



GOVERNMENT OF THE DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR



Department of
EMPLOYMENT SERVICES

FISCAL YEAR 2018
First Quarter
Local Training Report



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I. BACKGROUND

Pursuant to D.C. Official Code § 32-771, the Department of Employment Service (DOES) submits this Fiscal Year 2018 First Quarter Local Training Report to the Council of the District of Columbia. This report is designed to provide a cumulative fiscal year-to-date overview of the employment-related training programs supporting the District's job-seeking residents administered by DOES.

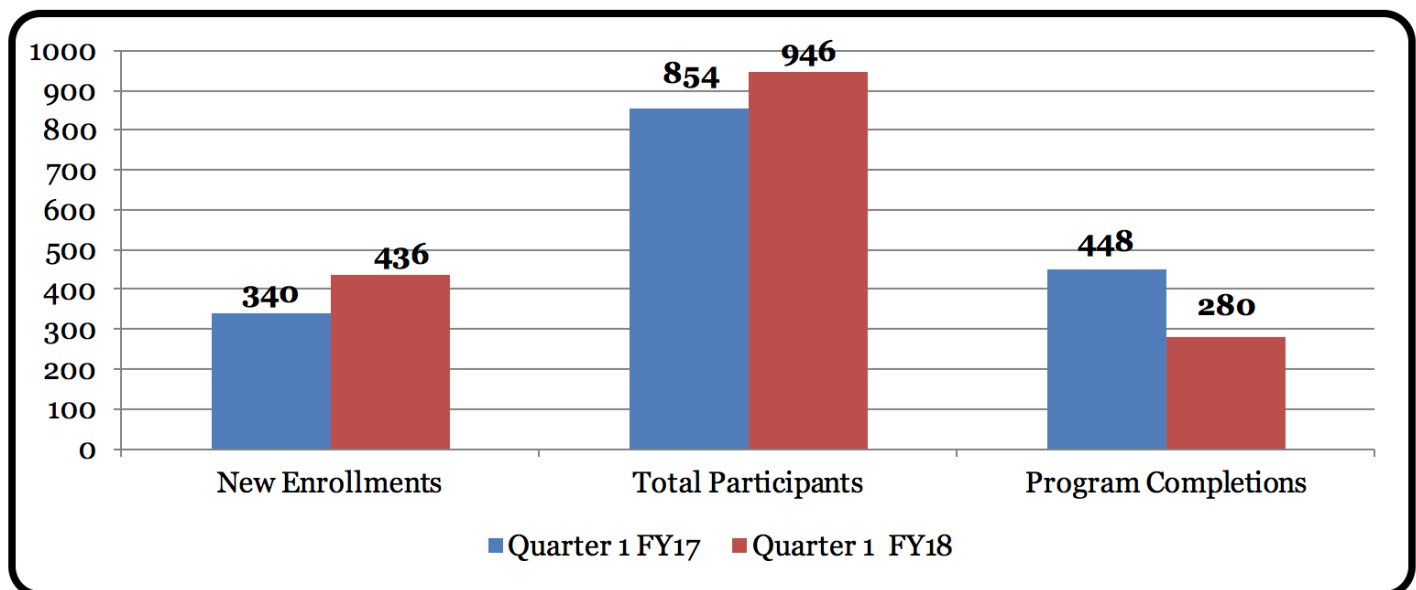
These programs are shaped by high-growth/high-demand industries and occupations and offer residents work-based, training, classroom instruction, and credentialing opportunities that are aimed at leading residents to substantial, long-term gainful employment.

The programs this report focuses on are: Transitional Employment Program, Back To Work 50+, LEAP Academy, FEMS Cadet, Solar Works DC Pilot Program, Quick Path To Energy Pilot Program, Pathways For Young Adults Program, On-The-Job Training Pilot Program, Pre-Apprenticeship Program, DC Career Connections, and McKinsey Generation DC. This quarter has more new enrollments and total overall participants than this time in the last fiscal year.

II. FISCAL YEAR 2018 TO DATE

The Fiscal Year 2018 Department of Employment Services Local Job Training Quarterly Report will draw from locally-funded program data for Fiscal Year 2018 Quarter One (Q1), Quarter Two (Q2), Quarter Three (Q3) and Quarter Four (Q4). 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.

Figure 1: Q1 Fiscal Year 2017 vs. Q1 Fiscal Year 2018 Comparison



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

III. TRANSITIONAL EMPLOYMENT PROGRAM

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 (7.3 percent, 10.4 percent and 13.2 percent respectively). Given the underserved population in these areas, Project Empowerment (PE) provides essential services to develop employment opportunities for the residents.

The workforce in the District of Columbia is considered to be highly educated. The unemployment rate for residents with Bachelor's degree and higher was only 2.3 percent in 2017. However, the unemployment rate for residents with less than a Bachelor's degree was 12.3 percent. Moreover, the unemployment rate for residents with less than a High School diploma was 17.4 percent in 2017.

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.

Project Empowerment Enrollment Data

Project Empowerment 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 235 new enrollments for the first quarter of fiscal year 2018. The program currently has 395 total participants as shown in Table 1 and are served through a network of 125 private sector employers. The average length of subsidized employment for program participants was 93 days or 3.1 months. Participants earned average subsidized hourly wage of \$9.50 as shown in Table 2.

Table 1: PE Enrollment by Month

Month	New Enrollment	Total Participants
October	65	373
November	93	354
December	77	395

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

Table 2: PE Subsidized Employment by Quarter

Quarter	Private Sector Host Employers	Average Subsidized Wage	Average Length of Subsidized Employment
Quarter 1	125	\$9.50	3.1 months

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

Project Empowerment reported a total of 202 completions and a 53 percent placement rate for the first quarter of fiscal year 2018 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 31 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 \$450 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 begin FY2018.

Table 3: FY18-Q1 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	202	107	53%	34	31%

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

IV. BACK TO WORK 50+

BACK TO WORK 50+ (BTW) promotes full re-integration 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.

Nearly half of District residents aged 50 to 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: retirement, discouragement, and a lack of interest in employment. The District's senior population is more likely find limited occupational opportunities, particularly age discrimination when combined with long unemployment periods.

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. BACK TO WORK 50+ enrolled 23 new participants during FY18Q1, bringing the program's total participants number to 51 as shown in Table 4.

Table 4: BTW Enrollments and Total Participants

Month	New Enrollment	Total Participants
October	13	45
November	10	55
December	0	51

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

V. 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 the State Superintendent of Education (OSSE). Noted below are brief descriptions of active MOUs supporting District residents:

LEAP Academy

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 as they learn or acquire a trade.

By having participants simultaneously participating in on-the-job training and related technical instruction, the learn-and earn framework allows individuals to earn wages and accumulate work experience that will assist in their advancement along a career pathway into the middle class.

The training areas are diverse as are the applicable Standard Occupational Codes (SOC) including Executive Secretaries and Executive Administrative Assistants; Customer Service Representatives; Automotive Service Technicians and Mechanics; Parking Enforcement Workers; Maintenance and Repair Workers, General; Helpers— Electricians; and Telephone Operators. These occupations accounted for over 19,000 jobs in the District of Columbia in the year 2017 and are estimated to experience almost six percent growth over the next decade. Customer Service Representatives, Helpers-Electricians, and Maintenance and Repair Workers are expected to have positive growth of at least 10 percent, whereas the other occupations are estimated to experience a decrease.

FEMS Cadet Program

Partnering with the District's Fire and Emergency Medical Services Department (FEMS), DOES funds the 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.

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 program. Considering this, program completions do not occur within a set timeframe, but instead a staggered schedule in accordance with the enrollment start date and the prescribed duration and process. The DC DHS LEAP program reported a total of seven new enrollments for Q1; while the DC FEMS Cadet program reported 18 new enrollments for Q1.

Table 5: MOU Program Enrollment Data by Quarter

MOU Enrollments FY18 – Q1		
Program Name	New Enrollments	Total Participants
DC DHS LEAP	7	7
DC FEMS Cadet	18	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 individuals that completed the program from the previous two 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 6: FY18 MOU Employment Placement and Retention Data by Quarter

MOUs FY18 – Q1					
Program Name	Number Completed	Number Placed	Percent Placed	Number Retained	Average Wage
DC DHS LEAP	17	17	100%	30	\$14.14
DC FEMS Cadet	N/A*	N/A*	N/A*	N/A*	N/A*

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

*DC FEMS Cadet Program is a two year program therefore there is no placement or Retention data to report at this time

VI. SOLAR WORKS DC PILOT PROGRAM

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 prepares residents to work in other areas, such as construction and utilities; thereby equipping residents with skills in high demand and good earnings.

Solar Works DC is a 12-week, solar installation and job training program with the goal of installing solar systems on up to 100 low-income households. The D.C. Department of Energy and Environment (DOEE), 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 solar training, Solar Works DC offers soft skills workshops that include: financial literacy, resume building, interview preparation, and mock interviews.

Solar Works DC Enrollments

The Solar Works DC program launched its fall cohort on September 5, 2017. The program enrolled a total of 25 new participants in Q1 of fiscal year 2018 and reported a completion rate of 88 percent as shown in Table 7. Those that successfully completed the program received certifications in the following areas: OSHA 10, CPR/First Aid, and NABCEP.

Table 7: Solar Works DC Enrollments

Solar Works DC Enrollments FY18 – Q1			
Quarter	New Enrollment	Number Completed	Percentage Completed
Quarter 1	25	22	88%

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

VII. QUICK PATH TO ENERGY PILOT PROGRAM

The DC Quick Path to Energy (QPE) is a six week, pre-vocational training program that prepares District residents for open positions in the utility industry with Pepco Holdings and other employers. Quick Path to Energy prepares 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 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 Quick Path to Energy participants. This program has implemented multiple cohorts supported by both local and federal funding sources. DOES offers the Quick Path to Energy program in partnership with the Workforce Investment Council and The University of the District of Columbia.

Quick Path to Energy Enrollments

Quick Path to Energy reported no new enrollments or participants for Q1 of fiscal year 2018. The fourth and

fifth cohorts ended on October 30, 2017. The next cohort will start in March of 2018.

VIII. PATHWAYS FOR YOUNG ADULTS PROGRAM

The District's youth population has a high educational attainment level, with 41 percent of the age group 18 to 24 estimated to possess a Bachelor's degree or higher. However, less than 60 percent of this population is in the labor force the unemployment for the age group 18 to 24 was almost 17 percent in 2017; almost three times the District's average.

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.

Enrollment PYAP 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, 2017. Retention data is collected from two (2) quarters prior and spans January 1 through March 31, 2018. 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 those that complete the program. Provider service delivery captures both education and employment-related follow-up activities, for which placement and retention data is included in Table 8.

Table 8: PYAP FY18 – Q2 Employment Placement and Retention Data by Quart

PYAP FY17 – Q1					
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%	—	—

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

IX. ON-THE-JOB TRAINING PROGRAM

The District's top 50 high demand, high wage occupations requiring entry level educational attainment less

than a high school diploma or its equivalent indicated that 49 of the 50 jobs 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 34 of the 50 jobs require short-term to long-term training, and apprenticeship. The reports illustrate the need for on-the-job training for disadvantaged District residents.

The On-the-Job Training (OJT) Program provides participants hands-on training that is 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 On-The-Job Training 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.

On-The-Job Training Enrollment Data

Phase II of the On-The-Job Training pilot program re-launched in July 2017. The program has enrolled a total of 22 new participants for FY2018 Q1; bringing the total participants of the program to 18 shown in Table 9. On-The-Job Training worked with nine (9) host employers seen in Table 10. A participant's average length of subsidized employment was six (6) months and the average wage was \$16.09 per hour also shown in Table 10.

Table 9: OJT Enrollment FY18

Month	New Enrollment	Total Participants
October	7	7
November	7	14
December	8	22

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

Table 10: OJT Subsidized Employment by Quarter

Quarter	Private Sector Host Employers	Average Subsidized Wage	Average Length of Subsidized Employment
Quarter 1	9	\$16.09/hr	6 months

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

X. PRE-APPRENTICESHIP PROGRAM

Construction trade worker occupations are estimated to experience a growth rate of 16 percent over the next decade. At least 40 percent of these occupations require apprenticeship training while the rest require

short-term to long-term on-the-job training. The apprenticeship program serves as a pathway to middle-class for disadvantaged District residents.

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 programs are designed to prepare individuals to enter into Registered Apprenticeships and succeed 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 the 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.

Pre-Apprenticeship Enrollment

The Dynamic Concepts program had a 73 percent completion rate in Q1 as shown in Table 11. The C.H.O.I.C.E. program performed better, with an 85 percent completion rate also shown in Table 11. The participants who did not complete their programs were referred to the American Job Centers for workforce services. The current pre-apprenticeship program offerings resulted in 28 program participants earning industry recognized credentials.

Apprenticeship Enrollments FY18 – Q1				
Program Name	New Enrollments	Total Participants	Number Completed	Percentage Completed
Dynamic Concepts	12	15	11	73%
C.H.O.I.C.E.	20	20	17	85%

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

XI. DISTRICT OF COLUMBIA CAREER CONNECTIONS

District residents in the age group 20 to 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 unemployment 12.5 percent unemployment rate in 2017; more than twice the District's average.

DC 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. DC Career Connections aims to serve 400 out-of-school youth providing them with 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.

DC Career Connections Enrollment

DC Career Connections enrolled 88 new participants during FY2018 Q1. The program reported a total of 428 total participants for Q1 FY2018, as shown in Table 12 below. 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. DC Career Connections reported 44 unsubsidized job placements during FY2017 Q4 and worked with a total of 106 host employers. The program's average length of subsidized employment was 90 days and the average wage received by participants was \$9.50 per hour as shown in Table 13.

Table 12: FY18-Q1 DCCC Enrollment by Month

Month	New Enrollment	Total Participants
October	27	406
November	32	420
December	29	428

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

Table 13: DCCC Subsidized Employment by Quarter

Quarter	Private Sector Host Employers	Average Subsidized Wage	Average Length of Subsidized Employment
Quarter 1	106	\$9.50	90 days

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

XII. 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 with the highly-skilled and motivated talent they need. The program offers a skills-training methodology able to serve large numbers of unemployed and underemployed young people a year. The training develops business value for employers and lasting career impact for participants.

McKinsey Generation DC Enrollment

There is no data to report as Division of State Initiatives is in the recruitment phase for first cohort for Generation/McKinsey. After reviewing the data from FY17 it was determined better outcomes could be produced by offering a hospitality certification opposed to a customer service certification. The program is slated to begin in late February 2018.



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