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OFFICE OF THE
SECRETARY

MURIEL BOWSER
MAYOR

JUL 6 2018

The Honorable Phil Mendelson
Chairman
Council of the District of Columbia
John A. Wilson Building
1350 Pennsylvania, N.W., Suite 504
Washington, D.C. 20004

Dear Chairman Mendelson:

Pursuant to provisions outlined in D.C. Official Code §32-771 section 2082 of the Department of Employment Services Local Job Training Quarterly Outcome Report Act of 2012 (D.C. Law 19-168, effective September 20, 2012), I am transmitting the Employment Services Local Job Training Report for Fiscal Year 2018, Quarter 2.

The Department of Employment Services (DOES) utilizes local funds provided by the Council to administer job training and employment-focused programs that are designed to significantly and positively impact the lives of District residents. These programs are shaped by high-growth /high-demand industries and occupations, and offer soft-skills and work-based training, classroom instruction and credentialing opportunities that lead to long-term and substantially gainful employment.

Should you have any questions or comments, you may contact Dr. Unique Morris-Hughes, Interim Director, Department of Employment Services, at 202-671-1900.

Sincerely,

A handwritten signature in black ink, appearing to read "Muriel Bowser".

Muriel Bowser

Attachment



Department of EMPLOYMENT SERVICES

Quarterly Report on
**JOB TRAINING AND
ADULT EDUCATION PROGRAMS**
Fiscal Year 2018 - Quarter 2

Fiscal Year 2018 Second Quarter Local Training Report

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Fiscal Year 2018 Second Quarter Local Training Report

BACKGROUND

Pursuant to DC Official Code § 32-771 –Department of Employment Services (DOES) Quarterly Reports on Job Training and Adult Education Programs, DOES submits to the Council of the District of Columbia, the Fiscal Year 2018 - Quarter Two Employment Services Local Job Training Quarterly Outcome Report. In accordance with governing Code of Federal Regulations (CFR) requirements, DOES strives to plan, develop, execute, and track compliant and effective employment-related training programs supporting the District’s job seeking residents.

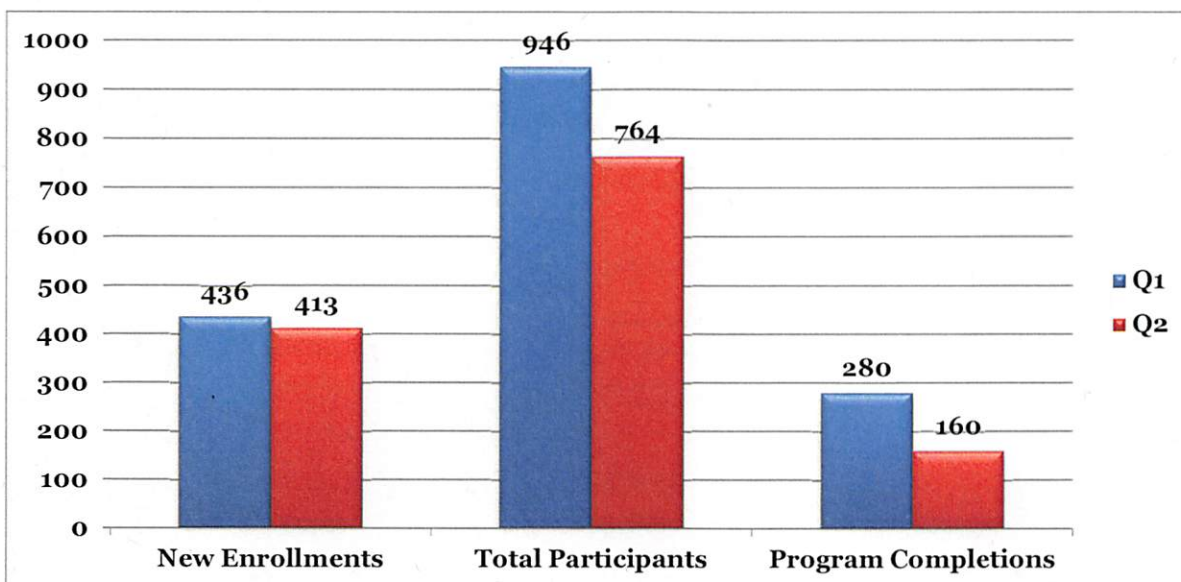
Utilizing local funds provided by the Council, DOES administers a number of job training and employment centered programs that have a significant and positive impact on the lives of District residents. Programs are shaped by high growth/high demand industries and occupations, offering soft skills and 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.

FISCAL YEAR 2018 TO DATE

The Fiscal Year 2018 Department of Employment Services Local Job Training Second Quarterly Report will draw from locally-funded program data for Fiscal Year 2018 Quarter One (Q1) and Quarter Two (Q2). As shown below in **Figure 1**, the overall programs’ performances remained relatively consistent with small variance across new enrollments, total enrollments and program completions. Outcomes for Fiscal Year 2018 (FY18) Q2 include: New Enrollments: 413 (849 FYTD); Total Participants: 764 (1,710 FYTD); and Program Completions: 160 (440 FYTD).

Figure 1: Q1 Fiscal Year 2018 vs. Q2 Fiscal Year 2018 Comparison



Source: Department of Employment Services; Bureau of Labor Market Research and Performance

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Program requirements vary, causing enrollments and completion rates to differ. Notwithstanding these variances, several DOES programs demonstrated relatively consistent programmatic outcomes, specifically in enrollments. 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.

PROJECT EMPOWERMENT PROGRAM

Project Empowerment 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.

Having a highly educated workforce in the District of Columbia continues to drive the unemployment rate down from 5.8 percent to 5.6 percent during the second quarter. The unemployment rate for residents with a bachelor's degree or higher was only 2.2 percent between April 1, 2017 and March 31, 2018. However, the unemployment rate for residents with less than a bachelor's degree was 12.2 percent during the same period. Similarly, the unemployment rate for residents with less than a high school diploma was 17.0 percent.

Although the unemployment rate in the District has decreased over the last few years, it remains persistently high in specific wards of the District, particularly Wards 5, 7, and 8 (6.7 percent, 9.6 percent, and 12.4 percent, respectively). Given the underserved population in these areas, Project Empowerment provides essential services to develop employment opportunities for residents.

Project Empowerment Enrollment Data

Project Empowerment (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.

The program reported a total of 185 new enrollments for FY18 Q2, reflected in **Table 1**. **Table 2** shows the 437 total participants who were served through a network of 147 private sector employers. The average length of subsidized employment for program participants was 92 days. Participants earned average subsidized hourly wage of \$9.50, as shown in **Table 2**.

Table 1: PE Enrollments by Month

Month	New Enrollment	Total Participants
January	66	416
February	57	470
March	62	437

Source: Department of Employment Services; Bureau of Labor Market Research and Performance

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Table 2: PE Subsidized Employment and Wages

Quarter	Private Sector Host Employers	Average Subsidized Wage	Average Length of Subsidized Employment
Quarter 2	147	\$9.50	92 days

Source: Department of Employment Services; Bureau of Labor Market Research and Performance

PE reported a total of 160 completions and 99 were placed with a 62 percent placement rate for FY18 Q2, as shown in **Table 3**. Retention data is collected from two (2) quarters prior to this reporting period, so the timeframe used for this report is January 1 through March 31, 2018. Due to the time frame encompassing the new fiscal year there is a 35 percent in retention. This number will increase each quarter until March 31, 2018. 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 sustained engagement. The retention bonus program awards participants cash incentives up to \$1150.00 for obtaining unsubsidized employment and maintaining that employment for 30 days, 90 days, 6 months, and 1 year increments.

Table 3: PE Unsubsidized Employment Placements and Retention

Quarter	Total Completed (WEX)	Total Placements	Percent Placed	Total Retained	Percent Retained
Quarter 2	160	99	62%	35	35%

BACK TO WORK 50+ AT DCDOES

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

Nearly half of District residents aged 50-64 possess a secondary or higher degree. This fact correlates with the low 5 percent unemployment rate for this population. Although 69 percent of the population is in the labor force, more than 3,000 are unemployed. Approximately 30,000 are out of the labor force for varied reasons including, but not limited to: retirement, discouragement, and lack of interest in employment. The District's mature worker population is more likely to find limited opportunities, and particularly face age discrimination when combined with long unemployment periods.

BTW 50+ at DCDOES Enrollment Data

Initiated in May 2017, the BTW program was designed to enhance opportunities for mature job seekers by broadening access to employment resources that support their timely re-entry into the workforce. BTW 50+ enrolled 42 new participants during FY18 Q2 bringing the program's total participants number to 67 as shown in **Table 4**.

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Table 4: BTW Enrollments and Total Participants by Month

Month	New Enrollment	Total Participants
January	17	42
February	0	42
March	25	67

Source: Department of Employment Services; Bureau of Labor Market Research and Performance

MEMORANDA OF UNDERSTANDING

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

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 Standard Occupational Codes (SOC) aligned with the FEMS Cadet Program is DC Code §§29-2041.00 and the correlating occupational description is Emergency Medical Technicians and Paramedics.

MOU Enrollment Data

In partnership with DOES, the MOU programs conducts a one year recruitment prior to enrolling participants who are qualified, capable, and ready to learn. The DC FEMS Cadet program reported zero new enrollments for Q2, as the current cohort was enrolled in Q1.

Table 5: MOU Program Enrollments and Total Participants

Program Name	New Enrollment	Total Participants
DC FEMS Cadet	0	18

Source: Department of Employment Services; Bureau of Labor Market Research and Performance

Retention data is collected from two quarters prior and spans January 1 through March 31, 2018. The number of participants retained is a cumulative number that includes those that completed the

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program from the previous two quarters who were still eligible to receive retention follow-up services. Therefore, the retention number is typically higher than the number of placements for any one quarter.

Because the DC FEMS Cadet Program is a two-year program there is currently no placement or retention data to report.

SOLAR WORKS DC PROGRAM

Solar Works DC is a 12-week, solar installation and job training program that maintains a goal of installing solar power on up to 100 low-income households. The District of Columbia Department of Energy and Environment (DOEE) is responsible for implementing the first year of the program and prepares participating District residents to enter careers in solar and related industries, while simultaneously reducing energy costs for qualified low-income homeowners in the District. Along with solar training, Solar Works DC offers soft-skills workshops that include: financial literacy, resume building, interview preparation, and mock interviews.

The occupations associated with the solar power industry are expected to grow over the next decade, with an estimated growth rate of 16 percent. Training in these occupations also prepares residents to work in other fields, such as construction and utilities, and equips residents with skills that are in high demand and lead to good earnings.

Solar Works DC Enrollment Data

The Solar Works DC program launched its spring cohort in March 2018 and it completed in May 2018. The program enrolled a total of 25 new participants in FY18 Q2 and 22 students completed the program. Those that successfully complete the program will receive certifications in the following areas: OSHA 10, CPR/First Aid, and NABCEP.

Table 6: Solar Works DC Enrollments and Completions

Quarter	New Enrollment	Number Completed	Percentage Completed
Quarter 2	25	22	88%

Source: Department of Employment Services; Bureau of Labor Market Research and Performance

QUICK PATH TO ENERGY PROGRAM

The DC Quick Path to Energy (QPE), which DOES offers in partnership with the Workforce Investment Council and the University of the District of Columbia, is a six-week, pre-vocational training program that prepares District residents for open positions in the utility industry, notably with Pepco Holdings and other utility companies. QPE prepares students to take the Construction and Skilled Trades (CAST) exam— a required examination for Pepco and other utility companies that measures aptitude in mathematics, reading comprehension, spatial and object identification, and mechanical concepts. Classroom instruction for the CAST exam is provided by the University of the District of Columbia Community College Division of Workforce Development and Lifelong Learning and is held at the Bertie Backus and PR Harris campuses. DOES provides case management and career services at the American Job Centers for participants of the QPE program. This program has successfully advanced multiple cohorts supported by both local and federal funding sources.

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Quick Path to Energy Enrollment Data

Quick Path to Energy reported no new enrollments or participants for FY18 Q2. The program re-launched at the end of Q3 and new cohorts are expected in Q4. The program reported a total of 22 participants for Q3.

ON-THE-JOB TRAINING PROGRAM

The On-the-Job Training (OJT) Program provides participants the hands-on training necessary to increase their skills, knowledge, and capacity to perform designated job functions in order 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 and aims to ensure that underemployed and unemployed District residents are given an opportunity to successfully enter or re-enter the workforce.

The District of Columbia's report of the top 50 *High-Demand, High-Wage* occupations indicated that, for the positions requiring entry-level educational attainment less than a high school diploma or its equivalent, 49 of the 50 require short-term to long-term on-the job training. These 50 jobs were estimated to have a growth rate of 10 percent between 2014 and 2024. A similar report for top 50 jobs requiring a high school diploma or its equivalent indicated that 34 of the 50 jobs require short-term to long-term training as well as an apprenticeship. The reports illustrate the need for on-the-job training for disadvantaged District residents.

On-the-Job Training Enrollment Data

Phase II of the OJT program re-launched in July 2017. The program has enrolled a total of 13 new participants in FY18 Q2 bringing the total participants of the program to 30 as shown in **Table 7**. OJT worked with seven (7) host employers, shown in **Table 8**. A participant's average wage was \$16.69 per hour, also shown in **Table 8**.

Table 7: OJT Program Data by Month

Month	New Enrollment	Total Participants	Completers
January	1	-	0
February	4	-	0
March	8	30	8

Source: Department of Employment Services; Bureau of Labor Market Research and Performance

Table 8: OJT Subsidized Employment

Quarter	Private Sector Host Employers	Average Subsidized Wage	Average Length of Subsidized Employment
Quarter 2	7	\$16.69/hr	5.1 months

Source: Department of Employment Services; Bureau of Labor Market Research and Performance

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PRE-APPRENTICESHIP PROGRAM

Occupations in the construction trade industry are estimated to experience a growth rate of 16 percent over the next decade. At least 40 percent of these occupations require apprenticeship training, with the remainder requiring short-term to long-term on-the-job-training. The apprenticeship program serves as a pathway to the middle-class for disadvantaged District residents. Through this program, District residents are connected to the providers and sponsors they need to receive the training for the workplace of the future.

Apprenticeships combine on-the-job learning with classroom instruction, teaching workers the practical and theoretical aspects of highly-skilled occupations. Apprenticeship programs are sponsored by employers, labor groups, and employer associations. Participants must be at least 16 years old and meet the sponsor's qualifications. 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 Program Enrollment Data

Pre-apprenticeship programs are designed to prepare individuals to enter into Registered Apprenticeships and succeed as an apprentice. Pre-apprenticeship 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 WDC Solar and another with Community Services Agency (CSA). Both programs are designed to work with individuals with little to no experience 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.

Table 9: Apprenticeship Program Enrollments, Participants and Completions

Program Name	New Enrollments	Total Participants	Number Completed	Percentage Completed
WDC Solar	3	10	-	0%*
CSA	8	8	8	100%

Source: Department of Employment Services; Bureau of Labor Market Research and Performance

*The WDC Solar program ends on September 30, 2018.

DISTRICT OF COLUMBIA CAREER CONNECTIONS

District of Columbia Career Connections (DCCC) is a work readiness training program for District youth between the ages of 20 and 24 who are Workforce Innovation and Opportunity Act (WIOA) eligible. DCCC serves 400 out-of-school youth and provides opportunities to gain valuable paid work experience, skills training, individualized coaching, and supportive services, with the ultimate goal of securing sustainable, unsubsidized employment. With the help of local businesses and key community stakeholders, this initiative keeps young people gainfully employed and engaged while promoting their professional growth and personal achievements.

Many District residents in the age group of 20-24 are considered to be highly educated, with about 49 percent of the population possessing a bachelor's degree or higher. More than 72 percent of this population is in the labor force and accounted towards the District's unemployment rate of 12.5 percent in 2017. The high unemployment rate is an indication of out of school and out of work youths in the age

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group of 20-24, almost 5,000 of whom are unemployed in the District.

DC Career Connections Enrollment

DCCC enrolled 128 new participants during FY18 Q2. The program reported a total of 228 total participants for FY18 Q2, as shown in **Table 10**. The program 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. DCCC worked with a total of 64 host employers. The program's average length of subsidized employment was 60 days and the average wage received by participants was \$9.50 per hour, as shown in **Table 11**.

Table 10: DCCC Enrollments and Total Participants by Month

Month	New Enrollment	Total Participants
January	27	127
February	57	125
March	44	169

Source: Department of Employment Services; Bureau of Labor Market Research and Performance

Table 11: DCCC Subsidized Employment and Wages

Quarter	Private Sector Host Employers	Average Subsidized Wage	Average Length of Subsidized Employment
Quarter 2	64	\$9.50	60 days

Source: Department of Employment Services; Bureau of Labor Market Research and Performance



GOVERNMENT OF THE DISTRICT OF COLUMBIA
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