

AGENDA

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

<https://us02web.zoom.us/j/89760247811?pwd=cmZxdXFDR21xUEJVMUs4b25wV3Fzdz09>

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

- I. Call to Order:**
- II. Roll Call:**
- III. Public Input:**
- IV. Approval of Meeting Notes from April 20, 2023 Meeting:**
- V. New Business**
 - A. Quarterly Reports and Success Stories:**
 - a. <https://vimeo.com/836556966/2a67c6240a?share=copy>
 - B. Business Services:**
 - C. Youth Outreach:**
- VI. Old Business:**
- VII. Other Topics for discussion:**
- VIII. Adjournment:**

AGENDA

**Bay Consortium Workforce Development Board, Inc.
Performance and Accountability Committee Meeting
Thursday, April 20, 2023
8:30 A.M.**

- I. Call to Order:** Vanesa Livingstone called the meeting to order at 8:30 a.m.
- II. Roll Call:** Present was Vanesa Livingstone, Jennifer Bowhey, Brittany Metts, Beverly Davis, and Dennis Parsons. Also present was Jackie Davis, Kristina Allen, Steven Golas, Lauren Fallin, Milagros Rivera-Negron, Sherry Davis, Kat Keske, and Elizabeth Batista Cardenas. Not present was Stephen Goodall, Gary Wilson, and Kyle Allwine.
- III. Public Input:** There was no public input.
- IV. Approval of Meeting Notes from January 17, 2023 Meeting:** Beverly Davis made a motion to approve the meeting notes from January 17, 2023 and Jennifer Bowhey seconded the motion, passing the motion unanimously.
- V. New Business**
 - A. Quarterly Reports and Success Stories:** Steven Golas gave a thorough review of the quarterly reports for the 3rd quarter and the success stories.
 - B. Chair/Vice Chair Election:** Dennis Parsons made a motion for Jennifer Bowhey to serve as chair for the Performance and Accountability Committee and Vanesa Livingstone serve as vice-chair for the Performance and Accountability Committee and Beverly Davis seconded the motion, passing the motion unanimously.
 - C. TPI Review: Jackie reviewed the TPI and discussed the two proposals that were presented with, WorkED consulting and VCU. Jackie discussed that we went with WorkED consulting and it will be effective on March 27, 2024. Vanesa Livingstone made a motion to ratify the worked consulting to start on March 27, 2024 and (?) seconded the motion, passing the motion unanimously.**
- VI. Old Business:** There was no old business to be discussed.
- VII. Other Topics for discussion:** Jackie Davis reminded everyone that there is an upcoming Board meeting on May 3, 2023 at 10:00 a.m. at the Eastern Shore Community College. She also noted that on May 2, 2023, there will be a tour of ANEC at 4:00 p.m. as well as a networking dinner at Don's Seafood at 6:00 p.m.
- VIII. Adjournment:** With no further business to discuss, Vanesa Livingstone adjourned the meeting at 8:59 p.m.

1st – 4th Quarter BCWDB Quarterly Report PY 22 4th Quarter

Rappahannock Goodwill Industries WIOA Adult and Dislocated Worker													
		1st Quarter PY 22 7/1/22 - 9/30/22			2nd Quarter PY 22 10/1/22 - 12/31/22			3rd Quarter PY 22 1/1/23 - 3/31/23			4th Quarter PY 22 4/1/23 - 6/30/23		
Customer Summary Information													
Planned Number of Participants for PY		95			95			95			95		
Total Participants Served		43			57			67			96		
Percent of Planned		45%			60%			71%			101%		
New Clients Enrolled this Quarter		12			14			10			29		
WIOA Adult		38			52			62			91		
WIOA Dislocated Worker		5			5			5			5		
Follow Up Information													
Total Follow-Ups Required		46			49			50			55		
Total Follow-Ups Completed		46			49			50			55		
Total Follow-Up Not Completed		0			0			0			0		
Employment 2nd Quarter after Exit													
	WIOA Adult Program - 86.6%	84.6%	11	# employed	100.0%	6	# employed	85.7%	6	# employed	88.9%	8	# employed
			13	# exited		6	# exited		7	# exited		9	# exited
	WIOA Dislocated Worker Program - 88.6%	100.0%	3	# employed	100.0%	3	# employed	100.0%	3	# employed	-	0	# employed
			3	# exited		3	# exited		3	# exited		0	# exited
Employment 4th Quarter after Exit													
	WIOA Adult Program - 85.5%	75.0%	3	# employed	75.0%	3	# employed	92.3%	12	# employed	100.0%	6	# employed
			4	# exited		4	# exited		13	# exited		6	# exited
	WIOA Dislocated Worker Program - 90%	83.3%	5	# employed	100.0%	1	# employed	100.0%	3	# employed	100.0%	3	# employed
			6	# exited		1	# exited		3	# exited		3	# exited
Median Earnings 2nd Quarter after Exit													
WIOA Adult Program		\$6,100.00	Not Available		\$6,100.00	Not Available		\$6,100.00	Not Available		\$6,100.00	Not Available	
WIOA Dislocated Worker Program		\$8,900.00	Not Available		\$8,900.00	Not Available		\$8,900.00	Not Available		\$8,900.00	Not Available	
Credential Attainment within Four Quarters after Exit													
	WIOA Adult Program - 81.1%	100.0%	4	# credentialed	75.0%	3	# credentialed	84.6%	11	# credentialed	83.3%	5	# credentialed
			4	# exited		4	# exited		13	# exited		6	# exited
	WIOA Dislocated Worker Program - 70%	80.0%	4	# credentialed	66.7%	2	# credentialed	66.7%	2	# credentialed	100.0%	3	# credentialed
			5	# exited		3	# exited		3	# exited		3	# exited
Measurable Skills Gain													
	WIOA Adult Program - 70.2%	13.5%	5	# gained	38.1%	16	# gained	50.0%	28	# gained	51.3%	40	# gained
			37	# exited		42	# exited		56	# exited		78	# exited
	WIOA Dislocated Worker Program - 69.8%	0.0%	0	# gained	50.0%	1	# gained	75.0%	3	# gained	100.0%	4	# gained
			2	# exited		2	# exited		4	# exited		4	# exited
40% Minimum Training Expenditure Requirement													
75.19%	WIOA Adult Program	74.6%	\$ 54,401.07	Training Expenditures	76.8%	\$ 116,775.96	Training Expenditures	77.9%	\$ 196,373.50	Training Expenditures	78.6%	\$ 300,285.40	Training Expenditures
			\$ 72,920.85	Total Expenditures		\$ 152,133.01	Total Expenditures		\$ 252,171.70	Total Expenditures		\$ 382,183.49	Total Expenditures
16.5%	WIOA Dislocated Worker Program	16.5%	\$ 1,456.72	Training Expenditures	29.3%	\$ 5,671.84	Training Expenditures	43.0%	\$ 14,508.16	Training Expenditures	41.6%	\$ 16,004.85	Training Expenditures
			\$ 8,827.70	Total Expenditures		\$ 19,350.02	Total Expenditures		\$ 33,746.03	Total Expenditures		\$ 38,468.72	Total Expenditures
Total Contract Expenditures													
83.56%	WIOA Adult Program	26.0%	\$ 74,323.80	Expenditures	54.1%	\$ 154,938.91	Expenditures	59.6%	\$ 256,638.55	Expenditures	83.2%	\$ 387,795.32	Expenditures
			\$ 286,203.42	Total Contract		\$ 286,203.42	Total Contract		\$ 430,504.76	Total Contract		\$ 465,876.61	Total Contract
5.2%	WIOA Dislocated Worker Program	5.2%	\$ 9,750.98	Expenditures	11.3%	\$ 21,196.58	Expenditures	49.3%	\$ 36,515.87	Expenditures	86.6%	\$ 42,161.89	Expenditures
			\$ 188,351.79	Total Contract		\$ 188,351.79	Total Contract		\$ 74,050.45	Total Contract		\$ 48,678.60	Total Contract

George Washington Planning District 16 Data

		4th Quarter PY 22
Customer Summary Information		
Planned Number of Participants for PY		95
Total Participants Served		81
Percent of Planned		85%
Planning District 16 Total New Clients Enrolled this Quarter		24
	WIOA Adult	76
	WIOA Dislocated Worker	5
Spotsylvania County New Clients Enrolled this Quarter		9
	WIOA Adult	34
	WIOA Dislocated Worker	2
Stafford County New Clients Enrolled this Quarter		8
	WIOA Adult	20
	WIOA Dislocated Worker	1
Caroline County New Clients Enrolled this Quarter		2
	WIOA Adult	4
	WIOA Dislocated Worker	1
King George County New Clients Enrolled this Quarter		0
	WIOA Adult	3
	WIOA Dislocated Worker	1
City of Fredericksburg New Clients Enrolled this Quarter		5
	WIOA Adult	15
	WIOA Dislocated Worker	0

Rappahannock Community College WIOA Adult and Dislocated Worker																
	1st Quarter PY 22 7/1/22 - 9/30/22				2nd Quarter PY 22 10/1/22 - 12/31/22				3rd Quarter PY 22 1/1/23 - 3/31/23				4th Quarter PY 22 4/1/23 - 6/30/23			
Customer Summary Information																
Planned Number of Participants for PY	62				62				62				62			
Total Participants Served	27				31				38				49			
Percent of Planned	44%				50%				61%				79%			
New Clients Enrolled this Quarter	7				4				7				11			
WIOA Adult	27				31				38				48			
WIOA Dislocated Worker	0				0				0				1			
Follow Up Information																
Total Follow-Ups Required	46				42				45				40			
Total Follow-Ups Completed	46				42				45				40			
Total Follow-Up Not Completed	0				0				0				0			
Employment 2nd Quarter after Exit																
WIOA Adult Program - 86.6%	88.2%	15	# employed	88.9%	8	# employed	90.0%	9	# employed	90.0%	9	# employed				
		17	# exited			9		# exited			10	# exited		10	# exited	
WIOA Dislocated Worker Program - 88.6%	100.0%	1	# employed	-	0	# employed	-	0	# employed	-	0	# employed				
		1	# exited		0	# exited		0	# exited		0	# exited				
Employment 4th Quarter after Exit																
WIOA Adult Program - 85.5%	69.2%	9	# employed	89.5%	17	# employed	94.1%	16	# employed	88.9%	8	# employed				
		13	# exited			19		# exited			17	# exited		9	# exited	
WIOA Dislocated Worker Program - 90%	-	0	# employed	-	0	# employed	100.0%	1	# employed	-	0	# employed				
		0	# exited		0	# exited		1	# exited		0	# exited				
Median Earnings 2nd Quarter after Exit																
WIOA Adult Program	\$6,100.00	Not Available		\$6,100.00	Not Available		\$6,100.00	Not Available		\$6,100.00	Not Available					
WIOA Dislocated Worker Program	\$8,900.00	Not Available		\$8,900.00	Not Available		\$8,900.00	Not Available		\$8,900.00	Not Available					
Credential Attainment within Four Quarters after Exit																
WIOA Adult Program - 81.1%	92.3%	12	# credentialed	68.4%	13	# credentialed	92.3%	12	# credentialed	88.9%	8	# credentialed				
		13	# exited			19		# exited			13	# exited		9	# exited	
WIOA Dislocated Worker Program - 70%	-	0	# credentialed	-	0	# credentialed	100.0%	1	# credentialed	-	0	# credentialed				
		0	# exited		0	# exited		1	# exited		0	# exited				
Measurable Skills Gain																
WIOA Adult Program - 70.2%	45.8%	11	# gained	92.3%	24	# gained	81.8%	27	# gained	79.1%	34	# gained				
		24	# exited			26		# exited			33	# exited		43	# exited	
WIOA Dislocated Worker Program - 69.8%	-	0	# gained	-	0	# gained	-	0	# gained	-	0	# gained				
		0	# exited		0	# exited		0	# exited		0	# exited				
40% Minimum Training Expenditure Requirement																
70.46%	WIOA Adult Program	65.1%	\$ 27,667.21	Training Expenditures	56.1%	\$ 44,484.61	Training Expenditures	66.3%	\$ 101,810.73	Training Expenditures	70.9%	\$ 153,130.95	Training Expenditures			
			\$ 42,485.63	Total Expenditures		\$ 79,238.53	Total Expenditures		\$ 153,567.75	Total Expenditures		\$ 216,098.32	Total Expenditures			
	WIOA Dislocated Worker Program	0.0%	\$ -	Training Expenditures	0.0%	\$ -	Training Expenditures	0.0%	\$ -	Training Expenditures	0.0%	\$ -	Training Expenditures			
			\$ 466.58	Total Expenditures		\$ 721.58	Total Expenditures		\$ 976.58	Total Expenditures		\$ 1,231.58	Total Expenditures			
Total Contract Expenditures																
83.10%	WIOA Adult Program	28.3%	\$ 43,233.71	Expenditures	52.9%	\$ 80,734.64	Expenditures	61.4%	\$ 155,811.94	Expenditures	86.3%	\$ 219,090.59	Expenditures			
			\$ 152,605.54	Total Contract		\$ 152,605.54	Total Contract		\$ 253,965.50	Total Contract		\$ 253,965.50	Total Contract			
	WIOA Dislocated Worker Program	0.9%	\$ 1,031.51	Expenditures	1.6%	\$ 1,851.44	Expenditures	19.3%	\$ 2,671.37	Expenditures	25.1%	\$ 3,486.14	Expenditures			
			\$ 115,236.60	Total Contract		\$ 115,236.60	Total Contract		\$ 13,876.64	Total Contract		\$ 13,876.64	Total Contract			

Northern Neck Planning District 17 Data

		4th Quarter PY 22
Customer Summary Information		
Planned Number of Participants for PY		40
Total Participants Served		26
Percent of Planned		65%
Planning District 17 Total New Clients Enrolled this Quarter		6
	WIOA Adult	25
	WIOA Dislocated Worker	1
○		
Lancaster County New Clients Enrolled this Quarter		1
	WIOA Adult	5
	WIOA Dislocated Worker	0
○		
Northumberland County New Clients Enrolled this Quarter		0
	WIOA Adult	2
	WIOA Dislocated Worker	0
○		
Richmond County New Clients Enrolled this Quarter		3
	WIOA Adult	7
	WIOA Dislocated Worker	1
○		
Westmoreland County New Clients Enrolled this Quarter		2
	WIOA Adult	11
	WIOA Dislocated Worker	0

Middle Peninsula Planning District 18 Data

		4th Quarter PY 22
Customer Summary Information		
Planned Number of Participants for PY		22
Total Participants Served		12
Percent of Planned		55%
Planning District 18 Total New Clients Enrolled this Quarter		5
	WIOA Adult	12
	WIOA Dislocated Worker	0
Essex County New Clients Enrolled this Quarter		4
	WIOA Adult	8
	WIOA Dislocated Worker	0
King and Queen County New Clients Enrolled this Quarter		0
	WIOA Adult	1
	WIOA Dislocated Worker	0
King William County New Clients Enrolled this Quarter		0
	WIOA Adult	2
	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		1
	WIOA Adult	0
	WIOA Dislocated Worker	0

Eastern Shore Community College WIOA Adult and Dislocated Worker																
	1st Quarter PY 22 7/1/22 - 9/30/22				2nd Quarter PY 22 10/1/22 - 12/31/22				3rd Quarter PY 22 1/1/23 - 3/31/23				4th Quarter PY 22 4/1/23 - 6/30/23			
Customer Summary Information																
Planned Number of Participants for PY	54				54				54				54			
Total Participants Served	31				35				38				40			
Percent of Planned	57%				65%				70%				74%			
New Clients Enrolled this Quarter	4				4				3				2			
WIOA Adult	26				30				33				34			
WIOA Dislocated Worker	5				5				5				6			
Follow Up Information																
Total Follow-Ups Required	13				15				14				16			
Total Follow-Ups Completed	13				15				14				16			
Total Follow-Up Not Completed	0				0				0				0			
Employment 2nd Quarter after Exit																
WIOA Adult Program - 86.6%	100.0%	4	# employed	83.3%	5	# employed	100.0%	2	# employed	100.0%	1	# employed				
		4	# exited		6	# exited		2	# exited		1	# exited				
WIOA Dislocated Worker Program - 88.6%	-	0	# employed	-	0	# employed	-	0	# employed	-	0	# employed				
		0	# exited		0	# exited		0	# exited		0	# exited				
Employment 4th Quarter after Exit																
WIOA Adult Program - 85.5%	83.3%	5	# employed	81.8%	9	# employed	100.0%	4	# employed	100.0%	6	# employed				
		6	# exited		11	# exited		4	# exited		6	# exited				
WIOA Dislocated Worker Program - 90%	-	0	# employed	-	0	# employed	-	0	# employed	-	0	# employed				
		0	# exited		0	# exited		0	# exited		0	# exited				
Median Earnings 2nd Quarter after Exit																
WIOA Adult Program	\$6,100.00	Not Available		\$6,100.00	Not Available		\$6,100.00	Not Available		\$6,100.00	Not Available					
WIOA Dislocated Worker Program	\$8,900.00	Not Available		\$8,900.00	Not Available		\$8,900.00	Not Available		\$8,900.00	Not Available					
Credential Attainment within Four Quarters after Exit																
WIOA Adult Program - 81.1%	83.3%	5	#	80.0%	8	#	75.0%	3	#	83.3%	5	#				
		6	# exited		10	# exited		4	# exited		6	# exited				
WIOA Dislocated Worker Program - 70%	-	0	#	-	0	#	-	0	#	-	0	#				
		0	# exited		0	# exited		0	# exited		0	# exited				
Measurable Skills Gain																
WIOA Adult Program - 70.2%	36.0%	9	# gained	41.4%	12	# gained	37.5%	12	# gained	39.4%	13	# gained				
		25	# exited		29	# exited		32	# exited		33	# exited				
WIOA Dislocated Worker Program - 69.8%	0.0%	0	# gained	0.0%	0	# gained	0.0%	0	# gained	25.0%	1	# gained				
		3	# exited		3	# exited		3	# exited		4	# exited				
40% Minimum Training Expenditure Requirement																
87.65%	WIOA Adult Program	89.0%	\$44,537.87	Training Expenditures	88.0%	\$ 61,604.93	Training Expenditures	88.4%	\$ 94,449.05	Training Expenditures	88.3%	\$ 116,489.87	Training Expenditures			
			\$50,056.48	Total Expenditures		\$ 69,998.60	Total Expenditures		\$ 106,875.54	Total Expenditures		\$ 131,909.64	Total Expenditures			
	WIOA Dislocated Worker Program	85.1%	\$ 3,899.45	Training Expenditures	85.7%	\$ 5,820.16	Training Expenditures	78.9%	\$ 7,166.26	Training Expenditures	81.9%	\$ 12,304.42	Training Expenditures			
			\$ 4,584.04	Total Expenditures		\$ 6,790.75	Total Expenditures		\$ 9,086.81	Total Expenditures		\$ 15,028.27	Total Expenditures			
Total Contract Expenditures																
92.83%	WIOA Adult Program	61.6%	\$50,582.09	Expenditures	51.3%	\$ 71,043.68	Expenditures	78.1%	\$ 108,174.63	Expenditures	93.6%	\$ 133,518.63	Expenditures			
			\$82,058.21	Total Contract		\$ 138,558.51	Total Contract		\$ 138,558.51	Total Contract		\$ 142,608.51	Total Contract			
	WIOA Dislocated Worker Program	6.4%	\$ 5,088.54	Expenditures	33.7%	\$ 7,801.58	Expenditures	44.7%	\$ 10,339.83	Expenditures	86.9%	\$ 16,590.05	Expenditures			
		\$79,650.85	Total Contract		\$ 23,150.85	Total Contract		\$ 23,150.85	Total Contract		\$ 19,100.85	Total Contract				

Eastern Shore Planning District 22 Data

		4th Quarter PY 22
Customer Summary Information		
Planned Number of Participants for PY		54
Total Participants Served		34
Percent of Planned		63%
Planning District 22 Total New Clients Enrolled this Quarter		2
	WIOA Adult	30
	WIOA Dislocated Worker	4
Accomack County New Clients Enrolled this Quarter		2
	WIOA Adult	24
	WIOA Dislocated Worker	2
Northampton County New Clients Enrolled this Quarter		0
	WIOA Adult	6
	WIOA Dislocated Worker	2

1 – 4th Quarter BCWDB Youth Quarterly Report PY 22

Rappahannock Goodwill Industries WIOA Youth													
	1st Quarter PY 22 7/1/22 - 9/30/22			2nd Quarter PY 22 10/1/22 - 12/31/22			3rd Quarter PY 22 1/1/23 - 3/31/23			4th Quarter PY 22 4/1/23 - 6/30/23			
Customer Summary Information													
Planned Number of Participants for PY	32			32			32			32			
Total Participants Served	11			16			22			31			
Percent of Planned	34%			50%			69%			97%			
New Clients Enrolled this Quarter	5			5			6			9			
WIOA Youth	11			16			22			31			
Follow Up Information													
Total Follow-Ups Required	6			8			10			7			
Total Follow-Ups Completed	6			8			10			7			
Total Follow-Up Not Completed	0			0			0			0			
Employment 2nd Quarter after Exit													
WIOA Youth - 78.1%	100.0%	2	# employed	-	0	# employed	75.0%	3	# employed	-	0	# employed	
		2	# exited		0	# exited		4	# exited		0	# exited	
Employment 4th Quarter after Exit													
WIOA Youth - 81.1%	100.0%	1	# employed	87.5%	7	# employed	100.0%	2	# employed	-	0	# employed	
		1	# exited		8	# exited		2	# exited		0	# exited	
Credential Attainment within Four Quarters after Exit													
WIOA Youth - 70%	-	0	# credentialed	-	0	# credentialed	-	0	# credentialed	-	0	# credentialed	
		0	# exited		0	# exited		0	# exited		0	# exited	
Measurable Skills Gain													
WIOA Youth - 69.1%	22.2%	2	# gained	21.4%	3	# gained	52.6%	10	# gained	65.2%	15	# gained	
		9	# exited		14	# exited		19	# exited		23	# exited	
20% Work Experience Expenditure Requirement													
21.66%	WIOA Youth	45.2%	\$ 7,643.94	Training Expenditures	41.9%	\$ 13,177.76	Training Expenditures	27.4%	\$ 17,641.17	Training Expenditures	21.7%	\$ 20,650.51	Training Expenditures
			\$ 16,896.04	Total Expenditures		\$ 31,480.32	Total Expenditures		\$ 64,307.05	Total Expenditures		\$ 95,339.55	Total Expenditures
Total Contract Expenditures													
48.23%	WIOA Youth	8.6%	\$ 17,765.76	Expenditures	16.2%	\$ 33,406.79	Expenditures	32.7%	\$ 67,290.27	Expenditures	48.2%	\$ 99,379.50	Expenditures
			\$206,040.09	Total Contract		\$206,040.09	Total Contract		\$ 206,040.09	Total Contract		\$ 206,040.09	Total Contract

Rappahannock Community College WIOA Youth														
	1st Quarter PY 22 7/1/22 - 9/30/22				2nd Quarter PY 22 10/1/22 - 12/31/22				3rd Quarter PY 22 1/1/23 - 3/31/23				4th Quarter PY 22 4/1/23 - 6/30/23	
Customer Summary Information														
Planned Number of Participants for PY	27				27				27				27	
Total Participants Served	18				20				20				23	
Percent of Planned	67%				74%				74%				85%	
New Clients Enrolled this Quarter	9				2				0				3	
WIOA Youth	18				20				20				23	
Follow Up Information														
Total Follow-Ups Required	8				6				6				8	
Total Follow-Ups Completed	8				6				6				8	
Total Follow-Up Not Completed	0				0				0				0	
Employment 2nd Quarter after Exit														
WIOA Youth - 78.1%	80.0%	4	# employed	100.0%	2	# employed	100.0%	1	# employed	100.0%	1	# employed		
		5	# exited		2	# exited		1	# exited		1	# exited		
Employment 4th Quarter after Exit														
WIOA Youth - 81.1%	100.0%	1	# employed	50.0%	2	# employed	100.0%	5	# employed	100.0%	2	# employed		
		1	# exited		4	# exited		5	# exited		2	# exited		
Credential Attainment within Four Quarters after Exit														
WIOA Youth - 70%	-	0	# credentialed	-	0	# credentialed	100.0%	2	# credentialed	100.0%	2	# credentialed		
		0	# exited		0	# exited		2	# exited		2	# exited		
Measurable Skills Gain														
WIOA Youth - 69.1%	23.1%	3	# gained	73.3%	11	# gained	77.8%	14	# gained	73.7%	14	# gained		
		13	# exited		15	# exited		18	# exited		19	# exited		
20% Work Experience Expenditure Requirement														
23.50%	WIOA Youth	20.3%	\$ 5,154.25	Training Expenditures	24.0%	\$ 11,105.20	Training Expenditures	26.1%	\$ 16,448.07	Training Expenditures	23.50%	\$ 20,677.28	Training Expenditures	
			\$ 25,352.49	Total Expenditures		\$ 46,290.54	Total Expenditures		\$ 62,979.17	Total Expenditures		\$ 87,975.08	Total Expenditures	
Total Contract Expenditures														
73.41%	WIOA Youth	21.0%	\$ 25,944.24	Expenditures	38.4%	\$ 47,276.79	Expenditures	52.4%	\$ 64,557.57	Expenditures	73.4%	\$ 90,483.43	Expenditures	
			\$123,264.82	Total Contract		\$ 123,264.82	Total Contract		\$ 123,264.82	Total Contract		\$ 123,264.82	Total Contract	

Northern Neck Planning District 17 Data

		4th Quarter PY 22
Customer Summary Information		
Planned Number of Participants for PY		14
Total Participants Served		14
Percent of Planned		100%
Planning District 17 Total New Clients Enrolled this Quarter		3
	WIOA Youth	14
Lancaster County New Clients Enrolled this Quarter		2
	WIOA Youth	4
Northumberland County New Clients Enrolled this Quarter		1
	WIOA Youth	6
Richmond County New Clients Enrolled this Quarter		0
	WIOA Youth	0
Westmoreland County New Clients Enrolled this Quarter		0
	WIOA Youth	4

Middle Peninsula Planning District 18 Data

		4th Quarter PY 22
Customer Summary Information		
Planned Number of Participants for PY		13
Total Participants Served		9
Percent of Planned		69%
Planning District 18 Total New Clients Enrolled this Quarter		0
	WIOA Youth	9
Essex County New Clients Enrolled this Quarter		0
	WIOA Youth	2
King and Queen County New Clients Enrolled this Quarter		0
	WIOA Youth	1
King William County New Clients Enrolled this Quarter		0
	WIOA Youth	5
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 WIOA Youth																
	1st Quarter PY 22 7/1/22 - 9/30/22				2nd Quarter PY 22 10/1/22 - 12/31/22				3rd Quarter PY 22 1/1/23 - 3/31/23				4th Quarter PY 22 4/1/23 - 6/30/23			
Customer Summary Information																
Planned Number of Participants for PY	25				25				25				25			
Total Participants Served	11				12				14				20			
Percent of Planned	44%				48%				56%				80%			
New Clients Enrolled this Quarter	2				1				2				6			
WIOA Youth	11				12				14				20			
5																
Total Follow-Ups Required	4				6				5				10			
Total Follow-Ups Completed	4				6				5				10			
Total Follow-Up Not Completed	0				0				0				0			
Employment 2nd Quarter after Exit																
WIOA Youth - 78.1%	-	0	# employed	100.0%	3	# employed	-	0	# employed	100.0%	1	# employed				
		0	# exited		3	# exited		0	# exited		1	# exited				
Employment 4th Quarter after Exit																
WIOA Youth - 81.1%	-	0	# employed	100.0%	3	# employed	-	0	# employed	100.0%	3	# employed				
		0	# exited		3	# exited		0	# exited		3	# exited				
Credential Attainment within Four Quarters after Exit																
WIOA Youth - 70%	-	0	# credentialed	-	0	# credentialed	-	0	# credentialed	-	0	# credentialed				
		0	# exited		0	# exited		0	# exited		0	# exited				
Measurable Skills Gain																
WIOA Youth - 69.1%	0.0%	0	# gained	41.7%	5	# gained	46.2%	6	# gained	53.8%	7	# gained				
		8	# exited		12	# exited			13		# exited	13	# exited			
20% Work Experience Expenditure Requirement																
48.01%	WIOA Youth	56.3%	\$ 6,503.54	Training Expenditures	51.9%	\$ 9,433.36	Training Expenditures	49.8%	\$11,979.98	Training Expenditures	48.0%	\$14,139.18	Training Expenditures			
			\$11,560.84	Total Expenditures		\$18,165.39	Total Expenditures		\$24,051.92	Total Expenditures		\$29,449.93	Total Expenditures			
Total Contract Expenditure Requirement																
42.85%	WIOA Youth	16.7%	\$12,037.90	Training Expenditures	26.5%	\$19,112.39	Training Expenditures	35.0%	\$25,203.94	Training Expenditures	42.8%	\$30,862.23	Training Expenditures			
			\$72,027.08	Total Expenditures		\$72,027.08	Total Expenditures		\$72,027.08	Total Expenditures		\$72,027.08	Total Expenditures			

Eastern Shore Planning District 22 Data

		4th Quarter PY 22
Customer Summary Information		
Planned Number of Participants for PY		25
Total Participants Served		21
Percent of Planned		84%
Planning District 22 Total New Clients Enrolled this Quarter		7
	WIOA Youth	21
Accomack County New Clients Enrolled this Quarter		3
	WIOA Youth	13
Northampton County New Clients Enrolled this Quarter		4
	WIOA Youth	8

4th Quarter PY 2022			
	Negotiated Level	Actual	% of Negotiated Level
Adult Measures			
Employment 2nd Quarter after Exit	86.6	90.0	104%
Employment 4th Quarter after Exit	85.5	95.2	111%
Median Earnings 2nd Quarter after Exit	\$6,100.00	NA	-
Credential Attainment within 4 Quarters after Exit	81.1	85.7	106%
Measurable Skills Gain	70.2	56.5	80%
Dislocated Workers Measures			
Employment 2nd Quarter after Exit	88.6	100.0	113%
Employment 4th Quarter after Exit	90.0	100.0	111%
Median Earnings 2nd Quarter after Exit	\$8,900.00	NA	-
Credential Attainment within 4 Quarters after Exit	70.0	100	143%
Measurable Skills Gain	69.8	62.5	90%
Youth Measures			
Employment 2nd Quarter after Exit	78.1	100.0	128%
Employment 4th Quarter after Exit	81.1	100.0	123%
Credential Attainment within 4 Quarters after Exit	70.0	100.0	143%
Measurable Skills Gain	69.1	65.5	95%

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)**

Rappahannock Goodwill Industries Success Story – George Washington

Caitlin entered the WIOA program with limited income to meet her basic needs. She found herself anxious about the barriers to obtaining her goal of becoming a Welder. Inspired by her father’s support, she enrolled in the WIOA program to explore the opportunities the program offered.

WIOA staff supported Caitlin in registering for training to pursue her goal of working in the Welding industry. Caitlin finished her training and obtained her credentials in just five months. Afterwards, WIOA staff supported Caitlin to revise her Resume and provided job listings. During the job search, a welding company representative reached out to Caitlin with an offer. Caitlin was excited and hesitant to apply because of her lack of experience in such a challenging field. The WIOA Case Manager encouraged Caitlin to apply and speak with the employer. Caitlin did so, and the company hired her shortly after submitting the application.

A few months after starting her new job, another company contacted Caitlin with an offer to match her credentials and provide an opportunity for Caitlin to grow with the company. Caitlin reported to the WIOA Case Manager that the program made a significant difference for her by providing funding for training, guided assistance, and job search support. Caitlin stated, “I loved the training and learning my craft.” “Now I am my craft!” “I am a Welder!”

Rappahannock Community College Success Story - Northern Neck

18-year-old Alice came to RCC in the summer of 2022. Since high school, she had been waitressing at various restaurants. She decided she would like to be a dental assistant. She applied for WIOA funding and was determined eligible as an adult. In July, she was enrolled in the program. She completed all job readiness assignments and her interests matched Onet interests for dental assisting. She started her training on September 10, 2022. In 10 weekends, Alice was excited to complete her training. On January 30, 2023, she started a new job as a dental assistant. Alice is doing very well and is wonderful to work with.

Rappahannock Community College Success Story – Middle Peninsula

On February 2, 2023, Bob came to RCC and inquired about CDL training. He was 22 years old and had been an Amazon driver with a great driving record. He wanted to drive the big rigs and see the world. He applied to WIOA and was determined eligible. He was enrolled and started training on February 21st. He was an exceptional student and three weeks later March 14th, Bob passed his test! He continued to work some cash jobs while applying for over-the-road jobs and soon accepted an offer. On May 15th, Bob started driving with Western Express. After thirty days of training, he began driving solo. Bob has been a wonderful student and great to work with. Best of luck to him!

Eastern Shore Community College Success Stories – Eastern Shore

Story #1

Davion graduated from Old Dominion University with a bachelor's degree in information systems at its spring 2023 commencement. Davion participated in the WIOA program prior to that and though he changed his major several times, he went on to earn an associate's degree in Arts & Sciences for General Studies at Eastern Shore Community College in 2021. After completion Davion contemplated applying for admission at the University of Maryland Eastern Shore, Salisbury University, Norfolk State University, and Old Dominion University. He was apprehensive at first and needed a great deal of encouragement to take the next step in higher education. He eventually took a leap of faith and applied at Old Dominion University. To his amazement, he was accepted as a transfer student. Davion successfully completed all the curriculum requirements and earned a bachelor's degree in information technology cyber security.

We are proud of Davion and wish him well as he joins the workforce as an IT professional who proved that with program support, encouragement, and a tenacious spirit, dreams can become reality. Davion is a happy law-abiding, self-sufficient African American youth who secured employment in an in-demand occupation with a bright career pathway earning a competitive salary at BAE Systems. Congratulations Davion!

Story #2

Johnathan, a construction carpenter by trade was recently laid off by his employer who was forced to shut the company down due to an inability to complete projects related to staffing issues. Not knowing what to do or where to go from there, Jonathan went to the local Virginia Career Works center to apply for unemployment benefits. After meeting with staff, Jonathan was referred to the WIOA representative. Jonathan made it known that he was seeking immediate employment to meet the financial needs of his family. After discussing immediate career opportunities, Johnathan decided that he was tired of the construction carpentry business. WIOA staff shared program information and opportunities available for WIOA participants to train for a new career. Having viewed several career paths, Johnathan decided to pursue commercial driver license training. Johnathan met the requirements for eligibility. He enrolled in the training and completed the written portion of the CDL training examination. Now he must pass the pre-trip and the road portion of the test. WIOA staff will be notified as soon as Johnathan completes the remainder of the exam and earns his commercial driver's license. Several companies have already expressed interest in hiring Johnathan based on his stellar work history and dependability. The sky is the limit for Johnathan once he earns his CDL.

Rappahannock Goodwill Industries Youth Success Story – George Washington

Brandon is a recent high school graduate with disabilities and minimal work experience. Brandon expressed a strong desire to obtain credentials and a career in the healthcare industry. Brandon has a family member who serves as his mentor who also works in the healthcare industry.

The Case Manager provided support throughout Brandon's training. She served as a "patient" for Brandon to demonstrate the proper techniques for blood draw. Brandon was very professional, introducing himself, asking for identifying information from the "patient", preparing the supplies, and finding the vein. The Case Manager also provided support to Brandon while he was studying for his exam.

The training provider reported that Brandon took advantage of extra study time after class with a fellow student. In two short months, Brandon completed the Leadership, Financial Literacy, and Phlebotomy and IV Therapy training, and then passed his exam.

Brandon is now practicing these skills in an externship at a local primary care facility. Brandon is scheduled to begin the Certified Medical Assistant training on 8/1/23 prior to pursuing employment in healthcare. Brandon is well on his way to achieving his goal of a successful career in the healthcare industry.

Rappahannock Community College Youth Success Story – Northern Neck

Program participants Ashton, Emily and Erika took part in the Summer Career Adventure Program on 3D printing held at Rappahannock Community College. During the weeklong activity the participants learned valuable skills in not only the technology of 3D printers and printing, by building their own 3D printers, but they also learned about entrepreneurship. Ashton is hopeful to continue her work by applying the skills she learned during the camp to help her sell her artwork and 3D creations. Each participant took home the printers they built, along with enough materials to continue practicing what they learned in the hands-on classes.

Rappahannock Community College Youth Success Story – Middle Peninsula

Program participant Deja, has been chipping away at a certification in CompTIA A+ for the past several months, and will be sitting for her certification test by the end of August. Deja was an inaugural participant in the first Summer Career Adventure Program that focused on Cybersecurity, and she has been working hard to gain industry recognized credentials and experiences in order to begin a career in the field.

Eastern Shore Community College Youth Success Stories – Eastern Shore

Ja'la is an out of school youth who recently completed training and earned her Certified Nursing Assistant certification. Ja'la had a hard upbringing. She lived in a home with a family who had other children. Knowing that she did not want to stay in her situation, Ja'la, with the assistance of her case worker enrolled in the certified nursing assistant program at Eastern Shore Community College. Ja'la excelled and made it through the course with exceptional grades. Ja'la participated in graduation and went on to pass the state board licensure examination. She is now working full-time as a fully credentialed Certified Nursing Assistant. Her dream came true and she is looking ahead to achieve more goals. Her dreams are big and we are very proud to have been a part of this stage of professional career development.

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BAY CONSORTIUM WORKFORCE DEVELOPMENT BOARD

Strategic Plan



- *Setting out strategies to bring about the Board's vision, mission, and objectives*

July 2023 through June 2026



BAY CONSORTIUM REGION

A proud partner of the AmericanJobCenter® network

Vision and Mission

VISION: Ensure the LWDA 13 has a viable and qualified workforce that is capable of supporting existing businesses and attracting new businesses by providing a sustainable and expanding employment base.

MISSION: To achieve the purpose of WIOA and Virginia's strategic and operational vision and goals by providing comprehensive, customer-driven workforce services that connect employers, education providers, job seekers, workers, and youth.

Goals

Funding

Objective: Maximize funding opportunities to support strategic priorities

Action Items:

1. Diversify streams of revenue to support the goals of the organization
 - a. Number of grants applied for
 - b. Number of grants approved
 - c. Number and amount of sponsorships
 - d. Other non WIOA funding
2. Secure professional grant writer on an as needed basis
 - a. Has a professional grant writer been selected on an as needed basis
3. Monitor funds for correlation with goals
 - a. Report to the Board on how funding is being used to support the Board's Vision and Mission
 - i. Do the activities being performed by Board staff and various partners support the goals.

Program Development and Implementation

Objective: Lead workforce system of partners to provide comprehensive programs and services to support the business community and residents of our region

Action Items:

1. Provide responsive and innovative employer services utilizing the Business Services Teams and other resources
 - a. Number of businesses touched
 - i. A detailed list of services provided will be kept
 - b. Number of repeat business provided services
 - i. A detailed list of services provided will be kept
 - c. Number of IWT Provided
 - d. Number of OJTs Provided
 - e. Number of Apprenticeships
2. Provide responsive and innovative training and support services for jobseekers through our Virginia Career Works Centers

- a. Number of clients who walk through the door
 - b. Customer Satisfaction
 - c. Continuous improvement for customer flow
 - d. Outreach provided in the region
3. Ensure compliance for all programs through tracking and documentation
 - a. Monitoring reviews
 - b. Contract tracking
 4. Provide streamlined and consistent business and job seeker services across the BCWDB
 - a. Business Services Policy and plan produced and implemented
 - b. Business Services Policy being enforced with partners.

Business and Community Outreach

Objective: Enhance outreach, connectivity, visibility, and viability of the BCWDB to become a key resource to the business and community.

Action Items:

1. Create and implement a comprehensive outreach plan to support the goals of the organization that include connection with regional employers, education, and the community stakeholders
 - a. Creation of outreach plan
 - i. What should it include?
 - b. Implementation of outreach plan
 - c. Number of employers engaged
 - i. A detailed list of employers will be provided
 - d. Number of educational providers engaged
 - i. A detailed list of educational providers will be provided
 - e. Number of stakeholders engaged
 - i. A detailed list of stakeholders will be provided
 - f. Local Economic Development Engagement
 - i. Each area should have a visit quarterly.
 - g. Work with local chambers of commerce
 - i. What work is being done to promote the work of the BCWDB?
2. Improve communication with local government, by enhancing outreach with local social services and human resources departments
 - a. Provide better communication with local government
 - i. Produce a quarterly report that will be sent to all local government to include CLEO Consortium
 - b. Meet at least quarterly with the regional local social services
 - c. Include local social services on Business Services Team Meetings, Regional Partner meetings, and any events that are planned within the region.
3. Coordinate and collaborate with community partners to better align resources

- a. Work through partner meetings, business services team, WIOA Providers, One-Stop Manager to better align services to ensure no duplication to optimize all partners' resources.

The BCWDB Strategic Plan is the road map to help fulfill the requirements of the Local Plan. To view the Local Plan please [click here](#).