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**EXECUTIVE SUMMARY**

**EXECUTIVE SUMMARY**

The District of Columbia Department of Employment Services (DO!;S) provid es workforce training and development for residents of the District of Columbia focused on high-growth, high-demand industries. These programs, both locally- and federally-funded, provide soft skills work-based training, classroom instruction, and credentialing opportunities that lead to long­ term, gainful employment.

**IMPORTANCE OF JOB TRAINING IN THE DISTRICT OF COLUMBIA**

Though the District of Columbia , as a whole, has seen significant growth and local investment over the last 20 years, current events created an environment in need of critical job training and workforce investment. This report is a snapshot of the many efforts put in place by the local economy to ensure residents receive new skills or upskills in order to further their competitiveness in the District of Columbia economy. The District of Columbia continues to commit to job training and workforce development efforts, including monitoring and evaluating programs to identify opportunities for improvement and growth.

**ABOUT THE DISTRICT OF COLUMBIA DEPARTMENT OF EMPLOYMENT SERVICES**

DOES, as the state workforce agency for the District of Columbia, is charged with serving residents, jobseekers, and employers and ensuring they have access to opportunities and resources that lead to fair, safe, and effective working communities.

DOES provides ongoing programmatic evaluation of job training and workforce development programs to identify y those that yield the greatest return on invest ment and use that information to develop new initiatives and programs. In addition to the fiscal return on investment for participants, DOES uses real-time labor growth data and trends to ensure both programmatic alignment and that participants are receiving training and skills that directly correspond with high-wage, high-growth industries.

**ABOUT THIS REPORT**

The D.C. Department of Employment Services (DOES) is required to present programmatic outcome data for participants of locally funded job training programs quarterly pursuant to the Job Training and Adult Education Programs Act of 2012, effective September 20, 2012 (D.C. Law 19-168; D.C. Official Code § 32-771).

This report includes information about active program participants, new enrollments, and program completion for Fiscal Year (FY) 2020, October 1, 2019, through September 30, 2020.

Participant employment and wages are captured in this report based on placement dates in FY 2019 (October 1, 2018, through September 30, 2019).

Participant retention and wages are captured in this report based on placement date in FY 2019 (April 1, 2019, through March 31, 2020).

The following programs are included in this report:

* Back to Work 50+ (BTW50+) \*
* District of Columbia Career Connections (DCCC)
* District of Columbia Infrastructure Academy (DCIA)
* Fire and Emergency Medical Services (FEMS) Cadet Program
* Learn, Earn, Advance, Prosper (LEAP)\*
* Metropolitan Police Department (MPD) Cadet Program\*
* Pre-Apprenticeship Program
* Transitional Employment Program (Project Empowerment)

**AGENCY INFORMATION**

**MISSION**

Our mission is to connect District residents, job seekers, and employers to opportunities and resources that empower fair, safe, and effective working communities.

**VISION**

We provide comprehensive employment services to ensure a competitive workforce, full employment, life-long learning, economic stability, and the highest quality of life for all.

In March 2020, the Department of Employment Services Released its Vision Forward Strategic Plan, which outlines our beliefs, six primary goals, and focus areas aligned with our mission and vision for the next three years:

**WE BELIEVE:**

* Our role is to serve all residents of the District from all economic, social, and cultural backgrounds.
* We are responsible for providing excellent service to all of our customers and partners.
* We are the partner of choice for all DC employers to find skilled and talented employees in the District.
* We must increase equitable opportunities for all DC residents so they may secure jobs that provide livable wages and the opportunity for economic advancement.
* We must provide training that is responsive to the needs of employees and innovative to meet the needs of employers in our growing city.
* The key to our success is to leverage cutting-edge technology to support residents seeking meaningful employment.

**VISION FORWARD GOALS**

1. Promote the District’s Human Capital
2. Align Workforce with Education
3. Create Equity and Access
4. Achieve Excellence in Service Delivery
5. Operate Smart and Effective Systems
6. Provide Best-in-Class Customer Service

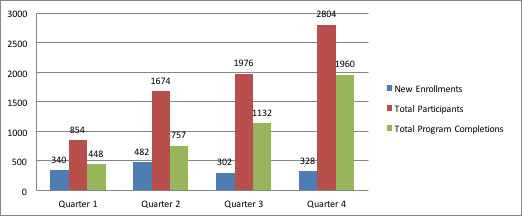
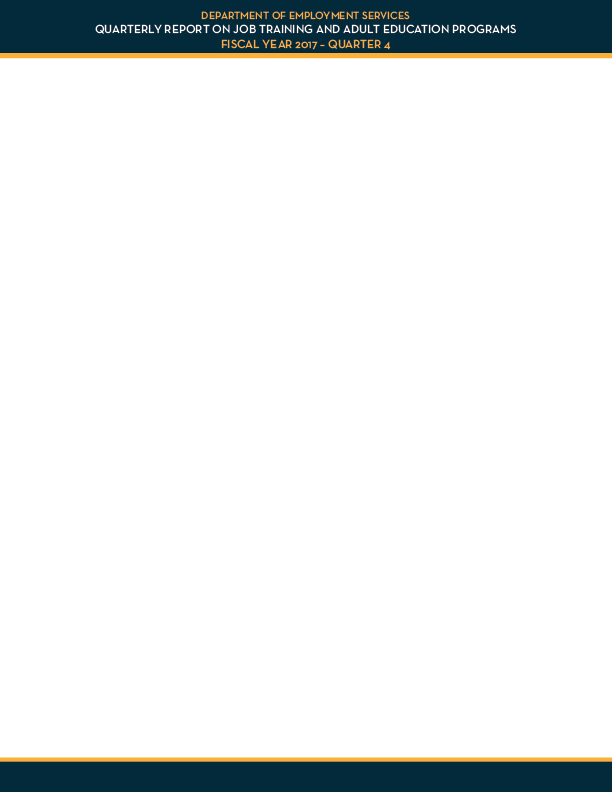






In addition, this report also includes the following employment metrics:

* Verified Employment
* Average and Median Wages
* Employment Retention (Number and percentage of participants who complete and retain employment for six months following program completion)



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**FY2020 Budget for Locally Funded Job Training Programs**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Program Name** | **Eligible Population** | **Industry or Occupation** | **Program Duration** | **FY20 Annual Budget** |
| Back to Work 50+ | DC Residents between the ages of 50 and 64 | Not industry-specific | Duration Varies | $55,967 |
| District of Columbia Career Connections | DC Residents between the ages  of 20 and 24 who are not  employed and not in school | Not industry-specific | Duration Varies | $1,644,023 |
| District of Columbia Infrastructure Academy | DC Residents | Infrastructure | Duration Varies | $1,067,000 |
| Learn Earn Advance Prosper | Unemployed DC Residents | Non-emergency call center operator | 12 months | $1,561,000 |
| FEMS | DC Residents, age 18 years or older | Medical | 12 Months | $500,000 |
| Pre-Apprenticeship | DC Residents, age 16 years or older | Construction,  design/engineering and  consulting | Duration Varies | $1,060539 |
| Transitional Employment Program or “Project Empowerment” | DC Residents, between  the ages of 22 and 54 who  are not receiving  government assistance, such  as Temporary Assistance for  Needy Families (TANF) or  Unemployment Compensation. | Not industry-specific | Duration Varies | $5,383,994 |

**Overview of DOES Locally Funded Job Training Programs**

**Back to Work 50+**

Back to Work 50+ (BTW50+) promotes the full reintegration of talented job-seekers between

the ages of 50 to 64 who seek to re-enter the workforce. BTW50+ was created in partnership

with the AARP Foundation to enhance opportunities for job seekers by broadening

access to critical employment resources such as resume preparation, job placement

assistance, and technology training.

**District of Columbia Career Connections**

District of Columbia Career Connections (DCCC) is a work readiness training program for

District youth between the ages of 20 and 24 who are unemployed and out of school. DCCC

serves more than 400 out-of-school youth annually and provides opportunities to gain

valuable subsidized work experience, skills, training, individualized coaching, and support

services to secure sustainable, unsubsidized employment. With the

help of local businesses and key community stakeholders, this initiative keeps young people

engaged and employed while promoting their professional growth and personal achievements.

**District of Columbia Infrastructure Academy**

District of Columbia Infrastructure Academy (DCIA) provides training and services designed 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 by cooperating with leading companies, such as Pepco and Washington Gas, in this high-demand field.

**Fire and Emergency Medical Services (FEMS)**

The Fire and Emergency Medical Services (FEMS) Cadet Program recruits and trains District

residents between the ages of 18 and 21 who have graduated from a District high school or,

alternatively, received a GED in the District of Columbia. Through this training,

cadets obtain their National Registry Emergency Medical Technicians (EMT), Firefighter I & II,

and Hazardous Materials Awareness & Operations certificates. FEMS trainees earn a per

annum salary and fringe benefits, and they receive structured and comprehensive training.

**Learn, Earn, Advance, Prosper (LEAP)**

Learn, Earn, Advance, Prosper (LEAP) was established as a network of interconnected

partners utilizing an earn-and-learn approach that links the District’s unemployed residents

with employment, education, and training opportunities. This approach applies the

apprenticeship model to skills development, allowing individuals to earn a wage while

participating in on-the-job training and receiving technical instruction. LEAP connects

unemployed and underemployed TANF (Temporary Assistance for Needy Families) customers

to in-demand jobs within DC government and the private sector to provide a pathway to the

middle class. The program offers training that span a wide variety of occupations.

**Metropolitan Police Department (MPD) Cadet Program**

Metropolitan Police Department (MPD) Cadet Program provides Police Cadet Training to

individuals between the ages of 18 to 24 interested in a career in law enforcement. The goal of

the program is to ensure that there is a steady pool of candidates who meet the educational

entrance requirements necessary to become a recruit officer. All the cadets attend the

University of the District of Columbia while enrolled in the program and will earn a total of 60

college credit hours.

**Pre-Apprenticeship Program**

Pre-Apprenticeship provides District residents with connections to the providers and sponsors they need to receive training for their future workplace. Apprenticeships combine on-the-job learning with classroom instruction, teaching workers the practical and theoretical aspects of highly skilled occupations. Apprenticeship programs are sponsored by employers, labor groups, and employer associations. Participants must be at least 16 years old and meet the sponsor’s qualifications.

**The Transitional Employment Program (TEP) – “Project Empowerment”**

The Transitional Employment Program (TEP) provides supportive services, adult basic education, job coaching, resources for employability, life skills, job search assistance, and limited vocational training to District residents living in areas with high unemployment, elevated poverty levels and multiple barriers to employment. Through this program, DOES subsidizes wages paid to participants while they are in training and for a period when they are placed in entry-level positions with employers. TEP serves unemployed District residents between the ages of 22 and 54 who are not receiving government assistance, such as Temporary Assistance for Needy Families (TANF) and Unemployment Compensation.

This section provides informationpursuant to D.C. Official Code §32-771(a), which shall include the following outcome measures for job training or adult education participants delineated by job training program, and vendor:

* New Program Enrollment
* Continued Program Participation (from previous reporting period)
* Activity Completion
* Program Exit

**Back to Work 50+\***

**Program Service Level Details**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **FY2020 Q1 (10/01/2019-12/30/2019)** | | | | |
| ***New Program Enrollments*** | ***Active Participants*** | ***Participants Completing JRT Program*** | | |
| **Credentials Earned** | **Program Exits** | **Percentage** |
| 12 | 67 | N/A | Less than 10 | Less than 10 |

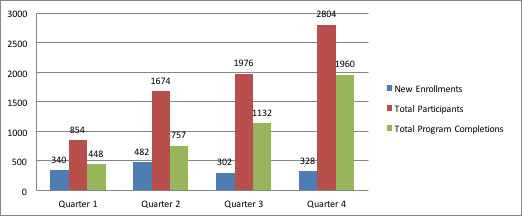
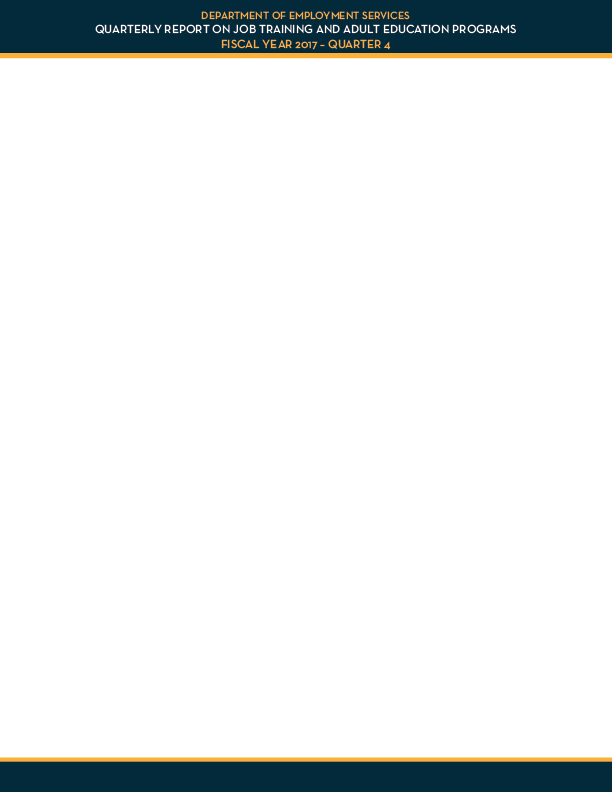
Source: DC Networks. The table adheres to the Data Suppression policy (DS). Definition of DS is provided in the terms and definition section at the end of the report

**Explanation of Program Service Level Data**

Local funding for BTW 50+ was discontinued on 12/31/2019. All eligible participants transitioned to a federally funded program.

**Program Outcomes include**

* Verified Employment
* Average and Median Wages
* Employment Retention (Number and percentage of participants who complete and retain employment for six months following successful program completion)



|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Placement Date (10/01/2018-09/30/2019) Retention Date (04/01/2019-03/31/2020)** | | | | | |
| ***Job Placement within Six Months (6) of Completion*** | | | ***Average Wages Earned***  ***(Hourly)*** | ***Retained Employment Six (6) Months after Placement Date*** | |
| **Program Exits** | **Number** | **Percentage** | **Number** | **Percentage** |
| 51 | 31 | 61% | $19.10 | 18 | 58% |

Source: DC Networks

**Highlights and Accomplishments**

Based on an economics article published by statisa.com, in 2020, the national employment rate of the workforce of 55 years and older was 36.4 percent; however, BTW 50+ participants employment rate was 61%, well above the national average for this target population. The BTW 50+ program was designed to ensure our participants gain and retain the skills needed in today’s technologically diverse workforce.

**DC Infrastructure Academy (DCIA)**

**DCIA Program PARTNERS**

|  |  |
| --- | --- |
| * PEPCO (An EXCELON COMPANY) | * WASHINGTON GAS |
| * UNIVERSITY OF THE DISTRICT OF COLUMBIA * DC WATER * DEPARTMENT OF ENERGY AND ENVIRONMENT | * WASHINGTON METROPOLITAN AREA TRANSIT AUTHORITY (WMATA) * DEPARTMENT OF TRANSPORTATION |

**Program Service Level Details**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **FY2020** | | | | | | |
| ***Vendor name*** | ***Course Description*** | ***New Program Enrollments*** | ***Occupational Codes*** | ***Participants Completing Program*** | | ***Credentials Earned*** | |
| **#** | **Percentage** | **#** | **Percentage** |
| The Training Zone of the DMV | Flagger/OSHA | 13 | 47-4051.00 | DS | Greater than 95% | DS | Greater than 95% |
| The Training Zone of the DMV | OSHA 10/30 | 49 | 47-4051.00 | 43 | 88% | DS | Greater than 95% |
| GRID Alternatives Mid-Atlantic | Solar Works | 24 | 47-2231.00 | DS | Greater than 95% | DS | Greater than 95% |
| University of the District of Columbia (UDC) | Fundamentals to Energy | 45 | 48-9051.00 | 39 | 87% | DS | Greater than 95% |
| CNI, LLC | Washington Gas | 23 | 48-9051.00 | 16 | 70% | DS | Greater than 95% |
| Excel Automotive Institute | Automotive- Steering & Suspension | Less than 10 | 49-3023.00 | Less than 10 | Greater than 95% | Less than 10 | Greater than 95% |
| Opportunities Industrialization Center of Washington-OIC/DC | CC-Prep (Help Desk- COMPTIA A+) | 45 | 15-1151.00 or 15-1152.0 | 38 | 84% | Less than 10 | Less than 5% |
| University of the District of Columbia (UDC) | UDC Fundamentals of IT | 46 | 15-1151.00 or 15-1152.0 | DS | Greater than 95% | 23 | 51% |
| Art and Soul Solutions, Inc. | Work Readiness Training | 139 | N/A | 118 | 85% | 90 | 76% |
| **Total** | **86%** | | | | | 73% | |

Source: DC Networks. The table adheres to the Data Suppression policy (DS) Definition of DS is provided in the terms and definition section at the end of the report

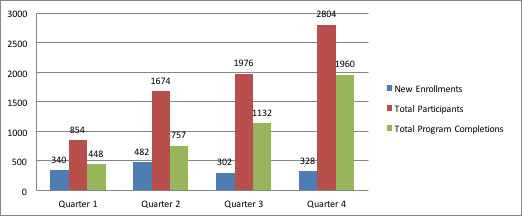
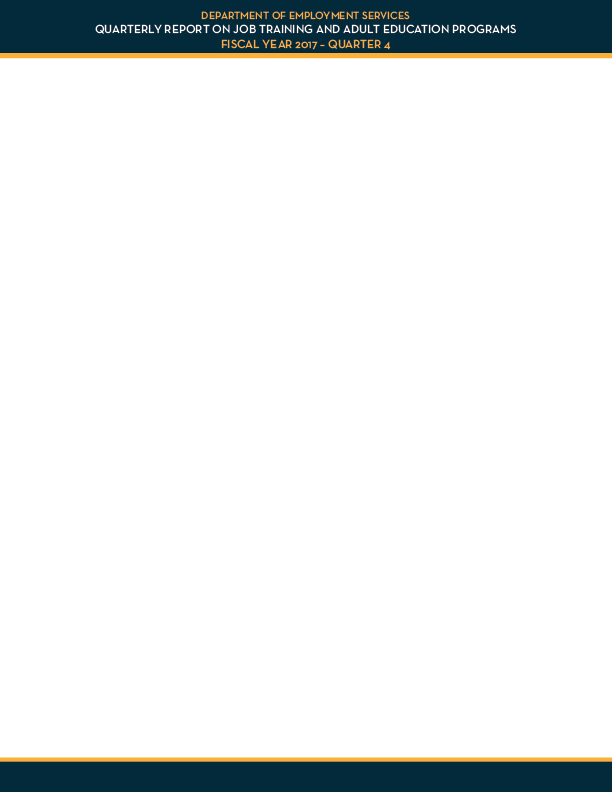
**Explanation of Program Service Level Data**

DCIA partnered with the Office of Talent and Client Services (OTCS) to host two industry sessions in the technology and transportation sectors. These events sought to enhance our curriculum and widen our access to industry experts. These sessions led to partnerships with premier companies such as Yelp, Facebook, and Lyft. DCIA's forward-thinking approach positions the Director to quickly respond to the Council of the District of Columbia's (Council) requirements in the DC Infrastructure Academy Employer Engagement Amendment Act of 2020 (D.C. Law 23-149; D.C. Official Code § 32-241 *et seq.*)

.

**Program Outcomes include**

* Verified Employment
* Average and Median Wages
* Employment Retention (Number and percentage of participants who complete and retain employment for six months following program completion)



|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Placement Date (10/01/2018-09/30/2019) Retention Date (04/01/2019-03/31/2020)** | | | | | |
| ***Placement within Six Months (6) of completion*** | | | ***Average Waged Earned***  ***(Hourly)*** | ***Retained Employment Six (6) Months after Placement Date*** | |
| **DCIA Graduates/Completers** | **Number** | **Percentage** | **Number** | **Percentage** |
| 586 | 321 | 55% | $16.60 | 186 | 58% |

Source: DC Networks

**Highlights and Accomplishments**

* Through DCIA, DOES connects District residents to job certification and training programs in emerging fields. DCIA partnered with Washington Gas to prepare District residents for careers in the energy and utility sector.
* In response to the COVID-19 pandemic, the virtual program began on June 1, 2020, with 19 participants enrolled. During this time, the leadership at Washington Gas and DCIA were faced with many complex challenges, including keeping the trainees engaged, setting up a labor-intensive program virtually, providing technological access for remote learning, and ensuring that each graduate had an opportunity to interview with an employer upon program completion. OTCS worked closely with Washington Gas to engage 22 employer partners to interview program participants for potential jobs. Following interviews, 81 percent of the cohort who engaged in hiring events received a job offer.

**Pre-Apprenticeship Program**

**Program Service Level Details**

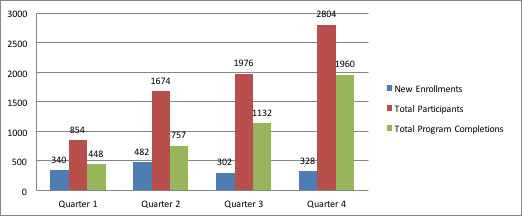
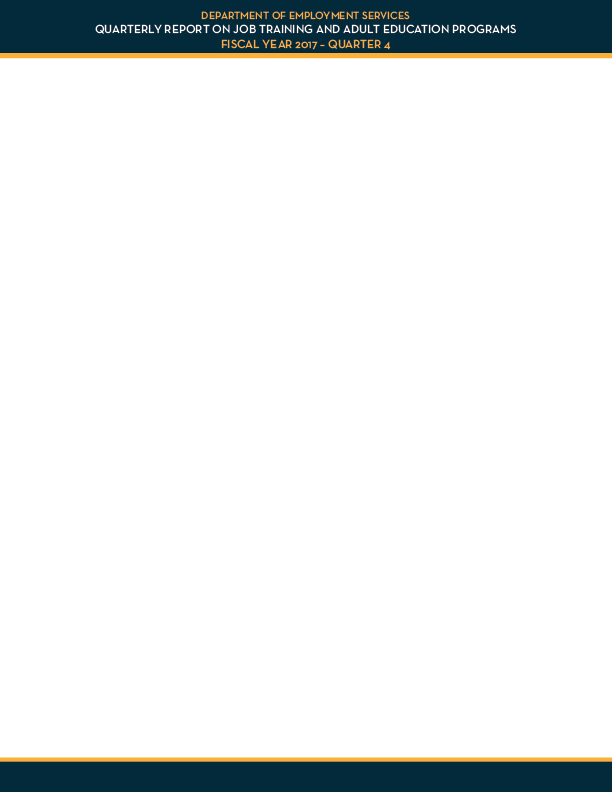
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **FY2020** | | | | | | |
| ***Vendor name*** | ***New Program Enrollments*** | ***Occupational Codes*** | ***Participants Completing Program*** | | ***Credentials Earned*** | |
| **Number** | **Percentage** | **Number** | **Percentage** |
| CSA (AFL-CIO) | 27 | 47-2152.00-47-2111.00 | 25 | 93% | 90 | Greater than 95 % |
| Washington Literacy Center (WLC) | 90 | 13-1151.00 | 70 | 78% | 39 | 37% |
| **Total** | 81% | | | | 54% | |

Source: DC Networks. The table adheres to the Data Suppression policy (DS). Definition of DS is provided in the terms and definition section at the end of the report

**Explanation of Program Service Level Data**

* \*The Pre-apprenticeship Program offers participants the opportunity to earn as many entry-level credentials as possible to enhance the likelihood of their employability. Accordingly, among the 27 participants who successfully completed their training with AFL-CIO, they collectively earned 90. Similarly, among the 26 participants who successfully completed their training offered by WLC, they collectively earned 39 credentials. 13 earned two credentials each, while the remaining 13 other participants earned only one credential each (disaggregated credentials earned available upon request).
* The Office of Apprenticeship, Information and Training (OAIT) has committed to increasing its non-traditional apprenticeship footprint. Throughout FY20, OAIT was able to have standards approved by the D.C. Apprenticeship Council for its first healthcare apprenticeship program, and, through OAIT's partnership with the D.C. Department of Human Resources (DCHR), create public sector apprenticeships focused in the areas of Human Resources, Health, Human Services, and Information Technology.

**Program Outcomes include**



|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Placement Date (10/01/2018-09/30/2019) Retention Date (04/01/2019-03/31/2020)** | | | | | |
| ***Placement within Six Months (6) of completion*** | | | ***Average Waged Earned***  ***(Hourly)*** | ***Retained Employment Six (6) Months after Placement Date*** | |
| **Graduates/Completers** | **Number** | **Percentage** | **Number** | **Percentage** |
| 14 | 10 | 71% | Data Not Available | Less than 10 | Less than 10 |

Source: Pre- Apprenticeship. No Wages Provided. The table adheres to the Data Suppression policy (DS). Definition of DS is provided in the terms and definition section at the end of the report

**Highlights and Accomplishments**

OAIT was awarded a tier 1 grant from the U.S. Department of Labor for Building State Capacity in an apprenticeship. OAIT hosted a series of four virtual hiring fairs throughout the spring and summer months, with over 70 District residents being provided the opportunity to have access to Apprenticeships. This tiered alignment establishes new apprenticeship programs within the District government, prioritizes hiring D.C. public high school graduates for entry-level positions within the District government, and creates new partnerships between the DCHR schools and organizations students for high school diplomas or their equivalent.

**DC Career Connections (DCCC)**

**Program Service Level Details** (Please see terms and definitions for a detailed description)

|  |  |  |  |
| --- | --- | --- | --- |
| **Overall Program Level Enrollment** | | | |
| **FY2020** | | | |
| ***New Program Enrollments*** | ***Active Participants*** | ***Participants Completing Program*** | |
| **Graduates/Exits** | **Percentage** |
| 186 | 361 | 147 | 41% |

|  |  |  |
| --- | --- | --- |
| **Job Readiness Training (JRT) Enrollment** | | |
| **FY2020** | | |
| ***New Program Enrollments*** | ***Participants Completing JRT Program*** | |
| **JRT Graduates** | **Percentage** |
| 169 | 101 | 60% |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Occupational Skills Training (OST) Enrollment** | | | | | | | |
| **FY2020** | | | | | | | |
| ***Vendor name*** | ***Course Description*** | ***New Program Enrollments*** | ***Occupational Codes*** | ***Participants Completing Program*** | | ***Credentials Earned*** | |
| **#** | **Percentage** | **#** | **Percentage** |
| So, Others May Eat (SOME) | Building Maintenance Service Technician/HVACS | Less than 10 | 47-2073.00 | Less than 10 | Less than 10 | Less than 10 | Less than 10 |
| Nursing Assistant Academy | Certified Nursing Assistant Training | Less than 10 | 25-1072.00 | Less than 10 | 50% | Less than 10 | Less than 10 |
| Toni Thomas Associates | Commercial Drivers License (CDL) - Non-ITA | Less than 10 | 53-0000 | Less than 10 | Less than 10 | Less than 10 | Less than 10 |
| KBEC Group, Inc. | Culinary Training | 20 | 35-1011.00 | 14 | 70% | Less than 10 | Less than 10 |
| CC Prep - MLK | DCCC/OCC (Comptia A+) | Less than 10 | 15-1151.00 or 15-1152.0 | Less than 10 | 50% | Less than 10 | Less than 10 |
| Served Academy | Hospitality Training | Less than 10 | 39-7011.00 | Less than 10 | Less than 10 | Less than 10 | Less than 10 |
| Latin American Youth Center-LAYC | IT Training | 23 | 15-1151.00 or 15-1152.0 | 11 | 48% | Less than 10 | 55% |
| Westlink Career Institute | Local ITA - Basic EMT Training | Less than 10 | 29-2042.00 | Less than 10 | 33% | Less than 10 | Less than 10 |
| Run Hope Work | Vocational Training | Less than 10 | N/A | Less than 10 | 75% | Less than 10 | 83% |
| No Provider Information Entered | No Provider Information Entered | Less than 10 | N/A | Less than 10 | Less than 10 | Less than 10 | Less than 10 |
| **Total** | | 64 |  | 38 | 59% | 11 |  |

Source: DC Networks. The table adheres to the Data Suppression policy (DS) Definition of DS is provided in the terms and definition section at the end of the report

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Subsidized Employment Training (WEX DCCC)** | | | | | | | |
| **FY2020** | | | | | | | |
| ***Month*** | ***Active Subsidized Employment Participants*** | ***Successful Completions*** | ***Private Sector Hosts*** | ***Average Length of Subsidized Employment*** | ***Entered Employment (Unsubsidized)*** | ***Percentage*** | |
| October 2019 | Less than 10 | Less than 10 | Less than 10 | 6 Months | Less than 10 | 71% | |
| November 2019 | 14 | Less than 10 | Less than 10 | 6 Months | Less than 10 | 56% | |
| December 2019 | 17 | Less than 10 | Less than 10 | 6 Months | Less than 10 | 60% | |
| January 2020 | Less than 10 | Less than 10 | Less than 10 | 6 Months | Less than 10 | 67% | |
| February 2020 | Less than 10 | Less than 10 | Public Sector Host | 6 Months | Less than 10 | Greater than 95% | |
| March 2020 | Less than 0 | | Less than 0 | Less than 0 | Less than 0 | | |
| April 2020 | Less than 0 | | Less than 0 | Less than 0 | Less than 0 | | |
| May 2020 | Less than 0 | | Less than 0 | Less than 0 | Less than 0 | | |
| June 2020 | Less than 0 | | Less than 0 | Less than 0 | Less than 0 | | |
| July 2020 | Less than 0 | | Less than 0 | Less than 0 | Less than 0 | | |
| August 2020 | Less than 0 | | Less than 0 | Less than 0 | Less than 0 | | |
| September 2020 | Less than 10 | Less than 10 | Less than 10 | 6 Months | Less than 10 | Less than 10 | |
| **Total** | 57 | 27 |  |  | 18 | | 67% |

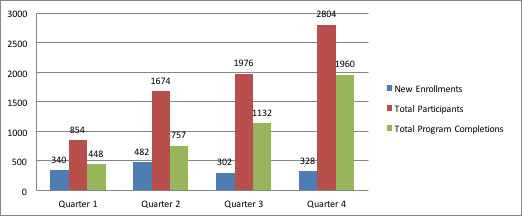
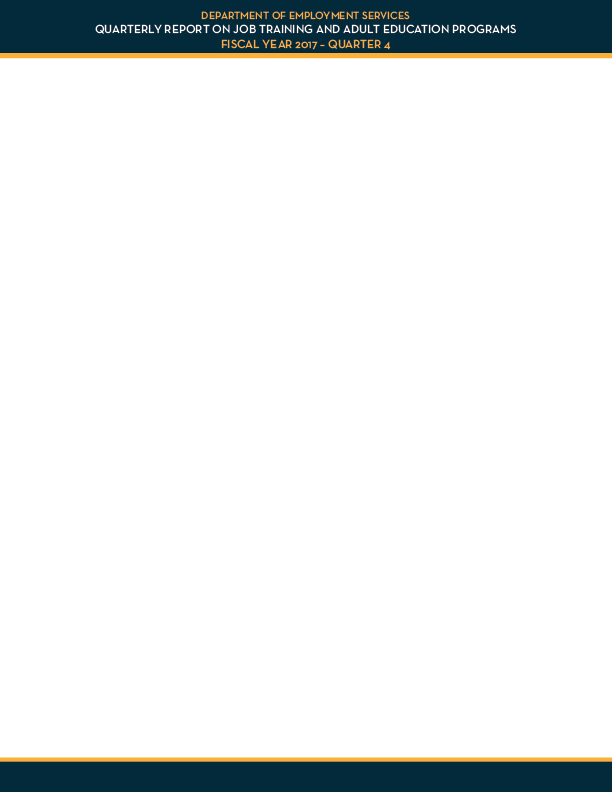
From March 16, 2020, through September 30, 2020, the agency did not offer any training programs or activities through DCCC. Therefore, there is no data to report during that time.

The table below illustrates the number and percentage of participants who have been hired into unsubsidized jobs upon completion of the subsidized component of TEP or within six months of participating in the program, and the average wages of those hired. The data reflects subsidized work experience that occurred during FY20. The wages needed to verify retention for placements (entered employment) in FY20 will not be available until July or August 2021.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Placement Data for Subsidized Programs FY20 (10/01/2019- 09/30/2020)** | | | | | |
| ***Placements within 6 months of completion\*\**** | | | ***Average Wages***  ***(Hourly)*** | ***Retained Six months*** | |
| *WEX Graduates* | *Entered Employment* | *Percentage* | *Number* | *Percentage* |
| 27 | 18 | 67% | $15.56 | N/A | N/A |

**Program Outcomes**

Program outcomes are based on placement data from four quarters behind.



|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Placement Date Range (10/01/2018-09/30/2019) Retention Date Range (04/01/2019-03/31/2020)** | | | | | |
| ***Placements within 6 months of completion\*\**** | | | ***Average Wages***  ***(Hourly)*** | ***Retained Six months*** | |
| *Graduates* | *Entered Employment* | *Percentage* | *Number* | *Percentage* |
| 249 | 103 | 41% | $15.32 | 73 | 71% |

Source: DC Networks

**Memorandum of Understanding (MOU)**

This section of the report will highlight programs that are funded by Local Adult grants and have established partnerships through a structured memorandum of understanding (MOU).

**LEAP\***

**Program Service Level Details**

|  |  |  |  |
| --- | --- | --- | --- |
| ***New Program Enrollments*** | ***Completions*** | ***Percentage*** | ***Average Length of Subsidized Employment*** |
|
| 13 | 12 | 92% | 12 Months |

Source: DC Networks

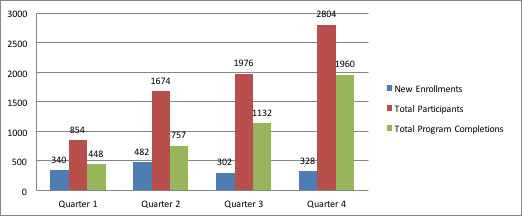
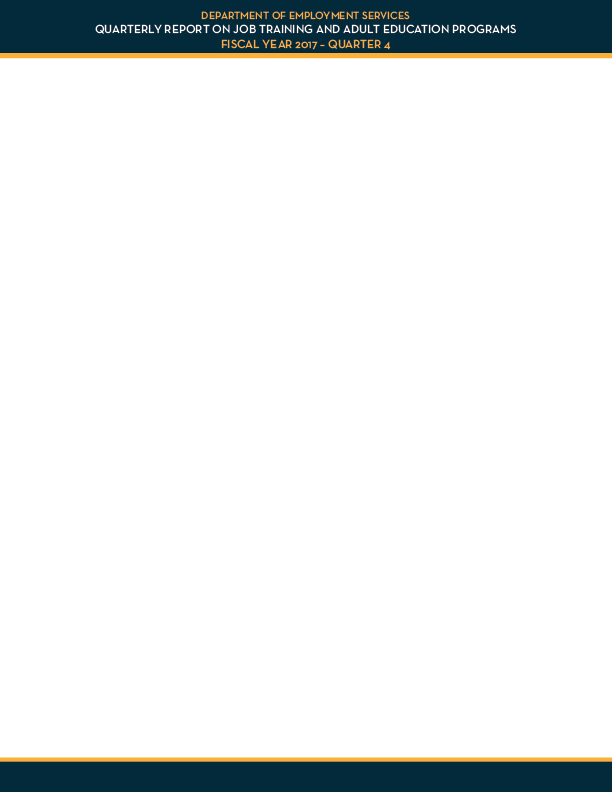
**FEMS**

**Program Service Level Details**

|  |  |  |  |
| --- | --- | --- | --- |
| ***New Program Enrollments*** | ***Program Completions*** | ***Percentage*** | ***Average Length of Subsidized Employment*** |
|
| 18 | 16 | 89% | 12 Months |

Source: DCNetworks

**Program Outcomes**



|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Placement Date Range (10/01/2018-09/30/2019)/Retention Date Range (04/01/2019-03/31/2020)** | | | | | | |
| ***Programs*** | ***Graduates*** | ***Reported within Six (6) months) of completion*** | | ***Average Wages***  ***(Hourly)*** | ***Retained Six months*** | |
| *Quarterly Summary* | *Completion* | *Number* | *Percentage* | *Number* | *Percentage* |
| LEAP | 40 | 69 | 83% | $14.85 | 41 | 59% |
| FEMS | 16 | 15 | 94% | NA | 15 | Greater than 95% |
| MPD | 16 | 15 | 94% | NA | 15 | Greater than 95% |

Source: DC Networks. The table adheres to the Data Suppression policy (DS). Definition of DS is provided in the terms and definition section at the end of the report

Note: MPD was not funded in FY20. The cohort is designed to mimic a two-year associate degree. Participants enrolled in MPD may complete the program earlier based on their experience and earned college credits. DOES will continue to track the outcomes of those participants who complete training and enter employment for up to 12 months after exit from the program. **Transitional Employment Program (TEP) – “Project Empowerment”**

**Program Service Level Details** (Please see terms and definitions for a detailed description)

|  |  |  |  |
| --- | --- | --- | --- |
| **Overall Program Level Enrollment** | | | |
| **FY2020** | | | |
| ***New Program Enrollments*** | ***Active Participants*** | ***Participants Completing Program*** | |
| **Successful Program Completions** | **Percentage** |
| 495 | 715 | 369 | 52% |

|  |  |  |
| --- | --- | --- |
| **Job Readiness Training (JRT) Enrollment** | | |
| **FY2020** | | |
| ***New Program Enrollments*** | ***Participants Completing JRT Program*** | |
| **JRT Graduates** | **Percentage** |
| 429 | 350 | 82% |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Occupational Skill Training (OST) Enrollment** | | | | | | | | | | |
| **FY2020** | | | | | | | | | | |
| ***Vendor name*** | ***Course Description*** | ***New Program Enrollments*** | | ***Occupational Codes*** | | ***Participants Completing Program*** | | | ***Credentials Earned*** | |
| **#** | | **Percentage** | **#** | **Percentage** |
| 1st CDL Training Center of NOVA | CDL Training | Less than 10 | | 53-0000 | | Less than 10 | | 75% | Less than 10 | Less than 10 |
| CC Prep - MLK | Microsoft Office Specialist (MOS) | Less than 10 | | 49-2011 | | Less than 10 | | Less than 10 | Less than 10 | Less than 10 |
| CC Prep - MLK | Help Desk IT Training | 15 | | 15-1151.00 or 15-1152.0 | | Less than 10 | | Less than 10 | Less than 10 | Less than 10 |
| CC Prep - MLK | DCCC/OCC (Comptia A+) | Less than 10 | | 15-1151.00 or 15-1152.0 | | Less than 10 | | Less than 10 | Less than 10 | Less than 10 |
| DC Central Kitchen 2 (WEX) | Cook | Less than 10 | | 35-2011.00 | | Less than 10 | | 57% | Less than 10 | Less than 10 |
| So Others Might Eat (SOME) | Building Maintenance Service Technician/HVACS | Less than 10 | | 47-2073.00 | | Less than 10 | | Less than 10 | Less than 10 | Less than 10 |
| Georgetown University | Georgetown Pivot Program | Less than 10 | | N/A | | Less than 10 | | Less than 10 | Less than 10 | Less than 10 |
| **Total** | | 42 | |  | | 12 | | 29% | Less than 10 | **Less than 5%** |

Source: DC Networks. The table adheres to the Data Suppression policy (DS) Definition of DS is provided in the terms and definition section at the end of the report

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **GED Preparation Training** | | | | | | |
| **FY2020** | | | | | | |
| ***Vendor name*** | ***New Program Enrollments*** | ***Occupational Codes*** | ***Participants Completing Program*** | | ***Credentials Earned*** | |
|  | **Number** | **Percentage** | **Number** | **Percentage** |
| Department of Employment Service | Less than 10 | N/A | Less than 10 | 50% | Less than 10 | Greater than 95% |

Source: DC Networks. The table adheres to the Data Suppression policy (DS). Definition of DS is provided in the terms and definition section at the end of the report

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Subsidized Employment Training (WEX) TEP** | | | | | | |
| **FY2020** | | | | | | |
| ***Month*** | ***Active Subsidized Employment Participants*** | ***Successful Completions*** | ***Private Sector Hosts*** | ***Average Length of Subsidized Employment*** | ***Earned Unsubsidized*** | ***Percentage*** |
| October -2019 | 46 | 29 | 33 | 6 Months | 21 | 72% |
| November-2019 | 36 | 23 | 18 | 6 Months | 17 | 87% |
| December -2019 | 57 | 32 | 33 | 6 Months | 21 | 66% |
| January -2020 | 51 | 31 | 36 | 6 Months | 23 | 74% |
| February -2020 | 51 | 27 | 33 | 6 Months | 23 | 85% |
| March -2020 | 16 | Less than 10 | Less than 10 | Less than 10 | Less than 10 | Less than 10 |
| April -2020 | Less than 0 | | Less than 0 | Less than 0 | Less than 0 | |
| May -2020 | Less than 0 | | Less than 0 | Less than 0 | Less than 0 | |
| June -2020 | Less than 0 | | Less than 0 | Less than 0 | Less than 0 | |
| July -2020 | Less than 0 | | Less than 0 | Less than 0 | Less than 0 | |
| August -2020 | Less than 0 | | Less than 0 | Less than 0 | Less than 0 | |
| September -2020 | 21 | Less than 10 | Less than 10 | 6 Months | Less than 10 | 67% |
| **Total** | 278 | 154 |  |  | 74% | |











The table below will illustrate the number and percentage of participants who have been hired into unsubsidized jobs upon completion of the subsidized component of TEP or within six months of participating in the program, and the average wages of those hired. The data reflects subsidized work experience that occurred during FY20. The wages needed to verify retention for placements (entered employment) in FY20 will not be available until July or August 2021.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Placement Data for Subsidized Programs FY20 (10/01/2019- 09/30/2020) TEP** | | | | | |
| ***Job Placements within 6 months of completion\*\**** | | | ***Average Wages***  ***(Hourly)*** | ***Retained Six months*** | |
| *WEX Graduates* | *Entered Employment* | *Percentage* | *Number* | *Percentage* |
| 154 | 114 | 74% | $15.56 | N/A | N/A |

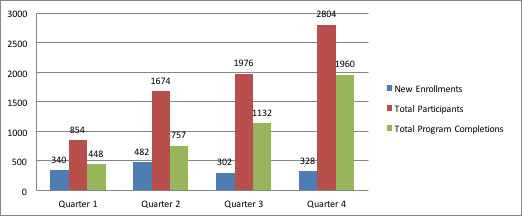
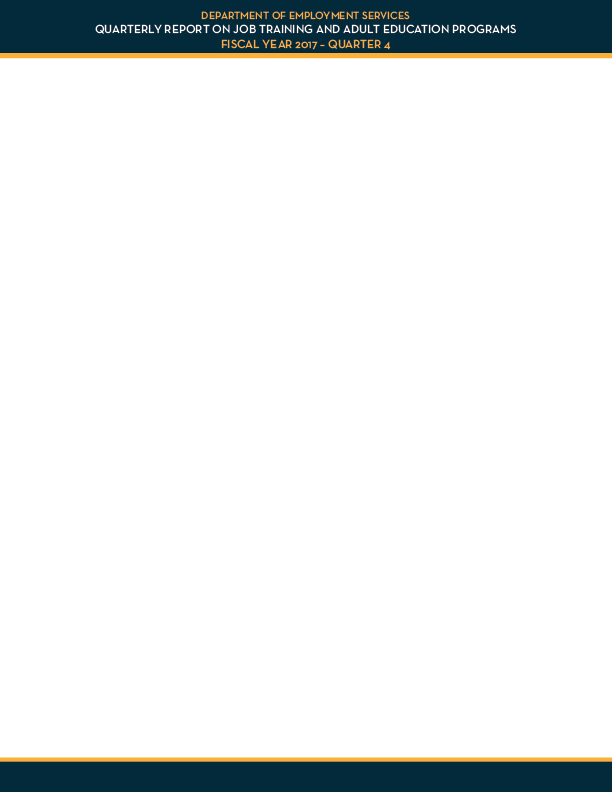






**Program Outcomes**

Program outcomes are based on placement data from four quarters behind.



|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Placement Date Range (10/01/2018-09/30/2019) Retention Date Range (04/01/2019-03/31/2020)** | | | | | |
| ***Placements within Six months of completion\*\**** | | | ***Average Wages***  ***(hourly)*** | ***Retained Six (6) Months*** | |
| Graduates | *Number* | *Percentage* | *Number* | *Percentage* |
| 676 | 353 | 52% | $15.12 | 241 | 68% |

Source: DC Networks

Source: DC Networks. The table adheres to the Data Suppression policy (DS). Definition of DS is provided in the terms and definition section at the end of the report

**Explanation of Program Data**

* For those individuals assigned to worksites that were closed due to the COVID-19 pandemic, DSI continued to provide support during the initial phase of closure. This continued support lasted for eight weeks and allowed participants to maintain self-sufficiency and support their families and households for an extended period.
* With the enactment of the Pandemic Unemployment Assistance (PUA) provisions, most of our previously employed participants (unsubsidized and subsidized) were paid benefits for a designated period of eligibility. Members of the team worked closely with participants in navigating the unemployment insurance system as well as completing and submitting all required documentation.

**Appendix A**

**Terminology and Definitions**

**Active Participant –** DOES customers actively enrolled in a program which may include carryover from a previous fiscal year or reporting period and new program enrollments.

**Average Length of Subsidized Employment –** the average length of subsidized employment is six months of an employment placement where DOES, or another agency, provides a percentage of the customer’s wages, which helps support the customer financially while they are learning or demonstrating required skills.

**Average Wage –** the average hourly, quarterly, or annual monetary compensation of a customer placed in unsubsidized employment.

**Credential –** a written form of evidence of authority, status, rights, or entitlement to privileges obtained by an individual through accredited training or education**.**

**Completion** **–** the number of customers who have finished, either successfully or unsuccessfully, a component of a program or an entire program.

**DOES Data Suppression Policy –** The Data Suppression Policy 800.41 was approved March 1, 2021, applies to all reports, charts, and other data visualizations that contain population counts or percentages of population counts. This policy shall apply agency-wide to all employees, contractors, and interns. The purpose of the data suppression policy is to protect individual’s identities, privacy, and/or personal information and avoid unintentionally revealing harmful or protected information about individuals typically in compliance with applicable laws. For the purposes of this report, data suppression was used when reporting on data that was less than 10 individuals, greater than 95 percent, or less than 5 percent. Data suppression should also be used to avoid the unintentional release of sensitive information about the individual or the release of information with unacceptable levels of statistical reliability*.*

**Employment and Training Activity** – an activity for an adult or dislocated worker which will help the customer find employment, such as a certification program, job readiness training, or subsidized employment.

**Enrollment –** the action of a participant registering and receiving acceptance in a federal or local program.

**Entered Employment** **–** An individual working in a paid, unsubsidized job.

**Exit –** the point after which a participant who has received services through any program meets the following criteria:

1. The participant has achieved an employment outcome; or
2. The participant has completed and exhausted all services the program offers and only receives follow up services; or
3. The individual has not achieved an employment outcome or has been determined ineligible after receiving services.

**General Education Diploma (GED) Training –** Prepares students with the academic skills to pass or achieve an equivalent to a High School Diploma.

**Job Readiness Training –**  is a service activity designed for program participants to prepare them to seek or obtain employment and keep their jobs once they are hired. Training/instruction could be: preparing a resume, interviewing skills, soft skills, workplace etiquette, or job application.

**Memorandum of Understanding (MOU) –** is an agreement between two parties that is not legally binding but outlines the responsibilities of each of the parties to the agreement. An MOU is often the first step toward creating a legally binding contract. ( FEMS, MPD, L.E.A.P)

**Occupational Codes –** An occupational code assignment (OCA) is a process established to help occupational information users relate a job title or occupational specialty to an O\*NET-SOC occupation. The Occupational Information Network (O\*NET) is a Standard Occupational Classification (SOC) based system

**Occupational Skill Training** – is a service level activity designed to teach relevant knowledge and skills that employees need for a specific job or occupation (industry-specific skills).

**Placement** – the start of unsubsidized employment.

**Placement Reporting Period** – the timeframe within which customers are placed in unsubsidized employment.

**Private Sector** – the part of the economy that is not state or federally controlled and is run by individuals and/or companies.

**Retention Reporting Period –** retentionis tracked in lag time of four quarters to ensure there is enough time to measure retention. The time period for the local job training report tracking is six months to successfully evaluate customers’ placement and retention in employment for six months or longer . A six-month timeframe is provided for the retention reporting period to see if customers had wages during the first three months after placement and the four to the six-month timeframe after placement. The six-month timeframe is to show customers who have wages in the first and second quarters after placement. For example, any placement from January 1, 2018, through March 31, 2018, will have a retention period of April 1, 2018, through September 30, 2018. Different retention reporting periods may be required for other Local or Federal reports; however, the quarterly periods will be the same unless a different timeframe is specifically listed in the law.

Example of a Retention Table:

|  |  |  |  |
| --- | --- | --- | --- |
| **Quarterly Report Due Date** | **Completion/ Placement Data Date Range** | **Employed within 6 months of Completion** | **Retention Data Date Range (6 Months after Completion)** |
| FY 19/ 4th | 07/01/2018-09/30/2019 | 10/01/2020-03/31/2020 | 04/01/2020-09/30/2020 |
| FY 20 /1st | 10/01/2019-12/31/2019 | 01/01/2020-06/30/2020 | 07/01/2020-12/31/2020 |
| FY 20/ 2nd | 01/01/2020-03/31/2020 | 04/01/2020-09/30/2020 | 10/01/2020-03/31/2021 |
| FY 20/ 3rd | 04/04/2020-06/30/2020 | 07/01/2020-12/31/2020 | 01/01/2021-06/30/2021 |
| FY 20/ 4th | 07/01/2020-09/30/2020 | 10/01/2020-03/31/2021 | 04/01/2021-09/30/2021 |

**Appendix B**

For the purpose of this report, the data on the report is based on D.C. Law 19-168; D.C. Official Code§ 32-771. All data entered on report adheres to the legislative requirements found in section A and B of the law. All programs are uniquely designed and may not include all components written in the law. For example, DCIA and the Pre-apprenticeship program does not have a subsidized component as a part of their program design. Therefore, the data table for those programs will not include subsidize work experience information.

**Section A-** **of D.C. Official Code § 32-771**

This section provides information pursuant to D.C. Official Code §32-771(a), which shall include the following outcome measures for job training or adult education participants delineated by job training program, and if applicable, by vendor:

|  |  |
| --- | --- |
| **Back to Work 50 +**  **Pre-Apprenticeship Program**  **DC Infrastructure Academy**  **DC Career Connections**  **Transitional Employment Program (TEP) – “Project Empowerment”** | |
| **Funding and Program Information** | **Outcome Measures** |
| * The amount of funding that the program or vendor, or that both the program and the vendor, received. * The number of individuals enrolled in job training or adult education. * The classification of instructional program codes for which they were trained. * The number and percentage of those participants who were referred to the job training program or vendor who completed the job training or adult education program. | * The number and percentage of those participants who completed the job training or adult education program who earned a General Educational Diploma, high school diploma, or a noncredit or credit-bearing certificate or degree offered by licensed post-secondary education and training programs or vendors. * Among participants who were unemployed at the start of the program, the number and percentage of participants who completed the job training or adult education program who found employment within 6 months of graduation. * Among participants who found employment within 6 months of graduation, the average wage earned. * Among participants who found employment within 6 months of graduation, the number and percentage of participants who retained employment 6 months after their initial start date. |

# Section B- of D.C. Official Code § 32-771

This section provides information pursuant to D.C. Official Code § 32-771(b), which shall include the following outcome measures for subsidized employment programs, including the Transitional Employment Program (“TEP”),

|  |  |
| --- | --- |
| **DC Career Connections (DCCC)**  **Memorandum of Understanding (MOU) - FEMS, MPD, LEAP**  **Transitional Employment Program (TEP) – “Project Empowerment”** | |
| **Funding and Program Information** | **Outcome Measures** |
| * The numbers of individuals participating, by month. * The number of private-sector employers that hosted a participant. * The average length of placement in the subsidized jobs. | * The number and percentage of participants who have been hired into unsubsidized jobs upon completion of the subsidized component of TEP or within 6 months of participating in the program, and the average wages of those hired * Among program participants who found unsubsidized employment, the number and percentage of participants who retained unsubsidized employment for at least 6 months after their initial unsubsidized start date. |

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**BACK COVER PAGE**

(SEE PREVIOUS REPORT TO INCLUDE CONTENT ABOUT PRODUCTION AND DOES)