

WORKFORCE INVESTMENT COUNCIL

QUARTERLY BOARD MEETING

May 21, 2020



I. WELCOME & CALL TO ORDER

**ANTWANYE FORD
CHAIRMAN**



AGENDA

- I. Welcome & Call to Order
- II. Chairman's Comments
- III. Director's Updates
- IV. Board Discussion
 - I. Approve 1/27/20 Board Meeting Minutes (VOTE)
 - II. One Stop Operator Solicitation
 - III. COVID-19 Recovery Discussion
 - I. Presentation: Director Unique Morris-Hughes
 - II. Presentation: Director Ahnna Smith
- V. Public Comments
- VI. Adjourn



III. CHAIRMAN'S COMMENTS

ANTWANYE FORD
CHAIRMAN



V. DIRECTOR'S UPDATES

AHNNA SMITH
EXECUTIVE DIRECTOR



2020 PRIORITIES - TRACKER

Priority Work for the WIC in 2020	Status
COVID-19 Response and Recovery	In Progress: More information included in Staff Update
American Job Center MOUs	In Progress: Developing PY20-21 MOUs
Solicit and Procure One Stop Operator	In Progress: Solicitation to be released soon
Successful delivery of work by One Stop Operator	Ongoing: Focused on COVID-19 Response and coordination; staff training (5/27 virtual services)
Workforce Development System Expenditure Guide	In Progress: To transmit to Council next month
WIOA State Plan (Implementation)	In Progress: Submitted in March; development of priority work plans
Data Vault	In Progress: Finalize business rules and MOU
Career Pathways Task Force	Delivered Strategic Plan; Updating FY20 priorities
ETPL Process and Program Management	Ongoing: Priority to improve quality and expand list in wake of COVID-19
Vision Committee: Recommendation to the Mayor & updated WIC Mayor's Order	In Progress: Need to revisit in context of COVID-19 response and recovery efforts
Equal Employment Opportunity, Non-Discrimination Plan	Completed: Plan and Initial training complete
Conclude Maher & Maher Contract (April)	Completed: Delivered Business Services Scan

FY21 Budget Updates

Mayor Bowser's proposed WIC budget includes:

- \$1.65M for Career Pathway Innovation Fund granted through OSSE
- 3 additional FTE to support sector strategy work
- Funding to support major contracts, including the One-Stop Operator
- \$1.3M reduction from FY20, one-time funding:
 - \$500k for the Career Pathway fund;
 - \$500k for the extension of the DC Kitchen grant, and
 - \$300K for Internet technology and construction training outreach



Questions & Discussion



VI. BOARD DISCUSSION AND APPROVALS

ANTWANYE FORD, CHAIRMAN
AHNNA SMITH, EXECUTIVE DIRECTOR



ITEMS TO DISCUSS/APPROVE

- I. Approve 1/27/20 Board Meeting Minutes (**VOTE**)
- II. One Stop Operator Solicitation
- III. COVID-19 Recovery
 - I. Presentation: Director Unique Morris-Hughes
 - II. Presentation: Director Ahnna Smith
 - III. Discussion: Chairman Ford



One Stop Operator Solicitation Tentative Timeline

Milestone Activity	Completion Date
Solicitation Issued	5/30/20
Pre- Proposal Conference	6/2/20
Proposals Received	6/20/20
Technical Evaluation Panel Report	7/10/20
Notice of Contract Award	7/14/20



Unemployment Insurance Presentation

Dr. Unique Morris-Hughes, Director DOES





Workforce Development COVID-19 Response and Recovery Priorities Overview

CONTEXT: Goal, Approach, Success Criteria



Goal of the Effort: To design the workforce development strategy and planning for the response, reopening, and recovery phase of this COVID-19 crisis while executing on critical present needs.

Approach:

- **Focus attention on recovery now**, even while majority of efforts are addressing response (e.g., UI application peak)
- **Focus on creating greater equity** and creating greater opportunity in our highest-need communities and populations
- **Prioritize aggressively** to ensure resources are focused on the highest impact areas
- **Move with great speed** given the limited time available to prepare for recovery
- **Ensure integration, where most valuable**, with broader efforts
- **Leverage all available resources** given the unprecedented magnitude of the challenge
- **Assign existing and new capacity** (both people and workgroups) to build actionable solutions against priorities

Success Criteria:

- **Support public health response** by ensuring the city has the workforce resources required to meet needs for safe, effective phases of reopening and recovery
- **Minimize timeframes for business and employment restarts and reemployment** of impacted individuals
- **Ensure DC residents and businesses are equitably able to access and benefit from all services**, in person, virtual and hybrid (with a focus on small and local businesses and highest-need communities)
- **Reduce unemployment, particularly among vulnerable populations**
- **Strengthen workforce strategies, capabilities, and collaboration** through the recovery

Issue Areas for District Workforce Recovery



Conduct
LABOR
MARKET
SCENARIOS

Ensure
RESPONSE
AND RE-
OPENING of
core
services

Support
EMPLOYERS
through
recovery

Integrate
supports for
WORKERS,
especially
vulnerable
populations

Evolve
TRAINING/
PATHWAYS
to address
business
and worker
needs

Enable
MASSIVE
RE-HIRING /
re-matching
to support
rapid
recovery

Adjust
SYSTEMS and
OPERATIONS,
Including
Board
engagement
& System
Coordination

Ensure that the best available data and projections shape full workforce recovery effort

Focus on immediate and "Day 1" re-opening of existing services for residents and businesses

Support employers in surviving, rapidly recovering, and re-building stronger than ever

Ensure workforce services meet needs of workers, with a focus on equity and the most vulnerable populations

Assure high-quality training programs that meet the evolving needs of businesses and workers

Support rapid, effective re-matching of workers and employers, even outside of traditional workforce models

Drive an integrated workforce system including key policy changes and engagement of all available resources

Issue Areas and Prioritized Initiatives



Issue Areas	Conduct LABOR MARKET SCENARIOS	Ensure RESPONSE AND RE-OPENING of core services	Support EMPLOYERS through recovery	Integrate supports for WORKERS, especially vulnerable populations	Evolve TRAINING/PATHWAYS to address business and worker needs	Enable MASSIVE RE-HIRING / re-matching to support rapid recovery	Adjust SYSTEMS and OPERATIONS Including Board engagement & System Coordination
Priority Initiatives	1. Craft supply and demand analyses and scenarios	2. Re-open and virtualize core jobseeker services (e.g., AJC)	4. Build priority sector strategies, including healthcare	7. Engage workers & integrate supports, including digital equity	10. Shift, launch & scale training programs informed by employer demand	12. Modify & scale traditional hiring/placement methods	14. Shape budget and engage external resources (e.g., philanthropy)
		3. Re-open and virtualize core employer services	5. Integrate employer engagement and supports	8. Support youth/young adults through recovery	11. Recruit & support workers and students in programs (e.g., UDC, IE&T)	13. Explore and new massive re-hiring methods	15. Develop policy responses
			6. Plan for other employer target populations	9. Plan for other target populations (e.g., long-term unemployed)			16. Modernize workforce data systems and use of technology across system

Priority Deliverables – Phase I



I. Labor Market Analyses (Initiative #1)

- Demand analyses, including LMI impact scenario analyses and general and sector specific analyses of key positions and skills affected—including an analysis of in-demand skills transferability for rapid re-matching
- Supply analyses, including public and private education and workforce training, and identification of potential national or regional virtual resources

II. Sector Strategy Development (Initiative #4)

Leverage Current Hiring Opportunities: Contact Tracer Force

- Support target populations (such as recent high school grads) entering the healthcare sector
 - 51% of 700 additional hires required to be DC residents
 - Explore development of a pilot training opportunity (with industry partnership) for entry level tracer force staff and provide support for hiring at conclusion of employment period

Launch Industry Tables: Healthcare and Hospitality (and potentially IT)

- Identify sector champions and bring together employers and training providers to inform the above efforts and identify new sector opportunities (occupations or needs) for which we can begin developing solutions.



III. Virtualize Services + Training (Initiatives #2, #3, #10)

Scale up Virtual Training: Prioritize Healthcare and IT

- UDC-CC Workforce Development and Lifelong Learning
- DOES Workforce Training Programs
- Providers on the Eligible Training Provider List (and expand ETPL)
- **As we sequence out, construction and transportation identified as additional, urgent areas
- Includes focus on digital literacy and expanding access to technology, connectivity

Focus on Connecting Disconnected Workers

- Target workers from hospitality, tourism, and other highly-impacted sectors; many industries will not reopen at 100%, and may not rehire some of the workforce until next year, if at all

Near Team Planning: Need Board Assistance



Data Collection & Employer Engagement Task (A form will be provided)

- Within your sector, we want board members to collect the following qualitative information:
 - Areas of growth
 - Areas of decline
 - Unanticipated issues (e.g. PPP vs. UI Payments)

Data Consolidation Task

- WIC staff will collect and consolidate information by sector

Information Review and Recommendations

- A committee of the board would review information and assist with developing recommendations regarding the following:
 - Changes in strategies based on our new/projected reality
 - Recommendations for re-training and re-purposing people
 - Recommendations for new industries that should be prioritized (e.g. sanitization, PPE management, trace management)

Need volunteers for committee

Near Team Planning: Need Board Assistance



Recommended Schedule

Task	Schedule	Owner
Data Collection Phase	May 26 to June 5	Board Members
Data Consolidation Phase	June 8 to June 12	WIC
Review & Recommendations	June 15 to June 19	Committee
Presentation to Board	Week of June 22	WIC Board

VIII. PUBLIC COMMENT



IX. ADJOURN

