

WORKFORCE INVESTMENT COUNCIL

QUARTERLY BOARD MEETING

April 21, 2021



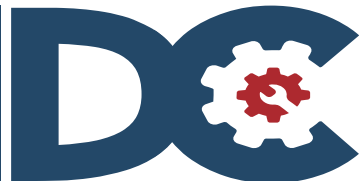
I. WELCOME & CALL TO ORDER

**ANTWANYE FORD
CHAIRMAN**



AGENDA

- I. Welcome & Call to Order
- II. Chairman's Comments
- III. Guest Speakers
 - a. Ronald Mason – UDC
 - b. Justin Palmer and Ruth Pollard - DCHA
- IV. Director's Updates
- V. Board Discussion
- VI. Public Comments
- VII. Adjourn



II. CHAIRMAN'S COMMENTS

ANTWANYE FORD
CHAIRMAN



III. GUEST SPEAKER

Ronald Mason, President
University of the District Columbia



A stylized graphic of a circuit board with various lines and nodes, positioned on the left side of the slide.

UDC - DAWN

DEVELOPING AMERICA'S WORKFORCE NUCLEUS

*A UNIVERSITY OF THE DISTRICT OF COLUMBIA INITIATIVE
TO CREATE A SUSTAINABLE PIPELINE OF DIVERSE DOMESTIC STEM TALENT*

UNIVERSITY^{OF}_{THE}
DISTRICT OF
COLUMBIA
— 1851

UDC - DAWN

THE TALENT CRISIS

- **10,000 baby boomers will reach retirement age each day for the next 19 years.**
- **Level A (highly skilled) worker deficit is expected to reach more than 6.5 million people by 2030.**
- **>340,000 “good jobs” were posted in the greater Washington metropolitan area last year (pre-COVID) 81% of which require a postsecondary degree**
 - **89% of White D.C. residents over the age of 25 have a bachelor's degree**
 - **25 percent of Black D.C. residents over the age of 25 have a bachelor's degree**
- **Only 14% of Washington, D.C. 9th graders will complete a 2- or 4-year postsecondary degree**



Robbie W.C. Tourse
Johnnie Hamilton-Mason
Nancy J. Wewiorski

Systemic Racism in the United States

Scaffolding as Social Construction

 Springer

UDC - DAWN

THE TALENT CRISIS

TALENT REWARDS BY RACE AND SOCIAL STATUS

- 10% OF THE POPULATION HAS 77% OF THE WEALTH AND 90% OF THAT 10% IS WHITE
- WHITE PEOPLE ARE 60% OF THE POPULATION BUT MAKE UP 77% OF THE WORKFORCE.
- BLACK PEOPLE ARE 13% OF THE POPULATION BUT 25% OF THE PEOPLE WITH ZERO WEALTH OR LESS.
 - IN D.C.
- \$284,000 MEDIAN NET WORTH OF WHITE FAMILY IN DC
 - \$13,000 MEDIAN NET WORTH OF LATINX FAMILIES
 - \$3,500 MEDIAN NET WORTH OF BLACK FAMILY IN DC



UDC - DAWN

THE TALENT CRISIS

WHAT DO THE NUMBERS MEAN?

**SINCE TALENT AT BIRTH IS NOT DISTRIBUTED BY RACE OR SOCIAL
STATUS THEN**

EITHER

WHITE PEOPLE ARE SUPREME

OR

**OPPORTUNITY IS DISTRIBUTED PRIMARILY BASED ON RACE AND
SOCIAL STATUS**

UDC - DAWN

➤ **IT CONCENTRATES AND MAINTAINS WEALTH IN A PRIVILEGED FEW WHITE PEOPLE**

➤ **ADVANTAGES WHITENESS THUS SOWING RACIAL DISCORD**

➤ **ELIMINATES AND SUPPRESSES TALENT, ESPECIALLY OF PEOPLE OF COLOR, ESPECIALLY OF BLACK PEOPLE**



NBC News 
@NBCNews

Wells Fargo CEO: "While it might sound like an excuse, the unfortunate reality is that there is a very limited pool of black talent to recruit from."



Wells Fargo CEO ruffles feathers with comments about diverse talent
[nbcnews.com](https://www.nbcnews.com)

THE TALENT CRISIS

OPPORTUNITY IS ALLOCATED THROUGH A SOCIOECONOMIC SYSTEM BASED ON THE FICTION THAT WHITE PEOPLE ARE SUPREME

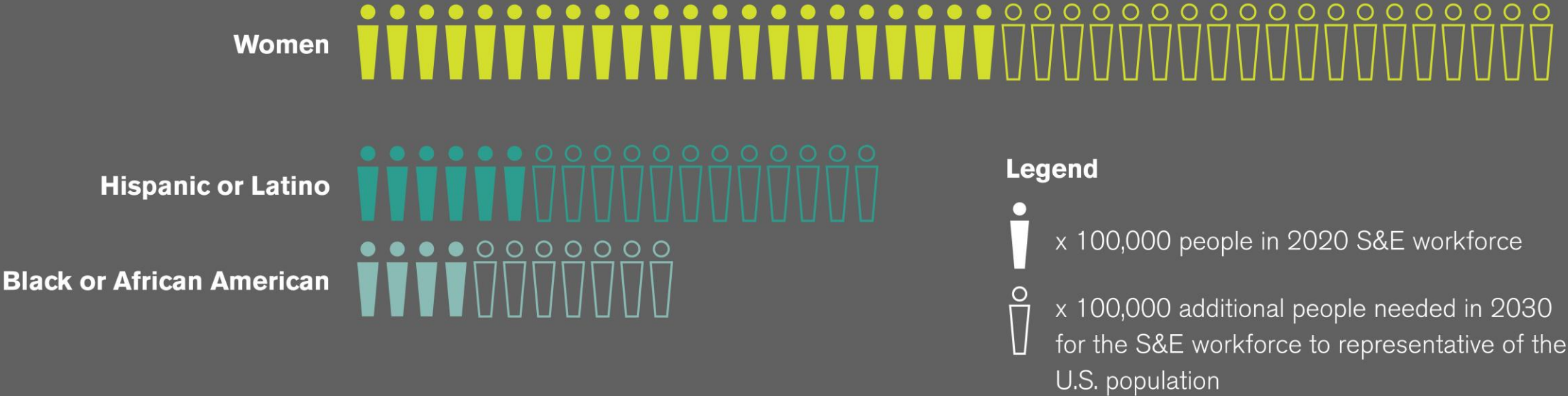
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WHY IS THERE A TALENT SHORTAGE?

A MERIT-BASED SYSTEM, A FAIR COMPETITION, WOULD PRODUCE WEALTH AND JOBS IN PROPORTION TO THE DEMOGRAPHICS OF THE POPULATION. HOWEVER, THE SYSTEM OF WHITE SUPREMACY REQUIRES THE SUPPRESSION AND ELIMINATION OF TALENT TO SUCCEED. MEMBERSHIP IN THE TOP 10% IS MORE A BIRTHRIGHT THAN A REWARD FOR PERFORMANCE. THE ULTIMATE CONSEQUENCE IS MEDIOCRITY AND SEVERE TALENT SHORTAGES BECAUSE MANY OF OUR BEST AND BRIGHTEST ARE ELIMINATED OR DENIED THE OPPORTUNITY TO COMPETE.

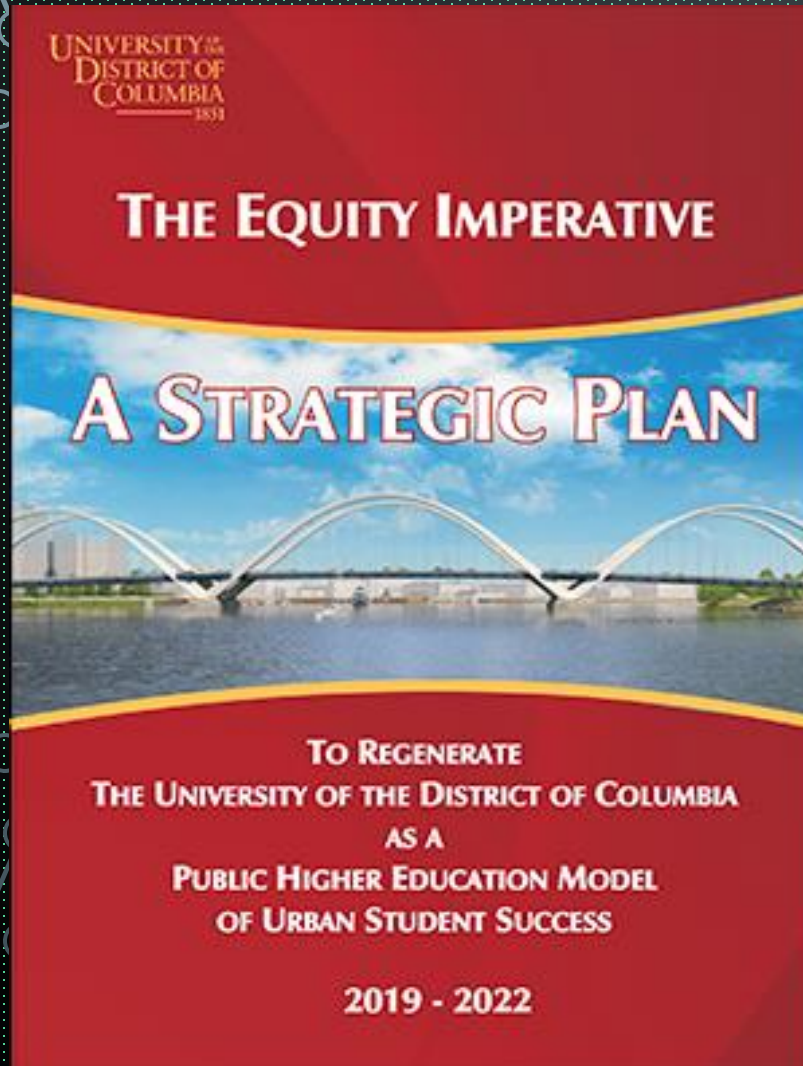
**AND HOW HAS THIS OUTDATED APPROACH
IMPACTED OUR NATIONAL TALENT POOL?**

MISSING MILLIONS: FASTER PROGRESS IN INCREASING DIVERSITY NEEDED TO REDUCE SIGNIFICANT TALENT GAP



While the number of people from under-represented groups in the S&E workforce has grown over the past decade, faster increases will be needed for the S&E workforce to be representative of the U.S. population in 2030. To achieve that goal, the NSB estimates that the number of women must nearly double, Black or African Americans must more than double, and Hispanic or Latinos must triple the number that are in the 2020 U.S. S&E workforce. These estimates are based on projections from the U.S. Census and Bureau of Labor Statistics, together with data from the National Center for Science and Engineering Statistics, and assume that participation of these groups in the S&E workforce increases at current rates.

UDC- DAWN



THE EQUITY IMPERATIVE

- **ALL STUDENTS WILL REACH THEIR HIGHEST LEVELS OF HUMAN POTENTIAL**
- **NATIONAL MODEL OF URBAN STUDENT SUCCESS**
- **URBAN FOCUSED**
- **COMMUNITY TO CAREER PATHWAYS**
 - **WORKFORCE CALIBRATED**
 - **SEAMLESS**
 - **MULIT-CREDENTIALAED**
 - **ON AND OFF RAMPS**

UDC - DAWN

A SUSTAINABLE SOURCE OF INDUSTRY READY TALENT

- **RETHINKS TALENT PRODUCTION BASED ON THE ASSUMPTION THAT THE ROOT CHALLENGE IS THE SYSTEM OF WHITE SUPREMACY**
- **INNOVATIVE TALENT IDENTIFICATION TOOLS**
 - **GALLUP BP 10 INSPIRED**
 - **360° NEEDS ASSESSMENT**
 - **ECOSYSTEM INCLUSIVE**
- **KATHERINE G JOHNSON MATH TEACHER TRAINING INSTITUTE**
 - **ALGEBRA PROJECT BASED**
- **UDC-DOEE DCPS C2 EQUITY ACADEMY AT ANACOSTIA**



Thank You!

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DISTRICT OF
COLUMBIA
— 1851

III. GUEST SPEAKER

Justin Palmer and Ruth Pollard
District of Columbia Healthcare Association





**DC Health Care
Workforce
Partnership**

**DC Workforce Investment Council
Board of Directors**

Justin Palmer and Ruth Pollard | April 21, 2021

Who We Are

DCHA Program Services is a 501(c)(3) not-for-profit organization under the District of Columbia Hospital Association established *to conduct studies and propose improvement with regard to quality, utilization and effectiveness of health care and to educate those involved in furnishing, administering and financing health care.*



Health Care Workforce Landscape

- The District of Columbia, like the American health care system, is changing—**demographics**, public health crises, **markets, technologies,** and **policies** are contributing factors to how **health care is delivered, financed and staffed.**
- The fastest-growing, high-demand jobs will be **entry-level, lower wage jobs** with **limited prospects for career pathways** and mobility for under-resourced DC residents.
- **Education and Health Care as a workforce development system** has a history of **fragmentation, and unaligned and inequitable recruitment, training and retention for DC residents,** particularly residents of color.



Envisioned Future

Envision the District of Columbia where:

- **Every DC resident** is ready, able and empowered through lifelong learning, sustained employment and economic security;
- **Businesses in DC** are connected to market-responsive skilled DC residents to successfully compete locally, regionally and globally; and
- **Education, Training and Supportive Services** are coordinated, cohesive, and integrated through public and private partners working together.



Next Generation Sector Partnership Model

Sector Partnerships and the NextGen Sector Partnership Model are:

1. Recognized for their effectiveness in **aligning education, economic, and workforce development systems** to address industry-identified labor market needs.
2. Comprised of companies from the **same industry** in a **shared labor market region** that work with partners to **tackle shared needs of the targeted industry**.
3. Led **exclusively by the industry**, meaning that the businesses within the targeted industry identify the needs and **assume the lead role in developing strategies** to address their identified needs.
4. Continuously **developing and evaluating goals, policies, and service-delivery strategies** to meet the needs of employers in the targeted sector.
5. Sector partnership typically have **one primary focus**, such as education and workforce training needs of an industry, and other secondary foci of issues related to the **industry's competitiveness**.



Applying the Model to the District of Columbia

Sector:	Health Care
Sub-sectors:	<i>Acute Care Services</i> <i>Ambulatory and Behavioral Health Services</i> <i>Nursing and Long Term Care Services</i>
Partners:	Health Care Employers Core Partners Network Supporters Totaling 40 Partners and counting...
Primary Focus:	Workforce Development and establishing a Pipeline to employment



The Partners

CONVENER & INTERMEDIARY

District of Columbia Hospital Association Program Services, Inc.

HEALTH CARE EMPLOYERS/BUSINESSES

ACUTE CARE

The George Washington University Hospital

Children's National Hospital

BridgePoint Hospital

MedStar Health

Psychiatric Institute of Washington

AMBULATORY AND BEHAVIORAL HEALTH SERVICES

Providence Health

Whitman-Walker Health

Mary's Center

McClendon Center

Unity Health Care

NURSING AND LONG TERM CARE SERVICES

Ascension Living Carroll Manor Nursing and Rehabilitation Center

Volunteers of America Chesapeake

CORE PARTNERS

Coalition for Nonprofit Housing & Economic Development

DC Primary Care Association

DC Health Care Association

DC Coalition on Long Term Care

SOME Center for Employment Training

UDC Community College Division of Workforce Development and Lifelong Learning

DCPS Academy of Health Sciences

Trinity Washington University

1199 SEIU

Greater Washington Community Foundation

Office of State Superintendent of Education

Community College Preparatory Academy

NETWORK SUPPORTERS

Dress for Success DC

Rodham Institute Pathways for All to Health Careers

Campaign for Fair Sentencing of Youth

Department of Aging and Community Living

DC Health Care Finance

DC Appleseed Center for Law and Justice



The Compass

VISION

An Industry-driven Career Pathway System where:

- DC residents are ready, able and empowered through lifelong learning, sustained employment and economic security;
- Health care businesses in DC are connected to market-responsive skilled DC residents to successfully compete; and
- Education, training and supportive services are coordinated, cohesive, and integrated through public and private partners working together.

APPROACH

We will realize the Vision through the Partnership of Health Care Employers defining and leading the agenda of industry workforce needs, and along with Core Partners and Network Supporters collaboratively and purposefully designing and executing solutions that are intentionally diverse, inclusive and equitable to DC residents and the health care industry.



The Shared Agenda

Branding of the Health Care Industry

- **Focus on three sub-sectors**
- **Alignment with other priorities**

Curricula Design and Training

- **Responsive to the market now and in near future**
- **Curricula design inclusive of technical and life skills**
 - Technical skills to demonstrate competencies and ability to achieve professional certification(s)
 - Life skills to support personal success, job performance, prevent burnout, promote retention and advancement. Examples: service excellence (hearing patient's voice), using new technologies and supportive services
- **Training**
 - Train-the-trainer using market-responsive curricula with core technical and life skills across all positions
 - Offered through various learning formats, including apprenticeship
 - Aligned to leverage workforce development programs in upskilling and reskilling

Career Pathway System for the Industry

- **Target Populations**
 - Middle and high school students, adults and seniors, re-entry citizens
- **Pathway Design**
 - New skills, re-skilling and upskilling
- **Policy and Advocacy**
 - Sustainable and livable wages
 - Addressing the benefits cliffs
 - Workforce housing and supportive services for work readiness in an essential industry



Partnership with the DC WIC

Advancing our Shared Agenda through:

- ✓ Analysis of the District's health care sector informed by quantitative and qualitative data and engagement with industry partners,
- ✓ Recommendations of three (3) to five (5) health care occupations requiring less than bachelor's degree, in which the District should invest in training, and
- ✓ A Training Plan that will inform the District's investments to help residents prepare for the identified occupations.



Creating a **Sustainable**
and **Agile** Alliance to
do business based on
Shared Goals,
Resources and
Outcomes

Sustainability



Key Accomplishments & Partnership Activities

The First 100 Days:

- Recruited and onboarded 32 partners
- Launched two (2) Partnership meetings: March 24 and April 14
- Provided feedback on DC WIC's RFP for training grants
- Implemented Engagement Survey with 100% response rate
- Initiated qualitative and quantitative research for market and industry insights

The Next 90 Days:

- Operationalize the Shared Agenda
- Implement the Action Teams
- Offer Recommendations through the Annual Health Care Occupations Report



IV. DIRECTOR'S UPDATES

**AHNNA SMITH
EXECUTIVE DIRECTOR**



FY21 WIC PRIORITIES: HIGHLIGHTS

- I. Workforce Development System Expenditure Guide
- II. Data Vault
- III. "Back to Work DC" Campaign
- IV. AJC Certification
- V. WIOA Implementation (see Appendix)



WORKFORCE DEVELOPMENT SYSTEM EXPENDITURE GUIDE

The WIC submits an annual Workforce System Expenditure Guide (Expenditure Guide) that outlines all District government spending on workforce development and adult education, per The Transparency Act (D.C. Law 22-95).

This data collection effort helps ensure that:

- Residents are aware of the workforce supports and resources offered by the District; and
- District agencies understand the breadth of services available and can better provide coordinated, cohesive, and integrated supports.

The FY20 Expenditure Guide, now posted on the WIC's [website](#) includes:

- Data from **16 agencies** that reported on **58 workforce-related programs** that served **57,824+ participants**.
- Programs with total reported funding of **\$132,987,819.28 in FY20**.



WORKFORCE DEVELOPMENT SYSTEM EXPENDITURE GUIDE

1	FY20 Expenditure Guide: Program Summary					
2						
3	Agency Acronym	Number of Programs (FY19 & FY20)	Sum of FY19 Program Total Budget	Sum of FY19 Number of Participants in Program	Sum of FY20 Program Total Budget	Sum of FY20 Number of Participants in Program
4	CFSA	3	\$80,976.00	33	\$40,976.00	60
5	DBH	1	\$1,644,554.00	610	\$1,256,698.00	676
6	DCHA	6	\$459,260.00	1800	\$153,800.00	118
7	DCHR	1	\$742,652.00	64	\$316,450.00	24
8	DCPS	2	\$316,000.00	717	\$372,298.00	786
9	DDOT	1	\$114,612.00	0	\$191,020.00	0
10	DDS	2	\$1,889,323.00	1015	\$115,291.40	27
11	DHS	2	\$37,230,982.21	11212	\$32,447,950.77	11811
12	DOEE	5	\$2,970,948.78	349	\$2,470,349.00	149
13	DOES	20	\$68,602,315.60	28908	\$71,679,801.00	25197
14	DSLBD	3	\$3,646,424.00	7597	\$12,916,016.00	13263
15	DYRS	4	\$50,480.00	10	\$63,050.00	0
16	MOAPIA	1	\$18,250.00	342	\$0.00	0
17	MOLA	2	\$3,085,000.00	2137	\$583,927.00	2840
18	OCTFME	2	\$203,387.10	0	\$335,598.54	0
19	OSSE	1	\$4,584,364.41	1144	\$4,460,000.00	994
20	UDC	10	\$5,564,003.57	3680	\$5,584,593.57	1879
21	WIC	1	\$700,000.00	80	\$0.00	0
22	Grand Total	67	\$131,903,532.67	59698	\$132,987,819.28	57824



DATA VAULT

Data Vault is a web-based platform currently in use to support shared intake, assessment, and referrals for all WIOA core partners to share customer information and facilitate cross-agency referrals.

- Full implementation of Data Vault began in January 2021
- To date, **206 individuals** have been trained on how to use Data Vault to support cross-agency referrals, and more than **100 customer records** have been updated in the system.
- OSSE, WIC, and One Stop Operator, are working with partners to monitor progress, support staff use of the tool, and provide opportunities for technical assistance and continuous improvement.



BACK TO WORK DC

“Back to Work DC” Campaign launched in February, with over 10 DC agencies working together and leveraging the WIOA Working Groups, to help connect businesses and jobseekers as part of the District's response to COVID-19.

- **January outreach to over 2000 employers to determine hiring needs and trends**
- **February and March Events**
 - Cultivation and preparation with employers and job-seekers. Events included: Case Manager Norming Session, Job Seeker Resource Fair, Human Resource Professional Roundtable, Virtual Interview, Resume, and How to Use Zoom Workshops
- **March 23-25, 2021 Virtual Hiring Events**
 - 416 Job seekers participated, 358 interviews took place
 - 85 employers present hiring for over 500 positions
 - Final hiring outcomes will be tracked over the coming weeks
- Additional virtual hiring events and cultivation/preparedness events will be held April-September 2021
- **Business Resources Fair**, May TBD, 10 am-11:30 am
- **Quarterly Hiring Event**, June 16th, 10 am-2:00 pm



AMERICAN JOB CENTER CERTIFICATION OVERVIEW

Update
Certification
Materials

With input from a technical expert and the WIOA Steering Committee, WIC staff drafted updated policy, application, and certification materials

New
Guidance
Posted

WIC Staff will post a Workforce Implementation Guidance Letter (WIGL) for AJC certification, including the policy and guidance for applicants

Applicants
Prepare
Submission

AJC Center Manager applicants will complete Center Plans for each site they wish to manage, including supporting documentation

Applications
Reviewed

Contracted vendor will review applications to evaluate materials, conduct in-person and/or virtual site visits, and provide findings

WIC Board
Review

WIC Staff will provide the Board with executive summary, materials, and recommendations in May and schedule a call for discussion

WIC Vote

WIC full board will vote on certification of AJC manager(s)

Mayor
Approves

The Mayor certifies the centers and agreements are entered between the WIC and AJC manager(s)



V. BOARD DISCUSSION

ANTWANYE FORD, CHAIRMAN
AHNNA SMITH, EXECUTIVE DIRECTOR



WIC BOARD COMMITTEES

Objective: Reestablish WIC's Board committees and codify in an updated Mayor's Order.

Guiding Principles:

- We believe committees will help us to tap into and best leverage the talents, skills, and knowledge of members of the WIC Board
- We believe committees will allow us to divide the work of the Board
- We believe committees will support greater participation and/or accountability
- We believe each committee must have a clear purpose that is grounded in furthering our work (grounded in the WIOA State Plan)
- We believe committees must have sufficient staffing support
- We believe that there is a role for standing committees and ad hoc committees



WIC BOARD COMMITTEES: CURRENT

Executive Committee: *Acts on behalf of the WIC on all policy, performance management, fiscal and administrative issue related to the local workforce investment system.*

Antwanye Ford, WIC Board Chairman, Enlightened, Inc.

Steven Boney, WMATA

Mike Maxwell, PEPCO

Angela Franco, DC Chamber of Commerce

Thomas Penny, Donohoe Hospitality Services

Stacy Smith, Hyatt Place

Youth Committee: *Focused on youth policy, programming and performance*

Stacy Smith, Hyatt Place (Chair)

Angela Franco, DC Chamber of Commerce

Ben Murphy, Community Foundation for the National Capital Region

Economic & Workforce Alignment Committee: *Focused on WIOA performance, state/local policy, Labor Market Information, Demand Occupation List evaluation, and coordination of the Eligible Training Provider List*

LaTara Harris, AT&T (Chair)

Tony Cancelosi, Columbia Lighthouse for the Blind

Bernadette Harvey, BConstrux

Kathleen McKirchy, AFL-CIO

Antoinette Mitchell, Office of the State Superintendent of Education

Nathan Smith, Allied Universal



WIC BOARD COMMITTEES: CURRENT, CONT'D

Employment Services Committee: *Focused on the administration of District specific programming and service delivery (including American Job Centers, Career Pathways Taskforce, Workforce Intermediary, One Stop Operations) and employment related outcomes.*

Darryl Wiggins, DigiDoc, Inc. (Chair)

Solomon Keene, Hotel Association of Washington (Co-Chair)

Elizabeth DeBarros, DC Building Industry Association

Korey Gray, DC Water and Sewer Authority

Unique Morris-Hughes, Department of Employment Services

Lawrence Potter, University of the District of Columbia-Community College

Laura Zeilinger, Department of Human Services

Implementation Committee: *Separate non-voting advisory committee that provides updates directly to the executive committee; monitors the activities of all external committees and WIOA funded programs that impact the workforce system.*

Joe Andronaco, Access Green (Chair)



WIC BOARD COMMITTEES: PROPOSED

Proposed Committee	Notes on Function	Issues to Tackle/Responsibilities
Executive Committee	No change from current mandate	<ul style="list-style-type: none"> • Decision-making body for some Board decisions • Meet quarterly, at minimum, prior to full board to vet/advise on strategic issues • WIC budget and internal ops/strategic positioning • Participation in workforce system events, activities • Inform/receive/review work of committees
Policy and Compliance	<p>NEW - This is critical work of the Board, and at the same time there are varying levels of interest of digging-in to the details; we could benefit from having a committee responsible for reviewing and reporting up to Exec/Full Board on these issues.</p> <p>Many of these items currently come to the Executive and could continue to do so.</p>	<ul style="list-style-type: none"> • American Job Center services • One Stop Operator work • WIOA Implementation/operations/system integration • WIOA Funding • Policy review and/or approval
Education and Workforce Alignment	<p>UPDATED – This committee would seek to combine some of the functions of the Education and Workforce Alignment, Business Services, and Youth Committees to focus on education, training, and connection to employers. (functional focus, cross-cutting)</p> <p>This may be too much for one committee, but there’s value in linking the development of employer-informed career pathways with training opportunities and needs.</p> <p>What is the right level of engagement for members of the Board in these topics— which should be at the committee level or full Board level?</p>	<ul style="list-style-type: none"> • Eligible Training Provider List (ETPL) • WIC-funded Training Grants • Healthcare Intermediary and sector partnership work • Career pathway work • Business engagement • Work-based learning and career-connected learning (aligning K-12, CTE, apprenticeships, etc.) • Post-secondary articulation • Do we align or combine with the Career Pathway Task Force? • Education and training curricula review

WIC BOARD COMMITTEES: PROPOSED

Proposed Committee	Notes on Function	Issues to Tackle/Responsibilities
Equity, Inclusive Hiring, Special Populations	<p>NEW – This committee would tackle challenges and identify opportunities unique to special populations, including Youth, Veterans, Individuals with Disabilities, Returning Citizens, Limited English Proficient, etc.</p> <p>This committee would connect to and inform the work of other committees.</p>	<p>We would need to determine how best to scope this work, likely identifying priorities or goals for them to focus on to ensure clarity of purpose and clear outcomes.</p> <p>This could include developing presentations or reports on strategies to best serve these customers; identifying and building coalitions of employer champions for particular populations or to meet specific needs, etc.</p>
Ad Hoc Committees	<p>NEW – We have stood these up in the past. The current proposal does not have a specific committee of non-Board voice or input.</p> <p>How do we want to formalize external engagement with the Board?</p> <p>Other topics for consideration include committee(s) focused on specific barriers to employment: Transportation, Childcare, Housing, Healthcare, etc.</p>	



VI. PUBLIC COMMENT



VII. ADJOURN



APPENDIX



2021 WIC PRIORITIES – APRIL UPDATES

Priorities	Status
COVID-19 Response and Recovery	In Progress: Current focus: Scaling hiring efforts; Worker Survey analysis; Violence reduction initiative
Successful delivery of work by One Stop Operator	In Progress: Focused on data collection, partner coordination, and supporting recovery efforts
WIOA State Plan (Implementation)	In Progress: Work Plans to be finalized by May; public-facing dashboard being developed
ETPL Process and Program Management	In Progress: Need to finalize update to ETPL policy and reciprocity agreements
Data Vault	Complete: Full implementation begun January 2021
Workforce Development System Expenditure Guide	Complete: Delivered to Council in March 2021
Career Pathways Task Force	In Progress: Will reconvene group in 2021
Establish healthcare intermediary	Complete: Awarded and work begun January 2021
AJC Certification Process	In Progress: Policy updated and posted; on track for review and vote by board in June 2021
Solicit resources to provide technical assistance, training, and convening	In Progress: Solicitation had to be re-released; offers currently being reviewed and award imminent.
Solicit tools and/or resources to support data analytics and reporting	Not Yet Started: Reviewing progress of Data Vault and FY21-22 budgets to determine best investment of these funds. Will use some of these funds to purchase customer relationship management tool licenses to support Business Engagement work.
Healthcare training grants	In Progress: MOU in development with DHS to support healthcare training for SNAP participants
Prepare for comprehensive WIOA review by US Dept. of Labor	Not Yet Started



HEALTHCARE WORKFORCE PARTNERSHIP

- Funded as part of the HealthCare Workforce Partnership Establishment (HWP) Act of 2020, the focus of the HWP Act is to increase the number of District residents employed in the healthcare industry. The Partnership is funded for up to four years and work will be delivered in partnership with DCHAPSCI, under the leadership of the WIC.

Key milestones:

- March 2021: Partnership members identified by grantee and kick off meeting held on March 24, 2021;
- April-May 2021- Finalize and execute on training grant provider for FY21 healthcare training;
- April-June 2021: Focus on employer partnerships, data gathering and drafting of Healthcare Occupations Report;
- July 2021: WIC and DCHAPSCI finalize draft report;

Target Outcomes:

- Select members for partnership;
- Begin work on Healthcare Occupations Report
- Deliver on-time Healthcare Occupations Report;
- Select Training Provider to deliver healthcare training, certification prep and job referrals during FY21



WIOA Implementation Working Groups:

- 1) AJC Partner Working Group
- 2) Training and Skills Development Working Group
- 3) Youth Working Group
- 4) Business Engagement Working Group
- 5) Data Vault Working Group

These working groups:

- Are led by DC WIC staff and comprised of agency partners
- Launched in late January and early February 2021
- Align with the five goals included in the WIOA State Plan
- Build upon existing coordination and integrate with other cross-agency collaboration efforts
- Are developing work plans that will roll-up to a public-facing dashboard to report progress against the WIOA State Plan



WIOA IMPLEMENTATION: LOOKING AHEAD

- Working groups have started work plans (tasks, timelines, resources needed, risks, etc.) to manage toward achievement of and reporting on WIOA Unified State Plan goals and outcomes
- Year-to-date activities/accomplishments will be captured
- Will begin work plans for 2022 calendar year in August
- Also looking ahead to the USDOL-required 2022 WIOA State Plan Modification we anticipate being due next year



WIOA IMPLEMENTATION: ACCOMPLISHMENTS TO DATE

GOAL 1 - Enhance System Alignment: District workforce development, education and social services providers will collaborate to deliver coordinated and effective services.

- Ongoing facilitation of weekly core AJC Partner meetings and additional functionally-aligned working groups to discuss virtual service provisions and modification in response to ongoing pandemic
- Facilitating one-on-one meetings with agency partners to identify challenges or gaps in services, along with working with each partner to ensure they are supporting the requirements outlined in each MOU, providing technical and administrative assistance with Data Vault users
- Facilitation of cross-agency supportive services activities including co-enrolling older jobseekers into SNAP E&T in support of their access to laptops
- Conducted updated analysis of customer flow and service provision for each AJC core partner
- Distribution of post COVID economic development and labor market information to inform adaptation of services to equitably serve customers and respond to needs
- Facilitation of workforce system-wide staff training on digital literacy and provision of virtual services



WIOA IMPLEMENTATION: ACCOMPLISHMENTS TO DATE

GOAL 2 - Improve Community Access to Workforce and Education Services: All District residents—including people with disabilities, individuals with multiple barriers to employment and those who are underemployed—will have improved access to jobs, education, training, career information and support services necessary to advance in their career pathway.

- Created database and conducted a survey for District training providers to gauge their current training offerings, current learning delivery methods and other data that will allow the WIC to analyze the current state and capacity of training options
- Developed new methodology and analyses for impact of Covid-19 and economic downturn for the District's labor market and priority sectors
- Revised career pathway maps and analyses of in-demand occupations
- Reviewed current ETPL provider application submissions for updated paperwork (HELC license, updated course catalogue etc.), to approve their continuous inclusion on the ETPL
- Request Registered Apprenticeship list of eligible RAPS's for inclusion onto the ETPL



WIOA IMPLEMENTATION: ACCOMPLISHMENTS TO DATE

(cont.)

- Launch of internal and external workforce, education, training and skills development partners to identify opportunities for improved system efficiency, deepen coordination, and inform provision of technical assistance and resource allocation
- Updated Certification criteria and process to improve access to programs and services through enhanced partner coordination and integration, reporting, and continuous improvement
- Conducted system-wide training for workforce staff on utilization of career pathway and navigation services
- Conducted and developed unemployed worker survey, needs assessment and analyses
- Presentation of survey and landscape analyses findings to partners, working group members and board or other executive stakeholders to inform data driven and equitable system response
- Developed updated list of community-based organization to support connection of customers and businesses to additional services and supports



WIOA IMPLEMENTATION: ACCOMPLISHMENTS TO DATE

GOAL 3 - Expand the Talent Pool for Businesses: The District's business community, particularly those in critical sectors, will be able to access a broader pool of District talent with the skills necessary to meet businesses' needs, and workers will be able to advance in a career pathway at businesses that hire them.

- Launched the Healthcare Sector Partnership with DCHA as intermediary
- Plan strategy and execution of Year 1 Training grants for FY21 (type of training, length and industry recognized credential earned)
- Launched and continue facilitation of Business Engagement and Customer Engagement weekly meetings with District Partners
- Drafted Sector Strategy strategic plan for FY21 and 22
- Convened WIC Board member working group to support and inform business engagement prioritization and activities
- Launched and facilitated cross-agency Back to Work DC Campaign.
- Aligned efforts with DC back to Work Campaign hiring events to engage businesses and jobseekers



WIOA IMPLEMENTATION: ACCOMPLISHMENTS TO DATE

GOAL 4 - Improve Youth Services: Youth will have increased access to a coordinated education and workforce system that provides the services and support needed to prepare them for postsecondary educational success, employment and long-term career advancement.

- Began regularly convening of youth workforce partners to identify overarching needs and priorities and held individual partner meetings to inform analysis of partners' needs and deepen engagement
- Youth employment focus group to hear from young people directly



WIOA IMPLEMENTATION: ACCOMPLISHMENTS TO DATE

GOAL 5 - Increase Performance and Accountability: The DCWIC will establish, measure and regularly report progress in meeting realistic quantitative and qualitative performance goals for the District's workforce and education system.

- Successfully stood up Data Vault on January 19th
- Provide monthly technical assistance meetings
- Conduct bi-monthly Data Vault user training
- Launched performance and reporting working group to develop and inform review and development of common performance measure and definitions





DC Health Care
Workforce
Partnership

APPENDIX



DC Health Care Workforce Partnership

A service of the District of Columbia Hospital Association

Trends and Opportunities

- **Private sector employment has grown** by 25% over the past 10 years.
- **Health care entry-intermediate skill jobs are projected to grow** by 37% from 2016 to 2026, the highest of any sector (e.g., Home Health Aides, Nursing Assistants, Orderlies).
- Anticipated growth **industries**: Outpatient Care Centers, other Ambulatory Care Services (3.2%, 2.4% projected annual growth rates from 2016-2026, respectively).

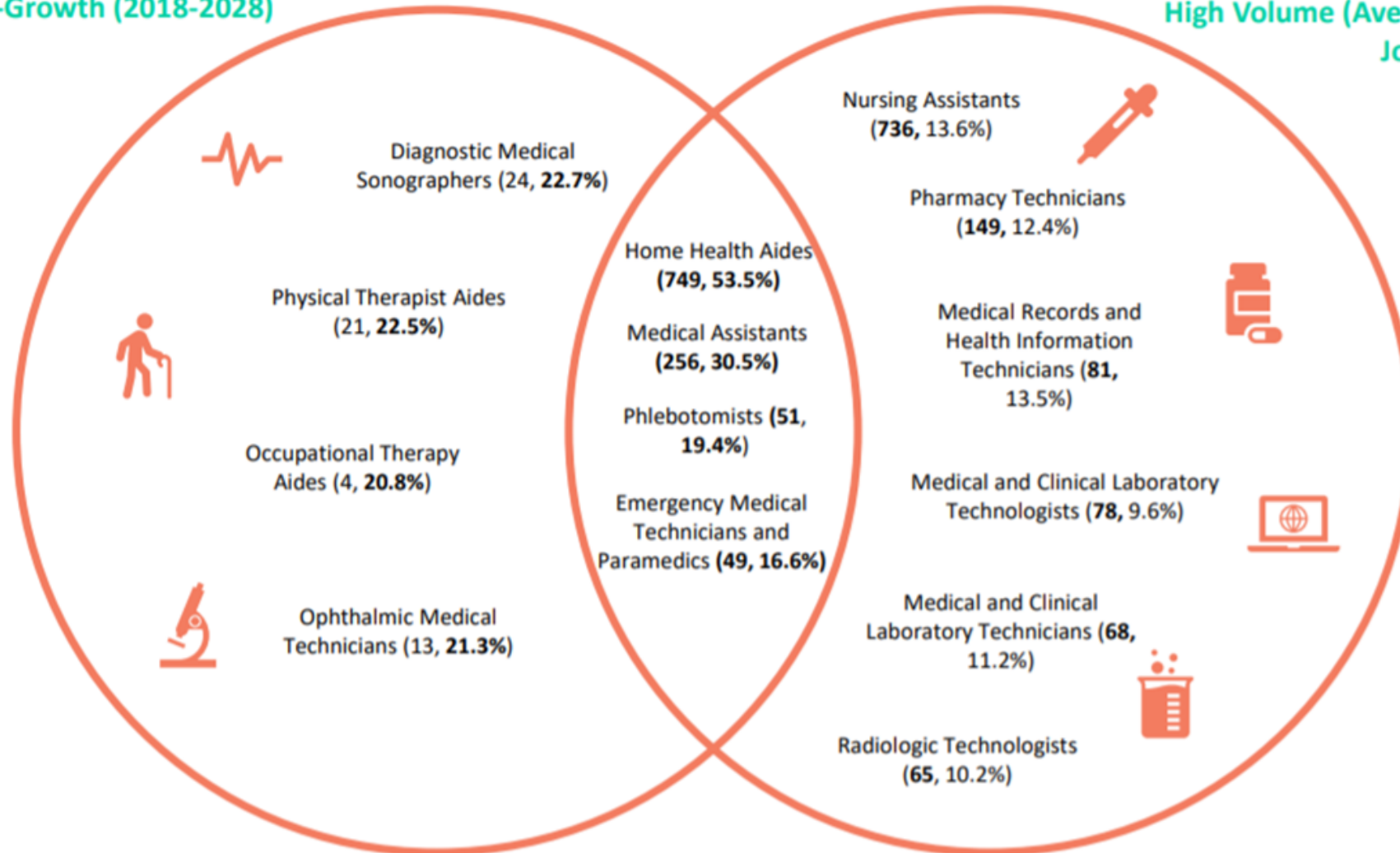
**Data insights from December 2019 Hanover Report and DC WIOA Unified State Plan 2020-2024.*



High-Growth, High-Volume Opportunities

High-Growth (2018-2028)

High Volume (Average Annual Job Openings)



Challenges

- The District's **competitive labor market** limits access for many:
 - Over 50% of DC residents have a college degree.
 - Over 70% of all DC jobs are held by non-DC residents.
- DC residents with **no college education** have a **labor force participation rate 25 percentage points lower** than those with at least a bachelor's degree. (DC WIOA)
- Other barriers to entry for Tier 1 occupations* include (1) **limited awareness** of these occupations among both providers and job seekers and (2) **training resource shortages** to support workers.
- Occupations projected to have the highest potential annual supply shortfall from 2018 to 2028 include Medical Assistants, Medical Records and Health Information Technicians, and Radiologic Technologists.
 - **High turnover rates** for these occupations cause most of the demand: 79.7% of demand for Medical Assistants, 82.7% of demand for Medical Records and Health Information Technicians, 86.6% of demand for Pharmacy Technicians is due to Separation/Turnover.

*Data insights from December 2019 Hanover Report and DC WIOA Unified State Plan 2020-2024. *Tier 1 Occupations: Non-licensed clinical and non-clinical entry-level positions in health care and commonly work in hospital settings.*

