

THE D.C. WORKFORCE SYSTEM

Odie Donald II, **WIC Executive Director**



DC WORKS
WORKFORCE TRAINING
HIGH-DEMAND
EDUCATION
QUALITY EMPLOYMENT
JOBS DEMAND-DRIVEN
PATHWAYS
INNOVATION OPPORTUNITY
BUSINESS CAREERS SECTORS PARTNERS PERFORMANCE
CUSTOMER-CENTERED
INVESTMENT

WHAT IS THE WIC?



WHAT IS THE WIC?

- The Workforce Investment Council is the District's State and local workforce board, which has oversight of federal workforce funding and programming.
- The WIC advises the Mayor, Council, and District government on the development, implementation, and continuous improvement of an integrated and effective workforce investment system.
- The WIC convenes and leads system stakeholders to ensure workforce programs and initiatives align with business needs.



WIC COMPOSITION

The WIC Board is comprised of a business majority, government officials, organized labor, community-based organizations, and organizations with workforce development experience.

- The WIC Board is led by:
 - Chair Andy Shallal, *Owner, Busboys and Poets*
 - Vice Chair Carlos Jimenez, *Executive Director, AFL-CIO*
 - Odie Donald, *Executive Director*



WHAT IS WIOA?

DC WORKS

PERFORMANCE

SECTORS

INVESTMENT

PATHWAYS

EMPLOYMENT

PARTNERS

HIGH-DEMAND

WORKFORCE

OPPORTUNITY

DEMAND-DRIVEN

EDUCATION

TRAINING

INNOVATION

BUSINESS

CUSTOMER-CENTERED

JOBS

CAREERS



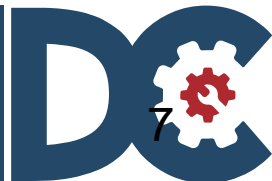
WORKFORCE INNOVATION AND OPPORTUNITY ACT

- Workforce Innovation and Opportunity Act (WIOA), passed in July 2014, is a revitalization of the public workforce system.
- WIOA represents collaboration between the Departments of Labor (DOL), Education (ED), and Health and Human Services (HHS)



WIOA CONTINUED...

- Requires States to Strategically Align Workforce, Education and Human Services Programs
- Promotes Accountability and Transparency
- Improves the American Job Center (AJC) System
- Improves Services to Employers and Promotes Work-Based Training Opportunities
- Makes Key Investments in Serving Disconnected Youth and Other Vulnerable Populations



D.C. STATE PLAN



D.C. STATE PLAN

WIOA requires states to submit a 4-year plan to improve alignment of workforce programs and accountability measures, as well as implement policies that support the needs of the labor/business sector.

D.C. Goals and Strategies Focused on:

**System
Alignment**

Accessibility

**Sector
Alignment/
Business
Engagement**

**Performance
and
Accountability**

**Youth
Services**



D.C. STATE PLAN

On behalf of Mayor Bowser, the WIC submitted D.C.'s WIOA Unified State Plan to the USDOL & ED March 31, 2016

- Plan details how the District will align workforce programs and accountability measures, and implement policies to support the needs of business by preparing District residents.
- Incorporated feedback from District residents received through engagement events and posted through drafts.dc.gov
- **June 24, 2016**
 - WIC Received Federal Approval



D.C. WIOA IMPLEMENTATION



D.C. WIOA IMPLEMENTATION

The District is taking a phased approach to WIOA Implementation over the next four years to ensure appropriate planning and execution. These phases focus on 5 key areas:

- *System Alignment*
- *Access*
- *Performance*
- *Business Alignment*
- *Youth Services*



IMPLEMENTATION PHASE 1

Phase 1 Overview

A Community of Practice for adult education, training, and other related providers is established

Full AJC partner integration

Begin One-Stop operator solicitation process

Expand earn-and-learn opportunities, OJTs, apprenticeships

Ensure workforce development and outreach documents are translated into relevant languages

Ensure programmatic and physical accessibility of all services at AJCs to individuals with disabilities

Expansion of the Data Vault

Develop Vendor Scorecards

Creation of the common data dictionary and methods for measurement

Increase enrollment of Out-of-School Youth in WIOA Youth Programming

Planning for a developmentally appropriate youth One-Stop



IMPLEMENTATION PHASE 2

Phase 2 Overview

OSSE AFE grant competition funds innovative models for integrated education and training

Integrated Service Delivery in AJCs

One-Stop operator is selected and in place

Expanded functionality of the Data Vault

One-Stop MOUs in place

Expand business advisory committees to include all identified high-demand sectors

Unified business services strategy established and implementation steps started

Youth One-Stop model finalized.

Ensure the availability of pre-employment transition services for all students with disabilities

Coordination between DOES, OSSE, DCPS and relevant DC Public Charter schools to ensure work experiences are aligned with a student's CTE program of study



IMPLEMENTATION PHASE 3

Phase 3 Overview

Business advisory committees leveraged to inform training investments in all high-demand sectors

Streamlined communication tools and inter-agency operating procedures

Continue expansion and modifications based on user feedback of the Data Vault partners

Develop shared case management across core programs

Increase capacity of education and training providers through Career Pathways funded initiatives.

Ensure performance data from core program providers and sub grantees is available and accessible to the public through the Dashboard

Youth One-Stop established and serving youth.



WIOA WORKING GROUPS

The WIC developed Implementation Working Groups tasked with exploring key areas of WIOA Implementation and workforce system functionality

Groups consist of business representatives, citizens who are faced with barriers to employment, and workforce related programs (DDS/DSA, DHS, DOES, OSSE, UDC-CC).

WIOA IMPLEMENTATION WORKING GROUPS

- *Data and Performance*
- *System Integration*
- *Funding and Procurement*
- *Board Policy and Administration*



D.C. WORKFORCE SYSTEM



WORKFORCE ANALYSIS

The District's Workforce:

- Over 775,500 people worked in the District as of November 2015, with 530,000 employed in the private sector and 235,400 employed in government. However, about **72% of all of these workers live outside of the District - primarily in Maryland and Virginia D.C.**
- **66% of DC residents work in DC** and the remaining 34% work in neighboring jurisdictions.
- 60% of jobs posted in Jan-Oct 2015 required a bachelor's degree or above and economists project that in just four years, **76% of all jobs in D.C. will require some postsecondary education or training.**
- There are at least **49,000 – 60,000 DC residents without a high school diploma.**



WORKFORCE ANALYSIS

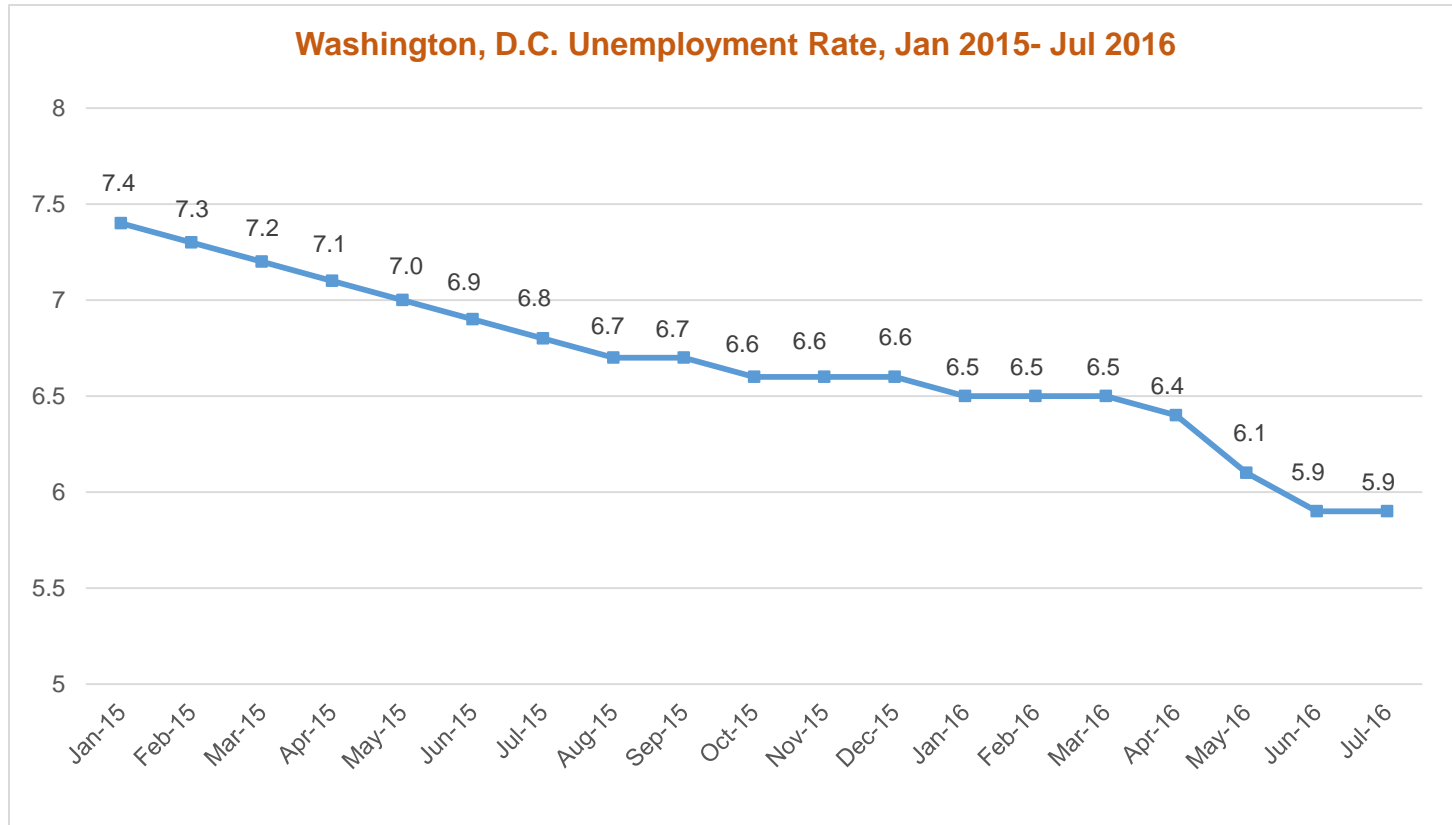
Education Levels in the District:

Population 25 years and over	Number	Percentage
Less than 9th grade	19,037	4.3%
9th to 12th grade, no diploma	30,105	6.8%
High school graduate (includes equivalency)	82,346	18.6%
Some college, no degree	60,653	13.7%
Associate's degree	13,724	3.1%
Bachelor's degree	103,154	23.3%
Graduate or professional degree	133,259	30.1%



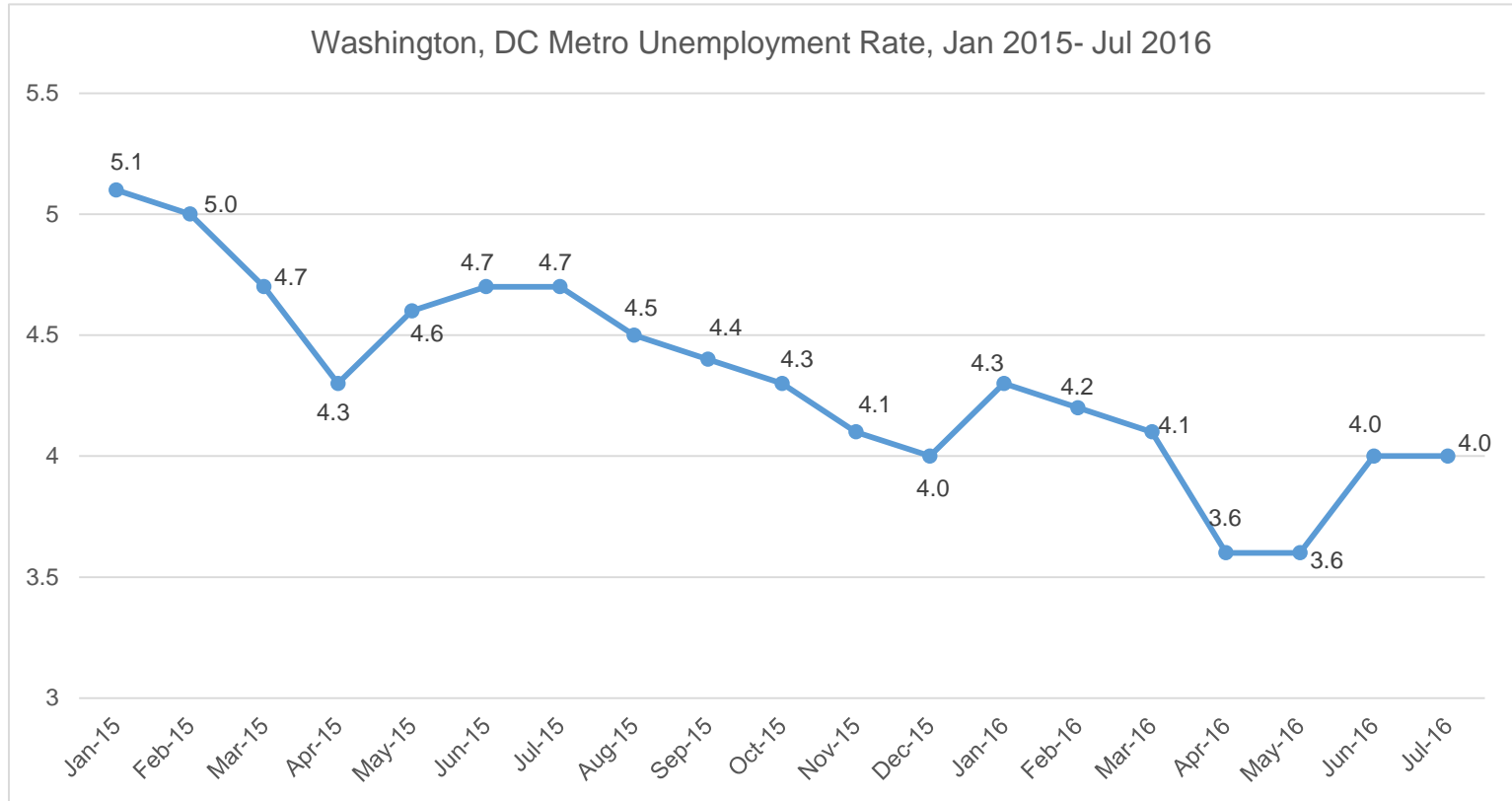
WORKFORCE ANALYSIS

Inside the District, the unemployment rate has fallen more than a full percentage point since January of 2015; it is now 5.9% as of July 2016.



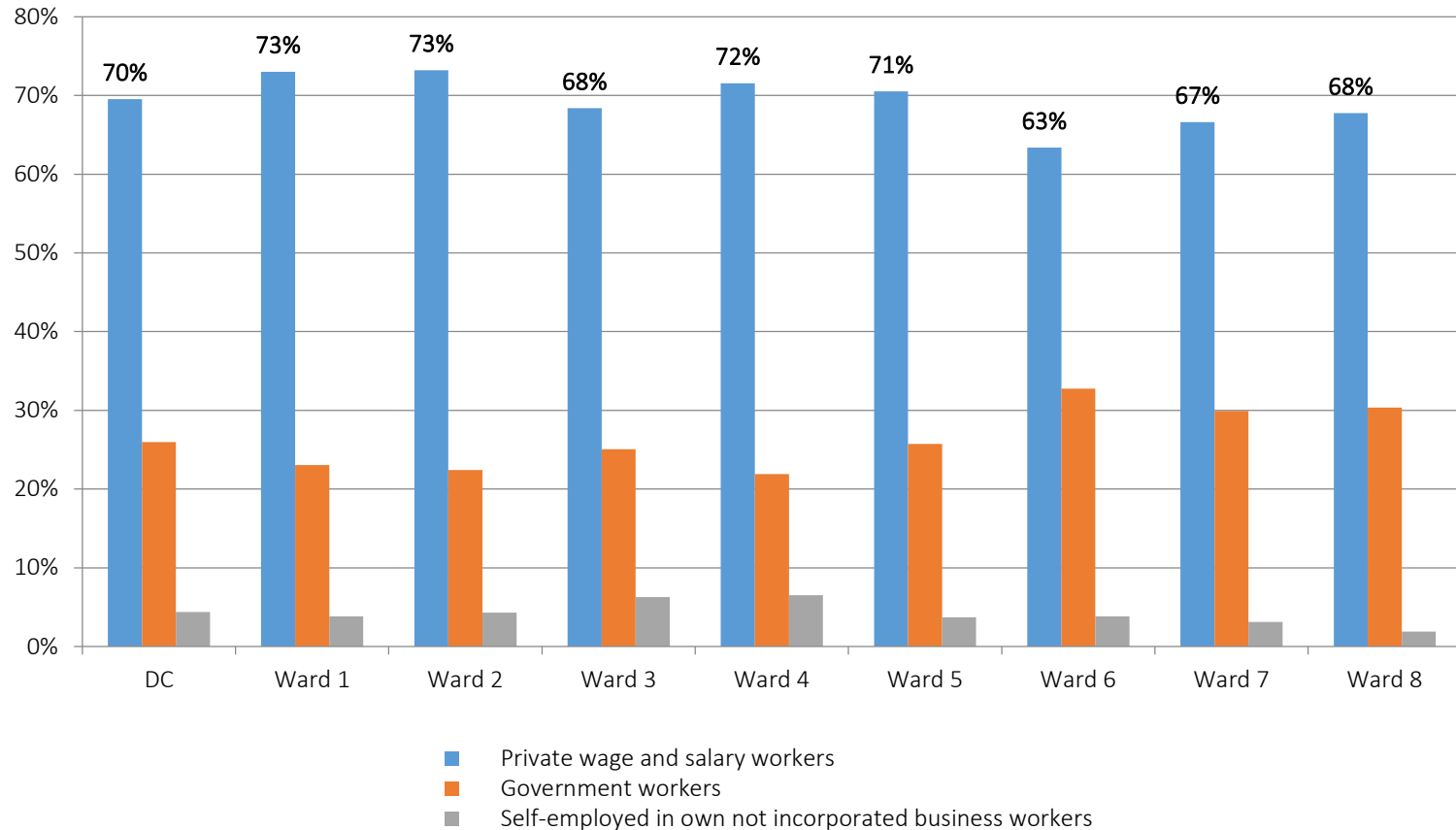
WORKFORCE ANALYSIS

The D.C. metro area has seen the unemployment rate drop from 5.1% to 4.0%.



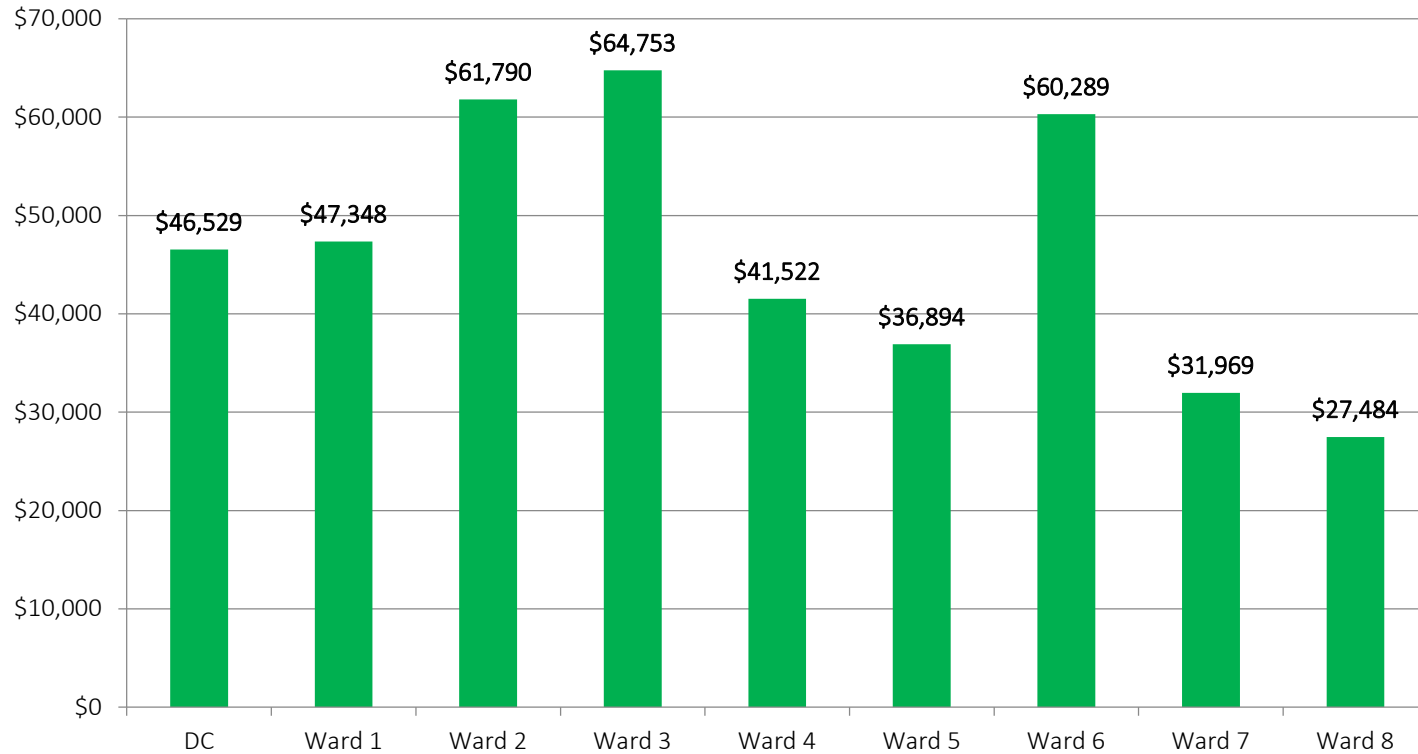
WORKFORCE ANALYSIS BY WARD

D.C. Residents Class of Workers



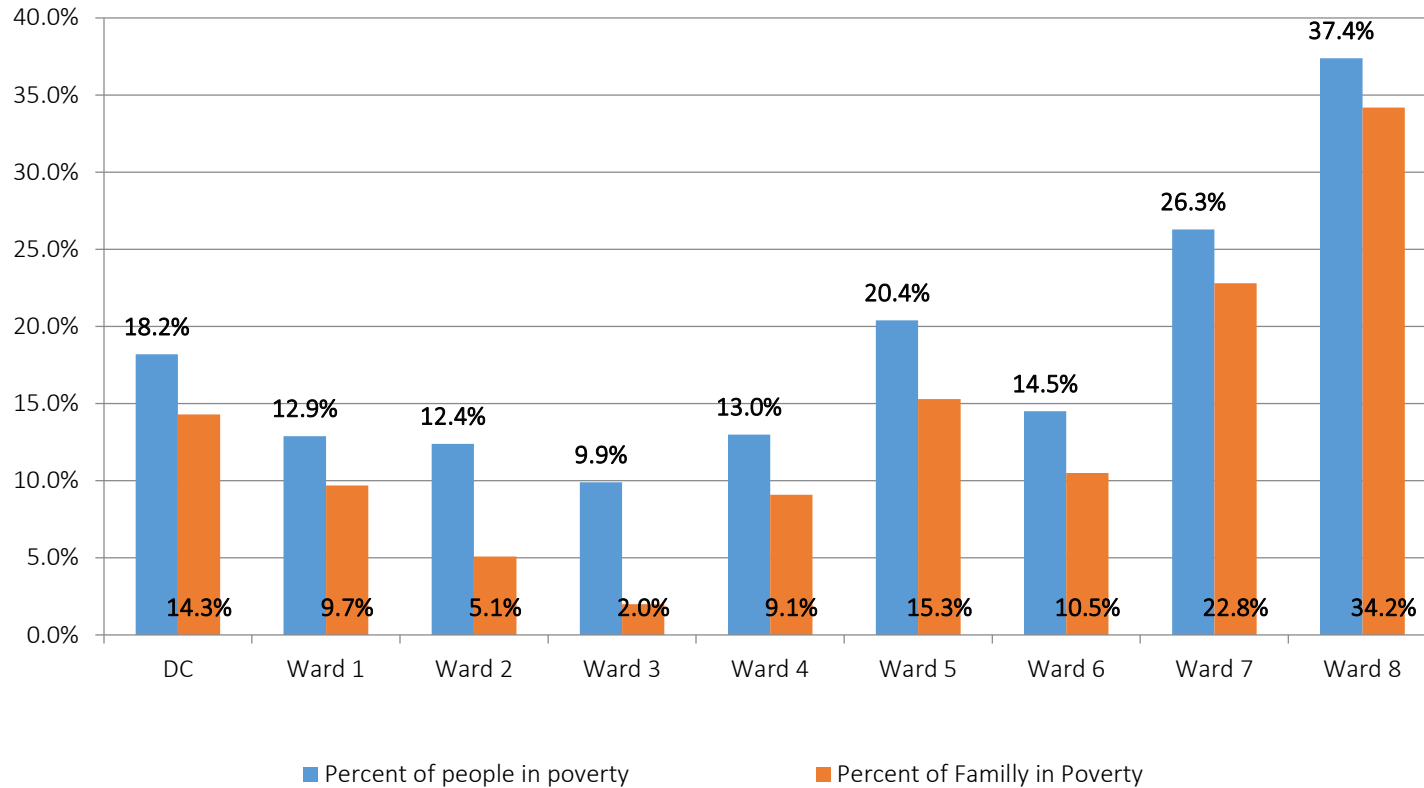
WORKFORCE ANALYSIS BY WARD

D.C. Workers' Median Earnings



WORKFORCE ANALYSIS BY WARD

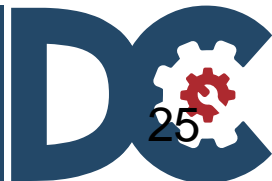
Family and People Poverty Status



WORKFORCE ANALYSIS BY WARD

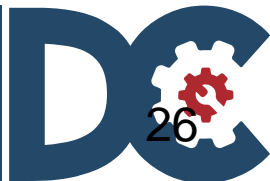
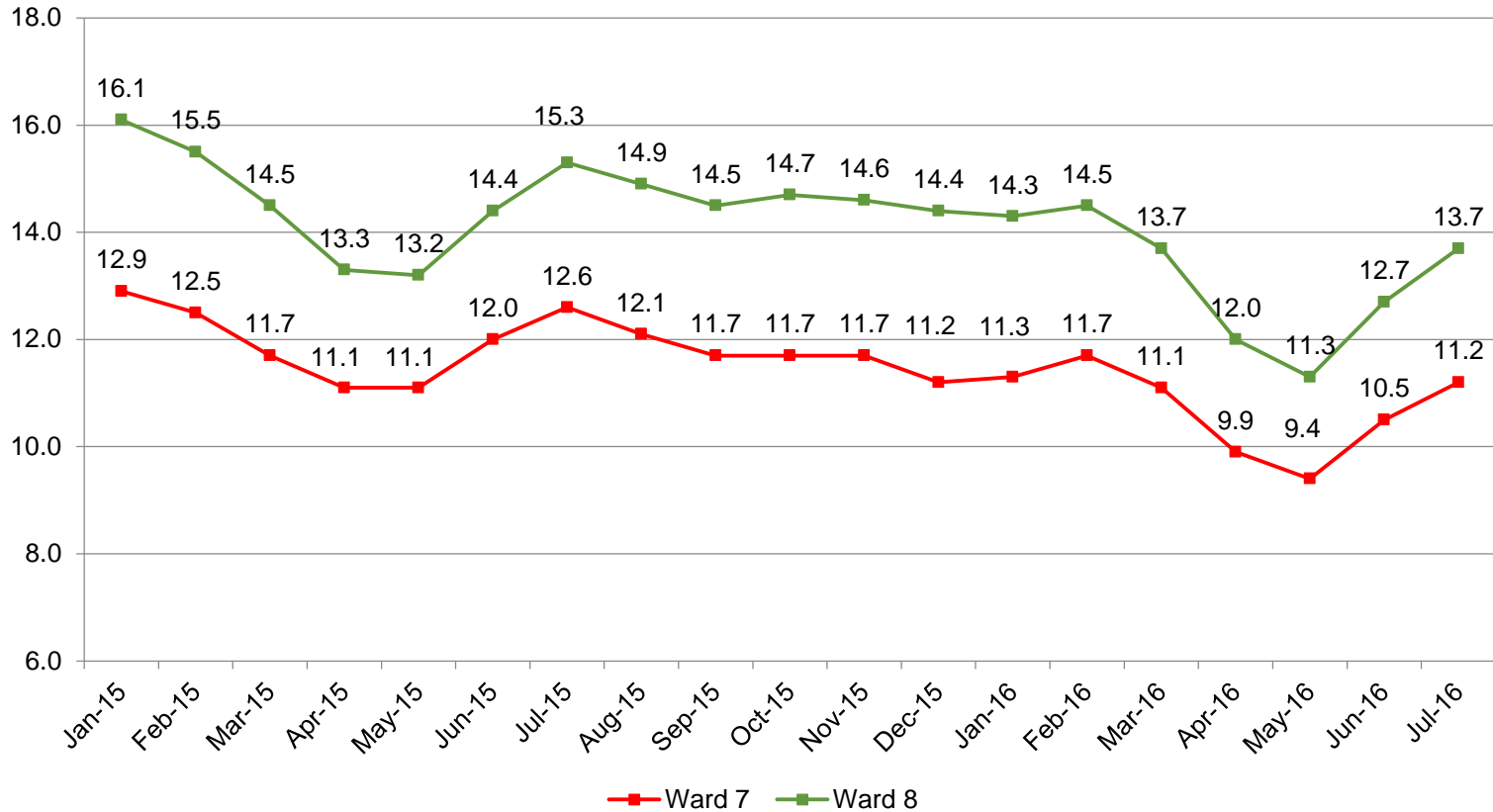
In the District of Columbia, the unemployment rate has fallen in all wards.

Months	Ward 1	Ward 2	Ward 3	Ward 4	Ward 5	Ward 6	Ward 7	Ward 8
Jan-15	5.9	5.3	5.0	7.3	9.6	6.6	12.9	16.1
Feb-15	5.6	5.4	5.0	7.1	9.6	6.3	12.5	15.5
Mar-15	5.2	4.9	4.6	6.6	9.0	6.1	11.7	14.5
Apr-15	4.7	4.5	4.2	5.9	8.3	5.6	11.1	13.3
May-15	4.9	4.6	4.4	6.3	8.2	5.7	11.1	13.2
Jun-15	5.2	4.9	4.7	6.6	8.7	6.0	12.0	14.4
Jul-15	4.9	4.8	4.4	6.3	9.0	5.9	12.6	15.3
Aug-15	4.9	4.8	4.5	6.2	8.8	5.8	12.1	14.9
Sep-15	4.8	4.7	4.5	6.2	8.5	5.7	11.7	14.5
Oct-15	4.7	4.5	4.2	6.1	8.2	5.6	11.7	14.7
Nov-15	4.6	4.4	4.2	5.9	8.3	5.5	11.7	14.6
Dec-15	4.5	4.2	3.9	5.7	8.0	5.3	11.2	14.4
Jan-16	4.8	4.5	4.3	6.0	8.3	5.6	11.3	14.3
Feb-16	5.1	5.0	4.7	6.2	8.4	5.7	11.7	14.5
Mar-16	4.6	4.4	4.1	5.7	7.9	5.1	11.1	13.7
Apr-16	4.1	3.8	3.5	4.9	6.8	4.4	9.9	12.0
May-16	3.8	3.6	3.3	4.7	6.4	4.2	9.4	11.3
Jun-16	4.5	4.5	4.1	5.6	7.5	4.9	10.5	12.7
Jul-16	4.4	4.4	3.9	5.5	7.7	5.0	11.2	13.7



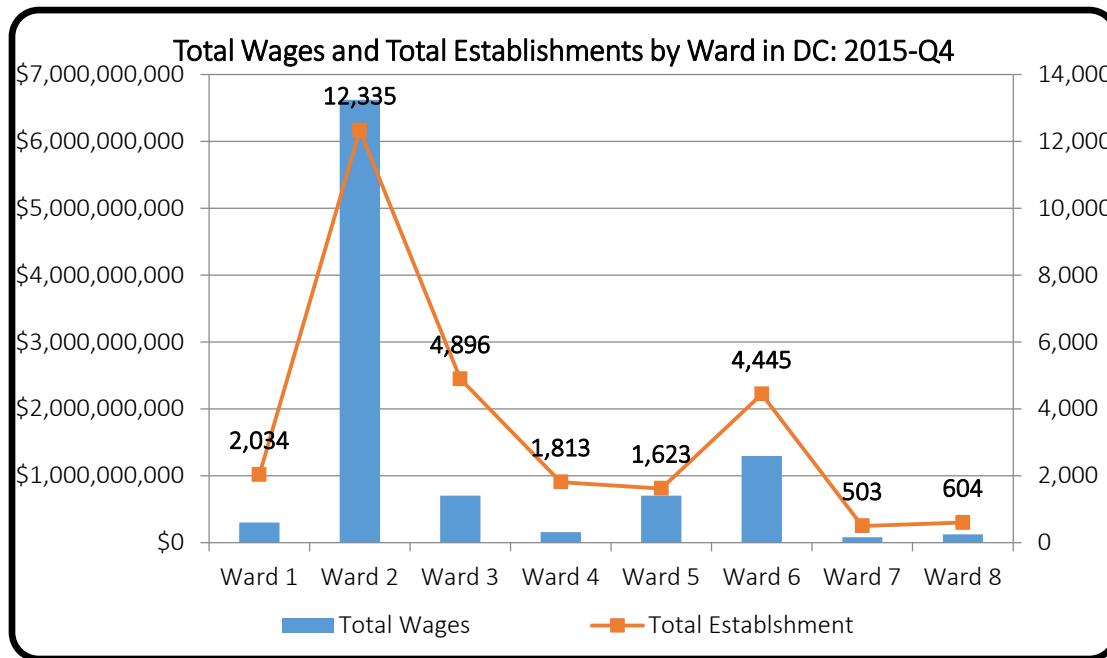
WORKFORCE ANALYSIS BY WARD

Unemployment Rate: D.C. Wards 7 and 8 (Jan.2015 - July 2016)



WORKFORCE ANALYSIS BY WARD

- Wards 7 and 8 have the lowest number of establishments in the District, while Ward 2 has the highest number;
- Total wages paid in wards 7 and 8 are the lowest in the District
- Wards 7 and 8 represents only 3% of total quarterly establishments and 2% of total wages paid in the District;
- Therefore, any policies aiming to increase jobs and wages (tax break for small businesses, increase of minimum wage, increase of maximum weekly benefit amount) would potentially be more beneficial to wards 7 and 8 residents.



Source: Department of Employment Services; Bureau of Labor Statistics; Quarterly Census of Employment and Wages



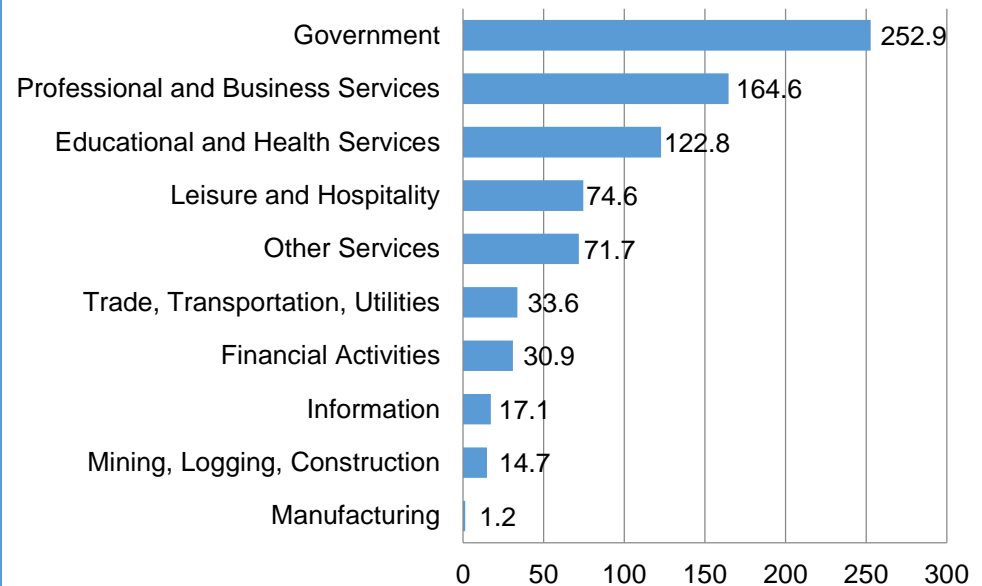
INDUSTRY ANALYSIS

- By far the largest industry in D.C. is the Government, with 252,900 of the 784,100 jobs in the District.
- Professional and business services, which include law firms, lobbying firms and other companies that are dependent on the federal government, amount to 164,600 jobs.
- The educational and health services sectors are the largest non-government related industries in DC.

July 2016 Industry Employment (In Thousands)

Industry	Jobs
Government	252.9
Professional and Business Services	164.6
Educational and Health Services	122.8
Leisure and Hospitality	74.6
Other Services	71.7
Trade, Transportation, Utilities	33.6
Financial Activities	30.9
Information	17.1
Mining, Logging, Construction	14.7
Manufacturing	1.2
Total	784.1

July 2016 Jobs by Industry in DC (in thousands)

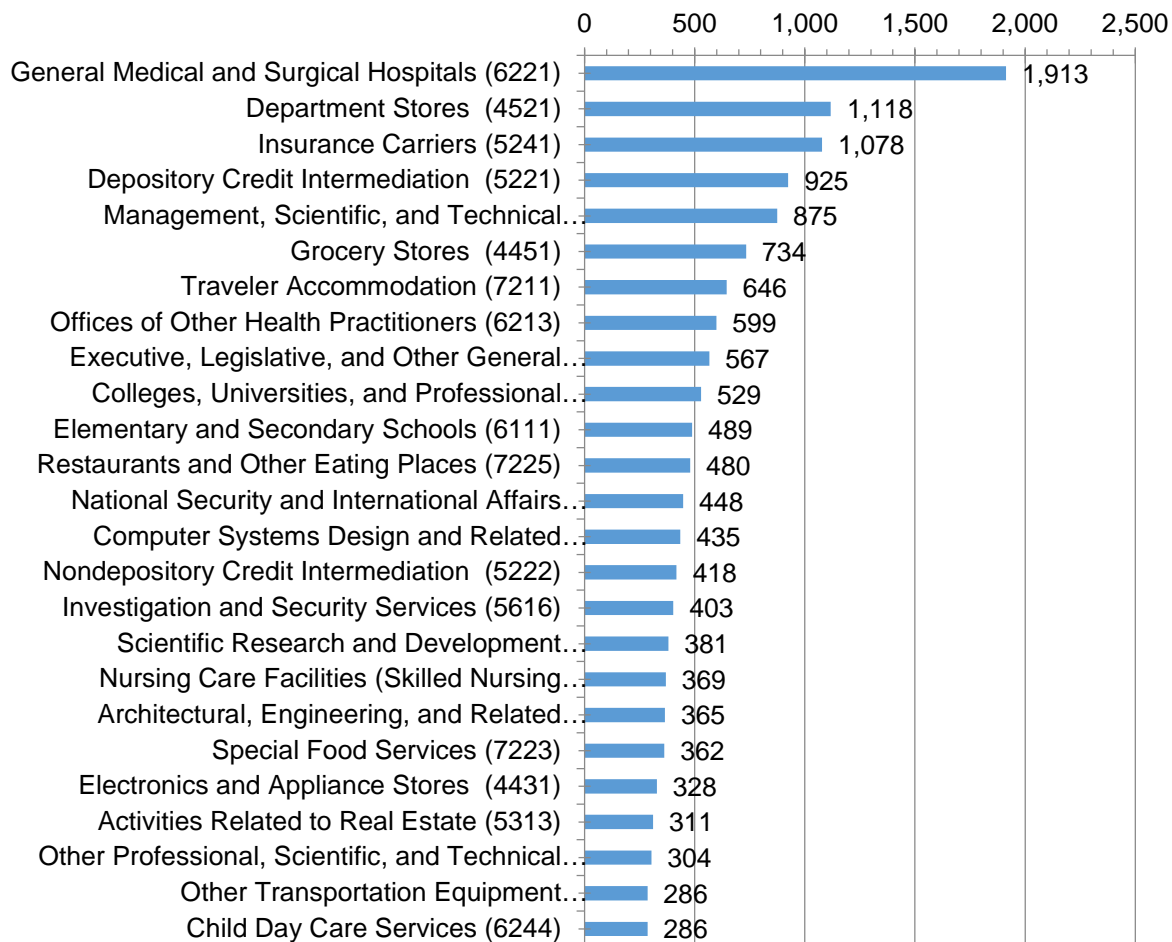


INDUSTRY ANALYSIS

Industries with the most job postings for positions that require an associate's degree or less include:

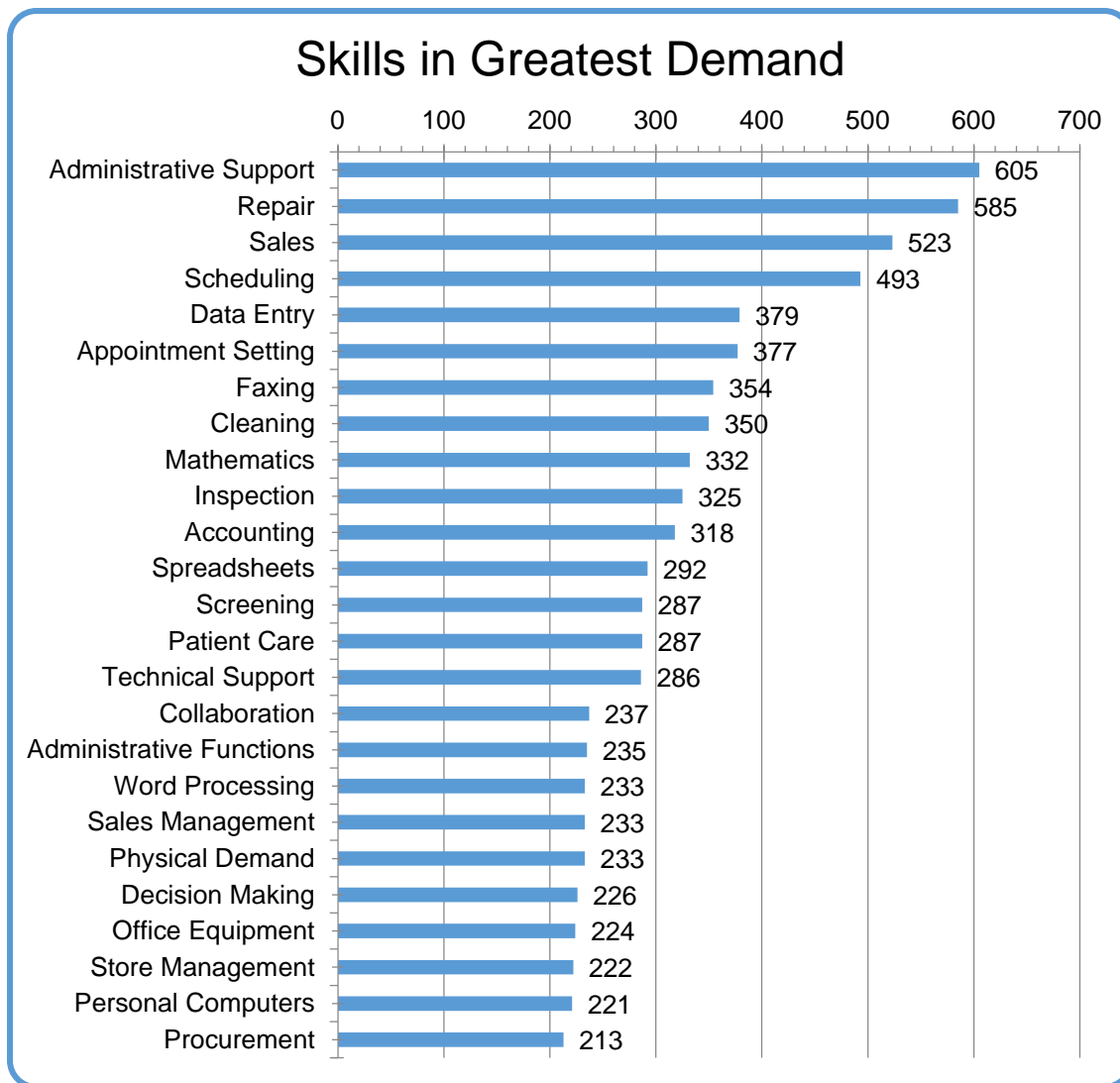
- **General Medical and Surgical Hospitals**
- **Department Stores**
- **Insurance Carriers**
- **Depository Credit Intermediation**
- **Management, Scientific, and Technical Consulting Services, among others**

Industries Hiring Positions Requiring and Associate's Degree or less



EDUCATION ANALYSIS

The top skills in-demand for occupations that require an associate's degree or less in the DC area include Admin Support, Repair, Sales, Scheduling, and Data Entry.

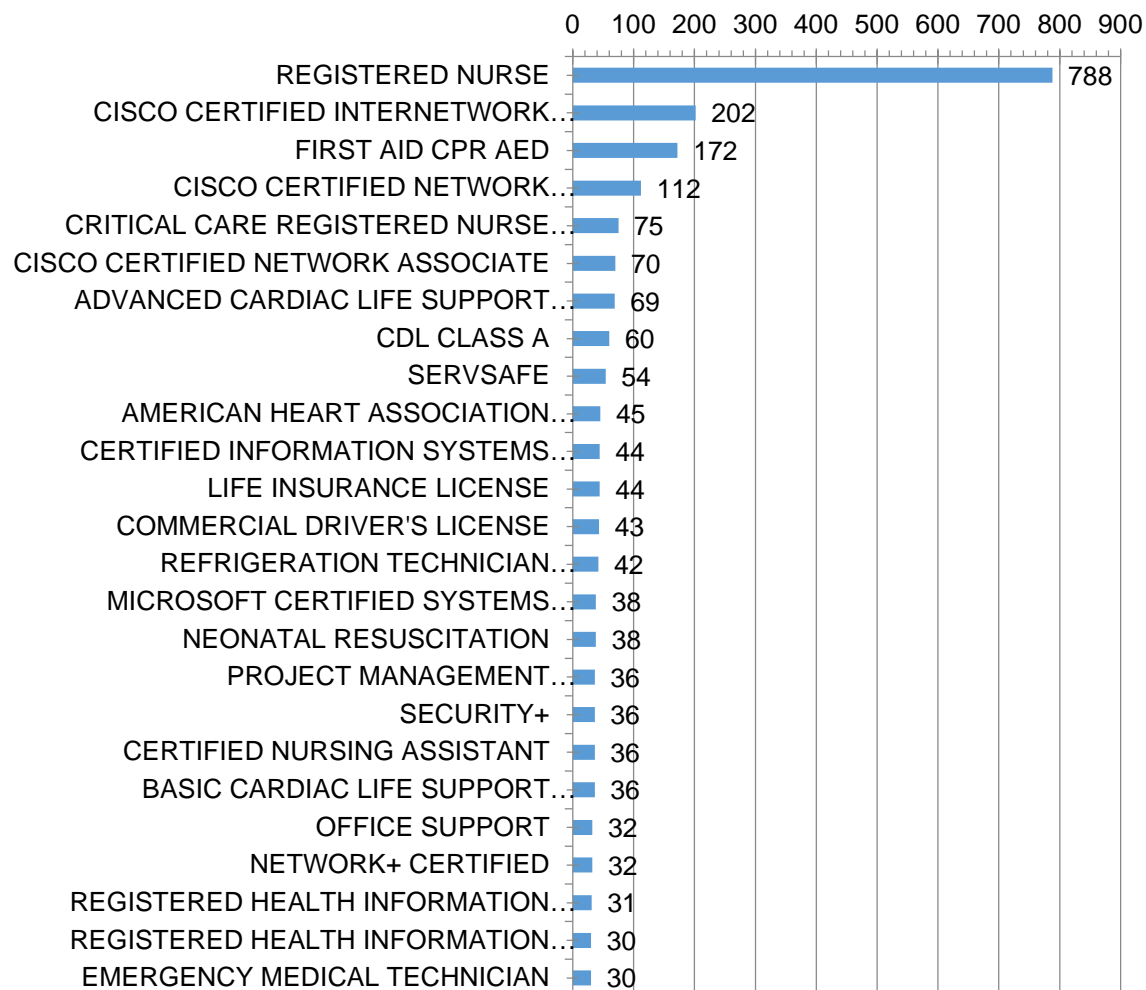


EDUCATION ANALYSIS

Of jobs that require an associate's degree or less and also require some form of certification, the following certifications appear in job postings the most:

- Registered Nurse
- CISCO Certified Internetwork
- First Aid/CPR
- CISCO Certified Network

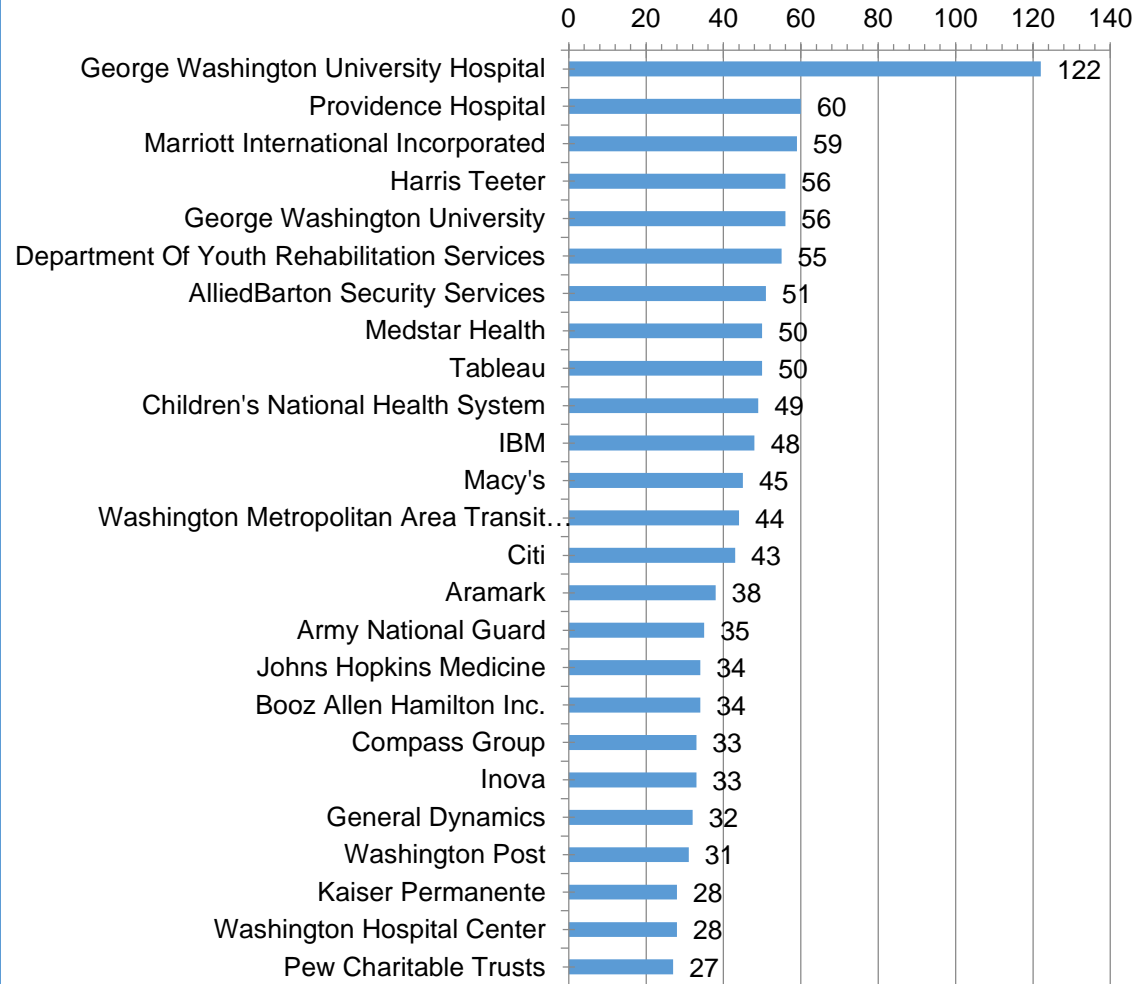
Certifications in Greatest Demand



EDUCATION ANALYSIS

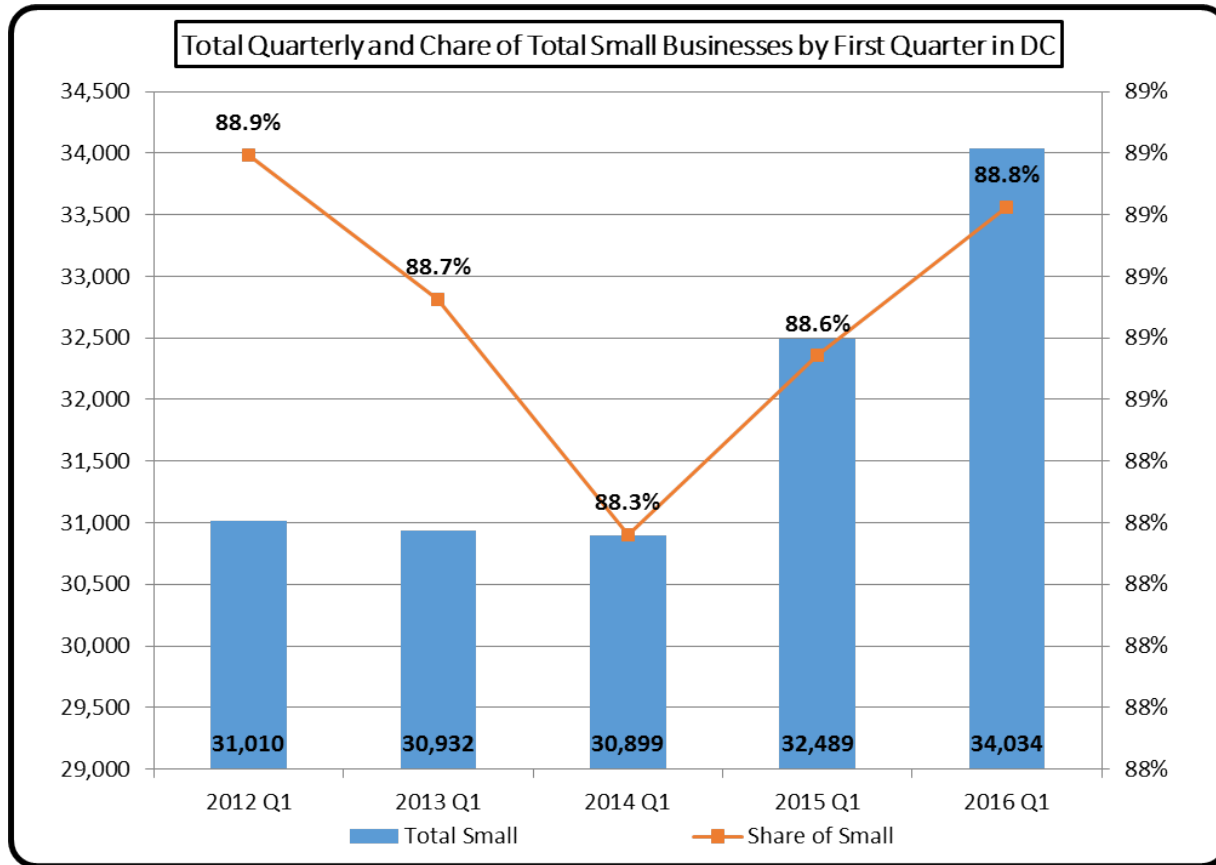
Companies in the D.C. area who have the most positions requiring an associate's degree or less

Employers with the Most Job Openings



SMALL BUSINESSES

- Small business is defined as a business with less than 20 employees
- More than 89% of businesses in the District are Small businesses
- From 2015Q1 to 2016Q1, more than **1,500** new small businesses were added in D.C. which represents 94% of all new businesses added



Source:
Department of
Employment
Services; Bureau of
Labor Statistics;
Quarterly Census
of Employment
and Wages



UTOPIAN D.C. WORKFORCE SYSTEM

D.C. provides an estimated \$100M across a host of government agencies, community-based organizations, businesses, and education and training providers focused on providing impactful workforce services.

The goal of this funding is to make the most impact for residents and reduce the disparities across the District:

- Programs and services work seamlessly together
- Policies and procedures are in alignment
- Data is shared to accurately measure performance
- Access to services is universal



WORKFORCE SYSTEM PARTNERS

CORE PROGRAMS (Required by WIOA)

DOES: WIOA Adult Workforce (Title I)

DOES: WIOA Dislocated Worker (Title I)

DOES: WIOA Youth Program (Title I)

DOES: Wagner-Peyser (Title III)

OSSE: Adult Education and Family
Literacy (Title II)

DDS – RSA: Vocational Rehab (Title
IV)

KEY PARTNERS

DHS: Workforce Programs

UDC: Community College

Job Corps

DC Housing Authority

Unemployment Insurance



AMERICAN JOB CENTERS & WIOA



ROLE OF THE ONE-STOP SYSTEM

The One-Stop system is the doorway to the publicly funded workforce development system, designed to provide a full range of assistance to job seekers and businesses under one roof.

Partners are integral to the One-Stop system, providing access to:

- ✓ Career services (job searching, resume writing, workshops, etc.)
- ✓ Occupational skills training
- ✓ Work-based learning (WEX, apprenticeships, OJT, customized training)
- ✓ Services for individuals with disabilities (Voc Rehab)
- ✓ Veterans services
- ✓ Unemployment insurance
- ✓ Supportive services



ROLE OF THE ONE-STOP SYSTEM

Access One-Stop services throughout the District:

- ✓ One Comprehensive One Stop: 3720 MLK Jr. Ave., SE
- ✓ Three Affiliate Centers:
 - 4058 Minnesota Ave., NE
 - 5171 South Dakota Ave., NE
 - 2000 14th St., NW, 3rd Floor
- ✓ Virtual One-Stop: dcnetworks.org
- ✓ Workforce on Wheels Mobile One-Stop



ROLE OF CAREER PATHWAYS



ROLE OF CAREER PATHWAYS

System Partners Collaborate on Career Pathways

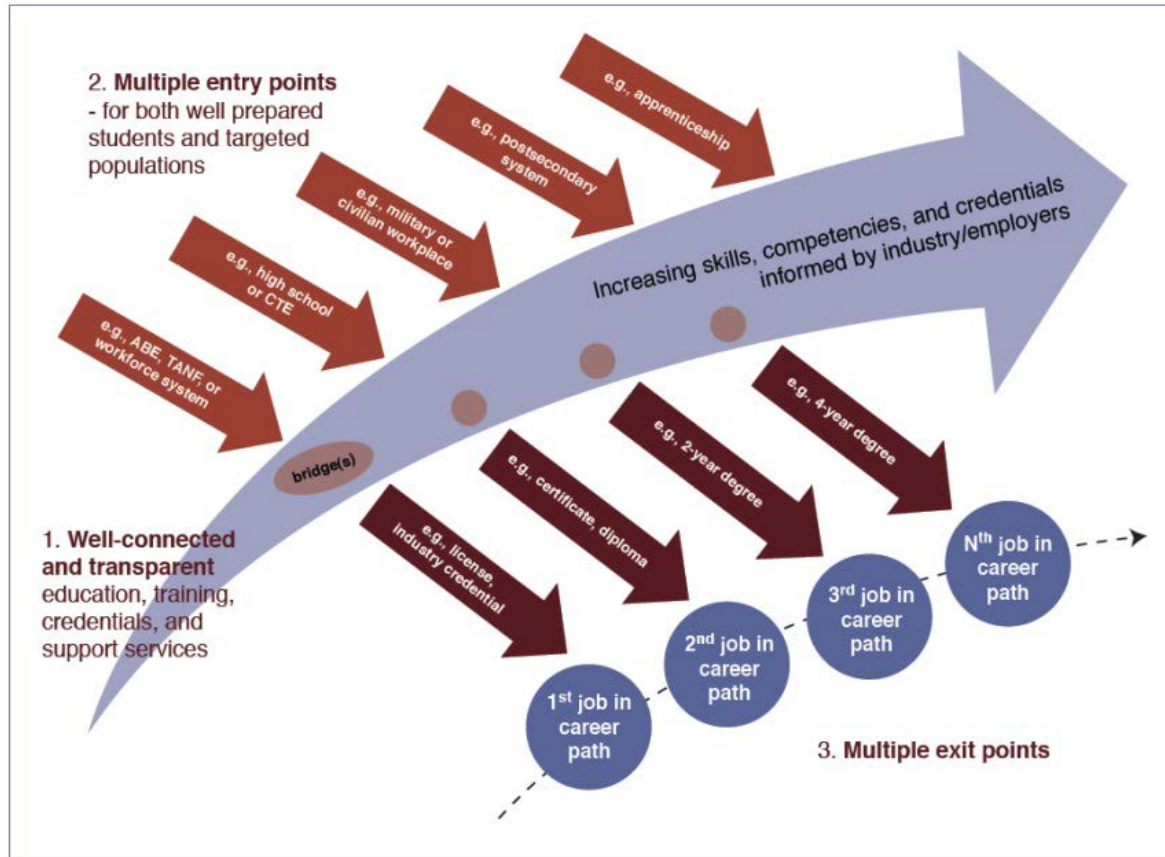
- ✓ Education and training programs are aligned around high-demand sectors
- ✓ Pathways lead to successively higher levels of employment and wages

Leverage Business Stakeholders to Develop Sector Strategies

- ✓ Partnerships between employers, education and workforce providers, community-based organizations, and agencies around high-demand industries
- ✓ Effectively address the workforce needs of employers and the training, employment, and career advancement needs of workers



ROLE OF CAREER PATHWAYS



CAPITALIZING ON D.C. INNOVATION



Career Pathways Task Force

The CPTF is comprised of education and workforce stakeholders focused on the development and maintenance of a coordinated career pathways system that supports workforce development in the District. The task force published a strategic plan in September 2015 and is currently implementing key strategies in-line with the D.C. WIOA State Plan.

CPTF Goals Include:

- Increase adult education provider capacity to work with adults with low literacy levels
- Engage residents with high barriers to employment to access the programs and services they need to enter and be successful in a pathway
- Develop strong, well-connected career pathways in D.C.'s high-demand fields
- Meet the hiring needs of regional businesses with qualified, skilled workers



Career Pathways Task Force (CPTF)

Implementing Key Strategies to Accomplish Its Goals Including:

- Career Pathways Community of Practice to provide comprehensive professional development and training programs for workforce providers
- In-depth assessment of workforce system partners and possible gaps
- Produce DC-specific Career Pathways Roadmaps to provide transparency to residents
- Releasing Career Pathways Innovation Grants in 2017



WORKFORCE INTERMEDIARY PROGRAM (WI)

Sector Strategy Pilot Program Administered Through the WIC

- Invests over \$1 million annually in innovative, performance-based workforce initiative in high-demand industries
- Is driven by feedback from business advisory committees, comprised of D.C. leaders in hospitality and construction
- Intended to supplement and improve existing programs across other agencies



EXPANSION OF WI

The Wharf

Partner with developers and contractors on this major SW D.C. waterfront project by connecting workforce services through grantees and helping with broader system coordination through regular meetings with key stakeholders. The project is on track to meet First Source goals for D.C. and ward 8 residents and about 24% of recent AFL-CIO CSA graduates work on the project.



EXPANSION OF WI (cont.)

DC United Stadium

Partner with DGS and DOES on development supported workforce intermediary efforts for the project, including initial startup of a Community Workforce Coordinator reporting to the WIC that will help connect ANC6D area residents to jobs on the project and other workforce system resources. The WIC will also assist in additional workforce planning efforts, including the development of training for targeted hospitality and construction jobs.



INNOVATIVE PROGRAMMING

Project Empowerment: Provides training and transitional employment to residents with multiple barriers to employment, such as returning citizens and those with histories of unemployment

Career Connections: Provides support services, skills training, and paid work experiences to young people, ages 20-24, in targeted areas of D.C.

Marion Barry Summer Youth Employment Program: provides District youth ages 14 to 24 with enriching and constructive summer work experiences through subsidized placements in the private and government sectors.

LEAP (Learn, Earn, Advance, Prosper): The earn-and-learn program applies the apprenticeship model to skill development, allowing participants to earn a wage while participating in an on-the-job training experience and concurrently participating in related technical instruction



PROGRAMMATIC SNAPSHOT

D.C. Workforce Statistics

DOES provided 84,000 District residents with 436,188 workforce-related services*

1,048 residents enrolled in Adult WIA program*

182 participants enrolled in occupational skills training through WIA*

624 residents graduated from Project Empowerment's intensive, three-week job readiness training*

12,854 youth participated in MBSYEP in 2015

The WIC supports over 250 participants per year in hospitality and construction training and retention through three grantees: DC Central Kitchen – culinary arts training, AFL-CIO Community Services Agency – construction pre-apprenticeship, Collaborative Solutions for Communities – construction support services



*Data from PY 2014 (July 1, 2014 – June 30, 2015)



ENGAGING WITH THE WORKFORCE SYSTEM



OPPORTUNITIES TO ENGAGE

Attend a public meeting including the WIC Quarterly Board Meeting and Career Pathways Task Force Meetings

Join our E-List

Contact us at 202.715.2843

Upcoming Task Force Meetings (held at the WIC):
Monday, November 7
Monday, February 6
Monday, May 8

View WIC Calendar for meeting schedule and specials events at dcworks.dc.gov/events



IMPLEMENTATION COMMITTEE

- Special committee tasked with monitoring the activities of all external committees and federally funded programs that impact the workforce system.
- Will provide system-wide updates and makes recommendations to the WIC Executive Committee based on the workforce system's overall needs.



QUESTIONS?

