

WORKFORCE INVESTMENT COUNCIL

QUARTERLY BOARD MEETING

November 16, 2022



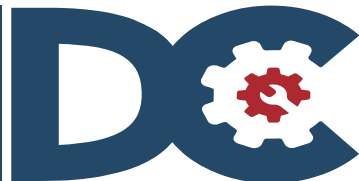
I. WELCOME & CALL TO ORDER

**ANTWANYE FORD
CHAIRMAN**



AGENDA

- I. Welcome & Call to Order**
- II. Chairman's Comments**
- III. Grantee Presentation - Atmos Solutions, Inc.**
- IV. Director's Updates**
- V. Board Discussion and Updates**
- VI. Public Comments**
- VII. Adjourn**



II. CHAIRMAN'S COMMENTS

**ANTWANYE FORD
CHAIRMAN**



III. Guest Speakers

Anthony Fernando, President of Atmos Solutions, Inc.
Mekka Bolling, VP of Atmos Solutions, Inc.





Atmos
Solutions Inc.

**Grant Recipient
Phase I**

Atmos Solution's Services

Atmos Solutions, Inc. (Atmos) is a SBE company located in the District of Columbia. Atmos provides a wide range high quality services throughout Washington DC, Maryland, and Virginia. Our project experience includes delivery of:

- Workforce Development
- Apprentice Programs and Hazardous Material Training
- General Contracting and Construction Management
- Environmental / Industrial Hygiene Professional Services
- District Agency Compliance Management

Hiring & Training Highlights

- Hired 41 DC Residents
 - Trained 40 DC Residents

Asbestos Abatement Training

- Residents received:
 - DC Asbestos Abatement License
 - MD Asbestos Abatement Certification
 - Four DC Residents received their MD Asbestos Abatement License



Atmos Solutions – Grant Phase I

HIRING EVENT



CLASSROOM TRAINING



FIELD TRAINING



Keys to Success

Field Training

- Paired DC Resident New Hires with seasoned professionals
- Provided training prior to conducting fieldwork
- Mentor each resident during project execution
- Provide input as necessary

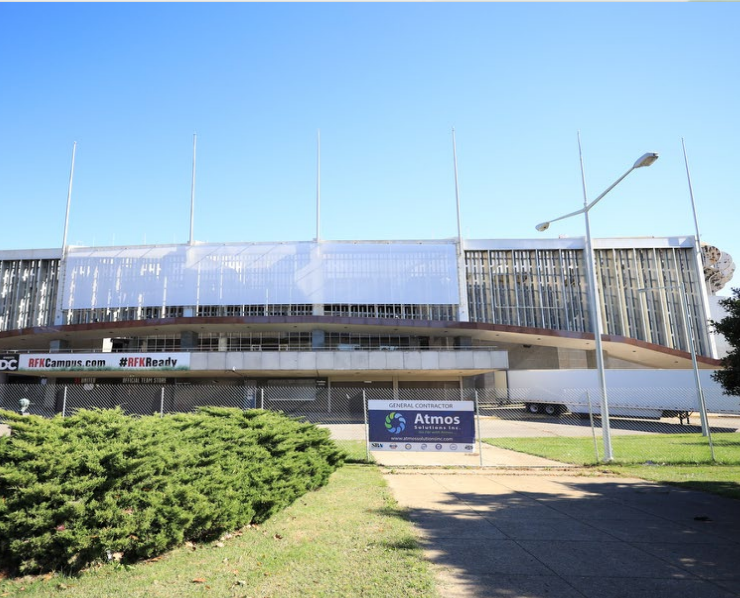
Challenges

- The project had a slow start
- A few New Hires did not show up, were late, or left early without notifying Atmos
- Not prepared to start work – for example, did not bring PPE to the work site

Outcomes

- Started training 10 of the 40 Residents initially and then ramped up
- Provided two coaching sessions to correct actions prior to separation from the company
- Currently have retained 34 of the 40 new hires
- Identified 10 DC Resident new hires that are excelling and will receive continued education and training to grow them to supervise teams and perform other related trade services

Atmos Solutions – Grant Phase I Success Story Board



Atmos Solutions – Grant Phase I Success Story Board





Landon Glover

Landon Glover – Success Story

- ◇ July - Trained as a Licensed Asbestos Abatement Worker
- ◇ One month after starting the RFK Stadium project promoted to Lead for all Universal Waste at RFK and Head of Inventory
- ◇ November - Offered Safety Officer full-time position with Atmos
- ◇ *I am so astounded and greatly appreciative that Atmos Solution let me show my strong leadership abilities and thinks highly of me as a strong team member.*

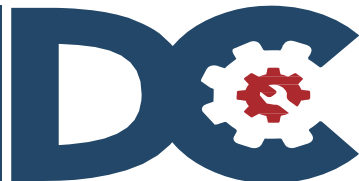
IV. DIRECTOR'S UPDATES

AHNNA SMITH
EXECUTIVE DIRECTOR



FY22 Closeout and Accomplishments

- WIOA State Plan implementation
- Workforce Month Roundtables
- Labor Market Information/Expenditure Guide work
- Launched Participant Portal and transition to My Journey (previously only Data Vault)
- Financial system transition → DIFS
- Launched 5 new grant programs; managed 21 grantees
- More than 200 individuals have completed training—many more continue to train
- Career Coach DC has enrolled nearly 1,000 residents
- Health Care Workforce Partnership and annual report
- Launched IT Advisory Board
- Launched centralized Bookings to allow residents to schedule in-person or virtual meetings across agencies at the AJC
- More than 130 individuals benefitting/benefitted from no cost training in IT and Healthcare at UDC



FY23 Priorities

- I. Expand business engagement and launch an inclusive hiring grant to increase the number of employers implementing skills-based hiring and other inclusive talent development practices.
- II. Continue to support the modernization of workforce development data to increase transparency, strengthen and improve services for residents and employers, and inform investments.
- III. Continue to deliver the Mayor's COVID recovery investments (employer-led training grants; IT and healthcare occupational skills training; and Career Coach DC) and prepare for potential shifts in FY24.
- IV. Increase workforce system coordination of public, private, and non-profit sector partners through engagement and policy development and implementation.
- V. Begin planning for March 2024 WIOA State Plan submission.



IT Advisory Board Launch

The IT Occupational Advisory Board will meet once in FY22 and three times per year beginning in FY23, leveraging best practices from the Next Gen Sector Partnership model.

To ensure that the Board is industry-demand driven, twelve (12) of the twenty members will be business representatives; (8) eight members will be representatives of education, training, and community-based organizations.

The IT Advisory Board will recommend ways to strengthen and increase the talent pipeline into careers in the IT sector. Areas of focus will include:

- Informing investments in the District's IT sector talent pipeline
- Facilitating IT employers' access to talent
- Identifying resources and best practices to upskill workers
- Ensuring access to high-quality foundational and technical training
- Increasing the number of District residents employed in IT



Conflicts of Interest – WIC/WIOA

From the WIC Policy Manual:

“All WIC members and staff serve a public interest and trust role and have a clear obligation to conduct all affairs in a manner consistent with this concept. All decisions of the WIC are to be based on promoting the workforce system, including employers and jobseekers of the District of Columbia. This policy applies to all WIC members and staff and is intended to supplement, but not replace, any applicable Federal or District laws governing conflicts of interest.”

“WIC board members must be aware of and abide by the WIOA Conflict of Interest Policy in 29 U.S.C. § 3111 (f) which states, “A member of a State board may not: a. vote on a matter under consideration by the State board— i. regarding the provision of services by such member (or by an entity that such member represents); or ii. that would provide direct financial benefit to such member or the immediate family of such member; or b. engage in any other activity determined by the Governor to constitute a conflict of interest as specified in the State plan.”



Conflicts of Interest – WIC/WIOA

“If a board member experiences an actual or potential Conflict of Interest, the board member shall take the following steps:

- Remove him or herself from the topic or issue involving the Conflict of Interest; and
- Not take any action on the impacted topic or issue until the Conflict of Interest has been resolved.

The Conflict of Interest may be resolved by having an independent third party review the actual or apparent Conflict of Interest and issue a written report or statement indicating that it is permissible to proceed with the impacted topic or issue.”



Conflicts of Interest - BEGA

The District's Board of Ethics and Government Accountability (BEGA) is another great resource and source of information regarding what to do if there is a conflict of interest.

[BEGA Policy Manual](#): This is a plain language version, primarily targeted to DC government employees, but there is some useful information for your awareness regarding local regulations.

An individual may also request a Formal Advisory Opinion from BEGA:

Requests for a formal advisory opinion may also be submitted in writing to the BEGA, One Judiciary Square 441 4th Street, NW, 830 South, Washington, DC 20001. It should contain a complete statement of the facts, including your name, address and phone number, your official position, a brief description of your agency, commission or office and the nature of the question.



V. BOARD DISCUSSION AND BOARD MEMBER UPDATES

ANTWANYE FORD, CHAIRMAN
AHNNA SMITH, EXECUTIVE DIRECTOR



Looking Ahead: The Next Four Years

Mayor Bowser has launched her transition planning through a website (together.dc.gov) and upcoming engagement opportunities.

We have the opportunity to provide input and recommendations as she sets the city's priorities for the next four years.



Looking Ahead: The Next Four Years

More Democracy



Washington, DC is the seat of America's democracy, but there's more we can do to make sure that all voices are heard in DC – right now.

Fight for the Middle Class



DC has positioned itself as a leader for its citizens by launching new and innovative initiatives that provide proven pathways to the middle class for all its residents, particularly those from traditionally underserved communities.

End Gun Violence



Public safety serves as a foundation for living a healthy and happy life. We want to create significant, lasting change and not just to reverse these rising trends, but to reduce gun violence and ultimately end it.

Looking Ahead: The Next Four Years

Reimagine the Downtown



We have the opportunity to reimagine a Downtown where residents, workers, and visitors can live, work and play in vibrant centers of activity for all.

All Students on Pathways to Success



Schools are the heartbeat of our communities, and every community deserves a great school. Every single child should be able to achieve their fullest potential, and to pursue their dreams – starting, simply, with the vital grade-level reading and math.

DC's Future



Looking to the future, the District of Columbia will continue to position itself as a global and forward-thinking leader in the way we choose to serve those who live, work, and play in our city.



Looking Ahead: The Next Four Years

Thursday, November 17

Together, DC! Resume Raiser, 5pm to 7pm
Penn Social, 801 E St NW, Washington, DC 20004

[Register Today](#) 

Saturday, December 3

Together, DC! Big Challenges & Bigger Ideas Engagement Forum

[Register Today](#) 

Thursday, December 8 to Friday, December 9

DC Government Virtual Job Fair
Registration Link Coming Soon



WIC Board Committees

Equity/Inclusive Hiring (Tony Cancelosi, Chair)

- Want to focus on innovation and inclusion
- Accessibility should be a focus
- Committee members would like to immerse themselves into what the WIC is trying to do, through broader context—when we talk about barriers, we need to look at all aspects of individuals (ability, class, race, geography, etc.).

Education and Workforce Alignment (LaTara Harris, Chair)

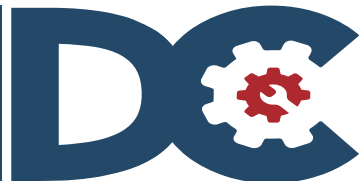
- We need to have connectivity between EWA and Equity/Inclusive Hiring; particularly as perceptions of minority workers in the majority will be part of the conversation.
- Will be important to have interdependence between committees, generally.
- From an educational standpoint, we need to be careful about strapping certifications to individuals as a ceiling—the reality is that for a living/family wage, certification alone won't get you there.
- Would like to focus on lifelong learning and how we can be intentional about scaling skills and helping people develop.
- Would like to focus on importance of making sure employers modernize job descriptions.

Policy (Nathan Smith, Chair)

- Would like to focus on coordinating policies with other government agencies to ensure we're removing bureaucratic policies that slow down residents' access to services.
- Would like to focus on developing and reviewing, quarterly, key performance indicators of one stop operations.
- Would like to conduct a regular budget review to ensure that we're being financially prudent.



Board Member Updates



VI. PUBLIC COMMENT



VII. ADJOURN

