

DRAFT AGENDA

**Bay Consortium Workforce Development Board, Inc.
Performance and Accountability Committee Meeting
Monday, October 23, 2023
2:00 P.M.**

<https://us02web.zoom.us/j/83435216532?pwd=MkVwek10TzBQQVlzTUUVqQ0ZObTIGZz09>

The Performance and Accountability Committee will meet on Monday, October 23, 2023 at 2:00 p.m. via Zoom.

- I. Call to Order:**
- II. Roll Call:**
- III. Public Input:**
- IV. Approval of Meeting Notes from July 18, 2023 Meeting:**
- V. New Business**
 - A. Performance**
 - a. WIOA Title I Adult, Dislocated, and Youth**
 - b. Youth Outreach Grant**
 - c. Transportation to Learn Grant**
 - d. Talent Pipeline Initiative (TPI) GOVA**
- VI. Old Business:**
- VII. Other Topics for discussion:**
- VIII. Adjournment:**

DRAFT MINUTES

**Bay Consortium Workforce Development Board, Inc.
Performance and Accountability Committee Meeting
Tuesday, July 18, 2023
10:00 A.M.**

The Performance and Accountability Committee met on Tuesday, July 18, 2023 at 10:00 a.m. via Zoom.

- IX. Call to Order:** Vanesa Livingstone called the meeting to order at 10:05 a.m.
- X. Roll Call:** Present was Vanesa Livingstone, Kyle Allwine, and Brittany Metts. Also present Jackie Davis, Lauren Fallin, and Steven Golas. Not present was Jennifer Bowhey, Dennis Parsons, Beverly Davis, and Gary Wilson. Public present was Kat Keske, Sherry Davis, Milly Rivera-Negron,
- XI. Public Input:** There was no public input.
- XII. Approval of Meeting Notes from April 20, 2023 Meeting:** Kyle Allwine made a motion to approve the meeting notes from the April 20, 2023 meeting and Vanesa Livingstone seconded his motion, passing the motion unanimously.
- XIII. New Business**
- B. Quarterly Reports and Success Stories:** Steven Golas went over the quarterly reports. He noted that outreach has caused significant improvement and advancement in the Northern Neck and Middle Peninsula and that all areas have exceeded in the fourth quarter for the adult and dislocated workers quarterly report. Steven mentioned that the engagement for the youth quarterly reports this quarter needs to be increased in King George and Richmond County, and that the Middle Peninsula needs enhanced outreach strategies. The Youth measures for this quarter exceed in all categories.
- a. <https://vimeo.com/836556966/2a67c6240a?share=copy>
- C. Business Services:** Steven Golas said that there has been a number of hiring events that have been hosted lately and that we recently had a training program with a turnout of 91 participants.
- D. Youth Outreach:** Steven Golas noted that there are three summer camps being done this year for the youth. The 3D printing camp was a success with five individuals that participated. Three of those individuals will be participants in the upcoming Drone camp.
- XIV. Old Business:** There was no old business to be discussed.
- XV. Other Topics for discussion:** Jackie Davis announced that there is an upcoming Joint Board/CLEO meeting on August 2, 2023 from 10:00 a.m. – 12:00 p.m. at the King George Citizen’s Center.

XVI. Adjournment: With there being no further business to be discussed, Vanesa Livingstone called the meeting for adjournment at 10:21 a.m.

Respectfully submitted,
Lauren Fallin

PY 23 – 24 Quarterly Reports

Rappahannock Goodwill Industries WIOA Adult and Dislocated Worker															
		1st Quarter PY 23 7/1/23 - 9/30/23		2nd Quarter PY 23 10/1/23 - 12/31/23		3rd Quarter PY 23 1/1/24 - 3/31/24		4th Quarter PY 23 4/1/24 - 6/30/24							
Customer Summary Information															
Planned Number of Participants for PY		52													
Total Participants Served		43													
Percent of Planned		83%		-		-		-							
New Clients Enrolled this Quarter		2													
WIOA Adult		41													
WIOA Dislocated Worker		2													
Follow Up Information															
Total Follow-Ups Required		55													
Total Follow-Ups Completed		55													
Total Follow-Up Not Completed		0		0		0		0							
Employment 2nd Quarter after Exit															
WIOA Adult Program - 86.6%		84.2%		16 # employed		-		# employed		-		# employed			
				19 # exited				# exited		-		# exited			
WIOA Dislocated Worker Program - 88.6%		-		0 # employed		-		# employed		-		# employed			
				0 # exited				# exited		-		# exited			
Employment 4th Quarter after Exit															
WIOA Adult Program - 85.5%		87.5%		7 # employed		-		# employed		-		# employed			
				8 # exited				# exited		-		# exited			
WIOA Dislocated Worker Program - 90%		75.0%		3 # employed		-		# employed		-		# employed			
				4 # exited				# exited		-		# exited			
Median Earnings 2nd Quarter after Exit															
WIOA Adult Program		\$6,100.00		Not Available		\$6,100.00		\$6,100.00		\$6,100.00					
WIOA Dislocated Worker Program		\$8,900.00		Not Available		\$8,900.00		\$8,900.00		\$8,900.00					
Credential Attainment within Four Quarters after Exit															
WIOA Adult Program - 81.1%		87.5%		7 # credentialed		-		# credentialed		-		# credentialed			
				8 # exited				# exited		-		# exited			
WIOA Dislocated Worker Program - 70%		75.0%		3 # credentialed		-		# credentialed		-		# credentialed			
				4 # exited				# exited		-		# exited			
Measurable Skills Gain															
WIOA Adult Program - 70.2%		27.3%		9 # gained		-		# gained		-		# gained			
				33 # exited				# exited		-		# exited			
WIOA Dislocated Worker Program - 69.8%		0.0%		0 # gained		-		# gained		-		# gained			
				1 # exited				# exited		-		# exited			
40% Minimum Training Expenditure Requirement															
70.47%		72.8%		\$ 67,143.55		Training Expenditures		-		Training Expenditures		-		Training Expenditures	
				\$ 92,210.87		Total Expenditures		-		Total Expenditures		-		Total Expenditures	
WIOA Dislocated Worker Program		25.1%		\$ 1,194.09		Training Expenditures		-		Training Expenditures		-		Training Expenditures	
				\$ 4,762.58		Total Expenditures		-		Total Expenditures		-		Total Expenditures	
Total Contract Expenditures															
35.44%		74.4%		\$ 92,678.27		Expenditures		-		Expenditures		-		Expenditures	
				\$124,641.46		Total Contract		-		Total Contract		-		Total Contract	
WIOA Dislocated Worker Program		3.5%		\$ 5,332.20		Expenditures		-		Expenditures		-		Expenditures	
				\$151,873.40		Total Contract		-		Total Contract		-		Total Contract	

George Washington Planning District 16 Data

		1st Quarter PY 2
Customer Summary Information		
Planned Number of Participants for PY		52
Total Participants Served		37
Percent of Planned		71%
Planning District 16 Total New Clients Enrolled this Quarter		2
	WIOA Adult	35
	WIOA Dislocated Worker	2
Spotsylvania County New Clients Enrolled this Quarter		1
	WIOA Adult	13
	WIOA Dislocated Worker	1
Stafford County New Clients Enrolled this Quarter		1
	WIOA Adult	13
	WIOA Dislocated Worker	1
Caroline County New Clients Enrolled this Quarter		0
	WIOA Adult	1
	WIOA Dislocated Worker	0
King George County New Clients Enrolled this Quarter		0
	WIOA Adult	0
	WIOA Dislocated Worker	0
City of Fredericksburg New Clients Enrolled this Quarter		0
	WIOA Adult	8
	WIOA Dislocated Worker	0

Rappahannock Community College WIOA Adult and Dislocated Worker

	1st Quarter PY 23 7/1/23 - 9/30/23	2nd Quarter PY 23 10/1/23 - 12/31/23	3rd Quarter PY 23 1/1/24 - 3/31/24	4th Quarter PY 23 4/1/24 - 6/30/24	
Customer Summary Information					
Planned Number of Participants for PY	55				
Total Participants Served	18				
Percent of Planned	33%	-	-	-	
New Clients Enrolled this Quarter	6				
WIOA Adult	17				
WIOA Dislocated Worker	1				
Follow Up Information					
Total Follow-Ups Required	37				
Total Follow-Ups Completed	37				
Total Follow-Up Not Completed	0	0	0	0	
Employment 2nd Quarter after Exit					
WIOA Adult Program - 86.6%	92.3%	12 # employed 13 # exited	-	# employed # exited	
WIOA Dislocated Worker Program - 88.6%	-	0 # employed 0 # exited	-	# employed # exited	
Employment 4th Quarter after Exit					
WIOA Adult Program - 85.5%	80.0%	8 # employed 10 # exited	-	# employed # exited	
WIOA Dislocated Worker Program - 90%	-	0 # employed 0 # exited	-	# employed # exited	
Median Earnings 2nd Quarter after Exit					
WIOA Adult Program	\$6,100.00	Not Available	\$6,100.00	\$6,100.00	
WIOA Dislocated Worker Program	\$8,900.00	Not Available	\$8,900.00	\$8,900.00	
Credential Attainment within Four Quarters after Exit					
WIOA Adult Program - 81.1%	100.0%	10 # credentialed 10 # exited	-	# credentialed # exited	
WIOA Dislocated Worker Program - 70%	-	0 # credentialed 0 # exited	-	# credentialed # exited	
Measurable Skills Gain					
WIOA Adult Program - 70.2%	62.5%	10 # gained 16 # exited	-	# gained # exited	
WIOA Dislocated Worker Program - 69.8%	-	0 # gained 0 # exited	-	# gained # exited	
40% Minimum Training Expenditure Requirement					
74.37%	WIOA Adult Program	74.4%	\$ 26,239.03 Training Expenditures \$ 35,280.34 Total Expenditures	-	Training Expenditures Total Expenditures
	WIOA Dislocated Worker Program	-	\$ - Training Expenditures \$ - Total Expenditures	-	Training Expenditures Total Expenditures
Total Contract Expenditures					
15.24%	WIOA Adult Program	27.3%	\$ 35,771.74 Expenditures \$131,039.56 Total Contract	-	Expenditures Total Contract
	WIOA Dislocated Worker Program	0.4%	\$ 398.40 Expenditures \$106,241.52 Total Contract	-	Expenditures Total Contract

Northern Neck Planning District 17 Data	
	1st Quarter PY 23
Customer Summary Information	
Planned Number of Participants for PY	30
Total Participants Served	9
Percent of Planned	30%
Planning District 17 Total New Clients Enrolled this Quarter	2
WIOA Adult	8
WIOA Dislocated Worker	1
Lancaster County New Clients Enrolled this Quarter	0
WIOA Adult	1
WIOA Dislocated Worker	0
Northumberland County New Clients Enrolled this Quarter	0
WIOA Adult	1
WIOA Dislocated Worker	0
Richmond County New Clients Enrolled this Quarter	1
WIOA Adult	2
WIOA Dislocated Worker	1
Westmoreland County New Clients Enrolled this Quarter	1
WIOA Adult	4
WIOA Dislocated Worker	0

Middle Peninsula Planning District 18 Data

		1st Quarter PY 23
Customer Summary Information		
Planned Number of Participants for PY		25
Total Participants Served		6
Percent of Planned		24%
Planning District 18 Total New Clients Enrolled this Quarter		2
	WIOA Adult	6
	WIOA Dislocated Worker	0
Essex County New Clients Enrolled this Quarter		1
	WIOA Adult	3
	WIOA Dislocated Worker	0
King and Queen County New Clients Enrolled this Quarter		1
	WIOA Adult	1
	WIOA Dislocated Worker	0
King William County New Clients Enrolled this Quarter		0
	WIOA Adult	0
	WIOA Dislocated Worker	0
Mathews County New Clients Enrolled this Quarter		0
	WIOA Adult	1
	WIOA Dislocated Worker	0
Middlesex County New Clients Enrolled this Quarter		0
	WIOA Adult	1
	WIOA Dislocated Worker	0

Eastern Shore Community College WIOA Adult and Dislocated Worker

		1st Quarter PY 23 7/1/23 - 9/30/23	2nd Quarter PY 23 10/1/23 - 12/31/23	3rd Quarter PY 23 1/1/24 - 3/31/24	4th Quarter PY 23 4/1/24 - 6/30/24					
Customer Summary Information										
Planned Number of Participants for PY		39								
Total Participants Served		28								
Percent of Planned		72%	-	-	-					
New Clients Enrolled this Quarter		5								
	WIOA Adult	25								
	WIOA Dislocated Worker	3								
Follow Up Information										
Total Follow-Ups Required		16								
Total Follow-Ups Completed		16								
Total Follow-Up Not Completed		0	0	0	0					
Employment 2nd Quarter after Exit										
	WIOA Adult Program - 86.6%	100.0%	5 # employed 5 # exited	- # employed - # exited	- # employed - # exited					
	WIOA Dislocated Worker Program - 88.6%	100.0%	1 # employed 1 # exited	- # employed - # exited	- # employed - # exited					
Employment 4th Quarter after Exit										
	WIOA Adult Program - 85.5%	100.0%	2 # employed 2 # exited	- # employed - # exited	- # employed - # exited					
	WIOA Dislocated Worker Program - 90%	-	0 # employed 0 # exited	- # employed - # exited	- # employed - # exited					
Median Earnings 2nd Quarter after Exit										
	WIOA Adult Program	\$6,100.00	Not Available	\$6,100.00	\$6,100.00					
	WIOA Dislocated Worker Program	\$8,900.00	Not Available	\$8,900.00	\$8,900.00					
Credential Attainment within Four Quarters after Exit										
	WIOA Adult Program - 81.1%	100.0%	1 # credentialed 1 # exited	- # credentialed - # exited	- # credentialed - # exited					
	WIOA Dislocated Worker Program - 70%	-	0 # credentialed 0 # exited	- # credentialed - # exited	- # credentialed - # exited					
Measurable Skills Gain										
	WIOA Adult Program - 70.2%	20.0%	5 # gained 25 # exited	- # gained - # exited	- # gained - # exited					
	WIOA Dislocated Worker Program - 69.8%	33.3%	1 # gained 3 # exited	- # gained - # exited	- # gained - # exited					
40% Minimum Training Expenditure Requirement										
55.20%	WIOA Adult Program	56.1%	\$ 8,959.64	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-	Training Expenditures
			\$15,956.64	Total Expenditures	-	Total Expenditures	-	Total Expenditures	-	Total Expenditures
	WIOA Dislocated Worker Program	47.5%	\$ 937.10	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-	Training Expenditures
			\$ 1,972.91	Total Expenditures	-	Total Expenditures	-	Total Expenditures	-	Total Expenditures
Total Contract Expenditures										
15.75%	WIOA Adult Program	22.2%	\$16,231.05	Expenditures	-	Expenditures	-	Expenditures	-	Expenditures
			\$73,202.51	Total Contract	-	Total Contract	-	Total Contract	-	Total Contract
	WIOA Dislocated Worker Program	4.9%	\$ 2,135.75	Expenditures	-	Expenditures	-	Expenditures	-	Expenditures
			\$43,426.47	Total Contract	-	Total Contract	-	Total Contract	-	Total Contract

Eastern Shore Planning District 22 Data	
	1st Quarter PY 23
Customer Summary Information	
Planned Number of Participants for PY	39
Total Participants Served	24
Percent of Planned	62%
Planning District 22 Total New Clients Enrolled this Quarter	4
WIOA Adult	22
WIOA Dislocated Worker	2
Accomack County New Clients Enrolled this Quarter	
WIOA Adult	17
WIOA Dislocated Worker	2
Northampton County New Clients Enrolled this Quarter	
WIOA Adult	5
WIOA Dislocated Worker	0

Rappahannock Goodwill Industries WIOA Youth													
		1st Quarter PY 23 7/1/23 - 9/30/23			2nd Quarter PY 23 10/1/23 - 12/31/23			3rd Quarter PY 23 1/1/24 - 3/31/24			4th Quarter PY 23 4/1/24 - 6/30/24		
Customer Summary Information													
Planned Number of Participants for PY		26											
Total Participants Served		25											
Percent of Planned		96%			-			-			-		
New Clients Enrolled this Quarter		3											
	WIOA Youth	25											
Follow Up Information													
Total Follow-Ups Required		9											
Total Follow-Ups Completed		9											
Total Follow-Up Not Completed		0			0			0			0		
Employment 2nd Quarter after Exit													
	WIOA Youth - 78.1%	80.0%	4	# employed	-		# employed	-		# employed	-	# employed	
			5	# exited			# exited			# exited		# exited	
Employment 4th Quarter after Exit													
	WIOA Youth - 81.1%	75.0%	3	# employed	-		# employed	-		# employed	-	# employed	
			4	# exited			# exited			# exited		# exited	
Credential Attainment within Four Quarters after Exit													
	WIOA Youth - 70%	100.0%	1	# credentialed	-		# credentialed	-		# credentialed	-	# credentialed	
			1	# exited			# exited			# exited		# exited	
Measurable Skills Gain													
	WIOA Youth - 69.1%	23.5%	4	# gained	-		# gained	-		# gained	-	# gained	
			17	# exited			# exited			# exited		# exited	
20% Work Experience Expenditure Requirement													
7.97%	WIOA Youth	8.0%	\$ 3,372.58	Training Expenditures	-		Training Expenditures	-		Training Expenditures	-	Training Expenditures	
			\$ 42,327.76	Total Expenditures			Total Expenditures			Total Expenditures			
Total Contract Expenditures													
25.69%	WIOA Youth	25.7%	\$ 42,953.88	Expenditures	-		Expenditures	-		Expenditures	-	Expenditures	
			\$167,209.37	Total Contract			Total Contract			Total Contract			

George Washington Planning District 16 Data	
	1st Quarter PY 23
Customer Summary Information	
Planned Number of Participants for PY	26
Total Participants Served	25
Percent of Planned	96%
Planning District 16 Total New Clients Enrolled this Quarter	3
WIOA Youth	25
Spotsylvania County New Clients Enrolled this Quarter	0
WIOA Youth	6
Stafford County New Clients Enrolled this Quarter	3
WIOA Youth	13
Caroline County New Clients Enrolled this Quarter	0
WIOA Youth	2
King George County New Clients Enrolled this Quarter	0
WIOA Youth	0
City of Fredericksburg New Clients Enrolled this Quarter	0
WIOA Youth	4

Rappahannock Community College											
	1st Quarter PY 23 7/1/23 - 9/30/23	2nd Quarter PY 23 10/1/23 - 12/31/23	3rd Quarter PY 23 1/1/24 - 3/31/24	4th Quarter PY 23 4/1/24 - 6/30/24							
Customer Summary Information											
Planned Number of Participants for PY	32										
Total Participants Served	11										
Percent of Planned	34%	-	-	-							
New Clients Enrolled this Quarter	1										
WIOA Youth	11										
Follow Up Information											
Total Follow-Ups Required	13										
Total Follow-Ups Completed	13										
Total Follow-Up Not Completed	0	0	0	0							
Employment 2nd Quarter after Exit											
WIOA Youth - 78.1%	100.0%	3	# employed	-	# employed	-	# employed	-	# employed		# employed
		3	# exited		# exited		# exited		# exited		# exited
Employment 4th Quarter after Exit											
WIOA Youth - 81.1%	-	0	# employed	-	# employed	-	# employed	-	# employed		# employed
		0	# exited		# exited		# exited		# exited		# exited
Credential Attainment within Four Quarters after Exit											
WIOA Youth - 70%	-	0	# credentialed	-	# credentialed	-	# credentialed	-	# credentialed		# credentialed
		0	# exited		# exited		# exited		# exited		# exited
Measurable Skills Gain											
WIOA Youth - 69.1%	20.0%	2	# gained	-	# gained	-	# gained	-	# gained		# gained
		10	# exited		# exited		# exited		# exited		# exited
20% Work Experience Expenditure Requirement											
28.01%	WIOA Youth	28.0%	\$ 4,503.24	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-	Training Expenditures	
			\$ 16,075.13	Total Expenditures		Total Expenditures		Total Expenditures		Total Expenditures	
Total Contract Expenditures											
10.83%	WIOA Youth	10.8%	\$ 16,651.94	Expenditures	-	Expenditures	-	Expenditures	-	Expenditures	
			\$153,812.55	Total Contract		Total Contract		Total Contract		Total Contract	

Northern Neck Planning District 17 Data	
	1st Quarter PY 23
Customer Summary Information	
Planned Number of Participants for PY	15
Total Participants Served	8
Percent of Planned	53%
Planning District 17 Total New Clients Enrolled this Quarter	0
WIOA Youth	8
Lancaster County New Clients Enrolled this Quarter	0
WIOA Youth	3
Northumberland County New Clients Enrolled this Quarter	0
WIOA Youth	3
Richmond County New Clients Enrolled this Quarter	0
WIOA Youth	0
Westmoreland County New Clients Enrolled this Quarter	0
WIOA Youth	2

Middle Peninsula Planning District 18 Data		1st Quarter PY 23
Customer Summary Information		
Planned Number of Participants for PY		17
Total Participants Served		3
Percent of Planned		18%
Planning District 18 Total New Clients Enrolled this Quarter		1
	WIOA Youth	3
Essex County New Clients Enrolled this Quarter		1
	WIOA Youth	2
King and Queen County New Clients Enrolled this Quarter		0
	WIOA Youth	0
King William County New Clients Enrolled this Quarter		0
	WIOA Youth	0
Mathews County New Clients Enrolled this Quarter		0
	WIOA Youth	0
Middlesex County New Clients Enrolled this Quarter		0
	WIOA Youth	1

Eastern Shore Community College												
	1st Quarter PY 23 7/1/23 - 9/30/23	2nd Quarter PY 23 10/1/23 - 12/31/23	3rd Quarter PY 23 1/1/24 - 3/31/24	4th Quarter PY 23 4/1/24 - 6/30/24								
Customer Summary Information												
Planned Number of Participants for PY	30											
Total Participants Served	17											
Percent of Planned	57%	-	-	-								
New Clients Enrolled this Quarter	5											
WIOA Youth	17											
Follow Up Information												
Total Follow-Ups Required	9											
Total Follow-Ups Completed	9											
Total Follow-Up Not Completed	0	0	0	0								
Employment 2nd Quarter after Exit												
WIOA Youth - 78.1%	100.0%	2	# employed	-	# employed	-	# employed	-	# employed	-	# employed	
		2	# exited		# exited		# exited		# exited		# exited	
Employment 4th Quarter after Exit												
WIOA Youth - 81.1%	-	0	# employed	-	# employed	-	# employed	-	# employed	-	# employed	
		0	# exited		# exited		# exited		# exited		# exited	
Credential Attainment within Four Quarters after Exit												
WIOA Youth - 70%	-	0	# credentialed	-	# credentialed	-	# credentialed	-	# credentialed	-	# credentialed	
		0	# exited		# exited		# exited		# exited		# exited	
Measurable Skills Gain												
WIOA Youth - 69.1%	11.1%	1	# gained	-	# gained	-	# gained	-	# gained	-	# gained	
		9	# exited		# exited		# exited		# exited		# exited	
20% Work Experience Expenditure Requirement												
57.65%	WIOA Youth	57.6%	\$ 8,187.16	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-	
			\$14,201.88	Total Expenditures		Total Expenditures		Total Expenditures		Total Expenditures		
Total Contract Expenditure Requirement												
17.35%	WIOA Youth	17.4%	\$14,515.38	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-	
			\$83,660.65	Total Expenditures		Total Expenditures		Total Expenditures		Total Expenditures		

Eastern Shore Planning District 22 Data	
	1st Quarter PY 23
Customer Summary Information	
Planned Number of Participants for PY	30
Total Participants Served	17
Percent of Planned	57%
Planning District 22 Total New Clients Enrolled this Quarter	5
WIOA Youth	17
Accomack County New Clients Enrolled this Quarter	4
WIOA Youth	10
Northampton County New Clients Enrolled this Quarter	1
WIOA Youth	7

1st Quarter PY 2023			
	Negotiated Level	Actual	% of Negotiated Level
Adult Measures			
Employment 2nd Quarter after Exit	86.6	89.2	103%
Employment 4th Quarter after Exit	85.5	85.0	99%
Median Earnings 2nd Quarter after Exit	\$6,100.00	NA	-
Credential Attainment within 4 Quarters after Exit	81.1	94.7	117%
Measurable Skills Gain	70.2	32.4	46%
Dislocated Workers Measures			
Employment 2nd Quarter after Exit	88.6	100.0	113%
Employment 4th Quarter after Exit	90.0	75.0	83%
Median Earnings 2nd Quarter after Exit	\$8,900.00	NA	-
Credential Attainment within 4 Quarters after Exit	70.0	75.0	107%
Measurable Skills Gain	69.8	25.0	36%
Youth Measures			
Employment 2nd Quarter after Exit	78.1	90.0	115%
Employment 4th Quarter after Exit	81.1	75.0	92%
Credential Attainment within 4 Quarters after Exit	70.0	100.0	143%
Measurable Skills Gain	69.1	19.4	28%

BCWDB Performance Measure Definitions

Section 116 of the Workforce Innovation and Opportunity Act (WIOA) specifies the core metrics that the Local Workforce Development Boards (LWDB) and the state will be measured against. The following Indicators of Performance are part of the performance accountability system under WIOA:

Employment 2nd Quarter after Exit

The percentage of program participants who are in unsubsidized employment during the 2nd quarter after exit from the program. **(Adult and Dislocated Workers)**
Participants in education, or training or employment in the 2nd quarter after exit. **(Youth)**

Employment 4th Quarter after Exit

The percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program. **(Adult and Dislocated Workers)**
Participants in education, or training or employment in the 4th quarter after exit. **(Youth)**

Median Earnings 2nd Quarter after Exit

The median earnings of program participants who are in unsubsidized employment in the second quarter after exit from the program. **(Adult, Dislocated Workers, Youth)**

Credential Attainment within Four Quarters after Exit

The percentage of program participants who attain a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent, during program participation or within 1 year after exit from the program. **(Adult, Dislocated Workers, Youth)**

Measurable Skills Gain

The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains toward a credential or employment. **(Adult, Dislocated Worker, Youth)**

PY 23 – 24 1st Quarter Success Stories

Rappahannock Goodwill Industries Success Story – George Washington

Keisha's prior work experience was primarily in fast food. She was determined to make an employment change in 2023. Keisha's goal was to have a career in healthcare. Having a background made it difficult for Keisha to enter this industry. Keisha enrolled in the Phlebotomy Technician and Intravenous Therapist training. She was very motivated throughout the program and completed training in five weeks. WIOA staff assisted Keisha with updating her resume and during job search. Within two weeks Keisha received a call back from an employer to schedule an interview. WIOA staff assisted Keisha with reviewing interview skills prior to the scheduled interview. The employer made a job offer to Keisha. Supportive Services assisted Keisha with purchasing work uniforms (scrubs, nursing shoes and warming scrub jacket). Keisha is now employed full-time at Any Lab Test Now in Fredericksburg, VA, earning \$16.00 an hour with opportunities to work overtime as needed.

Rappahannock Community College Success Story - Northern Neck

In May, 2022, Trey came to RCC to inquire about CDL training. He applied to WIOA, was determined eligible, and was then enrolled. He had earned his CDL learner's permit and started training on May 31st. In July, he passed his exam and received his license. He accepted a job offer from Schneider and went over-the-road. Typical success story, right? NO, there's more. Trey has responded to all of my follow-up requests during this last year. He just completed his last follow-up this quarter. As usual, he completed the email questions I sent him and attached a copy of his recent pay stub. But there was a short message at the bottom of his email that says it all: "I would like to thank you for everything you have done for me. You really changed my life. I'm still with Schneider and I'm now a training engineer and take new drivers on the road and teach them how to be successful on the road."

Rappahannock Community College Success Story – Middle Peninsula

In March, 2023, Eugene inquired about CDL training after being referred by a friend. He was 27 years old and had worked at a local restaurant for 8 years as a busser. He carefully considered and planned how long he needed to work before starting training. He was enrolled in WIOA. He began his training in June and completed it in August. An unusual incident happened when Eugene attempted his first test. He and the inspector got into the truck, but the truck would not start. Once the problem was resolved, the inspector was going to allow him to re-try. Eugene decided he would rather wait until the next time, as this was not what he had expected that day! He never lost his confidence. He returned to test again and was successful. Shortly after, he started a job driving over-the-road. It has been a pleasure working with Eugene, and I wish him much success!

Eastern Shore Community College Success Stories – Eastern Shore

Story #1

Keyauntae is an Adult who has completed her Medical Assistant Certificate and finished with the Medical Administrative Office Specialist certification as well. Keyauntae was working a job that she did not care for and was also dealing with health issues that did not require her to stand much. Keyauntae enrolled in her training back in 2021 and had good grades throughout her college career. She finished her classes in Fall of 2022 and participated in graduation. Keyauntae, with her two certifications, is now currently employed at Shore Health & Rehabilitation Center as the front desk manager.

Story #2

Jonathan is a dislocated worker who was laid off from his job in early April and visited the Virginia Career Works Center and asked to enroll in the CDL training. Jonathan had years of experience in carpentry, electricity, and HVAC. Jonathan wanted to do CDL because he had experience in driving trucks from his previous employer. Jonathan enrolled in the full-time class in June and passed the in-class portion. Johnathan completed enough hours at the practice range to do his over the road exam. Unfortunately, the first time around Jonathan did not pass his over the road examination, but he practiced and passed on the second attempt. By attaining his license, Jonathan also obtained multiple other endorsements that will help his opportunities as a commercial driver. Currently, Jonathan is working at Absolute Plumbing in Fruitland, Maryland until a commercial driver job becomes available locally as he prefers to return home each night to be with his family.

Rappahannock Goodwill Industries Youth Success Story – George Washington

John's career goal was to become a CDL Class A Truck Driver. John entered the WIOA Youth program prepared to train with his Virginia CDL Learner's Permit in hand. John completed training for his CDL Class A at CDS Tractor Trailer Training in Woodford VA. John spent additional time in training to master his skills in backing up the truck and finished his training and earned his CDL Class A license in five weeks.

John obtained a full time over-the-road CDL Class A Truck Driver position at Schneider Trucking earning \$29 per hour with benefits. John is currently participating in Schneider's 5-week new hire training. This training consists of 1 week in the classroom and 4 weeks on the road with a driving mentor. John's motivation, hard work, and WIOA support helped John reach his vocational goal in the transportation/supply chain industry.

Rappahannock Community College Youth Success Story – Northern Neck

After a successful participation in the Summer Career Adventure program participant Erika went on to pursue certification as a Personal Care Aide along her journey to becoming a nurse. Erika completed the 40-hour certification training with ease and made the decision to keep her momentum going by applying to RCC. Erika has since started her first semester of college, working on her general education courses with plans to apply to RCC's nursing program.

Rappahannock Community College Youth Success Story – Middle Peninsula

After graduating high school in the Spring of 2022, Tyrece came into the program with the desire to earn certification in Welding. A driven young man, Tyrece chose to take on training on Saturday mornings in order to free up his time during the week to go to work and to fix up his truck. He hopes to prepare himself for a career in Welding and is weeks out from completing his training in Shielded Metal Arc Welding at the Glens campus.

Eastern Shore Community College Youth Success Stories – Eastern Shore

David completed the Summer Career Adventure drone camp hosted by STEAMBridge. The camp was held at Eastern Shore Community College and captured David's natural inclination for building, assembly, operations, programming, and coding. After completing drone camp, David enrolled in the information technology support training at Eastern Shore Community College.

Recently, he was a candidate for Rothe Enterprises' metrology and calibration on the job training offering on Wallops Island. David will be notified within the next two weeks if he is chosen. If selected, he will

work full-time and earn \$21.00 per hour for the six-month OJT. This company will employ out of school youth in the area as part of their partnership with Eastern Shore Community College's agreement with Wallops Island filling positions with local talent. Our fingers are crossed, and we hope for the best for David.

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Youth Outreach Grant



Performance Report

Subrecipient:	Bay Consortium Workforce Development Board
Project Name:	Youth Outreach and Marketing Grant
Award Amount:	\$25,000.00
Grant Expiration Date:	September 30, 2024
Source of Funding:	WIOA Title I Statewide Funds
Subrecipient Contact Name:	Jackie Davis
Subrecipient Contact Information:	jdavis@baywib.org

Performance Measures:	
The project will be evaluated on the achievement of the following measures: (List)	
	Current/Goal
Engage Youth	150/600
Engage Parents	5/100
Engaged Educators	10/50
Engaged Businesses	3/10

Subrecipient--Please complete the following sections as applicable:	
Performance Measure Results	
Percentage of Funds Expended:	40%/\$10,000.00
Summary of General Grant Activities and Successes:	Designated school liaison for the project: Giles Scott Business Contact: JoAnn Murchison Drafted targeted media outreach: <ul style="list-style-type: none"> • Advertisement video-reviewing quotes • Flyer for VR distributed • Drafting Impact Report for school to showcase school outreach and

	<p>new goals and initiatives for the year.</p> <ul style="list-style-type: none"> • Registration tool developed into 3 piloting models. Utilizing electronic tablets to operate SurveyMonkey. <ul style="list-style-type: none"> ○ Permission slip for events held in school classrooms or pre-arranged. ○ SurveyMonkey registration tool for walk-in events, table promotion events to connect students to more VR sessions or additional youth services such as internships. ○ SurveyMonkey Appointment tool for flyers to book VR sessions.
<p>Update of Partnership Activities:</p>	<p>Accomack- Provided training to Department for Aging and Rehabilitation (DARS) and the Eastern Shore Center Staff to help train and promote VR Career Exploration.</p> <p>Lancaster county-Lancaster High School and Elementary School have expressed interest in business engagement opportunities during summer pre-planning for September 21st</p> <p>King & Queen county-King and Queen Central High have expressed interest in business engagement opportunities during summer pre-planning for October 23rd</p> <p>Middle Peninsula & Northern Neck- Provided training for Department of Social Services to help train and promote VR Career Exploration.</p> <p>George Washington Regional Planning District- Provided training for Department of Social Services to help train and promote VR Career Exploration.</p>

	<p>Stafford county-All the high school seniors on October 11 will participate in a Career Expo entitled Chart your Future in which VR will be showcases for youth.</p> <p>The Fredericksburg Area Regional Chamber of Commerce has set a date for February of 2024 for a large Career Expo entitle Intern Expo in VR will be showcases for high school youth and college students in counties: Spotsylvania, King George, Caroline, Stafford, City of Fredericksburg.</p>																						
<p>Update on Leveraged Resources:</p>	<p>Currently utilizing RGI SurveyMonkey to test virtual reality registration. Additional features such as survey language translation and automatic refresh cost more and will be reviewed in full purchase.</p> <p>We currently have 5 VR headsets and purchased 5 more VR headsets. This provides enough headsets for 3 key locations in the community and enough for event travel.</p>																						
<p>Progress on Performance Measures and Other Successes:</p>	<p>Events participated (see chart) 2 Hosted 1 Co-participated Teachers (1M, 2 F) Youth (8-24 yrs old) (11F, 6M)</p> <table border="1" data-bbox="773 1367 1317 1858"> <thead> <tr> <th>Top Modules</th> <th>Career Modules Completed</th> </tr> </thead> <tbody> <tr> <td>Paint Shop Specialist</td> <td>2</td> </tr> <tr> <td>Hotel Front Desk</td> <td>3</td> </tr> <tr> <td>Assembler</td> <td>1</td> </tr> <tr> <td>Carpenter</td> <td>1</td> </tr> <tr> <td>Maintenance</td> <td>1</td> </tr> <tr> <td>Quality Assurance</td> <td>1</td> </tr> <tr> <td>Robotics</td> <td>2</td> </tr> <tr> <td>Electrician</td> <td>2</td> </tr> <tr> <td>First Responder(s):</td> <td>4</td> </tr> <tr> <td>Welding:</td> <td>3</td> </tr> </tbody> </table>	Top Modules	Career Modules Completed	Paint Shop Specialist	2	Hotel Front Desk	3	Assembler	1	Carpenter	1	Maintenance	1	Quality Assurance	1	Robotics	2	Electrician	2	First Responder(s):	4	Welding:	3
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Transportation to Learn Grant



Performance Report

Subrecipient:	Bay Consortium Workforce Development Board
Project Name:	Transportation to Learn
Award Amount:	\$25,000.00
Grant Expiration Date:	September 30, 2024
Source of Funding:	WIOA Title I Statewide Funds
Subrecipient Contact Name:	Jackie Davis
Subrecipient Contact Information:	jdavis@baywib.org

Performance Measures:	
The project will be evaluated on the achievement of the following measures: (List)	
	Current/Goal
# of student participants	10/700
# of target businesses	1/50
# of site visits	1/20

Subrecipient--Please complete the following sections as applicable:	
Performance Measure Results	
Percentage of Funds Expended:	12.5%/\$2,000.00
Summary of General Grant Activities and Successes:	Community Outreach 8/8/2023- Shared the awarding of the grant to the PD16 school systems throughout the Workforce NOW committee in partnership with the Chamber of Commerce. Started reaching out to businesses after demos and relationship building.
Update of Partnership Activities:	Lancaster county-Lancaster High School and Elementary School have expressed interest in business engagement

	<p>opportunities during summer pre-planning.</p> <p>King & Queen county-King and Queen Central High have expressed interest in business engagement opportunities during summer pre-planning.</p> <p>Stafford county-All the high school seniors on October 11 will participate in a Career Expo entitled Chart your Future in which business recruitment for internship and transportation assistance has been discussed estimated transportation coverage to be billed \$2,000.</p> <p>Reviewing host locations for a Career Expo in Eastern Shore, partnership with Department of Aging and Rehabilitation is connecting agency with Virginia Tech. Also identifying location options for Northern Neck and Middle Peninsula.</p> <p>The Fredericksburg Area Regional Chamber of Commerce will host a large Career Expo entitle Intern Expo on February 6, 2024 in which business recruitment for internship and transportation assistance has been discussed.</p> <p>Currently working on opportunities with Manufacturing and IT industries in the George Wahington Planning District (PD16) and Aquaculture and Manufacturing in the Northern Neck/Middle Peninsula Planning Districts (PD17/18) as well as, Mary Washington Healthcare, CyberBytes Foundation, Fredericksburg Area Builders Association.</p>
<p>Update on Leveraged Resources:</p>	<p>Provided assistance to the Virginia Talent + Opportunity Partnership (V-TOP) to improve outreach and provide information to businesses in coordination with connecting youth to community employers. V-TOP provides help to</p>

	<p>businesses to offset the cost of internships with a 50% match for small businesses under 250+ employees. Working on developing some shared events to spread the word to businesses on transportation for tours (Transportation for Youth grant funded) and then transportation for personalized internship experiences (V-TOP funded).</p> <p>Fredericksburg Area Regional Chamber of Commerce is also applying the Go-Virginia grant to also support the multiple county high school student Intern Expo.</p>
<p>Progress on Performance Measures and Other Successes:</p>	<p>Building relationship phases</p> <p>Completed the following tours with a focus on retail and providing customer services experiences:</p> <p>8/15/2023- 4 students, Oberle Academy, Lafayette Blvd Store.</p> <p>8/16/2023- 2 students, Oberle Academy, Lafayette Blvd Store.</p> <p>8/17/2023- 6 students, King George High School, Dahlgren Store.</p> <p>The cost is currently being covered by schools. And the above schools are creating in-school work experience(s)</p>

Talent Pipeline Initiative (TPI) GOVA

GO VA Quarterly Progress Report

Project: Talent Pathways Initiative Project

Reporting Period: Jan 1-Mar 31 Apr 1-Jun 30 Jul 1-Sept 30 Oct 1-Dec 31

Year: 2023

Quarter	Milestone	Done?	Progress	Barriers
START DATE: January 16, 2023				
END DATE: January 15, 2024				
Q1-2023 (January 23 – March 2023)	Creating surveys, roundtable discussion points, and one-on-one meeting discussion points for employers and educational providers.	X	The BCWDB staff is working with WorkED Consulting on the creation of surveys, roundtable discussion points, and one-on-one meeting discussion points for employers and educational providers.	None
	Collecting data from educational providers through surveys, roundtables and one-on-one meetings.	X	WorkED Consulting is working to collect data about educational providers in the region.	None
	Scheduling and logistics planning of industry specific roundtables, surveys, and one-on-one meetings from April 2023 – June 2023.	X	The BCWDB staff is working with WorkED Consulting on the scheduling and logistics of industry specific roundtables, finalizing surveys, and the setup of one-on-one meetings for the April 2023 – June 2023 time period.	None
	Marketing and outreach of industry specific roundtables, surveys and one-on-one meetings.	X	The BCWDB staff has been marketing and conducting outreach for the industry specific roundtables, surveys and one-on-one meetings	None
	Selection of Consultant to provide situational analysis.	X	The BCWDB has selected WorkED Consulting per the	None

Quarter	Milestone	Done?	Progress	Barriers
			results from the RFP for consulting services.	
Q2-2023 (April 2023 – June 2023)	Continuing to collect data from educational providers.	X	The BCWDB and WorkED Consulting continue to collect information from educational providers in the region.	None
	Begin conducting industry specific roundtables, surveys, and one-on-one meetings with business.	X	The BCWDB with WorkED Consulting has organized and begun conducting roundtable discussions, distributed surveys and held one-on-one meetings with employers in the identified industry clusters	None
	Begin compiling data from educational providers into one central location.	X	The BCWDB and WorkED Consulting compile all data into one central location (BaseCamp) utilized by all individuals on the TPI Initiative.	None
Q3-2023 (July 2023 – September 2023)	Compiling all data that has been collected.	X	The BCWDB and WorkED Consulting compile all data into one central location (BaseCamp) utilized by all individuals on the TPI Initiative.	None
	Working with consultant to analyze the data collected to prepare for work on the final situational analysis.	X	The BCWDB and WorkED Consulting are analyzing the data collected to prepare the final situational analysis.	None
Q4-2023 (October 2023 – December 2023)	Prepare and finalize situational analysis.			
	Finalize Asset map.			

Qualitative Questions

- 1) Please provide a description of project work completed or in progress this quarter (2000 characters).

The BCWDB and WorkED Consulting continue to collect information from educational providers in the region. The BCWDB with WorkED Consulting has organized and begun conducting roundtable discussions, distributed surveys and held one-on-one meetings with employers in the identified industry clusters. The BCWDB and WorkED Consulting have begun compiling all data into one central location (BaseCamp) utilized by all individuals on the TPI Initiative.

- 2) Please describe any outcomes/products that have been achieved (2000 characters).

Outreach materials and Surveys have been developed and provided to employers for outreach purposes and for use at roundtables. The Aquaculture, IT and Manufacturing Roundtables have been conducted and one-on-one interviews with attendees are currently being conducted.

- 3) Please describe any barriers to the project at this time (2000 characters). N/A