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2017 Linking TANF Families to Employment and Economic Opportunities Meeting

D.C. Workforce System Efforts to Overcome Common Barriers to TANF/WIOA Integration & Collaboration

Presented by: Odie Donald II, Director
DC DEPARTMENT OF EMPLOYMENT SERVICES



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THE D.C. WORKFORCE SYSTEM

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WHAT IS WIOA?



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WORKFORCE INNOVATION AND OPPORTUNITY ACT

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



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WIOA

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



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D.C. STATE PLAN



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D.C. STATE PLAN

The District successfully submitted a 4-year plan to improve the alignment of workforce programs and accountability measures, as well as implement policies that support the needs of the labor/business sector.

DC Goals and Strategies Focused on:

System
Alignment

Accessibility

Sector
Alignment/
Business
Engagement

Performance
and
Accountability

Youth
Services



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D.C. STATE PLAN

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

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

June 24, 2016

- *The District Received Federal Approval*



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D.C. WIOA IMPLEMENTATION



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D.C. WIOA IMPLEMENTATION

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

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



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D.C. WORKFORCE SYSTEM



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



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WHO IS THE DEPARTMENT OF EMPLOYMENT SERVICES?

The DC Department of Employment Services (DOES) is the state labor law enforcement, employment and training agency for the District of Columbia. DOES manages the District's Unemployment Compensation Program and administers, plans, and develops various employment-related services, including WIOA Title I programs to all segments of the Washington, DC metropolitan population. DOES is focused on empowering and sustaining a diverse workforce, which enables all sectors of the community to achieve economic and social stability.



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AGENCY COMPOSITION

Division	Functions
Workforce Development	Adult, Youth, Dislocated Worker, Vets
Strategy and Innovation	WIOA Integration Customer Navigation Center (CNC)
Operations	Agency Operations
Administration	Unemployment Insurance
Labor Standards	Workers Compensation, Labor Law Enforcement
State Initiatives	Special Populations (LEAP, Project Empowerment, Back To Work 50+)

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WORKFORCE ANALYSIS

The District's Workforce

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



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WORKFORCE ANALYSIS

Education Levels in the District

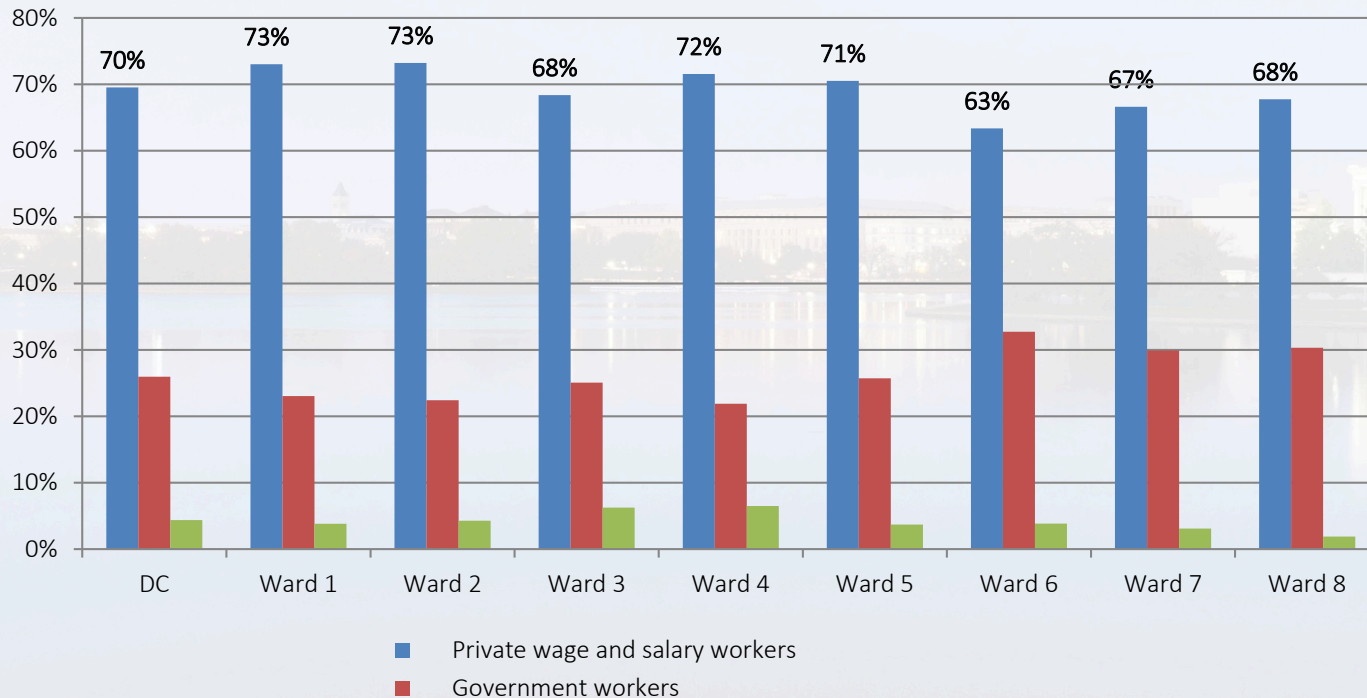
Population 25 years and over	Number	Percentage
Less than 9th grade	19,037	4.3%
9th to 12th grade, no diploma	30,105	6.8%
High school graduate (includes equivalency)	82,346	18.6%
Some college, no degree	60,653	13.7%
Associate's degree	13,724	3.1%
Bachelor's degree	103,154	23.3%
Graduate or professional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



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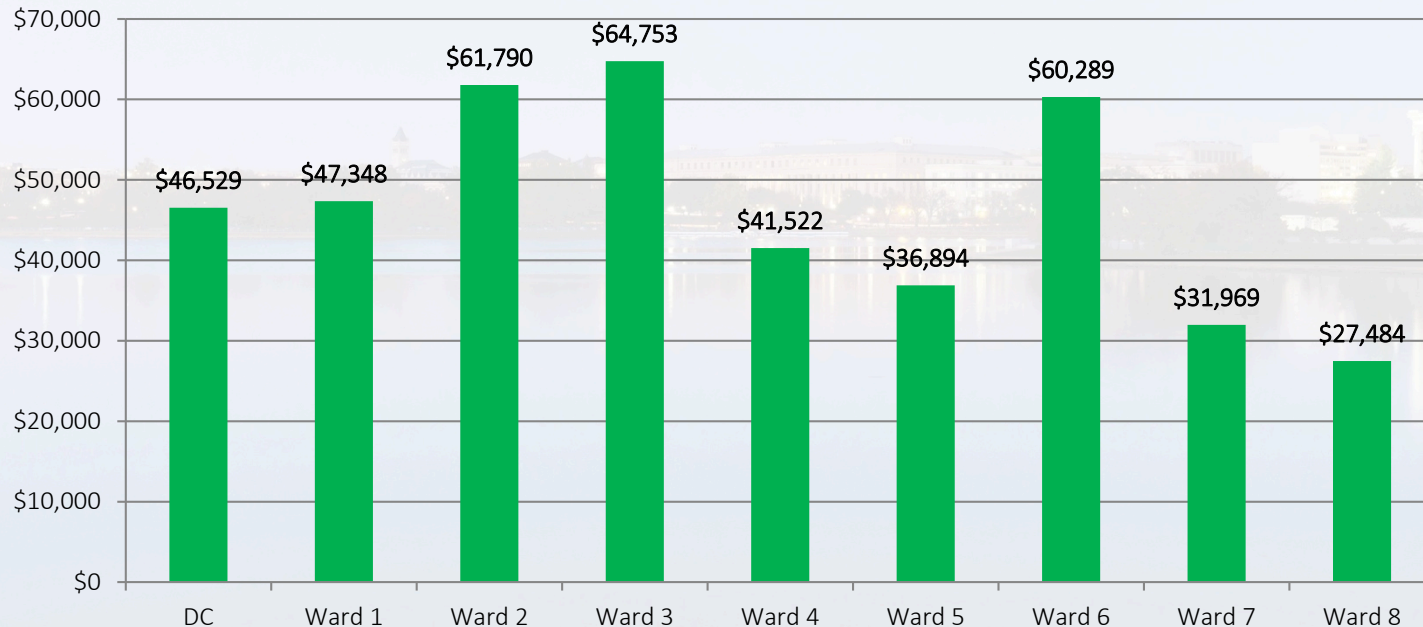
WORKFORCE ANALYSIS

DC Residents Class of Workers



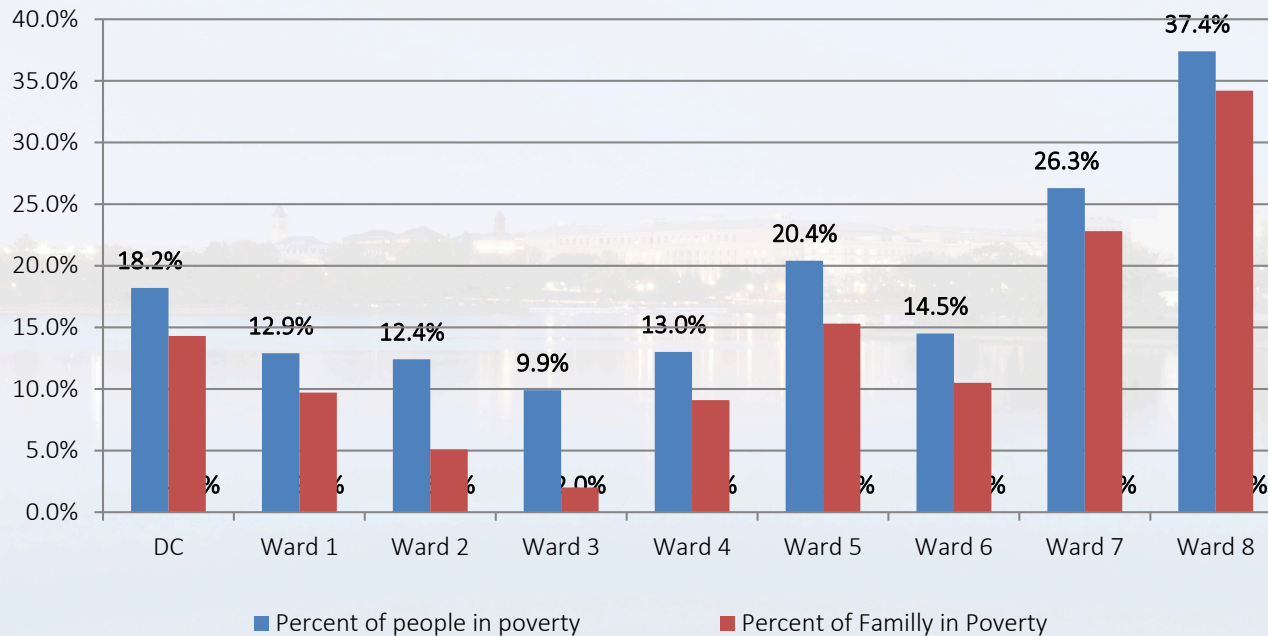
WORKFORCE ANALYSIS BY WARD

DC Workers' Median Earnings



WORKFORCE ANALYSIS BY WARD

Family and People Poverty Status

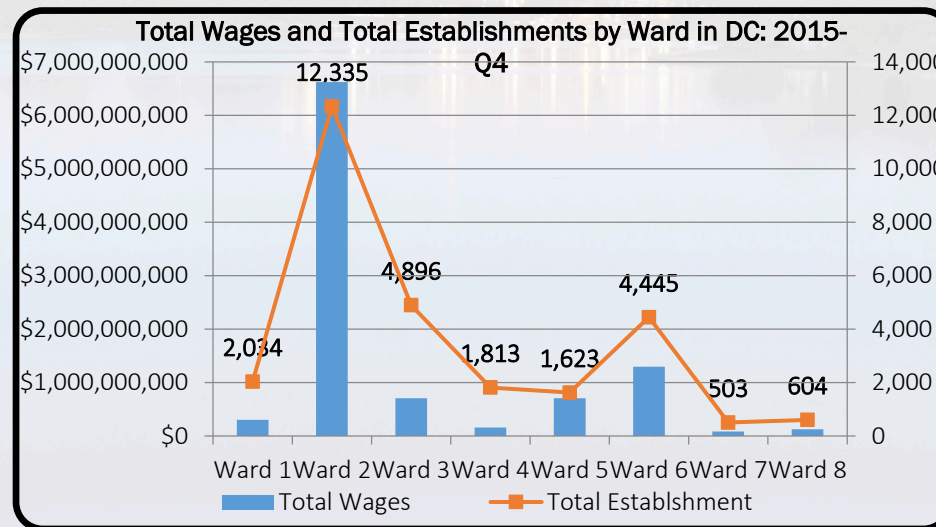


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WORKFORCE ANALYSIS BY WARD

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

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



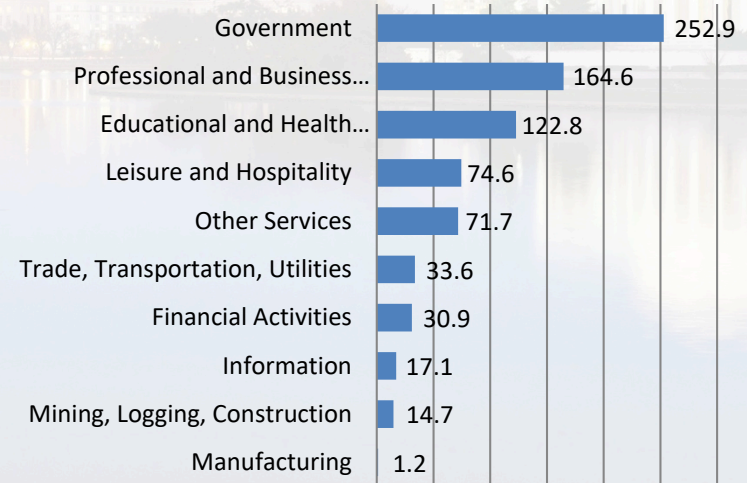
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INDUSTRY ANALYSIS

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

July 2016 Industry Employment (In Thousands)	
Industry	Jobs
Government	252.9
Professional and Business Services	164.6
Educational and Health Services	122.8
Leisure and Hospitality	74.6
Other Services	71.7
Trade, Transportation, Utilities	33.6
Financial Activities	30.9
Information	17.1
Mining, Logging, Construction	14.7
Manufacturing	1.2
Total	784.1

July 2016 Jobs by Industry in DC
(in thousands)



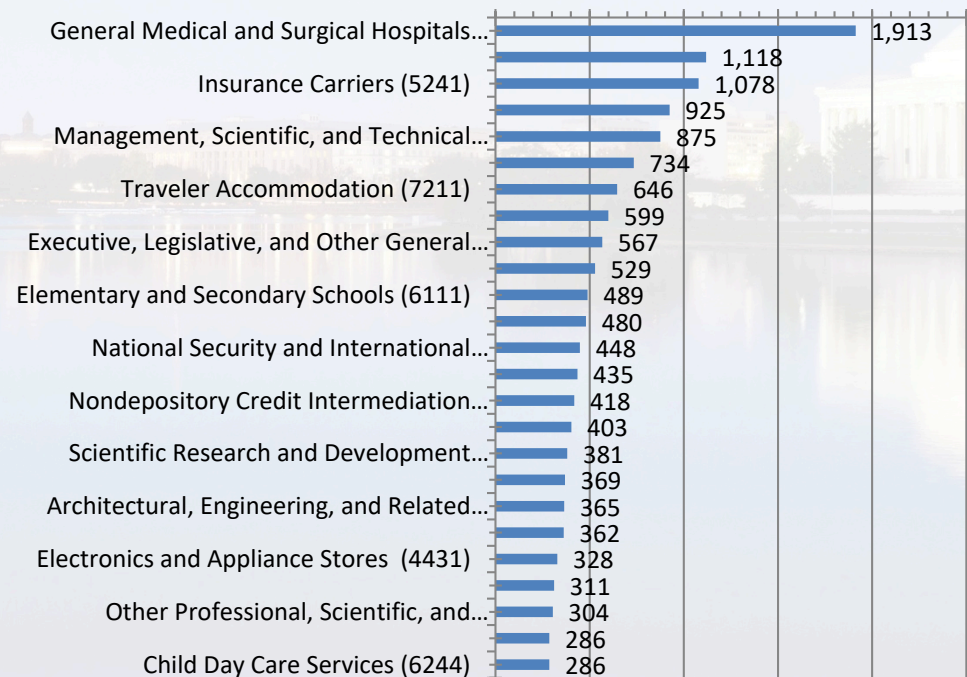
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INDUSTRY ANALYSIS

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

- General Medical and Surgical Hospitals
- Retail Sales
- Insurance Carriers
- Financial Services
- Management, Scientific, and Technical Consulting Services, among others

Industries Hiring Positions Requiring and Associate's Degree or less



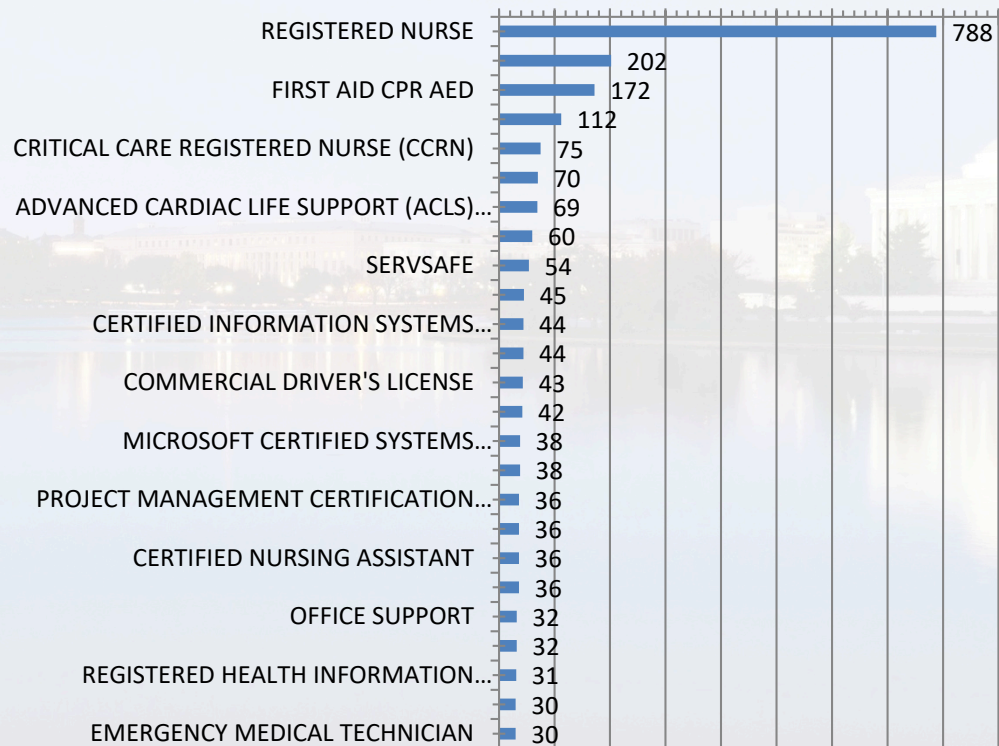
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EDUCATION ANALYSIS

Certifications in Greatest Demand

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

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

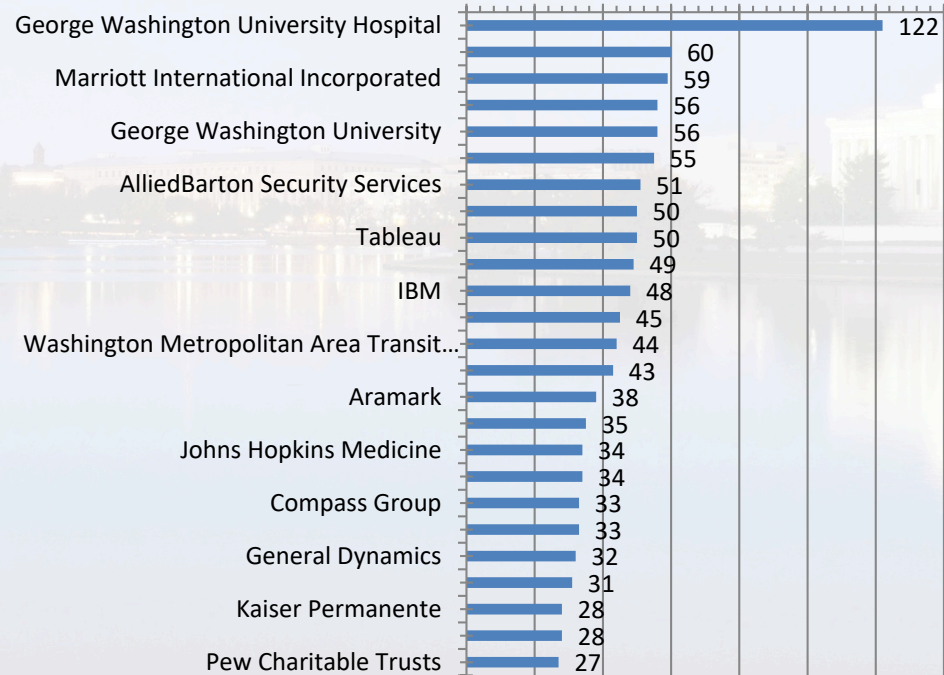


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EDUCATION ANALYSIS

Companies in the DC area who have the most positions requiring an associate's degree or less are focused in hospitality, healthcare, transportation, and IT.

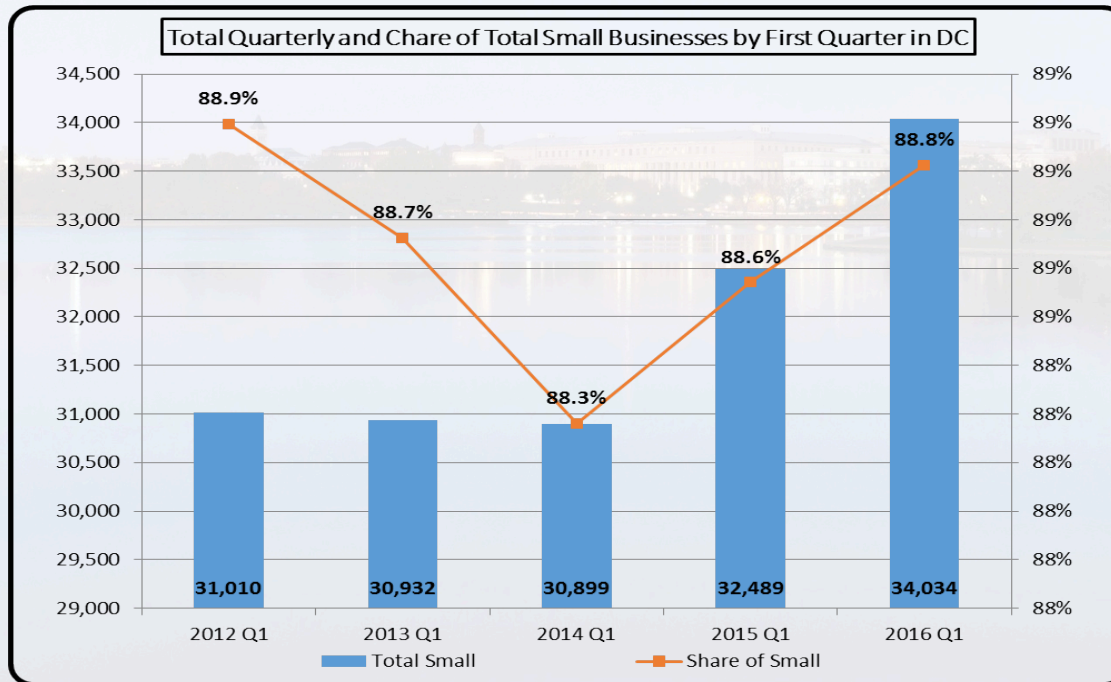
Employers with the Most Job Openings



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SMALL BUSINESSES

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



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



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UTOPIAN D.C. WORKFORCE SYSTEM

- DC provides an estimated \$100M across a host of government agencies, community-based organizations, businesses, and education and training providers focused on providing impactful workforce services.
- The goal of this funding is to make the most impact for residents and reduce the disparities across the District:
 - Programs and services work seamlessly together
 - Policies and procedures are in alignment
 - Data is shared to accurately measure performance
 - Access to services is universal



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**AMERICAN JOB CENTERS (AJC)
&
WORKFORCE INNOVATION &
OPPORTUNITY ACT (WIOA)**



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ROLE OF THE ONE-STOP SYSTEM

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

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

- ✓ Career services (job searching, resume writing, workshops, etc.)
- ✓ Occupational Skills Training
- ✓ Work Based Learning (WEX, Apprenticeships, OJT, CT)
- ✓ Services for individuals with disabilities (Voc Rehab)
- ✓ Veterans Services
- ✓ Unemployment Insurance
- ✓ Support services



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WORKFORCE SYSTEM PARTNERS

CORE PROGRAMS (Required by WIOA)	KEY PARTNERS
DOES: WIOA Adult Workforce (Title I)	DHS: Workforce Programs
DOES: WIOA Dislocated Worker (Title I)	UDC: Community College
DOES: WIOA Youth Program (Title I)	Job Corps
DOES: Wagner-Peyser (Title III)	DC Housing Authority
OSSE: Adult Education and Family Literacy (Title II)	Unemployment Insurance
DDS – RSA: Vocational Rehab (Title IV)	



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ROLE OF THE ONE-STOP SYSTEM

Access One-Stop Services throughout the District:

- ✓ One Comprehensive One-Stop: 3720 MLK Jr. Ave. SE
 - ✓ Three Affiliate Centers:
 - » 4058 Minnesota Ave. NE
 - » 7171 South Dakota Ave. NE
 - » 2000 14th St. NW, 3rd Floor
- ✓ Virtual One-Stop: dcnetworks.org
- ✓ Workforce on Wheels Mobile One-Stop



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CAPITALIZING ON D.C. INNOVATION



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FY16 PROGRAMMATIC SNAPSHOT

D.C. Workforce Statistics

DOES provided more than 84,000 District Residents with over 436,188 workforce-related services

1,381 residents enrolled in Adult WIOA programs

338 participants enrolled in Occupational Skills Training through WIOA

727 residents graduated from Project Empowerment's intensive, three-week Job Readiness Training in 2016

12,128 youth participated in MBSYEP in 2016

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



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INNOVATIVE PROGRAMMING

- **Project Empowerment:** Provides training and transitional employment to residents with multiple barriers to employment, such as returning citizens and those with histories of unemployment
- **Career Connections:** Provides support services, skills training, and paid work experiences to young people, ages 20-24, in targeted areas of DC
- **Marion Barry Summer Youth Employment Program:** Provides District youth ages 14 to 24 with enriching and constructive summer work experiences through subsidized placements in the private and government sectors
- **LEAP (Learn, Earn, Advance, Prosper):** The earn-and-learn program applies the apprenticeship model to skill development, allowing participants to earn a wage while participating in an on-the-job training experience and concurrently participating in related technical instruction



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PILOTING TANF INTEGRATION INTO THE WORKFORCE SYSTEM



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BARRIERS TO TANF INTEGRATION

- Program performance metrics different from traditional WIOA performance measures
- TANF work participation calls for tracking of attendance, hours, etc.
- Culture: Mandatory vs. Voluntary
- Differences in service delivery methodology



DC SOLUTION: TANF/FSET PILOT

- **\$2.13M+ MOU with Department of Human Services (DHS) and DOES: Program alignment: Project Empowerment (PE), DC Career Connections (DCCC), Pathways for Young Adults (PYAP), and the Marion S. Barry Summer Youth Employment Program (MBSYEP)**
- **Goals for Participants Served: PE - 240; DCCC - 240; PYAP - 125; MBSYEP - 150**



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TANF/FSET PILOT OUTCOMES

Program	SNAP Participants by (MOU Goal)	SNAP Participants Served	Total Participants Served
Project Empowerment (As of 6/6/17)	240	752	2,024
DC Career Connections (As of 6/6/17)	240	222	301**
Pathways for Young Adults (As of 7/25/17)	125	82	134
Marion Barry Summer Youth Employment Program (As of 8/2/2017)	150	2,770*	11,362

* 150 SNAP participants were funded by FSET, with a remaining balance of 2,700 SNAP eligible participants being funded by MBSYEP

** Only includes participants who enrolled in FY17



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LEAP AND TANF FUNDING

The Learn Earn Advance and Prosper (LEAP) Academy provides unemployed District residents an opportunity to participate in a one year training and on-the-job work experience program. The D.C. Department of Human Resources (DCHR) works closely with the Department of Employment Services (DOES) and the Department of Human Services (DHS) to provide job skills training to participants.

- Funding: Federal and Local
- DHS Funded LEAP Academy cohorts are restricted to TANF recipients who meet the eligibility requirements
- Locally funded LEAP Academy Cohorts are open to all District residents who meet the eligibility requirements



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LEAP OUTCOMES

LEAP Program Outcomes	<i>As of June 2017</i>
Accepted	190
Hired	109
Actively Enrolled	125
Average Wage	\$14.21



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PROJECTED BENEFITS TO THE WORKFORCE SYSTEM



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BENEFITS OF TANF INTEGRATION

Integrating TANF into the DC workforce system has created new opportunities for innovative and impactful program delivery in Washington, D.C.

- Seamless connectivity of service delivery across programs
- Efficient uses of available resources in response to pending budget cuts
- Increased access to high quality skills training for District residents
- Increased pool of skilled workers for business and industry
- Improved program performance across WIOA programs (*preliminary*)



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QUESTIONS?



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