

FY20 Workforce Development System Expenditure Guide

Accompanying Document

March 2021

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Background

The Workforce Investment Council 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 \(D.C. Law 22-95\)](#). In addition to budget information, the Expenditure Guide also seeks to track performance outcomes. This data collection effort will help 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.

This report reflects Fiscal Year 2020 (FY20), the third annual update, and includes the agencies who reported in FY20. Due to the shortened timeframe between the FY19 submission (July 2020) and reporting of the current version, the WIC used this opportunity to collect updated data for FY19, and requested similar data to conduct a YOY analysis. This updated information builds upon the data collected in the previous year to develop a more aligned structure of reporting metrics across agencies that show program success across a wide breadth of services.

Document Usage

In response to the Transparency Act, the WIC has created two documents:

1. **Expenditure Guide Spreadsheet:** The act, in part, requests the Guide be delivered via a manipulated spreadsheet. The WIC developed a Quick-base application in FY19 and utilized an Excel Template, where agencies were able to self-report data. The spreadsheet that is a part of this submission is a download of the information captured in the application for FY19 and the data collected via the Excel template that was adapted for FY20 data collection. There are two main tabs that include:

Programs	Workforce Activity
•Provides an overall description of the program within an agency that has a specific goal, measurable outcomes, and targeted participants	•Drills down into specific activities within programs or agencies, like academic course, credential training, internship, work experience, etc

In addition to these main tabs, agencies were encouraged to provide existing reports that spoke to their progress. These reports have been added in additional tabs.

2. **The FY20 Accompanying Document:** Provides additional context, including data or narratives that might have been difficult to include in the spreadsheet, project origin, methodology, overall summary of the data collected, agency specific information, and recommendations for future updates.

In summary, the FY20 Accompanying Document includes the following data points:

- Budget Data
- Spending Data
- Performance outcomes
- Provider and programmatic logistical data
- Participant eligibility requirements
- Participant demographic data
- Provider services
- Industry sectors
- Credentials Offered

Methodology

Following the submission of the FY19 Expenditure Guide, the WIC hosted debrief meetings with the Fiscal Year 19 participating agencies, staff from the office of Councilmember Silverman, and external stakeholders, such as Appleseed, to collect feedback on the data collection process and to share updates about the FY20 update.

Additionally, significant updates were made to the Excel Template to include data validation and embedded instructions. The WIC hosted monthly meetings, office hours, and individual voluntary meetings with agencies to review next steps and provide technical assistance. The WIC also submitted bi-weekly announcements including reminders and updates about the Guide. Finally, the WIC worked with agencies to undergo rounds of data review and cleansing for both the spreadsheet and the Accompanying Document and requested final approval from agency directors or delegated staff.

WIOA Performance Measures

The [Workforce Innovation Opportunity Act \(WIOA\)](#) establishes performance indicators and reporting requirements to assess the effectiveness of workforce programs receiving federal funds. The WIOA measures requested in the FY20 Expenditure Guide include:

- Targets and outcomes for employment 2nd and 4th quarter after exit
- Credential attainment resulting from occupational training
- Median earnings
- Measurable skills gains

All agencies that track WIOA Performance Measures will have a check symbol in the upper right hand corner of their page.

¹ See full definitions of WIOA performance measures at <https://www.dol.gov/agencies/eta/performance/performance-indicators>

Non-WIOA Performance Measures

For FY20 we included the following measures to capture performance data for agencies that do not capture WIOA Performance Measures:

- Participants who Earned Credential
- Participants Employed
- Agency specific measures, which are included on agency pages within the Accompanying Document.

Unreported Data

Due to missing data in the previous iterations of the Expenditure Guide, the WIC developed the following options to categorize the data that agencies were unable to report (listed below). These options were provided to gain more insight into why agencies were not able to report data in order to inform future data collection processes.

- **Data Not Available:** Data is requested and tracked, but the data is not available at the time of request.
- **Data Not Applicable:** Data is not requested nor is it tracked
- **Data Not Captured:** Data is requested but the agency does not have the infrastructure to track this measure.
- **Data Not Reported:** Agency did not record a response.
- **Program Not Reported:** The data for a Program was not included in the Expenditure Guide or Accompanying Document.
- **Provider Not Reported:** The data for a Provider was not included in the Expenditure Guide or Accompanying Document.

In FY20, in addition to using the responses above, the WIC also utilized the dash symbol (-), to represent unreported data in sections of the report that did not require a response (e.g., MOU Stakeholders, Portion of Funding Utilized for Wage Subsidies, Program impacted by COVID-19, etc.).

Participating Agencies²

The agencies listed below represent the agencies for which data was collected in FY20.

- Child and Family Services Agency (CFSA)
- Department of Behavioral Health (DBH)
- District of Columbia Housing Authority (DCHA)
- Department of Human Resources (DCHR)
- District of Columbia Public Schools (DCPS)
- District Department of Transportation (DDOT)
- Department of Disability Services (DDS)*

² The asterisk (*) indicates an agency that reports WIOA metrics.



- Department of Human Services (DHS)
- Department of Energy and Environment (DOEE)
- Department of Employment Services (DOES)*
- Department of Small and Local Business Development (DSLBD)
- Department of Youth Rehabilitation Services (DYRS)
- Mayor's Office of Asian and Pacific Islanders Affairs (MOAPIA)³ – *only FY19*
- Mayor's Office of Latino Affairs (MOLA)
- Office of Cable, Television, Film, Music and Entertainment (OCTFME)
- Office of the State Superintendent of Education (OSSE)*
- Public Charter School Board (PCSB)⁴ – *only FY19*
- University of the District of Columbia (UDC)
- Workforce Investment Council (WIC) ⁵– *only FY19*

Overall Summary

This section includes a top-level summary of reported data across all agencies included in the FY20 Expenditure Guide spreadsheet.

Overview

Total Number of Agencies	Total Number of Programs	Total Number of Workforce Activities	Total Number of Providers
16	58	234	139

³ In FY20, MOAPIA did not offer the AAPI Community Grant.

⁴ The Public Charter School Board (PCSB) data is not included in this report. In FY19, the PCSB provided public reports that track spending data and performance metrics. These reports were included as attachments to the FY19 Expenditure Guide. For FY20, the PCSB halted the data collection process due to COVID-19.

⁵ In FY20, the WIC did not award any Strategic Grants.

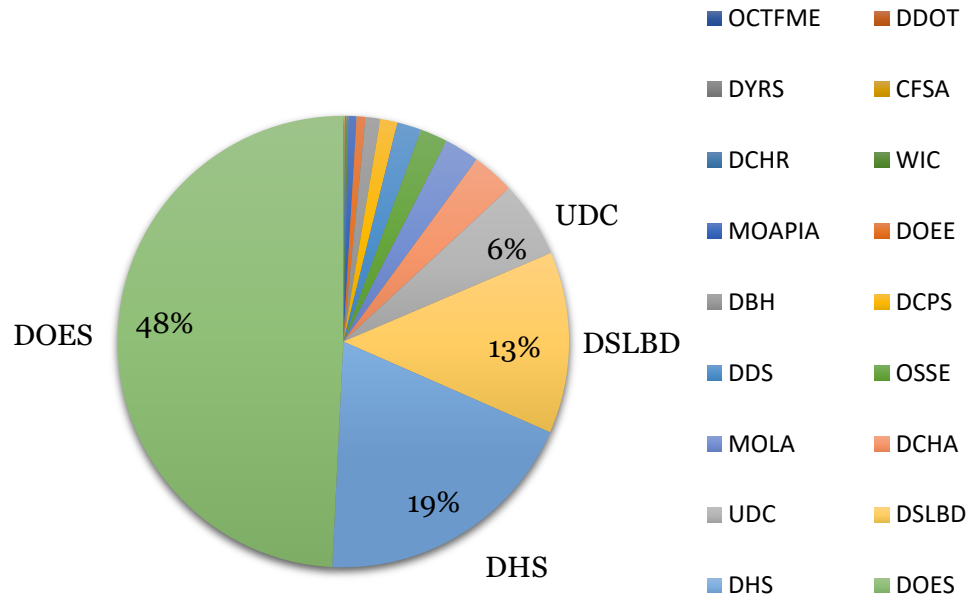
FY19 & FY20 Budget and Funding

Agency Acronym	FY19 Program Total Budget	FY19 Program Total Spent	FY20 Program Total Budget	FY20 Program Total Spent
CFSA	\$80,976.00	\$80,976.00	\$40,976.00	\$102,746.65
DBH	\$1,644,554.00	\$1,644,554.00	\$1,256,698.00	\$1,256,698.00
DCHA	\$459,260.00	\$459,260.00	\$153,800.00	\$153,800.00
DCHR	\$742,652.00	\$0.00	\$316,450.00	\$316,450.00
DCPS	\$316,000.00	\$206,000.00	\$372,298.00	\$357,102.00
DDOT	\$114,612.00	\$114,612.00	\$191,020.00	\$191,020.00
DDS	\$1,889,323.00	\$0.00	\$115,291.40	\$134,583.00
DHS	\$37,230,982.21	\$27,041,409.36	\$32,447,950.77	\$26,849,216.62
DOEE	\$2,970,948.78	\$2,566,447.84	\$2,470,349.00	\$2,077,749.72
DOES	\$68,602,315.60	\$0.00	\$71,679,801.00	\$57,726,347.00
DSLBD	\$3,646,424.00	\$3,871,200.01	\$12,916,016.00	\$11,860,522.00
DYRS	\$50,480.00	\$50,480.00	\$63,050.00	\$63,050.00
MOAPIA	\$18,250.00	\$0.00	\$0.00	\$0.00
MOLA	\$3,085,000.00	\$3,085,000.00	\$583,927.00	\$582,697.75
OCTFME	\$203,387.10	\$165,974.19	\$335,598.54	\$142,435.19
OSSE	\$4,584,364.41	\$4,508,994.81	\$4,460,000.00	\$4,408,189.56
UDC	\$5,564,003.57	\$0.00	\$5,584,593.57	\$0.00
WIC	\$700,000.00	\$0.00	\$0.00	\$0.00
Grand Total	\$131,903,532.67	\$43,794,908.21	\$132,987,819.28	\$106,222,607.49

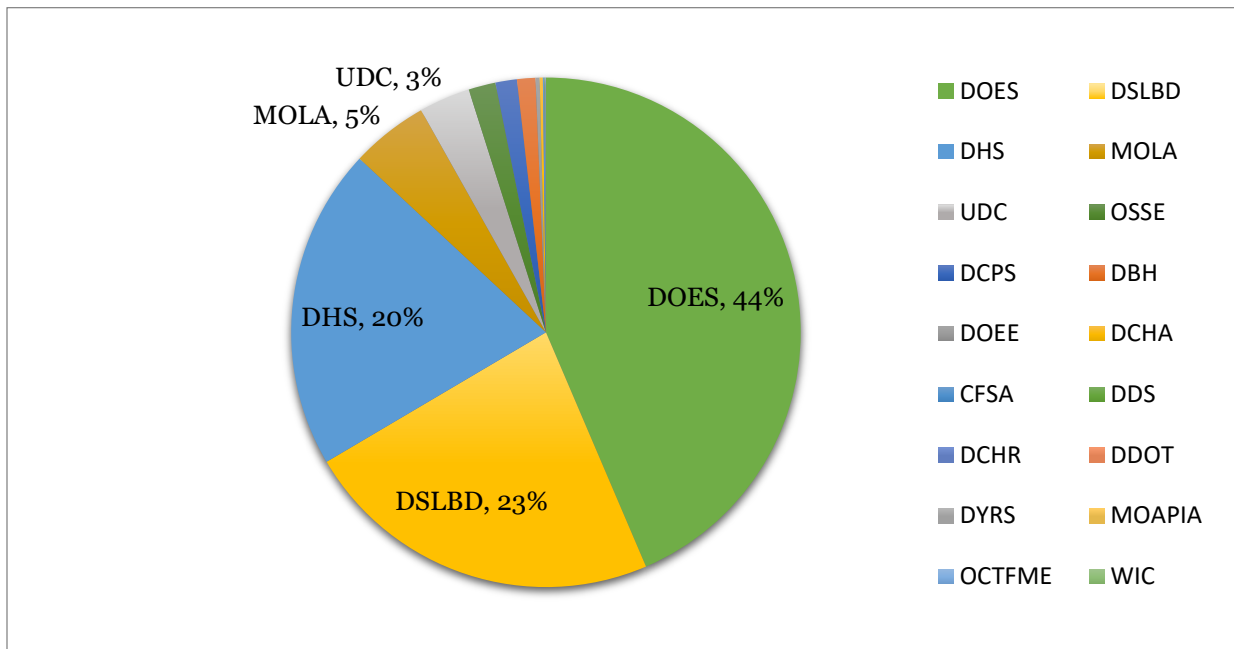
Sixteen (16) agencies reported a total budget of **\$132,987,819.28** for workforce development and adult education programs in FY20. Agencies with the highest budgets included DOES, DHS, DSLBD, UDC, and OSSE, respectively.

Total Number of Participants

FY19 Total Number of Participants: 59,698+



FY20 Total Number of Participants: 57,824+



Agency Summary

The section below provides an agency-specific overview of the data reported in the FY20 Expenditure Guide. In addition, agencies were encouraged to provide additional information about their work, either contextually or in data form, that was not captured in the spreadsheet. Information provided in this section includes:

- An overview of each reported program
- Methodology for resident engagement
- How COVID-19 impacted the program
- Program budgets
- Number of providers per program
- Number of participants per program
- Program performance

Child Family Services Agency (CFSA)


CFSA is the public child welfare agency in the District of Columbia responsible for protecting child victims and those at risk of abuse and neglect and assisting their families.⁶ The CFSA offers several programs to prepare youth for workforce, such as an internship program, funding opportunities for participants to attend college, and vocational training programs.⁷

Workforce Development/Adult Education Programs

Chafee: Used for vocational programming and overall well-being of supporting foster youth (travel, clothing, purchasing needs, etc.) The grant is also used for partnering with local vendors to provide mentorship, work experience, and internships for participants. This program exposes participants to successful careers and employment. This program tracks success through the number of participants hosted at each internship site, the length of the internship, and when applicable, whether an intern was offered employment.

ETV: The ETV program provides financial assistance for eligible participants who are enrolled in an educational or vocational program.

Contact Information

 200 I St SE
Washington, DC 20003
202-671-5683

Resident Engagement

This program is not open to the public.

Eligibility

- All participants must be enrolled in the District's foster care program.

⁶ Child and Family Services Agency. (n.d.) *About CFSA*. <https://cfsa.dc.gov/page/about-cfsa>

Workforce Opportunities

Industry Sectors

- Cosmetology
- Law & Security
- Multiple

Credentials Offered

- Cosmetology License

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
Career Pathways Unit	Program Not Reported		22	Program Not Reported	22	Program Not Reported
Chafee Funds	6	9	11	18	11	18
ETV	Program Not Reported	22	Program Not Reported	42	Program Not Reported	Data Not Available
Grand Total	6	31	33	60	33	18

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
Career Pathways Unit	\$40,000	Program Not Reported	\$40,000	Program Not Reported
Chafee Funds	\$40,976	\$40,976	\$40,976	\$40,976 ⁸
ETV	Program Not Reported	Data Not Available	Program Not Reported	\$61,770.65
Grand Total	\$80,976	\$40,976	\$80,976	\$102,746.65

⁸ The reported budget and spent amount is an inconclusive (partial) amount. CFSA had limited time to itemize the programs' budget and expenditure information in time for the Expenditure Guide submission. CFSA is able to provide a conclusive budget at a later date.

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Career Pathways Unit	19	\$40,000	0	0	0	0
Career Pathways Unit	20	Program Not Reported				
Chafee Funds	19	0	\$40,976	0	0	0
Chafee Funds	20	0	\$40,976	0	0	0
ETV	19	Program Not Reported				
ETV	20	Data Not Available				



Department of Behavioral Health (DBH)

DBH provides prevention, intervention, and treatment services and supports for children, youth and adults with mental and/or substance use disorders including emergency psychiatric care and community-based outpatient and residential services. DBH serves eligible adults, children and youth and their families through a network of community based providers and unique government delivered services.⁹

Workforce Development/Adult Education Programs

Evidence Based- Supported Employment: This is a program for adult consumers with serious mental illness for whom competitive employment has been interrupted or intermittent as a result of a significant mental health problem. Evidence-Based Supported Employment involves obtaining a part-time or full-time job in which a consumer receives supports in a competitive employment setting and in which the consumer earns at least minimum wage. The program offers: intake, assessment, job development, treatment team coordination, disclosure counseling, benefits counseling and follow-along supports for all participants enrolled in the program.

Contact Information

 64 New York Ave NE
3rd Floor
Washington, DC 20002
202-673-2200

Resident Engagement

Interested participants are referred through a DBH core service agency to a DBH certified Evidence-Based Supported Employment program of their choice.

Eligibility

- All participants must be in the DBH Mental Health System and meet all eligibility standards required by each core partner service agency
- **Age:** All participants must be 18+
- **Background:** Participants are not required to pass a criminal background check, possess a driver's license, or pass a drug test to participate in the Evidence Based-Support Employment Program; however, core partner service agencies may require some of these eligibility requirements.
- **Education:** Participants do not require a degree or are required to pass an entrance exam.

Workforce Opportunities

Industry Sectors

- Multiple

⁹ Department of Behavioral Health (n.d.). *About DBH*. <https://dbh.dc.gov/page/about-dbh>

Credentials Offered

- None

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
<i>Fiscal Year</i>	FY19	FY20	FY19	FY20	FY19	FY20
Evidence Based Supported Employment	7	9	610	676	322	315
Grand Total	7	9	610	676	322	315

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
<i>Fiscal Year</i>	FY19	FY20	FY19	FY20
Evidence Based Supported Employment	\$1,644,554	1,256,698	\$1,644,554	1,256,698
Grand Total	\$1,644,554	\$1,256,698	\$1,644,554	\$1,256,698

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Evidence Based Supported Employment	19	\$450,000	\$1,194,554	0	0	0
Evidence Based Supported Employment	20	260,000.00 DBH Local/Medicaid	996,698.0 RSA	0	0	0

Performance

DBH defines the number of participants who completed the program as the number of participants employed by provider.

Provider Name (9)	# of Participants	# of Participants	# Participants Employed	# of Participants Employed
Fiscal Year	FY19	FY20	FY19	FY20
Anchor Mental Health	171	129	96	101
Community Connection, Inc.	131	117	76	53
Hillcrest Children Center	Program Not Reported	60	Program Not Reported	30
MBI Health Services	123	136	22	53
Pathways to Housing DC	43	12	43	12
PSI Services, Inc.	26	39	9	11
Psychiatric Center Chartered, Inc.	67	94	28	35
Psychiatric Rehab Services	49	48	48	13
Volunteers of America Chesapeake, Inc.	Program Not Reported	41	Program Not Reported	7
Grand Total	610	676	322	315



District of Columbia Housing Authority (DCHA)

DCHA provides quality affordable housing to extremely low- through moderate-income households, fosters sustainable communities, and cultivates opportunities for residents to improve their lives.¹⁰ DCHA also provides local residents with workforce development opportunities to earn credentials in various industries, develop job readiness skills, and offers post-retention services.

Contact Information



DCHA Workforce Development Initiative
203 N St. SW
Washington, DC 20024
202-645-5023

Resident Engagement

Interested customers can call DCHA, access walk-in services, or be referred to DCHA from other local agencies by visiting a local American Job Center in the District.

Eligibility

- **Age:** All participants must be 18+
- **Education:** To participate in the UDC-DCHA Programs, participants are required to achieve specific CASAS scores which can be found through the UDC website

Workforce Opportunities

Industry Sectors

- Education
- Carpentry
- Healthcare
- Culinary
- Healthcare

Credentials Offered

- Commercial Painting License
- Food Handler's Certification
- First Aid/CPR Certification
- OSHA-30

Impact of COVID-19

All of the programs offered by DCHA were impacted by COVID-19. Details are outlined below.

¹⁰ District of Columbia Housing Authority. (2019, August 2). *About us*.
https://webserver1.dchousing.org/?page_id=277



Workforce Development/Adult Education Programs Overview

- **DCHA Workforce Development Initiative:** A program that supports participants in identifying employment opportunities. Participants are assigned a Job Developer, who coaches the participant in preparing a resume, practicing interviews, and learning soft skills. Program success is defined by the number of participants who have obtained and retained employment after 30 and 60 days. This program provides case management, job readiness, job search and placement, and post retention services. Due to COVID-19, this program was moved to a virtual platform.
- **First AID & CPR:** Participants can earn their First Aid/CPR certification by completing a one-day course. A successful participant in this program is defined as someone who completes the course and earns a certification. This program provides credential attainment and occupational skills training. Due to COVID-19, sessions for this program were cancelled.
- **Food Handlers Certification:** A successful participant in this program is defined as someone who completes the one-day course and earns a certification. This program provides credential attainment and occupational skills training. Due to COVID-19, sessions for this program were cancelled.
- **Occupational Safety and Health Administration Certification:** Participants complete a one-day course to receive OSHA 30 Certification. This program provides credential attainment and occupational skills training. Due to COVID-19, sessions for this program were cancelled.
- **Sherwin Williams Commercial Painters License:** Through a partnership with Sherwin Williams, participants enroll in a week-long course to earn a Commercial Painting License. A successful participant in this program is defined as someone who completes the course and earns a certification. This program provides credential attainment and occupational skills training. Due to COVID-19, the program was delayed and eventually, postponed.
- **UDC Courses:** In FY19, DCHA partnered with UDC to offer courses in Leasing & Property Management, Medical Office Administrative Professional, Hospitality & Tourism, as well as skills development, and digital literacy. A successful participant in this program is defined by completing the program and passing registered courses. This program provides credential attainment and occupational skills training. Due to COVID-19, this program was moved to a virtual platform.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
DCHA Workforce Development Initiative	1	1	1,442	28	1,442	Data Not Available
First AID & CPR	1	1	53	30	53	30
Food Handlers Certification	1	1	71	30	71	30
Sherwin Williams License Course	1	1	26	0	26	0
UDC Courses	1	1	208	Data Not Available	208	Data Not Available
Work Safety Lab OSHA Certification	1	1	n<10	30	n<10	30
Grand Total	6	6	1,807	118	1,807	90

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
DCHA Workforce Development Initiative ¹¹	\$305,460	Data Not Captured	\$305,460	Data Not Captured
First AID & CPR	\$3,000	\$3,000.00	\$3,000	\$3,000
Food Handlers Certification	\$7,800.00	\$7,800.00	\$7,800.00	\$7,800
Sherwin Williams License Course ¹²	\$0.00	\$0.00	\$0.00	\$0.00
UDC Courses	\$140,000	\$140,000	\$140,000	\$140,000
Work Safety Lab OSHA Certification	\$3,000	\$3,000	\$3,000	\$3,000
Grand Total	\$459,260	\$153,800	\$459,260	\$153,800

¹¹ The DCHA Workforce Development Initiative is a program directly offered by DCHA. This program's workforce development budget is not itemized to exclusively capture workforce development programming; instead the budget reflects an entire department's budget.

¹² The Sherwin Williams Commercial Painters License Course does not have a budget or cost for DCHA because it is paid for by Sherwin Williams.



Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
All Programs	19	0	\$459,260.00	0	0	0
All Programs	20	0	\$153,800.00	0	0	0

Performance

Employment

DCHA tracks employment throughout participant enrollments' in DCHA workforce development/adult education programs. In FY2019, there were 221 participants across all programs who were employed after DCHA completed a 30 and 60-day employment check-in. Due to the impact of COVID-19, employment is not available to be reported by the FY20 Expenditure Guide submission.

Credential Attainment


Program Name	# of Participants	# of Credentials
Fiscal Year	FY20	FY20
DCHA Workforce Development Initiative	28	28
First AID & CPR	30	30
Food Handlers Certification	30	30
Work Safety Lab OSHA Certification	30	30
Sherwin Williams Commercial Painters License Course	0	0
UDC Courses	Data Not Available	Data Not Available
Grand Total	118	118



Department of Human Resources (DCHR)

DCHR provides human resource management services that strengthen individual and organizational performance and enables the District government to attract, develop, and retain a well-qualified, diverse workforce.¹³

Contact Information

 1015 Half Street SE
9th Floor
Washington, DC 20003
202-442-9700

Resident Engagement

Interested participants should visit <https://dchr.dc.gov/page/district-leadership-program-dlp-paid-internship-opportunity> to submit an application. Additionally, DCHR has partnered with several universities. Interested students should also contact the career office within their institution for additional application support.

Eligibility

Age: There is no age requirement.

Background: Participants must pass a drug test and a criminal background check.

Education: Participants must have some college experience and requires participants to be enrolled in an undergraduate or graduate program. The program does not require CASAS scores.

Identification: Participants do not require a Driver's License

Workforce Opportunities

Industry Sectors

- Multiple

Credentials Offered

- Not applicable

Workforce Development/Adult Education Programs

District Leadership Program: An internship program designed to provide tomorrow's leaders with the knowledge, tools, skills, and experiences that can be readily applied to their future challenges and pursuits, whether personal or professional. The program is open to undergraduate juniors, seniors, or graduate-level college students. Applicants are vetted through a highly-competitive process. Upon acceptance, prospective interns are additionally screened directly by host agencies before a final match is identified. Interns are primarily located onsite at host agencies, except for scheduled learning activities, check-ins with DCHR Program Manager, and special events.

In FY20, the program was operational during the year-round or academic year. The success of the program is more qualitative in nature and has been demonstrated by the agencies' eagerness

¹³ Department of Human Resources. (n.d.). *About DCHR*. <https://dchr.dc.gov/page/about-dchr>



to hire interns over the year. All interns present a portfolio that speaks to their experience in the program. This portfolio is a documentation of their total experience from orientation to the last day of program, inclusive of lessons-learned, skills & competencies acquired, impact they had with their host agencies, etc. Success is also ultimately defined as the extension of a job offer during the course of the program.

Several District agencies use DLP as a strategy to recruit specific talent and skill-sets for open positions, such as Office of Planning, Office of Unified Communication, Department of Human Services, and Office of Contract and Procurement.

The DLP is the entry point for undergraduate and graduate students into the District's professional setting and the first step in the ladder of leadership development. The program offers its participants the opportunity to experience profession and personal growth.

- A great number of its alumni have provided reflections of the value the program has provided to their professional growth as far out as three-plus years after they have started their career.
- Participants have access to mentoring and coaching from high-level and high-performing leaders and managers within the District.
- Participants are afforded the opportunity to network with peers, successful and high-performing, mid-career professionals and leaders throughout the District of Columbia Government.
 - Participants have used the experience of the DLP to successfully apply for Capital City Fellows and the next level of professional and leadership development within the Certified Public Manager (CPM) program.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
District Leadership Program (DLP)	34	14	64	24	Data Not Reported	19
Grand Total	34	14	64	24	Data Not Reported	19

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
District Leadership Program (DLP)	\$742,652	\$316,450	Data Not Reported	\$316,450
Grand Total	\$742,652	\$316,450		\$316,450

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
District Leadership Program (DLP)	FY19	\$742,652	0	0	0	0
	FY20	\$316,450	0	0	0	0

Performance

Generally, the success of the program is more qualitative in nature and has been demonstrated by the agencies' eagerness to hire interns over the years. All interns also present a portfolio that speaks to their experience of the program. This portfolio is a documented story of the totality of their experience from Orientation to the last day of the program, which is inclusive of lessons-learned, skills & competencies acquired, impact they had on their host agencies, etc. Success is also ultimately defined as the extension of a job offer, during the course of the program. Specifically, the program defines success according to the following measures:

- Participant level of engagement
- Adherence to program standards/expectations
- Quality of 360-degree feedback
- Number of Interns transitioning to employment with the District
- Intern Commitment to Sponsoring Agency and its mission
- Caliber of alumni and career path post-DLP participation

A primary goal of the District Leadership (DLP) is to serve as a recruitment strategy for the District of Columbia Government.

- Since spring 2012, more than 125 DLP alumni have secured full employment within District of Columbia Government.
- There were 64 interns in the FY19 year-round cohort and as of 06/2020, 4 of the 64 were hired by host agencies.
- In FY 20, 58% (14) participants obtained gainful employment, of which 57% were employed at a DC government agency and 42% were employed at an external agency.



District of Columbia of Public Schools (DCPS)

The Career Preparation Program provides access to employability skills training, work-based learning, and internship opportunities for DC students in their career fields of interest.¹⁴

Contact Information



District of Columbia Public Schools
College and Career Programs Division
1200 First St NE, 12th Floor
Washington, DC 20002
<https://dcpsinternships.org>

Resident Engagement

Interested students should visit <https://dcpsinternships.org> to learn about the Career Bridge Program and Career Ready Internship Initiative and to apply. Interested internship partners should also visit <https://dcpsinternships.org>, register as a Host Employer at dc.getmyinterns.org, and email Lindsay.Bryant@k12.dc.gov or Melissa.Madden@k12.dc.gov for the Career Bridge Program and Career Ready Internship Initiative, respectively.

Eligibility

These programs are only open to current DCPS students.

Age: 17-22 (Career Bridge); 14-18 (Career Ready Internship)

Workforce Opportunities

Industry Sectors

Career Bridge

- Construction
- Healthcare
- Hospitality
- Information Technology
- Infrastructure & Transportation

Career Ready Internship

- Business Management & Administration
- Architecture & Construction
- Education & Training
- Government
- Health Science
- Hospitality & Tourism
- Information Technology
- Infrastructure & Transportation

¹⁴ District of Columbia Public Schools. *About us. Career Prep Programs.* <https://dcpsinternships.org/about-us/career-prep-programs/>



- Law & Security
- Public Service

Credentials Offered

- OSHA-10
- First Aid & CPR
- Direct Support Professional
- Microsoft Office (Word, Excel, PowerPoint)

Impact of COVID-19

Career Bridge: Students who were confirmed to participate in a spring internship placement were unable to complete their spring internship during March - May 2020, as internships were paused due to COVID-19. These individuals were still paid for their spring internship at the rate of \$12 per hour for 80 hours and were also given the opportunity to complete a virtual internship in summer 2020. Employers could not pivot to a virtual format in spring 2020, so they worked with partners to develop virtual internship opportunities for Career Bridge students in summer 2020. Not all partners were able to pivot to a virtual format and not all students opted in to completing their internship in a virtual format in summer 2020.

Career Ready: All in-person interview days were moved to phone interviews in April 2020 and all internships were implemented remotely in summer 2020 due to COVID-19.

Workforce Development/Adult Education Programs

Career Bridge Program: Provides opportunities for students to jump-start their career in an industry of their interest while receiving one-on-one career coaching, career exploration, professional skill building, and a paid internship opportunity. For SY19-20, the DCPS Career Bridge included seven career pathway partners that provided established pre-apprenticeship and/or technical skills programs leading directly to certification, apprenticeship, and/or employment for participating students. Career pathway partners included: Building Trades Pre-Apprenticeship Program (DOES/Finishing Trades Institute), Pepco Training Program, Per Scholas IT Training Program, RCM Healthcare, Champions Childcare, Hyatt Regency & Donohoe Hospitality, DC National Guard.

Career Ready Internship: Managed by the College & Career Programs Division, this internship program places highly qualified Summer Youth Employment Program (SYEP) applicants into competitive, paid internships aligned to their career field of study, based on the student's Career & Technical Education (CTE) pathway. Upon completion of the Tenacity Employability Skills training, students are eligible to interview with leading industry employers in their career field of choice. These internships are designed to expose students to the world of competitive employment and to help guide students through the career exploration process.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
Career Bridge Program*	1	1	95	123**	46	Note: Students were unable to complete their Spring internships due to COVID-19. When possible, Spring internships were pivoted to Summer.***
Career Ready Internship Program	1	1	622	663	540	535
Grand Total	2	2	717	786	586	535 (CRI Program only)

***Note:** The Career Bridge Program data only includes participants paid through DCPS budget; additional students participate in school-year and Summer internships with external partners and are included in DCPS Internship Executive Summary Report numbers

****Note:** In FY20, there were 90 unique participants in the Career Bridge program, but some individuals participated in a Spring and Summer internship and are counted twice. The value, 123, represents the total number of paid Career Bridge internships offered during Fall, Spring, and Summer.

*****Note:** Unable to report on Career Bridge program completion during FY20 due to COVID-19 interruption of Spring internships.

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
Career Bridge Program	\$158,000	\$159,000	\$77,000	\$157,970
Career Ready Internship Program	\$158,00	\$213,298	\$129,000	\$199,132
Grand Total	\$316,000	\$372,298	\$206,000*	\$357,102

*Note: Due to a delayed signature process of the MOU between DOES and DCPS, the Intra District Standard Request form was not processed until October 2019. At this point DOES did not complete the transfer of funds therefore the outstanding funding remained on DCPS's budget. This is reflected in the lower than usual spent funds in FY19.

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Career Bridge Program	FY19	\$158,000.00	0	0	0	0
Career Bridge Program	FY20	\$144,000.00	0	\$15,000*		0
Career Ready Internship Program	FY19	\$158,000.00	0	0	0	0
Career Ready Internship Program	FY20	\$178,258.00	0	\$35,040**	0	0

*Note: \$15k received from DOES Office of Apprenticeships for Pre-Apprenticeship Program

**Note: \$35,040 received from Talent Ready Grant

Performance

Career Bridge Program

The Career Bridge Program reports on the following metrics externally: Percent of students who completed a resume; percent of students who complete an interview; percent of students who received an internship placement; and number of students offered an internship placement. Internally, the Career Bridge Program tracks the following metrics: Percent of participants who complete an internship; percent of internship completers who receive an employment or apprenticeship offers.

Performance Metrics	#/% Participants
Resume Completion	100%
Interview Completion	100%
Internship Placement	94%
Internship Placement Offer	123*
Internship Placement Completion	Data Not Available
Employment/Apprenticeship Offer	Data Not Available

*Note: Include total placement offers for Fall, Spring, and Summer. There were 90 unique individuals who participated in the Career Bridge program during FY20, but some individuals were offered two placements for a Spring and Summer internship so are counted twice

Career Ready Internship Program

The Career Ready Internship Program reports on the following metrics externally: Number of students offered an internship placement; number of students who started an internship; percent of students who complete an internship.

Performance Metrics	#/% Participants
Internship Placement Offer	663
Started Internship	608
Internship Placement Completion	88%



District Department of Transportation (DDOT)

DDOT is committed to achieving an exceptional quality of life in the nation's capital through more sustainable travel practices, safer streets, and outstanding access to goods and services. Central to this vision is improving energy efficiency and modern mobility by providing next generation alternatives to single occupancy driving in the city.¹⁵

Contact Information



55 M Street SE
Suite 400
Washington, DC 20003
202-673-6813

Eligibility

- **Background:** Participants must pass a drug test to be eligible for this program.

Workforce Opportunities

Industry Sectors

- Transportation & Infrastructure

Credentials Offered

- CDL Flagger Certification
- Heavy Duty Equipment Certification
- IMSA Traffic Control Tech Certification

Workforce Development/Adult Education Programs

Quick Path to Transportation: Supports DDOT's workforce development strategy to create a talent pipeline of skilled workers for the agency's front-line operations. In partnership with DOES, DDOT piloted a nine-month training program including both classroom and on-the-job training (OJT) for District residents with a career interest in transportation. The program consisted of two weeks of classroom instruction in fundamental courses required for entry-level transportation positions and six weeks of on-the-job training (OJT) experience within DDOT's Street Sign Installation Unit, Field Operations Division. This program also offers credential attainment, occupational skills training and job/workforce readiness.

¹⁵ District Department of Transportation. (n.d.). *About DDOT*. <https://ddot.dc.gov/page/about-ddot>

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
Quick Path to Transportation	1	1	n<10	n<10	100%	100%
Grand Total	1	1	n<10	n<10	100%	100%

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
Quick Path to Transportation	\$114,612	\$191,020	\$114,612	\$191,020
Grand Total	\$114,612	\$191,020	\$114,612	\$191,020

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Quick Path to Transportation	19	114,612	0	0	0	0
Quick Path to Transportation	20	191,020	0	0	0	0

Performance

The program defines success by placing participants in employment.

Performance Metrics	Total
Earned a Credential	100%
Participants Employed	75%
Average Wage of Participants Employed	\$50,668



Department of Disability Services (DDS)

DDS is composed of two administrations that oversee and coordinate services for residents with disabilities through a network of private and non-profit providers. Those agencies include, Developmental Disabilities Administration (DDA) and Rehabilitation Services Administration (RSA).¹⁶

Contact Information



250 E St SW
Washington, DC 20024
202-730-1700

Workforce Development/Adult Education Programs

Occupational and Vocational Training & Evidence Based Support Employment Job Development: Vocational Rehabilitation (VR) program provides vocational and rehabilitative services to individuals with disabilities to help them prepare for, secure, regain, retain, or advance in employment.

Resident Engagement

Interested participants can be referred to the program through an American Job Center, a local partner, or through contacting the agency directly.

Eligibility

- **Age:** Participants must be at least 19 years-old.

Workforce Opportunities

Industry Sectors

- Multiple

Credentials Offered

- None

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
	FY19	FY20	FY19	FY20	FY19	FY20
DDS- RSA - Occupational & Vocational Training	42	16	1,015	27	Data Not Available	14

¹⁶ Department on Disability Services. (n.d.). *About DDS*. <https://dds.dc.gov/page/about-dds>

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
DDS- RSA - Occupational & Vocational Training	\$1,889,323.00	\$115,291.40	Data Not Available	\$134,583
Grand Total	\$1,889,323.00	\$115,291.40	Data Not Available	\$134,583

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
DDS- RSA - Occupational & Vocational Training	19	Data Not Available				
	20	Data Not Available				

Performance¹⁷

DDS captures WIOA performance measures however; for the FY20 Expenditure Guide, the performance measures were not available in time for the Expenditure Guide submission. DDS' internal data system does not track nor capture data in alignment to the Expenditure Guide requested measures. For example, the Expenditure Guide requests data by program and provider, but DDS' tracks data by participant. Therefore, the agency requires more time to retrieve and input performance measures into the Expenditure Guide. Additionally, DDS could not include an internal report because the data would not have been exclusive to the Expenditure Guide data and the agency does not have one single report to track performance measures for participants. As such, the FY20 performance measures will be available at a later date. Generally, DDS-RSA defines success for participants as individuals with disabilities who gain the skills necessary to secure, regain, retain, or advance in employment. Below is a description of the WIOA measures collected and the data included from FY19.

¹⁷ A participant exits the VR program when his or her service record is closed in accordance with VR program requirements. Exit status is a "trigger" for including a participant in the performance calculations. A participant's record of service may be closed once the participant achieves and maintains an employment outcome in accordance with 34 CFR § 361.56. An individual achieves an employment outcome once they obtain the employment goal described in the individual's individualized plan for employment and employment is consistent with the individual's unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice. Then, the person is exited from the program once the individual has maintained the employment outcome for an appropriate period of time, but not less than 90 days, necessary to ensure the stability of the employment outcome, and the individual no longer needs vocational rehabilitation services. A participant's service record may also be closed because the individual did not achieve an employment outcome or the individual has been determined ineligible after receiving services (in accordance with 34 CFR § 361.43).



Employment 2nd quarter after exit¹⁸ - The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program. Data is not available until 2 quarters after the 2nd quarter exit.

Employment 4th quarter after exit - The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program. Data is not available until 2 quarters after 4th quarter exit.

Median earnings - The median of participant earnings in unsubsidized employment during the second quarter after exit. Data is not available until 2 quarters after the 2nd quarter exit.

Credential attainment¹⁹ - The percentage of those participants enrolled in an education or training program (excluding those in on-the-job training (OJT) and customized training) who attain a recognized postsecondary credential or a post-secondary school diploma, or its recognized equivalent, during participation in or within one year after exiting from the program. A participant who has attained a post-secondary school diploma or its recognized equivalent is included in the percentage of participants who have attained a post-secondary school diploma or its recognized equivalent only if the participant also is employed or is enrolled in an education or training program leading to a recognized post-secondary credential within one year after exit from the program. WIOA Performance Targets are agency-level targets and the methodology to compute these targets is dependent upon the entire population that RSA serves. As such, providers do not have a Credential Attainment target.

Measurable skills gains - The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized post-secondary credential or employment and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment. WIOA Performance Targets are agency level targets and the methodology to compute these targets is dependent upon the entire population that RSA serves. Targets were not set for individual providers and it is not equitable to assign the agency level targets to providers as many additional factors need to be considered. As such, providers do not have a measurable skill gains target.

¹⁸ Due to the lag in receiving Unemployment Insurance (UI) wage data, State Vocational Rehabilitation Agency's data will be two quarters behind reporting this data for Employment Rate 2nd Quarter after Exit, Median Earnings 2nd Quarter after Exit, and Employment Rate 4th Quarter after Exit.

¹⁹ DDS RSA is undertaking a business process improvement initiative to improve our ability to measure the effectiveness of training providers. One of the expected outcomes of this effort will be defining equitable and standardized performance metrics for DDS RSA training providers. The effort includes re-engineering the end-to-end life-cycle on how training provider performance data is collected and evaluated. Currently, DDS RSA uses provider submitted progress reports to gauge provider performance.

FY19 Performance Outcomes²⁰

Provider Name	Employment 2nd Quarter After Exit- Outcome	Measurable Skills Gained
Becker Professional Development	0	100
Bennett Career Institute, Inc.	19%	-
Bladensburg Barber School	0	33
Career Technical Institute (CTI)	16%	100
Catholic Charities of the Archdiocese of Washington, Inc.	0	17
1 st CDL Training Center of NOVA	16%	-
JM Davis Consulting Group, LLC	14%	-
Pendergrast Alston Consulting	15%	-
Potomac Massage Training Institute	22%	100
Toni Thomas Associates, Inc.	16%	-

²⁰ This table only includes providers and corresponding WIOA measures that had data reported in the FY19 Expenditure Guide.



Department of Human Services (DHS)

The Department of Human Services is an agency that provides a myriad of social services to District residents including cash and food assistance. The mission of DHS is to empower every District resident to reach their full potential by providing meaningful connections to work opportunities, economic assistance, and supportive services.²¹

Contact Information



64 New York Ave NE
6th Floor
Washington, DC 20002
202-671-4200

Resident Engagement

SNAP Employment & Training: Interested participants can access services through multiple entry points. For example, individuals can be referred through various DHS Service Centers, local America Job Centers, community outreach and social media posts, and provider recruitment.

Residents can also access services by calling or e-mailing the program and through the DHS website.

TANF: District residents can apply for benefits by completing the combined application and submitting the information at one of the DHS five services centers. Only three service centers are accepting drop-off applications during the public health emergency. Residents can also complete the combined application via the DC Access Mobile app on their phone, online using the public benefits online application, or by mail.

Eligibility

Age: No age requirement

Background: No criminal background or drug test required

Education: No education requirement, no CASAS score required

Identification: Participants do not require a driver's license

TANF: Services are only available to District residents who apply, and are found eligible. Once eligible, participants must engage with a TEP provider without exemption. Unlike other “traditional” employment or training programs, customers are required to participate unless an exemption is granted. If a customer elects not to participate, a six (6%) percent reduction in the TANF distribution will be applied.

²¹Department of Human Services (n.d.). *About DHS*. <https://dhs.dc.gov/page/about-dhs>

Workforce Opportunities

Industry Sectors

- Construction
- Healthcare
- Hospitality
- Infrastructure & Transportation
- IT & Business Administration
- Law & Security

Credentials/Certifications Offered

- | | |
|--|---|
| <ul style="list-style-type: none"> • Accounting Technical • Aller Train • Building Maintenance Professional • Certified CDL License • Certified Clinical Medical Assistant • Certified Medical Assistant • Class D Security • Child Development Associate • COMPTIA A+ (IT & Business Certification) • CompTIA IT Fundamentals • Electronic Health Records Specialist • Emergency Medical Technician (EMT) • Food Handlers Safety | <ul style="list-style-type: none"> • Green Construction Apprenticeship, Flagger • Home Health Aide • HVAC (Maintenance) • ManageFirst • Microsoft Office Specialist: Word and Excel • Network + (IT & Business Certification) • Northstart Digital Literacy • OHSA-10 (Construction Certification) • Security+ (IT & Business Certification) • ServSafe (Culinary Arts Certification) • START Hotel Certifications (Hospitality Certification) • Telecom/Electrical Installation (C-Tech) |
|--|---|

Impact of COVID-19

SNAP: Most services provided by both DHS staff and providers were offered remotely. Transition was successful, however, participation was significantly reduced given lower provider capacity and increased difficulty reaching new participants (program designed to serve over 2000, but only 820 served). Agency incurred additional costs to procure laptops and cell phones for each staff. There were also a number of cost savings related to lower participant reimbursement costs and some providers spending less than planned.

TANF: DHS incurred additional costs as a result of the COVID-19 pandemic in order to procure laptops and cell phones for staff to work remotely. The TANF Employment and Education Program (TEP) implemented a 2Gen Compensation Model to compensate both providers and customers for income lost due to employment and educational disruptions. This model was available between July 2020 and September 2020.

Workforce Development/Adult Education Programs

The TANF Employment & Education Program (TEP): The mission of the TEP program is to assist customers in enhancing their education and skill levels in preparing for, finding, and retaining unsubsidized employment in order to ultimately earn family-sustaining incomes and no longer require public assistance. Success for the TANF Employment and Education program can be defined as assisting customers through case management services to gain entry into and progress along a career pathway by enrolling and obtaining educational and training credentials and securing and retaining meaningful employment. Case management services are provided to work-eligible TANF customers to address multigenerational family needs, educational plans, and employment goals.

TEP is the primary method for providing holistic case management services to families who are receiving TANF in the District. TEP provides multi-generational (2-Gen) supportive services, which includes connections to educational and occupational services, as well as, employment and retention-related services. Based on the age of the youngest child, recipients are required to engage in weekly activities, which must be verified and supported through documentation. Parents whose youngest child is age five and under must engage in a minimum of 20 hours of activities each week and parents whose youngest child is six and over must engage in a minimum of 30 hours of activities each week. Those activities include 11 federally recognized activities as well as activities that fall under a multigenerational framework nationally known as ‘2 Gen.’ There are several factors which distinguish the TEP program from other workforce programs in the District of Columbia:

- It is fundamentally a case management program with multiple services.
- TEP does not ‘pay’ for training or specific services. TEP Human Care Agreements (HCAs) and Task Orders (TOs) are partially performance-based. DHS pays for case management services, reimburses service providers for issuing approved customer incentives, and approves bonus payments to service providers for achieving employment and education-related outcomes.
- **New Employment Placement:** DHS considers a customer to be successfully placed into an employment slot when he or she meets their weekly hour’s requirement for two (non-consecutive) weeks. Meaning, a customer can obtain employment on January 1, 2020, but not be counted as employed until March 1, 2020, due to inconsistent hours. The goal of the TEP program is not to place customers into any employment opportunity –and incentivize a service provider for such a placement-- but rather place customers into opportunities that include benefits and career-ladder growth potential.
- The program is designed to stop issuing ‘participation’ payments to service providers once a customer becomes employed and start tracking towards employment incentives (customers) and bonuses (service providers). However, if the customer is not meeting full weekly hours requirements due to fluctuating hours, the service provider and customer do not receive compensation - the business model incentivizes the service provider to identify employment opportunities with benefits and career-ladder growth potential.
- **High Wage (Living Wage or better):** DHS will compensate a service provider when they successfully assist a customer in achieving employment (as defined above) making at least \$14.50 per hour.
- **Employment Retention for 12 months (meeting weekly required hours each month):** DHS considers a customer to be successfully engaged in employment retention tracking when he or she meets their weekly hour’s requirement over each month, for a total of 12 months. Meaning, a customer can obtain employment on January 1, 2020, but that employment not be tracked as retention month #1 until March 1, 2020, due to inconsistent hours.
- **Post-employment Promotion:** DHS will compensate both the service provider and customer if the customer achieves a promotion post- employment, and that promotion includes a high wage, and a new title or more responsibility.
- **Exit TANF Due to Earning:** DHS will compensate a service provider and customer if the employment opportunity that the service provider assists the customer in obtaining makes the customer ineligible for TANF benefits (incomes exceeding eligibility requirements), the benefits case is closed, and the customer does not return to apply for benefits for at least four months.
- **Education Completion:** DHS will compensate both a service provider and customer for completing educational programs (certification, credential, GED, etc.) based on the length of training (categorized into five levels by lengths of training). The compensation is not made upon completion of the training program, but rather upon the customer successfully obtaining the nationally recognized certification/credential, etc.
- **Point-In-Time (PIT):** Refers to the caseload size that each TEP service provider is contracted to serve. DHS assigns customers in increments of 150 (+/- 10%). Subject to participation requirements, customers are removed for non-engagement. The number of customers who are removed for non-engagement is replenished with that same number of customers for the service provider to engage. The PIT means that at any given time, the service provider is within ten percent of their contracted PIT.

Supplemental Nutrition Assistance Program Employment & Training (SNAP E & T):

The SNAP E&T Program assists SNAP recipients in achieving their career goals by providing participants with a broad range of services focused on their interests and needs. The program is completely voluntary and participants receive reimbursements for eligible transportation, childcare, and other expenses related to participation. DHS's mission is to empower every District resident to reach their full potential by providing meaningful connections to work opportunities, economic assistance and supportive services. Success for the SNAP E&T program is defined as helping individuals progress towards the elements of that mission, including through entry into and progress along a career pathway, entry into and advancement within living wage employment opportunities, and case management.

Additionally, the program provides individualized service delivery to SNAP customers through comprehensive case management and four eligible program components: job search training, job retention, education and vocational training, and improving employability, including through work experience and/or training. Services are provided both in-house and through subgrants to over 19 community-based organizations and government entities – including four District-funded programs administered by DOES. Participants may complete eligible services in anywhere from a few months to multiple years depending on their needs, and services offered through different providers vary significantly.

The SNAP E&T program is funded through a combination of District and federal appropriations through the U.S. Department of Agriculture Food and Nutrition Service (USDA-FNS), including 50% matching funds for eligible services, as well as philanthropic funds leveraged by subgrantees. Only \$388,612 in federal funds are provided without a match, with all other federal dollars received contingent upon match of other non-federal funds; primarily raised by DHS grantees through other sources they have identified (i.e. not specifically earmarked for SNAP E&T).

This matching includes MOU funding for a portion of 3 DOES programs (Project Empowerment, DC Career Connections, and a small SYEP cohort), as well as workforce programs through MORCA, ONS, UDC (FY20 only), and child care funding to OSSE. USDA-FNS requires annual reporting on five national reporting metrics for the SNAP E&T program overall, three of which are similar to Workforce Innovation and Opportunity Act (WIOA) performance indicators. DHS also tracks detailed participant information related to program and credential completion, initial job placements and wages, and hours of participation. Details on each national reporting metric and additional context are as follows:

1. The number and percent of current and former participants in unsubsidized employment during the 2nd quarter after completion of participation in SNAP E&T (similar to WIOA metric). Note that data for this metric is derived from the DC DOES Unemployment Insurance (UI) Wage Records. This data excludes individuals working in other states, federal employees, and self-employed individuals; which likely results in significant underreporting of outcomes achieved.
2. The median quarterly earnings of current and former participants in unsubsidized employment during the 2nd quarter after completion of participation in SNAP E&T (similar to WIOA metric).
3. The number and percent of current and former participants in unsubsidized employment during the 4th quarter after completion of participation in SNAP E&T (similar to WIOA metric). Note that data for this metric is derived from the DC DOES's Unemployment Insurance (UI) Wage Records. This data excludes individuals working in other states, federal employees, and self-employed individuals; which likely results in significant underreporting of outcomes achieved.
4. The number and percent of current and former participants who completed training, educational or work experience, or an on-the-job training component. Note that components are uniquely defined for the SNAP E&T program and do not easily translate to program completions for other types of federally and locally funded workforce programs.
5. Participation data, including some demographic characteristics and information on whether an individual is subject to work requirements for receipt of SNAP benefits. Note that the District



currently has a waiver that allows us to exempt all individuals from Able-Bodied Adults without Dependents (ABAWD) work requirements.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
SNAP Employment & Training	15	15	1,212	1811	Data Not Applicable	
TANF Education & Employment Program (TEP)	13	13	10,000	10,000		
Grand Total	28	28	11,212	11,811		

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
SNAP Employment & Training	\$6,325,735	\$ 6,085,859.92	\$4,150,220.32	\$4,134,047.69
TANF Education & Employment Program (TEP)	\$30,905,247.21	\$26,362,090.85	\$22,891,189.04	\$22,535,168.93
Grand Total	\$37,230, 982.21	\$32,447,950.77	\$27,041,409.36	\$26,669,216.62

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additio nal Funding	Other Fundin g
SNAP Employment & Training	FY19	Data Not Available				
SNAP Employment & Training	FY20	\$351,710.05	\$5,734,149.97	0	0	0
TANF Education & Employment Program (TEP)	FY19	Data Not Available				
TANF Education & Employment Program (TEP)	FY20	\$29,502.38	\$22,505,666.55	0	0	0



Performance

Internal Performance Measures

Internal KPIs include: Education Enrollment Rate, Employment Rate, Engagement Rate, and DC Living Wage Rate.

- The Employment Rate (per 1000 customers every 30 days) for FY20 was recorded as 36 customers, as compared to FY19 which was recorded as 35.
- 2,306 customers were served under JPSPs, and 1,893 customers were served under EOTPs on average every month.
- In FY20YTD, customers served by both JPSPs and EOTs have gone up by 11% and 23% respectively from FY19.
- Over half of the customers (55%) are with JPSPs and the rest (45%) are with EOTPs in FY20YTD.
- The new education/training enrollment rate (per 1,000 customers per month) has increased to 66 in FY20TD from 60 in FY19. (EOTP)
- Percent of newly employed customers earning a living wage at or above the District's living wage upon getting a new employment are 45% for JPSPs and 47% for EOTPs in FY20YTD. In FY19 the rate was 41.8%
- In FY20 YTD, customers' full participation in both JPSPs and EOTs are 33% and 14% respectively.

Credentials Earned

Program	Provider Name	Credentials Earned
TANF	Grant Associates	225
	Washington Literacy Center	24
	Fedcap	98
	Constituent Services Worldwide	73
	KRA Corporation	680
Grand Total	5	1100

Department of Energy and Environment (DOEE)

The Department of Energy and Environment (DOEE) is the leading authority on energy and environmental issues affecting the District of Columbia. Using a combination of regulations, outreach, education, and incentives, DOEE administers programs and services to fulfill their mission. DOEE works collaboratively with other government agencies, residents, businesses, and institutions to promote environmentally responsible behavior that will lead to a more sustainable urban environment.²² DOEE promotes public and environmental health by implementing and enforcing District and Federal laws and regulations. DOEE recognizes that strong and healthy communities are central to the District's economic prosperity, and work daily to protect the environment in which its people live, work and play.

DOEE's mission is to improve the quality of life for the residents and natural inhabitants of the nation's capital by protecting and restoring the environment, conserving our natural resources, mitigating pollution, increasing access to clean and renewable energy, and educating the public on ways to secure a sustainable future. The agency's core responsibilities include, but are not limited to, enforcing environmental regulations; monitoring and assessing environmental risks; developing energy and environmental policies; issuing permits; and providing residents and local businesses with funding, technical assistance, and information on initiatives designed to ensure a more resilient and sustainable city. DOEE performs all agency mission activities with the highest integrity to uphold the public trust.

Contact Information



Department of Energy and Environment HQ
1200 First St NE 5th Floor
Washington, DC 20002
202-535-2600

Resident Engagement

Green Fellows Program: Graduate-level students enrolled in a local area university may apply via <https://doee.dc.gov/greenpathways>.

Green Zone Environmental Program: Youth and young adults, ages 14-24, who want to participate in GZEP are required to enroll in and be certified as eligible by DOES MBSYEP. The program also offers seasonal jobs to help manage the program for up to 12 weeks. Interested participants may apply via <https://doee.dc.gov/greenpathways>.

Green Ready Program: This is an 8-week competitive extension program of GZEP. Students apply and are interviewed for open positions within the Department, which are contingent on funding and need.

River Corps: Young adults, ages 18-24, who want to participate in River Corp can apply by directly contacting the Latin American Youth Center (LAYC) at (202) 319-2225.

Solar Works DC: DC residents, ages 18+, who want to participate in the program should contact GRID Alternatives Mid-Atlantic via

²² Department of Energy & Environment (n.d.). *About DOEE*. <https://doee.dc.gov/page/about-doe>



<https://gridalternatives.org/regions/midatlantic/solar-works-dc> or the District Infrastructure Academy via <https://does.dc.gov/service/dc-infrastructure-academy>.

Eligibility

Green Fellows Program

- **Age:** 18+
- **Background:** Participants are processed by DCHR and must pass a criminal background and suitability check, but are not required to have a driver's license or drug test.
- Participants must be District residents and/or enrolled in a local-area university graduate-level program.

Green Zone Environmental Programs

- **Age:** 14-24
- **Background:** Participants will be processed by DOES Office of Youth Programs, and are not required to have a driver's license, pass a criminal background check or pass a drug test.
- Participants must be District residents and must be enrolled and certified as eligible by DOES MBSYEP.

Green Ready Programs

- **Age:** 18+
- **Background:** Participants do not need a driver's license, but must pass a criminal background check and pass a drug test.

River Corps

- **Age:** 18-24
- **Background:** Participants do not need to pass a drug test or pass a criminal background check, nor need to possess a driver's license.
- Applicants must be District residents and able to show proof of residency.

Solar Works DC

- **Age:** 18+
- **Background:** Participants must pass a basic background check and drug test, but are not required to have a driver's license.
- Participants must be District residents and able to show proof of residency.
- Participants are required to complete and pass the Comprehensive Adult Student Assessment Systems (CASAS) test for basic math and reading comprehension, participate in a one-day DCIA orientation session and complete a 2-week work readiness prerequisite course.

Workforce Opportunities

Industry Sectors

- Construction
- Educational Services
- Government/Public Service
- Transportation & Infrastructure

Credentials Offered

- OSHA-10
- CPR/First Aid
- IBT Installation Basics Trainings
- NABCEP

Impact of COVID-19

The programs offered at DOEE were impacted by the COVID and the details are included below.

Workforce Development/Adult Education Programs

Green Zone Environmental Program GZEP): This program partners with the Department of Environmental Services' (DOES), Marion Barry Summer Youth Employment Program (MBSYEP). Program participants are introduced to energy, environmental, and sustainability challenges and opportunities that impact the District of Columbia. Through education, career preparation, and hands-on environmental projects, such as installation of rain gardens, solar panels, invasive plant removal, tree maintenance, and beautification and conservation services, GZEP participants learn strategies to make great contributions in an effort to make their neighborhoods and the District the greenest and most sustainable city in the nation. DOEE implements a comprehensive curriculum that is designed to educate GZEP participants about urban sustainability, energy, natural resources, public health, and a myriad of environmental services, as well as provide professional development, mentorship, and job training opportunities. Participants receive their education and training from subject matter experts at DOEE, local-non-profit organizations, and other partnering organizations and sister-agencies.

COVID Impact: A virtual program was developed and implemented for the 6-week summer program. DOEE implements the program directly and determined how to successfully implement a scaled down version of the program on a virtual platform, which could still be meaningful, engaging and effective. The participant numbers drastically decreased from 250 residents to 50 (+25 from Solar Works DC). There were significant administrative challenges due to the public health emergency and the spending freeze that was put in place. IPADS and other items were procured for each student to accommodate the virtual learning environment, and additional support services were implemented to support students during this challenging time. GZEP was not able to host the annual summer job fair due to organizations halting hiring, and other agencies and partner organizations did not have the capacity to participate due to their own constraints.

Green Ready (GZEP Extension) Program: An eight week paid career exploration program which provides selected individuals, at least 18 years old, the opportunity to gain “real world” work experience in a professional environment, explore how their interests and skillsets align with possible careers within the agency, participate as a team member on key agency projects, network and build relationships with agency leaders, and gain confidence by further developing their professional skills to prepare for careers post program. Program participants are selected from the pool of summer staff and MBSYEP/GZEP/Solar Works DC participants who successfully complete the six-week summer program. Participants apply for available positions, interview through a competitive process, and are hired to work in a program area that best suits their interests, backgrounds, and skillsets.

COVID Impact: Green Ready was not online in FY20 due to programming and budget constraints as a result of the COVID19.

River Corps: The program runs two cohorts for five months each, and enrolls 24 District residents, ages of 18-24, each fiscal year. Program participants work on watershed protection activities involving the maintenance and inspection of recently completed stream restoration and green infrastructure (GI) projects. These projects provide trainees entry-level skills in the growing green economy and education in GI. This program is implemented by a grantee. Program participants gain experience in the technical skills needed to install, inspect, and maintain GI, and learn the soft skills to seek, find, secure, and keep long-term employment. The grant activities include the following:

- Management of invasive species which control of up to 10 acres of land in the District;
- Litter removal along 10 District streams;
- Photo monitoring two times per year per stream at the following locations: Nash Run (1,400 feet); Watts Branch (9,000 feet); Pope Branch (4,000 feet); Alger Park (1,500 feet); Fort Dupont (10,000 feet); Springhouse Run (1,800 feet); Broad Branch (1,600 feet); Linnean Park (900 feet); Milkhouse Ford (1,800 feet); Bingham Run (700 feet); Spring Valley (900 feet); Stickfoot Branch (1,800 feet);
- Rain garden/bioretenion maintenance of 25 rain garden/bioretenion sites in the District and inspect 10 percent of RiverSmart Homes practices annually (approximately 70-80 homes) and perform maintenance on approximately 15% of the practices at homes inspected;
- Plant up to one acre of native herbaceous plants and shrubs along streams in the District;
- Provide OSHA 10-hour Construction Training and CPR training for program participants.

COVID Impact: In April & May the program had to go virtual. The virtual environment limited the ability to train young people in the field and to perform services required by the grant. It also affected participation and retention, because Corps members who signed up for the program wanted to work outside and participate in hands-on-activities, not on a computer, so the program saw declining attendance.

Solar Works DC: The District’s single-family, low-income solar photovoltaic (pv) installation and job training program spearheaded by DOEE and DOES. The program is located within the DC Infrastructure Academy (DCIA) in Ward 8 and implemented by a grantee. Through this



program District residents prepare to enter careers in the solar and related industries while reducing energy costs for income-qualified District homeowners by installing solar systems on their homes. Solar Works DC launched in May 2017 with the intention to train more than 200 District residents and install solar systems on up to 300 low-income single family homes in the District over three years. Income-eligible homeowners receive solar at no-cost and can save 50-99% on electric bills. The cost savings per household is roughly \$15,000, which translates to approximately \$600 in savings per year.

- Two 12-week cohorts operate in the Fall and Spring for District residents, ages 18 and over; during the summer, a six-week prorated program runs for District residents, ages 18-24, who are enrolled in DOES MBSYEP (they must select GZEP/Solar Works DC). All participants will complete installation basics training, earn industry relevant certifications, and be able to demonstrate competency in real-world solar installations. Program participants receive CPR/First Aid and OSHA 10-hour Construction Training certifications, and are able to sit for the North American Board of Certified Energy Practitioners (NABCEP) Photovoltaic (PV) Associate Credential exam (NABCEP is not available to the summer cohort). Aside from the specialized technical training, the program affords participants work readiness, career counseling and mentorship, case management, professional development, and other critical care/ support services to aid in retention and long-term success.

COVID Impact: Solar Works DC reconvened for the spring session in early March 2020, before the COVID19 public health emergency. The program took two weeks to navigate its transition to a virtual platform (GO-TO Webinar and Interplay Learning (simulated virtual solar installation platform)) and modify the core curriculum, including classroom and installation activities. The program halted live installs for both the spring and summer cohorts due to the public health emergency, but completed installs in the fall. Solar Works DC was the only program operating out of the DCIA at the time and set a standard for how other programs could implement virtual learning; the program was used as a model for how to achieve distance/online learning for an infrastructure job training program. More than before, the program utilized support services and case management to better support trainees who were confronting serious challenges as a result of the impacts of COVID19. The program also ordered IPADs for each trainee to provide them with adequate equipment necessary to successfully participate in and complete the virtual program curriculum. Job placement was an obvious challenge, as organizations within the industry were not hiring at the same pace as they had prior to COVID19, and trainees were missing the critical hands-on component which is vital to the program and their ability to transition into jobs or apprenticeships (lacking critical hands-on experience). However, there was a higher rate of retention due to removing fundamental barriers during the stay-at-home order, including transportation and childcare.

Green Fellows Program: Launched in 2015, this leadership and development program is focused in the fields of energy and environment and offers a paid opportunity for graduate-level students who are District residents and/or attending a local-area university. Fellowship opportunities are available throughout each one of DOEE's five administrations and the Office of the Director. DOEE encourages applicants pursuing studies in public policy administration, urban planning, energy and environment, sustainability or related fields to apply.



Green Fellows' responsibilities include research and policy development, act as project management leads on high-profile agency projects, and perform a variety of assignments designed specifically to enhance their public service values, environmental knowledge, critical leadership skills, and project management abilities. Fellows have opportunities to come together with their cohort to participate in cross-disciplinary trainings, collaborative projects, field work, volunteerism, and field trips. Fellows are connected to a program area which matches their unique skill-set, background, expertise and interests. All Fellows participate in technical trainings, professional development and mentorship opportunities, and career mapping. Five of the six FY20 Fellows are now employed (three are now employed with DOEE); one Fellow is back in school to complete her graduate program.

Program Requirements

- Able to commit to a fellowship period of up to 10 months
- Complete a 3 day orientation (1 day with DCHR; 2 days with DOEE)
- Attend technical trainings and professional development opportunities
- Participate in volunteer opportunities and support DOEE flagship events (halted due to COVID19)
- Work with the cohort on a collaborative project which will result in a final presentation
- Attend 80% of DOEE virtual educational sessions
- Successful performance reviews (mid-year and end-of-year)

COVID Impact: The program transitioned to virtual learning and engagement via MS TEAMS and WEBEX. Classroom learning was not disrupted; however, planned field trips and volunteer opportunities were cancelled. Once the Fellows became acclimated to teleworking and were provided with government-issued devices, there were no significant barriers to program implementation or meeting successful outcomes.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
	FY19	FY20	FY19	FY20	FY19	FY20
<i>Fiscal Year</i>						
Green Fellows Program	1	1	n<10	n<10	100%	100%
Green Zone Environmental Program	1	1	250	50	200	46
Green Ready (GZEP Extension Program)	1	1	n	0	n	0
River Corps Training Program	1	1	24	24	20	In Progress
Solar Works	1	1	75	75	60	69
Grand Total	5	5	369	155	296	121

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
Green Fellows Program	\$253,638	\$253,638	\$174,147.17	\$180,364.41
Green Zone Environmental Program	\$374,264	\$334,263	\$334,263	\$246,316.84
Green Ready (GZEP Extension Program)	\$44,371.06	0.00	Data Not Available	0.00
RiverCorps Training Program	\$400,000	\$400,000	\$458,462.65	\$300,082.47
Solar Works	\$1,898,675.72	\$1,482,448.28	\$1,599,575	\$1,350,986.20
Grand Total	\$2,970,948.78	\$2,470,349	\$2,566,447.84	\$2,077,749.72

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Green Fellows Program	19	\$253,638.00	0	0	0	0
	20	\$253,638	0	0	0	0
Green Zone Environmental Program	19	374,264	0	0	0	0
	20	334,263	0	0	0	0
Green Ready (GZEP Extension Program)	19	0	0	0	0	44,371.06
	20	0	0	0	0	0
Solar Works	19	\$600,000	0	1,298,676	0	0
	20	\$600,000	0	882,448	0	0
River Corps Training Program	19	0	200,000	200,000	0	0
	20	0	200,000	200,000	0	0

Performance


Program Name	Total # Employed		Total # Earned Credential	
	FY19	FY20	FY19	FY20
Green Fellows Program	n<10	n<10	0	0
Green Zone Environmental Program	-	n<10	0	46
Green Ready Program	n<10	0	0	0
River Corps	-	Data Not Captured	20	18
Solar Works DC	18	20	60	69
Grand Total	28	25	80	133



Department of Employment Services (DOES)

The mission of DOES is to connect District residents, job seekers, and employers to opportunities and resources that empower fair, safe, and effective working communities. The Department of Employment Services provides comprehensive employment services to ensure a competitive workforce, full employment, life-long learning, economic stability and the highest quality of life for all District residents.²³


Contact Information

 4058 Minnesota Ave NE
Washington, DC NE 20019
202-724-7000

Resident Engagement

Interested participants can [visit the DOES website](#), contact a local [American Job Center](#) (AJC), or register via DC Networks, the platform for jobseekers where they are able to upload their resume, access resources and services and receive up-to-date employment-related information.

American Job Center (AJC) Locations

 3720 Martin Luther King Jr Ave SE
Washington, DC 20032
202-741-7747

 2330 Pomeroy Rd SE
Washington, DC 20032
202-741-7747

 4058 Minnesota Ave NE
Washington, DC 20019
202-724-2337

Eligibility

Please refer to the Expenditure Guide for a listing and description of all programs.

²³ Department of Employment Services (n.d.). *About DOES*. <https://does.dc.gov/page/about-does>

Workforce Opportunities

Industry Sectors

- Broadcast Media
- Construction
- Culinary
- Healthcare
- Hospitality
- Infrastructure & Transportation
- Information Technology & Business Administration
- Law & Security
- Social Assistance

Credentials/Credentials Offered

- A+
- AWS Cloud Practitioner
- Commercial Driver's License Class A & B
- CNA
- Certified Associate in Project Management
- Certified Information Systems Security Professional (CISSP)
- Certified Guest Services Professional
- Lean Six Sigma Yellow
- Hazardous Materials Awareness & Operations
- Emergency Medical Technician
- Flagger
- Firefighter I & II
- Home Health Aide
- Information Technology Infrastructure Library (ITIL)
- National Registry EMT
- Network +
- OHSA-10
- OHSA-30
- MOS
- Project Management Professional
- Security +

Workforce Development/Adult Education Programs

FY20 DOES Workforce Development/Adult Education Programs Summary²⁴

Programs	Providers	Workforce Activities	Total Budget	Total Spent	Total Participants	Total Participants Completed
16	39	65	\$71,679,801	\$57,726,346.79	25,197+	17,540+

DC Career Connections: A work readiness program designed to provide more than 400 out-of-school and unemployed young adults with opportunities to gain valuable work experience, skills training, and individualized coaching and support to obtain employment.

²⁴ This information included in this summary exclusively reports data included in the FY20 Expenditure Guide.



Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
DC Career Connections	1	9	411	186	Data Not Reported	149

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
DC Career Connections	\$4,221,573	\$3,681,755	Data Not Reported	\$3,294,398

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
DC Career Connections	19	\$4,221,573	0	0	0	0
	20	\$3,681,755.77	0	0	0	0

DC Infrastructure Academy (DCIA): DC Infrastructure Academy is a key initiative of the Mayor Muriel Bowser administration, led by the Department of Employment Services. Infrastructure is one of the fastest-growing industries in the country. DOES opened the DC Infrastructure Academy to meet the need for skilled infrastructure professionals in Washington, DC. DCIA coordinates, trains, screens and recruits residents to fulfill the needs of the infrastructure industry and infrastructure jobs with leading companies in this high-demand field.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
DCIA	12	10	3038	721	Data Not Reported	349



Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
DCIA	Data Not Available	\$4,633,725	Data Not Reported	\$3,157,542

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
DCIA	19	Data Not Available	0	0	0	0
	20	\$4,633,725	0	0	0	0

Fire & Medical Emergency Services (FEMS): The FEMS Cadet Program is a one-year program that provides District of Columbia residents between the ages of 18 and 21 years old the opportunity to become members of the D.C. Fire and Emergency Medical Services Department (DCFEMS). During the program, Cadets attain their National Registry EMT, Firefighter I & II, and Hazardous Materials Awareness & Operations Certificates. The Cadets participate in a departmental rotation, where they are exposed and acclimated to all aspects of the D. C. Fire and EMS Department.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
FEMS	1	1	18	18	18	16

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
FEMS	\$493,305.60	\$250,000	Data Not Reported	\$250,000

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
FEMS	19	\$493,305.60	0	0	0	0
	20	\$250,000	0	0	0	0



Jobs for Veterans State Grants (JVSG): The Jobs for Veterans State Grants (JVSG) program provides federal funding, through a formula grant, to 54 State Workforce Agencies (SWAs) to hire dedicated staff who provide individualized career and training-related services for veterans and eligible persons with significant barriers to employment and to assist employers fill their workforce needs with job-seeking veterans. This program does not have external providers reported in the Expenditure Guide, rather, this program is directly administered by DOES. Therefore, this program does not track WIOA performance measures and the agency does not directly track supplemental performance measures for this program that can be included in this Expenditure Guide.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
JVSG	1	1	322	129	Data Not Reported	112

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
JVSG	\$478,028	\$633,398.16	Data Not Reported	\$602,440

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
JVSG	19	0	\$478,028	0	0	0
	20	0	\$633,398.16	0	0	0



Learn Earn Advance and Prosper (LEAP): A network of interconnected partners utilizing the “earn-and-learn” approach that links the city’s unemployed residents with employment, education and training opportunities. This program does not have external providers reported in the Expenditure Guide, rather, this program is directly administered by DOES. Therefore, this program does not track WIOA performance measures and the agency does not directly track supplemental performance measures for this program to include in this Expenditure Guide.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
LEAP	1	1	51	13	Data Not Reported	12

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
LEAP	\$2,366,364	\$1,135,115	Data Not Reported	\$1,023,030

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
LEAP	19	\$2,366,364	0	0	0	0
	20	\$1,135,115.07	0	0	0	0

Local Adult: The American Job Center, serves as a one-stop service that offers job-seekers, students, businesses and career professionals access to a comprehensive array of employment-related services and tools in one convenient location. Through the District’s American Job Center, residents can utilize resources such as career counseling, career planning, résumé assistance, direct job placement, classroom and on-the-job-training, information about local and national labor markets, unemployment compensation and much more. The Department of Employment Services, supported with resources from the District government and the US Department of Labor, operates the centers that are strategically located and accessible throughout the District. The District of Columbia’s American Job Center network, is geared to assist all job-seekers develop solid career plans that lead to family sustaining wages.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
Local Adult	6	3	163	161	Data Not Reported	Data Not Available

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
Local Adult	Data Not Reported	\$3,259,254.37	Data Not Reported	\$2,797,060.69

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Local Adult	19	Data Not Reported	0	0	0	0
	20	\$3,259,254.37	0	0	0	0

Marion Barry Youth Leadership Institute (MBYLI): MBYLI was founded in 1979 as a year-round program to train District of Columbia youth leadership and self-development. The MBYLI training model emphasizes practical, hands-on experience and a holistic approach to developing leaders for the 21st century. Each year, approximately 150 young people participate in the year-round program and approximately 350 youth participate in the Summer Training Program. This program does not have external providers reported in the Expenditure Guide, rather, this program is considered a program directly administered by DOES. Therefore, this program does not track WIOA performance measures and the agency does not directly track supplemental performance measures for this program to include in this Expenditure Guide.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
MBYLI	1	1	500	450	Data Not Reported	Data Not Available

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
MBYLI	\$502,526	\$913,873.99	Data Not Reported	\$934,056

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
MBYLI	19	\$502,526	0	0	0	0
	20	\$913,873.99	0	0	0	0

On-the-Job (OJT) Training: On-the-Job (OJT) training is a workforce development strategy that benefits both jobseekers and employers allowing for enrolled participants who are newly-hired but require preliminary training to meet the threshold, to train and mentor candidates as they become fully proficient in a particular skillset or job function. Through an OJT model, candidates receive the hands-on training necessary to increase their skills, knowledge and capacity to perform the designated job functions. The OJT strategy ensures unemployed and underemployed jobseekers have a chance to enter and reenter the workforce through an “earn and learn” model. This streamlined approach developed between select employers and the Department of Employment Services (DOES) allows employers to be reimbursed at an established wage rate in exchange for the training provided to participating OJT candidates. Pre-screened and job-ready candidates are matched with employers willing to provide skills-based, on-the-job training. DOES will provide wage reimbursement from 50 to 75 percent of the candidate’s salary from one to six months (in some cases up to one year) for qualifying District of Columbia residents and employers. OJT employers maintain complete control over hiring decisions, and are assigned a DOES liaison to initiate recruitment efforts and provide support throughout the length of the OJT agreement. Clearly written OJT agreements detail the individual training outline, objectives, duration of agreement, and reimbursement rate.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
OJT	19	8	27	10	Data Not Reported	7

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
OJT	\$576,570	\$450,000	Data Not Reported	Data Not Reported

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
OJT	19	0	\$576,570	0	0	0
	20	0	\$450,000	0	0	0



Project Empowerment: Project Empowerment works to reduce economic disparity in the District by serving thousands of individuals with multiple barriers to employment. The program's work readiness model is designed to provide nearly 700 unemployed District residents with opportunities to grow in education, training, and subsidized employment placements each year.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
Project Empowerment	3	4	874	495	Data Not Reported	371

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
Project Empowerment	\$10,125,938.00	\$9,604,885.21	Data Not Reported	\$9,030,586.77

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Project Empowerment	19	\$10,125,938.00	0	0	0	0
	20	\$9,604,885.21	0	0	0	0

Senior Community Services Employment Program (SCSEP): Serves low-income DC residents 55 years of age and older who face age and skill-related challenges in seeking employment and skill enhancement. Participants are placed in subsidized work experiences to gain the skills required to secure competitive unsubsidized employment. This program does not have external providers reported in the Expenditure Guide, rather this program is considered a program directly administered by DOES, funded by the Older Americans Act. Therefore, this program does not track WIOA performance measures, however DOES included a separate annual report for this program as an additional tab in the Expenditure Guide.



Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
SCSEP	1	1	34	36	Data Not Reported	Data Not Available

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
SCSEP	\$511,643	\$698,349	Data Not Reported	\$528,573

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
SCSEP	19	0	\$511,643.00	0	0	0
	20	0	\$698,349.00	0	0	0

Summer Youth Employment Program (MBSYEP)²⁵: This locally funded initiative sponsored by the Department of Employment Services (DOES) provides District youth ages 14

²⁵ Performance measures for MBSYEP are not included in the FY20 Expenditure Guide or the FY20 Accompanying Document, because the program does not capture performance measures that align to FY20 Expenditure Guide



to 24 with enriching and constructive summer work experiences through subsidized placements in private and government sectors. This program is not included in the FY20 Workforce Activities Tab in the Expenditure Guide spreadsheet. The agency does not track performance measures for this program that align with the requested measures in the Expenditure Guide, however, an annual report of this program is typically published and can be found [here](#).

Participant and Provider Summary (YOY)

Program Name	Total Providers ²⁶		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
MBSYEP	Multiple	Multiple	11,358	9,081	Data Not Reported	7,119

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
MBSYEP	\$18,817,397	\$20,492,115	Data Not Reported	\$20,454,269

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
MBSYEP	19	\$18,817,397	0	0	0	0
	20	\$20,492,115	0	0	0	0

The Reemployment Services and Eligibility Assessment (RESEA): The Reemployment Services and Eligibility Assessment(RESEA) program addresses the reemployment needs of individuals receiving unemployment insurance compensation. RESEA participants are active job seekers and UCX (ex-service members) who are receiving UI benefits. Program services

requested measures. Additionally, MBSYEP publishes an annual report of the program which can be accessed here: <https://does.dc.gov/service/mayor-marion-s-barry-summer-youth-employment-program>

²⁶ The MBSYEP Program is administered by DOES but delivered by several providers. Due to the numerous providers, and since there is an annual report that tracks program summary data, the providers are not included in the Expenditure Guide.



include enrollment in the states' Job Bank, one-on-one coaching and developing an individual reemployment plan that includes work search activities and assessment for UI benefit eligibility. This program does not have external providers reported in the Expenditure Guide, rather, this program is directly administered by DOES. Therefore, this program does not track WIOA performance measures and the agency does not directly track supplemental performance measures for this program to include in this Expenditure Guide.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
RESEA	Program Not Reported	1	Program Not Reported	2658	Program Not Reported	2658

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
RESEA	Program Not Reported	\$1,064,349	Program Not Reported	Data Not Available

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
RESEA	19	Program Not Reported				
	20	0	\$1,064,349	0	0	0

Wagner- Peyser Program: The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices, now known as Employment Service. The Employment Service seeks to improve the functioning of the nation's labor markets by bringing together individuals seeking employment with employers seeking workers. Under the Workforce Innovation and



Opportunity Act, the Employment Service offices are collocated with the approximately 2,400 American Job Centers nationwide. The American Job Center network, part of the One-Stop system, provides universal access to an integrated array of labor exchange services so that workers, job seekers, and employers can find the services they need. The Wagner-Peyser Employment Service focuses on providing a variety of services including job search assistance, help getting a job referral, and placement assistance for job seekers. Additionally, re-employment services are available for unemployment insurance claimants, as well as recruitment services to employers with job openings. Services are delivered in one of three modes including self-service, facilitated self-help services and staff assisted service delivery approaches. The services offered to employers, in addition to referral of job seekers to available job openings, include assistance in development of job order requirements, matching job seeker experience with job requirements and skills, assisting employers with special recruitment needs, arranging job fairs, assisting employers analyze hard-to-fill job orders, assisting with job restructuring, and helping employers deal with layoffs. Job seekers who are veterans receive priority referrals to jobs and training as well as special employment services and assistance. In addition, the system provides specialized attention and service to individuals with disabilities, migrant and seasonal farm-workers, justice-involved individuals, youth, minorities, and older workers. This program does not have external providers reported in the Expenditure Guide, rather, this program is considered a program directly administered by DOES. Therefore, this program does not track WIOA performance measures for this program to include in this Expenditure Guide.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
Wagner-Peyser Program	1	1	10,394	8,148	Data Not Reported	5,963

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
Wagner-Peyser Program	\$1,988,531.00	\$1,956,585.00	Data Not Reported	Data Not Available

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
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Wagner-Peyser Program	19	-	\$1,988,531.00	0	0	0
	20	0	\$1,956,585.00	0	0	0

WIOA- Adult & Dislocated Workers: The American Job Center serves adults, (individuals 18 and older) and dislocated workers, (those who lost their job through no fault of their own), access to a comprehensive array of employment-related services and tools in one convenient location. Through the District's American Job Center, residents can utilize resources such as career counseling, career planning, résumé assistance, direct job placement, classroom and on-the-job-training, information about local and national labor markets, unemployment compensation and much more. The Department of Employment Services, supported with resources from the District government and the US Department of Labor, operates the centers that are strategically located and accessible throughout the District. The District of Columbia's American Job Center network, is geared to assist all job-seekers develop solid career plans that lead to family-sustaining wages.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
WIOA- Dislocated Worker & Adult	14	7	1,350	2263	Data Not Reported	705

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
WIOA- Dislocated Worker & Adult	\$25,807,940	\$13,946,534	Data Not Reported	\$8,763,336

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
WIOA- Dislocated Worker & Adult	19	0	\$25,807,940	0	0	0
	20	0	\$13,946,536	0	0	0



WIOA- Youth Program:²⁷The Out-of-School Program provides occupational skills training, career awareness counseling, work readiness modules, basic education, GED preparation, supported internship experiences, as well as vocational skills training for youth between the ages of 16-24. Training is currently provided in, but not limited to high-growth industries such as: Retail Services, Hospitality, Administrative Assistance (MOS), Information Technology, Culinary Arts, and Automotive Services. Out-Of-School programs serve young adults ages 16- 24 who are no longer attending secondary or post-secondary school.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
WIOA- Youth Program	Program Not Reported	8	Program Not Reported	659	Program Not Reported	60

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
WIOA- Youth Program	Program Not Reported	\$7,392,746	Program Not Reported	\$5,527,035

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
WIOA- Youth Program	19	Program Not Reported				
	20	0	\$7,392,746	0	0	0

²⁷ In FY20, the WIOA- Youth Program included the Pathways for Young Adults Program (PYAP) and Youth Earn and Learn Program (YEALP) activities in the spreadsheet. However, in FY19, these two programs were reported separately. Therefore, the FY19 requests are marked as Program Not Reported.



Year Round Youth Program:²⁸ The purpose of the Year Round Youth Program, under the PYAP Innovation Grant Entrepreneurship Program is to support the delivery of innovative workforce services that will drastically improve the opportunities in entrepreneurship or post-secondary credit for youth between the ages of 18-24. This program does not have external providers reported in the Expenditure Guide, rather, this program is directly administered by DOES. Therefore, this program does not track WIOA performance measures and the agency does not directly track supplemental performance measures for this program to include in this Expenditure Guide.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
Year Round Youth Program	Data Not Reported	1	Program Not Reported	169	Data Not Reported	19

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
Year Round Youth Program	\$712, 500.00	\$1,567,117.00	Data Not Reported	\$1,364,020.00

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Year Round Youth Program	19	\$712, 500.00	0	0	0	0
	20	\$1,567,117.00	0	0	0	0

Performance Measures

Employment Rate 2nd Quarter after Exit: The employment rate is based on the customer's exit date. For customers that exited any WIOA funded programs between July 1, 2020 - September 30, 2020, the 2nd quarter after exit would be between January 1, 2021 – March 31, 2021. When the expenditure guide was submitted, DOES had not reached the end of the 2nd quarter after exit. Additionally, there is a 1-quarter lag time for reported wages (median earnings). As a result, the FY20 Expenditure Guide does not capture all participants' employment rate at the 2nd quarter after exit, because the reporting period is not complete.

Exit Date	2nd Qtr. after Exit Reporting Timeframe
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²⁸ The Year Round Youth Program was previously named Youth Innovation Grant in the FY19 Expenditure Guide.

10/01/2019 – 12/31/2019	04/01/2020 – 06/30/2020
01/01/2020 – 03/31/2020	07/01/2020 – 09/30/2020
04/01/2020 – 06/30/2020	10/01/2020 – 12/31/2020
07/01/2020 – 09/30/2020	01/01/2021 – 03/31/2021

Employment Rate 4th Quarter after Exit: The employment rate for the 4th quarter is the reflective of the number of participants employed that exited in FY2020. Participants who are included in this employment rate 4th quarter are confirmed by identifying how many participants had wages reported in the 4th quarter after the exit quarter. Verified data is not available for FY20 participants because not enough time has elapsed to measure 4 quarters after the exit quarter.

Exit Date	4th Qtr. after Exit Timeframe
10/1/2019 – 12/31/2019	10/01/2020 – 12/31/2020
01/01/2020 – 03/31/2020	01/01/2021 – 03/31/2021
04/01/2020 – 06/30/2020	04/01/2021 – 06/30/2021
07/01/2020 – 09/30/2020	07/01/2021 – 09/30/2021

Median Earning - The median earnings of participants that had wages reported in the 2nd Quarter after exit. Typically, the median earnings are reported one quarter after participants exit data. Therefore, based on the customer's WIOA exit date, the data captured in the Expenditure Guide may be incomplete at the time of reporting.

Credential Attainment – Credential Attainment is the number of participants that exited during FY2020 and how many earned credentials from training programs. Participants may not test for their credential immediately after they complete training. WIOA allows customers up to 1 year after exit to obtain their credential. Therefore, based on the participant's exit date, the allowable time to obtain the credential has not elapsed to capture complete data.

Measurable Skills Gains – This is a real-time measure, issued by the US DOL, by program year. Of participants in a training program, it indicates how many skills have been attained, reflecting progress toward the desired credential. Progress must be documented by providers.

FY19 WIOA Performance Measures

Program Name ²⁹	Employment 2nd Qtr after Exit - Outcome	Employment 4th Qtr after Exit- Outcome	Sum of Reported Median Earnings	Credential Outcome
Back to Work 50+	0	0	\$0.00	0
DC Infrastructure Academy (DCIA)	0	0	\$0.00	791
Local Adult	23	9	\$4,116	51
On-the-Job (OJT) Training	0	0	\$112,685	0
Pathways for Young Adults Program (PYAP)	0	0	\$0.00	60
Project Empowerment	0	0	\$0.00	12
WIOA - Dislocated Worker & Adult	155	93	\$271, 487	50
Youth Earn and Learn Program (YEALP)	0	0	\$0.00	10
Grand Total	178	102	\$4,622.48³⁰	962

²⁹ This table includes a summary of the reported data for WIOA measures by Program. The FY19 Expenditure Guide has a full review of all WIOA measures by provider.

³⁰ The Grand Total for Median Earnings is reflective of the average of the reported median earnings.

FY20 WIOA Performance Measures ³¹

Program Name	Employment 2nd Quarter After Exit- Outcome	Employment 4th Quarter After Exit- Outcome	Average of Reported Median Earnings	Credential Attainment - Outcome
DC Career Connections	0	0	0	0
DC Infrastructure Academy (DCIA)	0	0	0	65
Local Adult	0	0	0	53
On-the-Job (OJT) Training	1	0	\$1,057	0
Project Empowerment	0	0	0	0
WIOA - Dislocated Worker & Adult	17	3	\$6,000.57	24
WIOA- Youth Program: Pathways for Young Adults Program (PYAP)	3	0	\$1,529.00	20
WIOA- Youth Program: Youth Earn and Learn Program (YEALP)	0	0	0	10
Grand Total	21	3	--	172


³¹ The following programs were not included in the workforce activities tab of the Expenditure Guide: Fire & Medical Emergency Services (FEMS), Jobs for Veterans State Grants (JVSG), Marion Barry Youth Leadership Institute (MBYLI), Senior Community Services Employment Program (SCSEP), Summer Youth Employment Program (MBSYEP), The Reemployment Services and Eligibility Assessment (RESEA), and the Wagner-Peyser Program. These programs, with the exception of the MBSYEP did not reported external providers.



Department of Small and Local Business Development (DSLBD)

DSLBD supports the development, economic growth, and retention of District-based businesses, and promotes economic development throughout the District's commercial corridors.³²

Contact Information

 441 4th St NW
Suite 850 North
Washington, D 20001
202-727-3900
[| dslbd \(dc.gov\)](https://dslbd.dc.gov)

Resident Engagement

The Innovation & Equitable Development (Inno.ED) division is open to the public. Residents are able to reach out to Inno.ED@dc.gov at any time to schedule one-on-one technical assistance. When trainings are available, they are announced via the DSLBD Eventbrite: http://bit.ly/dslbd_events.

DC PTAC offers personalized business counseling and competitive insights for navigating the government contracting process successfully. Any public (entity) that is DC-based and eligible, can become a client of the DC PTAC in their pursuit of government contracts.

The Business Development division provides assistance to Certified Business Enterprises (CBE) and CBE-eligible businesses focused on access to capital, contract opportunities and capacity building resources. The Business Development team consists of business development professionals that specialize in referral-based technical assistance.

Eligibility

- This program is open to all adults.

Workforce Opportunities

Industry Sectors

- Healthcare Social Assistance
- Educational Services
- Hospitality; IT and Business Administration
- Construction; Manufacturing; Infrastructure and Transportation;
- Government and Public Sector
- Law and Security

Credentials Offered

- None

³² Department of Small and Local Business Development. (n.d.). *About us*. <https://dslbd.dc.gov/page/about-us>



Impact of COVID-19: DCPTAC pivoted and hosted virtual training events. DCPTAC continued one-on-one counseling sessions with clients and worked on business strategies for survival. DC PTAC performed all services within the established budget approved and agreed upon by the agency. Prior to COVID-19, the DC PTAC would:

- a. Visit our small business clients and meet them in their business environment instead of just virtual.
- b. Provide training live, in a classroom environment creating a more engaging atmosphere for greater interactive learning.
- c. Travel abroad for DC PTAC Counselor Training conducted by subject matter experts and the Association of Procurement Technical Assistance Center (APTAC), the National Contract Management Association (NCMA), the Defense Small Business Training Week (DSBTW), and the Small Business Administration (SBA).
- d. The agency discontinued their programmatic strategy of the Agency Bid Opportunity Rally (ABOR) due to the inability to physically engage with local government agencies in their program pursuit.

Innovation and Equitable Development: The agency utilized WebEx platform, which incurred a slight cost but was a generalized purchase agency wide. The Build a Dream training was designed for in-person training, networking, and small groups. Moving the training to the WebEx platform in FY20 did not allow for breakout rooms, and the efficacy of the training was reduced. Additionally, many interested participants face(d) barriers to participating in digital trainings, whether a lack of ability to join via video or the time and space to dedicate to lengthier trainings. They held one Build a Dream workshop in May 2020, and put the program on pause due to low participation rates.

Business Development: The agency is utilizing WebEx platform, which incurs a slight cost but was a generalized purchase agency wide. The program had to move all of its programming to a web-based platform. They also incurred the cost of procuring an eLearning software, Articulate, to make some of the trainings available continually. They had to develop new SOPs in order to reduce duplicity of trainings throughout the different divisions at DSLBD.

Workforce Development/Adult Education Programs

Business Development: Provides assistance to Certified Business Enterprises (CBE) and CBE-eligible businesses focused on access to capital, contract opportunities and capacity building resources. The Business Development team consists of business development professionals that specialize in referral-based technical assistance.

DC Procurement Technical Assistance Center (PTAC): Offers personalized business counseling and competitive insights for navigating the government contracting process successfully. DC PTAC helps businesses get help with strategies to pursue state, local and federal government contracts.

Innovation & Equitable Development: Tasked with helping build the entrepreneurial ecosystem in the District of Columbia, working with Mayor Bowser's Administration to identify and develop small businesses owners. Inno.ED has several statutory programs as well as agency initiatives under its wing, each designed with the goal of removing barriers to entrepreneurship.



Materials developed are open source so that anyone may train or adapt the materials. Print workshop materials are offered in-house and there is an associated cost.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
Business Development	1	1	403	1227	403	1227
DC Procurement Technical Assistance Center (PTAC)	1	1	4,084	5071	4,084	5071
Innovation & Equitable Development	1	1	3,110	6965	3,110	6965
Grand Total	3	3	7,597	13,263	7,597	13,263

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
Business Development	\$1,498,304	2,261,216	1,748,222	2,085,310
DC Procurement Technical Assistance Center (PTAC)	\$574,908	745,209	564,572.01	677,283
Innovation & Equitable Development	\$1,573,212	9,909,591	1,558,406	9,097,929
Grand Total	\$3,646,424	\$12,916,016	\$3,871,200	\$11,860,522



Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Business Development	19	1,323,304	0	175,000	0	0
	20	2,261,216	0	0	0	0
DC Procurement Technical Assistance Center (PTAC)	19	\$143,727	\$431,181	0	0	0
	20	186,303	558,906	0	0	0
Innovation & Equitable Development	19	1,073,212	0	500,000	0	0
	20	9,301,631	0	0	0	607,960

Performance

DSLBD provided internal reports to track performance. The reports have been included as a tab in the FY19 Expenditure Guide.




Department of Youth Rehabilitation Services (DYRS)

DYRS is responsible for the supervision, custody, and care of young people charged with a delinquent act in the District of Columbia in one of the following circumstances:

- Youth who are detained in a DYRS facility while awaiting adjudication
- Youth who are committed to DYRS by a DC Family Court judge following adjudication

Youth can be initially committed to the agency up until the age 18 and may remain in the care of DYRS until the age of 21. The agency provides comprehensive support services to committed youth in secure facilities as well as within the community. DYRS is designed to help young people get on the right track and successfully transition into adulthood. Further, they work with fellow District agencies, community partners, and juvenile justice experts to implement innovative, research-based models that align with best practices in the juvenile justice and youth development fields.³³

Contact Information

 450 H St NE
Washington, DC 20001
202-299-5362
<https://dyrs.dc.gov/>

Resident Engagement

The programs included in the Expenditure Guide are only available for those who are committed to DYRS.

Eligibility

- Participants must be under 21 and committed to DYRS.

Workforce Opportunities

Credentials Offered

- OHSA-10
- Video Field Production Certification

Industry Sectors

- Hospitality
- Media/Creative Economy

Impact of COVID-19

All programming was moved to a virtual platform.

Workforce Development/Adult Education Programs

Carpentry: This training teaches the tools and procedures that are used by construction professionals to complete residential and commercial building projects. Students were taught

³³ Department of Youth Rehabilitation Service. (n.d.). *About DYRS*. <https://dyrs.dc.gov/page/about-dyrs>



safe-work practices and power tool identification and operation. The training provided detailed coverage of framing techniques, interior and exterior finishing practices.

Video Production: This training allows students to work on video productions, 3D animation and photography. Students are exposed to the advances of video production technology including, green screens, HD cameras, professional lighting, green screens and video editing.

Photography: The Photography program exposes youth to the components and aspects of the field of photography.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
Carpentry	1	1	n<10	n<10	100%	33%
Photography	Program Not Reported	1	Program Not Reported	n<10	Program Not Reported	100%
Video Production	1	1	n<10	n<10	100%	100%
Youth Cafe	1	Program Not Reported	10	Program Not Reported	80%	Program Not Reported
Grand Total	3	3	20	11	18	n<10

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
Carpentry	\$32,280.00	\$37,450.00	\$32,280.00	\$37,450.00
Photography	Program Not Reported	\$16,300.00	Program Not Reported	\$16,300.00
Video Production	\$17,700	\$9,300.00	\$17,700	\$9,300.00
Youth Cafe	\$500	Program Not Reported	\$500	Program Not Reported
Grand Total	\$50,480.00	\$63,050.00	\$50,480.00	\$63,050.00

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Carpentry	19	\$32,280	0	0	0	0
	20	\$37,450	0	0	0	0
Photography	19	Program Not Reported				
	20	\$16,300				
Video Production	19	\$17,700	0	0	0	0
	20	\$9,300				
Youth Cafe	19	\$500	0	0	0	0
	20	Program Not Reported				

Performance

Provider Name	#Participants who Earned Credential in FY20
Community Tech	Data Not Available
Majestic Studios	n<10
Grand Total	100%



Mayor's Office of Latino Affairs (MOLA)

MOLA's mission is to improve the quality of life of the District's Latino residents by addressing a broad range of social and economic needs through strategic management of public and private partnerships, expertise on policy, community relations, civic engagement, and community-based grants.

Since 1976 the Mayor's Office on Latino Affairs (MOLA) has served the Latino community of the District of Columbia. Working with the Mayor, the City Council, the diverse governmental agencies of the District, community organizations and the private sector, MOLA serves as the community liaison informing them about the different services available in the areas of health, education and social services.

MOLA administers the grants assigned by the Mayor to the different community organizations and collaborates with a wide range of DC government agencies to ensure the proper implementation of the DC Language Access Act.³⁴

Contact Information



2000 14th Street NW
Suite 206

202-671-2825

<https://communityaffairs.dc.gov/mola>

Eduardo Perdomo, Grants Management Specialist,
2000 14th Street NW
Suite 206
202-671 2825
Eduardo.perdomo@dc.gov
<https://communityaffairs.dc.gov/content/about>

Resident Engagement

Community members can contact MOLA at 202-671-2825 for a referral or contact the provider directly.

Eligibility

Age: Latino Community Development Grant serves participants that range from 14-85, and the Summer Youth Employment Program serves participants ages 14-24.

Background: Participants are not required pass a drug test or pass a criminal background check

Identification: Participants are not required to have a driver's license.

Workforce Opportunities

Industry Sectors

- Construction

³⁴ Mayor's Office on Latino Affairs. (n.d.). *About us.* <https://mola.dc.gov/page/about-mola>



- Educational Services
- Healthcare
- Hospitality
- IT and Business Administration
- Performing Arts

Credentials Offered

- | | |
|------------------------------|--------------------------------|
| • Basic Communication Skills | • IT Helpdesk |
| • Community Interpreter | • Material Handling |
| • Construction Drawings | • Microsoft Office Certificate |
| • Construction Math | • Microsoft Office Specialist |
| • CPR/First Aid | • NCCER Certification |
| • Employability Skills | • OSHA-10 |
| • Flagger Safety | • Power Tools |
| • Hand Tools | |

Impact of COVID-19

The providers for the Latino Community Development Grant moved their services to virtual platforms, which impacted their recruitment and impact.

The providers for the Summer Youth Employment Program moved to virtual platforms and some providers did not offer any services.

Workforce Development/Adult Education Programs

Latino Community Development Grant: Offers one-time grants of up to \$50,000 to CBOs with a current and valid 501(c)(3) status located in the District of Columbia. The grant is intended to enhance Latino-serving programs focused on education (all ages), workforce development, economic development, housing services, civic engagement, legal services, crisis intervention, and arts, culture and humanities. This program provides services that include: credential attainment/occupational skills training, job search/placement, job/workforce readiness, case management, and work experience.

Summer Youth Employment Program: Administered by MOLA and DOES, this program offers District of Columbia Youth ages 14-24 meaningful and structured employment, career readiness opportunities, and services with a variety of community-based partners for the duration of SYEP. This program provides services including: job/workforce readiness services and work experience.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
Latino Community Development Grant	13	13	2,040	2,743	2,040	2,040
Summer Youth Employment Program	9	3	97	97	97	97
Grand Total	28	21	2,137	2,840	2,137	2,137

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
Latino Community Development Grant	\$2,955,000	\$380,000	\$2,955,000.00	\$380,000
Summer Youth Employment Program	\$130,000	\$203,927	\$130,000	\$202,697.75
Grand Total	\$3,085,000	\$583,927	\$3,085,000	\$582,697.75

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Latino Community Development Grant	19	\$2,955,000	0	0	0	0
	20	\$380,000	0	0	0	0
Summer Youth Employment Program	19	\$130,000	0	0	0	0
	20	\$203,927	0	0	0	0

Performance


Program Name	Provider Name(16)	# Participants Earned Credential	
		FY19	FY20
Latino Community Develop Grant	Byte Back, Inc.	n<10	10
	Carlos Rosario PCS	-	17
	Casa Ruby	-	200
	Catholic Charities of the Archdiocese of Washington, Inc.	-	22
	Community Language Service Program	-	9
	GALA Hispanic Theatre	-	18
	Latino Economic Development Center	-	107
	Life Asset	-	105
	Quality Trust for Individuals with Disabilities	-	0
	Run Hope Work	n<10	Program Not Reported
	Street Entrepreneurs	-	0
	The Family Place	25	6
	Trabajadores Unidos	-	0
	Volunteers of America	-	0
SYEP	GALA Hispanic Theatre	-	0
	The Latin American Youth Center	-	51
	The Latino Student Fund (LSF)	-	26
Grand Total		25+	571



Office of Cable, Television, Film, Media, and Entertainment (OCTFME)

The mission of the OCTFME is to produce and broadcast programming for the District of Columbia's public, educational, and government access (PEG) cable channels and digital radio station, regulate the District of Columbia's cable television service providers, provide customer service for cable subscribers; and support a sustainable creative economy and labor market for the District of Columbia.³⁵

Contact Information

 1899 9th St NE
Washington, DC 20018
202-671-0066

Resident Engagement

Interested participants can review the Program Overview & Program Candidate Profile one-sheets, which are available upon request when emailing film@dc.gov or can review the OCTFME Jobs & Training Page: <https://entertainment.dc.gov/service/jobs-training>.

To apply for the program, interested participants can also contact the program administrators at film@dc.gov and request a "program interest form" and "program application," which will then be sent to them to complete.

Local employers that are interested in serving as program employer-mentors can request a Prospective Employer-Partner questionnaire to submit their organization's information for consideration at film@dc.gov

Eligibility

- **Age:** 18+
- **Education:** Participants do not require a high school diploma, GED, or equivalent
- **Background:** No drug test or criminal background check is required
- **Residency:** Participants must prove DC residency

Workforce Opportunities

Industry Sectors

- Media/Creative Economy

Credentials Offered

- None

Impact of COVID-19

The programs at OCTFME were delayed because of COVID-19. Details are included below in the program overview.

³⁵ Office of Cable, Television, Film, Media and Entertainment. (n.d.). *About the office of cable, television, film, media, and entertainment (OCTFME)*. <https://entertainment.dc.gov/page/about-octfme-o>



Workforce Development/Adult Education Programs

Creative Economy Career Access Program: Stagehand (CECAP: Stagehand)

CECAP: Stagehand offers underserved District of Columbia residents access to on-the-job creative technical stagehand skills training. CECAP: Stagehand trains and mentors motivated, hard-working District of Columbia residents, helps them develop marketable stagehand technical skills, and provides them a first step towards a sustainable career as a stagehand, union membership, and a pathway to the middle class. The program is administrated under the supervision of OCTFME with administrative support provided by the Department of Employment Services (DOES) Department of State Initiatives (DSI). On-the-job training and mentoring services for the program are provided by the creative technical labor provider and special event services provider, GLP DC.

After a review and interview selection process, District resident trainees are placed in a structured work-training program under the supervision of employer-mentor partner GLP DC for up to 4 months. CECAP: Stagehand trainee compensation is currently set at \$14.85/hr. Up to eight (8) District residents will have access to the program each year; however, in FY2020 the COVID-19 pandemic the program participation was limited to four (4) District residents.

In fiscal year 2020 the inaugural year of CECAP: Stagehand was established. The FY2020 program year program was budgeted for two (2), four (4) month training cohorts, but the COVID-19 pandemic interrupted the first cohort and resulted in the cancellation of the second cohort to include four (4) District residents' participants.

Services Offered: Basic Education, Entry Level Skills Training, Follow-Along Supports, Job/Workforce Readiness, Mentorship, On-the-Job Training, Work Experience

Creative Economy Career Access Program: Media (CECAP: Media): CECAP: Media offers qualifying District of Columbia residents access to entry-level media skills training curriculum, followed by a paid 11-month on-the-job training internship. Program participants are placed with creative economy industry companies, nonprofits, and public sector agencies who provide mentorship and on-the-job training. The program is administered under the supervision of OCTFME with administrative support provided by the Department of Employment Services (DOES) and the Department of State Initiatives (DSI). Training services are provided by the Public Access Corporation of the District of Columbia (DCTV).

- In FY2020 program was budgeted to serve six (6) District of Columbia resident participants. The FY2020 program was suspended in April 2020 because of COVID-19 public gathering restrictions, and after a suspension of several months the program resumed in August 2020 as a modified virtual program through the balance of the fiscal year. Program participants are provided "job coach" services from DOES, and job placement assistance after the completion of the program, as well as continued access to program mentors for ongoing career advice. Services offered include: work experience; follow-along supports, intake, entry-level skills training, on-the-job training, mentorship



Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
CECAP: Stagehand	Program Not Reported	1	Program Not Reported	n<10	Program Not Reported	In Progress
CECAP: Media	1	1	n<10	n<10	100%	n<10
Grand Total	1	2	n<10	n<10	100%	TBD

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY19	FY19	FY20
CECAP: Stagehand	Program Not Reported	\$209,002.50	Program Not Reported	\$21,930.75
CECAP: Media	\$203,387.10	\$126,596.40	\$165,974.19	\$120,504.44
Grand Total	203,387.10	\$335,598.90	\$165,974.19	\$142,435.19

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
(CECAP): Stagehand	FY19	Program Not Reported				
	FY20	0	0	\$126,596.44	0	0
(CECAP): Media	FY19	\$19,107.90	0	\$184,279.20	0	0
	FY20	\$19,107.90	0	\$189,894.60	0	0

Performance

OCFTFME defines programmatic success according to the following description listed below. However, due to COVID-19 delaying the end date of the FY20 programs, OCTFME could not capture its typical success measures.

CECAP: Stagehand defines success by tracking the number of participants that are able to complete the program with performance and skill attainment reporting from the training provider as adequate, good, or excellent.

CECAP: Media defines success by (1) tracking the number of participants that complete a 3-week entry level training curriculum provided by DCTV; (2) tracking the number of participants that complete a 11-month On-the-job training placement in good standing (or separate from the program by choice for a “full-time” job offer or educational opportunity); and 3) tracking the number of participants that successfully complete the program who rate the program as (a) a positive experience, (b) they feel the program improved their professional skills, and (c) feel the program has provided them the tools and experience they can leverage to pursue a successful career in the creative economy.



Office of the State Superintendent of Education (OSSE)

OSSE is the state education agency for the District of Columbia charged with raising the quality of education for all DC residents. OSSE serves as the District's liaison to the U.S. Department of Education and works closely with the District's traditional and public charter schools to achieve its key functions:

- Overseeing all federal education programs and related grants administered in the District of Columbia.
- Developing state-level standards aligned with school, college, and workforce readiness expectations.
- Ensuring access to [high-quality child care](#) and universal pre-kindergarten for eligible District families.
- Providing resources and support to assist the District's most vulnerable student populations.
- Administering the annual [Partnership for Assessment of Readiness for College and Careers \(PARCC\)](#), the statewide student academic achievement exam.
- Providing regional, door-to-door [transportation to school](#) for District children with special needs.
- Awarding [higher education financial assistance](#) to eligible District students at public and private colleges and universities in DC and across the country.
- Increasing health and physical education awareness as well as ensuring access to free meals year-round.
- Providing common, comparable information for families and educators about all public schools in the District of Columbia through the [DC School Report Card](#).³⁶

Contact Information



1050 First St NE
Washington, DC 20002
202-727-6436

Getting Involved

Interested participants can visit <https://osse.dc.gov/service/adult-education-and-training>.

OSSE WIC IE&T Programs are also advertised through several mediums, such as: DC Data Vault, DC ReEngagement Center Back on Track DC, ACCESS DC Guide to Navigating Programs and Services in the District of Columbia, ACCESS DC Programs and Services for DC Residents PowerPoint Presentation, OSSE WIC Partnership Guide, American Job Centers, DC Public Library, OSSE AFE providers and partners.

Eligibility

- **Age:** 18+
- **Background:** No drug test, no criminal background check
- **Education:** CASAS scores are required, but there is no degree requirement
- **Identification:** Government Issued Identification

Workforce Opportunities

Industry Sectors

- Business Administration and Information Technology

³⁶ Office of the State Superintendent of Education. (n.d.). *About OSSE*. <https://osse.dc.gov/page/about-osse>

- Construction
- Education
- Finance
- Healthcare
- Hospitality
- Infrastructure
- Law and Security

Credentials Offered

Business Administration

- Microsoft Office Specialist Excel 2016
- Microsoft Office Specialist Outlook 2016
- Certified Guest Services Professional
- Retail Industry Fundamentals
-

- Latinos in Finance
- Bank of America Assessment

Healthcare

- Certified Front Desk Representative
- Certified Guest Services Professional
- Registered Medical Assistant
- Home Health Aide License
- CPR/First Aid Certification
- Certified Clinical Medical Assistant (CCMA)
- Certified Medical Administrative Assistant (CMAA)
- Certified Nursing Assistant

Construction

- NCCER Pre-Apprenticeship Certification
- OSHA-10 Certification
- OSHA-30
- Flagger Certification
- Stationary Steam Engineering
- HVAC/Electrical Wiring
- Plumbing
- CFC Universal/EPA 608 (1st, 3rd, 6h Class Licensure)
- 5th Grade Engineering (MD)
- CPR & AED, EPA CFC 608A Type 1, R-410
- Preventative Maintenance Technician Certification
- Homebuilders Institute (HBI)
- Pre-Apprenticeship Certification Training (PACT)
- National Consortium for Construction Education and Research (NCCER)
- Multi-Craft Core Curriculum (MC3)
- American Welding Society D1.1 Welder Certification (3G)

Hospitality

- Certified Front Desk Representative/Front Desk Attendant
- Certified Guest Services Professional
- Certified Restaurant Server
- Certified Guestroom Attendant
- ServSafe Food Handler Certificate
- Health Education Certificate
- American Hotel and Lodging Association START
- National Professional Certification in Customer Service
- Guest Services Gold
- Restaurant Server

Education and Training

- Child Development Associate
- Finance
- Finance Unidos in Banking

Information Technology

- NorthStar Digital Literacy
- CompTIA A-Plus
- Comp TIA Computer Fundamentals
- CompTIA Network+
- CompTIA Security+

Impact of COVID-19

OSSE AFE providers, though well on the way to meeting their performance targets, were not able to achieve their enrollment target of 100 (IE&T) or 50 (Gateway to Careers) students or meet all their



performance targets due the Covid-19 pandemic requiring programs to suspend place-based services effective March 13, 2020. The programs continued to provide modified IE&T services through distance learning for existing students but administering pre- and post- CASAS assessments was not possible for the remainder of the program year, which also made it impossible to enroll any new students for the remainder of the program year.

In response to the pandemic's impact on program delivery, OSSE conducted a survey of its local program providers' staff and students to better understand their capacity to offer and engage in distance learning; offered professional development on distance learning; worked with its local providers to develop and/or expand upon their distance learning plan to offer services remotely; and provided additional funding to its local program providers to acquire human, material and technological resources for staff to offer IE&T, supportive and transition services to DC residents at a distance and for students to engage in services at a distance. Additionally, OSSE AFE, upon receipt of COVID-19 Guidance from the U.S. Department of Education and the Comprehensive Adult Student Assessment System (CASAS) National Office, updated its assessment policy for WIOA providers and partners to include remote testing protocols, updates to the assessment rollover period, other related guidance, and provided CASAS Remote Testing Implementation Training to providers and partners, and technical assistance, when needed, so that assessment and program enrollment services could resume city-wide in July 2020.

Workforce Development/Adult Education Programs

OSSE Adult Education and Family Literacy Act: Responsible for administering the Adult Education and Family Literacy Act (AEFLA) authorized by Title II of the Workforce Innovation and Opportunity Act (WIOA) of 2014 (Pub. Law 113-128), codified at 29 U.S.C. § 3271 et seq. and its implementing regulations at 34 CFR Part 463. The AEFLA grant program is supported with a match of local funds, as required by Title II, Section 222(b) of WIOA codified at 29 U.S.C. § 3302(b). OSSE AFE works in collaboration with the WIC to co-fund eligible providers to offer Integrated Education and Training Programs to DC residents via WIC Career Pathways funding. Additionally, OSSE awards Gateway to Careers funding to eligible providers to offer integrated adult education and literacy and workforce preparation services aligned to the WIC's high demand industries to DC residents with literacy or numeracy skills at or below the 5th grade level. WIC Career Pathways local funding is authorized by the Mayor's Order 2016-086 and the Workforce Investment Implementation Act of 2000 (DC Code 32-1601 et seq.). All other local funding (AFE State, AFE Local and Gateway to Careers), is authorized by the State Education Office Establishment Act of 2000, effective October 21, 2000 (D.C. Law 13-176; D.C. Official Code § 38-2602(b)), as amended, and the Fiscal Year 2018 Budget Support Act of 2017, sec. 4052.

Success is defined by the number and percentage of enrolled customers who: a) make measurable skills gains, including educational functional level gains in reading and math and/or acquisition of a secondary school credential through participation in a General Educational Development (GED) program or the National External Diploma Program (NEDP); b) earn an industry recognized credential; c) are employed the 2nd quarter after exiting a program; d) are employed the 4th quarter after exiting a program; and e) transition to postsecondary education, training or employment.

- **Services Provided:** *Intake; Educational and Career Assessment; Goal Setting and Individual Career Pathway Planning; Integrated Education and Training (Includes Adult Education and Literacy, Workforce Preparation, Workforce Training and Work-based learning); Supportive Services (Links to Child Care, Transportation, Public Benefits and other related services); Transitional Services (Links to Training/Advanced Training, Postsecondary Education and/or Employment); Case management; Core Outcome Follow-up Services (Employment 2nd Qtr. after exit and 4th Qtr. after exit, Median Earnings, Credential Attainment).*
- **COVID-19 Impact** –The services listed above were offered remotely to District residents beginning in March 2020. While providers were prepared, as a result of having a Distance Learning Plan, to offer adult education and literacy, workforce preparation and the theoretical component of their training programs remotely, providers were unable to administer academic assessments and/or industry recognized certification exams because the test publishers and/or



certifying entities required time to develop policies and procedures at the national level for implementation within a remote context at the state/local level. Some of this work is still underway. Some providers are slowly embracing and transitioning to CASAS remote testing which will impact the collection and reporting of measurable skill gains outcome data. Some students are in limbo and have not been able to complete a program and/or earn a certification. It was also challenging for students to fulfill the training practicum requirements of programs, as these experiences which had previously occurred in place-based settings prior to the pandemic, required additional planning or work arounds, if possible, for students to engage in these activities at a distance. Please see the section titled “Impact of COVID-19” on page 76.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed		Number of Participants Achieved Measurable Skills Gains	
	FY19	FY20	FY19	FY20	FY19	FY20	FY19	FY20
OSSE Adult Education and Family Literacy Act	13	13	1,144	994	1,062	809	529	338

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
	FY19	FY20	FY19	FY20
OSSE Adult Education and Family Literacy Act	\$4,584,361.41	\$4,460,000	\$4,508,994.81	\$4,408,189.56

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
OSSE Adult Education and Family Literacy Act	FY19	\$2,423,043.92	\$1,193,320.49	0	0	\$968,000
	FY20	\$2,460,012.87	\$1,193,320.49	0	0	\$806,666.64

Performance[1]

Per WIOA, the state did not have performance targets for NRS Table 5 as this was a year for the collection of baseline data. Furthermore, there is a lag time associated with the collection of NRS Table 5 data, therefore the charts below represent the employment outcomes and other follow-up indicators for participants who exited OSSE AFE funded programs during the prior program year (FY19). It is important to note that, like NRS Table 4, the state's performance on NRS Table 5 in FY20 was also impacted by the COVID-19 pandemic. While the state experienced a 5.57 percentage point increase in the percentage of participants employed the second quarter after exit in FY20 (21.57 percent) compared to 16 percent in FY19, the state had a 1.57 percentage point decrease in the percentage of participants employed the fourth quarter after exit in FY20 (19.63 percent) compared to 21.2 percent in FY19. As a result of the public emergency, many District residents are unemployed or are experiencing a loss in wages. This is reflected in the 8 percent decrease in median earnings of participants in FY20 (\$6,409) compared to \$7,021 in FY19. While the state experienced a 9.96 percentage point increase in the percentage of participants who attained any credential in FY20 (54.16 percent) compared to 44.20 percent in FY19, due to the lag in NRS Table 5 data the state may experience a decrease in its performance in FY21 due to the timeline in which new protocols for GED testing, industry recognized certification assessments, and practicum experiences have been and/or are being developed in response to the shift from place-based to remote learning experiences needed for credential attainment due to the pandemic.

Employment Target (2nd quarter after exit) – While OSSE AFE did not have a federally negotiated target for this metric during this reporting period, the state's performance was 21.57%. Data reported during Program Year (PY) 2019-20 is considered baseline data by the US Department of Education for the purpose of establishing performance targets beginning in PY 2020-21.

Retention in Employment (4th quarter after exit) – While OSSE AFE did not have a federally negotiated target for this metric during this reporting period, the state's performance was 19.63%. Data reported during Program Year (PY) 2019-20 is considered baseline data by the US Department of Education for the purpose of establishing performance targets beginning in PY 2020-21.

Median Earnings & Median Earnings Type –The state's performance was \$6,409. Data reported during Program Year (PY) 2019-20 is considered baseline data by the US Department of Education for the purpose of establishing performance targets beginning in PY 2020-21.

All employment and wage data listed above is collected through follow up surveys with program exiters and through a data match with DOES's Unemployment Insurance wage data. However, matching against the DOES UI wage data requires a social security number which we do not require for enrollment in AFE programming and for which only a fraction of our learners voluntarily provide. Additionally, the DC UI data currently only includes wages within the District of Columbia. We know that both of these factors lead to an under-representation of our learners' employment and wage data. OSSE AFE is actively working on strategies to improve performance in these areas such as incorporating into the new grant requirements around providing incentives for work-based learning and dedicated staff to support education to employment/post-secondary education transitions. OSSE is also actively working with UDC CC on establishing dual-enrollment pathways for adult learners enrolled in AFE's subgrantee programs and exploring contracts with external vendors to support job placement of program graduates. We are confident that these added components will help improve these outcomes.

Measurable Skill Gains - For FY20, OSSE AFE negotiated a measurable skill gains performance target of 44 percent for all ABE and ESL Educational Functioning Levels (EFLs). This target represents the proposed percentage of adult learners making a measurable skill gain (e.g., achieving an educational functioning level gain, acquiring a secondary school diploma or its equivalent, or exiting a program below the postsecondary level and enrolling in postsecondary education and training during the program year).

While OSSE AFE did not achieve its target of 44 percent, 41.88 percent (n=338) of students enrolled in an OSSE AFE-funded program had achieved a measurable skill gain as of the third quarter of the program year, when Covid-19 required programs to suspend place-based services on March 13, 2020 and remote CASAS assessments were not available until after the end of the FY20 program year. If the pandemic had not occurred and the state and local program providers could have continued to administer pre-and post-tests to students and collect and report on measurable skills gains without interruption throughout the remainder of the third quarter and the fourth quarter of the program year as well, the state would have exceeded its target of 44 percent for FY20, as it did in FY19 - (49.80 percent). The state will continue to work with local program providers to offer pre- and post-assessment services to students remotely, in place-based settings using Personal Protective Equipment (PPE) and social distancing and/or via a hybrid of the two approaches so that the state can meet or exceed its negotiated target of 47 percent for measurable skills gains in FY21.

Credential Attainment – While OSSE AFE did not have a federally negotiated target for this metric during this reporting period, the state’s performance was 44.2%. Data reported during Program Year (PY) 2017-18, 2018-19 and 2019-20 is considered baseline data by the US Department of Education for the purpose of establishing performance targets beginning in PY 2020-21. From a national reporting perspective, the credential attainment metric includes both industry-recognized credentials (IRCs) and secondary credentials. The attainment of IRCs is one of the key benefits to the IE&T service model.

Participant Performance

Fiscal Year	FY19		FY20	
Provider Name	Target # of Participants	Total # of Participants	Target # of Participants	Total # of Participants
Academy of Hope PCS	150	147	100	144
Briya PCS	100	100	100	112
Catholic Charities of the Archdiocese of Washington, Inc.	100	108	100	85
Congress Heights Community Training & Dev. Corp.	100	157	100	117
Four Walls Development, Inc.	75	75	100	67
Literacy Volunteers and Advocates - Gateway to Careers	50	17	50	59
Opportunities Industrialization Center of Washington-OIC/DC	100	100	100	46
So Others Might Eat	100	100	100	74
Southeast Welding Academy	50	24	100	70
The Latin American Youth Center	60	63	100	69
YouthBuild PCS	100	152	100	126
YWCA National Capital Area	100	106	100	69
Grand Total	1,085	1,149	1,150	994

FY19WIOA Performance Measures³⁷

Provider Name	Employment 2nd Quarter After Exit- Outcome	Employment 4th Quarter After Exit- Outcome	Median Earnings	Measurable Skill Gains	Credenti- al Attainme nt
Academy of Hope PCS	n<5%	n<5%	\$6,099.60	56%	16.70%
* ³⁸ Academy of Hope PCS	Data not available for this time period for Gateway to Careers				
Briya PCS	51%	47%	\$5,200.00	62%	43.50%
Catholic Charities of the Archdiocese of Washington, Inc.	n<5%	n<5%	Not Applicable	44%	100%
Congress Heights Community Training & Dev. Corp.	41%	54.5%	\$7,670.00	44%	77.80%
Four Walls Development, Inc.	n<5%	n<5%	Not Applicable	32%	n<5%
*Literacy Volunteers and Advocates - Gateway to Careers	Data not available for this time period for Gateway to Careers				
Opportunities Industrialization Center of Washington-OIC/DC	44%	48.1%	\$7,800.00	52%	40.70%
So Others Might Eat	43%	51%	\$7,371.00	68%	73.70%
*Southeast Welding Academy - Gateway to Careers	Data not available for this time period for Gateway to Careers				
The Latin American Youth Center	n<5%	n<5%	Not Applicable	37%	n<5%
YouthBuild PCS	26%	21%	\$5,200.00	59%	15.80%
YWCA National Capital Area	n<5%	n<5%	\$6,883.76	35%	52.50%

³⁷ The WIOA Performance Measures chart does not include WIOA performance measures that OSSE does not track, for example target data for Employment 2nd and 4th Quarter. The figures represented in this chart are the measures that OSSE reported in the FY19 Expenditure Guide.

³⁸ The asterisk (*) is an indicator of the Gateway to Careers programs. The Gateway to Careers programs' outcome data for Academy of Hope, Literacy Volunteers and Advocates and Southeast Welding Center is not available during the period of data collection due to a delayed start to the grant. The grant was funded with new and unexpected funding in FY19 and OSSE AFE needed to build the grant and administer the competition. The grant period that aligns with this reporting period ended up being March 18, 2019 through June 30, 2019 and the truncated time period made it impossible to realize gains and outcomes in that timeframe. The grant continued through the end of the fiscal year and has received continuation funding in FY20, these data points are being collected and are reported for FY20.

FY20 WIOA Performance Measures³⁹

Provider Name	Employment 2nd Quarter After Exit- Outcome	Employment 4th Quarter After Exit- Outcome	Median Earnings	Measurable Skill Gains	Credential Attainment
Academy of Hope PCS	8.1%	n<5%	\$4,810.00	42.7%	44.4%%
^{*40} Academy of Hope PCS	n<5%	n<5%	Data Not Applicable	50%	n<5%
Briya PCS	49%	50.7%	\$5,573.00	54.1%%	72.6%
Catholic Charities of the Archdiocese of Washington, Inc.	8%	n<5%	\$7,065.00	27.6%	82.2%
Congress Heights Community Training & Dev. Corp.	37%	58.5%	\$4,875.00	37.9%	58.5%
Four Walls Development, Inc.	12.9%	26.9%	\$7,005.50	24.3%	11.8%
*Literacy Volunteers and Advocates - Gateway to Careers	n<5%	n<5%	Data Not Applicable	21%	n<5%
Opportunities Industrialization Center of Washington-OIC/DC	16.7%	11.7%	\$7,696.00	34.8%	56.6%
So Others Might Eat	52.9%	53.1%	\$7,280.00	54.1%	52.1%
*Southeast Welding Academy - Gateway to Careers	12.5%	n<5%	\$4,550.00	52.9%	n<5%
The Latin American Youth Center	n<5%	n<5%	Data Not Applicable	12%	90.9%
YouthBuild PCS	19.5%	26.1%	\$3,900.00	60.9%	32.4%
YWCA National Capital Area	12.6%	4.0%	\$6,302.40	27.1%	85.2%

³⁹ The WIOA Performance Measures chart does not include WIOA performance measures that OSSE does not track, for example target data for Employment 2nd and 4th Quarter. The figures represented in this chart are the measures that OSSE reported in the FY20 Expenditure Guide.

⁴⁰ The asterisk (*) is an indicator of the Gateway to Careers programs.

University of District of Columbia Community College (UDC-CC)

UDC-CC continuously affirms its mission to provide opportunities for students to obtain the requisite skills of today's workforce and to prepare them for the demands of tomorrow. They offer accessible, affordable, and high-quality programs to the residents of the District of Columbia and the region. Their associate degrees, certificates, workforce development and lifelong learning programs are market-driven and learner focused community college.⁴¹

Contact Information



801 N Capitol St NE
Washington, DC 20002
202-274-5800
<https://www.udc.edu/cc/>

Getting Involved

Participants should visit <http://www.udc.edu/cc/workforce-development> to retrieve additional information about the program including how to apply.

Eligibility

Due to the various eligibility requirements for each course, please refer to the Expenditure Guide Spreadsheet for specific eligibility requirements.

Workforce Opportunities

Industry Sectors

- Construction
- Early Childhood Education (CDA)
- Information Technology and Office Administration
- Hospitality and Tourism
- Healthcare Direct and Administration

Credentials Offered

Construction:

Upon successful completion of coursework and training, students are eligible to sit for the following certification exams:

- Certificate for Apartment Maintenance Technician (CAMT);
- The National Center for Construction and Research (NCCER);
- Refrigerant Technician EPA608;
- ESCO Employment Ready and H.E.A.T.
- Excellence Certification; and OSHA-10

Early Childhood Education:

Upon successful completion of coursework and training, students are eligible to begin the application process for full CDA Certification.

⁴¹ University of the District of Columbia. (n.d.) Home. <https://www.udc.edu/cc/>

**Information Technology and Office Administration:**

Upon successful completion of coursework and training, students are eligible to sit for the following certification exams:

- CompTIA A+ Certification
- CompTIA Security+ Certification
- CompTIA Network+ Certification
- Project Management (CAPM)

Hospitality and Tourism:

Upon successful completion of coursework and training, students are eligible to sit for the following certification exams:

- NRF- National Retail Association
- National Restaurant Association - SERV Safe
- AHLEI (Hospitality and Tourism, Front Desk, Certified Guest Service Professional, Certified Maintenance Professional)
- National Apartment Leasing Professional

Healthcare Direct:

Upon successful completion of coursework and training, students are eligible to sit for the following certification exams:

- NHA - Certified EKG Technician
- National Nurse Aid Assessment Program (NNAAP) - CNA
- NHA- Certified Patient Care Technician
- NHA - Certified Pharmacy Technician
- NHA - Certified Phlebotomy Technician
- The Board of Nephrology Examiners Nursing Technology (BONENT) - Student must work in the field for 1 year prior to certification (Dialysis Technician)

Healthcare Administration:

Upon successful completion of coursework and training, students are eligible to sit for the following certification exams:

- AAPC-CPC Certified Professional Billing
- NHA - Certified Electronic Health Record Specialist NHA- Medical Assistant
- NHA-Certified Billing and Coding Specialist (CBCS)
- NHA - Certified Medical Administrative Assistant

Impact of COVID-19

All classes were suspended in March 2020, and all courses were transitioned to hybrid or 100% online as of September 2020.

Workforce Development/Adult Education Programs

Construction: The construction pathway includes opportunities for participants who are interested in pursuing occupations in building and remodeling homes, community, recreational,



industrial and office facilities. These courses offer credential attainment/occupational skills training. This program was moved to a virtual platform.

Early Childhood Education: The early childhood development and services pathway includes occupations related to the nurturing or teaching of infants and young children in child care centers, nursery schools, preschools, public schools, and private households. These courses offer credential attainment/occupational skills training. This program was moved to a virtual platform.

High Demand Industry Courses: High demand industry courses are designed to support the development of skills to prepare participants to enter the workforce. Services provided in these courses include job/workforce readiness, and basic education. These courses offer credential attainment/occupational skills training. This program was moved to a virtual platform.

Healthcare Direct & Healthcare Administration: The direct healthcare services pathway includes occupations related to the tests and evaluations that aid in the detection, diagnosis and treatment of diseases, injuries or other physical conditions. The Administrative Healthcare pathway includes occupations that interact with patients or the public to provide a therapeutic environment for the delivery of health care and also includes technical and professional careers. These courses offer credential attainment/occupational skills training. This program was moved to a virtual platform.

Hospitality: The hospitality and tourism services pathway includes learning opportunities for occupations that perform a variety of tasks to maintain operations and promote guest services in eating and drinking establishments. These courses offer credential attainment/occupational skills training. This program was moved to a virtual platform.

Hospitality & Tourism: The tourism industry offers significant job creation across all regions, and has long been an industry with tremendous success for long-term career pathways. Tourism is recognized as a major driver of economic growth and development. Today's successful hospitality employee must have effective guest service skills in today's competitive market. They must be able to engage and connect with their guest to go above and beyond the call of duty. Students may earn the AHLEI Certified Guest Service Professional (CGSP®) & Hospitality & Tourism Management Year I credential upon completing this class. These courses offer credential attainment/occupational skills training. This program was moved to a virtual platform.

Information Technology & Office Administration: The Information Technology pathway includes occupations related to information technology deployment, including implementing computer systems and software, database management, providing technical assistance, and managing information systems. In addition, network systems pathway includes occupations related to network analysis, planning and implementation; including design, installation, maintenance and management of network systems. These courses offer credential attainment/occupational skills training. This program was moved to a virtual platform.

Infrastructure Courses: Program purpose is to prepare District resident with the skills required to successfully pass the Construction and Skills Trade Examination (CAST). The CAST Exam is a pre-employment testing requirement for PEPCO an Exelon Holding Company. The Quick Path to Energy program focuses on CSM, CAST Preparation, OSHA-10, 21st Century



Skills, First Aid/CPR Certification, and Interviewing for Success. These courses provide job/workforce readiness and credential attainment/occupational skills training. This program was delayed due to COVID-19.

Participant and Provider Summary (YOY)

Program Name	Total Providers		Total Program Participants		Total Number of Participants Completed	
Fiscal Year	FY19	FY20	FY19	FY20	FY19	FY20
Construction	1*	1*	465	189	276	48
Early Childhood Education	1*	1*	275	199	161	70
Healthcare Direct & Healthcare Administration	1*	1*	1075	426	319	155
High Demand Industry Courses	1*	1*	154	257	425	20
High Demand Industry Courses w/ DCHA	1	1	950	47	538	30
Hospitality	1*	1*	300	187	194	42
Hospitality & Tourism w/ DOES	1*	1*	75	75	63	Data Not Available
Hospitality & Tourism w/ DOC	1	Program Not Reported	-	Program Not Reported	Data Not Reported	Program Not Reported
Information Technology & Office Administration	1*	1*	307	478	199	143
Infrastructure Courses w/ DCIA	1	1	79	21	70	21
Grand Total	5*	3*	3,680	1,879	2245	529

Program Total Budget & Spent (YOY)

Program Name	Total Program Budget		Total Program Spent	
Fiscal Year	FY19	FY20	FY19	FY20
UDC Hosted Programs	\$5,377,598.57	\$5,377,598.57	Data Not Available ⁴²	
High Demand Industry Courses w/ DCHA	\$86,995.00	\$86,995.00		
Hospitality & Tourism w/ DOES	\$58,160.00	\$58,000.00		
Infrastructure Courses w/ DCIA	\$41,250	\$62,000.00		
Grand Total	\$5,564,003.57	\$5,584,593.57	Data Not Available	

Amount Received per Funding Source (YOY)

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
UDC Hosted Programs	19	\$5,377,598.57	0	0	0	0
UDC Hosted Programs	20	\$5,377,598.57	0	0	0	0

⁴² The budget for UDC administered programs is not itemized for each program or the total amount spent. UDC has taken steps towards tracking the budget by program; however, the data is not available at the time of reporting for the FY20 Expenditure Guide.

Performance

Provider Name	Total Number of Participants who Earned a Credential	
	FY19	Fy20
Fiscal Year		
Construction	205	2
Early Childhood Education	0	0
Healthcare Direct and Healthcare Administration	215 ⁺⁴³	69
High Demand Industry Courses	0	15
High Demand Industry Courses w/DCHA	61	5
Hospitality (UDC +DOC+ DOES)	318	48
Information Technology and Office Administration	11	28
Infrastructure Courses w/DCIA	22	0
Grand Total	832+	167

⁴³ The “+” represents that there were additional participants who earned a credential; however, because the participants were reported as “n<10” the exact amount is more than the total amount listed and is inconclusive.

Recommendations

The section includes opportunities for growth in the data collection process and provides recommendations to improve future updates of the Expenditure Guide.

Through this process, the WIC has recognized that a stronger district-wide governance structure is needed that details how agencies should collect, track, and report their workforce data, across a wide range of services that use different funding streams. There are many different nuances across agencies and within agency programs that creates challenges for a streamlined reporting structure.

As an example, the Expenditure Guide requests WIOA performance measures to capture performance outcomes from agencies. These measures are required for programs that receive federal WIOA funding. Most of the programs included in this report do not fall into this category, as demonstrated by the high selection of “Data Not Applicable” under performance measures. Similarly, WIOA requires agencies to capture performance measures a year after participants exit the program. The lag time in reporting makes it difficult to meet the reporting timeframe for the Expenditure Guide and also standardize timeframes across all programs. To help solve for this, agencies were encouraged to provide existing reports that evaluate performance in different ways than requested by the Transparency Act; however, this makes comparisons across agencies difficult.

The WIC recommends developing standard reporting requirements that honors the diversity of workforce services provided throughout the District but provides structure to support consistent reporting. Currently, the WIC is conducting an assessment of data infrastructure and barriers across District agency partners. The purpose of this work is to learn the commonalities between our partners’ needs, challenges, and goals to ultimately develop recommendations to improve overall agency infrastructure and data integration. Moving forward, the District must continue to invest in and support resources necessary to mitigate these challenges. This cohesion will allow the District to develop data driven strategies that will improve workforce development and adult education for District residents.