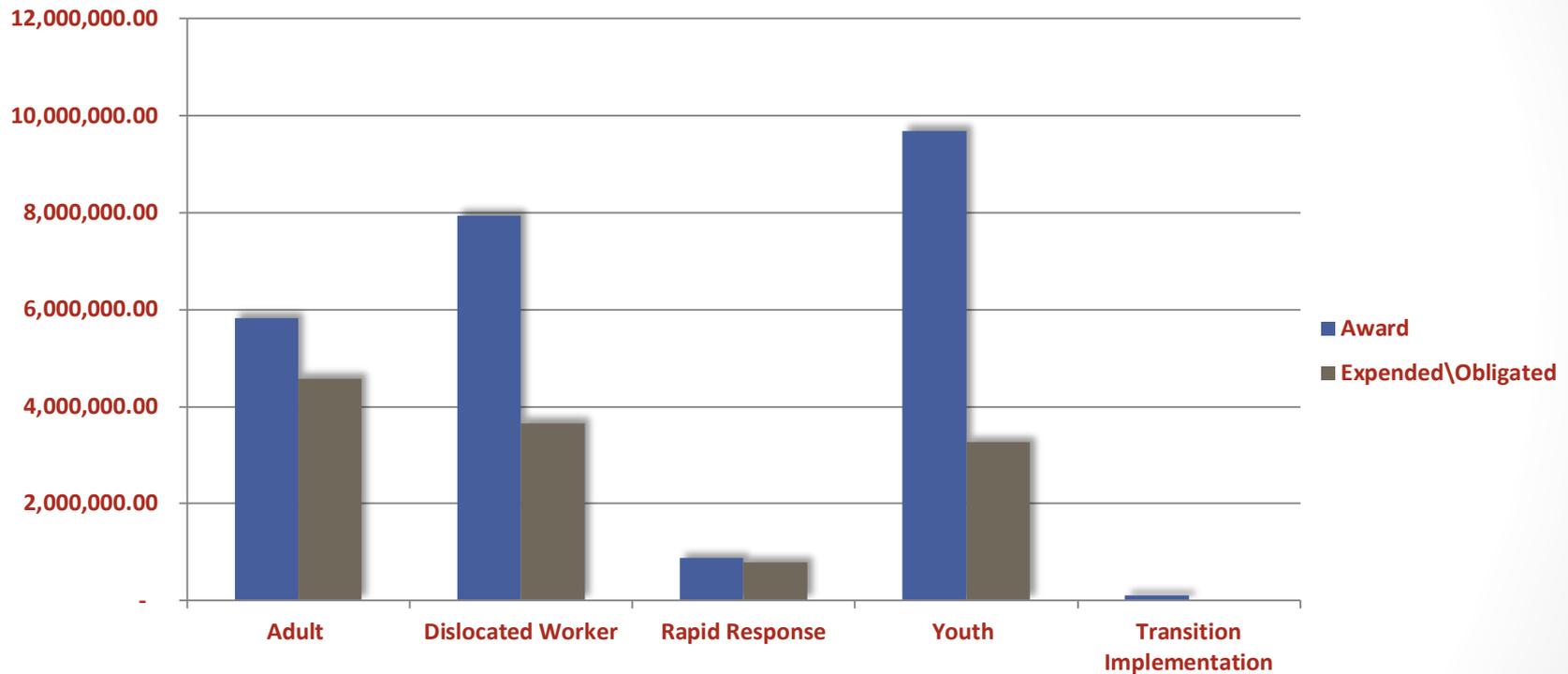
### MARCH 31ST 2016 3RD QTR



# Award vs. Obligations

## PY13 - PY15

### March 31st 2016 - 3RD Qtr.



Category	Adult	Dislocated Worker	Rapid Response	Youth	Transition Implementation
<b>Award</b>	<b>5,829,564.00</b>	<b>7,952,548.25</b>	<b>881,785.75</b>	<b>9,686,551.60</b>	<b>114,336.00</b>
<b>Expended\Obligated</b>	<b>4,576,875.80</b>	<b>3,664,778.41</b>	<b>794,619.63</b>	<b>3,267,901.61</b>	<b>0.00</b>

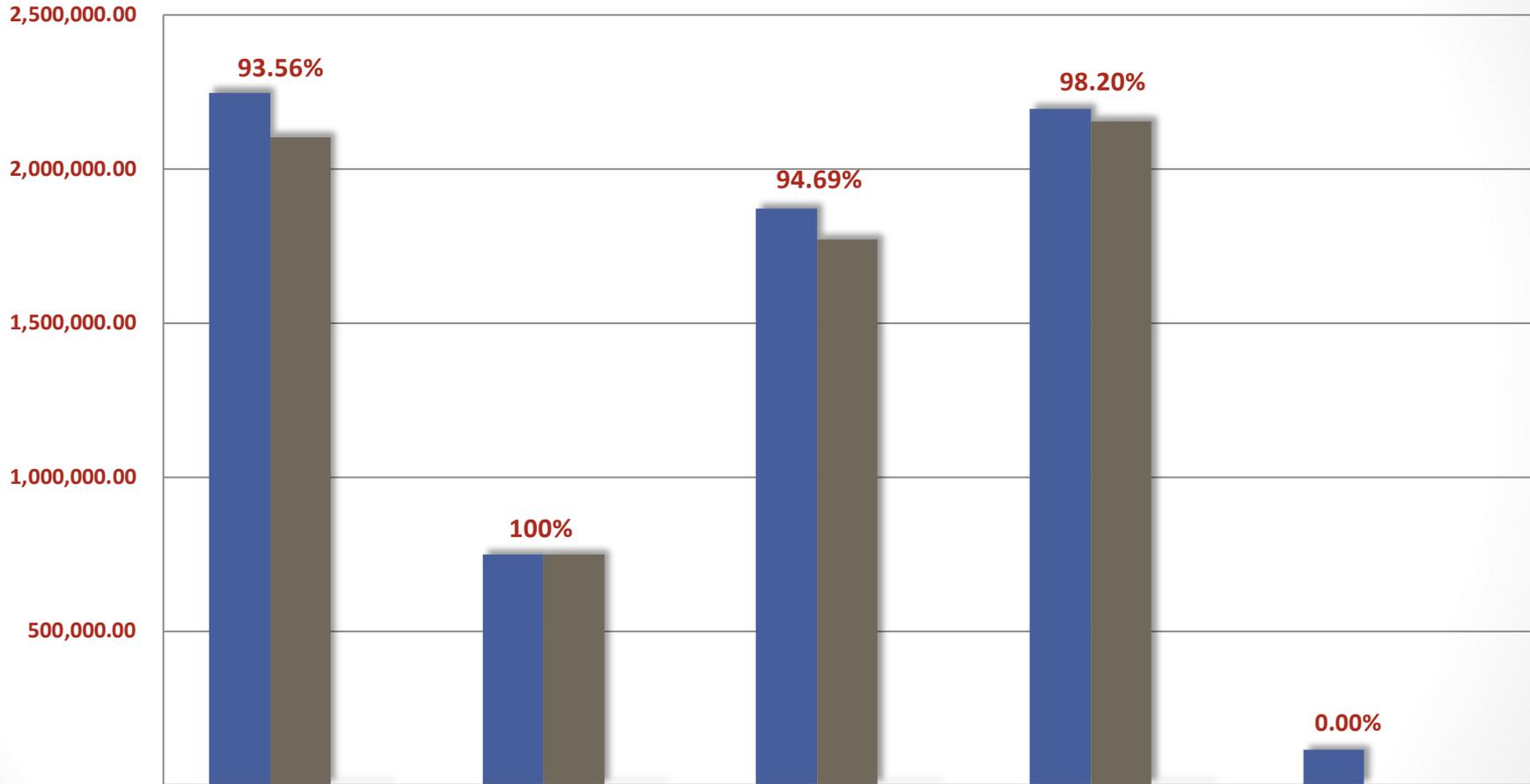
# PY13 / FY14

## 80% OBLIGATION REQUIREMENT



# PY14 / FY15

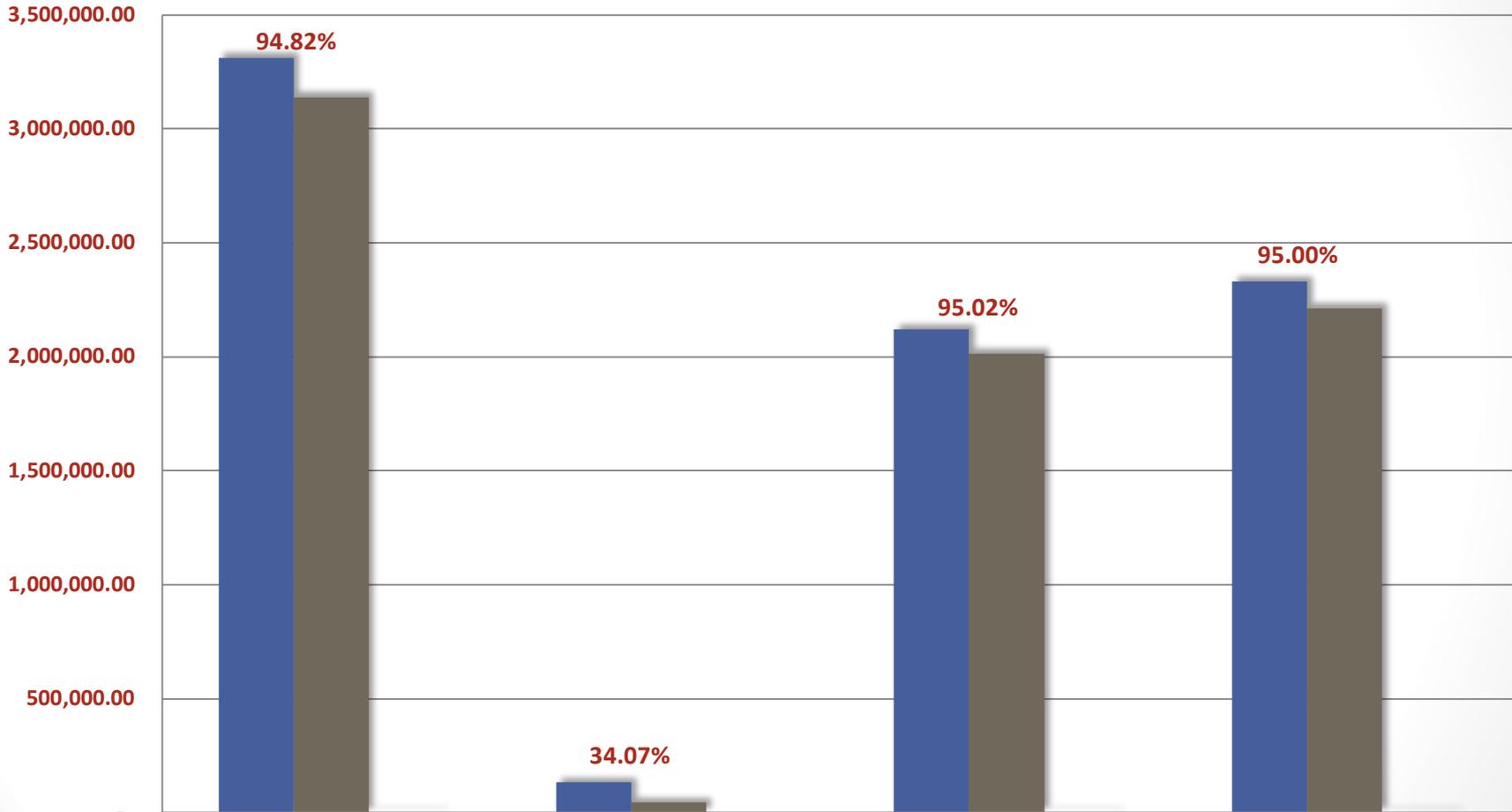
## 80% OBLIGATION REQUIREMENT



	Dislocated Worker	Rapid Response	Adult	Youth	WIOA Transition/Implementation
<b>Award</b>	2,248,715.25	749,571.75	1,871,526.00	2,195,368.60	114,336.00
<b>Obligation</b>	2,103,976.64	749,571.75	1,772,235.08	2,155,782.14	0.00
<b>Percentage</b>	93.56%	100.00%	94.69%	98.20%	0.00%

# PY15 / FY16

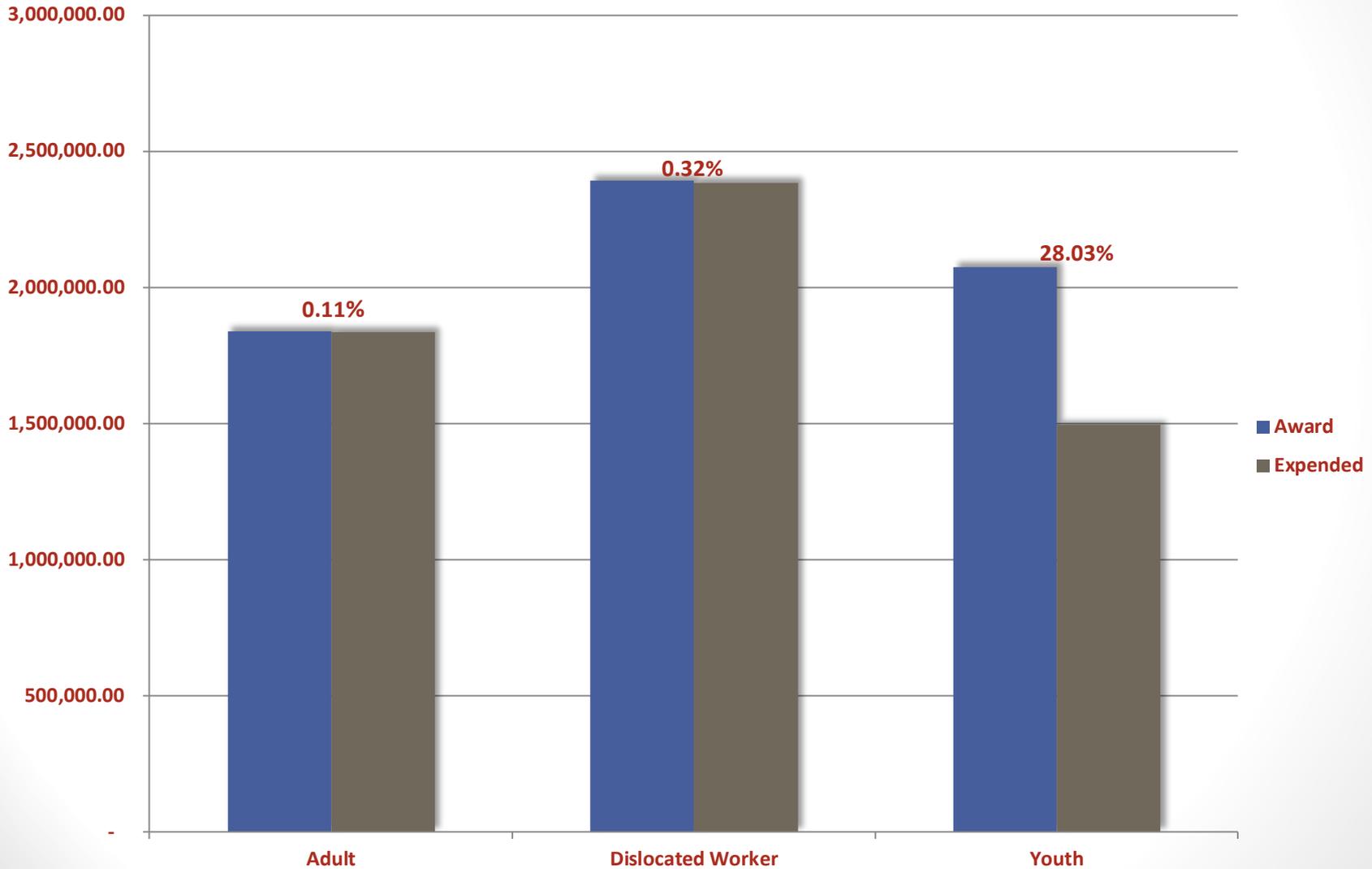
## 80% OBLIGATION REQUIREMENT



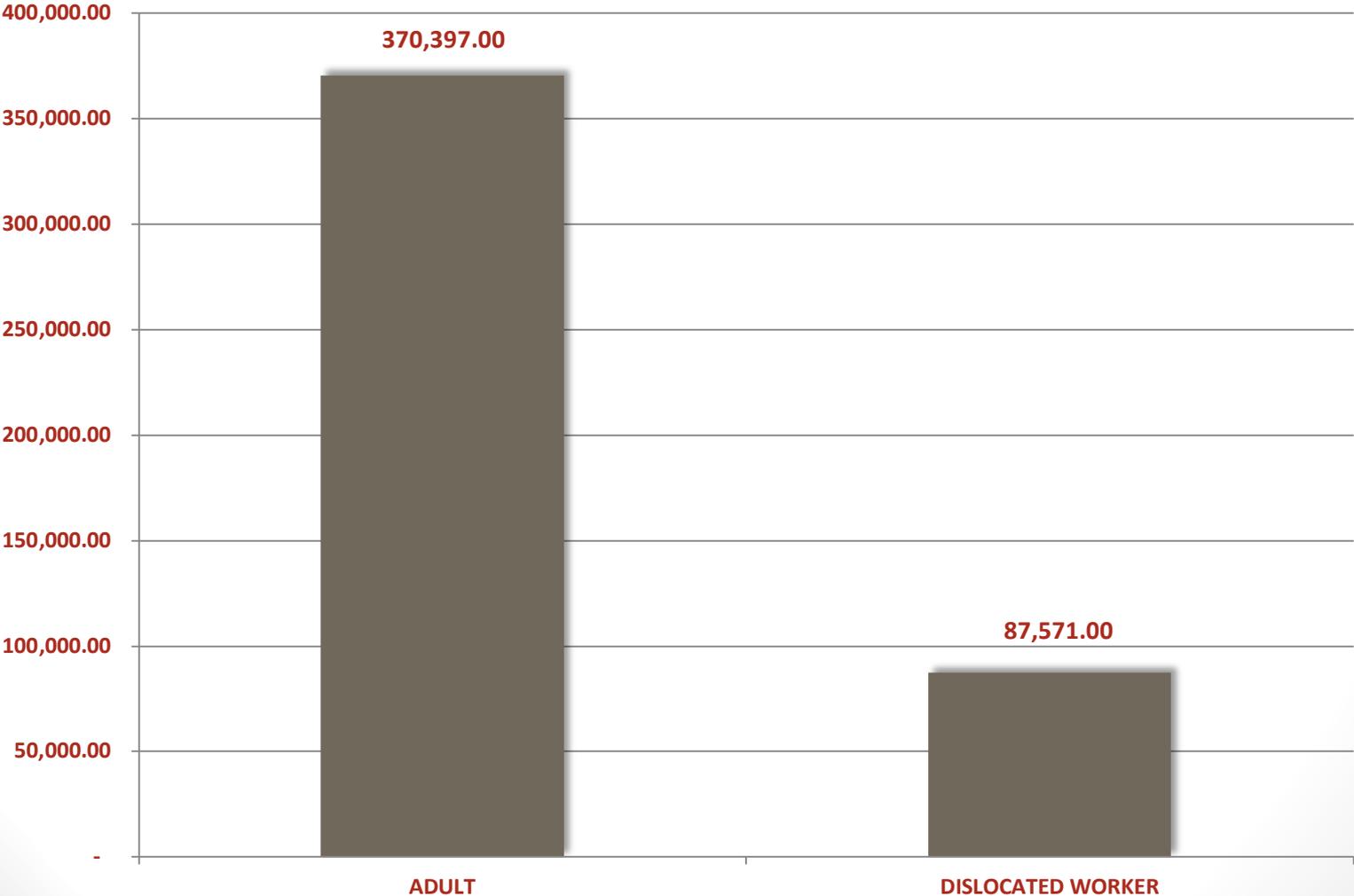
	Dislocated Worker	Rapid Response	Adult	Youth
■ Award	3,311,413.00	132,214.00	2,119,523.00	2,329,955.00
■ Obligation	3,139,848.05	45,047.88	2,013,957.55	2,213,457.25
■ Percentage	94.82%	34.07%	95.02%	95.00%

# PY13 Lapsing Funds

## June 30, 2016



# FY16 YTD 2ND QTR. ITA EXPENDITURES



# WORKFORCE INTERMEDIARY PROGRAM



## WORKFORCE INTERMEDIARY PROGRAM

Sector strategy pilot program administered through the WIC that

- Invests over \$1 million annually in innovative, performance-based workforce initiative 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 – culinary arts training
  - ✓ AFL-CIO Community Services Agency – construction pre-apprenticeship
  - ✓ Collaborative Solutions for Communities – construction support services



# WORKFORCE INTERMEDIARY OUTCOMES

## Grantee Performance

- Grants are 100% performance based, and grantees are compensated for enrolling eligible District residents and helping them achieve benchmarked placement, earning, and retention outcomes

Grantee Performance Outcomes – October 2015 – June 2016 – First 3 Quarters of FY 2016  
(grants expire at end of FY 2016)

Grantee	DC Resident Enrollment (goals for year in parenthesis, CSC goal is monthly caseload enrolled)	Job Placement Rate for Enrollees – 62% is WIOA Benchmark	Portion of Placements at or Above Wage Benchmark* - 50% equates to WIOA	Retention Rate (3-6 months) – 79% is WIOA Benchmark
DCKK	56 (80)	59%	39%	NA
AFL-CIO CSA	45 (70)	66%	73%	NA
CSC	100 (100)	NA	NA	81%

***\*Benchmark wage is \$13 for DC Central Kitchen and \$13.80 and/or apprenticeship placement for AFL-CIO CSA based on industry focus.***

# WORKFORCE INTERMEDIARY PROGRAM



## ADDITIONAL PROGRAM ACTIVITIES AND PARTNERSHIPS

- **The Wharf** – Partner with developers and contractors on this major SW DC waterfront project by connecting workforce services through grantees and helping with broader system coordination through regular meetings with key stakeholders. The project is on track to meet First Source goals for DC and Ward 8 residents and about 24% of recent AFL-CIO CSA graduates work on the project.
- **DC United Stadium** – Partner with DGS and DOES on development supported workforce intermediary efforts for the project, including initial startup of a Community Workforce Coordinator reporting to the WIC that will help connect ANC6D area residents to jobs on the project and other workforce system resources. The WIC will also assist in additional workforce planning efforts, including the development of training for targeted hospitality and construction jobs.

# CAREER PATHWAYS



## **Career Pathways Community of Practice, funded through the Innovation Fund, RFQ released on July 5, 2016**

- Community of Practice: District adult education and workforce providers and partners working collaboratively on improving the quality and coordination of services to District of Columbia residents through facilitated professional development and technical assistance.



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# WIC ACTIVITIES

LAUREN SCOTT

*PROGRAM MANAGER*

*WORKFORCE INVESTMENT COUNCIL*



# WIC ACTIVITIES



- WIC staff participate in a variety of local, regional, and national activities
  - Initiatives focusing on:
    - Business Engagement
    - Special Populations (Homeless, Returning Citizens, Youth, etc.)
    - WIOA Implementation and Integration of the Workforce System
    - Sector Strategies
    - Career Pathways
  - Collaborate with other states and national organizations on best practices
  - Attend Professional Development Trainings: Career Pathways Leadership Institute, Workforce Technology Conference, International Association for Workforce Professionals Annual International Education Conference
  - Currently planning for upcoming Board Trainings on WIOA, Career Pathways, and Sector Strategies

# SUMMER IMPACT HUB



- White House selected DC as one of 16 Summer Impact Hubs to enhance programming and opportunities for youth
- Partnership with LinkedIn added 23 new employers to MBSYEP, hosting 47 youth in IT, Banking, Social Services, Journalism, Hospitality, Pest control, Banking, Real Estate, Construction, and Finance
- WIC meets weekly with White House Summer Ambassadors to add Federal resources to District youth programs
- STEM-E professional development provided to youth on Fridays by the US Department of Energy



# SUMMER IMPACT HUB



- White House and WIC hosted employer engagement event: “Youth Empowerment through Employment Convening” at Eisenhower Executive Office Building on June 20
- Attendees included top representatives from Hilton Worldwide, Blackstone Technology, Pepco, AT&T, MGM Resorts International, Safeway, Chipotle, Courtyard Marriot, Marriot Marquis
- Employers made commitments including hosting and mentoring MBSYEP youth and working with District agencies to hire residents





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# VI. OVERVIEW OF WIOA FINAL REGULATIONS

JOHN CHAMBERLAIN

*GENERAL COUNSEL*

*WORK SYSTEMS OREGON*



# WORKFORCE BOARDS



**Directing the  
Workforce  
Innovation and  
Opportunity  
System**



# STRATEGIC PLAN



## **A four year plan for workforce development:**

- Key Business Sectors
- Workforce Skill Sets
- Where are the gaps? What needs to change?

How do we turn the strategic plan into an action plan?

# MEMORANDUM OF UNDERSTANDING



- ✓ The WIC and the Mayor develop an “MOU” with public workforce agencies to describe how the local workforce system will deliver services in a coordinated manner and how those services will be funded. The goal is to better align workforce services, increase results and save money!
- ✓ Work on the MOU should start soon. The implementation date is July 1, 2017.

# THE ONE-STOP OPERATOR



- Must be selected by the WIC and the Mayor through a Competitive Procurement
- Think of a “mall manager” ... coordinating what the workforce partners do Center by Center on a day-to-day basis

# CERTIFICATION AND CONTINUOUS IMPROVEMENT OF ONE-STOP CENTERS



## **The WIC certifies Centers at least once every 3 years**

- ❖ Service coordination/integration among partners
- ❖ Effectiveness, accessibility, and improvement of local system
- ❖ Meets needs of employers and job seekers
- ❖ Are the Centers in the right places delivering the right set of services?

# YOUTH PROGRAMS



# A CHANGE OF DIRECTION?



- 75% of funds for out-of-school youth ages 16 to 24
- The emphasis is on career pathways in key sectors and industries
- How should the year-round WIOA youth program connect to the District's summer program?



WIA Common Measures	WIOA Measures	What has Changed?
<b>Adult/DW:</b> Entered employment rate	Entered employment rate	Revised: now Q2 after exit
<b>Adult/DW:</b> Employment retention rate	Employment retention rate	Revised: now Q4 after exit
<b>Adult/DW:</b> Average earnings	Median earnings	Revised: Q2; 1Q earlier
<b>Adult/DW:</b>	Credential rate	New measure
<b>Adult/DW:</b>	In program skills gain	New measure (real time)
<b>Youth:</b> Placement in Employment/Ed/Train	Placement in Employment/Ed/Train	Revised: now Q2 after exit
<b>Youth:</b> Lit/Num Gains		Eliminated
<b>Youth:</b>	Retention in Emp/Ed/Train	New measure
<b>Youth:</b>	Median earnings	New, after Q2
<b>Youth:</b> Attained Degree/Certificate	Credential rate	Similar to current
<b>Youth:</b>	In program skills gain	New measure
<b>Employer measure:</b>	To be determined	New measure

# KEEPING UP



U.S. Department of Labor has a website and a dedicated email address for the latest on WIOA regulations and implementation:

[www.doleta.gov/WIOA](http://www.doleta.gov/WIOA)

[DOL.WIOA@dol.gov](mailto:DOL.WIOA@dol.gov)



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# VIII. PUBLIC COMMENT



Public comment 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.



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## IX. ADJOURN

