

WORKFORCE INVESTMENT COUNCIL

QUARTERLY BOARD MEETING

April 22, 2019



I. WELCOME & CALL TO ORDER

ANTWANYE FORD
CHAIRMAN
WORKFORCE INVESTMENT COUNCIL



AGENDA

- I. Welcome & Call to Order
- II. Guest Speaker
- III. Chairman's Comments
- IV. New WIC Board Members
- V. Approval of the WIC Board Meeting Minutes (January 28, 2019)
- VI. Director's Updates and Discussion
- VII. Public Comments
- VIII. Adjourn



II. GUEST SPEAKER: BYTE BACK, INC.





Byte Back provides a pathway of inclusive tech training that leads to living-wage careers.

Derrick Washington | Director of Programs

Living-Wage CAREER Using Tech

The Byte Back Pathway of Free Tech Training

IT or Administrative Professional Track

Industry-recognized certifications

Computer Foundations

No Tech Skills

Overcoming Barriers

Accessibility + Inclusion



66% unemployed



21% reported a disability



67% receiving government benefits

- **Student Support Coordinator**
- **Career soft skills from the beginning**
- **Making training geographically accessible**
- **Tech Tours**
- **One-on-one support**
- **Referrals**

Living-Wage CAREER Using Tech

50 graduates
hired as ...

IT Technician

Digital Literacy Instructor Helpdesk Technician
Community Support Manager Admissions Receptionist
Senior Contract Specialist Administrative Assistant

On average, they started earning...

\$27,599

MORE A YEAR



GUEST SPEAKER:

Meet Demika *From Fast Food to Office Career*



Questions?



Derrick Washington | Director of Programs

III. CHAIRMAN'S COMMENTS

ANTWANYE FORD
CHAIRMAN
WORKFORCE INVESTMENT COUNCIL



IV. NEW WIC BOARD MEMBERS



INTRODUCTIONS: NEW WIC BOARD MEMBERS

Councilmember Kenyan R. McDuffie

- Appointed to the WIC in March 2019
- At Large Member of the Council of the District of Columbia
- Experienced Attorney, coalition builder and community leader dedicated to improving the lives of District residents



INTRODUCTIONS: NEW WIC BOARD MEMBERS

Erin Ward Bibo, Deputy Chief, College & Career Programs, DC Public Schools (DCPS)

- Appointed to the WIC in February 2019
- Oversees Career Education and College & Career Preparedness Programming for the District of Columbia Public Schools
- Experienced Director of Policy and Planning for Postsecondary and Career Education for the Office of the State Superintendent of Education
- Ward 6 Resident



V. APPROVAL OF JANUARY 28, 2019 MEETING MINUTES

ANTWANYE FORD
CHAIRMAN
WORKFORCE INVESTMENT COUNCIL



VI. DIRECTOR'S UPDATES

AHNNA SMITH
EXECUTIVE DIRECTOR
WORKFORCE INVESTMENT COUNCIL



DIRECTOR'S PRIORITIES

Strong Foundation

- Team
- Operations
- Systems & Processes

Clarify Workforce System Roles and Responsibilities

- Governance & Accountability

Identify and Make Adjustments

- Identify System Needs and codify in WIOA State Plan

Execute at the Highest Level

- Strong WIC and Strong System Partners, Operating Together Effectively



DIRECTOR'S PRIORITIES

People, Priorities, Purpose (*SHARED AT JANUARY 2019 BOARD MEETING)

PEOPLE

- Filling vacancies
- Building culture
- Strengthening internal management and operations

PRIORITIES

- Effective and efficient delivery of “Must Do” work
- Clarify roles and responsibilities among partners
- Identify opportunities to support accelerated workforce programming

PURPOSE

- Remain focused on improving outcomes for residents and supporting employers' access to excellent talent



FY19 DIRECTOR'S GOALS

People

- By the end of FY19 the WIC will be fully staffed (10 FTE) and will implement an organizational structure aligned with 3 primary functions of the WIC:
 - Engagement, Outreach, and Coordination
 - Policy and Program
 - Operations
- Before the end of FY19 the WIC will have developed and be implementing systems and procedures to manage and track WIC operations, policies, and programs.
- Successfully deliver staff and Board retreats in Fall 2019

Priorities

- The WIC will successfully deliver all federally- and locally-required programs and deliverables.
- By the July Board meeting the draft Workforce Development Dashboard will be online and Board members will be able to access and analyze data about the workforce development system.

Purpose

- In partnership with DMPED and DOES, deliver a workforce development event in Fall 2019.



WIC – “Must Do” Work

Federal Requirements

- **WIOA State Plan** (stakeholder engagement, dashboard, ongoing monitoring)
- **American Job Center** (One Stop Operator contract + MOUs)
- **Eligible Training Provider List** (Program improvement)
- **Equal Employment Officer** (Non-Discrimination Plan)
- **Policy Development and Implementation**

Local Requirements

- **Career Pathways Task Force** (Career maps, community of practice, strategic plan development)
- **Workforce Intermediary** (Strategic Industry Partnership grant management)
- **Expenditure Guide** (Deliver and lay groundwork for FY20 guide)
- **Data Vault** (Multi-agency data-sharing MOU)

Other Identified Needs

- *Coordination among government partners*
- *Information-sharing and coordination across sectors*
- *WIC: internal systems & knowledge management*
- *Focus not only on milestones (i.e., credential attainment), but on ultimate outcome for residents: securing and maintaining employment*



Engagement, Outreach, and Coordination

Stakeholders:
Employers/Industry
Training Providers
Agency Partners
Residents

Operations

Agency Oversight + Performance
Firefighting
Personnel/HR
Team Meetings
Special Projects
Budget & P Card
Website
Communications
(internal & external)

Agency 1-on-1 meetings
Board meetings
Convening and coordination of agency and private partners
Contracts and Procurement
Data Alignment and coordination
Data Vault
Compliance

Policy & Program FEDERAL

American Job Center (OSO)
Eligible Training Provider List
WIOA State Plan
Strategic Planning
Systems Improvement
Policy Development and Implementation
Equal Employment Officer
LOCAL
Workforce Intermediary
Career Pathways Task Force
Provider Community of Practice
Career Pathway Maps
Expenditure Guide

2019 PRIORITIES - TRACKER

Priority Work for the WIC in 2019	Status
American Job Center MOUs	2018 Accepted by DOL; begin updating in Summer 2019
Successful delivery of work by OSO	Work plan developed
Expenditure Guide (in 2019 and expanded in 2020)	In progress
Strategic Industry Partnership Grants	Launched successfully
Equal Employment Opportunity Plan	In progress
Updated Career Pathways Task Force Strategic Plan	In progress
Updated WIOA State Plan (likely due March 2020)	Planning process
Development of Career Pathways Maps*	In progress
Technical Assistance to Providers through CoP	Ongoing
Development of AJC Referral Process (OSO)	In progress
ETPL Process (ongoing)	Working group launched
WIC Staffing	Chief of Staff role pending; program analyst posted

* Additional information provided in the Appendix



WIOA IMPLEMENTATION UPDATE

One Stop Operator Update

- OSO Project Plan (February 1, 2019 through September 30,2019)
- Data analysis of usage and performance of the American Job Centers*

Priorities

- **Goal 1:** Increase traffic in the American Job Centers: Increase the number of unique individuals who visit the American Job Centers & expand access
- **Goal 2:** Increase coordination and alignment between partners:
 - Agency Director Level (WIC) – Executives/Agency Leaders
 - Convening of Partners (OSO) – Partners participating in monthly partner meetings
 - Frontline Staff Level (OSO) – Staff Members at the Service Delivery Level

*Additional information and data provided on slides 34-36 in the Appendix



EXPENDITURE GUIDE UPDATE

- Final data scrub and review by agencies
- DRAFT* Highlights Include
 - **5 Agencies** (DCHR, DDS, DHS, DOES, DMGEO (WIC), OSSE)
 - **Career Services, Support Services, and Training/Credential Programs**
 - **100+ Providers**
 - **5,000+ Participants****
 - **Roughly \$100 million in federal, local, and other funding**

*Agencies are conducting final review of Expenditure Guide data; data subject to change upon review.

**Some individuals may be participating in multiple services or programs



CAREER PATHWAYS UPDATE

- Employer Working Groups established for IT, Infrastructure, and Security (Summer 2018)
- Career Pathway Maps updated* (March 2019)
- Education and training gap and oversupply analysis being completed (March-April 2019)
- Engagement of education and training providers (ongoing)
- Establishing Employer Working Groups for Construction, Healthcare, and Hospitality (Spring 2019)

*Career Pathway Maps can be found on slides 37-39 in the Appendix



ELIGIBLE TRAINING PROVIDER UPDATE

- GOAL 1: Ensure more efficient implementation of the program for participants, providers, and agency staff
- GOAL 2: Improve data reporting throughout the program year, and strengthen communication and support for providers
- GOAL 3: Expand ETP list, focusing on quality and diversity of programs

- CHALLENGE 1: Reporting limitations
- CHALLENGE 2: Credential as the means, not the end



ELIGIBLE TRAINING PROVIDER UPDATE

Fiscal Year 2018 ETPL Summary*	
Total Enrolled	399
Total Successfully Completed	305
Received Credential	119

*Additional data provided in the Appendix



BUSINESS ENGAGEMENT UPDATE

JUNE

- Deloitte “Impact Day” = focus on workforce development
- Supporting DMPED in the development of the guiding questions and agenda

JULY-SEPTEMBER

- Roundtables/Breakfasts with business representatives

OCTOBER

- Business Engagement Summit
 - Discussions begun with DMPED, DOES, and the Washington DC Economic Partnership



COMMITTEE PLANNING TIME

ECONOMIC WORKFORCE AND ALIGNMENT COMMITTEE

LaTara Harris, Chair

EMPLOYMENT SERVICES COMMITTEE

Darryl Wiggins, Chair

IMPLEMENTATION COMMITTEE

Joe Andronaco, Chair

YOUTH COMMITTEE

Stacy Smith, Chair



WIC Committee Priorities & Outcomes Discussion

Committee	Priorities	Outcomes
EWA	<ul style="list-style-type: none"> Review and analyze data about providers and make recommendations about improvements to program Engage with partners to identify additional training areas where needs exist 	<ul style="list-style-type: none"> Improved and aligned ETPL policy and program implementation w/ DOES & OSSE Recommendations for future high-demand areas or training programs
Employer Services	<ul style="list-style-type: none"> Advise on the delivery of the Workforce Development Dashboard Support the delivery of Fall workforce development event 	<ul style="list-style-type: none"> Dashboard is available to Board members Successful Fall workforce development event
Executive	<ul style="list-style-type: none"> Support revisions for Mayor's Order Planning for fall Board retreat Support ED on internal management 	<ul style="list-style-type: none"> Make recommendations regarding committee priorities in FY20 Successful Board retreat
Implementation	<ul style="list-style-type: none"> OSO best practices work Support engagement and development of WIOA state plan 	<ul style="list-style-type: none"> Best Practices work is finalized and disseminated New WIOA State Plan
Youth	<ul style="list-style-type: none"> Coordinate with education partners re: CTE priorities Identify opportunities for improvement for youth services at AJCs 	<ul style="list-style-type: none"> Appoint youth members to the committee Make recommendations for OSO and AJCs to improve youth services



VI. PUBLIC COMMENT



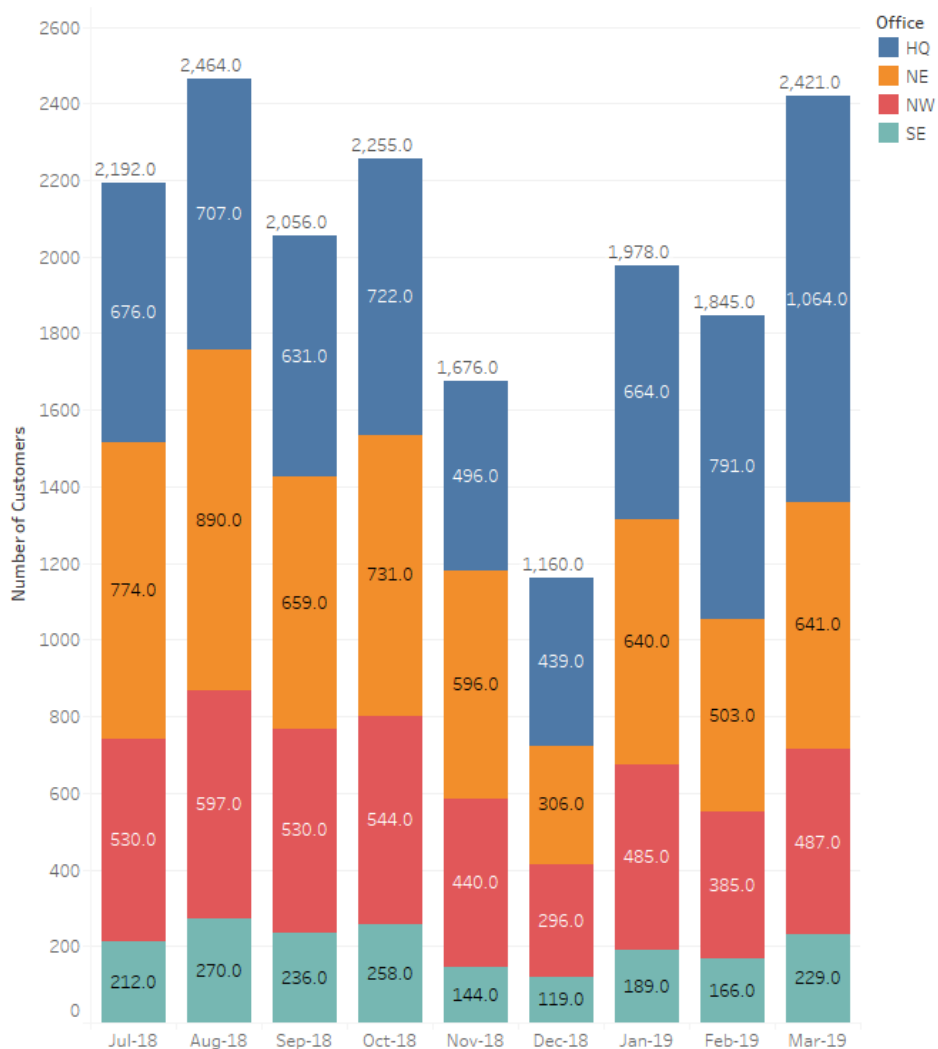
VII. ADJOURN



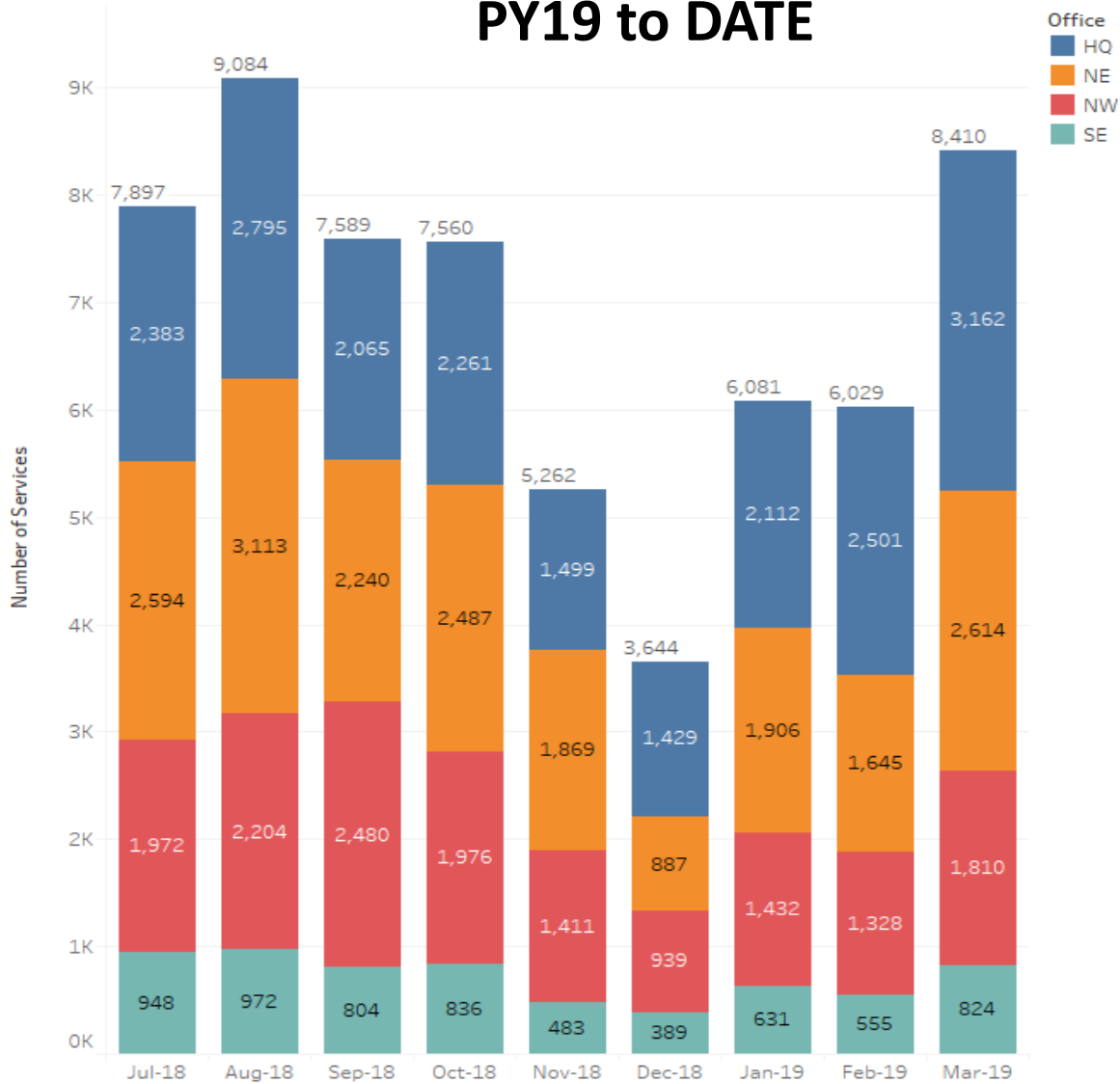
APPENDIX



TOTAL AJC CUSTOMERS PY19 to DATE



TOTAL AJC SERVICES PY19 to DATE



TYPES OF SERVICES OFFERED AT AJCs

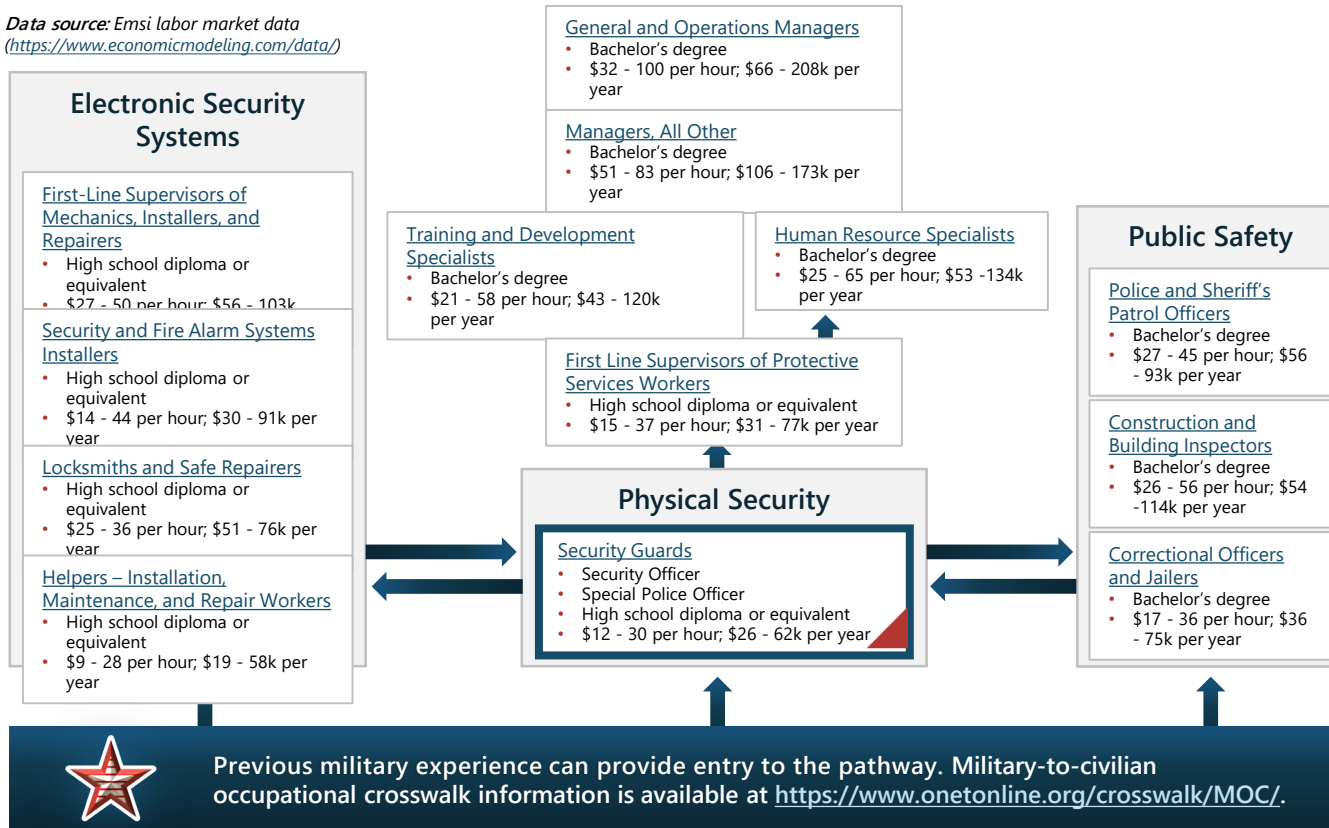
- Assistance with Job/Work Related Problems
- Career Counseling
- Career Development and Further Education Planning
- Employer Pre-Screening
- Enrolled in Apprenticeship, Pre-Apprenticeship, Occupational Skills, or On-The-Job Training
- Group Counseling
- Resume Preparation Assistance
- Staff-Assisted Job Search
- Support Service (transportation assistance, referrals for child care or clothing/uniforms, etc.)
- Unsubsidized Employment





Security Services, Law Enforcement, and Corrections Career Pathway

Data source: Emsi labor market data
(<https://www.economicmodeling.com/data/>)



For additional information on the occupations in this pathway, click the hyperlinked occupational titles to visit O*NET OnLine. Note that the education requirements provided are typical but may vary, and additional industry- or occupation-specific training may be required. Note also that hourly and annual wage range data provided are typical but may vary.

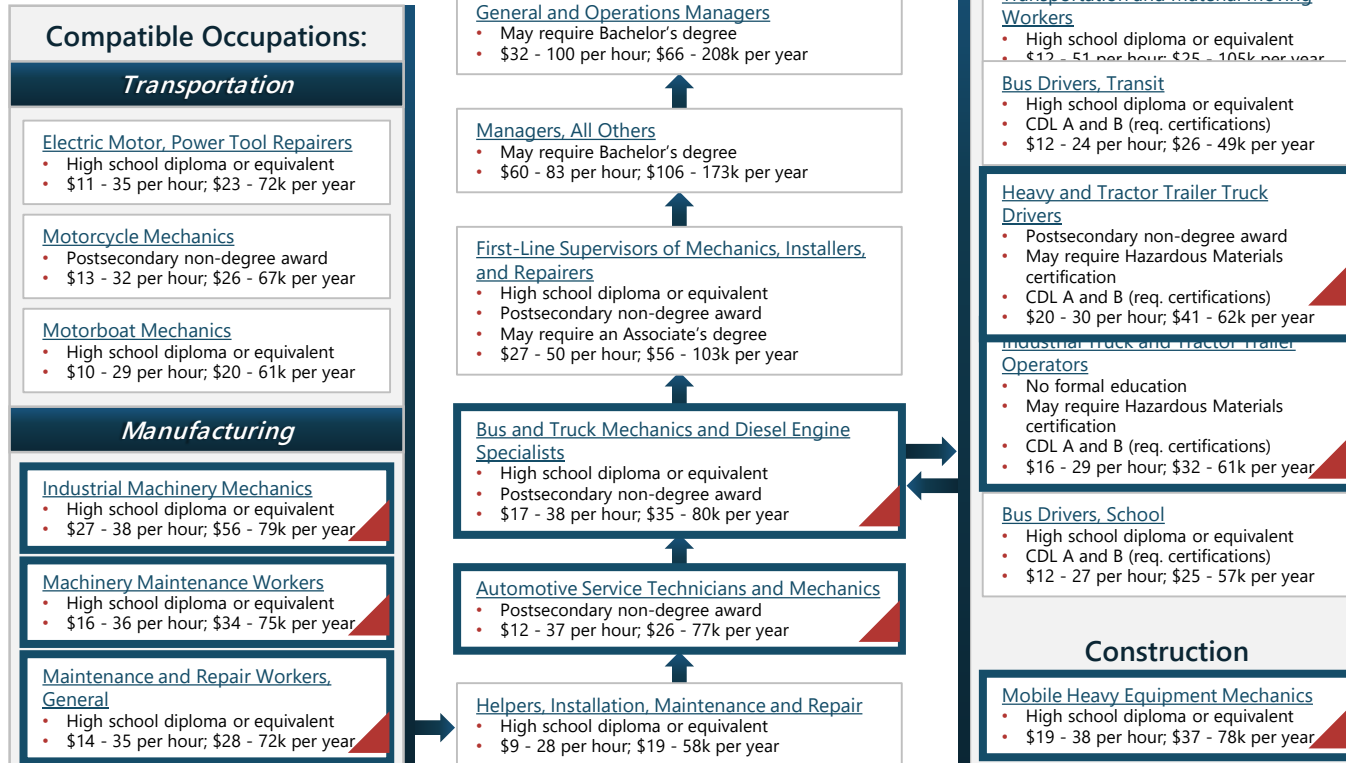


= High Demand



Transportation Mechanic Career Pathway

Data source: Emsi labor market data
(<https://www.economicmodeling.com/data/>)



For additional information on the occupations in this pathway, click the hyperlinked occupational titles to visit O*NET OnLine. Note that the education requirements provided are typical but may vary, and additional industry- or occupation-specific training may be required. Note also that hourly and annual wage range data provided are typical but may vary.

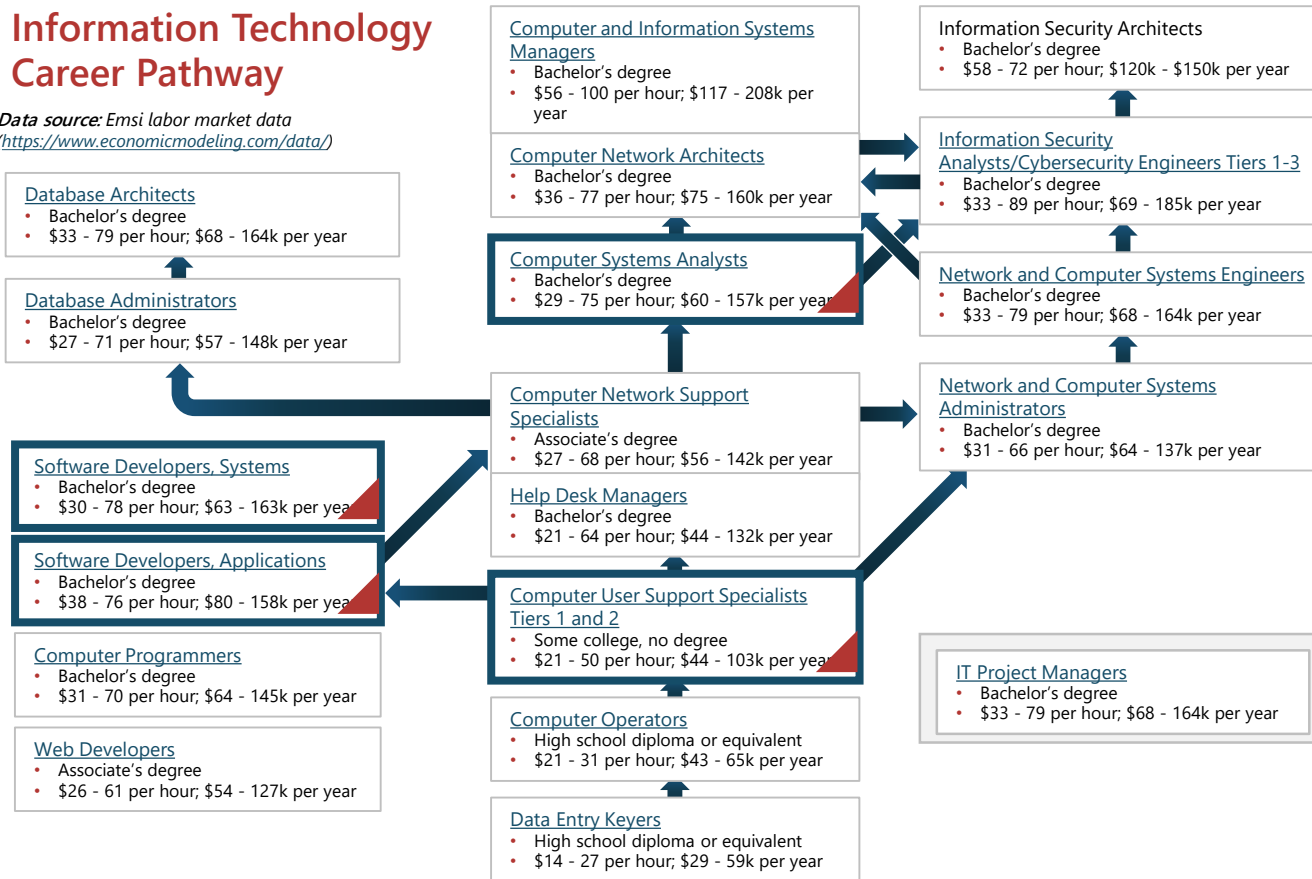


= High Demand

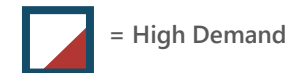


Information Technology Career Pathway

Data source: Emsi labor market data
 (<https://www.economicmodeling.com/data/>)



For additional information on the occupations in this pathway, click the hyperlinked occupational titles to visit O*NET OnLine. Note that the education requirements provided are typical but may vary, and additional industry- or occupation-specific training may be required. Note also that hourly and annual wage range data provided are typical but may vary.



ETPL FY18 Data*

Provider	PY16	PY17	FY18
	Started Training	Started Training	Started Training
1st CDL training Center of NOVA	17	96	76
ASM	74	45	61
CTI	43	25	31
Destined for Greatness/Amala Lives	2	2	1
Excel Automotive Institute	5	5	N/A
Healthwrite	28	18	22
Innovative Institute	19	0	1
Intellectual Point	14	53	54
Nursing Assistant Academy	2	13	18
OIC	8	8	7
Paralegal	47	31	33
Quality First	0	3	2
Southeast Welding	11	11	11
Toni Thomas	32	8	10
Vets Group Training Academy	21	23	26
VMT	14	0	3
Westlink Career Institute	67	29	43
Total	404	370	399

*Due to lag in reporting timeline for participants during the 2018 fiscal year, not all WIOA measures reported



ETPL FY18 Data*

Provider	PY16	PY17	FY18
	Successful Completion	Successful Completion	Successful Completion
1st CDL training Center of NOVA	3	60	56
ASM	69	42	58
CTI	12	1	15
Destined for Greatness/Amala Lives	0	0	1
Excel Automotive Institute	0	0	N/A
Healthwrite	21	10	16
Innovative Institute	13	0	0
Intellectual Point	13	52	53
Nursing Assistant Academy	0	10	17
OIC	5	4	2
Paralegal	17	4	18
Quality First	0	3	2
Southeast Welding	6	4	9
Toni Thomas	21	0	8
Vets Group Training Academy	18	21	25
VMT	13	0	3
Westlink Career Institute	45	7	22
Total	256	218	305

*Due to lag in reporting timeline for participants during the 2018 fiscal year, not all WIOA measures reported



ETPL FY18 Data*

Provider	PY16	PY17	FY18
	Completion %	Completion %	Completion %
1st CDL training Center of NOVA	66	63	74
ASM	43	93	95
CTI	50	4	48
Destined for Greatness/Amala Lives	0	0	100
Excel Automotive Institute	0	0	N/A
Healthwrite	75	56	73
Innovative Institute	100	0	0
Intellectual Point	100	98	98
Nursing Assistant Academy	0	77	94
OIC	100	50	29
Paralegal	59	13	55
Quality First	0	100	100
Southeast Welding	83	36	82
Toni Thomas	66	0	80
Vets Group Training Academy	39	91	96
VMT	92	0	100
Westlink Career Institute	87	24	51
AVERAGE	56%	41%	73%

*Due to lag in reporting timeline for participants during the 2018 fiscal year, not all WIOA measures reported



ETPL FY18 Data*

Provider	PY16	PY17	FY18
	Credential Obtained	Credential Obtained	Credential Obtained
1st CDL training Center of NOVA	2	38	30
ASM	33	4	11
CTI	6	0	4
Destined for Greatness/Amala Lives	0	0	1
Excel Automotive Institute	0	0	N/A
Healthwrite	16	3	2
Innovative Institute	13	0	0
Intellectual Point	13	27	26
Nursing Assistant Academy	0	2	14
OIC	5	3	1
Paralegal	10	0	6
Quality First	0	0	0
Southeast Welding	5	2	5
Toni Thomas	14	2	2
Vets Group Training Academy	7	3	0
VMT	12	0	3
Westlink Career Institute	39	3	14
Total	175	87	119

*Due to lag in reporting timeline for participants during the 2018 fiscal year, not all WIOA measures reported

