

AGENDA

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

<https://us02web.zoom.us/j/89937543355?pwd=bTNZc0c3S1RCMWhR2hIUHE4VkVtdz09>

- I. Call to Order:**
- II. Roll Call:**
- III. Public Input:**
- IV. Approval of Meeting Notes from January 17, 2023 Meeting:**
- V. New Business**
 - A. Quarterly Reports and Success Stories:**
 - B. Chair/Vice Chair Election:**
 - C. TPI Review:**
- VI. Old Business:**
- VII. Other Topics for discussion:**
- VIII. Adjournment:**

AGENDA

**Bay Consortium Workforce Development Board, Inc.
Performance and Accountability Committee Meeting
Tuesday, January 17, 2023
10:00 A.M.**

<https://us02web.zoom.us/j/86944052636?pwd=VHdrUG40Rnl4SHBWYXhiNy9hVi9nQT09>

- I. **Call to Order:** Jennifer Bowhey called the meeting to order at 10:07 a.m.
- II. **Roll Call:** Present was Jennifer Bowhey, Beverly Davis, Gary Wilson, and Brittany Metts. Also present was Sherry Davis, Elizabeth Batista Cardenas, Jackie Davis, Lauren Fallin, and Steven Golas.
- III. **Public Input:** There was no public input.
- IV. **Approval of Meeting Notes from October 18, 2022 Meeting:** A motion was made by Gary Wilson to approve the minutes from the October 18, 2022 meeting, which was seconded by Jennifer Bowhey.
- V. **New Business**
 - A. **Performance Reports:** There has been outstanding improvement in Youth Measures, Dislocated Workers Measures, and Adult Measures.
- VI. **Old Business:** There was no old business to be discussed.
- VII. **Other Topics for discussion:** We will be having an upcoming Joint Board CLEO meeting on February 1, 2023 at Wind Vineyards at 10:00 a.m.
- VIII. **Adjournment:** There being no further business to discuss, there was a motion to adjourn the meeting by Gary Wilson, and it was seconded by Jennifer Bowhey and the meeting was adjourned at 10:19 a.m.

Respectfully submitted,
Lauren Fallin

1st – 4th Quarterly Report PY22 3rd 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							
Total Participants Served		43				57				67							
Percent of Planned		45%				60%				71%				-			
New Clients Enrolled this Quarter		12				14				10							
WIOA Adult		38				52				62							
WIOA Dislocated Worker		5				5				5							
Follow Up Information																	
Total Follow-Ups Required		46				49				50							
Total Follow-Ups Completed		46				49				50							
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		-		# employed	
				13 # exited				6 # exited				7 # exited				# exited	
WIOA Dislocated Worker Program - 88.6%		100.0%		3 # employed		100.0%		3 # employed		100.0%		3 # employed		-		# employed	
				3 # exited				3 # exited				3 # exited				# exited	
Employment 4th Quarter after Exit																	
WIOA Adult Program - 85.5%		75.0%		3 # employed		75.0%		3 # employed		92.3%		12 # employed		-		# employed	
				4 # exited				4 # exited				13 # exited				# exited	
WIOA Dislocated Worker Program - 90%		83.3%		5 # employed		100.0%		1 # employed		100.0%		3 # employed		-		# employed	
				6 # exited				1 # exited				3 # exited				# 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			
WIOA Dislocated Worker Program		\$8,900.00		Not Available		\$8,900.00		Not Available		\$8,900.00		Not Available		\$8,900.00			
Credential Attainment within Four Quarters after Exit																	
WIOA Adult Program - 81.1%		100.0%		4 # credentialed		75.0%		3 # credentialed		84.6%		11 # credentialed		-		# credentialed	
				4 # exited				4 # exited				13 # exited				# exited	
WIOA Dislocated Worker Program - 70%		80.0%		4 # credentialed		66.7%		2 # credentialed		66.7%		2 # credentialed		-		# credentialed	
				5 # exited				3 # exited				3 # exited				# exited	
Measurable Skills Gain																	
WIOA Adult Program - 70.2%		13.5%		5 # gained		38.1%		16 # gained		50.0%		28 # gained		-		# gained	
				37 # exited				42 # exited				56 # exited				# exited	
WIOA Dislocated Worker Program - 69.8%		0.0%		0 # gained		50.0%		1 # gained		75.0%		3 # gained		-		# gained	
				2 # exited				2 # exited				4 # exited				# exited	
40% Minimum Training Expenditure Requirement																	
73.76%		74.6%		\$ 54,401.07		76.8%		\$ 116,775.96		77.9%		\$ 196,373.50		-		Training Expenditures	
				\$ 72,920.85				\$ 152,133.01				\$ 252,171.70				Total Expenditures	
WIOA Dislocated Worker Program		16.5%		\$ 1,456.72		29.3%		\$ 5,671.84		43.0%		\$ 14,508.16		-		Training Expenditures	
				\$ 8,827.70				\$ 19,350.02				\$ 33,746.03				Total Expenditures	
Total Contract Expenditures																	
58.10%		26.0%		\$ 74,323.80		54.1%		\$ 154,938.91		59.6%		\$ 256,638.55		-		Expenditures	
				\$ 286,203.42				\$ 286,203.42				\$ 430,504.76				Total Contract	
WIOA Dislocated Worker Program		5.2%		\$ 9,750.98		11.3%		\$ 21,196.58		49.3%		\$ 36,515.87		-		Expenditures	
				\$ 188,351.79				\$ 188,351.79				\$ 74,050.45				Total Contract	

George Washington Planning District 16 Data

		3rd Quarter PY 22
Customer Summary Information		
Planned Number of Participants for PY		95
Total Participants Served		57
Percent of Planned		60%
Planning District 16 Total New Clients Enrolled this Quarter		8
	WIOA Adult	52
	WIOA Dislocated Worker	5
Spotsylvania County New Clients Enrolled this Quarter		2
	WIOA Adult	25
	WIOA Dislocated Worker	2
Stafford County New Clients Enrolled this Quarter		3
	WIOA Adult	12
	WIOA Dislocated Worker	1
Caroline County New Clients Enrolled this Quarter		0
	WIOA Adult	2
	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		3
	WIOA Adult	10
	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			
Total Participants Served		27		31		38			
Percent of Planned		44%		50%		61%		-	
New Clients Enrolled this Quarter		7		4		7			
WIOA Adult		27		31		38			
WIOA Dislocated Worker		0		0		0			
Follow Up Information									
Total Follow-Ups Required		46		42		45			
Total Follow-Ups Completed		46		42		45			
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
		17	# exited		9	# exited		10	# exited
WIOA Dislocated Worker Program - 88.6%	100.0%	1	# employed	-	0	# employed	-	0	# employed
		1	# 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
		13	# exited		19	# exited		17	# exited
WIOA Dislocated Worker Program - 90%	-	0	# employed	-	0	# employed	100.0%	1	# employed
		0	# exited		0	# exited		1	# 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	
WIOA Dislocated Worker Program	\$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
		13	# exited		19	# exited		13	# exited
WIOA Dislocated Worker Program - 70%	-	0	# credentialed	-	0	# credentialed	100.0%	1	# credentialed
		0	# exited		0	# exited		1	# exited
Measurable Skills Gain									
WIOA Adult Program - 70.2%	45.8%	11	# gained	92.3%	24	# gained	81.8%	27	# gained
		24	# exited		26	# exited		33	# exited
WIOA Dislocated Worker Program - 69.8%	-	0	# gained	-	0	# gained	-	0	# gained
		0	# exited		0	# exited		0	# exited
40% Minimum Training Expenditure Requirement									
65.98%	WIOA Adult Program	65.1%	\$ 27,667.21	Training Expenditures	56.1%	\$ 44,484.61	Training Expenditures	\$ 101,810.73	Training Expenditures
			\$ 42,485.63	Total Expenditures		\$ 79,238.53	Total Expenditures	\$ 153,567.75	Total Expenditures
	WIOA Dislocated Worker Program	0.0%	\$ -	Training Expenditures	0.0%	\$ -	Training Expenditures	\$ -	Training Expenditures
			\$ 466.58	Total Expenditures		\$ 721.58	Total Expenditures	\$ 976.58	Total Expenditures
Total Contract Expenditures									
59.17%	WIOA Adult Program	28.3%	\$ 43,233.71	Expenditures	52.9%	\$ 80,734.64	Expenditures	\$ 155,811.94	Expenditures
			\$ 152,605.54	Total Contract		\$ 152,605.54	Total Contract	\$ 253,965.50	Total Contract
	WIOA Dislocated Worker Program	0.9%	\$ 1,031.51	Expenditures	1.6%	\$ 1,851.44	Expenditures	\$ 2,671.37	Expenditures
			\$ 115,236.60	Total Contract		\$ 115,236.60	Total Contract	\$ 13,876.64	Total Contract

Northern Neck Planning District 17 Data

		3rd Quarter PY 22
Customer Summary Information		
Planned Number of Participants for PY		40
Total Participants Served		20
Percent of Planned		50%
Planning District 17 Total New Clients Enrolled this Quarter		4
	WIOA Adult	20
	WIOA Dislocated Worker	0
Lancaster County New Clients Enrolled this Quarter		1
	WIOA Adult	4
	WIOA Dislocated Worker	0
Northumberland County New Clients Enrolled this Quarter		1
	WIOA Adult	2
	WIOA Dislocated Worker	0
Richmond County New Clients Enrolled this Quarter		2
	WIOA Adult	5
	WIOA Dislocated Worker	0
Westmoreland County New Clients Enrolled this Quarter		0
	WIOA Adult	9
	WIOA Dislocated Worker	0

Middle Peninsula Planning District 18 Data

		3rd 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		3
	WIOA Adult	12
	WIOA Dislocated Worker	0
Essex County New Clients Enrolled this Quarter		1
	WIOA Adult	4
	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		1
	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	4
	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					
Total Participants Served		31			35			38					
Percent of Planned		57%			65%			70%			-		
New Clients Enrolled this Quarter		4			4			3					
WIOA Adult		26			30			33					
WIOA Dislocated Worker		5			5			5					
Follow Up Information													
Total Follow-Ups Required		13			15			14					
Total Follow-Ups Completed		13			15			14					
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	-	# employed	
			4	# exited		6	# exited		2	# exited		# exited	
WIOA Dislocated Worker Program - 88.6%		-	0	# employed	-	0	# employed	-	0	# employed	-	# employed	
			0	# exited		0	# exited		0	# exited		# exited	
Employment 4th Quarter after Exit													
WIOA Adult Program - 85.5%		83.3%	5	# employed	81.8%	9	# employed	100.0%	4	# employed	-	# employed	
			6	# exited		11	# exited		4	# exited		# exited	
WIOA Dislocated Worker Program - 90%		-	0	# employed	-	0	# employed	-	0	# employed	-	# employed	
			0	# exited		0	# exited		0	# exited		# 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		
WIOA Dislocated Worker Program		\$8,900.00	Not Available		\$8,900.00	Not Available		\$8,900.00	Not Available		\$8,900.00		
Credential Attainment within Four Quarters after Exit													
WIOA Adult Program - 81.1%		83.3%	5	# credentialed	80.0%	8	# credentialed	75.0%	3	# credentialed	-	# credentialed	
			6	# exited		10	# exited		4	# exited		# exited	
WIOA Dislocated Worker Program - 70%		-	0	# credentialed	-	0	# credentialed	-	0	# credentialed	-	# credentialed	
			0	# exited		0	# exited		0	# exited		# exited	
Measurable Skills Gain													
WIOA Adult Program - 70.2%		36.0%	9	# gained	41.4%	12	# gained	37.5%	12	# gained	-	# gained	
			25	# exited		29	# exited		32	# exited		# exited	
WIOA Dislocated Worker Program - 69.8%		0.0%	0	# gained	0.0%	0	# gained	0.0%	0	# gained	-	# gained	
			3	# exited		3	# exited		3	# exited		# exited	
40% Minimum Training Expenditure Requirement													
87.63%	WIOA Adult Program		89.0%	\$44,537.87	Training Expenditures	88.0%	\$ 61,604.93	Training Expenditures	88.4%	\$ 94,449.05	Training Expenditures	-	Training Expenditures
				\$50,056.48	Total Expenditures		\$ 69,998.60	Total Expenditures		\$ 106,875.54	Total Expenditures		Total Expenditures
73.29%	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	-	Training Expenditures
				\$ 4,584.04	Total Expenditures		\$ 6,790.75	Total Expenditures		\$ 9,086.81	Total Expenditures		Total Expenditures
Total Contract Expenditures													
73.29%	WIOA Adult Program		61.6%	\$50,582.09	Expenditures	51.3%	\$ 71,043.68	Expenditures	78.1%	\$ 108,174.63	Expenditures	-	Expenditures
				\$82,058.21	Total Contract		\$ 138,558.51	Total Contract		\$ 138,558.51	Total Contract		Total Contract
73.29%	WIOA Dislocated Worker Program		6.4%	\$ 5,088.54	Expenditures	33.7%	\$ 7,801.58	Expenditures	44.7%	\$ 10,339.83	Expenditures	-	Expenditures
				\$79,650.85	Total Contract		\$ 23,150.85	Total Contract		\$ 23,150.85	Total Contract		Total Contract

Eastern Shore Planning District 22 Data	
3rd Quarter PY 22	
Customer Summary Information	
Planned Number of Participants for PY	25
Total Participants Served	14
Percent of Planned	56%
Planning District 22 Total New Clients Enrolled this Quarter	2
WIOA Youth	14
Accomack County New Clients Enrolled this Quarter	1
WIOA Youth	10
Northampton County New Clients Enrolled this Quarter	1
WIOA Youth	4

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					
Total Participants Served	11				16				22					
Percent of Planned	34%				50%				69%				-	
New Clients Enrolled this Quarter	5				5				6					
WIOA Youth	11				16				22					
Follow Up Information														
Total Follow-Ups Required	6				8				10					
Total Follow-Ups Completed	6				8				10					
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	-		# employed		
		2	# exited		0	# exited		4	# exited			# exited		
Employment 4th Quarter after Exit														
WIOA Youth - 81.1%	100.0%	1	# employed	87.5%	7	# employed	100.0%	2	# employed	-		# employed		
		1	# exited		8	# exited		2	# exited			# exited		
Credential Attainment within Four Quarters after Exit														
WIOA Youth - 70%	-	0	# credentialed	-	0	# credentialed	-	0	# credentialed	-		# credentialed		
		0	# exited		0	# exited		0	# exited			# exited		
Measurable Skills Gain														
WIOA Youth - 69.1%	22.2%	2	# gained	21.4%	3	# gained	52.6%	10	# gained	-		# gained		
		9	# exited		14	# exited		19	# exited			# exited		
20% Work Experience Expenditure Requirement														
27.43%	WIOA Youth	45.2%	\$ 7,643.94	Training Expenditures	41.9%	\$ 13,177.76	Training Expenditures	27.4%	\$ 17,641.17	Training Expenditures	-		Training Expenditures	
			\$ 16,896.04	Total Expenditures		\$ 31,480.32	Total Expenditures		\$ 64,307.05	Total Expenditures		Total Expenditures		
Total Contract Expenditures														
32.66%	WIOA Youth	8.6%	\$ 17,765.76	Expenditures	16.2%	\$ 33,406.79	Expenditures	32.7%	\$ 67,290.27	Expenditures	-		Expenditures	
			\$206,040.09	Total Contract		\$206,040.09	Total Contract		\$ 206,040.09	Total Contract		Total Contract		

George Washington Planning District 16 Data

		3rd Quarter PY 22
Customer Summary Information		
Planned Number of Participants for PY		32
Total Participants Served		21
Percent of Planned		66%
Planning District 16 Total New Clients Enrolled this Quarter		6
	WIOA Youth	21
Spotsylvania County New Clients Enrolled this Quarter		3
	WIOA Youth	8
Stafford County New Clients Enrolled this Quarter		0
	WIOA Youth	7
Caroline County New Clients Enrolled this Quarter		0
	WIOA Youth	1
King George County New Clients Enrolled this Quarter		0
	WIOA Youth	1
City of Fredericksburg New Clients Enrolled this Quarter		3
	WIOA Youth	4

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					
Total Participants Served		18			20			20					
Percent of Planned		67%			74%			74%			-		
New Clients Enrolled this Quarter		9			2			0					
	WIOA Youth	18			20			20					
Follow Up Information													
Total Follow-Ups Required		8			6			6					
Total Follow-Ups Completed		8			6			6					
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	-	# employed	
			5	# exited		2	# exited		1	# exited		# exited	
Employment 4th Quarter after Exit													
	WIOA Youth - 81.1%	100.0%	1	# employed	50.0%	2	# employed	100.0%	5	# employed	-	# employed	
			1	# exited		4	# exited		5	# exited		# exited	
Credential Attainment within Four Quarters after Exit													
	WIOA Youth - 70%	-	0	# credentialed	-	0	# credentialed	100.0%	2	# credentialed	-	# credentialed	
			0	# exited		0	# exited		2	# exited		# exited	
Measurable Skills Gain													
	WIOA Youth - 69.1%	23.1%	3	# gained	73.3%	11	# gained	77.8%	14	# gained	-	# gained	
			13	# exited		15	# exited		18	# exited		# exited	
20% Work Experience Expenditure Requirement													
26.12%	WIOA Youth	20.3%	\$ 5,154.25	Training Expenditures	24.0%	\$ 11,105.20	Training Expenditures	26.1%	\$ 16,448.07	Training Expenditures	-	Training Expenditures	
			\$ 25,352.49	Total Expenditures		\$ 46,290.54	Total Expenditures		\$ 62,979.17	Total Expenditures		Total Expenditures	
Total Contract Expenditures													
62.37%	WIOA Youth	21.0%	\$ 25,944.24	Expenditures	38.4%	\$ 47,276.79	Expenditures	52.4%	\$ 64,557.57	Expenditures	-	Expenditures	
			\$123,264.82	Total Contract		\$ 123,264.82	Total Contract		\$ 123,264.82	Total Contract		Total Contract	

Northern Neck Planning District 17 Data	
	3rd Quarter PY 22
Customer Summary Information	
Planned Number of Participants for PY	14
Total Participants Served	11
Percent of Planned	79%
Planning District 17 Total New Clients Enrolled this Quarter	0
WIOA Youth	11
Lancaster County New Clients Enrolled this Quarter	0
WIOA Youth	2
Northumberland County New Clients Enrolled this Quarter	0
WIOA Youth	5
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	
	3rd 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					
Total Participants Served	11				12				14					
Percent of Planned	44%				48%				56%				-	
New Clients Enrolled this Quarter	2				1				2					
WIOA Youth	11				12				14					
5														
Total Follow-Ups Required	4				6				5					
Total Follow-Ups Completed	4				6				5					
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	-	0	# employed	-	# employed
		0	# exited		3	# exited		0	# exited		0	# exited		# exited
Employment 4th Quarter after Exit														
WIOA Youth - 81.1%	-	0	# employed	100.0%	3	# employed	-	0	# employed	-	0	# employed	-	# employed
		0	# exited		3	# exited		0	# exited		0	# exited		# exited
Credential Attainment within Four Quarters after Exit														
WIOA Youth - 70%	-	0	# credentialed	-	0	# credentialed	-	0	# credentialed	-	0	# credentialed	-	# credentialed
		0	# exited		0	# exited		0	# exited		0	# exited		# exited
Measurable Skills Gain														
WIOA Youth - 69.1%	0.0%	0	# gained	41.7%	5	# gained	46.2%	6	# gained	-	6	# gained	-	# gained
		8	# exited		12	# exited		13	# exited		13	# exited		# exited
20% Work Experience Expenditure Requirement														
49.81%	WIOA Youth	56.3%	\$ 6,503.54	Training Expenditures	51.9%	\$ 9,433.36	Training Expenditures	49.8%	\$11,979.98	Training Expenditures	-		Training Expenditures	
			\$11,560.84	Total Expenditures		\$18,165.39	Total Expenditures		\$24,051.92	Total Expenditures				Total Expenditures
Total Contract Expenditure Requirement														
34.99%	WIOA Youth	16.7%	\$12,037.90	Training Expenditures	26.5%	\$19,112.39	Training Expenditures	35.0%	\$25,203.94	Training Expenditures	-		Training Expenditures	
			\$72,027.08	Total Expenditures		\$72,027.08	Total Expenditures		\$72,027.08	Total Expenditures				Total Expenditures

Eastern Shore Planning District 22 Data		3rd Quarter PY 22
Customer Summary Information		
Planned Number of Participants for PY	25	
Total Participants Served	14	
Percent of Planned	56%	
Planning District 22 Total New Clients Enrolled this Quarter	2	
WIOA Youth	14	
Accomack County New Clients Enrolled this Quarter	1	
WIOA Youth	10	
Northampton County New Clients Enrolled this Quarter	1	
WIOA Youth	4	

3rd Quarter PY 2022			
	Negotiated Level	Actual	% of Negotiated Level
Adult Measures			
Employment 2nd Quarter after Exit	86.6	89.5	103%
Employment 4th Quarter after Exit	85.5	94.1	110%
Median Earnings 2nd Quarter after Exit	\$6,100.00	NA	-
Credential Attainment within 4 Quarters after Exit	81.1	86.7	107%
Measurable Skills Gain	70.2	55.4	79%
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	75.0	107%
Measurable Skills Gain	69.8	42.9	61%
Youth Measures			
Employment 2nd Quarter after Exit	78.1	80.0	102%
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	60.0	87%

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

Michael entered the WIOA Adult program as a returning citizen with the goal of obtaining a CDL Class A license. It was difficult for Michael to balance his full-time job, family, and CDL training. The motivation to overcome the challenges he faced was the opportunity to better himself and provide greater stability for his family.

Michael obtained his CDL Class A license. Michael went on to complete the resume and job search phase of the program. Michael obtained employment as a local driver earning \$25.50 per hour, paid time off, health benefits and eligible for overtime.

Since his release in 2021, Michael has been working towards rehabilitating his life and assisting others with a background to do the same as a Certified Peer Recovery Specialist. Michael is now approved by the Virginia Department of Corrections to provide peer mentoring to other inmates. FailSafe will be honoring Michael at the 2nd Chance Annual Fundraising Gala in April 2023.

Rappahannock Community College Success Story - Northern Neck

Curtis contacted RCC in February 2022 with an interest in CDL and was referred by a previous WIOA student. He had worked seasonally as a chef but desired full-time employment. When the season ended, Curtis applied for unemployment, only to be the victim of fraud. He needed to soon get a job. He met the priority of service guidelines and was enrolled in WIOA. He began training in March 2022 and quickly learned his maneuvers and road skills. He passed his exam in April and, within a couple of weeks, also got his hazmat and tanker endorsements. After research and job search, Curtis was hired by a food service, delivering orders to restaurants. He is doing very well, and now his income has more than tripled what it was a few months earlier. Best of luck to him!

Rappahannock Community College Success Story – Middle Peninsula

In 2021, 18-year-old Dartanye came to RCC to inquire about welding. He met the priority of service guidelines and was enrolled in WIOA. Dartanye first attended Stick welding training (SMAW), followed in succession by Mig welding (GMAW), Flux (FCAW), Gas (GTAW) and Pipe (ASME IX). He successfully passed all five levels of welding and earned 5 credentials while in the welding program. In April 2022, Dartanye gained employment as a welder in a local production plant and is still employed there. His supervisor was very pleased with his skills and his work ethic and had nothing but positive things to say about Dartanye. We wish him much success!

Eastern Shore Community College Success Stories – Eastern Shore

Story #1

Kresha was an Adult who enrolled in the cosmetology training program summer of 2022. In her training, Kresha was dedicated and attended all her classes even when attending was sometimes tumultuous. Kresha received high praise from her instructor for completing assignments with

excellence. She was also applauded for carrying out training hours as specified in the training curriculum, working through each obstacle to completion each time it arose. Kresha has her business plan all thought out and documented with the necessary steps to be a successful entrepreneur. Kresha is currently in the process of taking her state board examination to become a licensed cosmetologist. We are cheering her on!

Story #2

The company LaTysha worked for in Onancock closed its doors without notice, leaving her and her colleagues needing clarification. There was no forewarning, opportunity to ask questions, or next steps. LaTysha visited the Virginia Employment Commission. She needed help navigating the Virginia Workforce Connection website alone and spoke to a representative in person. She learned she was a dislocated worker when she met with the now-retired unemployment insurance representative. The UI representative instructed her to contact Mr. Walker at Eastern Shore Community College to apply for WIOA services.

At application, LaTysha was the single mother of a special needs infant daughter she adopted after serving as her foster mother. LaTysha's birth daughter had already left to attend college. LaTysha desired to participate in Old Dominion University's Applied Behavior Analysis Certification Program in the Department of Communication Disorders & Special Education there. She aimed to pair the ABA certification with her master of education degree. The credential would one day allow her to open a business to serve early childhood-aged children with behavior challenges. LaTysha gained admission to both programs.

LaTysha is still working on her ABA certification as she has had to take time off to care for her special needs daughter and obtain employment. She plans to continue the training classes remaining in the certification and complete the program in December 2023. LaTysha works full-time as an early childhood education teacher for a private school in Hampton Roads.

Rappahannock Goodwill Industries Youth Success Story – George Washington

Lorace entered the WIOA Youth program with no previous work experience, learning disabilities, and as an ESL learner with a goal to work with children. Lorace completed the Paraprofessional training available for ESL learners through RARAE. After completing this training, Lorace chose to complete the Hospitality training also provided through RARAE. Lorace also attended weekly meetings with WIOA staff to complete Leadership, Basic Job Skills, and Financial Literacy training.

While completing training, Lorace obtained her first job at McDonalds. Afterwards, WIOA staff identified an employer at a local childcare facility that promotes an all-inclusive workforce and hiring individuals with disabilities. When a position became available at this childcare facility, WIOA staff supported Lorace with the application and interview process which required multiple applications, background checks and fingerprinting. Lorace has demonstrated growth in skills and confidence throughout the program. Her motivation has led to a successful employment outcome of obtaining a full time Teacher Assistant position.

Rappahannock Community College Youth Success Story – Northern Neck

Jeremy has shown an interest in computer and multi-media production since enrolling in the WIOA Youth program, he'd been previously enrolled in various computer coding programs via Computer Core and was looking for a way to translate the skills he'd been gaining into work experience, I knew after speaking with him he was the right fit for a local radio station willing to take on a youth intern. Most recently he completed an online course, Code Beats, over YouTube where the participants learned coding techniques through the use of music. At the completion of Code Beats, I introduced the idea of a work experience and he was excited for the opportunity.

After meeting with the representatives from Hot Mix VA Radio, and spending a day job shadowing, he officially began his work experience in late January. Since then, both Jeremy and the radio station manager have made several positive reports about Jeremy's time spent working with them.

Rappahannock Community College Youth Success Story – Middle Peninsula

Throughout his time in the WIOA Youth program, Warren has struggled to match his interests, and schedule with a training program. After having some trouble preparing for CDL training, we scheduled time to sit down and revisit some of his skills and hobbies, and to consider how his goals have changed over time. During our meeting we were able to work through some barriers that he had previously felt uncomfortable with expressing, and together create a training and career goal that felt more achievable for him. Since meeting, Warren has made the decision to pivot from the CDL training, and focus on another area of interest he kept, Electrical Engineering. Together we decided to match Warren with the SHINE Solar PV Technician Training to work towards his new goal of employment within the Electrical Engineering field. Currently Warren has completed the training prerequisite of obtaining a 10-hour OSHA 10 certificate, and is currently working on the hands-on portion of the Solar PV Installation Certification.

Eastern Shore Community College Youth Success Stories – Eastern Shore

Le'Naye was an out-of-school youth in the Certified Nurse Aide (C.N.A.) training. Le'Naye started taking classes after enrollment in WIOA and was named one of the best students in her class by the instructors. Le'Naye was a go-getter, continuously checking in with the Case Manager and asking for advice on personal issues and school. Le'Naye finished with one of the best averages in her classes and was awarded the best bedside caregiver during clinical exercises. Le'Naye passed her state board examination and is now a Certified Nursing Assistant. Le'Naye is currently working full-time and recently gave birth to a new baby. We are proud of Le'Naye's commitment to WIOA services and her community.

**REQUEST FOR PROPOSALS/QUALIFICATIONS FOR PROFESSIONAL
CONSULTANT SERVICES FOR
BAY CONSORTIUM REGIONAL TALENT PIPELINE INITIATIVE**

A. PROJECT DESCRIPTION/SCOPE OF SERVICES

The Bay Consortium Workforce Development Board has received an offer of a GO VIRGINIA Grant from the Department of Housing and Community Development to fund the Bay Consortium Regional Talent Pipeline Initiative. This initiative is to develop a plan to create robust talent pipelines specific to the region's industry clusters. The planning phase will 1) develop industry coalitions directed by industry leaders and engaging workforce system partners to guide and advise 2) complete a quantitative and qualitative situational analysis of workforce needs in the selected clusters 3) complete a gap analysis related to the jobs needed to help clusters grow 4) identify the skills and training to fill jobs 5) develop an asset map that evaluates the region's capacity and 6) identify strategies and supporting highest impact pathways projects for future implementation.

B. PROPOSAL CONTENTS

All respondents should submit a written Statement of Qualifications (SOQ) to include information about the respondent directly related to each of the selection criteria outlined in Section D herein. All information should be submitted succinctly. Proposals shall not include estimates of costs or man-hours to perform desired services.

C. SELECTION PROCESS

A Management Team consisting of representatives from Spotsylvania County, Stafford County, King George County and the Bay Consortium Workforce Development Board will review and evaluate all SOQ's submitted by firms responding to the RFP. The proposals will be evaluated and ranked based on the Selection Criteria outlined in Section D herein. The Management Team may ask the top ranked firms to attend a presentation/interview as part of the evaluation process. At the conclusion of the evaluation process the firms will be ranked in priority order with the highest-ranking firm being selected to negotiate a contract with the BCWDB. If a contract satisfactory to both parties cannot be negotiated, the BCWDB will then enter into negotiations with the next highest-ranking firm and so on until an agreement is reached.

D. SELECTION CRITERIA

The respondents will be evaluated based on the following criteria: 1. Qualification of firm's staff. 2. Familiarity with workforce development in Virginia. 3. Ability to build an Asset map of all CTE Programs, workforce training, degrees, certifications, etc. available throughout the region. 4. Complete a Situational Analysis to determine gaps of skills between job seekers and employers and the gaps between education and employer needs. 5.

Capacity of firm to perform the work within the project time-frame. 6. Quality of performance in past and/or similar projects. 7. Knowledge and familiarity of firm's staff with VDHCD GO VIRGINIA Grant procedures and requirements.

E. SUBMITTAL

Respondents should submit five (5) copies of the proposals titled Bay Consortium Regional Talent Pipeline Initiative to Jackie S. Davis, Executive Director, P.O. Box 1117, 487 Main Street, Warsaw, Virginia 22572 by Tuesday, February 28, 2023 at Noon. Minority-owned, and female-owned firms are encouraged to respond.

The Bay Consortium Workforce Development Board is an Equal Opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. TDD: VA Relay Center: 711 or 800.828.1120. This project was funded in part by GO Virginia, a state-funded initiative administered by the Virginia Department of Housing and Community Development (DHCD) that strengthens and diversifies Virginia's economy and fosters the creation of higher wage jobs in strategic industries.

WorkED Consulting: Proposal Rubric

The respondents were evaluated on the following criteria:

		Possible Points	Reviewer 1 Awarded Points	Reviewer 2 Awarded Points	Reviewer 3 Awarded Points
1.	The Consultant’s understanding of the intended project outcome, i.e., what the intended end-product is to be and what the project is intended to accomplish.	25	23	25	20
2.	The Consultant’s proposed approach for achieving the outcome.	15	15	15	10
3.	The scope of specific services the Consultant intends to provide including how the Consultant proposes to involve the Grantee in the planning and facilitation process and the Consultant’s overall approach to the project, including any potential problems the Consultant perceives with the project as proposed.	15	13	15	15
4.	Professional qualifications and experience of the individuals the Consultant will assign to provide the planning and facilitation services.	20	20	20	15
5.	Knowledge of Federal and State laws pertaining to the services being offered and familiarity with the grant process.	10	10	10	10
6.	Capacity of the Consultant to perform the work within the given time limitations, taking into consideration the current and planned workload of the firm.	15	15	15	15
	Total Points	100	96	100	85

Total Average Score – 93.66

VCU: Performance Management Group Proposal Rubric

The respondents were evaluated on the following criteria:

		Possible Points	Reviewer 1 Awarded Points	Reviewer 2 Awarded Points	Reviewer 3 Awarded Points
1.	The Consultant's understanding of the intended project outcome, i.e., what the intended end-product is to be and what the project is intended to accomplish.	25	20	15	20
2.	The Consultant's proposed approach for achieving the outcome.	15	10	10	5
3.	The scope of specific services the Consultant intends to provide including how the Consultant proposes to involve the Grantee in the planning and facilitation process and the Consultant's overall approach to the project, including any potential problems the Consultant perceives with the project as proposed.	15	13	15	10
4.	Professional qualifications and experience of the individuals the Consultant will assign to provide the planning and facilitation services.	20	20	20	20
5.	Knowledge of Federal and State laws pertaining to the services being offered and familiarity with the grant process.	10	10	10	10
6.	Capacity of the Consultant to perform the work within the given time limitations, taking into consideration the current and planned workload of the firm.	15	15	15	15
	Total Points	100	88	85	80

Total Average Score – 84.33