



DC Workforce Investment Council Quarterly Board Meeting Notes

Monday, January 27, 2020, at 10:00 a.m.

**Martha's Table at the Commons
2375 Elvans Road SE, Washington, DC 20020**

The Workforce Investment Council met at Martha's Table at the Commons, 2375 Elvans Road SE, Washington, DC 20020 at 10:00 a.m., Antwanye Ford, Chairman, presiding.

Board Members Present:

- Joseph L. Andronaco*, Access Green
- Steven Boney, WMATA
- Anthony Cancelosi, Columbia Lighthouse for the Blind
- Elizabeth DeBarros, District of Columbia Building Industry Association
- Antwanye Ford, Chairman
- Angela Franco, DC Health Benefit Exchange Authority
- Korey Gray, DC Water, and Sewer Authority
- Bernadette Harvey*, BConstrux
- Paul Kihn, Deputy Mayor for Education
- LaTara Harris, AT&T
- Thomas Horejes, Gallaudet University
- Michael Maxwell, Pepco
- Kathleen McKirchy, AFL-CIO
- Antoinette Mitchell, Office of the State Superintendent of Education
- Unique Morris-Hughes, Department of Employment Services
- John O'Brien, WGL Holdings
- Thomas Penny, Donohoe Hospitality Services
- Andrew Reese, Department on Disability Services
- Elissa Silverman, Council of the District of Columbia
- Ahnna Smith, Workforce Investment Council
- Nathan Smith, Allied Universal
- Tony Summers*, University of the District of Columbia Community College
- Darryl Wiggins, DigiDoc, Inc.
- Laura Zeilinger, Department of Human Services

*Denotes Participation via Telephone

Also Present:

- Melinda Argueta-Tello
- Kilin Boardman-Schroyer
- Latoshia Butler
- Adriana Crawford
- Crystal Davis
- Aaron Everhart
- Jasmine Illa
- Jamal Jones
- Richard Kincaid

- Jeremy Lares
- William Martin
- Marsha Netus
- Tiffany Randall
- Bridgette Royster
- Brittany Silver
- Sharon Talley
- Suzanne Towns
- Jason Washington
- Liz Weiss
- Brian Wood

I. Call to Order Proceedings (10:13 a.m.)

II. Board Member Announcements

- **Steven Boney** stated that Metro is planning to hire 300+ people for the Silver Line expansion from entry-level positions to operators.
- **Korey Gray** announced that DC Water has several events coming up, with one being a job fair in May for which they're partnering with DC Infrastructure Academy. Job descriptions can be shared, and they are asking for WIC support by referring candidates whose skills match. DC Water is also expanding its three-year apprenticeship program by adding two trades - meter operator and pumping operations – for which they seek candidate referrals.
- **Tony Cancelosi** highlighted that Columbia Lighthouse for the Blind was awarded contracts that put people with disabilities to work with salaries ranging from \$55,000-\$77,000.
- **Paul Kihn** sent greetings on behalf of the Mayor, who was unable to attend because of a schedule conflict. He highlighted the agenda, which included state plan presentations for WIOA and CTE. He was encouraged that the alignment of the WIC and DOES under the DME cluster will create further synergies and hopes residents can feel the togetherness.
- **Antwanye Ford** encouraged members to use the existing board structure for cross-collaboration and stated he's exploring a spring event.

III. Chairman's Comments

- a. The following new Board members were welcomed:
 - i. Sonya Anderson; AmeriHealth
 - ii. Larry Callahan; Howard University
 - iii. Thomas Horejes; Gallaudet University
 - iv. John O'Brien; WGL Holdings Inc.

John O'Brien has volunteered to host an orientation for new board members at his space.

IV. Director Updates

- **Ahna Smith** thanked Martha's Table for hosting the board meeting.
- Upcoming dates for board meetings were discussed, with Wednesday's being a better option for members.
- Year to date progress and the priority tracker were reviewed.
- Washington State Visit Debrief
 - a. Staff members and Stacy Smith took a trip to Washington to visit Spokane and Seattle, both identified by colleagues at the National Association of Workforce

- Boards as workforce organizations DC should connect with.
- b. The regions were compared to DC in a few areas, including board type, structure population, etc. Both Spokane and Seattle had main similarities:
 - i. Hubs for aggregating data and labor
 - ii. Branding with one landing page
 - iii. Coordinated engagement with expertise in specific sectors
 - iv. Established 501.c3 with flexibility in funding
 - c. Spokane was highlighted as having an integrated service delivery model funded using blended sources with team members cross-trained. In the same building as the AJC were wrap-around supports and social services, residents could access, including professional clothing and hygiene products.
 - d. **John O'Brien** asked about funding breakdown (federal, local, and private) in the current DC structure. It was noted that funding information could be included in the orientation.
 - e. **Darryl Wiggins** commented on the differences between Seattle and Spokane, with one being urban and the other rural. He mentioned that Washington has a hard to reach the Native American population and wondered how Seattle approached outreach to this population. Darryl also flagged that the integrated delivery model only works if all residents receive services across the board with logistics handled on the back-end.
- **Unique Morris Hughes** commented on the opportunity to scale since the AJC is in the middle of the city. They have extended hours so that they more business-friendly. She also mentioned DOES has partnered with The Ready Center, a consolidated location where formerly incarcerated DC residents can access services from a host of agencies and CBOs to ensure successful reintegration into the community.
 - **Michael Maxwell** asked about the metrics used to measure success. It was mentioned that Spokane had a centralized system for data, and under WIOA, there are common measures.
 - **Elissa Silverman** questioned whether these two cities were considered best practices because they connect people to work and wondered what made them successful. It was noted that Spokane implemented braided funding with an integrated service model that was unique and effective, while Seattle had very strong expectations and connectivity between AJCs and partners.
 - **Antwanye Ford** commented that the National Association of Workforce Boards is where he was introduced to Spokane leaders. He also mentioned that the integrated service delivery model seems to be getting national attention.

- **Anthony Cancelosi** recommended the board go to employers, pitch the benefits of hiring the folks being trained at AJCs, and ask for commitments
- **Ahna Smith** spoke to a business services scan underway, where the team is aggregating information on which DC agencies currently engage with businesses to understand why and how these engagements occur. This information will be synthesized to understand gaps and synergies that exist to improve both.

V. Board Discussion and Approvals

- a. Approve October 2019 Board Meeting Minutes
 - Not approved and will move to the next meeting.
- b. The group was asked what they want to see in a One-Stop Operator. The following was shared:
 - Minimized conflicts of interest
 - Integrated services
 - Comprehensive reports across all partners at the center
 - Clear expectations with policies, agreements, and operational manuals that list out functions and who is responsible for what
 - Clear goals established with built-in accountability and progress monitoring
 - A true co-located spaces with access to a vast network of resources and supports
- **Darryl Wiggins** raised that he comes across providers that would be great for the ETPL program.
 - **Unique Morris Hughes** explained that the ETPL is managed by the WIC, with DOES' determining who to contract with. She also commented that four solicitations were being posted and would share with the group. [ACTION – UMH]
 - **Ahna Smith** commented that the team is working on streamlining the process. She recommended that board members refer providers who are interested in joining the ETPL program to the WIC.

c. WIOA State Plan

- **Ahna Smith** gave an update on the WIOA State Plan, a compliance document that outlines the District workforce strategy and is submitted to the Department of Labor. The steering committee has been driving the process with lots of work happening to align agencies. The main objectives include refining and narrowing scope. Ahna thanked Kathleen McKirchy and Ben Murphy for hosting community engagement events.

- **Kathleen McKirchy** asked to what extent Spokane or Seattle controlled coordination and wondered if this level of coordination was possible in DC.
 - It was noted that there is work underway to codify where authority exists and clarify roles and responsibilities.
- **Latara Harris** expressed a desire to move with a sense of urgency to align vision and expectations. **Thomas Penny** agreed and emphasized moving with a sense of urgency would allow more opportunities for residents.
- **Erin Bibo** promoted enhancing alignment and amplified the need for paperwork efficiency. She commented that several forms are required from various agencies and expressed a need to streamline. She questioned to what extent this board is controlling a unified data system.
 - It was noted that the team is looking at our Mayor's order to determine how best to operationalize work, including staffing and structure.
- **Unique Morris-Hughes** spoke to the State Wage Interchange System (SWIS) Data Sharing Agreement. This allows for wage sharing for entities signed into the program.
 - OSSE signed on to the agreement at the end of December. Virginia is also part of the agreement.
 - [ACTION – UMH to provide a status of the data-sharing agreement]
- **Elissa Silverman** asked how goals are operationalized when increased capacity takes resources—specifically looking at Goal 3 of the state plan that aims to increase capacity to provide quality work-based learning? She commented that the budget was cut two years in a row, and it was because of Council that additional funds were provided.
 - Ahnna Smith commented on developing an operational plan/roadmap that incorporates budget.
- **Thomas Horejes** asked how outcomes are measured.
 - It was noted that the full plan would be made available to the board.
- The proposed path forward for the delivery of the State Plan was discussed. The WIC and agencies will finalize the draft plan, incorporating feedback from the public and stakeholders. The full board will approve the goals and a strategy outlined in the plan and allows the executive committee to give final approval of the plan. The full board also reviews, provides feedback and supports ongoing monitoring of "Roadmap" used to support the implementation of the plan.
 - The Board approved the proposed plan forward with no one in opposition.

VI. CTE State Plan

- OSSE gave an overview of the CTE State plan, the roadmap for how we engage students, and commented that the plan requires strong collaboration with stakeholders.

Additional highlights include:

- Requires collaboration with business, industry, and education stakeholders to develop high-quality programming.
 - Introduces a biennial Comprehensive Needs Assessment to evaluate program quality and outcomes in coordination with Industry Advisory Boards.
 - Includes State Determined Performance Levels to optimize outcomes for students.
- OSSE advised that Board members can help by:
 - Becoming a CTE ambassador
 - Promoting CTE month in February
 - Sign up with Nepris (dc.nepris.com)
 - Provide internships for students
 - Provide externships for CTE teachers
- **LaTara Harris** commented that credentials offered should be industry-recognized, and Transferable skills should be incorporated into the curriculum.
 - Ahnna Smith commented that the DCPS Tenacity Guide is a helpful resource.
- **Darryl Wiggins** asked how skills are aligned with the jobs. He spoke of his experience connecting with the DC government to develop an internship at Xerox, where DCPS students were paid through SYEP.

VII. Public Comment

There were no public comments.

VIII. Adjourn

Meeting adjourned at 12:15 p.m.

