

# QUARTERLY BOARD MEETING

## OCTOBER 22, 2018



# AGENDA

- I. Call to Order & Chairman's Reports
- II. WIC Initiatives Updates
- III. Board Governance Report
- IV. WIC Committee Updates
- V. Public Comments
- VI. Adjourn



# I. CALL TO ORDER & CHAIRMAN'S REPORT

ANTWANYE FORD  
*CHAIRMAN, WORKFORCE INVESTMENT COUNCIL*



# Chairman's Report

Introduction - Interim Deputy Mayor of Greater Economic Opportunity, Brenda Donald

Introduction of New Board Members

- Nicole Quiroga, Greater Washington Hispanic Chamber of Commerce
- Bernadette Harvey, Bconstrux
- Scott Logan – Intellor

Approval of July 23 Board Meeting Minutes



## II. WIC INITIATIVES UPDATE

TODD LANG

*EXECUTIVE DIRECTOR, WORKFORCE INVESTMENT COUNCIL*





**OSSE Adult Education and  
Family Literacy Act (AEFLA)  
and Workforce Investment  
Council Career Pathways  
Grant**

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**October 22, 2018**



# District WIOA Unified State Plan

Emphasizes expanding economic opportunity to District residents across the city so that more residents are able to access a career pathway to the middle class.

## Goals:

1. Alignment of the District's Workforce System,
2. Access to Integrated/Concurrent Workforce and Education Services,
3. Sector Strategies/Alignment with Business Needs, and
4. Increased Performance and Accountability.



The DC WIOA Unified State Plan is posted at: <https://dcworks.dc.gov/>



# Overview: OSSE AEFLA & WIC CP Grant

- Grant requirements include that sub-grantees align with the WIC's High-Demand Sectors as follows:
  - Business Administration and Information Technology,
  - Construction
  - Healthcare,
  - Hospitality,
  - Infrastructure (Energy and Utilities; Energy Technologies; and Transportation and Logistics), and
  - Law and Security.
- The grant also focuses on establishing **partnerships with employers** for curriculum validation, work-based learning opportunities, and employment opportunities for graduates.





# Overview: OSSE AEFLA & WIC CP Grant (Cont.)

- In Program Year (PY) 2017-18, approximately \$4,300,000 was awarded to 10 eligible providers; (this included approximately \$1 million in Federal funds, \$2.3 million in Local funds, and just under \$1 million in WIC funding).
- In PY 2018-19, the 10 sub-grantees will receive continuation funding.
- In PY 2019-2020, the 10 sub-grantees may also receive continuation funding based on performance and funding availability.
- OSSE will hold a new grant competition in PY 2019-2020, for PY 2020-2021 funding.



# Overview: OSSE AEFLA and WIC CP Providers

- Academy of Hope Adult Public Charter School (*Healthcare & Hospitality*)
- Briya Public Charter School (*Early Childhood Education & Healthcare*)
- Catholic Charities of the Archdiocese of Washington (*Construction & Hospitality*)
- Congress Heights Community Training and Development Corporation (*Construction, Early Childhood Education & Law and Security*)
- Four Walls Career and Technical Education Center (*Business Administration and Information Technology & Construction*)
- Latin American Youth Center (LAYC) (*Business Administration and Information Technology*)
- Opportunities Industrialization Center of DC (OIC-DC) (*Business Administration and Information Technology & Healthcare*)
- So Others Might Eat (SOME) (*Construction & Healthcare*)
- Youthbuild Public Charter School (*Construction*)
- YWCA-NCA (*Healthcare & Hospitality*)



- 1,126 adult-learners served - 45% of which were functioning at the 5<sup>th</sup> grade level or below and 87% who were functioning at the 8<sup>th</sup> grade level or below.
- 475 students (46% of students) made a measurable skills gain (educational gains via pre and post test) exceeding last year's performance by ten percentage points and exceeding our federal target by four percentage points.
- 46 students or 37% of those students who entered the program functioning at the 9<sup>th</sup> grade level or above earned their secondary credential.
- 420 students earned an entry level and/or industry-recognized certification within the WIC's high demand career sectors (i.e. Certified Nursing Assistant, Medical Assistant, Child Development Associate, NCCER, A+, COMP TIA, Networking Fundamentals, Physical Security License, Certified Front Desk Representative, etc...)



| Thank you!

# DGS TRAINING PROGRAM & CAREER FAIR

- **Training Program for Hospitality & Construction Industries**

- **Training Providers**

- Center for Innovative Research and Transformation Education
- Hales Government Solutions
- KBEC Group
- Amala Lives
- Covenant House



# DGS TRAINING PROGRAM & CAREER FAIR

## Program Results:

- **154 Participants Enrolled**
- **144 Participants Completed Training (94%)**
- **46 Participants Obtained Unsubsidized Employment**
  - **(32% - all within training program industry sector)**
- **Average Wage: \$15.31**



# DGS TRAINING PROGRAM & CAREER FAIR

- **Exclusive Career Fair for Program Participants**

October 15, R.I.S.E. Center – Ward 8

- **6 Vendors Attended**

- DC United
- Levy's Restaurants
- MCN Builders
- Donohoe Hospitality
- Iron Workers Local 5
- Cement Masons Local 891

- **34 Attendees – early feedback show pending hires**



# DGS TRAINING PROGRAM & CAREER FAIR

“We will be ***looking to start hiring soon*** and this fair was helpful in ***finding interested candidates***. Feel free to keep in contact should you look for D.C. United to attend once again”  
-DC United

“We met a couple of very suitable candidates and are ***trying to find positions for them.***”  
-MCN





# DGS TRAINING PROGRAM & CAREER FAIR

“I received interest from about 25 candidates. ***They all shared their completion of the hospitality certificate***, which is important, since we are always looking for applicants with interests or experience in hospitality. They were professional and most were prepared with a resume.

While there were many wonderful applicants and I will be reaching out to them all with our current job openings, there were ***a few candidates who stood out to me based on interactions during or after the career fair.***”

*-Donohoe Hospitality*



# CAREER PATHWAYS & SECTOR PARTNERSHIPS

## Update

- Held meetings with training providers and community organizations to *discuss their career pathways and sector strategies work.*
- Hosted three employer meetings to *identify highest-priority career pathway and began to map the key occupations* at all levels of the pathway.
- Facilitated a day-long forum of District partners which focused on the characteristics of successful partnership and included a *panel of target industry representatives to hear about workforce trends and needs*



# CAREER PATHWAYS & SECTOR PARTNERSHIPS

## Next Steps

- Work with Workgroup Chairs to ***finalize elements of maps***
- Share maps with Workgroup members ***for review and completion***
- Conduct ***education and training gap*** and oversupply analysis.
- Hold an in-person meeting with each Working Group to get input on ***education and training needs and gaps relative to the final pathways***



# METRO/DOES Partnership Update

Steven Boney & Kiara Dunn  
*WMATA*



# One-Stop Operator Update



# III. BOARD GOVERNANCE REPORT

*GOVERNANCE COMMITTEE & WIC EXECUTIVE DIRECTOR*





# DC WORKFORCE INVESTMENT COUNCIL

BOARD SURVEY RESULTS



# TOTAL RESPONSES

19 Responses

54.3% of 35 sent

95% Individual Completion Rate

Avg. Time Spent on Survey – 12 minutes

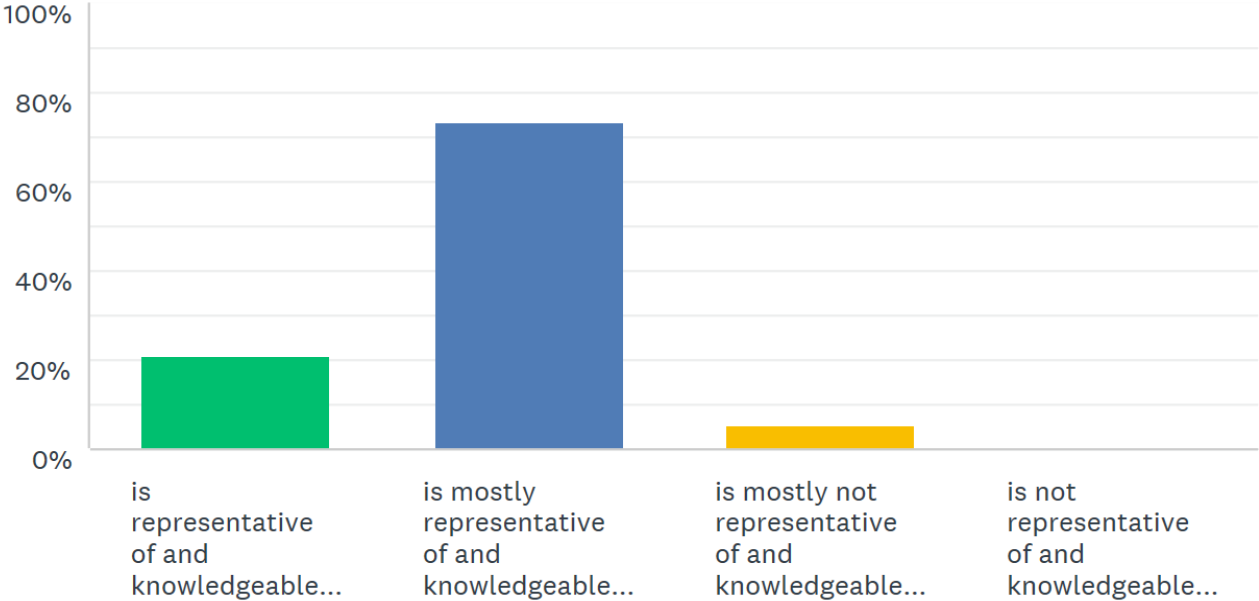


## SUMMARY OF FINDINGS

- WIC Board has the right mix of individuals to be impactful & generally functions well
- Board Members want to be ambassadors for the District's Workforce system, offer their expertise and be more engaged
- Board Members seek more communication from WIC Staff
- Board Members seek more data on workforce programs and outcomes
- Board wants Committees to better align with Strategic Goals
- Board wants stronger understanding of decision-making processes

# How would you rate the current Board makeup and profile of its members?

Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES
is representative of and knowledgeable about the community it serves	21.05% 4
is mostly representative of and knowledgeable about the community it serves	73.68% 14
is mostly not representative of and knowledgeable about the community it serves	5.26% 1
is not representative of and knowledgeable about the community it serves	0.00% 0
<b>TOTAL</b>	<b>19</b>

# Top Roles / Responsibilities of the Board

ANSWER CHOICES	RESPONSES
▼ Being an ambassador of the mission	70.59% 12
▼ Leveraging your network	52.94% 9
▼ Working with District Legislators in supporting our outreach	11.76% 2
▼ Supporting advocacy related events	17.65% 3
▼ Helping to make funding allocation decisions	5.88% 1
▼ Providing your personal expertise (i.e. finance, IT, Marketing, etc.)	52.94% 9
▼ Raising capital by cultivating or stewarding fundraising events	0.00% 0
▼ Assisting at events	11.76% 2
▼ Other (describe below)	29.41% 5

**Total Respondents: 17**

# Do You Receive Enough Information?

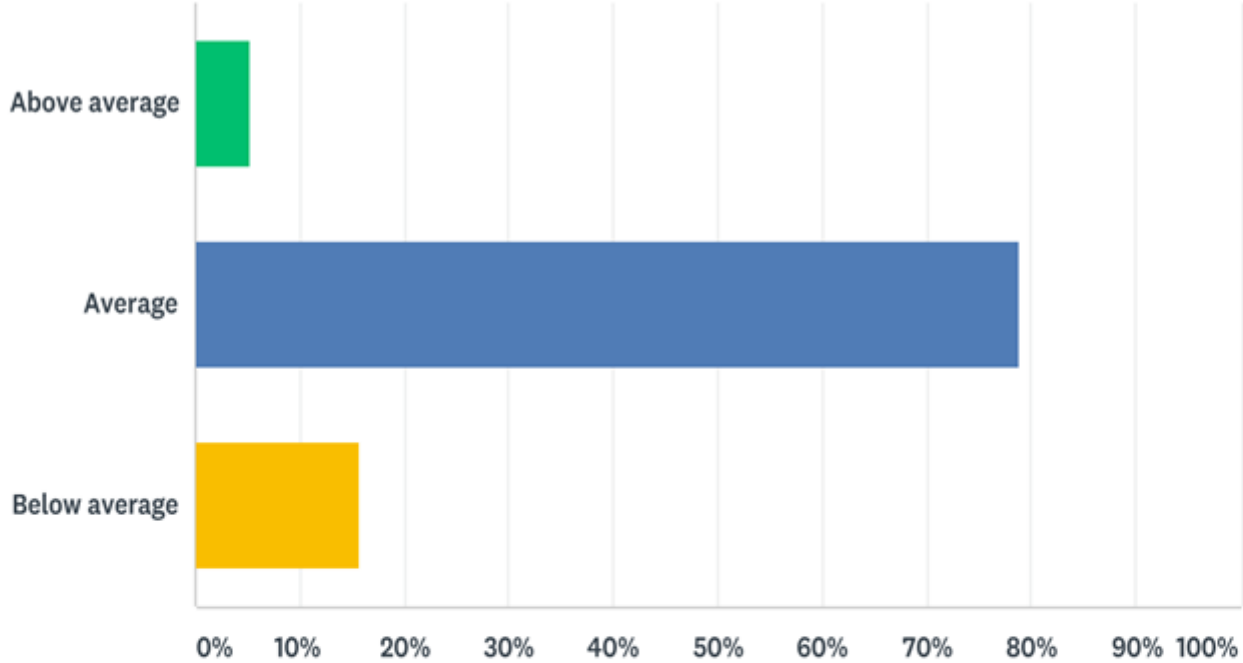
ANSWER CHOICES	RESPONSES
I receive too much information to be effective	0.00% 0
I receive an adequate amount of information to be effective	10.53% 2
I am not sure	10.53% 2
No, I receive some information, but it is not enough	52.63% 10
No, I do not receive enough information to be effective	26.32% 5
<b>TOTAL</b>	<b>19</b>

# Best Ways to Build WIC Knowledge?

ANSWER CHOICES	RESPONSES
▼ Thorough orientation sessions and retreats	47.37% 9
▼ In-person workshops on various topics	15.79% 3
▼ Online webinars or workshops on various topics	10.53% 2
▼ A monthly newsletter or update	47.37% 9
▼ Site visits to the American Job Centers	0.00% 0
▼ Stakeholder / customer roundtables	36.84% 7

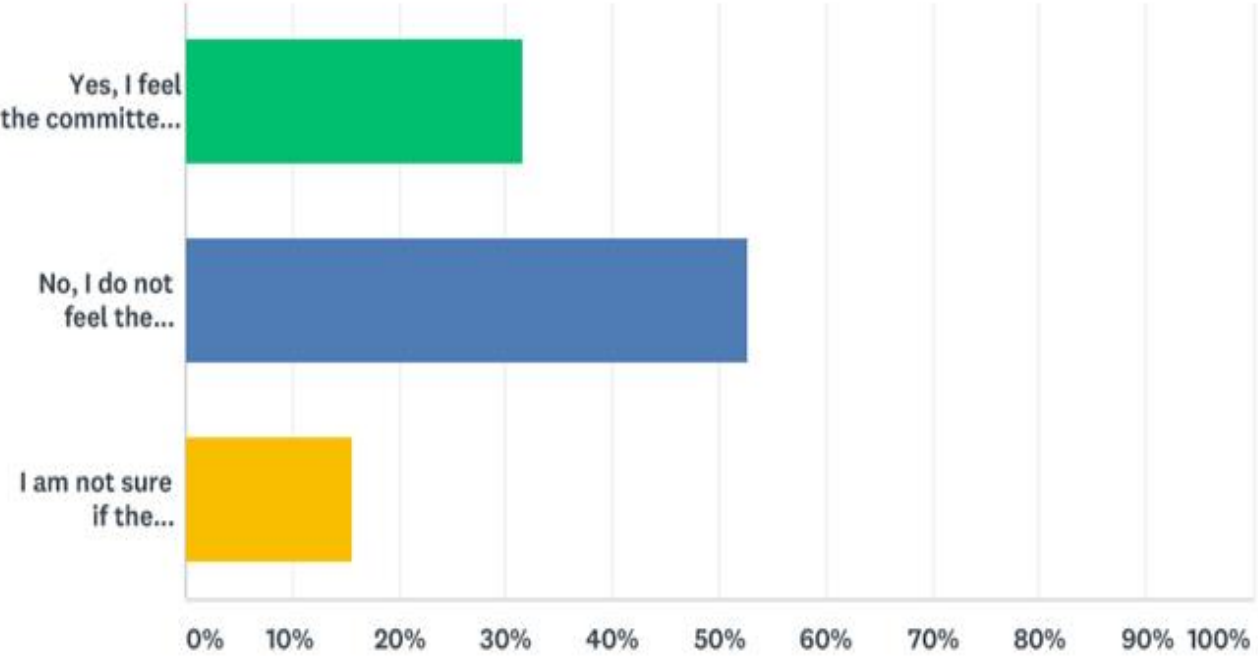
**Total Respondents: 19**

# How functional is the current Board Governance structure in terms of work flow, information sharing, engagement & decision making?



ANSWER CHOICES	RESPONSES
Above average	5.26% 1
Average	78.95% 15
Below average	15.79% 3
TOTAL	19

Do you feel the current Committee structure addresses the needs of the WIC and that there is adequate distribution of responsibilities that lead to effective decision making?



ANSWER CHOICES	RESPONSES	
Yes, I feel the committee structure addresses the WIC needs and that there is an adequate distribution of responsibilities.	31.58%	6
No, I do not feel the committee structure addresses the WIC needs and / or there is an inadequate distribution of responsibilities.	52.63%	10
I am not sure if the committee structure addresses the WIC needs, or if there is an adequate distribution of responsibilities.	15.79%	3
<b>TOTAL</b>		<b>19</b>

# WIC Board Member Communications Plan

## • WIC Newsletter & Email Updates

### • Establish Monthly Newsletter

- Updates on major accomplishments
- Highlights on recent meetings, events, workshops
- Listing of upcoming meetings, events, workshops
- Latest Labor Market Information from DOES

### • Next Steps:

- First issue released second week of November and then a monthly frequency
- Welcome feedback from Board Members on content





# WIC Board Member Communications Plan

## • WIC Newsletter & Email Updates

### • Establish the “WIC Minute”

- Designed for quick updates, highlights & summaries to share with Board
- Reports from WIC Committee Meetings (within one week after meeting occurs)
- Summaries of WIC events & meetings
- Notice of upcoming Board-related information

### • Next Steps:

- Launches this week with follow-up from today’s meeting



# WIC Board Member Communications Plan

- **WIC Board Conference Calls**

- Provide Board Members with more frequent opportunities on updates & discussion between Board Meetings
- Increase opportunity for Board Member Feedback and engagement
- Monthly schedule
- **Next Steps:**
  - Will send call schedule



# IV. WIC COMMITTEE UPDATES

**COMMITTEE CHAIRMAN**  
*WORKFORCE INVESTMENT COUNCIL*



# YOUTH SERVICES COMMITTEE

*STACY SMITH*

*CHAIR, WORKFORCE INVESTMENT COUNCIL*



# YOUTH SERVICES COMMITTEE

## Strategic Goals and Priorities:

- Increasing soft skills, career pathways, and other life skills;
- Incentivizing companies to work with youth, including apprenticeships and mentoring; and
- Building cultural awareness and promoting inclusion among providers

## Next Meeting: November 7 , 2018 at 1pm at DCWIC

### • Agenda

- Presentation of youth focus group outcomes (To be presented at January Board Meeting)
- Year-end review
- Overview of HUD Jobs Plus presentation
- Lauren Scott - Overview of Capstone presentation
- Goals/activities for 2019



# ECONOMIC WORKFORCE AND ALIGNMENT COMMITTEE

*LaTara Harris*

*CO-CHAIR, WORKFORCE INVESTMENT COUNCIL*



# ECONOMIC WORKFORCE AND ALIGNMENT COMMITTEE

## Strategic Goals and Priorities:

- Increase access to impactful and effective training
- Increase business engagement
- Increase knowledge to labor market information
- Increase training providers

## Last meeting: September 19, 2018

- Recent expansion of providers includes:
  - Training Providers: *Contemporary Family Services; Catholic University of America*
  - Apprentices Programs: *LaunchCode; The Alliance for Media Arts & Culture*
- Currently have **39 providers on the ETPL** – 26 Training Providers and 13 Apprentices Programs



# V. PUBLIC COMMENTS





# VI. ADJOURN

