



Department of **EMPLOYMENT SERVICES**

Quarterly Report on
**JOB TRAINING AND
ADULT EDUCATION PROGRAMS**
Fiscal Year 2017 – Quarter 4

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I. BACKGROUND

Pursuant to DC Official Code § 32-771 - Department of Employment Services Quarterly Reports on Job Training and Adult Education Programs, the Department of Employment Services (DOES) submits to the Council of the District of Columbia, the Fiscal Year 2017 - Quarter Four Employment Services Local Job Training Quarterly Outcome Report. In accordance with governing Code of Federal Regulations (CFR) requirements, the Department of Employment Services (DOES) strives to plan, develop, execute, and track compliant and effective employment-related training programs supporting the District's job seeking residents.

Utilizing local funds, DOES administers a number of job training and employment centered programs that have a significant and positive impact on the lives of District residents. Programs are shaped by high growth/ high demand industries and occupations, offering soft skills and work-based training, classroom instruction and credentialing opportunities that lead to long-term and substantial gainful employment.

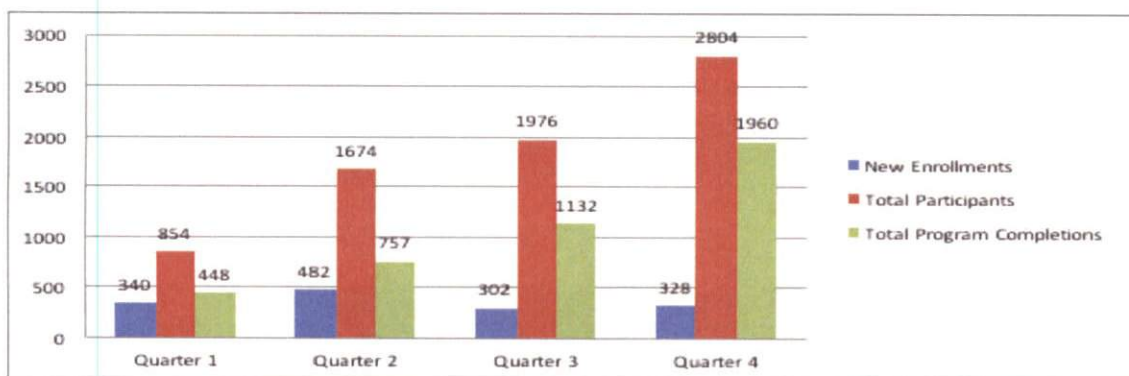
This report is designed to provide a cumulative fiscal year-to-date overview of DOES' locally-funded programmatic data. All data, in tables, that are pertinent to the current quarter being reported are highlighted in yellow.

II. FISCAL YEAR 2017 OVERVIEW

The Fiscal Year 2017 Department of Employment Services Local Job Training Quarterly Report draws from locally-funded program data for Fiscal Year 2017 Quarter One (Q1), Quarter Two (Q2), Quarter Three (Q3) and Quarter Four (Q4). As shown in Figure 1, new enrollments and total participants increased in Q4, compared to Q3 of FY2017, due to two new pre-apprenticeship opportunities and an increase in the DC Career Connections total participants served.

The District of Columbia has experienced a decrease in the unemployment rates from FY2016 to FY2017. The largest decreases have been in wards seven and eight. DOES has worked diligently to increase the number of federally funded Individual Training Account (ITA) vendors during FY2017. This has resulted in a robust list of Federal and Locally Funded Training opportunities for customers to select from. With an increase in American Job Center (AJC) traffic and increase in federal training options, DOES has seen spikes in local enrollments and total participants in locally funded training programs

Figure 1: Fiscal Year 2017 Overview by Quarter



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Table 1 below provides a FY2017 cumulative total of new enrollments, total participants, and program completions.

Table 1: FY17 YTD Cumulative Overview

Quarter	New Enrollments	Total Participants	Program Completions
Quarter 1	340	854	448
Quarter 2	482	1674	757
Quarter 3	302	1976	1132
Quarter 4	328	2804	1960

DOES continuously evaluates programs to identify those yielding the greatest return on investment. With this information in mind, DOES is developing new initiatives, programs, and projects that perform at the highest level and effectively meet the needs of District residents and employers.

III. TRANSITIONAL EMPLOYMENT PROGRAM

Project Empowerment (PE) provides supportive services, adult basic education, job coaching, employability, life skills and limited vocational training, and job search assistance to District residents living in areas that have high unemployment, poverty levels, and multiple barriers to employment. Through this program, subsidized wages are paid by DOES while participants are in training, and for a period when they are placed in entry-level positions with employers in the private and public sectors.

PE serves District residents between the ages of 22 and 54 who are unemployed and not receiving government assistance, such as: Temporary Assistance for Needy Families (TANF) and Unemployment Compensation.

Project Empowerment Enrollment Data

Project Empowerment had a total of 173 new enrollments in Q4. This is slightly lower than the new enrollments for the same time period a year ago, FY2016 Q4 where there were 220 total new enrollments. New enrollments for FY17 Q4 are lower than the prior three quarters due to a decline in training cohorts during FY2017 Q4. The total participants served in FY2017 Q4 (1300) has increased 38% in comparison to the participants served in FY2016 Q4 (493), as shown in **Table 3**. Moving into FY2018 Q1 we are forecasting that the number of total participants will be impacted as fewer cohorts are offered and program participants exit training throughout the quarter. **Project Empowerment subsidized work experience wages are not subsidized by host employers.** As a result, there are no employer subsidies to report. Project Empowerment has had 215 participants complete the program this quarter.

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Table 2: PE Enrollment by Month

Month	New Enrollment	Total Participants
January 2017	108	715
February 2017	98	813
March 2017	117	930
April 2017	92	1022
May 2017	54	1076
June 2017	51	1127
July 2017	46	1173
August 2017	63	1236
September 2017	64	1300

Table 3: PE FY2016 Q3 & FY2017 Q3 Comparison

Month	FY2016 Q4 Total Participants	FY2017 Q4 Total Participants
July	481	1173
August	484	1236
September	493	1300

Table 4: PE Subsidized Employment by Quarter

Quarter	Private Sector Host Employers	Average Subsidized Wage	Average Length of Subsidized Employment
Quarter 1	76	\$9.00 per hour	2.25 months
Quarter 2	68	\$9.00 per hour	1.5 months
Quarter 3	142	\$9.00 per hour	1.5 months
Quarter 4	125	\$9.00 per hour	1.5 months

A. Fiscal Year 2017 Project Empowerment Employment Data

To allow PE staff adequate time to derive usable placement data, employment data is collected from four (4) quarters prior to this reporting period and captures participants who have completed three weeks of life skills and work-readiness training. The timeframe used to collect employment data for this report is July through September 30, 2016.

Table 5: FY17 PE Unsubsidized Employment Placements and Retention by Quarter

PE Placement and Retention in Unsubsidized Employment					
Quarter	Total Completed	Total Placements	Percent Placed	Total Retained	Percent Retained
Quarter 1	183	90	49%	54	60%
Quarter 2	438	217	50%	126	58%
Quarter 3	697	344	49%	185	54%
Quarter 4	899	511	83%	239	48%

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etention data is collected from two (2) quarters prior to this reporting period. The timeframe used for this report is January 1 through March 31, 2017. Please note that the percent retained number only includes participants that have completed the program, have been placed in unsubsidized employment, and are now in retention status. This percentage will be lower than the percent placed number which includes participants that have not been moved into retention status. In an effort to increase retention engagement, each participant is assigned a retention specialist that continues program support up to six (6) months after a participant has obtained unsubsidized employment. There is also a retention bonus program that has been created to incentivize participants to stay engaged. The retention bonus program awards participants cash incentives up to \$450.00 for obtaining unsubsidized employment and maintaining that employment for 30 days, 90 days, 6 months, and 1 year increments. These initiatives are projected to improve Project Empowerment's retention numbers as we move into FY2018.

IV. ALTERNATIVE PATHWAYS EMPLOYMENT PROGRAM

The Alternative Pathways to Employment Program (APEP) pilot connects workers 50 years of age and older with the information, support, training, and employer access they need to regain employment, advance in the workforce, and build financial capability and stability to remain self-sufficient.

Initiated in July 2016, this pilot program was designed to assist and support older workers who have been out of the workforce for up to one-year and require skills upgrading for re-entry into the workforce. At the same time, APEP provides employers with a work-ready pool of talent that is reliable, mature, and experienced.

A. Enrollment APEP Pilot Data

The APEP pilot program will not be renewed and there will not be any new enrollments into the program. The program concluded on May 12, 2017 with 12 participants obtaining unsubsidized employment. The remaining program participants worked with the Division of State Initiatives job developers and received assistance in obtaining sustainable employment opportunities.

Table 6: APEP Enrollment by Month

Month	New Enrollment	Total Participants
October 2016	0	30
November 2016	0	30
December 2016	0	29
January 2017	0	23
February 2017	0	23
March 2017	0	23
April 2017	0	23
May 2017	0	23
June 2017	0	11

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Table 7: APEP Subsidized Employment by Quarter

Quarter	Private Sector Host Employers	Average Subsidized Wage	Average Length of Subsidized Employment
Quarter 1	4	\$11.50 per hour	12 months
Quarter 2	4	\$11.50 per hour	12 months
Quarter 3	4	\$11.50 per hour	12 months

B. Fiscal Year 2016 APEP Pilot Employment Data

As a result of ending the APEP pilot program, there is no data from four (4) quarters prior to report. During the July - September 30, 2016 timeframe, APEP commenced program enrollments and participants attended job readiness training at ImageWorks Consulting Firm, LLC.

V. BACK TO WORK 50+

BACK TO WORK 50+ (BTW) promotes the full reintegration of talented job seekers, ages 50 to 64, seeking to re-enter the workforce as valued and productive employees. BACK TO WORK 50+ was created in partnership with the AARP Foundation in an effort to enhance opportunities for mature job seekers by broadening access to critical employment resources.

Table 8: BTW Enrollments and Total Participants

Month	New Enrollment	Total Participants
January 2017	0	0
February 2017	0	0
March 2017	0	0
April 2017	0	0
May 2017	13	13
June 2017	11	24
July 2017	9	33
August 2017	10	43
September 2017	1	44

A. Enrollment BACK TO WORK 50+ Pilot Data

Initiated in May 2017, the Back to Work 50+ pilot program was designed to enhance opportunities for mature job seekers, from all eight wards of the city, by broadening access to employment resources that support their timely re-entry into the workforce. There were a total of 24 new participants enrolled in May and June of 2017. The FY2017 enrollment target for this pilot was 75 participants, which required a minimum of 17 new enrollments per month during Quarter Four (Q4). The program achieved 20 new enrollments in Q4, which brings the total new enrollment to 44 for FY2017. In FY2017, the program placed 17 program participants in unsubsidized employment since May 2017. Back to Work 50+ plans to continue working on increasing visibility in the community to generate awareness and interest about the program and services.

VI. MEMORANDA OF UNDERSTANDING

Memoranda of Understanding (MOUs) provide an opportunity to collaborate with District partner agencies in support of shared outcomes, providing services to customers in need of training and supportive services. To this end, DOES funds multiple MOUs with other District agencies, including: Department of Human Resources (DCHR); Metropolitan Police Department (MPD); and Office of the State Superintendent of Education (OSSE). Noted below are brief descriptions of active MOUs supporting District residents:

LEAP Academy - Partnering with District of Columbia Human Resources (DCHR), DOES funds the Learn Earn Advance Prosper (LEAP) Academy through an intra-District funds transfer. The earn-and-learn approach applies the apprenticeship model to skill development, allowing individuals to earn wages while participating in an on-the-job training experience and concurrently participating in related technical instruction. This framework allows individuals to earn wages and accumulate work experience thus bolstering their ability to advance along a career pathway and into the middle class.

The training areas are diverse as are the applicable Standard Occupational Codes (SOC) and description which include 43-6011.00 Executive Secretaries and Executive Administrative Assistants; 43-4051.00 Customer Service Representatives; 49-3023.00 Automotive Service Technicians and Mechanics; 33-3041.00 Parking Enforcement Workers; 49-9071.00 Maintenance and Repair workers, General; 47-3013.00 Helpers—Electricians; and 43-2021.00 Telephone Operators.

MPD Cadet Program - In partnership with the Metropolitan Police Department (MPD), DOES funds a comprehensive cadet training program geared to recruit viable police recruits from the communities to be served. Operating through a cooperative education model, MPD seeks to inspire District residents between the ages of 17 and 24 who are either attending, or have graduated from a District high school or who have received a GED from the District. Candidates will be instilled with a sense of self discipline, core values, and community service, as well as play a positive and vital role in improving their neighborhoods. MPD trainees earn a per annum salary, college tuition through the University of District of Columbia Community College (UDC-CC), and health and fringe benefits while they train.

The SOC aligned with the MPD Cadet Program is 33-3051.00 and the correlating occupational description is Police Patrol Officers.

FEMS Cadet Program - Partnering with the District's Fire and Emergency Medical Services Department (FEMS), DOES funds this one-year cadet training program. FEMS recruits and trains District residents between the ages of 18 and 21 who are either attending, or have graduated from a District high school - or who have received a GED from the District. Through this training, Cadets attain their National Registry EMT, Firefighter I & II, and Hazardous Materials Awareness & Operations Certificates. FEMS Trainees earn a per annum salary and fringe benefits as well as structured and comprehensive training.

The FEMS Cadet Program SOC and occupational description are 29-2041.00 and Emergency Medical Technicians and Paramedics.

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A. Enrollment MOU Data

In partnership with DOES, the MOU programs conduct ongoing recruitment to find and enroll participants who are qualified, capable and ready to learn. There are staggered starts for participants which can result in overlapping training periods. This is particularly the case for the two-year cadet programs. Considering this, program completions do not occur within a set timeframe, but instead are staggered in accordance with the enrollment start date and the prescribed duration and process. There was no MOU for the DC MPD Cadet Program in FY 2017. This is a two year program and the total participants counted in each quarter of FY2017 where enrolled under FY2016 MOU agreement.

In accordance to the MOU FEMS is to: "Train and hire at least 20 D.C. residents in the 2016 - 2017 Cadet Program, 15 of whom shall be sponsored by DOES through this MOU" and as a result there is set number of enrollments at the inception of training.

Table 9: MOU Program Enrollment Data by Quarter

MOU Enrollments FY17 - Q1		
Program Name	New Enrollment	Total Participants
DC DHS LEAP	7	92
DC MPD Cadet	0	31
DC FEMS Cadet	15	15
Q1 Total	30	138
MOU Enrollments FY17 - Q2		
Program Name	New Enrollment	Total Participants
DC DHS LEAP	17	63
DC MPD Cadet	0	33
DC FEMS Cadet	0	21
Q2 Total	25	117
MOU Enrollments FY17 - Q3		
Program Name	New Enrollment	Total Participants
DC DHS LEAP	6	45
DC MPD Cadet	0	48
DC FEMS Cadet	0	19
Q3 Total	34	112
MOU Enrollments FY17 - Q4		
Program Name	New Enrollment	Total Participants
DC DHS LEAP	24	43
DC MPD Cadet	0	48
DC FEMS Cadet	0	18
Q4 Total	24	109

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There were no FY17 expenditure submissions for the DC MPD Cadet Program because a FY17 MOU was not executed; however, this did not cause a disruption to training sessions and support for participants who entered the program under the FY16 MOU agreement.

Table 10: MOU Program Financial Data Fiscal Year-to-Date

Program Name	Q2 Expenditures	Q3 Expenditures	Q4 Expenditures	Expenditures (FYTD)
DC DHS LEAP	\$613,564.95	\$222,073.28	\$1,058,179.48	\$1,893,817.70
DC MPD Cadet	\$0.00	\$0.00	\$0.00	\$0.00
DC FEMS Cadet	\$0.00	\$192,949.04	\$98,139.11	\$291,088.15
Total	\$613,564.95	\$415,022.32	\$1,156,318.60	\$1,126,726.30

B. Fiscal Year 2017 MOU Employment Data

To allow the MOU programs adequate time to derive usable data, placement data is collected from four (4) quarters prior to this reporting period and spans April 1 through June 30, 2016. Retention data is collected from two (2) quarters prior and spans October 1 through December 31, 2016. The number of participants retained is a cumulative number that includes completers from the previous two (2) quarters who are still eligible to receive retention follow-up services. Therefore, this number is typically higher than the number of placements for any one quarter.

Table 11: FY16 MOU Employment Placement and Retention Data by Quarter

MOUs FY17 - Q1						
Program Name	Number Completed	Number Placed*	Percent Placed	Number Retained	Percent Retained	Average Wage
DC DHS LEAP	21	17	81%	17	100%	\$14.01/hr
DC MPD Cadet	9	9	100%	9	100%	\$17.66/hr
MOUs FY17 - Q2						
Program Name	Number Completed	Number Placed*	Percent Placed	Number Retained	Percent Retained	Average Wage
DC DHS LEAP	14	14	100%	14	100%	\$13.80/hr
DC MPD Cadet	2	2	100%	48	100%	\$15.30/hr
MOUs FY17 - Q3						
Program Name	Number Completed	Number Placed*	Percent Placed	Number Retained	Percent Retained	Average Wage
DC DHS LEAP	29	29	100%	28	97%	\$19.33/hr
DC MPD Cadet	2	2	100%	48	100%	\$15.30/hr
MOUs FY17 - Q4						
Program Name	Number Completed	Number Placed*	Percent Placed	Number Retained	Percent Retained	Average Wage
DC DHS LEAP	40	39	98%	39	100%	\$19.33/hr
DC MPD Cadet	0	0	N/A	0	N/A	N/A

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Solar Works DC Pilot Program

The Solar Works DC is a 12-week, 75 participant Solar installation and job training program with the goal of installing solar systems on up to 100 low-income households. GRID Alternatives Mid-Atlantic is responsible for implementing the first year of the program, preparing participating District residents to enter careers in solar and related industries while reducing energy costs for qualified low-income District homeowners. Along with the solar training, the participants have been involved in various soft skills workshops that include: financial literacy, resume building, interview preparation, and mock interviews.

A. Solar Works DC

The Solar Works DC program launched its fall cohort on September 5, 2017. The program has enrolled 30 new participants in FY2017 Q4. This new DOES program is still underway there haven't been any completers for FY2017 Q4. We expect to see our first completers in FY2018 Q1.

Table 12: Solar Works DC Enrollments

Solar Works DC Enrollments FY17 - Q4				
Quarter	New Enrollment	Number Completed	Percentage Completed	Credential Earned
Quarter 4	24	0	0	0
Q4 Total	24	0	0	0

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VII. GRANTS

DOES allocates resources to support District residents by providing training and supportive services that prepare them to attain successful employment. DOES augments training services provided to job seeking residents through the issuance and awarding of grant opportunities through Certified Business Enterprises (CBEs) accredited through the Office of the State Superintendent of Education (OSSE) to provide effective training services tailored to prepare District job seekers to meet the needs of Washington metropolitan area employers within high demand occupations. Not only does this model focus on DOES' primary customers, it further enhances the District's workforce by providing opportunities for District endorsed CBEs.

The training providers receiving grants during FY16 included Graduate School USA, Southeast Children's Fund and Innovative Institute. The corresponding SOC's and descriptions for those trainings are listed respectively and include: 15-1152.00 Computer Network Support Specialists; 15-1151.00 Computer User Support Specialists; and 31-1014.00 Nursing Assistants.

A. Enrollment Grant Data

There was no grant activity for FY2017 Q4 to report.

B. Fiscal Year 2016 Grant Employment Data

To allow the programs adequate time to derive usable data, placement data is collected from four (4) quarters prior to this reporting period and spans July 1 through September 30, 2016. Retention data is collected from two (2) quarters prior and spans January through March 31, 2017.

All prior year (FY16) grants (Graduate School, USA; Southeast Children's Fund; and Innovative Institute) were awarded from the same Notice of Funding Availability. These pilots have been utilized to form permanent programming, but low enrollments resulted in unacceptable outcomes for the programmatic framework desired by the agency. As a result, the option years for these services were not exercised. Instead, DOES will reissue a solicitation for services with more stringent performance based requirements.

Table 13: Grants placement and retention

Grants FY16 - Q1						
Program Name	Number Completed	Number Placed*	Percent Placed	Number Retained	Percent Retained	Average Wage
Graduate School USA	0	0	N/A	-	-	N/A
Innovative Institute	62	0	0%	-	-	N/A
Southeast Children's Fund	32	0	0%	-	-	N/A
Q1 Total	94	0	0%	-	-	N/A
Grants FY16 - Q2						
Program Name	Number Completed	Number Placed*	Percent Placed	Number Retained	Percent Retained	Average Wage
Graduate School USA	3	1	33%	1	100%	\$13.80/hr
Innovative Institute	21	11	52%	11	100%	\$15.30/hr
Southeast Children's Fund	0	0	N/A	-	-	
Q2 Total	24	12	50%	12	100%	\$11.78

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VIII. PATHWAYS FOR YOUNG ADULTS PROGRAM

The Pathways for Young Adults Program (PYAP) is a program designed to assist out-of-school and out-of-work District residents between the ages of 18 and 24. The program combines occupational training, life-skills development, and work readiness curriculum to successfully connect youth to the world of work and post-secondary education. DOES engages community based organizations, employer partners, and District agencies to provide trainings to program participants in a variety of occupations and industries. PYAP implements a work-based learning model, which since its inception, has consisted of special purpose cohorts unique to each funding source and target industry.

A. Enrollment PYAP Data

As of FY17, PYAP has implemented multiple cohorts supported by both local and federal funding sources. Applicable locally-funded aspects will be captured under "PYAP Placement and Retention."

B. Fiscal Year 2016 PYAP Employment Data

To allow the programs adequate time to derive usable data, placement data is collected from four (4) quarters prior to this reporting period and spans July 1 through September 30, 2016. Retention data is collected from two (2) quarters prior and spans January 1 through March 31, 2017.

Due to PYAP's framework around the provision of services to youth, DOES' initial programmatic data collection efforts have not been solely centered on placement into employment and the retention of program completers. Provider service delivery captures both education and employment-related follow-up activities, for which placement and retention data has been included in the table.

Table 14: FY16 PYAP Employment Placement and Retention Data by Quarter

PYAP FY16 - Q1					
Program Name	Number Completed	Number Placed*	Percent Placed	Number Retained	Percent Retained
Opportunities Industrialization	0	0	N/A	-	-
United Planning Organization	23	7	30%	-	-
Q1 Total	23	7	30%	-	-
PYAP FY16 - Q2					
Program Name	Number Completed	Number Placed*	Percent Placed	Number Retained	Percent Retained
Opportunities Industrialization	23	4	17%	0	0%
United Planning Organization	71	36	51%	13	36%
Q2 Total	94	40	43%	13	33%
PYAP FY16 - Q3					
Program Name	Number Completed	Number Placed*	Percent Placed	Number Retained	Percent Retained
Opportunities Industrialization	23	4	17%	-	-
United Planning Organization	71	31	44%	-	-
Q3 Total	94	35	37%	-	-
PYAP FY16 - Q4					
Program Name	Number Completed	Number Placed*	Percent Placed	Number Retained	Percent Retained
Nai Xander	1	0	0%	-	-
National Speech & Language Therapy	1	1	100%	1	100%
Contemporary Family Services	9	0	0%	-	-
Q4 Total	11	1	100%	1	100%

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IX. INDIVIDUAL TRAINING ACCOUNTS

Individual Training Accounts (ITAs) are the primary method used for delivering class-based occupational skills training services under the Workforce Innovation and Opportunity Act (WIOA). To receive training services, all participants must meet all eligibility standards for the Adult or Dislocated Worker programs as described in Section 134 of WIOA. The Workforce Investment Council (WIC) has established an individual training cap of \$5,000 for each individual. The maximum duration of an ITA course shall not exceed two years. A participant may receive a maximum of one (1) ITA in any five-year period. All ITAs are federally-funded. Local funds are leveraged in support of programs and customers who are WIOA ineligible.

A. Enrollment ITA Data

Currently there are no locally-funded ITAs to report this quarter.

X. ON-THE-JOB TRAINING PILOT PROGRAM

The On-the-Job Training (OJT) Program provides customer's hands-on training necessary to increase their skills, knowledge, and capacity to perform designated job functions to obtain and sustain unsubsidized employment. Utilizing the earn-and-learn methodology, the OJT program matches pre-screened participants with employers willing to provide skills-based training tailored to suit their recruiting needs. This ensures under and unemployed District residents are given an opportunity to enter or re-enter the workforce.

A. Enrollment OJT Data

During the prior two quarters, the OJT program concluded numerous contracts during Phase I of the pilot period. Phase II of the OJT program re-launched in July 2017 and have enrolled twenty total participants for FY2017 Q4. This program is in its pilot phase; as such, performance could vary for each cohort.

Table 15: OJT Enrollment FY17

Month	New Enrollment	Total Participants
January 2017	0	35
February 2017	0	31
March 2017	1	10
April 2017	0	0
May 2017	0	0
June 2017	0	0
July 2017	10	10
August 2017	5	15
September 2017	5	20
TOTALS	20	121

Table 16: OJT Subsidized Employment by Quarter

Quarter	Private Sector Host Employers	Average Subsidized Wage	Average Length of Subsidized Employment
Quarter 1	18	\$16.09/hr	6 months
Quarter 2	19	\$11.93/hr	5.5 months
Quarter 3	0	N/A	N/A
Quarter 4	8	\$18.70	6 months

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XI. PRE-APPRENTICESHIP PROGRAM

Apprenticeships combine on-the-job training 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. Generally, applicants must demonstrate to sponsors that they have the ability, aptitude, and education to master the fundamentals of the occupation and complete related instruction.

Pre-apprenticeship programs are designed to prepare individuals to enter into Registered Apprenticeships and be successful as an apprentice. Pre-apprenticeships programs are directly connected to one or more apprenticeship sponsors. The Apprenticeship program conducted two (2) Pre-apprenticeship programs during this quarter, one (1) with Dynamic Concepts, aligned with the SOC 47-2000 and occupational description for Construction Building Trades and another with The Community Hub for Opportunities In Construction Employment (C.H.O.I.C.E.), which is also linked to the SOC 47-2000 and the occupational description for Construction Building Trades. Both programs are designed to work with individuals with little to no experience in construction industry and prepare them for entry into a registered apprenticeship program. Pre-apprenticeship program graduates are placed on a priority list for entry into registered apprenticeship programs.

A. Enrollment Apprenticeship Data

The Dynamic Concepts program began and ended its program in Q4, and had a 73% completion rate as shown in Table 16. The C.H.O.I.C.E. program also began and ended in Q4, and performed better, with an 85% completion rate. The participants who did not complete their programs were referred to the American Job Centers for workforce services. The current Apprenticeship program offerings resulted in 28 program participants earning industry recognized credentials.

Table 17: Apprenticeship Program Enrollment Data by Quarter

Apprenticeship Enrollments FY17 - Q1					
Program Name	New Enrollment	Total Participants	Number Completed	Percentage Completed	Credential Earned
Dynamic Concepts	12	12	-	-	N/A
Clark Concrete, LLC	0	0	-	-	N/A
Q1 Total	12	12	-	-	N/A
Apprenticeship Enrollments FY17 - Q2					
Program Name	New Enrollment	Total Participants	Number Completed	Percentage Completed	Credential Earned
Dynamic Concepts	0	12	11	92%	N/A
Clark Concrete, LLC	5	5	-	-	N/A
Apprenticeship Enrollments FY17 - Q3					
Program Name	New Enrollment	Total Participants	Number Completed	Percentage Completed	Credential Earned
Miller & Long DC, Inc.	12	12	6	50%	N/A
Clark Concrete, LLC	5	5	2	40%	N/A
Apprenticeship Enrollments FY17 - Q4					
Program Name	New Enrollment	Total Participants	Number Completed	Percentage Completed	Credential Earned
Dynamic Concepts	12	15	11	73%	11
CHOICE	20	20	17	85%	17

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Table 18: Apprenticeship Program Financial Data Fiscal Year-to-Date

Program Name	Obligated	Q2 Expenditures	Q3 Expenditures	Q4 Expenditures	Expenditures (FYTD)
Dynamic Concepts	\$93,252.40	\$0.00	\$85,336.85	\$0.00	\$85,336.85
Clark Concrete, LLC	\$11,664.00	\$0.00	\$0.00	\$7,290.00	\$7,290.00
Total	\$104,916.40	\$0.00	\$85,336.85	\$7,290.00	\$92,626.85

B. Fiscal Year 2017 Apprenticeship Employment Data

To allow the program adequate time to derive usable data, placement data is collected from four (4) quarters prior to this reporting period and spans July 1 through September 30, 2016. Retention data is collected from two (2) quarters prior and spans January 1 through March 31, 2017.

Dynamic Concepts, in concert with DOES, held a Pre-Apprenticeship orientation during FY16 Q1. During Q2, 10 participants began the 10-week program that included classroom instruction and hands-on experience in apprenticeable trade. Of the 10 participants, 90 percent successfully completed the program; of the nine completers, 100 percent were successfully placed in employment and retained employment for 6 months. There was no placement and retention data during FY2017 Q4 due to no apprenticeship/pre-apprenticeship activity during the placement and retention reporting period.

Table 19: FY16 Apprenticeship Employment Placement and Retention Data by Quarter

Apprenticeship FY17 - Q1						
Program Name	Number Completed	Number Placed*	Percent Placed	Number Retained	Percent Retained	Average Wage
Dynamic Concepts	-	-	N/A	-	-	N/A
Q1 Total	-	-	N/A	-	-	N/A
Apprenticeship FY17 - Q2						
Program Name	Number Completed	Number Placed*	Percent Placed	Number Retained	Percent Retained	Average Wage
Dynamic Concepts	9	9	100%	7	78%	\$14.84/hr
Q2 Total	9	9	100%	7	78%	\$14.84/hr

XII. DISTRICT OF COLUMBIA CAREER CONNECTIONS

DC Career Connections (DCCC) is a work readiness training program for District youth between the ages of 20 and 24 who are WIOA eligible. DCCC aims to serve 400 out-of-school youth providing them opportunities to gain valuable paid work experience, skills training, individualized coaching, and supportive services with the goal of securing sustainable, unsubsidized employment.

With the help of local businesses and key community stakeholders, this initiative will keep young people gainfully employed and engaged while promoting their professional growth and personal achievement with the goal of unsubsidized employment.

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A. Enrollment DCCC Data

DC Career Connections (DCCC) underwent a restructuring at the beginning of FY17. Previously, the program was supported by services contracted through qualified vendors. Beginning January 1, 2017, DOES aligned the DCCC program with Project Empowerment, leveraging agency successes related to a hands-on approach to serving older youth, while reaching and serving greater numbers of youth more rapidly than the contracted methodology. Considering this, and as shown below in Tables 19 and 20, Q1 data is presented in the "by provider" format while Q2, Q3, and Q4 data is presented in the "by month" format, as providers are no longer utilized by DCCC.

Note: The Q4 "by month" format will be the format for DCCC data reporting on all subsequent reports.

The DCCC program enrolled 76 new participants during FY2017 Q4. The program achieved a total of 311 new enrollments during FY2017, as shown in Tables 20 and 21 below. DCCC provides services such as job search assistance, subsidized work experience, job readiness training, job coaching, and occupational skills training to develop and enhance program participants' marketable skills. The DCCC Program reported 44 unsubsidized job placements during FY2017 Q4.

Table 20: FY17 - Q3 DC CC Enrollment by Provider

Apprenticeship Enrollments FY17 - Q1					
Program Name	New Enrollment	Total Participants	Number Completed	Percentage Completed	Credential Earned
AYT Institute	14	14	13	93%	13
CC- Prept	18	18	8	44%	8
UPO	7	7	4	57%	5
Q1 Total	39	39	25	64%	25

Table 21: FY17 - Q3 DC CC Enrollment by Month

Month	New Enrollment	Total Participants
January 2017	39	173
February 2017	51	224
March 2017	44	268
April 2017	28	296
May 2017	23	319
June 2017	16	335
July 2017	26	361
August 2017	22	383
September 2017	28	411

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Table 22: DC CC Subsidized Employment by Quarter

Quarter	Private Sector Host Employers	Average Subsidized Wage	Average Length of Subsidized Employment
Quarter 1	N/A	N/A	N/A
Quarter 2	128	\$9.00 per hour	8 months
Quarter 3	54	\$9.00 per hour	8 months
Quarter 4	54	9.00 per hour	8 months

B. Fiscal Year 2017 DCCC Employment Data

The DCCC program is a nine-month program that began December 2015. During July 1 – September 30, 2016, DCCC conducted recruitment, enrollment, and provided services to participants. There was no placement data reported during that period. DCCC implemented a Retention Standard Operating Procedure as of March 31, 2017 that outlines various incentives for participants to retain employment. Programmatic employment data (placement and retention information) will be conveyed in subsequent reports as appropriate.

McKinsey Generation DC

The McKinsey Generation DC program provides a five (5) week Customer Service driven training that is coupled with life skills development to DC Career Connections participants. Upon graduation, participants are placed into unsubsidized full time Customer Service positions. Their mission is to empower young people to build thriving, sustainable careers and to provide employers the highly-skilled and motivated talent they need.

They have a skills-training methodology that they believe can serve hundreds of thousands—and eventually millions—of unemployed and underemployed young people a year. Their training creates real business value for employers, and lasting career impact for participants—so everyone has the incentive to invest in skills.

A. McKinsey Generation DC

The McKinsey Generation DC program enrolled 21 new participants during FY2017 Q4. The program achieved a total of 104 new enrollments during FY2017, as shown in table 23 below. The McKinsey Generation program reported 14 program completions in FY17 Q4. There were a total of 70 program completers placed into unsubsidized full time customer service positions for FY17.

Table 23: McKinsey Generation DC Enrollments

Quarter	New Enrollment	Total Participants	Number Completed	Percentage Completed	Credential Earned
Quarter 1	26	26	14	54%	Customer Service
Quarter 2	30	56	36	74%	Customer Service
Quarter 3	27	83	56	67%	Customer Service
Quarter 4	21	104	70	67%	Customer Service

XV. Quick Path to Energy Pilot Program

DC Quick Path to Energy (QPE) was a six week, 150 person pre-vocational training program to prepare District residents for open positions in the utility industry with Pepco Holdings and other employers. QPE prepared students to take the Construction and Skilled Trades (CAST) exam, a required examination for Pepco and other utility firms, that measures aptitude in mathematics, reading comprehension, spatial and object identification, and mechanical concepts. Classroom instruction for the CAST was provided by the University of the District of Columbia Community College (UDC-CC) Division of Workforce Development and Lifelong Learning (WDLL), and was held at the Bertie Backus and PR Harris campuses. QPE participants also received case management and career services provided by DOES Workforce Development Specialists at the American Job Centers. This program has implemented multiple cohorts supported by both local and federal funding sources. Additionally, different agencies partner to offer this program.

A. DC Quick Path to Energy (QPE)

DC QPE began in April 2017 and has enrolled 25 new participants in FY17 Q3 as seen in Table 24. Out of those newly enrolled participants; 21 (84%) have successfully completed the program. In FY17 Q4 there were 28 new enrollments and 28 successful completers (100%). There have been a total of 53 participants enrolled into the QPE program in FY17. A total of 17 participants have passed the CAST exam and 11 participants have been hired by Pepco Holdings to date.

Table 24: Quick Path to Energy Enrollments

Quarter	New Enrollments	Total Participants	Number Completed	Percent Completed
Quarter 3	25	25	21	84%
Quarter 4	28	28	28	100%
Q 4 Totals	53	53	49	92%

XVI. START Hospitality Program

The Career Pathway in Hospitality offers participants nationally accredited hotel hospitality training, nationally recognized restaurant training, and certifications that will lead to entry level career opportunities in hospitality, hotel, restaurant, and other applicable industries. The pilot will serve 40-50 young adults between the ages of 18-24 in two cohorts. Each cohort will experience a five (5) week period of classroom and experiential training, with up to six (6) additional months of mentoring and coaching.

A. Hospitality

Hospitality is a work-readiness training program that launched in September 2017. In FY17 Q4 the program reported 50 new enrollments and 40 completers. Program completers received the following hospitality Certifications: 1) Certified Professional Food Manager, Certified Guestroom Attendant, and Certified Restaurant Server.

Table 24: Covenant House Enrollments

Quarter	New Enrollments	Total Participants	Number Completed	Percent Completed
Quarter 4	50	50	40	80%
Q 4 Totals	50	50	40	80%



GOVERNMENT OF THE DISTRICT OF COLUMBIA
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