

# Government of the District of Columbia

## WORKFORCE INVESTMENT ANNUAL REPORT

Program Year 2006  
July 1, 2006 - June 30, 2007



Adrian M. Fenty, Mayor  
Summer Spencer, State Director  
Barbara Lang, Chairperson, Workforce Investment Council

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*WIA Title B Annual Report Form (ETA 9091) Revised for Common Measures*

# WORKFORCE INVESTMENT COUNCIL: MISSION, VISION AND GUIDING PRINCIPLES

## **Mission**

Increase access to a well informed, integrated workforce investment system that is closely aligned with the education and workforce needs of employers and better prepare citizens for high growth jobs that pay living wages.

## **Vision**

To develop a more prepared and competitive workforce that meets employer needs and strengthens our communities and families.

## **Guiding Principles**

The District of Columbia Workforce Investment Council, in collaboration with the Mayor, will seek to improve connecting services, integrating programs, advocating on behalf of employers and job seekers, and informing all citizens to the Education, Employment and Economic Development priorities of the City.

## A Message from the District of Columbia Workforce Investment Council Chairperson, Barbara B. Lang, President and CEO, D.C. Chamber of Commerce

The District has the highest concentration of educated residents of any city in the United States. While our private sector has added 11,000 jobs over the past year, our current unemployment rate is 5.9%. In some sections of the city, the unemployment rate is more than double the national average of 4.4%. Ironically, our economy is one of a few in the nation that is adding more jobs every year than residents. Why this strange paradox? The answer is a persistent disconnect between the educational levels and overall job-readiness of many residents and the number of high-skill jobs that are available.



Census data for the year 2000 revealed that 7.8% or 29,800 residents over age 25 have less than a 9th grade education, and 14.4% or 55,400 residents do not have a high school diploma or equivalency. At the same time, our region boasts the highest number of college graduates in the nation. The contrasts become more startling when comparing household and individual income. A report released by the D.C. Fiscal Policy Institute ranks Washington, D.C. first among the 40 cities with the widest gap between the poor and the rich. The top 20 percent of households in the District have an average yearly income of \$186,800, which is 31 times that of the bottom 20 percent, which earns only \$6,120 per year.

It is critical that we expand the capacity of adult education, lifelong learning and training for high-demand jobs that will move our residents toward self-sufficiency and career ladders that provide living wages and quality of life benefits.

While we have over 600,000 jobs in the city, less than one-third (200,000) are held by residents. Importing labor from the regional labor market is not unusual for most major metropolitan areas, but in the District's case there is a significant economic impact because the District is the only jurisdiction in the nation that cannot tax income where it is earned.

Since becoming chairperson of the District's Workforce Investment Council (DC WIC) in April 2006 I have spent time refocusing, redesigning, and reenergizing the council, to craft strategies to address the District's employment inconsistencies in ways that contribute to – rather than compete with – the city's economic stability. We began with the appointment of 15 new CEO's from businesses that represent high growth industries that employ workers in high demand, high wage occupations.

Our vision is a fully engaged and reciprocal relationship with the business community to help us develop a more prepared and competitive workforce. Our mission is to meet employer needs while strengthening our communities and families. Our guiding principles, in collaboration with the Mayor, will improve the connection of services, integration of programs, advocacy on behalf of employers and job seekers. To accomplish the vision and mission, the DC WIC's plan focuses on three basic components: education, employment and economic development.

**Priority One: Education:** Coordinate an operational career and technical education program that combines academic achievement with applied skills proficiency that lead to employment for adults and youth.

**Priority Two: Employment:** Increase the number of District jobs held by District residents by 5% over the next 3 years. This will be done through universal access, self-sufficiency, one-stop oversight and certification.

**Priority Three – Economic Development:** Establish a stronger connection between our Economic Development strategies and projects, and the development of job opportunities for District residents through enhanced workforce education and training initiatives within the priority high growth sectors identified by DC WIC. Any economic development strategy should also have a workforce development strategy to accompany and support it.

It is clear there are no simple answers to the question of how to reconcile the needs of persistently unemployed, skills-deficient populations with the high-skills demands of employers in a knowledge-based economy. However, the DC WIC is committed to approaches and strategies that lift families out of poverty and into self-sufficiency. One example of such an effort is the DC WIC's partnership with the D.C. Housing Authority. This program's pledge is to help 400 families, currently receiving city assistance, and move them to self-sufficiency in 5 years. We are going to insure they receive all of the needed wrap-around services, including skills training, job coaching, child care, and transportation solutions. These services are the keys to a self sustaining life. This joint project could lead the way for other initiatives.

The good news is the future looks bright for Washington. But the key to sustaining growth for our city and region is to ensure that there is an adequate, qualified workforce to fill the growing job market. Any economic development strategy should be based on a principle of "building our economic base." We are encouraged by the strides the workforce system has made this past year, and we embrace the challenge of broadening opportunities for our residents and businesses to work toward greater economic progress in the District in years to come.

Barbara Lang  
*Chairperson*  
District of Columbia Workforce Investment Council

## MESSAGE FROM THE DEPARTMENT OF EMPLOYMENT SERVICES DIRECTOR

The surest way to prepare for the future is to invest in the workforce. New standards of competency and knowledge are pushing the envelope in education. New technologies accelerate this pace of change and add to learning requirements. Higher levels of achievement in reading, writing, math, and technical subjects are now required at all occupational levels. This is particularly true in the District and the surrounding metropolitan area, where more than 40% of jobs require a college degree, compared to the national average of 20%. In such a knowledge-based economy, the keys to increasing job opportunities for our underemployed and unemployed residents are improving and expanding adult education and work readiness opportunities.



When I became agency Director in March 2007, I realized a tremendous opportunity to work at the forefront of efforts to help residents achieve economic and personal self-sufficiency through employment-readiness training and skills development. I have continually been impressed with the tremendous amount of work being done on a variety of levels, and gratified by the commitment and willingness demonstrated by so many individuals and organizations in the public and private sectors. This is truly a workforce system that is working to actualize Mayor Fenty's visionary goal of transforming the District into a city of true "opportunity for all."

The mantra for achieving the Mayor's goal is "collaboration." We have an incredible array of existing and planned workforce development programs and partnerships, all designed to increase employment opportunities and combat the barriers to inclusion our residents face, such as literacy and skills deficiencies. We continue to focus on meeting the demands of high-growth and high-demand industries through targeted training, new jobs creation, community partnerships, and a better-educated, better-skilled workforce.

During PY 2006 (July 1, 2006 to June 30, 2007), we marked a number of milestones for the betterment of the District and its residents. From the creation of additional satellite One-Stop Career Centers east of the Anacostia River to the expansion of apprenticeship programs; from technological advancement of the labor exchange system to improved Unemployment Insurance tax services, the District's workforce system continually seeks to positively affect our economy.

I encourage you to review our accomplishments of the past year. We are proud of our successes and look forward to new challenges.

Summer Spencer

*Director*

District of Columbia Department of Employment Services

## EXECUTIVE SUMMARY

### ***“Linking Washington to the Workplace.”***

This statement describes how the District connects emerging workers with employment opportunities, training options, and other labor market resources. The Program Year (PY) 2006 annual report chronicles the activities of the District of Columbia Workforce Investment Council (DC WIC) and the Department of Employment Services (DOES), and describes how the workforce investment system stakeholders worked in tandem to meet Workforce Investment Act (WIA) performance standards, while developing and implementing a host of community-centered programs to support both job seekers and employers.

The activities highlighted in this report offer a picture of DC WIC and DOES accomplishments and initiatives, as well as program and performance outcomes from July 1, 2006 through June 30, 2007. Most notably in PY 2006, the District met or exceeded all nine performance measures for WIA adults, dislocated workers and youth. The District marked successes in a number of other WIA-supported programs, including high performance in youth program categories, all of which exceeded the negotiated levels by more than 19 percent. The average earnings of adult participants were more than \$1,000 above the District’s negotiated measure. To facilitate the District’s performance monitoring and accountability system, the District adopted the WIA Common [Performance] Measures in PY 2006. The value of this change is the city’s ability to relate in a concise manner the core purposes of the workforce investment system: employment, retention and earnings.

Under the bold direction of a new mayor, new director, and the continuing leadership of the DC WIC chairperson, the District’s emphasis has been on partnership. Collaborations between government, businesses and community organizations are the engines that power successful workforce activities and services. This past program year we were excited to join with sister District agencies to open three, new affiliate One-Stop centers, while our Business Services Group coordinated a record number of career fairs, in partnership with other agencies, local businesses, training providers and One-Stop personnel.

Our partnerships with CVS Pharmacy and the Washington Post continue to be examples of successful public/private collaboration and the integration of employment and career building services.

We are also proud of the strides made last year by our other local and federal grant funded programs, including the Unemployment Insurance (UI) program which made dramatic improvements in service delivery over PY 2005. This improved showing brought the District’s ranking to 15th in the nation. The District’s senior community service employment program exceeded USDOL negotiated performance by an impressive 23%, while veterans’ services met or exceeded USDOL standards. The BRAC program made an important step forward in the effort to form stronger ties with our regional cohorts, through participation in a BRAC Beltway Planning Committee. Disadvantaged and other in-need residents received important pushes forward through the District’s expanded apprenticeship, pre-apprenticeship and transitional employment programs.



## DISTRICT OF COLUMBIA EMPLOYMENT OUTLOOK

Currently, more than 90% of District employment is service-based, and it will increase by more than 5% over the next decade. Within the service sector, professional and business services account for the majority of new jobs, while the federal government's share of District jobs remains considerable at 26.08%.

Education continues to be an important segment of the District's economy with college and university employment leading the way with 4,000 new jobs. Similarly, the health care and social assistance sector is expected to produce nearly 5,000 new jobs, most of which will be in hospitals, ambulatory health services, and social assistance. The job growth projected in the "Other Services" category will be primarily in the non-profit sector—religious, civic, professional, and similar organizations. These organizations comprise the largest share of this sector. "Other Services" is expected to grow by 1.17% adding almost 7,000 new jobs.

More than 76% of the top 40 high-demand occupations are in three occupational groups: managerial, business, and financial occupations; professional and related occupations; and office and administrative support occupations. Annually, more than 22,000 openings are available in the three high-demand sectors due to business expansion and the replacement of current workers.

Finally, accommodation and food service employment is expected to add 7,000 jobs. A modest increase is also expected in the information area. However, information includes newspaper publishing which is in decline nationally, as well as in the District.

From March 2006 to March 2007, the District's civilian labor force increased by 7,600, the number of employed residents increased by 8,500, and the number of unemployed residents decreased by 900.

Within the District, income distribution reflects striking disparities among residents. This geographically small and densely populated city is home to a workforce that includes many low-income and low-skilled workers, as well as a segment that is highly-skilled, highly-educated, and prosperous. These unique demographic and economic characteristics pose daunting challenges to the District's WIA system.

## WIA COMMON MEASURES

In PY 2006 the District of Columbia was granted a waiver by the USDOL of Section 136(b) which defines the WIA Title I performance measures. The waiver allowed the District to replace the 17 measures (15 core and 2 customer satisfaction) with the Common Measures delineated in Training and Employment Guidance Letter (TEGL) No. 17-05. Starting July 1, 2006, the District began operating under nine (9) measures: Adult Entered Employment, Adult Retention, Adult Earning Change, Dislocated Worker Entered Employment, Dislocated Worker Retention, Dislocated Worker Earnings Change, Youth Placement in Employment or Education, Youth Attainment of a Degree or Certificate, and Youth Literacy and Numeracy Gains.

The District realized a number of benefits of moving from performance measures to common measures, including:

- A simplified and streamlined performance measurement system.
- Integrated system-wide performance accountability to ensure successful integration of our Workforce Development Programs as we move toward common goals as well as a mechanism to begin the process of using the common performance measures across programs.
- Cohesion across workforce development programs.
- Reduction of paperwork and labor cost associated with data collection.
- Provides for demand-driven performance outcomes.
- Clear and more accessible information to Congressional and legislative leaders and the general public concerning the use of public funds and return on investment.
- A more useful program management tool.
- An opportunity for the District to better implement the Department of Labor's Youth Vision, which includes a youth program focused on out-of-school populations with increased accountability for employment and/or increased secondary and post-secondary education outcomes.

## ONE-STOP SERVICES

To succeed in today's demanding labor market, the District's workforce must master basic literacy to move from low-wage jobs to self-sustaining careers. While more than 70% of individuals registering for DOES employment services are placed annually, efforts to reduce unemployment are hampered by the existence of a significant population cohort that is unable to productively participate in the workforce.

In PY 2006, efforts to achieve fuller workforce participation for all population sectors moved forward under new leadership and a renewed call for seamless service delivery. Advances at One-Stop Career Centers include intra-agency partnerships with the University of the District of Columbia, the Department of Human Services, the Rehabilitation Services Administration, and the Office of the Deputy Mayor for Planning and Economic Development. Staff members work in teams composed of individuals from the different agencies, programs, and center partners, with all contributing to the delivery of specific services. DOES has also successfully integrated services under WIA, Wagner-Peyser, Veterans, Unemployment Insurance, and the District's Way-to-Work programs through the Virtual One-Stop (DCVOS) system.

Equally important, DOES has provided other critical workforce development services through non-USDOL funded programs, including TANF, apprenticeship, and a local ex-offender re-entry program. This approach has maximized federal resources, created greater access to services, increased off-site and on-site self directed services, and equipped job seekers with the skills and training necessary to effectively compete in the District's rapidly changing economy.

The One-Stop Career Center system took major strides last year to work directly with neighborhoods through use of the Mobile One-Stop Career Center and increased presence at civic organization meetings and community events. From July 1, 2006, to June 30, 2007, the Mobile One-Stop

Career Center appeared at 54 community events throughout the city, with the majority occurring in the Northeast and Southeast quadrants. Other initiatives include a targeted campaign to address “hard-to-serve” customers, an increased focus on job retention, and an increased number of job/information fairs with faith-based community organizations (FBCOs).

At the same time, the District has ramped up accessibility to One-Stop Career Center facilities in underserved communities where the need for core and intensive services is greatest. In 2007, DOES opened three new community-based affiliate centers east of the Anacostia River — the first at D.C. Village, a District government-supported facility providing temporary housing and assistance to homeless families and individuals. In addition, two business resource centers were co-located to increase community hiring on Anacostia Waterfront development projects.

The D.C. Village center, operated by the Coalition for the Homeless, provides employment and career services specifically to homeless families and individuals. The District’s Department of Human Services and Department of Health, as well as the D.C. Housing Authority, also offer services to this population.

The Anacostia Waterfront Business Resource Center is a partnership among the Anacostia Waterfront Corporation (AWC), the D.C. Department of Transportation (DDOT), and DOES. The Center is a centralized hub providing local residents information on the restoration of the Anacostia River and the revitalization of the Anacostia Waterfront, specifically economic growth and commercial development, transportation improvements, workforce training, apprenticeship, and business opportunities.

The new West Side Business Resource Center is operated jointly by DOES, DDOT, and the Earth Conservation Corps. The center serves as a centralized hub providing local residents with access to information on the restoration of the Fredrick Douglass Bridge and other waterfront revitalization projects, as well as workforce training, jobs, and business opportunities associated with the revitalization projects.

These additions brought the total number of One-Stop facilities to nine: two full-service centers, three satellite centers, three affiliate centers, and the mobile one-stop unit.

In keeping with the Mayor’s call for enhanced literacy and education services, the Lifelong Learning Initiative continued to focus on out-of-school District youth. Through this initiative, the District’s State Education Office funds Lifelong Literacy coaches who provide basic adult education and GED preparation in the One-Stop Career Centers. This crosscutting partnership seamlessly integrates education with workforce preparation services, addressing the needs of an emerging workforce whose skills must be aligned with the requirements of the current job market.

The One-Stop system continued its partnership with the District’s Court Services and Offender Supervision Agency (CSOSA) to implement the Transitional Employment Program (TEP). TEP provides life skills/job readiness training before referring offenders for work experience and follow-on services. To limit redundancy in services and administrative costs, TEP staff are housed at DOES with access to One-Stop services. This partnership has been able to reduce the rate of recidivism for program participants and has promoted self-sufficiency for serious and violent ex-offenders.

In PY 2006, the DC WIC and DOES received a federal grant for Faith-Based and Community

Initiatives. Working with the DC WIC, the Office of Faith and Community-Based Partnerships (OFCBP) has developed Memoranda of Understanding (MOUs) with faith organizations that allow them to make use of office space at the One-Stop Career Centers and the Mobile One-Stop Van. WIA funds have also been leveraged to work with hard-to-serve populations identified by faith organizations. DOES is formulating a plan to establish partnerships with up to 900 FBCOs in PY 2008.

Although federal funds are used to support the One-Stop Career Centers, contributing partners co-locate services to foster seamless service delivery, customer accessibility, and eliminate redundancy. A trend-setting partnership between DOES and CVS Pharmacy provides pharmacy and photo lab technician apprenticeship training at no cost to the WIA system. This concept and attendant apprenticeship program has been recognized by USDOL and was awarded the 2004 National Business Partnership award for outstanding business services.

The District has used WIA, UI, Wagner-Peyser, Welfare-to-Work, TANF, and local funding sources to enhance the DCNetworks' Virtual One-Stop (DCVOS) system. As a result, DCVOS now interfaces WIA and Wagner-Peyser systems with the District's UI system. UI claimant information is passed between the two systems creating an automatic registration. The integration of these systems is a cost effective way to respond to the needs of District employers, job seekers, and UI claimants.

The District is strengthening services to the disabled at One-Stop Career Centers through implementation of the Disabilities Program Navigator (DPN). In PY 2006, DPN staff visited each One-Stop Career Center to identify barriers to customers' access to services. As a result, accessibility enhancements have been installed at the centers, including automatic doors, Braille printers, career development material, disabled-accessible communications equipment, and updated software. DPN staff also worked diligently to establish mandated and non-mandated partnerships with agencies and organizations, such as Office on Disability Services, the D.C. Public Schools' Office of Special Education, the D.C. Medicaid Buy-In Program, the District of Columbia Chamber of Commerce, the D.C. Universal Access Committee, the Disabled Veterans Outreach Program (DVOP), and other non-profit organizations. Finally, the DPN team began developing a public education campaign, consisting of a quick reference guide and marketing materials.

## YOUTH SERVICES

It takes a combined effort from public and private sector leaders, communities, and families to move youth into the economic mainstream. Educational and occupational advancement among youth has the ripple effect of reducing crime, drug use, teen pregnancy, school dropout rates, and other negative behaviors manifested by some young people. This annual report discusses accomplishments of the youth workforce investment system and the strategies District stakeholders are exploring to improve employment conditions for young people, in fulfillment of the DOL vision for youth.

The DOES Office of Youth Programs (OYP) collaborates with the DC WIC and Youth Council to implement and oversee initiatives to enhance the District's youth employment and training service delivery system. But progress depends on effective coordination and cooperation among all the District's major youth stakeholders. Numerous partners play especially critical roles in assisting the DC WIC and Youth Council establish programs that foster academic achievement, career development, and employment opportunities for youth with special needs or barriers to employment.

OYP offers a comprehensive system of year round employment, training and mentoring programs under the Passport-to-Work umbrella of services.

### **Passport-to-Work**

OYP offers District youth, ages 14 to 21, a myriad of programs designed to assist them develop the work-related and life-related skills they need to compete in today's dynamic global economy as well as to provide meaningful work experience and realistic career exposure.

The Passport-to-Work program prepares District youth for successful entry into the 21st Century labor market through the delivery of innovative, year round services. These services are delivered through four major Passport-to-Work components administered by OYP.

### **Summer Youth Program (SYP)**

The Summer Youth Program offers District youth, 14 to 21 years of age, a variety of enriching and constructive work experiences through a subsidized program supported with District funds and an unsubsidized program that provides jobs in the private and federal sectors. For several decades, this award-winning program has demonstrated what can be accomplished when the entire community mobilizes its resources to provide rewarding summer opportunities for its young people.

More than 15,000 District youth registered for summer jobs under SYP 2007. Of that number 12,630 participated in the subsidized component and 99 participated in the unsubsidized component. The program was originally slated to operate over a six-week period; however Mayor Fenty extended the program for an additional three weeks. During this nine-week program, youth were placed with government agencies and community and faith-based organizations where they earned \$5.85 hourly, working 20 to 30 hours weekly, depending on their age. In the unsubsidized component, youth competed for positions, earning up to \$12.00 hourly, and worked between 20 to 40 hours weekly.

### **Year Round In-School Program**

The Year Round Program, authorized by WIA, provides youth who are 14 to 18 years of age with employability training, academic enrichment activities, and leadership development during the school year. To be eligible, youth must be District residents in grades 10 to 12, or require additional assistance to complete an educational program or secure and hold employment.

In PY 2006, the District's Year Round WIA component served 392 youth and served an additional 113 youth through local funding. During the school year, participants were engaged in academic enrichment activities, work readiness preparation, occupational skills training, and leadership and development projects. These services were provided by nine community-based organizations. Year round program participants also were enrolled in the five-week Summer Youth Program.

### **Out-of-School Program**

The Out-of-School Program, another WIA youth program, is designed to help young people who are no longer in school achieve educational and employment goals, while enhancing their potential for long-term employment. To be eligible for this program, an individual must be 16 to 21 years of age; a school dropout, high school graduate, or GED holder; and basic-skills deficient, unemployed, or underemployed.

In PY 2006, the District's WIA Out-of-School Program served 227 youth, in addition to 235 youth served through local funding. Contracted service providers delivered employability skills and career awareness workshops, work readiness modules, basic education and GED preparation services, and vocational skills training.

### **Mayor's Youth Leadership Institute**

The Mayor's Youth Leadership Institute (MYLI) is a year round program designed to train District youth in the concepts of leadership and self-development. In PY 2006, 542 young people participated in the summer component of this innovative, four-level program, and 276 participated in the school year component. Students were trained in communications skills, public speaking, community service, conflict resolution, and teambuilding. The particular focus of each level is as follows

- Alpha Level – Personal growth and development skills
- Beta Level – Community development
- Delta Level – Work readiness, life skills, and career exploration
- Omega Level – Practicum and internships

The MYLI Summer Intensive Training module operated concurrently with the Passport-to-Work Summer Youth Employment Program. Youth leaders earned \$5.85 for each hour of active engagement in training. The classroom-based instruction was conducted at Howard University, the three-day/two-night camp experience took place at the Department of Parks and Recreation's Camp Riverview, and the college residential training experience and the summer module's culminating activities were held at Catholic University.

Ninety-eight Alpha and Beta level participants participated in the 10th annual MYLI overnight residential training at Camp Riverview in Scotland, Maryland, from July 16 to July 20, 2007. The camping program is often mentioned by alumni and parents as an activity that was especially rewarding and memorable. The major goals of the residential training week were team-building, training and college readiness.

Alpha Level participant Kaneshia Overton said, "I was very excited to go canoeing because this was my first time and I love the water. While on the boat, we learned accurate paddling coordination which allowed our boat to move at a faster rate." Marcus Hawkins stated, "If I had a chance to do this again I would, and if any of my peers have a chance to go, I highly recommend that they do."

For MYLI members, the summer of 2007 was packed with exciting activities and community experiences, including teen workshops, celebrity appearances, such as Beyonce Knowles and local radio personalities, and interaction with a host of public officials, including the Mayor, Metropolitan Police Department Chief Cathy Lanier, D.C. Public Schools Chancellor Michelle Rhee, and other community leaders and supporters.

## **SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM**

The Senior Community Service Employment Program (SCSEP) is a community service and work-based training program funded by the U.S. Department of Labor (USDOL) and operated by DOES. SCSEP provides meaningful, part-time, paid work experience/training to low-income District seniors

ages 55 and older. Through SCSEP, participants are placed with local government agencies and community-based organizations that act as “host agencies,” while providing valuable services to the community as a whole and to the senior community, in particular. The program’s mission is to promote pathways to economic self-sufficiency for older individuals, enhance employment opportunities, and give businesses trained, qualified, and reliable workers.

SCSEP participants participated in a number of job fairs this year, including the Ward 8 Farmer’s Market Cooperative, Inc. Job Fair held on June 2, 2007, and Mayor Fenty’s Citywide Job Fair held on August 22, 2007. On September 6, 2007, SCSEP participants attended the annual “ELDERFEST 2007” outdoor festival for seniors that featured a wellness pavilion, free health screening, a public safety pavilion, informational exhibits, live music, dancing, and entertainment.

In PY 2006, SCSEP served 96 seniors, exceeding the USDOL negotiated performance measure by 23%. Also, in PY 2006, SCSEP placed 21 seniors into unsubsidized employment, exceeding the negotiated performance measure by 9%.

## **BASE REALIGNMENT AND CLOSURE (“BRAC”)**

In the initial planning phase of the District’s BRAC initiative, DOES developed a comprehensive strategic plan to coordinate activities to address the anticipated effects of the Department of Defense’s actions to close and or realign military installations in the District. The plan was divided into two categories: workforce development and economic development activities.

In PY 2006, the DOES BRAC team implemented a primary component of the comprehensive plan by designing and producing a brochure and two fact sheets. The materials were distributed at military installations to provide incoming and outgoing personnel with information and access to DOES services. Further, a BRAC newsletter was published and distributed to strategic partners and other government entities to keep them abreast of BRAC activities.

Another important aspect of the planning phase involved building strong relationships with local officials, workforce and education partners, base commanders, transition officers, civilian human resource officers, community leaders, and regional state representatives. As a result of these connections, DOES, together with the Walter Reed Army Medical Center (WRAMC) Civilian Personnel Activity Center, opened a Transitional Career One-Stop Career Center in February 2007 at the WRAMC facility. The center provides transition assistance to eligible, dislocated workers supported by both WIA and the National Emergency Grant. (NEG) funds. The center offers counseling, staff-assisted intensive services, a resource room, and a computer center to allow for self-directed services to Army, Navy, and Air Force personnel and their families.

The following activities rounded out the series of efforts to implement the BRAC comprehensive plan:

- In October 2006 a BRAC Beltway Planning Committee was formed following a regional meeting hosted by the District. The committee has met on a monthly basis with the goal of developing a regional approach to addressing the issues related to BRAC using the WIRED approach.

- DOES BRAC team members also have participated in regional meetings, monthly NEG conference calls, local and national conferences and forums, and personal interviews and meetings with base commanders and human resource personnel.
- DOES entered into a contract with HGM Management Technologies, Inc. to conduct a study on the likely impact that the 2005 BRAC recommendations will have on the District's workforce. The study will provide projections on labor and economic markets and changes in employment, household growth patterns, and real estate utilization.
- The Department of Defense designated the District Government as the Local Redevelopment Authority (LRA) for the WRAMC with responsibility for the implementation of a redevelopment plan. In support of the LRA, DOES signed an intra-agency agreement with D.C. Office of Planning (DCOP) and transferred funds to assist in the redevelopment of the WRAMC. In the interim, the U.S. General Services Administration and the U.S. Department of State became the scheduled occupants of the WRAMC complex. As a result of this action, the DCOP used the funds to commission an economic impact study that addresses BRAC best practices, market analysis, and transportation and traffic issues.

Preliminary results of the two District BRAC studies indicate that the overall impact of BRAC 2005 will be significant. The District will experience a net loss of approximately 7,160 positions by 2011 and most of those positions losses will come from the realignment of the WRAMC.

The District will proceed with planning and implementation activities supported by a new NEG awarded on June 30, 2007. Under the new grant, the District will:

- Expand the WIRED principles and continue to develop effective relationships through collaborations with Maryland and Virginia.
- Follow through with recommendations from the impact studies.
- Strengthen the capacity of local educational institutions to prepare workers dislocated by BRAC actions to obtain reemployment in high-demand/high-growth occupations and industries.

## TRANSITIONAL EMPLOYMENT PROGRAM

The Office of Project Empowerment administers the Transitional Employment Program (TEP) which assists chronically unemployed and underemployed District residents to secure stable, long-term employment. Transitional employment is an approach that provides participants with critical work experience through subsidized employment before helping them obtain unsubsidized positions.

TEP specifically targets District residents residing in designated "Hot Spots" throughout the city. "Hot Spots" are areas experiencing chronically high unemployment, crime, and poverty rates. TEP participants are characterized by low levels of education, high levels of functional illiteracy, and inadequate occupational skills. Most TEP participants have poor work histories and lack the capacity to overcome these significant barriers to employment, unassisted. Moreover, the majority of TEP



participants are ex-offenders, adding a greater obstacle to employment, particularly in this post-9/11 environment.

TEP participants, with their varying needs and abilities, are provided a comprehensive menu of services including:

- **Job Readiness Training** – participants explore the basic life- and job-related skills that will lead to success in the workplace, such as goal-setting, ethics, time management, and conflict resolution.
- **GED/ABE Training** – Many TEP participants attend General Educational Development (GED) or Adult Basic Education (ABE) classes while in the program. TEP provides subsidized wages for up to two days per week for participants attending approved educational training. Participants with severe educational deficiencies that preclude participation in subsidized employment may attend ABE classes full-time.
- **On-the-Job Training** – TEP Job Developers promote OJT agreements with potential employers in which TEP subsidizes part of a participant's wages during a specified training or probationary period with the agreement that, upon successful completion of the training, the employer will hire the participant and pay his/her full wage.
- **Occupational Skills Training** – Many participants need more than just work experience for their chosen careers; they need occupational skills training. TEP will fund a participant's training in order to help him/her reach his/her next career objective, so long as the training can be completed in less than one year and will provide the participant with a tangible outcome, such as a certification or license. For most participants, TEP will even provide a subsidized wage throughout this training.
- **Work Experience** – after Job Readiness Training, most participants are placed in subsidized employment. Throughout this phase, participants hone their skills and abilities while developing new areas of expertise. Job Coaches routinely meet with participants and their supervisors on a bi-weekly basis to encourage growth and development while trouble-shooting barriers to success. Job Coaches also help participants obtain supportive, wrap-around services, such as clothing, transportation, child care, housing and medical assistance.
- **Unsubsidized Employment** – Once participants have demonstrated the skills and attitudes necessary to secure and retain unsubsidized employment, TEP Job Developers will refer them to job interviews. Although some participants may proceed directly from Job Readiness Training to unsubsidized employment, most transition through the other available services before reaching this final stage. TEP staff continue to work with participants for at least six months after they secure unsubsidized positions in order to provide continued support and encouragement. Participants are also provided monetary bonus incentives for securing and retaining full-time employment.

## APPRENTICESHIP/PRE-APPRENTICESHIP

### **Apprenticeship**

The apprenticeship system continues to be one of the most effective training models in today's work-force arena. It is a time-honored concept linking trainees directly with skilled, experienced journey workers who provide hands-on, one-on-one skills training coupled with intensive classroom instruction. Pre-apprenticeship programs provide preparatory training to residents seeking to qualify for available apprenticeship opportunities

The DOES Office of Apprenticeship Information and Training (OAIT) remains diligent in its efforts to increase the percentage of District residents accepted in registered apprenticeship programs and, ultimately, to obtain employment. As part of this effort, OAIT regularly coordinates and participates in events with the District's One-Stop centers and Business Services Group, to recruit new apprentices and identify opportunities for new pre-apprenticeship partners.

In PY 2006, the District of Columbia Apprenticeship Council approved 32 new apprenticeship agreements, the majority of which were in the construction industry. The construction boom in the city, together with the District's apprenticeship mandate (D.C. Law 2-156), continue to be the driving forces for apprenticeship registration.

During the reporting period, 1,523 new apprentices were registered with union and non-union apprenticeship sponsors. Of this total, 397, or 26%, were District residents. This number represented a 65% increase in registrations of District resident apprentices over last year.

OAIT staff is aggressively monitoring all local government-assisted projects to ensure that contractors and subcontractors employ District residents. This oversight function includes ensuring that a minimum of 35% of project hours are performed by apprentices in all trade areas. It is expected that the number of District residents accepted as new apprentices will increase in the next reporting period.

In addition to its monitoring duties, OAIT continued to bolster outreach efforts and to promote the apprenticeship training system in communities, particularly with the D.C. Public Schools and with labor organizations. In total, OAIT staff conducted 120 outreach sessions last year.

OAIT hosted six major apprenticeship recruitment fairs last year in partnership with union and non-union apprenticeship sponsors. Five of the fairs were held at the department's One-Stop Career Centers. All events were trade-specific and a number resulted in apprentices being hired on the spot.

### **Pre-Apprenticeship**

The pre-apprenticeship program, which is authorized and funded under local Way-to-Work legislation, successfully negotiated 10 training projects, doubling the number of projects negotiated in FY 2005. Pre-apprenticeship sponsors included the Associated Builders and Contractors, Bricklayers Union Local No. 1, Electricians Union Local No. 26, the Carpenters Joint Apprenticeship Committee, Plumbers Union Local No. 5, Insulations Workers Local Union No. 24, Iron Workers Union Local No. 5, Sheet Metal Workers Union Local No. 100, the Laborers Joint Training Fund, and the Washington Area New Automobile Dealers Association. The increase in pre-apprenticeship projects

enabled 240 disadvantaged District residents to receive preparatory training to meet apprenticeship eligibility requirements. One hundred twenty-three residents completed pre-apprenticeship training and were accepted as registered apprentices.

## UNEMPLOYMENT COMPENSATION

The Unemployment Compensation (UI) unit provides temporary weekly benefits to workers who have lost their jobs through no fault of their own. These benefits are financed by payroll taxes collected from employers doing business in the District.

During PY 2006, the Department continued the modernization of the Unemployment Compensation program through automation. Former federal civilian employees can now file their initial claims for benefits over the Internet. Additionally, unemployed workers living outside the District have the option of filing their initial claims over the telephone in addition to filing such claims over the Internet.

The department continued to make remarkable improvements in issuing timely first payments. To date in PY 2007, some 96% of first payments have been made within the timeframe established by the U.S. Department of Labor. Performance improvements were also made within the Tax Program. The District passed three of the four functions it failed the previous program year.

## EMPLOYER SERVICES

The Office of Employer Services (OES) has developed and implemented a continuum of services that respond directly to the needs of the employer customer. OES utilizes local and regional labor market information to identify high-demand/high-growth industries. Current high-demand and high-growth industries include hospitality, construction, business services, healthcare, and building services.

To ensure that OES is accountable and that employer needs are being met, several critical performance measures were developed by the Workforce Development Bureau and serve as tools to benchmark progress in meeting employer workforce needs. OES assists employers by providing the following core Wagner-Peyser services:

- Recruitment services;
- Education services;
- Labor Market Information services;
- Employer incentives; and
- Staff-assisted services such as applicant pre-screening, referrals, job fairs, tax credit assistance, bonding, and access to DCVOS functions.

### **The First Source Program**

The First Source Employment Program continues to be a vanguard among state job development programs in the country. The purpose of the program is to ensure that District residents receive priority for new jobs created by municipal financing and development programs. It was established in the early 1980s by Mayor's Order 83-265 issued in 1983, and amended by D.C. Law 5-93, the

First Source Employment Act of 1984. The program covers businesses receiving District financing, including contracts and Industrial Revenue Bonds, above a pre-determined amount. These businesses are required to hire a minimum of 51% District residents for new jobs created as a result of those District government-funded projects.

Since its inception, the program has been influential in the expansion of employment opportunities for residents. First Source staff work in close cooperation with employer groups, the One-Stop system, the apprenticeship program, business services operations, and community organizations. In the past three years more than 10,000 District residents have been hired through First Source jobs.

### **Business Services Group**

With the creation of the Business Services Group (BSG) in 2005, DOES took a significant step toward integrating business and community workforce concerns. BSG Account Executives market the services of the department, and the team works directly with the business community to determine the services and products required to meet workforce needs. The BSG is a part of the department's One-Stop delivery system and has been recognized as a "best practice" by USDOL. The BSG is a central component of the District's demand-driven approach to workforce management, which is helping to better align labor force development with high-demand occupations.

The BSG has unique expertise in planning and conducting employer-specific job fairs and recruitments including advertising for candidates and hosting events at the One-Stop Career Centers and other locations. Employers benefit directly since they are connected with an expanded local qualified workforce, whether as a new business moving into the community or as a current business expanding its staff.

By far, the department's job, career, recruitment, and information fairs are our most effective method of linking District jobseekers to the workplace. On average, DOES sponsors two to five employment-related fairs each month. We are proud of the collaborations we have formed with city leaders to provide these forums for employment information and opportunities. While the department cannot guarantee jobs, our BSG and One-Stop Career Center staffs regularly collaborate with area businesses and government agencies to recruit qualified workers for available jobs.

In PY 2006, thousands of District residents participated in a variety of job-matching events throughout the city – geared to adult and young adult job seekers, alike. BSG continues to play a central role in assisting the Washington Nationals ballteam and concessionaires in its recruitment efforts, through its Project Grand Slam, including applicant screening and assessment, skill matching, referrals, and follow-up/retention. To date, the initiative has resulted in a 76% District resident hire rate. The following are other highlights from our community recruitment activities:

- More than 900 District of Columbia junior and senior high school students attended an automotive industry career fair at the D.C. Convention Center on January 26, 2007. More than 400 applicants were pre-screened and interviewed by BSG at Guest Service's 2nd Annual Job Opportunity Fair on February 10, 2007.
- On February 28, 2007, DOES participated in a "Youth Opportunity Fair at THE ARC," sponsored by the Parkland Community Center and co-sponsored by Council Members Marion Barry and Kwame Brown, Covenant House, the FBR Boys' and Girls' Club, and

other community-based organizations. More than 250 job seekers and 20 employers participated in the event.

- On March 3, 2007, the “Third Season Baseball Job Fair” was held at the D.C. Armory with a turnout of more than 700 job seekers. The fair was co-sponsored by DOES, the Washington Nationals, the D.C. Sports and Entertainment Commission, ARAMARK, and the Contemporary Services Company. As part of DOES’ Project Grand Slam, this and other job fairs have contributed to a 76% success rate of hiring District residents for ball park jobs.
- In March 2007, the Deputy Mayor for Planning and Economic Development welcomed nearly 100 area retailers to the 2007 Neighborhood Retail Summit, hosted by the Washington, D.C. Economic Partnership. Retailers from the District of Columbia, Maryland, and Virginia convened to discuss the future of small, local retailers. Panelists included the owners and managers of well-known, District-based stores. The featured business owners shared first-hand experiences on what it took to open a business, sustain the concepts, survive uncertain economic times, and cultivate a flourishing business.
- DOES was also instrumental in holding two other job fairs with Council Member Barry this year: the 2007 Ward 8 Economic Development Summit on June 23, 2007, cosponsored by the Ward 8 Economic Council, and the Ward 8 Career Expo on June 13, 2007, which drew approximately 300 applicants.
- On April 27, 2007, the Franklin Street One-Stop Career Center hosted a job fair sponsored by the D.C. Public Schools. Of the 225 job seekers who attended, more than 118 were interviewed for positions. The Naylor Road One-Stop center also held a recruitment in April for Piedmont/US Airways.

## VIRTUAL ONE-STOP

The department’s *DCNetworks Virtual One-Stop (VOS)* ([www.dcnetworks.org](http://www.dcnetworks.org)) system provides the electronic framework that links individual One-Stop Career Centers into an integrated structure. It has been designed to provide a web-based tracking, reporting, and case management system for use by staff as well as customers. Implemented on March 1, 2001, VOS has been continually expanded, enhanced, and improved based on feedback from users and available technological upgrades.

VOS allows individuals seeking job search and training assistance to self-register; prepare resumes and list skills online which can be printed, downloaded, or e-mailed to employers; search for vocational training by provider or by program; obtain labor market information; research individual employers; and much more. Employers are able to post job vacancies, search for candidates, review resumes and skills online, and schedule job interviews without staff intervention or assistance.

In PY 2006, the department continued modifications to the DCVOS system (Version 7). Enhancements included the following:

- There are now quarterly reports from the job “spider” function that brings job opening information to the DCVOS user from major online resources including private employer websites, hospital websites, newspaper websites, and most major commercial job boards. In any given quarter, DCVOS now presents job seekers with an average of 500,000 unique job openings.
- Reports that track the expenditures for each individual were expanded so that staff, at any time, can get an update of the system data for all Providers and training recipients.
- The online Training Application was enhanced to make it easier for individuals to apply for training without visiting a One-Stop Career Center. The application provides an opportunity to see the Labor Market Information and the educational requirements for any of the high-demand occupations.
- An automated notification from staff to job seekers allows staff to send e-mails to individuals with specific job openings that might be of interest. There is also an automated follow-up e-mail sent within a staff specified time period. The same thing is available for employers with staff able to generate a list of possible candidates with automated follow-up.
- USDOL changed the reporting of basic skills to a raw test score and developed Educational Functioning Levels related to a test score range. The Literacy/Numeracy recording for out-of-school basic skills deficient individuals includes a pre-test recording and recording for each post-test after enrolling in a program.
- America’s Job Bank was inactivated and modifications were made to adjust for the uploading of jobs to America’s Job Exchange and Job Central, the privately-funded replacements.
- The ability to code an occupation based on the individual entered job title is automatically brought into the system and provides a base for staff job searches for UI Claimants.

## VETERANS’ SERVICES

One of the of the department’s intrinsic priorities is to help those who have protected the nation’s freedom and security by serving in this nation’s Armed Forces. Through federally-funded initiatives, including the Workforce Investment Act, the Disabled Veterans” Outreach Program (DVOP), the Local Veterans’ Employment Representative Program (LVER), and the Transition Assistance Program, we provided staffed-assisted services to 1,915 veterans in PY 2006. Of this total, 1,417 received Career Guidance services, 1,214 received Job Search Assistance services, and 368 received Case Management services.

Through the efforts of our combined staff, 1,050 veteran job seekers secured long-term employment in PY 2006. Further, the DVOP/LVER staff participated in 21 Transition Assistance workshops serving 622 veterans who recently returned from combat theaters. Despite being short two DVOP/LVER staff members during the program year, we still met or exceeded PY 2006 negotiated USDOL performance measures.

## INITIATIVES

The Department of Employment Services and the Workforce Investment Council are pursuing a number of programs and initiatives, collectively and independently, to execute the mission, vision, and goals articulated by the Mayor and by the USDOL for states providing WIA-authorized and Wagner-Peyser services.

The following is a list of initiatives slated for implementation in Program Year 2007 and beyond. At the time of this report, many of the listed activities were in full progress:

### **Workforce Investment Council Initiatives**

#### **Comprehensive Workforce Strategic Plan**

The Joint Center for Political and Economic Studies and the Human Resource Learning Center, Inc. has begun work on the Strategic Plan for the DC WIC. This Comprehensive Workforce Strategic Plan will be based on the findings and recommendations of the Brookings Report entitled, "Reducing Poverty in the District: Rebuilding the Middle Class from Within" and other pertinent community studies and recommendations. The anticipated date of completion is April of 2008.

#### **Industry Sector Strategy to Target Investments**

In 2007, the DC WIC will focus on the following two high growth industry sectors: Hospitality and Construction to identify the top priority job openings and occupations that will increase access to training and employment of residents. The Industry Sector Focus Groups will consist of: Employer Focus Group; Training Providers and Workforce Partners Focus Group; and Potential Employees Focus Group. The Hospitality Industry sector forums were held in July 2007. Construction Industry sector forums will be held in September 2007.

#### **13th Year: Developing a Bridge to Self-Sufficiency Model Aligned with New Communities Initiative:**

The DC WIC and University of the District of Columbia/State Education Agency, Adult Education and Family Literacy (SEA) have developed a Memorandum of Understanding to provide the 13th Year Bridge model to 200 adults and will provide Worker Readiness Credential assessments to 125 adults, with a minimum of 20% being ex-offenders and/or low-income housing residents.

**Youth Work-Based Outreach Strategy:** The DC WIC and Youth Council will continue to make investments in District youth through implementation of a comprehensive Employment and Training Program for Emerging Workers, or "Work-Based Outreach Strategy." This program will combine worksite learning and mentoring with school-based instruction to prepare youth for work and provide real-world employment exposure and experience. Successful implementation will require substantial involvement and commitment from all, including area corporations, small businesses, non-profit organizations, and employer partners, as well as greater coordination between the DCPS, DC WIC, Youth Council, DOES, other sister agencies, and community-based educators and training facilities

## DOES Initiatives

**Community Outreach Team:** In 2007, DOES formed a “Community Outreach Team” composed of eight members who provide services to residents in each of the eight Wards of the city. The team members serve as liaisons between Advisory Neighborhood Commissions (ANC’s), Civic Associations, Community Based Organizations (CBO’s), and non-profits as a means to facilitate dialogue and information exchange between DOES and the community. The purpose of the group is to increase community awareness of the One-Stop Career Center System and programs available to District residents; promote job opportunity fairs, and recruitments efforts to ensure greater participation of District residents; and connect business, workforce development organizations, and civic organizations in order to establish working relationships with DOES.

**BRAC Beltway Planning Committee meetings:** In 2007, the DOES BRAC team will plan, coordinate, and host bi-monthly regional BRAC Beltway Planning Committee meetings as part of a larger effort to accomplish the goals of the DOL Workforce Innovations in Regional Economic Development (WIRED) initiative. In addition, the BRAC team is developing formal partnerships with UDC, Howard, and George Washington Universities and other higher education institutions via MOUs to ensure that curricula is available that prepares BRAC dislocated workers for reemployment in high-growth/high-demand occupations.

**Apprenticeship:** In PY 2007 and FY 2008, we will seek to expand apprenticeship opportunities in high-growth industries, including the allied health field, and construction. With the city’s mandatory apprenticeship law, approximately 60 new apprenticeship programs in the construction industry are anticipated during this period.

The District will continue to invest in all WIA-required statewide employment and training activities and several optional activities in support of Mayor Fenty’s goals for the public workforce investment system. Going forward, the major goals of the District’s workforce investment system are to:

- Strengthen talent development programs;
- Establish stronger connections to economic development;
- Connect education and business to emphasize high-growth, demand-driven activities;
- Improve community-based access to training;
- Enhance our regional relationships;
- Encourage greater integration and co-location of services;
- Implement the enhanced youth vision;
- Enhance incumbent worker services;
- Increase public/private partnerships in and outside of the One-Stop Career Center system;
- Establish workforce and economic development promotional teams;
- Support the DC WIC in the development of a Comprehensive Workforce Strategic plan; and
- Clarify performance agreements through Memoranda of Understanding.



## STAFF DEVELOPMENT

Establishing an open and regular dialogue with staff was a chief priority for Director Spencer upon joining the agency, and continues to be an important facet of her overall employee relations and development plan. One of the first steps was to conduct a series of “town hall meetings” with each departmental division. The comments and suggestions gained from these forums represent an invaluable “frontline” perspective on ways to improve agency operations and enhance customer service.

The department is committed to equipping staff with other professional development tools and advancement opportunities that reinforce their ability to individually and collectively provide high-quality services that our customers both expect and deserve. For example, approximately 90 percent of One-Stop Career Center staff completed National Workforce Professional Tier 1 training, a web-based career development professional certification program. The 13-module course provided instruction in benchmarked public service delivery competencies.

### Agency-Wide Training

A wide range of critical training modules were offered to staff throughout the agency. These offerings included instruction in such areas as workplace essentials, organizational issues, customer service, professional development, computer technology, management and leadership development, personal enrichment, and administrative services modernization applications. More than 95% of front-line staff received at least eight hours of classroom or online training

## PROGRAMS AND EVENTS

In 2006, the Office of Public Affairs (OPA) coordinated the following events and programs:

- In early 2007, the OPA began efforts to re-brand the Workforce Development Bureau (WDB) and implement a strategic marketing campaign for the agency. Several agency-wide focus group sessions were held with senior managers and staff to elicit information for the campaign. The office eventually endorsed “Solutions” as the agency’s new tagline; developed a new corporate portfolio with six brochures and fact sheets of services and programs; developed a new design for agency letterhead, envelopes, and business cards; and a new branding and identity for the Workforce Development Bureau. The brochures and fact sheets are being translated into Spanish, Vietnamese, Traditional Chinese, Korean, and Amharic for language compliancy.
- In an effort to revamp the image of the District’s One-Stop Career System, the OPA worked with One-Stop Career Center staff to develop a comprehensive marketing plan. The plan provides a blueprint through which the One-Stop Career Centers can build awareness, change perceptions, and increase targeted usage of the centers. Implementation of the plan is expected to commence in PY 2007.
- More than 500 Washington area residents attended the DOES Construction Career and Information Fair at the D.C. National Guard Armory in January 2007. The fair, which

was co-sponsored with Clark/Hunt/Smoot, A Joint Venture, the D.C. Sports and Entertainment Commission, the Stadium Project Labor Agreement Task Force, and the Washington, D.C. Building Trades Council attracted more than fourteen unions, ten sub contractors, as well as local training providers and other city government agencies. Job applicants had the unique opportunity to speak one-on-one with union representatives about job and career training as well as to apply for current and upcoming job openings.

- For the third consecutive year, RFK Memorial Stadium, home to the Washington Nationals and D.C. United, recruited workers to fill more than 1,000 available part-time seasonal job openings at the stadium. The "Third Season Job Fair" was held on March 3, 2007, at the D.C. National Guard Armory. Preference was given to qualified District residents.
- Mayor Fenty, joined by DOES Director Spencer, held a press conference to announce that the Mayor's Summer Youth Employment Program (SYEP) would be extended for an additional three weeks through August 24, 2007. The program offered District youth the opportunity to continue job training and earn additional income through the end of the summer.
- An estimated 250 District residents attended the DOES Mayor's Youth Leadership Institute (MYLI) first annual "Honoring our Heroes" Banquet at the Howard University's Armour J. Blackburn Center, on July 26, 2007. Councilmember Marion Barry, former Mayor and founder of the program, was the Lifetime Achievement Honoree. Councilmember Kwame Brown was the Government Achievement Honoree for his volunteer efforts on various community projects on behalf of youth. Verizon of Washington, D.C. was the Corporate Achievement Honoree, recognized for hiring and mentoring District youth as interns for 13 consecutive years. And Peaceaholics, Inc. received the Community Service Award for their continuous efforts to promote non-violence and community safety. All Youth Mayors since the program's inception in 1979 were honored. Bruce Johnson, television anchor from NBC, served as Master of Ceremonies. Attendees included Mayor Fenty, DOES Director Spencer, and Youth Mayor Nicole Newman.
- DOES served as a co-sponsor of Mayor Fenty's 2007 Citywide Job Fair, held at the Washington Convention Center on August 22, 2007. The Fair attracted more than 17,000 job seekers. More than 60 private-sector employers, District agencies, and federal agencies recruited new employees. DOES was instrumental in getting local businesses to participate, ensuring media coverage, and providing day-of-event assistance and media relations services.
- DOES served as the host for the 2007 Eastern Seaboard Apprenticeship Conference [ESAC 2007] held at the Omni Shoreham Hotel in July 2007. More than 350 trade industry representatives attended the four-day event, which marked the conference's return to the nation's capitol after two decades. The conference, titled "Capitol Steps...Capital Gains," showcased the latest policies, technologies, and training resources available in apprenticeships.

## LEGISLATIVE INITIATIVES

Several legislative changes affecting DOES, workers, and employers were enacted through the “Fiscal Year 2007 Budget Support Act of 2006,” effective March 2, 2007. Most notably, the measure provided legislative authority to fund a number of workforce initiatives, including a comprehensive workforce development plan by the DC WIC; modifications to the in- and out-of-school youth programs, expansion of the ex-offender program, and development of a public-private allied health training program with a major local hospital. The following is a list of relevant legislation and proposed legislation in PY 2006:

- “Mayor’s Order 2007-88” transferred organizational management and oversight of the D.C. Workforce Investment Council (the WIA implementing entity) from DOES directly to the Deputy Mayor for Planning and Economic Development.
- The “Employment Services Improvement Amendment Act of 2007” (part of the Budget Support Act of 2006) lowered the age for Youth Services from 16 to 14. Also contained provisions allowing the District to use Reed Act funds to continue improvements in the Unemployment Insurance administration. The bill was introduced in PY 2006 and was enacted on an emergency basis on July 25, 2007.
- The “Budget Support Act of 2006” authorized appropriations of \$500,000 for the in- and out-of-school year round youth employment programs; \$500,000 for development of an allied health workforce training program with Georgetown University Hospital, and ongoing funding for DOES job training programs. There was also a one-time transfer of \$1 million to the Deputy Mayor for Planning and Economic Development for the DOES ex-offender program, and \$500,000 to the Department of Public Works for a litter removal project, with DOES handling the job referrals.
- Bill 17-0062, the “First Source Employment Agreement and Small, Local and Disadvantaged Business Enterprise Enhancement Act of 2007” (pending) would amend the First Source law to increase penalties and significantly increase record keeping.
- Bill 17-099, the “Enhanced Professional Security Amendment Act Of 2007” would increase the wages of security guards employed in the District of Columbia, except those guards working in the federal and District governments.
- Bill 17-0051, the “Labor Requirements Act of 2007” (pending) would make sweeping changes to apprenticeship requirements for construction projects receiving more than \$100,000 in District funds.
- Bill 17-0197, “Paid Sick and Safe Days Act of 2007” requires employers to provide up to 10 paid days of leave per year for employees to pursue treatment for physical and mental illnesses, preventive care, provision of care and treatment for family members, and for absences associated with domestic violence or sexual violence/abuse. The bill is patterned after the Family and Medical Leave Act.

## STATE OUTCOMES

In PY 2006, the District adopted the federally approved "common measures." As the following chart depicts, in Program Year 2006, the District of Columbia met or exceeded all 9 WIA Common Measure goals negotiated with the U.S. Department of Labor.

<b>District of Columbia Performance Summary Report</b>			
<b>WIA Core Performance Measures</b>	<b>Annual Results</b>	<b>Program Year 2006</b>	
		<b>Negotiate Goal</b>	<b>% of Negotiated Goal</b>
<b>WIA Adults</b>			
Entered Employment	77.5%	68.5%	<b>113.1%</b>
Retention	77.7%	82.0%	<b>94.8%</b>
Average Earnings	\$10,829.80	\$9,500	<b>114.0%</b>
<b>WIA Dislocated Workers</b>			
Entered Employment	87.5%	81.0%	<b>108.0%</b>
Retention	86.2%	86.0%	<b>100.2%</b>
Average Earnings	\$13,696.50	\$14,500	<b>94.5%</b>
<b>WIA Youth (14-21)</b>			
Placement in Employment or Education	87.0%	68.0%	<b>127.9%</b>
Attainment of Degree or Certificate	88.0%	53.0%	<b>166.6%</b>
Literacy or Numeracy Gain	88.0%	51.3%	<b>171.5%</b>
Exceeded Negotiated Goal			7
Met Negotiated Goal			2
Below 80% of negotiated goal			0

Please see the WIA Title IB – Annual Report Form (ETA 9091) Revised for Common Measures on the following pages:

State Name: DC

Date Submitted: 09/30/2007

**WIA Title IB**  
**Annual Report Form (ETA 9091)**  
**Revised for Common Measures**

**II. Table Section****Table B - Adult Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	68.5%	77.5%	421
			543
Employment Retention Rate	82.0%	77.7%	327
			421
Average Earnings	\$9,500.00	\$10,829.80	\$3,400,551
			314

**Table C - Outcomes for Adult Special Populations**

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
	Entered Employment Rate	73.8%	48 65	86.2%	25 29	71.4%	20 28	61.3%
Employment Retention Rate	74.4%	29 39	65.0%	13 20	73.3%	11 15	73.9%	51 69
Average Earnings	\$11,091.30	\$310,557 28	\$12,806.70	\$153,680 12	\$8,434.90	\$92,784 11	\$9,133.00	\$401,850 44

**Table D - Other Outcome Information for the Adult Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	70.3%	166	83.1%	255
		236		307
Employment Retention Rate	79.5%	155	76.1%	172
		195		226
Average Earnings	\$10,938.80	\$1,597,066	\$10,735.00	\$1,803,485
		146		168

**Table E - Dislocated Worker Program Results**

<b>Reported Information</b>	<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
Entered Employment Rate	81.0%	87.5	98
			112
Employment Retention Rate	86.0%	86.2	125
			145
Average Earnings	\$14,500.00	\$13,696.5	1,643,581
			120

**Table F - Outcomes for Dislocated Worker Special Populations**

<b>Reported Information</b>	<b>Veterans</b>		<b>Individuals With Disabilities</b>		<b>Older Individuals</b>		<b>Displaced Homemakers</b>	
Entered Employment Rate	88.9%	8	50.0%	1	90.9%	10	0.0	0
		9		2		11		0
Employment Retention Rate	88.9%	8	66.7%	2	84.6%	11	0.0	0
		9		3		13		0
Average Earnings	\$21,813.60	\$174,509	\$15,344.00	\$30,688	\$13,673.90	\$150,413	0.0	0
		8		2		11		0

**Table G- Other Outcome Information for the Dislocated Workers Program**

<b>Reported Information</b>	<b>Individuals Who Received Training Services</b>		<b>Individuals Who Received Only Core and Intensive Services</b>	
Entered Employment Rate	86.1%	31	88.2%	67
		36		76
Employment Retention Rate	88.6%	31	85.5%	94
		35		110
Average Earnings	\$15,051.00	\$436,478	\$13,264.90	\$1,207,103
		29		91

**Table H.1 - Youth (14 - 21) Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	68.0%	87.0%	80
			92
Attainment of Degree or Certificate	53.0%	88.0%	81
			92
Literacy or Numeracy Gains	51.3%	88.0%	22
			25

**Table L - Other Reported Information**

Reported Information	12 Month Employment Retention Rate		12 Month Earning Increase (Adults and Older Youth) or 12 Months Earning Replacement (Dislocated Workers)		Placement in Non-traditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	81.0%	316	\$4,176.30	\$1,581,116	0.2%	1	\$4,395.90	\$1,824,299	3.6	6
		390		364		421		415		166
Dislocated Workers	88.4%	152	109.2%	\$2,008,854	0.0%	0	\$5,912.00	\$573,462	0.0	0
		172		\$1,840,515		98		97		31

**Table M - Participation Levels**

Reported Information	Total Participants Served	Total Exitters
Total Adult Customers	1,080	862
Total Adult self-service only	216	173
WIA Adult	1,000	798
WIA Dislocated Worker	169	125
Total Youth (14-21)	730	138
Out-of-School Youth	316	87
In-School Youth	414	51

**Table N Cost of Program Activities**

<b>Program Activity</b>		<b>Total Federal Spending</b>
Local Adults		\$1,732,644.00
Local Dislocated Workers		\$2,610,970.00
Local Youth		\$2,398,564.00
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)		\$70,566.00
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		\$1,037,773.00
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description	
Total of All Federal Funding Listed Above		\$7,850,477.00



**Table O - Local Performance**

Local Area Name District of Columbia	Total Participants Served	Adults	1000	
		Dislocated Workers	169	
		Total Youth (14 - 21)	730	
ETA Assigned # 11005	Total Exiters	Adults	798	
		Dislocated Workers	125	
		Total Youth (14 - 21)	138	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
Entered Employment Rates	Adults	68.5%	77.5%	
	Dislocated Workers	81.0%	87.5%	
Retention Rates	Adults	82.0%	77.7%	
	Dislocated Workers	86.0%	86.2%	
Average Earnings	Adults	\$9,500	\$10,829.80	
	Dislocated Workers	\$14,500	\$13,696.50	
Placement in Employment or Education	Youth (14-21)	68.0%	87.0%	
Attainment of Degree or Certificate	Youth (14-21)	53.0%	88.0%	
Literacy or Numeracy Gains	Youth (14-21)	51.3%	88.0%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1))		NA		
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		<b>0</b>	<b>2</b>	<b>7</b>