



MURIEL BOWSER
MAYOR

October 12, 2022

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

Dear Chairman Mendelson:

I am pleased to submit to the Council of the District of Columbia the enclosed "Local Jobs Training Fiscal Year 2020 Report", which was prepared by the Department of Employment Services (DOES) pursuant to section 2082 of the Department of Employment Services Local Job Training Quarterly Outcome Report Act of 2012, effective September 20, 2012 (D.C. Law 19-168; D.C. Official Code § 32-771). This report includes Fiscal Year 2020 (FY20) programmatic and outcome information for eight locally funded job training programs.

During FY20, the world suffered a pandemic that affected nearly every aspect of our economy. Despite this challenge, DOES enrolled over 1,228 individuals in locally funded job training programs. These programs emphasize 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. This report is a snapshot of the many efforts put in place by the local economy to provide residents new skills or improve their skills to further their competitiveness in the District of Columbia economy. The District of Columbia continues to commit to job training and workforce development efforts, including monitoring and evaluating programs to identify opportunities for improvement and growth.

I am available to discuss any questions you may have regarding this report. In order to facilitate a response to your questions, please 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

GOVERNMENT OF THE DISTRICT OF COLUMBIA

DEPARTMENT OF EMPLOYMENT SERVICES

LOCAL JOB TRAINING REPORT

FISCAL YEAR 2020



DISTRICT OF COLUMBIA
DEPARTMENT OF
EMPLOYMENT SERVICES



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 programs for residents of the District of Columbia, focused on high-growth, high-demand industries. These programs, both locally and federally funded, provide work-based training, classroom instruction, and credentialing opportunities that lead to long term, gainful employment.

IMPORTANCE OF JOB TRAINING IN THE DISTRICT OF COLUMBIA

This report is a snapshot of the many efforts put into place by the local economy. The goal is to provide residents the necessary skills to further their competitiveness in the District of Columbia economy. During Fiscal Year 2020, the world suffered a pandemic that affected nearly every aspect of our economy but hope and resilience presided over fear. Regardless of these challenges, DOES enrolled over one thousand individuals in locally funded job training programs, despite less than favorable conditions. The District of Columbia continues to commit to job training and workforce development efforts, including monitoring and evaluating programs to identify opportunities for improvement and growth.

DISTRICT OF COLUMBIA DEPARTMENT OF EMPLOYMENT SERVICES

The District of Columbia is charged with serving residents, jobseekers, and employers and providing access to opportunities and resources that lead to fair, safe, and effective working communities.

DOES aligns programmatic content with job growth trends and provides participants with skills needed in the local labor markets 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.

ABOUT THIS REPORT

The District of Columbia Department of Employment Services (DOES) is required to present programmatic outcome data for participants of locally funded job training programs quarterly pursuant to the Job Training and Adult Education Programs Act of 2012, effective September 20, 2012 (DC Law 19-168; DC Official Code § 32-771), which requires reporting on the following data components:

- | | |
|---|---------------------------------------|
| ➤ Job Readiness Training (JRT) | ➤ Employment/Placement |
| ➤ Training (Occupational Skills Training) | ➤ Retention |
| ➤ General Education Diploma (GED) | ➤ Budget |
| ➤ Preparation Training | ➤ Occupational Codes |
| ➤ Credential Attainment | ➤ Average Wages |
| ➤ Subsidized Work Experience (WEX) | ➤ Private Sector Host (if applicable) |

As a note, all programs are uniquely designed and may not include all the data components detailed in the law. For example, the DC Infrastructure Academy (DCIA) and the P+re-apprenticeship programs do not have a subsidized component as a part of their program design. Therefore, the data table for those programs does not include subsidized work experience information. The same logic applies for each program. Data reflected in this report is tailored around the statutory requirements, while also considering program design.

This report includes information about active program participants, new enrollments, and program completion for FY20, October 1, 2019 through September 30, 2020. Participant employment and wages are captured in this report based on placement dates in FY19 (October 1, 2018 through September 30, 2019).

Participant retention and wages are captured in this report based on placement date in FY19 (April 1, 2019 through March 31, 2020).

The following programs are included in this report:

- Back to Work 50+
- District of Columbia Career Connections
- District of Columbia Infrastructure Academy
- Fire and Emergency Medical Services Cadet Program
- Learn, Earn, Advance, Prosper*
- Metropolitan Police Department Cadet Program*
- Pre-Apprenticeship Program
- Transitional Employment Program (Project Empowerment)

**Indicates the program is no longer funded after the reporting fiscal year*

AGENCY INFORMATION MISSION

To connect District residents, job seekers, and employers to opportunities and resources that empower fair, safe, and effective working communities.

VISION FORWARD

DOES provides comprehensive employment services to ensure a competitive workforce, full employment, life-long learning, economic stability, and the highest quality of life for all.

In March 2020, DOES released its Vision Forward Strategic Plan that outlines agency beliefs, six primary goals, and focus areas aligned with the mission and vision for the next three years:

WE BELIEVE:

- Our role is to serve all residents of the District from all economic, social, and cultural backgrounds.
- We are responsible for providing excellent service to all our customers and partners.
- We are the partner of choice for all DC employers to find skilled and talented employees in the District.
- We must increase equitable opportunities for all DC residents so they may secure jobs that provide livable wages and the opportunity for economic advancement.
- We must provide training that is responsive to the needs of employees and innovative to meet the needs of employers in our growing city.
- The key to our success is to leverage cutting-edge technology to support residents seeking meaningful employment.

VISION FORWARD GOALS

1. Promote the District's Human Capital
2. Align Workforce with Education
3. Create Equity and Access
4. Achieve Excellence in Service Delivery
5. Operate Smart and Effective Systems
6. Provide Best-in-Class Customer Service

FY20 BUDGET FOR LOCALLY FUNDED JOB TRAINING PROGRAMS

Program Name	Eligible Population	Industry or Occupation	Program Duration	FY20 Annual Budget
Back to Work 50+	DC residents between the ages of 50 and 64	Not industry-specific	Duration Varies	\$55,967
District of Columbia Career Connections	DC residents between the ages of 20 and 24 who are not employed and not in school	Not industry-specific	Duration Varies	\$1,644,023
District of Columbia Infrastructure Academy	DC residents	Infrastructure	Duration Varies	\$1,067,000
Learn Earn Advance Prosper	Unemployed DC residents	Non-emergency call center operator	12 months	\$1,561,000
FEMS	DC residents, age 18 years or older	Medical	12 Months	\$500,000
Pre-Apprenticeship	DC residents, age 16 years or older	Construction, design/engineering and consulting	Duration Varies	\$1,060,539
Transitional Employment Program or "Project Empowerment"	DC residents between the ages of 22 and 54 who are not receiving government assistance, such as Temporary Assistance for Needy Families (TANF) or unemployment compensation	Not industry-specific	Duration Varies	\$5,383,994

BACK TO WORK 50+*

Back to Work 50+ (BTW50+) promotes the full reintegration of talented jobseekers between the ages of 50 to 64 who seek to re-enter the workforce. BTW50+ was created in partnership with AARP Foundation to enhance opportunities for job seekers by broadening access to critical employment resources such as resume preparation, job placement assistance, and technology training. Local funding for BTW 50+ was discontinued on December 31, 2019. All eligible participants transitioned to a federally funded program. Program design did not include outside vendors to facilitate job readiness training (JRT). BTW 50+ did not offer additional training other than JRT, therefore, no occupational training codes are included in Table 1.1.

Table 1.1 Enrollments and Completions FY20 (Q1)

New Program Enrollments	Active Participants	Participants Successfully Completing Program		
		Credentials Earned	Program Exits	Percentage
12	67	N/A	Less than 10	Less than 10

Source: DC Networks. Per DOES policy, data of less than 10 have been suppressed. See Appendix A for additional information about this policy.

Table 1.2 Placement Date FY19 and Retention FY20

Job Placement within Six Months (6) of Completion			Average Wage (Hourly)	Retained Employment Six (6) Months after Placement Date	
Successful Exits	Number	Percentage		Number	Percentage
51	31	61%	\$19.10	18	58%

Source: DC Networks

Highlights and Accomplishments

BTW 50+ provided a demonstrable employment rate increase for participants. In 2020, the U.S. national employment rate for workers 55 years and older was 36.4 percent, according to data published by Statista Research Department. However, the BTW 50+ participants employment rate was 61 percent, well above the national average for this target population. The BTW 50+ program was designed to assist participants gain and retain the skills needed in today's technologically diverse workforce.

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 youth opportunities to gain valuable subsidized work experience, skills, training, individualized coaching, and support services to secure sustainable, unsubsidized employment. With the help of local businesses and key community stakeholders, this initiative keeps young people engaged and employed while promoting their professional growth and personal achievements.

Table 2.1 Overall Program Level Enrollments and Completions FY20

New Program Enrollments	Active Participants	Participants Successfully Completing Program	
		Graduates/Exits	Percentage
186	361	147	41%

Table 2.2 Job Readiness Training (JRT) Enrollment and Completions FY20

New Program Enrollments	Participants Successfully Completing JRT Program	
	JRT Graduates	Percentage
169	101	60%

Table 2.3 Occupational Skills Training (OST) Enrollment, Completions and Credentials FY20

Vendor Name	Course Description	New Program Enrollments	Occupational Codes	Participants Successfully Completing Program		Credentials Earned	
				#	Percentage	#	%
So Others May Eat (SOME)	Building Maintenance Service Technician/ HVACS	Less than 10	47-2073.00	Less than 10	Less than 10	Less than 10	Less than 10
Nursing Assistant Academy	Certified Nursing Assistant Training	Less than 10	25-1072.00	Less than 10	50%	Less than 10	Less than 10
Toni Thomas Associates	Commercial Drivers License (CDL) - Non-ITA	Less than 10	53-0000	Less than 10	Less than 10	Less than 10	Less than 10
KBEC Group, Inc.	Culinary Training	20	35-1011.00	14	70%	Less than 10	Less than 10
CC Prep - MLK	DCCC/OCC (CompTIA A+)	Less than 10	15-1151.00 or 15-1152.0	Less than 10	50%	Less than 10	Less than 10
Served Academy	Hospitality Training	Less than 10	39-7011.00	Less than 10	Less than 10	Less than 10	Less than 10
Latin American Youth Center-LAYC	IT Training	23	15-1151.00 or 15-1152.0	11	48%	Less than 10	55%
Westlink Career Institute	Local ITA - Basic EMT Training	Less than 10	29-2042.00	Less than 10	33%	Less than 10	Less than 10
Run Hope Work	Vocational Training	Less than 10	N/A	Less than 10	75%	Less than 10	83%
Total		64		38	59%	11	

Source: DC Networks. The table adheres to the Data Suppression policy (DS). Definition of DS is provided in the terms and definition section at the end of the report.

Table 2.4 Subsidized Employment Training (WEX DCCC) FY20

Month	Active Subsidized Employment Participants	Successful Completions	Private Sector Hosts	Average Length of Subsidized Employment	Entered Employment (Unsubsidized)	Percentage
October 2019	Less than 10	Less than 10	Less than 10	6 Months	Less than 10	71%
November 2019	14	Less than 10	Less than 10	6 Months	Less than 10	56%
December 2019	17	Less than 10	Less than 10	6 Months	Less than 10	60%
January 2020	Less than 10	Less than 10	Less than 10	6 Months	Less than 10	67%
February 2020	Less than 10	Less than 10	Public Sector Host	6 Months	Less than 10	Greater than 95%
March -August 2020**	No training programs were offered at this time due to the pandemic.					
September 2020	Less than 10	Less than 10	Less than 10	6 Months	Less than 10	Less than 10%
Total	57	27			18	67%

Table 2.5 Placement Data for Subsidized Programs FY20

Placements within 6 months of completion**			Average Wage (Hourly)	Retained Six months	
Work Exchange (WEX) Graduates	Entered Employment	Percentage		Number	Percentage
27	18	67%	\$15.56	N/A	N/A

** In response to COVID-19 crisis DOES did not offer any training programs or activities from March 16, 2020 through September 30, 2020.

* Table 2.5 illustrates the number and percentage of participants who have been hired into unsubsidized jobs upon completion of the subsidized component of DCCC or within six months of participating in the program, and the average wages of those hired. Data reflects subsidized work experience that occurred during FY20.

N/A-The wages needed to verify retention for placements (entered employment) in FY20 will not be available until July or August 2021.

Program Outcomes

Table 2.6 Placement Data FY19 and Retention Data FY20

Placements within 6 months of completion			Average Wage (Hourly)	Retained Six months	
Graduates	Entered Employment	Percentage		Number	Percentage
249	103	41%	\$15.32	73	71%

Source: DC Networks

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, recruits, screens, and trains residents to fulfill the needs of the infrastructure industry and infrastructure jobs by cooperating with leading companies, such as Pepco and Washington Gas, in this high-demand field.

Table 3.1 Enrollment and Completion FY20

Vendor Name	Course Description	New Program Enrollments	Occupational Codes	Participants Successfully Completing Program		Credentials Earned	
				#	Percentage	#	Percentage
The Training Zone of the DMV	Flagger/OSHA	13	47-4051.00	DS	Greater than 95%	DS	Greater than 95%
The Training Zone of the DMV	OSHA 10/30	49	47-4051.00	43	88%	DS	Greater than 95%
GRID Alternatives Mid-Atlantic	Solar Works	24	47-2231.00	DS	Greater than 95%	DS	Greater than 95%
University of the District of Columbia (UDC)	Fundamentals to Energy	45	48-9051.00	39	87%	DS	Greater than 95%
CNI, LLC	Washington Gas	23	48-9051.00	16	70%	DS	Greater than 95%
Pepco Holdings, Inc.	Pepco Line Worker	36	48-9051.00	28	78%	DS	Greater than 95%
Excel Automotive Institute	Automotive-Steering & Suspension	Less than 10	49-3023.00	Less than 10	Greater than 95%	Less than 10	Greater than 95%
Opportunities Industrialization Center of Washington-OIC/DC	CC-Prep (Help Desk- COMPTIA A+)	45	15-1151.00 or 15-1152.0	38	84%	Less than 10	Less than 5%
University of the District of Columbia (UDC)	UDC Fundamentals of IT	46	15-1151.00 or 15-1152.0	DS	Greater than 95%	23	51%
Art and Soul Solutions, Inc.	Work Readiness Training	139	N/A	118	85%	90	76%

Total		387		339	86%	248	73%
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Source: DC Networks. Per DOES policy, DS means that the data value has been suppressed for complementary suppression purposes. See Appendix A for additional information about this policy.

Explanation of Program Service Level Data

In response to the COVID-19 pandemic, the Washington Gas virtual program began on June 1, 2020 with 23 participants enrolled. During this time, the leadership at Washington Gas and DCIA were faced with many complex challenges, including keeping the trainees engaged, setting up a labor-intensive program virtually, providing technological access for remote learning, and ensuring that each graduate had an opportunity to interview with an employer upon program completion.

3.2 Placement Data FY19 (Q1-4) Retention Data FY20					
Placement within Six Months (6) of Completion			Average Wage (Hourly)	Retained Employment Six (6) Months after Placement Date	
DCIA Graduates/ Completers	Number	Percentage		Number	Percentage
586	321	55%	\$16.60	186	58%

Source: DC Networks

Highlights and Accomplishments

- Through DCIA, DOES connects District residents to job certification and training programs in emerging fields. DCIA partnered with Washington Gas and Pepco to prepare District residents for careers in the energy and utility sector.
- DCIA partnered with the Office of Talent and Client Services (OTCS) to host two industry sessions in the technology and transportation sectors. These events sought to enhance the curriculum and widen access to industry experts. These sessions led to partnerships with premier companies such as Yelp, Facebook, and Lyft. DCIA's forward-thinking approach allowed for rapid response to the Council of the District of Columbia's (Council) requirements in the DC Infrastructure Academy Employer Engagement Amendment Act of 2020 (DC Law 23-149; DC Official Code § 32-241 et seq.).
- OTCS worked closely with Washington Gas to engage 22 employer partners to interview program participants for potential jobs. Following interviews, 81 percent of the cohort who engaged in hiring events received a job offer.

MEMORANDUM OF UNDERSTANDING (MOU)

This section of the report highlights programs that are funded by Local Adult grants and have established partnerships through a structured Memorandum of Understanding (MOU).

Fire and Emergency Medical Services (FEMS)

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, received a General Education Diploma (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.

Table 4.1 FEMS Enrollment and Completion FY20

New Program Enrollments	Program Successful Completions	Percentage	Occupational Codes	Average Length of Subsidized Employment
18	16	89%	29-2042.OO	12 Months

Source: DC Networks

Learn, Earn, Advance, Prosper (LEAP)*

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 education, training, and employment opportunities. This approach applies the apprenticeship model to skills development, allowing individuals 18 years or older 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. The program offers training that spans a wide variety of occupations.

Table 4.1 FEMS Enrollment and Completion FY20

New Program Enrollments	Program Successful Completions	Percentage	Occupational Codes	Average Length of Subsidized Employment
13	12	92%	46.9061.OO	12 Months

Source: DC Networks

Metropolitan Police Department (MPD) Cadet Program*

The Metropolitan Police Department (MPD) Cadet Program provides Police Cadet Training to individuals between the ages of 18 to 24 interested in a law enforcement career. 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 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. The MPD and DOES funding ended on September 30, 2019 and the program is no longer funded through local grants. For the purposes of this report, we will track retention only. Retention will be tracked for four quarters after program completion or as of September 30, 2020. Note: The MPD Cadet program was not funded in FY20. The MPD Cadet training program is designed as a two-year associate degree. Participants enrolled in MPD Cadet program may complete the program earlier based on their experience and earned college credits. DOES will continue to track the outcomes of those participants who complete training and enter employment for up to 12 months after exit from the program.

Table 4.3 Placement Data FY19, Retention Data FY20

Programs	Graduates	Reported within Six (6) months) of Completion		Average Wage (Hourly)	Retained Six Months	
		Number	Percentage		Number	Percentage
LEAP	40	69	83%	\$14.85	41	59%
FEMS	16	15	94%	NA	15	Greater than 95%
MPD	16	15	94%	NA	15	Greater than 95%

Source: DC Networks. The table adheres to the Data Suppression policy (DS). Definition of DS is provided in the terms and definition section at the end of the report.

*Indicates the program is no longer funded after the reporting fiscal year

Program outcomes are based on exit and placement data four quarters prior to the reporting period. For the purposes of this report, exit and placement data is from FY19 (October 1, 2018 through September 30, 2019). LEAP data for completion is based on the LEAP activity work experience. In FY19 the LEAP program had 41 enrollments, and 40 participants completed their work experience activity successfully. Employment is based on program exit and not completion of an activity. The LEAP program had 83 participants who exited in FY19. Out of the 83 participants who exited, 69 participants secured employment. Out of the 69 participants that secured employment at exit, 41 of them retained employment for six months.

Pre-Apprenticeship Program

Pre-Apprenticeship provides District residents with connections to the providers and sponsors they need to receive training for their future workplace. Pre-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.

Table 5.1 Enrollment, Completion and Credentials FY20

Vendor Name	New Program Enrollments	Occupational Codes	Participants Successfully Completing Program		Credentials Earned	
			Number	Percentage	Number	Percentage
CSA (AFL-CIO)	27	47-2152.OO-47-2111.OO	25	93%	90	Greater than 95 %
Washington Literacy Center (WLC)	90	13-1151.OO	70	78%	39	56%
Total	117		95	81%	129	Greater than 95 %

Source: DC Networks. The table adheres to the Data Suppression policy (DS). Definition of DS is provided in the terms and definition section at the end of the report.

Explanation of Program Service Level Data

- **The Pre-Apprenticeship Program** offers participants the opportunity to earn as many entry-level credentials as possible to enhance the likelihood of their employability. Accordingly, the 25 participants who successfully completed their training with AFL-CIO collectively earned 90 credentials. Similarly, the 70 participants who successfully completed the training offered by WLC collectively earned 39 credentials.
- **The Office of Apprenticeship, Information and Training (OAIT)** has committed to increasing its non-traditional apprenticeship footprint. Throughout FY20, OAIT was able to have new standards approved by the DC Apprenticeship Council for its first healthcare apprenticeship program and through OAIT's partnership with the DC Department of Human Resources (DCHR), created public sector apprenticeships focused on Human Resources, Health, Human Services, and Information Technology.

Program Outcomes

Table 5.2 Placement Data FY19, Retention Data FY20

Placement within Six Months (6) of Completion			Average Wage (Hourly)	Retained Employment Six (6) Months after Placement Date	
Graduates/ Completers	Number	Percentage		Number	Percentage
14	10	71%	Data Not Available	Less than 10	Less than 10

Source: Pre-Apprenticeship. No wages provided. The table adheres to the Data Suppression policy (DS). Definition of DS is provided in the terms and definition section at the end of the report.

Highlights and Accomplishments

OAIT was awarded a tier 1 grant from the U.S. Department of Labor for Building State Capacity in an apprenticeship. OAIT hosted a series of four virtual hiring fairs throughout the spring and summer months, providing over 70 District residents the opportunity to access Apprenticeships. This tiered alignment establishes new apprenticeship programs within District government, prioritizes hiring DC public high school graduates for entry-level positions within District government, and creates new partnerships between the DCHR schools and organizations students for high school diplomas or their equivalent.

The Transitional Employment Program (TEP) - “Project Empowerment”

TEP provides supportive services, adult basic education, job coaching, resources for employability, life skills, job search assistance, and limited vocational training to District residents living in areas with high unemployment, elevated poverty levels and multiple barriers to employment. Through this program, DOES subsidizes wages paid to participants while they are in training and for a period when they are placed in entry-level positions with employers. TEP serves unemployed District residents between the ages of 22 and 54 who are not receiving government assistance, such as TANF and unemployment compensation.

Table 6.1 Overall Program Level Enrollments and Completions FY20

New Program Enrollments	Active Participants	Participants Successfully Completing Program	
		Successful Program Completions	Percentage
495	715	369	52%

Table 6.2 Job Readiness Training (JRT) Enrollment FY20

New Program Enrollments	Participants Successfully Completing JRT Program	
	JRT Graduates	Percentage
429	350	82%

Table 6.3 Occupational Skill Training (OST) Enrollment FY20

Vendor Name	Course Description	New Program Enrollments	Occupational Codes	Participants Successfully Completing Program		Credentials Earned	
				#	Percentage	#	Percentage
1st CDL Training Center of NOVA	CDL Training	Less than 10	53-0000	Less than 10	75%	Less than 10	Less than 10
CC Prep - MLK	Microsoft Office Specialist (MOS)	Less than 10	49-2011	Less than 10	Less than 10	Less than 10	Less than 10
CC Prep - MLK	Help Desk IT Training	15	15-1151.00 or 15-1152.0	Less than 10	Less than 10	Less than 10	Less than 10
CC Prep - MLK	DCCC/OCC (Comptia A+)	Less than 10	15-1151.00 or 15-1152.0	Less than 10	Less than 10	Less than 10	Less than 10
DC Central Kitchen 2 (WEX)	Cook	Less than 10	35-2011.00	Less than 10	57%	Less than 10	Less than 10
So Others Might Eat (SOME)	Building Maintenance Service Technician/ HVACS	Less than 10	47-2073.00	Less than 10	Less than 10	Less than 10	Less than 10
Georgetown University	Georgetown Pivot Program	Less than 10	N/A	Less than 10	Less than 10	Less than 10	Less than 10
Total		42		12	29%	Less than 10	Less than 5%

Source: DC Networks. The table adheres to the Data Suppression policy (DS) Definition of DS is provided in the terms and definition section at the end of the report.

Table 6.4 GED Preparation Training FY20

Vendor Name	New Program Enrollments	Occupational Codes	Participants Successfully Completing Program		Credentials Earned	
			Number	Percentage	Number	Percentage
Department of Employment Services	Less than 10	N/A	Less than 10	50%	Less than 10	Greater than 95%

Source: DC Networks. The table adheres to the Data Suppression policy (DS). Definition of DS is provided in the terms and definition section at the end of the report.

Table 6.5 Subsidized Employment Training (WEX) TEP FY20*

Month	Active Subsidized Employment Participants	Successful Completions	Private Sector Hosts	Average Length of Subsidized Employment	Earned Unsubsidized	Percentage
October 2019	46	29	33	6 Months	21	72%
November 2019	36	23	18	6 Months	17	87%
December 2019	57	32	33	6 Months	21	66%
January 2020	51	31	36	6 Months	23	74%
February 2020	51	27	33	6 Months	23	85%
March - July 2020 ¹	No training programs were offered at this time due to the pandemic.					
September 2020	21	Less than 10	Less than 10	6 Months	Less than 10	67%
Total	278	154			74%	

Source: DC Networks. The table adheres to the Data Suppression policy (DS) Definition of DS is provided in the terms and definition section at the end of the report.

Table 6.6 Placement Data for Subsidized Programs FY20*

Job Placements within 6 months of completion			Average Wages (Hourly)	Retained Six months	
WEX Graduates	Entered Employment	Percentage		Number	Percentage
154	114	74%	\$15.56	N/A	N/A

Source: DC Networks -N/A- The wages needed to verify retention for placements (entered employment) in FY20 will not be available until July or August 2021.

Program Outcomes

Program outcomes are based on placement data from four prior quarters.

Table 6.7 Placement Data FY19, Retention Data FY20 (Q3-4)

Placements within Six months of Completion			Average Wages (Hourly)	Retained Six (6) Months	
Graduates	Number	Percentage		Number	Percentage
676	353	52%	\$15.12	241	68%

Source: DC Networks. The table adheres to the Data Suppression policy (DS). Definition of DS is provided in the terms and definition section at the end of the report.

¹ In response to COVID-19 crisis, DOES did not offer any training programs or activities from March 16, 2020 through September 30, 2020.

*The table below illustrates the number and percentage of participants who have been hired into unsubsidized jobs upon completion of the subsidized component of TEP or within six months of participating in the program, and their average wage. The data reflects subsidized work experience that occurred during FY20.

Explanation of Program Data

- For those individuals assigned to worksites that were closed due to the COVID-19 pandemic, the Division of State Initiatives (DSI) continued to provide support during the initial phase of closure. This continued support lasted for eight weeks and allowed participants to maintain self-sufficiency and support their families and households for an extended period.

With the enactment of the Pandemic Unemployment Assistance (PUA) provisions, most of the previously employed participants (unsubsidized and subsidized) were paid benefits for a designated period of eligibility. Members of the team worked closely with participants in navigating the unemployment insurance system as well as completing and submitting all required documentation.

CONCLUSION

DOES is committed to ensuring equity and effectiveness in job training and workforce development to all residents of the District of Columbia have the tools necessary for gainful employment. DOES continues to reevaluate programs quarterly to ensure taxpayer dollars are put to good use, strengthening the District economy, and creating pathways to the middle class for residents.

APPENDIX A

Terminology and Definitions

Active Participant – DOES customers actively enrolled in a program that may include carryover from a previous fiscal year or reporting period and new program enrollments.

Average Length of Subsidized Employment – the average length of subsidized employment is six months of an employment placement where DOES, or another agency, provides a percentage of the customer's wages, which helps support the customer financially while they are learning or demonstrating required skills.

Average Wage – the average hourly, quarterly, or annual monetary compensation of a customer placed in unsubsidized employment.

Credential – a written form of evidence of authority, status, rights, or entitlement to privileges obtained by an individual through accredited training or education.

Completion – the number of customers who have finished, either successfully or unsuccessfully, a component of a program or an entire program.

DOES Data Suppression Policy – The Data Suppression Policy 800.41 was approved March 1, 2021 and applies to all reports, charts, and other data visualizations that contain population counts or percentages of population counts. This policy shall apply agency-wide to all employees, contractors, and interns. The purpose of the data suppression policy is to protect individual's identity, privacy, and/or personal information and avoid unintentionally revealing harmful or protected information about individuals typically in compliance with applicable laws. For the purposes of this report, data suppression was used when reporting on data that was less than 10 individuals, greater than 95 percent, or less than 5 percent. Data suppression should also be used to avoid the unintentional release of sensitive information about the individual or the release of information with unacceptable levels of statistical reliability.

Employment and Training Activity – an activity for an adult or dislocated worker that will help the customer find employment, such as a certification program, job readiness training, or subsidized employment.

Enrollment – the action of a participant registering and receiving acceptance in a federal or local program.

Entered Employment – an individual working in a paid, unsubsidized job.

Exit – the point after which a participant who has received services through any program meets the following criteria:

- a. The participant has achieved an employment outcome; or
- b. The participant has completed and exhausted all services the program offers and only receives follow up services; or
- c. The individual has not achieved an employment outcome or has been determined ineligible after receiving services.

General Education Diploma (GED) Training – prepares students with the academic skills to pass or achieve an equivalent to a High School Diploma.

Job Readiness Training – a service activity designed for program participants to prepare them to seek or obtain employment and keep their jobs once they are hired. Training and instruction could be preparing a resume, interviewing skills, soft skills, workplace etiquette, or job application.

Memorandum of Understanding (MOU) – is an agreement between two parties that is not legally binding but outlines the responsibilities of each of the parties to the agreement. An MOU is often the first step toward creating a legally binding contract. (FEMS, MPD, LEAP)

Occupational Codes – An occupational code assignment (OCA) is a process established to help occupational information users relate a job title or occupational specialty to an O*NET-SOC occupation. The Occupational Information Network (O*NET) is a Standard Occupational Classification (SOC) based system

Occupational Skill Training – is a service level activity designed to teach relevant knowledge and skills that employees need for a specific job or occupation (industry-specific skills).

Placement – the start of unsubsidized employment.

Placement Reporting Period – the timeframe within which customers are placed in unsubsidized employment.

Private Sector – the part of the economy that is not state or federally controlled and is run by individuals or companies.

Retention Reporting Period – retention is tracked in lag time of four quarters to ensure there is enough time to measure retention. The time period for the local job training report tracking is six months to successfully evaluate customers' placement and retention in employment for six months or longer. A six-month timeframe is provided for the retention reporting period to see if customers had wages during the first three months after placement and the four to the six-month timeframe after placement. The six-month timeframe is to show customers who have wages in the first and second quarters after placement. For example, any placement from January 1, 2018 through March 31, 2018 will have a retention period of April 1, 2018 through September 30, 2018. Different retention reporting periods may be required for other Local or Federal reports; however, the quarterly periods will be the same unless a different timeframe is specifically listed in the law.

Example of a Retention Table for FY20

Quarterly Report Due Date	FY21 Quarterly Dates	Completion/ Placement Data Date Range	Retention Data Date Range (6 Months after Completion)
FY20 Q1	10/01/2019-12/31/2019	10/01/2018-12/31/2018	04/01/2019-06/30/2019
FY20 Q2	01/01/2020-03/31/2020	01/01/2019-03/31/2019	07/01/2019-09/30/2019
FY20 Q3	04/04/2020-06/30/2020	04/04/2019-06/30/2019	10/01/2019- 12/31/2019
FY20 Q4	07/01/2020-09/30/2020	07/01/2019-09/30/2019	01/01/2020-03/31/2020

Subsidized Employment Training (Work Experience) – When a participant is placed at a job to learn occupational skills while earning money. The employer receives a subsidy from DOES or other public funds to offset all the wages and costs of employing an individual. The participant is paid wages during their work experience.

APPENDIX B

For this report, the data on the report is based on DC Law 19-168; DC Official Code § 32-771. All data entered on report adheres to the legislative requirements found in section A and B of the law. All programs are uniquely designed and may not include all components written in the law. For example, DCIA and the Pre-Apprenticeship program does not have a subsidized component as a part of their program design. Therefore, the data table for those programs will not include subsidize work experience information.

Section A- of DC Official Code § 32-771

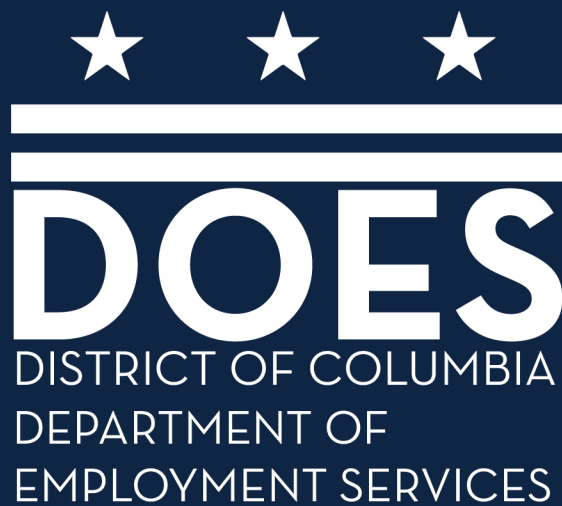
This section provides information pursuant to DC Official Code §32-771(a), which shall include the following outcome measures for job training or adult education participants delineated by job training program, and if applicable, by vendor:

Back to Work 50+ Pre-Apprenticeship Program DC Infrastructure Academy DC Career Connections Transitional Employment Program - "Project Empowerment"	
Funding and Program Information	Outcome Measures
<ul style="list-style-type: none"> ➤ The amount of funding that the program or vendor, or that both the program and the vendor, received. ➤ The number of individuals enrolled in job training or adult education. ➤ The classification of instructional program codes for which they were trained. ➤ The number and percentage of those participants who were referred to the job training program or vendor who completed the job training or adult education program. 	<ul style="list-style-type: none"> ➤ The number and percentage of participants who completed the job training or adult education program and earned a General Educational Diploma, high school diploma, or a noncredit or credit-bearing certificate or degree offered by licensed post-secondary education and training programs or vendors. ➤ Among participants who were unemployed at the start of the program, the number and percentage of participants who completed the job training or adult education program who found employment within six months of graduation. ➤ Among participants who found employment within six months of graduation, the average wage earned. ➤ Among participants who found employment within six months of graduation, the number and percentage of participants who retained employment six months after their initial start date.

Section B- of DC Official Code §32-771(b)

This section provides information pursuant to DC Official Code § 32-771(b), which shall include the following outcome measures for subsidized employment programs, including the Transitional Employment Program (“TEP”).

DC Career Connections (DCCC) Memorandum of Understanding (MOU) - FEMS, MPD, LEAP Transitional Employment Program (TEP) - “Project Empowerment”	
Funding and Program Information	Outcome Measures
<ul style="list-style-type: none"> ➤ The numbers of individuals participating, by month. ➤ The number of private-sector employers that hosted a participant. ➤ The average length of placement in the subsidized jobs. 	<ul style="list-style-type: none"> ➤ The number and percentage of participants who have been hired into unsubsidized jobs upon completion of the subsidized component of TEP or within six months of participating in the program, and the average wage of those hired. ➤ Among program participants who found unsubsidized employment, the number and percentage of participants who retained unsubsidized employment for at least six months after their initial unsubsidized start date.



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