

**Workforce Investment Council (WIC)**  
**Quarterly Board Meeting Minutes**  
**Tuesday, February 10, 2015**  
**9:00 A.M. – 11:00 A.M.**  
**PNC Financial Services Group**  
**800 17<sup>th</sup> Street, NW, 12<sup>th</sup> Floor**  
**Washington, D.C. 20006**

**I. Call to Order and Introductions**

The Chair called the meeting to order at 9:15 A.M. and welcomed board members and guests.

**Board members present at the meeting included:**

Joe Andronaco	Kathleen McKirchy
Anthony Cancelosi	Catherine Meloy
Lyle Carr	Antoinette Mitchell, designee for Amy Maisterra
Deborah Carroll	Thomas Penny
Michael Harreld	Andrew Reese, designee for Laura Nuss
Cedric Hendricks	Ann Robinson, designee for Councilmember David
Lori Kaplan	Grosso
Brian Kenner	Charles Thornton
Solomon Keene	Joslyn Williams
Councilmember Kenyan McDuffie	Laura Zielinger

**Board members not in attendance:**

Robin Anderson	Dianna Phillips
Tynesia Boyea-Robinson	Chris Smith
Robert Brandon	Adrienne Todman
Charlene Drew Jarvis	Nicola Whiteman
Clinton Lacey	Marullus Williams
Sarah Looney Oldmixon	

The Chair welcomed the board members and asked everyone to introduce themselves for the new Deputy Mayor for Planning & Economic Development and the new Director of the Department of Employment Services (DOES).

The Director of DOES made remarks to the Board and described her role on the Board as building stackable credentials for clients that give opportunities for quality employment and training. Another key area that she would like to focus on is raising customers' educational level from having no high school diploma to, at least, obtaining an Associate level education. She also mentioned that as DOES director, she would like to support clients to go to both work and school to achieve their goals.

The Deputy Mayor made remarks to describe the focus for the office of the Deputy Mayor for Planning & Economic Development (DMPED) is to better integrate economic principles among all the agencies that are included in DMPED. One of his jobs is to make sure that the WIC's infrastructure continues to move forward. He sees the importance of the WIC being led by the private sector. He stated that private sector and non-profit partners are crucial for solving the employment problem in the District. He

recognized the importance of the WIC's work and mentioned that he has invited the Mayor to attend the WIC meetings in the future.

The Chair asked the Board for a motion to approve the minutes from the October 14, 2014 WIC Quarterly Board Meeting.

**BOARD VOTE: Upon a MOTION made by Lyles Carr, and seconded by Catherine Meloy, the Board voted unanimously to approve the draft of the October 14, 2014 WIC Quarterly Board Meeting Minutes.**

## **II. DOES Programmatic and Fiscal Update**

Paulette Francois, Deputy Director for Workforce Development, updated the Board on DOES' work with the WIC's DCAJC Subcommittee. She mentioned that DOES is establishing a Memorandum of Understanding (MOU) with the Department of Disability Services (DDS). The agreement enables the American Job Centers (AJCs) to now house DDS staff every day of the week instead of just once a week. The draft MOU will serve as an example for other partnerships in that will be in place. Paulette also stated that DOES is looking at ways to share data with OSSE through its data vault system. As a result, she hopes to see fewer silos and more sharing of successes, issues, and data. The Board will be provided with a copy of the MOU to see its framework.

Nathalie Mayers, from DOES, gave a brief overview of the agency's current WIA funding. The locally-funded adult programs just closed out at \$1.7 million with funding streams for one year that were received October through September. DOES utilizes this funding heavily and all money is spent during the time frame. The adult training program year-to-date spending, as of January, is \$283,000. The dislocated worker program received \$2.2 million and, as of January, have \$1.6 million left for the program. The youth program has expended \$1 million of the \$ 2.2 million received. There is still have \$1.1 million left, but obligations for those dollars are in play. This amount may need to be revisited if dollars are not spent by program end in June. Local adult programming relies on waiver to utilize the program's 18 FTEs budgeted. The dislocated worker program has 6 FTEs budgeted and Individual Training Accounts (ITAs) are budgeted as subsidized training and transfers. Two program years are available for dislocated worker funds. For youth programs, transportation and incentives go to youth that meet the program goal. Currently \$16, 476 121,000 in 2014 paid out and only 3 positions are funded for these programs. One board member asked about funds carried forward that are not spent. Nathalie answered that under WIA, programs have 3 years to spend funds. The challenge is in getting grants out and getting programs to meet the goals to merit the funding. DOES has gone into 2015 with less expenditures than before. Andrew Rogers, Associate Director of the WIC, responded that it is easier to spend the adult funding and that Natalie and Gerren have done a good job organizing programmatic needs to spend funds.

One member asked about partnerships the agency can use to leverage resources and if there are any funds targeted for disabled customers. Paulette responded that there is capacity to offer supportive services. DOES can also begin to target funds for a group of people who need specific required services. She stated that as DOES build partnerships, there will be opportunities to use federal funds to meet the needs for specific groups with barriers through WIOA.

One board member commented on WIA youth grants and expressed concern about out-of-school youth (OSY) providers being on hold for months. Andrew responded that we'll talk about youth grants more specifically next.

Another board member commented that we should target those with multiple barriers in wards 5, 7, and 8, and those with disabilities so we are strategically offering incentives to increase funding in those areas.

Another board member asked that ORCA be included in coming agency partnerships to service incarcerated customers pre-release. There is a lot of work and grant funds currently being awarded to have establish specialized AJCs for incarcerated individuals who will soon be returning citizens. Paulette responded that they are in process of vetting that grant and that there is a regional background in the area of AJCs for returning citizens, so there is a strong foundation to pursue that grant as a collaborative agency. Andrew responded that the right people need to be on the DC AJC Subcommittee so that when these types of grants become available, we are prepared to pursue them.

One board member wanted to remind the board that every government contractor is required to hire 7 percent of staff with disabilities, and that it is important to start holding government contractors accountable to make sure they are meeting the 7 percent mandate and are section 508 accessible. Another board member said that First Source staff should be offered as a resource to employers so that they can meet this requirement. Paulette said contractors are also required to post announcements on DCnetworks.org and this would provide a key opportunity to touch base with them to make sure they are meeting the First Source requirement.

DDS has an existing Memorandum of Agreement (MOA) with the Office of the State Superintendent of Education (OSSE) and will be developing additional MOAs, including one related to Youth. A board member mentioned DDS concerns with the arbitrary requirements of job training programs and suggested that these requirements should be reasonably related to needs to the job. DOES Director, Deborah Carroll expressed agreement and stated that DOES will be looking at different forms of assessments for clients.

### **III. WIA Youth Grants**

Andrew introduced Gerren Price, from DOES' Office of Youth Programs (OYP), who gave an update about Youth grants. Gerren agreed that funds need to be spent on youth programs and that there are a couple of things taking place for in-school and out-of-school participants currently. OYP has been able to spend down some funds for out-of-school programming that was extended for a partial year. He stated that as WIOA implementation approaches, there is a need to phase out current grants because they are not in compliance with new law. He noted that there are challenges with getting youth enrolled and retained so that the funds can be spent down. Now, the goal is to think about the integration of new grants and giving providers the flexibility to propose new programs and hold them accountable to new law. The program design will be shared with the board before the solicitation goes out. Gerren confirmed that OYP will present the board with the final presentation of plan. He expressed his sense of urgency in working closely with the WIC to move forward.

Andrew commented that about \$1.2 million are obligated and recommended extending programs until new programs are put into place under WIOA. The Department of Labor is in agreement with any extension and is in process of drafting guidance to transition from WIA services to WIOA services. Based

on what has been reported about 28-30 youth that still remain in the program, only about 7 have exited since October. The Board will need to vote to extend program until June 30, 2015.

One member said we need to make sure we take into consideration the people we are serving because sometimes intentions are there, but our actions do not match up.

One member said that the challenge is to reconcile urgency on the street with having systematic measures that make sense, and we continually have to challenge ourselves to move faster with addressing these actions.

Another member stated that we should make sure we are building onramps to career ladders. About 40 percent of homeless shelters are headed by family with youth under age 24. Providers are not being successful in supporting families to engage in work that is going to help those families. The member suggested that the board think about how to walk the process on youth side that demonstrate to families how to connect to employment and if there is any overlap in programs now.

Another member agreed that we should open up the youth grant for enrollment until transition program is ready. Andrew clarified that two things are on table: the extension of out-of-school programs and also open enrollment until transition.

**BOARD VOTE: Upon a MOTION made by Joslyn Williams, and seconded by Catherine Meloy, the Board voted unanimously to extend out-of-school youth programs until June 30, 2015. Lori Kaplan and Kathleen McKirchy abstained from voting.**

Discussion around allowing open enrollment into current youth grants continued with the Chair expressing that the current youth grants did not work, so they were stopped. He added that he does not think it is worth spending any more money enrolling any more youth in a grant program that does not work.

Another member added that there are locally funded youth programs which youth can also receive services. The Chair said that youth programs have not been successful over the past 10 years, and they often serve providers' interests. He stated that the pause in enrollment is worth it so that programs can be designed more intelligently.

One member responded that it is not black and white, and there are consistent discrepancies in the data that is not reflective of what happens. Even with the new legislation, outcomes will not seem better overnight. She sees the program as working even though it is not reaching ideal outcomes. She has seen a historical trajectory and added that a lot of youth in GED class is better than nothing.

Another member added that the target population consists of individuals that have struggled with the traditional school system, so it will take time to get them through. So we need to examine what is a realistic outcome and make sure programs are designed to address that.

Another member commented that students may exit a program and appear that they did not learn anything or did not complete, but later on it becomes evident that they end up succeeding because of the program even though that success is not measured when we measure outcomes.

Another member expressed concern about the vote to open up enrollment and wanted to know if there are adverse consequences with the Department of Labor. Andrew responded that opening enrollment would have to be with negotiated terms and understood that youth who are enrolled when program ends would have to be transitioned to the new program designed.

One member asked about the consequences with the Department of Labor, if providers cannot meet those terms. Andrew responded that the Department of Labor has not weighed in. Another member advised that the Department of Labor opinion needs to be taken into account, so the board should wait to vote on the issue until more information from the Department of Labor is available.

Another member said since the extension is only for another 4 months, the board should focus on the urgency to open something up and fix programs now. It does not make sense to expect an outcome by June 30 if enrollment were started now.

Another member said that we need more info from DOES about alternative programs that youth can be directed to so that the hold can stay and youth can be redirected. Gerren said they have a pathways program, high school internship program, and a leadership program for high school students. But there is no out-of-school youth program for disconnected youth. There is also the youth reengagement center through OSSE, but nothing within the current structure that address out-of-school youth.

A board member asked if the RFP would be able to go out quickly with a tentative date of February 27-May 25, and a program start date of June 1 which includes the time period for getting the RFP out and an award being made.

A member asked if the new grant would address issues of the programs not working for 10 years and requested that a side by side of grants that shows what the programs looked like before and what they will look like now be available at the next meeting.

One member said one of the problems is that the programs did not have enough providers because when requirements are made more stringent and accountable, we reduce eligible providers. The challenge is in finding providers who are willing to step up.

The Chair asked for a motion to open up enrollment. A motion was not made.

One member said the board should do anything it can do to make sure there aren't young people on the street come summer time. The WIC's goal is to ensure that a program is up and running by July 1.

The Chair asked a board member if she thought more vendors might be able to step up to the requirements. She reminded the board that these are challenged kids and WIA is a short-term program. She believes that vendors want to hit goals and that there may be more applicants this year because the new legislation offers more flexibility and incentives for youth to enroll. She added that WIA training is not the end game for students, but a step in the right direction. It is a vehicle to get a teacher, job training, and work experience. Some of the same vendors will probably apply, but she will need to look into data.

The Chair said that organizations had not met performance metrics. Andrew commented that the way these grants are structured, single providers have had to take on a large variety of responsibilities, but

individual providers cannot be solely responsible for all requirements moving forward. There are only 4 providers still standing and each addresses a different need.

Paulette announced that Gerren had to leave, but she will answer questions on his behalf. She further stated that what makes WIA work is that WIA does not try to do everything. There are a variety of services through DOES that are in play when we look at a continuum of services. As the board makes its decision, it should consider that something is in place to refer youth so that youth are not turned away if enrollment is not continued. However, DOES can handle a strategic approach to address youth right now in the interim. The key is for youth to have access to services without an interruption in services.

Another member talked about considering an outcome driven system to recruit TANF employment providers to improve outcomes. As a new board member, she requested some orientation to understand the context around these decisions. She also added that Youthbuild is looked at as something that has been successful that can be considered if there is an alternative to invest more in that model as opposed to other model.

The Vice Chair asked how the board can bring the matter to a close and what the WIC staff recommendation is on this issue. Andrew suggested holding the vote on open enrollment until more information can be obtained.

**BOARD VOTE: Upon a MOTION made by Joslyn Williams, and seconded by Solomon Keene, the board voted unanimously to postpone the vote to open enrollment in out-of-school youth programs. Lori Kaplan abstained from voting.**

A member said it is important to hold DOES accountable for youth who come to them who want services. Another member suggested that there be a strategy presented at the next board meeting.

#### **IV. Workforce Intermediary and Sector-Focused Initiatives**

Andrew introduced Geoff King, WIC Program Manager for the Workforce Intermediary, to give an update on the program. Geoff provided a very brief overview and requested a vote on allowing the Executive Committee to negotiate with two hospitality providers on the renewal of their occupational training grants, with revised terms to reflect lessons learned and better integrate their efforts with other workforce initiatives. There are two training providers currently: UDC-CC, in partnership with Goodwill and Progressive partners, and DC Central Kitchen. The grants expire at the end of March. Some performance information is included in packages. In summary, DC Central Kitchen enrollment numbers look good, although their completion numbers are low but in line with WIA benchmarks. Their job placement performance is a little below expectations, but training and placement efforts are still ongoing for many participants and there are also a number of placements that have not yet been fully documented. UDC-CC and their partners had difficulty in enrollment, but revamped their program to expand recruitment and provide more extensive coursework. They have increased enrollment greatly over the last couple of months, but other outcomes will not occur until training is completed. Their preliminary literacy gain outcomes are high. Geoff also reminded the board that both grants are 100% performance-based, and that we have only paid grantees for outcomes achieved. WIC staff is asking the Board to allow the Executive Committee to negotiate possible renewals and/or extensions with these grantees that will build on lessons learned and better align recruitment with the American Job Centers and other partners. The outcome of a motion could be to renew grants with an additional \$175,000 to

support new enrollees through the end of FY 2015, additional extensions to continue serving existing enrollees only, or non-renewal of grants.

The Chair asked for a motion to allow the Executive Committee permission to negotiate the grant renewals

**BOARD VOTE: Upon a MOTION by Joe Andronaco, and second by Solomon Keene, the board voted unanimously to grant the Executive Committee permission to negotiate the grant renewals with hospitality providers. Thomas Penney and Catherine Meloy were recused from voting.**

**V. Closing Comments and Announcements**

Andrew introduced the board to Jaya Varma, the new Program Analyst for the WIC.

**VI. Public Comment Period**

Andrew opened up the floor to public comments. No comments from the public were given.

**VII. Adjournment**

The Chair adjourned the meeting at 11:11AM.