



**MURIEL BOWSER**  
MAYOR

April 21, 2020

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

Dear Chairman Mendelson:

Pursuant to the provisions required by the Job Training and Adult Education Programs Act of 2012, effective September 20, 2012 (D.C. Law 19-168; D.C. Official Code § 32-771), I am transmitting the "Local Jobs Training Report: Fiscal Year 2019 (Quarters 1-3)."

The attached report includes outcome information for nine locally-funded job training programs. During the first three quarters of Fiscal Year 2019, nearly 1,500 residents newly enrolled in these programs with over 40% completing and about 30% continuing their enrollment. These programs are focused on high-growth, high-demand industries and offer soft-skills and work-based training, classroom instruction, and credentialing opportunities that lead to long-term, gainful employment. For example, the DC Infrastructure Academy provided training and services designed to meet the District's need for skilled infrastructure professionals to nearly 600 residents. Over 60% of participants across these programs from Fiscal Year 2018 were employed six months after completing one of these programs. The Department of Employment Services continues to reevaluate programs to ensure those offered are yielding the greatest return on investment and takes pride in creating new programs and initiatives to meet the needs of all District residents.

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

Sincerely,

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

Muriel Bowser  
Mayor



# LOCAL JOBS TRAINING REPORT

## Fiscal Year 2019

### Quarter 1 - 3

### October 1, 2018 - June 30, 2019

DISTRICT OF COLUMBIA  
DEPARTMENT OF EMPLOYMENT SERVICES



**WE ARE  
WASHINGTON  
DC** GOVERNMENT OF THE  
DISTRICT OF COLUMBIA  
**MURIEL BOWSER, MAYOR**

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### EXECUTIVE SUMMARY

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

There are nine locally-funded programs discussed in this report. During the first three quarters of Fiscal Year 2019, 1,480 individuals newly enrolled in locally-funded job training programs, and 631 completed, at a rate of 42.6%, with an additional 431 who are continuing enrollment, at a rate of 29.1%.

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

The District of Columbia, as a whole, has seen strong economic and workforce growth over the last 20 years and continues to attract some of the most well-educated individuals from outside of the region to join its growing workforce. For instance, the District of Columbia added almost 40,000 jobs during the last three years, and more than 26,000 residents gained employment. The unemployment rate declined by almost two points.

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

DOES, as the state workforce agency for Washington, DC, is charged with serving residents, job-seekers, and employers and ensuring they have access to opportunities and resources that lead to fair, safe, and effective working communities.

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



## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

### ABOUT THIS REPORT

In this report, DOES is required by D.C. Law 19-168, § 2082, 59 DCR 8025, to present programmatic outcome data for participants of locally-funded job training programs for quarters one, two and three of Fiscal Year 2019 and employment outcomes for participants in quarters one, two and three of Fiscal Year 2018. This outcome data is presented pursuant to the Job Training and Adult Education Programs Act of 2012, effective September 20, 2012 (D.C. Law 19-168; D.C. Official Code § 32-771).

Active program participants, new enrollment, and new enrollment completion are presented based on the following quarters:

- Q1: October 1, 2018 – December 31, 2018
- Q2: January 1, 2019 – March 31, 2019
- Q3: April 1, 2019 – June 30, 2019

Participant employment, retention, and wages are captured in this report based on completion in the following quarters:

- Q1: October 1, 2017 – December 31, 2017
- Q2: January 1, 2018 – March 31, 2018
- Q3: April 1, 2018 – June 30, 2018

This report provides a quarterly update of program enrollment, completion, employment and retention for residents of the District of Columbia participating in locally-funded job training programs. The following programs are included in this report:

- Back to Work 50+ (BTW50+)
- District of Columbia Career Connections (DCCC)
- District of Columbia Infrastructure Academy (DCIA)
- Fire and Emergency Medical Services (FEMS) Cadet Program\*
- Learn, Earn, Advance, Prosper (LEAP)
- Metropolitan Police Department (MPD) Cadet Program\*
- On-the-Job Training (OJT)
- Pre-Apprenticeship
- Project Empowerment (sometimes referred to as TEP)

This report provides outcome reporting for all programs listed above. Specifically, this report looks at overall outcomes across three quarters for the following:

- Enrollment
- Completion, activity completion and continued participation
- Employment
- Retention
- Wage averages

\*Both FEMS and MPD Cadets are DOES-funded, but administered by their respective agencies.

In addition, this report also includes the following outcomes for subsidized job training programs (overall and by quarter):

- Participation by month
- Number of private sector employers
- Average and median wages
- Average duration of time spent in the training program
- Number and percentage of participants who complete and retain employment for six months following program completion
- Participant educational levels

## OVERVIEW OF PROGRAMS COVERED IN THIS REPORT

### BACK TO WORK 50+

Back to Work 50+ (BTW50+) promotes the full reintegration of talented job seekers between the ages of 50 to 64 seeking to re-enter the workforce. BTW50+ was created in partnership with the AARP Foundation in an effort to enhance opportunities for job seekers by broadening access to critical employment resources, such as resume preparation, job placement assistance and technology training.

### DISTRICT OF COLUMBIA CAREER CONNECTIONS

District of Columbia Career Connections (DCCC) is a work readiness training program for District youth between the ages of 20 and 24 who are unemployed and out of school. DCCC serves more than 400 out-of-school youth annually and provides opportunities to gain valuable subsidized work experience, skills, training, individualized coaching, and support services 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.

### DISTRICT OF COLUMBIA INFRASTRUCTURE ACADEMY

District of Columbia Infrastructure Academy (DCIA) provides training and services designed to meet the need for skilled infrastructure professionals in Washington, DC. DCIA coordinates, trains, screens, and recruits residents to fulfill the needs of the infrastructure industry and infrastructure jobs with leading companies in this high-demand field.

### FIRE AND EMERGENCY MEDICAL SERVICES CADET PROGRAM

The Fire and Emergency Medical Services (FEMS) Cadet Program recruits and trains District residents between the ages of 18 and 21 who have graduated from a District high school or, alternatively, who have received a GED in the District of Columbia. Through this training, cadets obtain their National Registry Emergency Medical Technicians (EMT), Firefighter I & II, and Hazardous Materials Awareness & Operations certificates. FEMS trainees earn a per annum salary and fringe benefits, and they receive structured and comprehensive training.

### **LEARN, EARN, ADVANCE, PROSPER**

Learn, Earn, Advance, Prosper (LEAP) was established as a network of interconnected partners utilizing an earn-and-learn approach that links the District's unemployed residents with employment, education and training opportunities. This approach applies the apprenticeship model to skill development, allowing individuals to earn a wage while participating in on-the-job training and receiving technical instruction. LEAP connects unemployed and underemployed TANF (Temporary Assistance for Needy Families) customers to in-demand jobs within DC government and the private sector to provide a pathway to the middle class. The program offers trainings that span a wide variety of occupations.

### **METROPOLITAN POLICE DEPARTMENT CADET PROGRAM**

Metropolitan Police Department (MPD) Cadet Program provides Police Cadet Training to individuals between the ages of 18 to 24 interested in a career in law enforcement. The goal of the program is to ensure that there is a steady pool of candidates who meet the educational entrance requirements necessary to become a recruit officer. All of the cadets attend the University of the District of Columbia while enrolled in the program and will earn a total of 60 college credit hours.

### **ON-THE-JOB TRAINING**

On-the-Job Training (OJT) provides participants the hands-on training necessary to increase their skills, knowledge and capacity to perform designated job functions and obtain and sustain unsubsidized employment. Utilizing the earn-and-learn approach, the OJT program matches participants with employers willing to provide skills-based training tailored to suit their recruiting needs and provides underemployed and unemployed District residents an opportunity to successfully enter or re-enter the workforce.

### **PRE-APPRENTICESHIP**

Pre-Apprenticeship provides District residents with connections to the providers and sponsors they need to receive 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.

### **PROJECT EMPOWERMENT**

Project Empowerment provides supportive services, adult basic education, job coaching, and resources for employability, life skills, job search assistance and limited vocational training to District residents with multiple barriers to employment. Through Project Empowerment, subsidized wages are paid to participants by DOES while they are in training, as well as for a short period of time when they are placed in entry-level positions with employers in both the private and public sectors.



# DC DEPARTMENT OF EMPLOYMENT SERVICES

## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

PROGRAM	POPULATION SERVED	INDUSTRY OR OCCUPATION TYPE	DURATION	FY 2019 FUNDING
Back to Work 50+ (BTW50+)	DC residents between the ages of 50 and 64 years	Not industry-specific	6 weeks	\$250,000
District of Columbia Career Connections (DCCC)	Residents of the District of Columbia between the ages of 20 and 24 who are not employed and not in school	Not industry-specific	Duration varies	\$4,017, 238
District of Columbia Infrastructure Academy (DCIA)	Residents of the District of Columbia	Infrastructure	Duration varies	\$2,146,637
Fire and Emergency Medical Services (FEMS) Cadet Program	District residents between the ages of 18 and 21 who have graduated from a District high school or, alternatively, who have received a GED in the District of Columbia	Emergency services	12 months	\$ 493,305.58
Learn, Earn, Advance, Prosper (LEAP)	Unemployed DC residents	Non-emergency call center operator	12 months	\$2,172,356
Metropolitan Police Department (MPD) Cadet Program	Residents of the District of Columbia between the ages of 18 and 24 years	Police officer	12 months	\$250,000
On-the-Job Training (OJT)	Residents of the District of Columbia	Construction, design/engineering and consulting	Duration varies	\$340,000
Pre-Apprenticeship	Residents of the District of Columbia 16 years or older	Not industry-specific	Duration varies	\$934,740
Project Empowerment	District residents between the ages of 22 and 54 who are not receiving government assistance, such as Temporary Assistance for Needy Families (TANF) and Unemployment Comp.	Not industry-specific	Duration varies	\$8,890,495

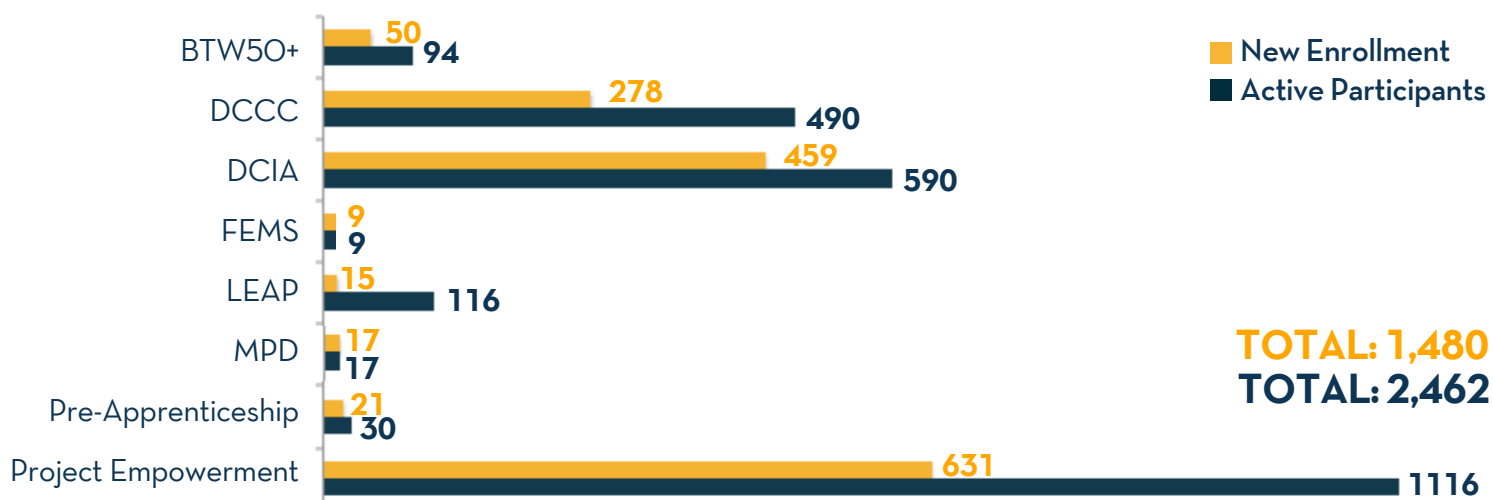
# DC DEPARTMENT OF EMPLOYMENT SERVICES

## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

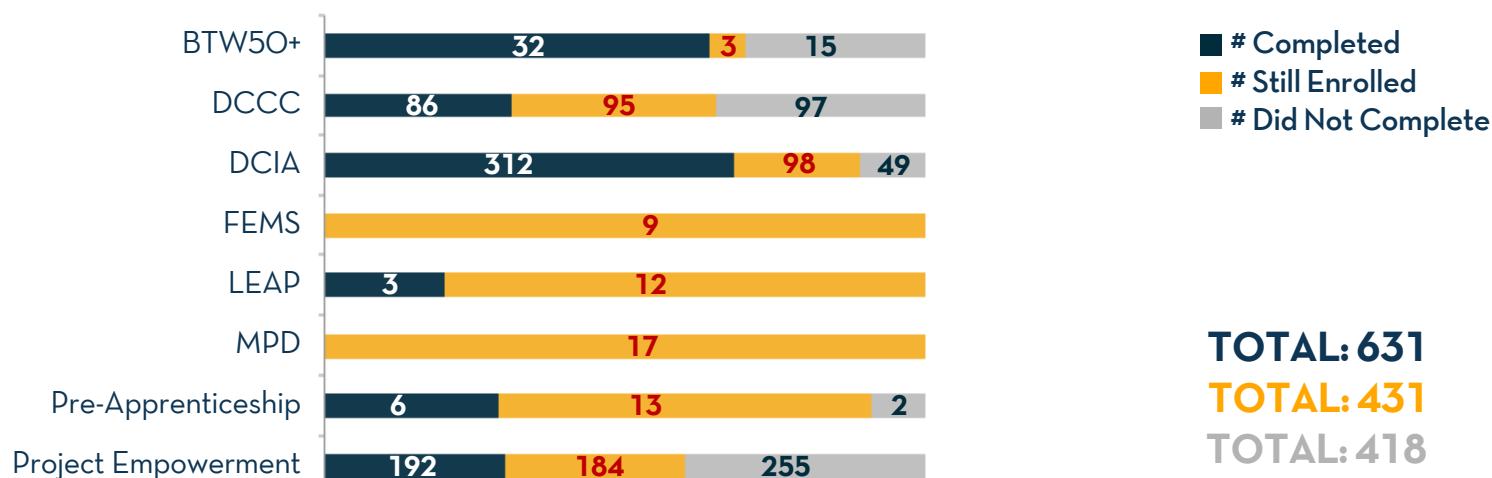
### OVERALL PROGRAMMATIC OVERVIEW (OCT. 1, 2018 – JUNE 30, 2019)

#### TOTAL NEW ENROLLMENT & ACTIVE PARTICIPANTS ACROSS PROGRAMS



#### OVERALL ACTIVITY COMPLETION FOR NEW ENROLLMENTS

These numbers represent new enrollments by program that were previously presented in the visualization above.



Note: OJT was not locally-funded in Fiscal Year 2019, and programmatic outcomes during this timeframe are not included here. OJT was locally-funded during Fiscal Year 2018, and outcomes during that timeframe are included in later sections of this report.

Please see appendix B (p. 24-25) for program-level data, including numerator and denominator.

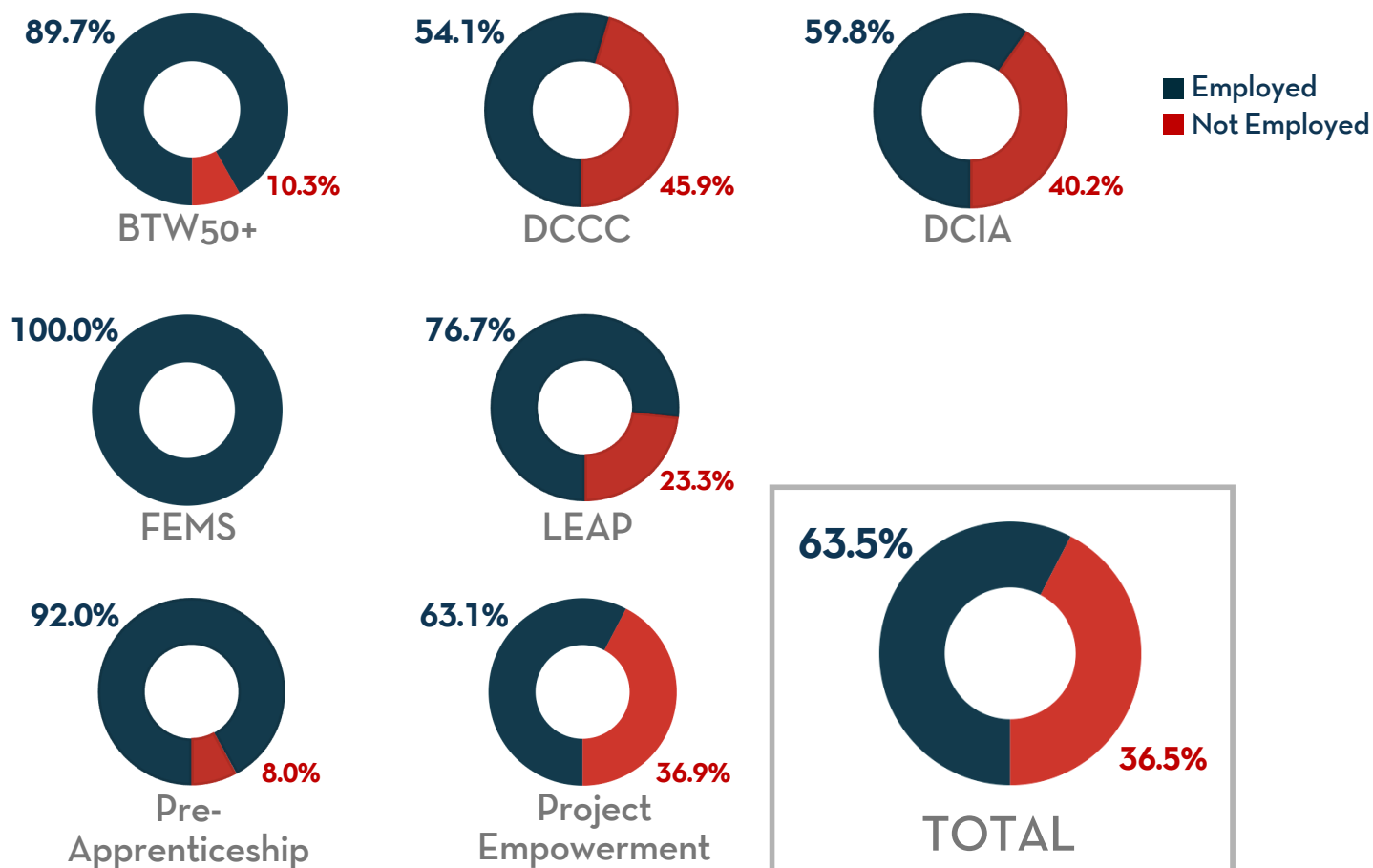
# DC DEPARTMENT OF EMPLOYMENT SERVICES

## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

Reporting reflects employment, retention and wages for FY2018 participants at least six months post-training completion. For participants in unsubsidized programs, this represents individuals who continued to be employed upon completing the job training program in FY2018. For participants in subsidized programs, this reflects employment within six months of completion.

### OVERALL EMPLOYMENT RATES SIX MONTHS POST-PROGRAM COMPLETION FOR INDIVIDUALS ENROLLED IN LOCAL JOBS TRAINING BETWEEN OCT. 1, 2017- JUNE 30, 2018



Note: OJT participants complete and exit the program in Q4 and are not shown here.

Please see appendix B (p. 25) for program-level data, including numerator and denominator.

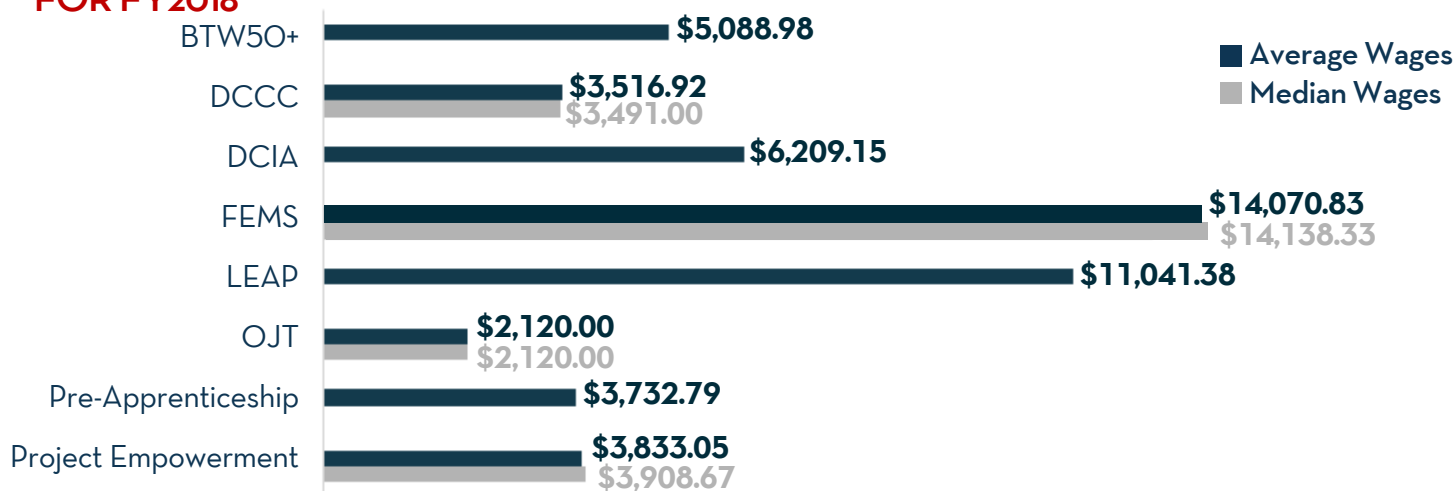


# DC DEPARTMENT OF EMPLOYMENT SERVICES

## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

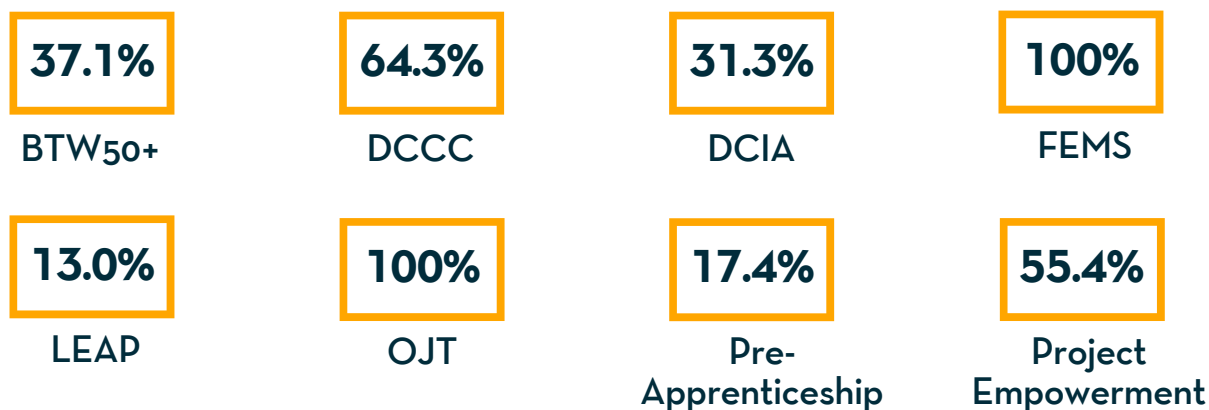
### UNSUBSIDIZED AVERAGE & MEDIAN QUARTERLY WAGES ACROSS PROGRAMS FOR FY2018



Note: MPD did not have an FY2018 training cohort.

### AGGREGATE RETENTION RATES ACROSS ALL PROGRAMS FOR INDIVIDUALS ENROLLED IN LOCAL JOBS TRAINING IN FISCAL YEAR 2018

New Enrollment Data captures individuals who were retained in employment for at least six months after their first employment following training.



Note: DOES uses a "wage bump" to verify employment only in the District of Columbia (See p. 23). \*Retention information for the MPD Cadet Program is not available.

Please see appendix B (p. 25-26) for program-level data, including numerator and denominator.

### PROGRAM-LEVEL OUTCOMES

This section of the report covers the same outcomes as the previous section; however, it presents these outcomes by program and by quarter. For each program, the outcomes in the top half of the page reflect the following universe of participants:

- New enrollment: Any participants enrolled as “new” during quarters one, two, and three of Fiscal Year 2019.
- Active participants: Any participant enrolled during quarters one, two, and three of Fiscal Year 2019, regardless of enrollment date.
- Completion and activity completion by quarter: Completion and activity completion status of participant who was a new enrollment during quarters one, two, or three of Fiscal Year 2019.

The outcomes on the bottom half of the page reflect the following universe of participants:

- Employment by quarter: Participants who were enrolled and completed during quarters one, two, or three of Fiscal Year 2018. For participants in programs where there is not subsidized employment, this represents individuals who have “ever” been employed since completing the job training program in Fiscal Year 2018. For participants in subsidized programs, this reflects employment within six months of completion.
- Wages by quarter: Participants who were enrolled and completed during quarters one, two, or three of Fiscal Year 2018.
- Retention by quarter: Participants who were enrolled and completed during quarters one, two, or three of Fiscal Year 2018 and subsequently employed.

More details concerning the numerator, denominator and methodology can be located in Appendix B of this report.

# DC DEPARTMENT OF EMPLOYMENT SERVICES

## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

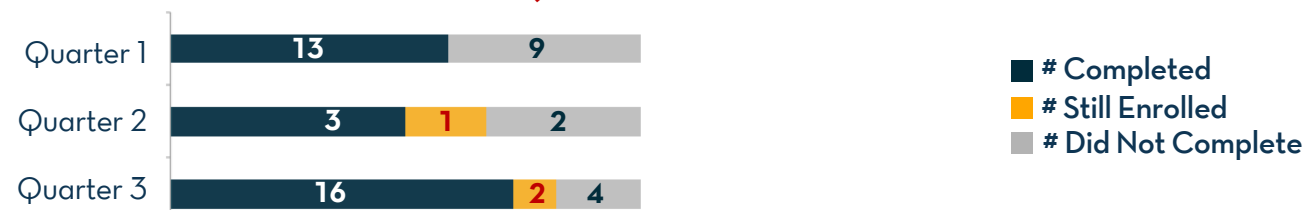
### BACK TO WORK 50+ (BTW50+)

The BTW50+ program promotes the full reintegration of talented job seekers between the ages of 50 to 64 seeking to re-enter the workforce.

### NEW ENROLLMENT & ACTIVE PARTICIPANTS BY QUARTER

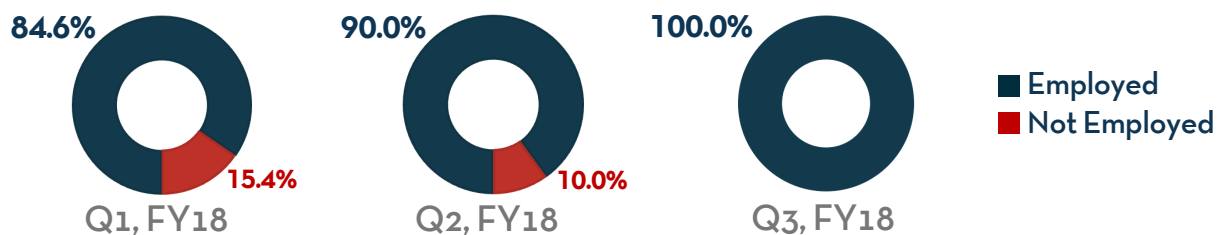


### ACTIVITY COMPLETION BY QUARTER



New Enrollment Data reflects participants newly enrolled during quarters one, two, or three of Fiscal Year 2019.

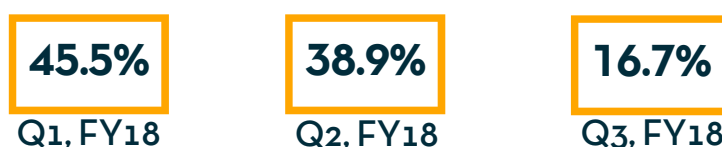
### EMPLOYMENT BY QUARTER OF FISCAL YEAR 2018 COHORTS



### AVERAGE WAGES BY QUARTER OF FY2018



### RETENTION BY QUARTER OF FISCAL YEAR 2018 COHORTS



Please see appendix B (p. 24-26) for program-level data, including numerator and denominator.



# DC DEPARTMENT OF EMPLOYMENT SERVICES

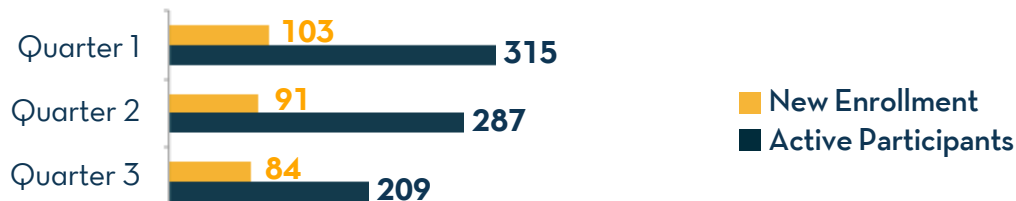
## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

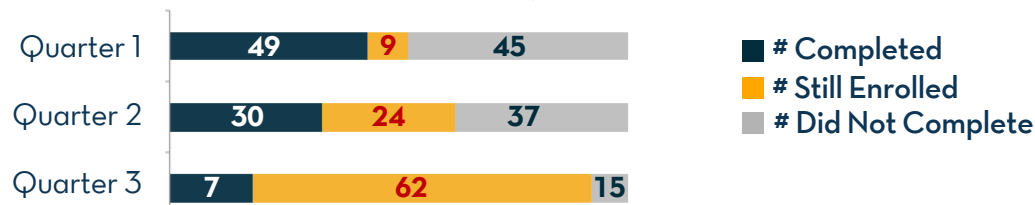
### DISTRICT OF COLUMBIA CAREER CONNECTIONS (DCCC)

DCCC is a work readiness training program for District youth between the ages of 20 and 24 who are unemployed and out of school that provides opportunities to gain valuable paid work experience, skills, training, individualized coaching and support services, with the ultimate goal of securing sustainable, unsubsidized employment.

### NEW ENROLLMENT & ACTIVE PARTICIPANTS BY QUARTER

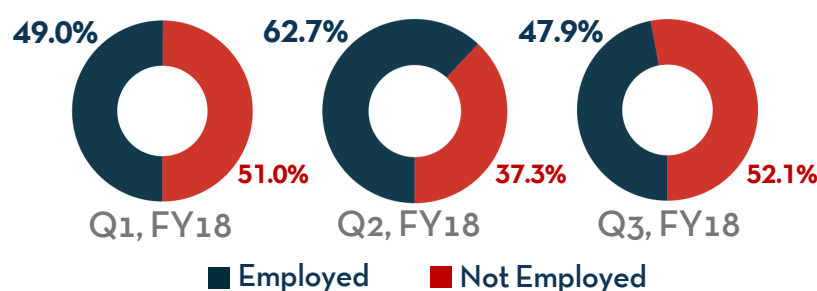


### ACTIVITY COMPLETION BY QUARTER

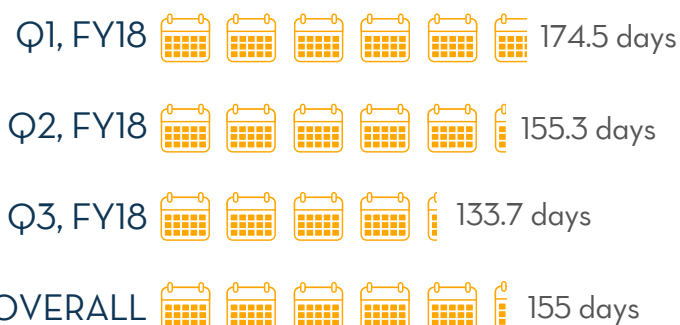


New Enrollment Data reflects participants newly enrolled during quarters one, two or three of Fiscal Year 2019.

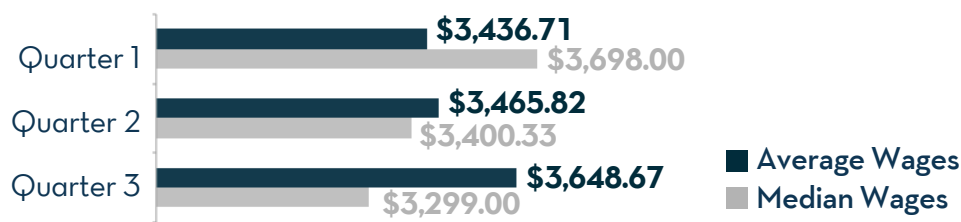
### EMPLOYMENT BY QUARTER OF FISCAL YEAR 2018 COHORTS



### AVERAGE LENGTH OF SUBSIDIZED WORK EXPERIENCE (CALENDAR DAYS)

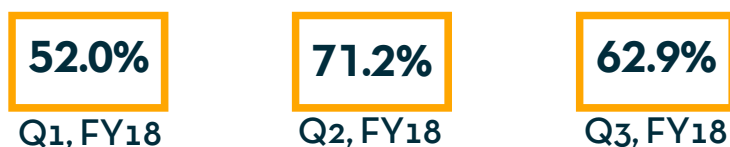


### AVERAGE & MEDIAN WAGES BY QUARTER OF FY2018



= 30 days

### RETENTION BY QUARTER OF FISCAL YEAR 2018 COHORTS



Please see appendix B (p. 24-26) for program-level data, including numerator and denominator.

# DC DEPARTMENT OF EMPLOYMENT SERVICES

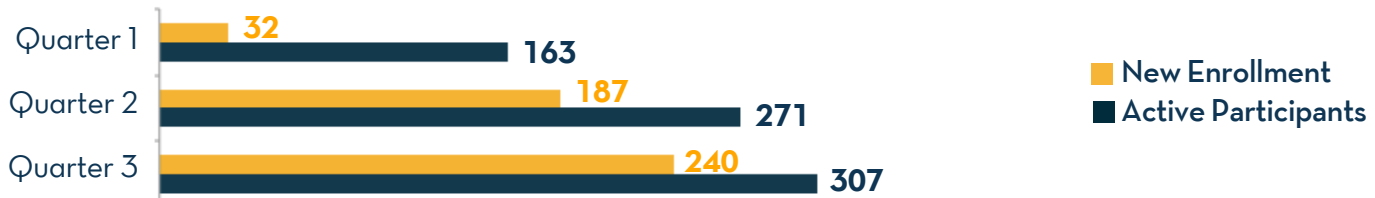
## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

### DISTRICT OF COLUMBIA INFRASTRUCTURE ACADEMY (DCIA)

DCIA provides training and services designed to meet the need for skilled infrastructure professionals in Washington, DC. DCIA coordinates, trains, screens and recruits residents to fulfill the needs of the infrastructure industry and infrastructure jobs with leading companies in this high-demand field.

#### NEW ENROLLMENT & ACTIVE PARTICIPANTS BY QUARTER

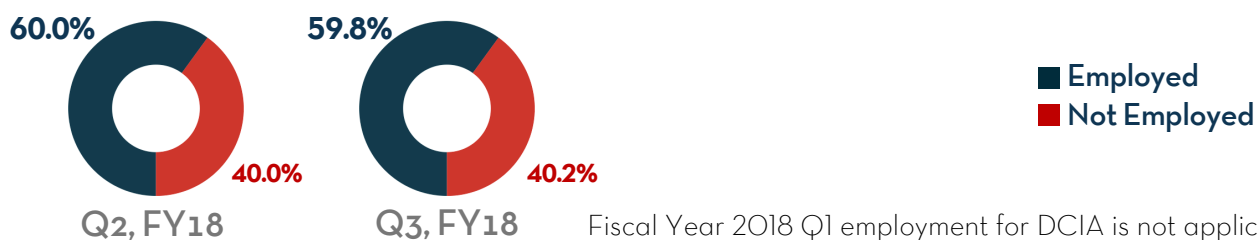


#### COMPLETION BY QUARTER



New Enrollment Data reflects participants newly enrolled during quarters one, two or three of Fiscal Year 2019.

#### EMPLOYMENT BY QUARTER OF FISCAL YEAR 2018 COHORTS



#### AVERAGE WAGES BY QUARTER OF FY2018



#### RETENTION BY QUARTER OF FISCAL YEAR 2018 COHORTS



Fiscal Year 2018 Q1 retention for DCIA is not applicable. Please see appendix B (p. 24-26) for program-level data, including numerator and denominator.

# DC DEPARTMENT OF EMPLOYMENT SERVICES

## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

### FIRE AND EMERGENCY MEDICAL SERVICES (FEMS) CADET PROGRAM

FEMS Cadet Program recruits and trains District residents between the ages of 18 and 21 who have graduated from a District high school or, alternatively, who have received a GED in the District of Columbia. Through this training, cadets obtain their National Registry EMT, Firefighter I & II and Hazardous Materials Awareness & Operations certificates.

#### PROGRAM NEW ENROLLMENT & ACTIVE PARTICIPANTS BY QUARTER



The FEMS Cadet Program does not have open enrollment and instead enrolls one cohort at a time. Quarter one is the only eligible enrollment cohort during this time period.

The FEMS Cadet Program for quarter one of FY2019 is still ongoing and all nine participants are still enrolled and training.

For the FY2018 cohort, there were 10 individuals enrolled in the training with average time-to-completion of 291 days and an average quarterly subsidized wage of \$5,470.83.

### METROPOLITAN POLICE DEPARTMENT (MPD) CADET PROGRAM

MPD Cadet Program provides Police Cadet Training to 100 locally-funded participants between the ages of 18 to 24 interested in a career in law enforcement. The goal of the program is to ensure that there is a steady pool of candidates who meet the educational entrance requirements necessary to become a recruit officer. All of the cadets attend the University of the District of Columbia while enrolled in the program and will earn a total of 60 college credit hours.

#### PROGRAM NEW ENROLLMENT & ACTIVE PARTICIPANTS BY QUARTER



The MPD Cadet Program does not have open enrollment and instead enrolls one cohort at a time. Quarter one is the only eligible enrollment cohort during this time period.

The MPD Cadet Program for quarter one of FY2019 is still ongoing and all 17 participants are still enrolled and training.



# DC DEPARTMENT OF EMPLOYMENT SERVICES

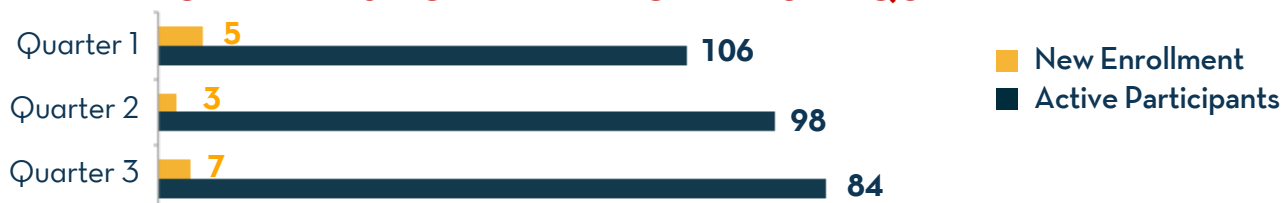
## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

### LEARN, EARN, ADVANCE, PROSPER (LEAP)

LEAP is a network of interconnected partners utilizing an earn-and-learn approach that links the District's unemployed residents with employment, education and training opportunities. This approach applies the apprenticeship model to skill development, allowing individuals to earn a wage while participating in on-the-job training and receiving technical instruction. LEAP connects unemployed and underemployed TANF customers to in-demand jobs within DC government and the private sector to provide a pathway to the middle class.

### NEW ENROLLMENT & ACTIVE PARTICIPANTS BY QUARTER

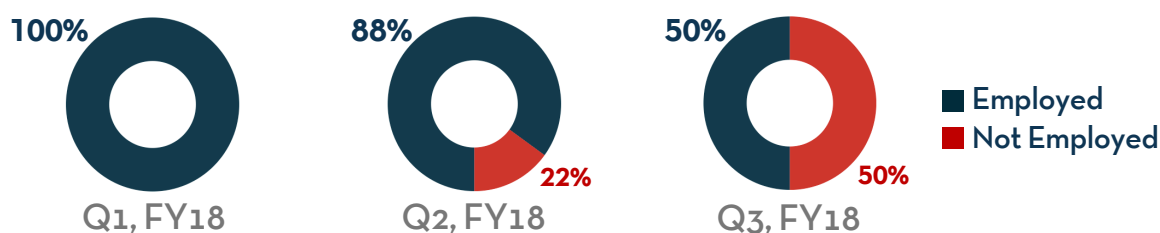


### PROGRAM COMPLETION BY QUARTER



New Enrollment Data reflects participants newly enrolled during quarters one, two, or three of Fiscal Year 2019.

### EMPLOYMENT BY QUARTER OF FISCAL YEAR 2018 COHORTS



### AVERAGE WAGES BY QUARTER OF FY2018



### RETENTION BY QUARTER OF FISCAL YEAR 2018 COHORTS



Please see appendix B (p. 24-26) for program-level data, including numerator and denominator.

# DC DEPARTMENT OF EMPLOYMENT SERVICES

## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

### ON-THE-JOB TRAINING (OJT)

OJT provides participants the hands-on training necessary to increase their skills, knowledge and capacity to perform designated job functions and obtain and sustain unsubsidized employment. Utilizing the earn-and-learn approach, the OJT program matches participants with employers willing to provide skills-based training tailored to suit their recruiting needs and provides underemployed and unemployed District residents an opportunity to successfully enter or re-enter the workforce.

During Fiscal Year 2019, OJT was not locally-funded and as a result, program new and overall enrollment numbers are not included. The program was locally-funded during Fiscal Year 2018 and employment and retention outcomes for the Fiscal Year 2018 cohort are below.

### AVERAGE LENGTH OF PROGRAM PARTICIPATION DURING FY2019

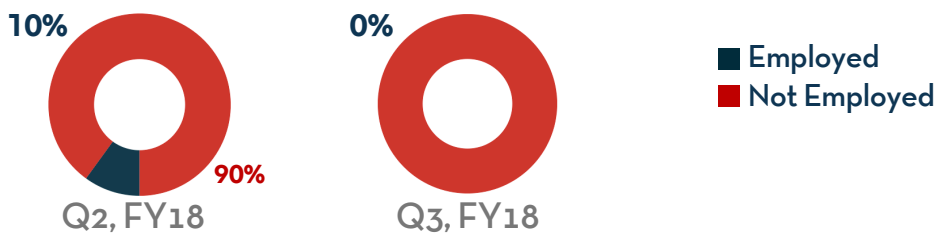
Quarter 2    65 days

Quarter 3  9 days  = 30 days

Note: Due to the number of individuals actively enrolled in the program, the length of participation is likely an under-estimate.

Fiscal Year 2019 Q1 participation for OJT is not eligible for this measure, as there were no new enrollments during the quarter.

### EMPLOYMENT BY QUARTER OF FISCAL YEAR 2018 COHORTS



Fiscal Year 2018 Q1 employment for OJT is not available.

### RETENTION BY QUARTER OF FISCAL YEAR 2018 COHORTS



Fiscal Year 2018 Q1 retention for OJT is not available.

Please see appendix B (p. 24-26) for program-level data, including numerator and denominator.

# DC DEPARTMENT OF EMPLOYMENT SERVICES

## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

### PRE-APPRENTICESHIP

Pre-Apprenticeship provides District residents with connections to the providers and sponsors they need to receive 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.

#### NEW ENROLLMENT & ACTIVE PARTICIPANTS BY QUARTER

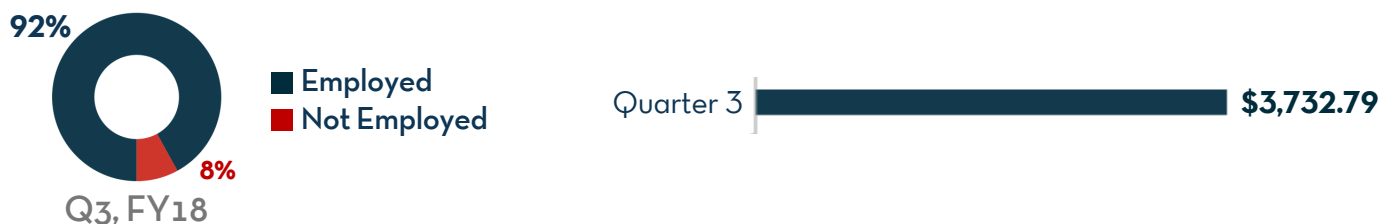


#### COMPLETION BY QUARTER

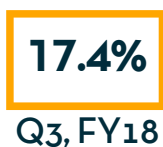


New Enrollment Data reflects participants newly enrolled during quarters one, two or three of Fiscal Year 2019.

#### EMPLOYMENT & AVERAGE WAGE BY QUARTER OF FISCAL YEAR 2018 COHORTS



#### RETENTION BY QUARTER OF FISCAL YEAR 2018 COHORTS



Retention rates for Q1 and Q2 of Fiscal Year 2018 are not applicable because the program did not have a new cohort during that time.

Please see appendix B (p. 24-26) for program-level data, including numerator and denominator.

# DC DEPARTMENT OF EMPLOYMENT SERVICES

## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

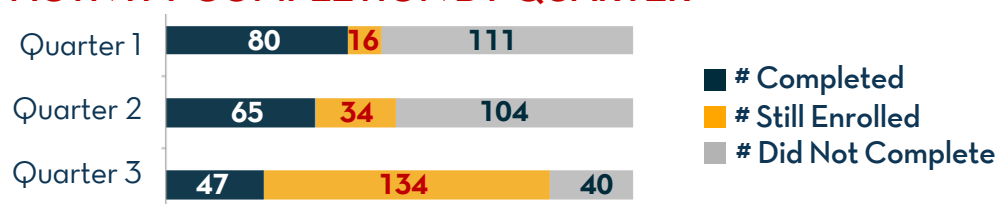
### PROJECT EMPOWERMENT

Project Empowerment is a transitional employment program that provides supportive services, adult basic education, job coaching, job search assistance, and limited vocational training to District residents in areas with high unemployment, elevated poverty levels and multiple barriers to employment. Subsidized wages are paid to participants while they are in training, as well as for a short period of time when they are placed in entry-level positions with employers in both the private and public sectors.

#### NEW ENROLLMENT & ACTIVE PARTICIPANTS BY QUARTER

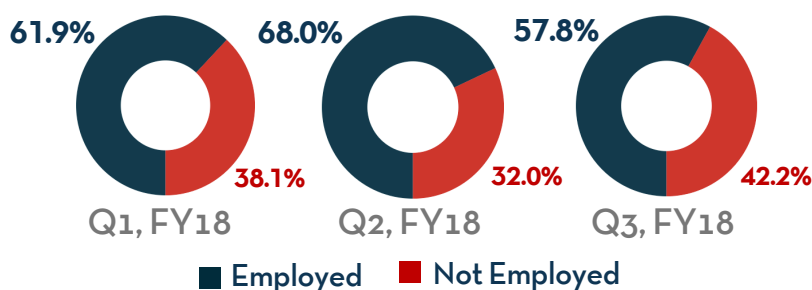


#### ACTIVITY COMPLETION BY QUARTER

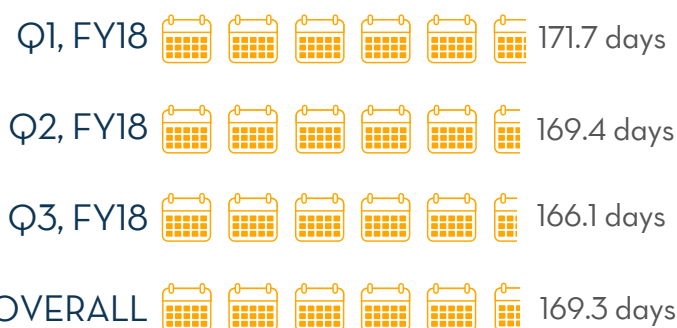


New Enrollment data reflects participants newly enrolled during quarters one, two or three of Fiscal Year 2019.

#### EMPLOYMENT BY QUARTER OF FISCAL YEAR 2018 COHORTS

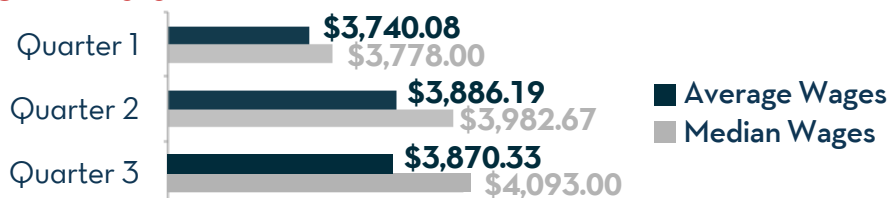


#### AVERAGE LENGTH OF SUBSIDIZED WORK EXPERIENCE (CALENDAR DAYS)



= 30 days

#### AVERAGE & MEDIAN WAGES BY QUARTER OF FY2018



#### RETENTION BY QUARTER OF FY 2018 COHORTS



Please see appendix B (p. 24-26) for program-level data, including numerator and denominator.

# DC DEPARTMENT OF EMPLOYMENT SERVICES

## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

### OUTCOMES FOR PROGRAMS WITH SUBSIDIZED EMPLOYMENT

This section provides outcomes data for programs with subsidized employment only, which include: DC Career Connections, Fire and Emergency Medical Services Cadet Program, Metropolitan Police Department Cadet Program, On-the-Job Training and Project Empowerment.

#### PARTICIPATION LEVELS BY MONTH FOR FY2019

ENROLLMENT	FY19 OCT	FY19 NOV	FY19 DEC	FY19 JAN	FY19 FEB	FY19 MAR	FY19 APR	FY19 MAY	FY19 JUN
New Enrollment	181	95	60	95	101	98	154	98	53
Active Participants	877	856	800	770	768	702	654	577	453

#### THE TOTAL NUMBER OF PARTICIPANTS AND THE TOTAL NUMBER OF EMPLOYERS WITH A SUBSIDIZED WORK EXPERIENCE IN THE PRIVATE SECTOR

	PARTICIPANTS	EMPLOYERS
FY19 Q1	237	42
FY19 Q2	244	29
FY19 Q3	202	17

#### FOR COMPLETERS OF PROGRAMS WITH SUBSIDIZED EMPLOYMENT FROM FY2018, THE NUMBER AND PERCENTAGE OF PARTICIPANTS WHO RETAIN EMPLOYMENT FOR AN ADDITIONAL SIX MONTHS BEYOND COMPLETION OF THE PROGRAM OR ACTIVITY

**264**  
**(50.9%)**

# DC DEPARTMENT OF EMPLOYMENT SERVICES

## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

### OUTCOMES FOR PROGRAMS WITH SUBSIDIZED EMPLOYMENT

#### AVERAGE UNSUBSIDIZED WAGES EARNED BY PARTICIPANTS COMPLETING PROGRAM OR ACTIVITY IN FY2018

PROGRAM	OVERALL	Q1 F19	Q2 FY19	Q3 FY19
DCCC	\$3,516.92	\$3,436.71	\$3,465.82	\$3,648.67
FEMS	\$14,070.83	\$14,070.83	N/A	N/A
MPD	N/A	N/A	N/A	N/A
Project Empowerment	\$3,825.82	\$3,740.08	\$3,886.19	\$3,842.09

Note: MPD did not have an FY2018 cohort.

#### MEDIAN UNSUBSIDIZED WAGES EARNED BY PARTICIPANTS COMPLETING PROGRAM OR ACTIVITY IN FY2018

PROGRAM	OVERALL	Q1 F19	Q2 FY19	Q3 FY19
DCCC	\$3,491.00	\$3,698.00	\$3,400.33	\$3,299.00
FEMS	\$14,138.33	\$14,138.33	N/A	N/A
MPD	N/A	N/A	N/A	N/A
Project Empowerment	\$3,872.67	\$3,778.00	\$3,982.67	\$4,000.83

Note: MPD did not have an FY2018 cohort.



### CONCLUSION

This report demonstrates the work of DOES to create a workforce ecosystem that is coordinated, easily accessible, customer-focused, and efficient. It is critical that agencies across the District leverage our significant investment in workforce training, so that taxpayer dollars are put to good use strengthening our city and creating pathways to the middle-class. DOES continues to reevaluate programs with each passing quarter to ensure the programs offered are yielding the greatest return on investment and takes pride in creating new programs and initiatives to meet the needs of all residents. Our goal is to offer a myriad of services that will equip our job seekers with the tools, skills and changing demands of industry needs.

### APPENDIX A: DEFINITIONS

**Cohort:** The individuals beginning training in a specific fiscal quarter or year. All completion, employment and retention data reported for a given fiscal quarter or year represents outcomes for individuals who first began training in that fiscal quarter or year. Using a cohort methodology allows for the accurate calculation of completion, employment and retention rates.

**Completion or Activity Completion:** The successful completion of a participant from the program in which they were enrolled. For participants in subsidized programs, completion entails the successful exit from the training program or training activity and continued employment through the subsidized work experience aspect of the training program or activity. Once participants complete, they may continue to be employed without a subsidy or they may exit the program/activity and enter into unsubsidized employment.

**DC Networks:** The Department of Employment Services Virtual One Stop (VOS), or system of record, was specifically designed to meet the diverse needs of the American Job Centers and Workforce Programs. Our customers can create a user account to search for jobs and be matched with employers based on their skills and experiences. Our program staff and case managers use the system to capture customer information and track program activities such as enrollment, participation, completion, and to document credentialing and obtained employment.

**Enrollment:** Enrollment begins the first day a participant is enrolled in a program. However, if a participant is enrolled multiple times, for the purpose of this report, their earliest enrollment was counted. Participants continue to be counted as enrolled for as long as they continue to attempt completion of the program. If an individual successfully completes the program and re-enrolls at a later date, the individual will be assigned to a new cohort.

**Retained or Retention:** For the purpose of this report, retention is defined as a participant who completed a program, and was employed six months after beginning employment following program completion. For unsubsidized programs, individuals must maintain employment for six months following program completion. For unsubsidized programs, individuals must gain employment within six months of program completion and maintain employment for six months after starting.

**Subsidized employment:** For the purpose of this report, subsidized employment includes any employment where the District of Columbia government directly provides a portion or all of an employee's wages for a specified amount of time.

**Unsubsidized employment:** Unsubsidized employment includes any post-training employment where the employee's wages are paid entirely by the employer.

# DC DEPARTMENT OF EMPLOYMENT SERVICES

## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

### APPENDIX B: DATA TABLES

#### FISCAL YEAR 2019

Program	Time Period	FY2019 Active Participants	FY2019 New Enrollments	Program or Activity Completion Among FY2019 New Enrollees					
				Completed Program or Activity		Still Enrolled		Did not Complete or Status Unknown	
				N-size	Percentage	N-size	Percentage	N-size	Percentage
BTW50+	FY2019 Q1-Q3	94	50	32	64.00%	3	6.00%	15	30.00%
	FY2019 Q1	66	22	13	59.09%	0	0.00%	9	40.91%
	FY2019 Q2	56	6	3	50.00%	1	16.67%	2	33.33%
	FY2019 Q3	51	22	16	72.73%	2	9.09%	4	18.18%
DCCC	FY2019 Q1-Q3	490	278	86	30.94%	95	34.17%	97	34.89%
	FY2019 Q1	315	103	49	47.57%	9	8.74%	45	43.69%
	FY2019 Q2	287	91	30	32.97%	24	26.37%	37	40.66%
	FY2019 Q3	209	84	7	8.33%	62	73.81%	15	17.86%
DCIA	FY2019 Q1-Q3	590	459	312	67.97%	98	21.35%	49	10.68%
	FY2019 Q1	163	32	30	93.75%	0	0.00%	2	6.25%
	FY2019 Q2	271	187	124	66.31%	33	17.65%	30	16.04%
	FY2019 Q3	307	240	158	65.83%	65	27.08%	17	7.08%
FEMS	FY2019 Q1-Q3	9	9	0	0.00%	9	100.00%	0	0.00%
	FY2019 Q1	9	9	0	0.00%	9	100.00%	0	0.00%
	FY2019 Q2	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	FY2019 Q3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
LEAP	FY2019 Q1-Q3	116	15	3	20.00%	12	80.00%	0	0.00%
	FY2019 Q1	106	5	3	60.00%	2	40.00%	0	0.00%
	FY2019 Q2	98	3	0	0.00%	3	100.00%	0	0.00%
	FY2019 Q3	84	7	0	0.00%	7	100.00%	0	0.00%
MPD	FY2019 Q1-Q3	17	17	0	0.00%	17	100.00%	0	0.00%
	FY2019 Q1	17	17	0	0.00%	17	100.00%	0	0.00%
	FY2019 Q2	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	FY2019 Q3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Pre-Apprenticeship	FY2019 Q1-Q3	30	21	6	28.57%	13	61.90%	2	9.52%
	FY2019 Q1	9	0	n/a	n/a	n/a	n/a	n/a	n/a
	FY2019 Q2	14	5	4	80.00%	0	0.00%	1	20.00%
	FY2019 Q3	30	16	2	12.50%	13	81.25%	1	6.25%
Project Empowerment	FY2019 Q1-Q3	1116	631	192	30.43%	184	29.16%	255	40.41%
	FY2019 Q1	692	207	80	38.65%	16	7.73%	111	53.62%
	FY2019 Q2	657	203	65	32.02%	34	16.75%	104	51.23%
	FY2019 Q3	571	221	47	21.27%	134	60.63%	40	18.10%
<b>Total</b>	<b>Overall</b>	<b>2462</b>	<b>1480</b>	<b>631</b>	<b>42.64%</b>	<b>431</b>	<b>29.12%</b>	<b>418</b>	<b>28.24%</b>

\*OJT did not have any locally-funded enrollments in FY19 Q1-Q3.

# DC DEPARTMENT OF EMPLOYMENT SERVICES

## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

### FISCAL YEAR 2018 - COMPLETION AND EMPLOYMENT

Program	Time Period	FY2018 New Enrollments	Program or Activity Completion Among FY2018 Enrollees								Employment Among FY2018 Completers			
			Still Enrolled		Did not Complete		Status Unknown		Completed Program or Activity		No Record of Employment in DC		Employed (within 6 months of completion)	
			N-size	Percentage	N-size	Percentage	N-size	Percentage	N-size	Percentage	N-size	Percentage	N-size	Percentage
BTW50+	FY2018 Q1-Q3	102	5	4.9%	36	35.3%	22	21.6%	39	38.2%	4	10.3%	35	89.7%
	FY2018 Q1	27	2	7.4%	8	29.6%	4	14.8%	13	48.1%	2	15.4%	11	84.6%
	FY2018 Q2	53	3	5.7%	17	32.1%	13	24.5%	20	37.7%	2	10.0%	18	90.0%
	FY2018 Q3	22	0	0.0%	11	50.0%	5	22.7%	6	27.3%	0	0.0%	6	100.0%
DCCC	FY2018 Q1-Q3	377	7	1.9%	119	31.6%	44	11.7%	207	54.9%	85	41.1%	112	54.1%
	FY2018 Q1	88	0	0.0%	29	33.0%	8	9.1%	51	58.0%	23	45.1%	25	49.0%
	FY2018 Q2	155	4	2.6%	49	31.6%	19	12.3%	83	53.5%	28	33.7%	52	62.7%
	FY2018 Q3	134	3	2.2%	41	30.6%	17	12.7%	73	54.5%	34	46.6%	35	47.9%
DCIA	FY2018 Q1-Q3	121	0	0.0%	8	6.6%	6	5.0%	107	88.4%	43	40.2%	64	59.8%
	FY2018 Q1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	FY2018 Q2	22	0	0.0%	2	9.1%	0	0.0%	20	90.9%	8	40.0%	12	60.0%
	FY2018 Q3	99	0	0.0%	6	6.1%	6	6.1%	87	87.9%	35	40.2%	52	59.8%
FEMS	FY2018 Q1-Q3	10	0	0.0%	0	0.0%	0	0.0%	10	100.0%	0	0.0%	10	100.0%
	FY2018 Q1	10	0	0.0%	0	0.0%	0	0.0%	10	100.0%	0	0.0%	10	100.0%
	FY2018 Q2	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	FY2018 Q3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
LEAP	FY2018 Q1-Q3	48	5	10.4%	11	22.9%	2	4.2%	30	62.5%	7	23.3%	23	76.7%
	FY2018 Q1	5	0	0.0%	2	40.0%	0	0.0%	3	60.0%	0	0.0%	3	100.0%
	FY2018 Q2	33	5	15.2%	9	27.3%	2	6.1%	17	51.5%	2	11.8%	15	88.2%
	FY2018 Q3	10	0	0.0%	0	0.0%	0	0.0%	10	100.0%	5	50.0%	5	50.0%
MPD	FY2018 Q1-Q3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	FY2018 Q1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	FY2018 Q2	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	FY2018 Q3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
OJT	FY2018 Q1-Q3	27	0	0.0%	6	22.2%	3	11.1%	18	66.7%	17	94.4%	1	5.6%
	FY2018 Q1	3	0	0.0%	2	66.7%	1	33.3%	0	0.0%	n/a	n/a	n/a	n/a
	FY2018 Q2	11	0	0.0%	0	0.0%	1	9.1%	10	90.9%	9	90.0%	1	10.0%
	FY2018 Q3	13	0	0.0%	4	30.8%	1	7.7%	8	61.5%	8	100.0%	0	0.0%
Pre-Apprenticeship	FY2018 Q1-Q3	43	1	2.3%	8	18.6%	9	20.9%	25	58.1%	2	8.0%	23	92.0%
	FY2018 Q1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	FY2018 Q2	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	FY2018 Q3	43	1	2.3%	8	18.6%	9	20.9%	25	58.1%	2	8.0%	23	92.0%
Project Empowerment	FY2018 Q1-Q3	695	2	0.3%	96	13.8%	142	20.4%	455	65.5%	147	32.3%	287	63.1%
	FY2018 Q1	225	1	0.4%	31	13.8%	38	16.9%	155	68.9%	49	31.6%	96	61.9%
	FY2018 Q2	263	0	0.0%	34	12.9%	57	21.7%	172	65.4%	47	27.3%	117	68.0%
	FY2018 Q3	207	1	0.5%	31	15.0%	47	22.7%	128	61.8%	51	39.8%	74	57.8%

Note: DCCC had 10 completers and Project Empowerment had 21 completers who were employed more than six months after training completion.

# DC DEPARTMENT OF EMPLOYMENT SERVICES

## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

### FISCAL YEAR 2018 - RETENTION AND WAGES

Program	Time Period	FY2018 Employed (within 6 months of completion)	Retention Among FY2018 Six-Month Employees						Quarterly Wages			
			No Record of Employment in DC as of 6/30/2019		Employed as of 6/30/2019		Retained (for 6 months after employment)		Subsidized Wages		Unsubsidized Wages	
			N-size	Percentage	N-size	Percentage	N-size	Percentage	Median	Mean	Median	Mean
BTW50+	FY2018 Q1-Q3	35	9	25.7%	13	37.1%	13	37.1%	n/a	n/a	n/a	\$5,088.98
	FY2018 Q1	11	3	27.3%	3	27.3%	5	45.5%	n/a	n/a	n/a	\$5,074.00
	FY2018 Q2	18	4	22.2%	7	38.9%	7	38.9%	n/a	n/a	n/a	\$4,288.73
	FY2018 Q3	6	2	33.3%	3	50.0%	1	16.7%	n/a	n/a	n/a	\$8,611.67
DCCC	FY2018 Q1-Q3	112	14	12.5%	26	23.2%	72	64.3%	\$4,940.00	\$4,943.23	\$3,491.00	\$3,516.92
	FY2018 Q1	25	5	20.0%	7	28.0%	13	52.0%	\$4,940.00	\$4,940.00	\$3,698.00	\$3,436.71
	FY2018 Q2	52	4	7.7%	11	21.2%	37	71.2%	\$4,940.00	\$4,946.84	\$3,400.33	\$3,465.82
	FY2018 Q3	35	5	14.3%	8	22.9%	22	62.9%	\$4,940.00	\$4,940.00	\$3,299.00	\$3,648.67
DCIA	FY2018 Q1-Q3	64	8	12.5%	36	56.3%	20	31.3%	n/a	n/a	n/a	\$6,209.15
	FY2018 Q1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	FY2018 Q2	12	2	16.7%	4	33.3%	6	50.0%	n/a	n/a	n/a	\$6,395.63
	FY2018 Q3	52	6	11.5%	32	61.5%	14	26.9%	n/a	n/a	n/a	\$6,163.48
FEMS	FY2018 Q1-Q3	10	0	0.0%	0	0.0%	10	100.0%	\$5,470.83	\$5,470.83	\$14,138.33	\$14,070.83
	FY2018 Q1	10	0	0.0%	0	0.0%	10	100.0%	\$5,470.83	\$5,470.83	\$14,138.33	\$14,070.83
	FY2018 Q2	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	FY2018 Q3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
LEAP	FY2018 Q1-Q3	23	0	0.0%	20	87.0%	3	13.0%	n/a	n/a	n/a	\$11,041.38
	FY2018 Q1	3	0	0.0%	2	66.7%	1	33.3%	n/a	n/a	n/a	\$11,537.00
	FY2018 Q2	15	0	0.0%	13	86.7%	2	13.3%	n/a	n/a	n/a	\$9,326.50
	FY2018 Q3	5	0	0.0%	5	100.0%	0	0.0%	n/a	n/a	n/a	\$11,689.00
MPD	FY2018 Q1-Q3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	FY2018 Q1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	FY2018 Q2	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	FY2018 Q3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
OJT	FY2018 Q1-Q3	1	0	0.0%	0	0.0%	1	100.0%	n/a	n/a	n/a	\$2,120.00
	FY2018 Q1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	FY2018 Q2	1	0	0.0%	0	0.0%	1	100.0%	n/a	n/a	n/a	\$2,120.00
	FY2018 Q3	0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Pre- Apprenticeship	FY2018 Q1-Q3	23	3	13.0%	16	69.6%	4	17.4%	n/a	n/a	n/a	\$3,732.79
	FY2018 Q1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	FY2018 Q2	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	FY2018 Q3	23	3	13.0%	16	69.6%	4	17.4%	n/a	n/a	n/a	\$3,732.79
Project Empowerment	FY2018 Q1-Q3	287	48	16.7%	80	27.9%	159	55.4%	\$4,940.00	\$4,862.71	\$3,908.67	\$3,833.05
	FY2018 Q1	96	18	18.8%	13	13.5%	65	67.7%	\$4,810.00	\$4,848.62	\$3,778.00	\$3,740.08
	FY2018 Q2	117	26	22.2%	28	23.9%	63	53.8%	\$4,940.00	\$4,873.90	\$3,982.67	\$3,886.19
	FY2018 Q3	74	4	5.4%	39	52.7%	31	41.9%	\$4,940.00	\$4,864.92	\$4,093.00	\$3,870.33

Note: For individuals for whom fewer than six months has passed since employment, retention cannot yet be determined; employed status as of the end of Q3 (6/30/2019) is provided.

# DC DEPARTMENT OF EMPLOYMENT SERVICES

## LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q1 - Q3

### MONTHLY ENROLLMENT FOR PROGRAMS WITH SUBSIDIZED EMPLOYMENT

PROGRAM	FY2019 ENROLLMENT	FY19 OCT	FY19 NOV	FY19 DEC	FY19 JAN	FY19 FEB	FY19 MAR	FY19 APR	FY19 MAY	FY19 JUN
All	New Enrollment	181	95	60	95	101	98	154	98	53
	Active Participants	877	856	800	770	768	702	654	577	453
DCCC	New Enrollment	42	28	33	17	35	39	50	32	2
	Active Participants	254	253	246	213	211	185	175	149	95
FEMS	New Enrollment	9	0	0	0	0	0	0	0	0
	Active Participants	9	9	9	9	9	9	9	9	9
MPD	New Enrollment	17	0	0	0	0	0	0	0	0
	Active Participants	17	17	17	17	17	17	17	17	17
Project Empowerment	New Enrollment	113	67	27	78	66	59	104	66	51
	Active Participants	597	577	528	531	531	491	453	402	332



# DISTRICT OF COLUMBIA DEPARTMENT OF EMPLOYMENT SERVICES

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