

**DRAFT
AGENDA**

**Bay Consortium Workforce Development Board, Inc.
Performance and Accountability Committee
Thursday, July 16, 2020
10:00 A.M.**

- I. Call to Order
- II. Roll Call
- III. Public Input
- IV. Approval of Meeting Notes from January 16, 2020 Meeting
- V. New Business
 - A. Quarterly Reports
 - B. Board Manual
- VI. Old Business
 - A. Strategic Priorities
 - B. Conflict of Interest Form
- VII. Other Topics for discussion
- VIII. Adjournment

Bay Consortium Workforce Development Board, Inc.
Performance and Accountability Committee Meeting
Draft Notes
Thursday, January 16, 2020
10:00 A.M.

The Performance and Accountability Committee met Thursday, January 16, 2020 at the Northern Neck Planning District Office.

Call to Order: Steve Goodall called the committee meeting to order at 10 a.m.

Roll Call: Present were David Mann, Steve Goodall, and Vanesa Livingstone. Present via phone was Meg Bohmke. Not present was Jason Perry, Bridgett Landess, and Russ Culver. In addition, present were Jackie Davis, Steven Golas and Katlyn Moss, WDB Staff. A quorum was not present.

Public Input: There was no public input.

Approval of Minutes: Since a quorum was not present, minutes from the October 17, 2019 meeting were tabled until a future meeting.

New Business: Steven Golas went over the quarterly reports. Jackie Davis discussed the Economic Equity grant that Rappahannock Community College had received. Meg Bohmke asked about the low Stafford Youth enrollment numbers. Steven Golas noted that Fredericksburg Workforce Center was working on moving from paper customer surveys to online Survey Monkey.

Old Business: Jackie Davis reviewed the Strategic Priorities with members, noting that while they had received two grants, they needed to apply for more.

Other Items for Discussion: Jackie Davis discussed either modifying the One Stop Operator contract or reissuing an RFP for services. The committee suggested just making a modification and rolling the contract over another year as long as the provider agreed.

There being no further business, the meeting was adjourned at 10:40 a.m.

Respectfully submitted,
Katlyn Moss

Strategic Priorities

Strategic Priority Number One: Funding – Performance and Accountability

Goal: Maximize funding opportunities to support strategic priorities

Objectives:

1. Diversify streams of revenue to support the strategic priorities
2. Support professional grant writing to supplement existing revenue
3. Monitor funds for correlation with goals
4. Evaluation – Review Quarterly reports, annual budgets, and grant revenue

Strategic Priority Number Two: Program Development and Implementation – One Stop

Goal: Lead workforce system of partners to provide comprehensive programs and services

Objectives:

1. Provide responsive and innovative employer services
2. Provide responsive and innovative training and support services for jobseekers
3. Ensure WIOA compliance through technical assistance, tracking and documentation
4. Evaluation – Review quantity and quality of services provided to job seekers and employers

Strategic Priority Number Three: Business and Community Engagement –Board Development

Goal: Enhance outreach and connectivity to business and community partners

Objectives:

1. Enhance connections with regional employers through ongoing outreach and resource promotion
2. Enhance communication and collaboration with local elected officials
3. Coordinate and collaborate with community partners to promote and align resources of all stakeholders without duplicating services
4. Evaluation – Track business and community outreach by WDB members and staff

Strategic Priority Number Four: Marketing – Labor Market

Goal: Enhance visibility and viability of WDB as an important key community resource

Objectives:

1. Align WDB marketing activities with VA Career Works initiative to support strategic priorities
2. Pursue sponsorships and partnerships to support program initiatives
3. Build rapport with industry and business community through ongoing needs assessment, resource promotion, and service enhancement
4. Evaluation – Institute feedback methods to capture community opinion and usage of workforce services

Rappahannock Goodwill Industries

		1st Quarter PY 19 7/1/19 - 9/30/19		2nd Quarter PY 19 10/1/19 - 12/31/19		3rd Quarter PY 19 1/1/20 - 3/31/20		4th Quarter PY 19 4/1/20 - 6/30/20					
Customer Summary Information													
Planned Number of Participants for PY		100		100		100		100					
Total Participants Served		58		72		94		104					
Percent of Planned		58%		72%		94%		104%					
New Clients Enrolled this Quarter		8		14		22		10					
WIOA Adult		38		49		60		64					
WIOA Dislocated Worker		20		23		34		40					
Follow Up Information													
Total Follow-Ups Required		88		80		75		66					
Total Follow-Ups Completed		88		80		75		66					
Total Follow-Up Not Completed		0		0		0		0					
Employment 2nd Quarter after Exit													
WIOA Adult Program - 72.5%	83.3%	5	# employed	87.5%	14	# employed	100.0%	10	# employed	80.0%	4	# employed	
		6	# exited			16		# exited			10	# exited	
WIOA Dislocated Worker Program - 85%	71.4%	5	# employed	90.9%	10	# employed	100.0%	13	# employed	100.0%	7	# employed	
		7	# exited			11		# exited			13	# exited	
Employment 4th Quarter after Exit													
WIOA Adult Program - 79%	62.5%	10	# employed	100.0%	6	# employed	100.0%	6	# employed	81.3%	13	# employed	
		16	# exited			6		# exited			6	# exited	
WIOA Dislocated Worker Program - 85%	85.7%	18	# employed	100.0%	5	# employed	57.1%	4	# employed	90.9%	10	# employed	
		21	# exited			5		# exited			7	# exited	
Median Earnings 2nd Quarter after Exit													
WIOA Adult Program		\$5,750.00	Not Available	\$5,750.00	Not Available	\$5,750.00	Not Available	\$5,750.00	Not Available				
WIOA Dislocated Worker Program		\$8,150.00	Not Available	\$8,150.00	Not Available	\$8,150.00	Not Available	\$8,150.00	Not Available				
Credential Attainment within Four Quarters after Exit													
WIOA Adult Program - 65.5%	80.0%	12	# credentialed	100.0%	5	# credentialed	66.7%	4	# credentialed	87.5%	14	# credentialed	
		15	# exited			5		# exited			6	# exited	
WIOA Dislocated Worker Program - 70%	71.4%	15	# credentialed	100.0%	4	# credentialed	71.4%	5	# credentialed	60.0%	6	# credentialed	
		21	# exited			4		# exited			7	# exited	
Measurable Skills Gain													
WIOA Adult Program - Baseline%	32.4%	11	# gained	3.0%	1	# gained	27.6%	8	# gained	23.8%	5	# gained	
		34	# exited			33		# exited			29	# exited	
WIOA Dislocated Worker Program - Baseline%	30.8%	4	# gained	0.0%	0	# gained	29.4%	5	# gained	26.7%	4	# gained	
		13	# exited			12		# exited			17	# exited	
40% Minimum Training Expenditure Requirement													
54.25%	WIOA Adult Program	65.1%	\$ 20,336.61	Training Expenditures	60.3%	\$ 59,859.87	Training Expenditures	62.7%	\$100,366.75	Training Expenditures	57.3%	\$116,907.31	Training Expenditures
			\$ 31,219.63	Total Expenditures			\$ 99,201.58		Total Expenditures			\$160,077.25	Total Expenditures
	WIOA Dislocated Worker Program	6.1%	\$ 1,098.15	Training Expenditures	31.6%	\$ 15,766.40	Training Expenditures	46.7%	\$ 41,310.34	Training Expenditures	49.5%	\$ 64,614.55	Training Expenditures
				\$ 17,873.62		Total Expenditures			\$ 49,943.93	Total Expenditures			\$ 88,439.40

George Washington Planning District 16 Data

		4th Quarter PY 19
Customer Summary Information		
Spotsylvania County New Clients Enrolled this Quarter		3
	WIOA Adult	28
	WIOA Dislocated Worker	13
Stafford County New Clients Enrolled this Quarter		2
	WIOA Adult	18
	WIOA Dislocated Worker	13
Caroline County New Clients Enrolled this Quarter		2
	WIOA Adult	2
	WIOA Dislocated Worker	3
King George County New Clients Enrolled this Quarter		1
	WIOA Adult	11
	WIOA Dislocated Worker	1
City of Fredericksburg New Clients Enrolled this Quarter		2
	WIOA Adult	10
	WIOA Dislocated Worker	7

Rappahannock Community College

		1st Quarter PY 19 7/1/19 - 9/30/19		2nd Quarter PY 19 10/1/19 - 12/31/19		3rd Quarter PY 19 1/1/20 - 3/31/20		4th Quarter PY 19 4/1/20 - 6/30/20		
Customer Summary Information										
Planned Number of Participants for PY		72		72		72		72		
Total Participants Served		82		100		117		117		
Percent of Planned		114%		139%		163%		163%		
New Clients Enrolled this Quarter		7		16		17		0		
WIOA Adult		77		94		111		111		
WIOA Dislocated Worker		5		6		6		6		
Follow Up Information										
Total Follow-Ups Required		64		87		93		91		
Total Follow-Ups Completed		64		87		93		91		
Total Follow-Up Not Completed		0		0		0		0		
Employment 2nd Quarter after Exit										
WIOA Adult Program - 72.5%		75.0%	3 # employed	72.7%	8 # employed	91.3%	21 # employed	87.0%	20 # employed	
			4 # exited		11 # exited		23 # exited		23 # exited	
WIOA Dislocated Worker Program - 85%		100.0%	1 # employed	100.0%	1 # employed	-	1 # employed	100.0%	2 # employed	
			1 # exited		1 # exited		1 # exited		2 # exited	
Employment 4th Quarter after Exit										
WIOA Adult Program - 79%		71.4%	10 # employed	66.7%	2 # employed	50.0%	1 # employed	81.8%	9 # employed	
			14 # exited		3 # exited		2 # exited		11 # exited	
WIOA Dislocated Worker Program - 85%		100.0%	1 # employed	-	0 # employed	100.0%	1 # employed	100.0%	1 # employed	
			1 # exited		0 # exited		1 # exited		1 # exited	
Median Earnings 2nd Quarter after Exit										
WIOA Adult Program		\$5,750.00	Not Available	\$5,750.00	Not Available	\$5,750.00	Not Available	\$5,750.00	Not Available	
WIOA Dislocated Worker Program		\$8,150.00	Not Available	\$8,150.00	Not Available	\$8,150.00	Not Available	\$8,150.00	Not Available	
Credential Attainment within Four Quarters after Exit										
WIOA Adult Program - 65.5%		100.0%	7 # credentialed	100.0%	2 # credentialed	100.0%	2 # credentialed	72.7%	8 # credentialed	
			7 # exited		2 # exited		2 # exited		11 # exited	
WIOA Dislocated Worker Program - 70%		100.0%	1 # credentialed	-	0 # credentialed	100.0%	1 # credentialed	0.0%	0 # credentialed	
			1 # exited		0 # exited		1 # exited		1 # exited	
Measurable Skills Gain										
WIOA Adult Program - Baseline%		40.0%	16 # gained	27.5%	11 # gained	36.4%	16 # gained	16.7%	4 # gained	
			40 # exited		40 # exited		44 # exited		24 # exited	
WIOA Dislocated Worker Program - Baseline%		66.7%	2 # gained	50.0%	1 # gained	-	0 # gained	-	0 # gained	
			3 # exited		2 # exited		0 # exited		0 # exited	
40% Minimum Training Expenditure Requirement										
66.56%	WIOA Adult Program		75.0%	\$ 38,212.60 Training Expenditures	59.9%	\$ 39,366.10 Training Expenditures	79.0%	\$118,431.16 Training Expenditures	77.6%	\$129,388.24 Training Expenditures
				\$ 50,917.76 Total Expenditures		\$ 65,700.35 Total Expenditures		\$149,859.40 Total Expenditures		\$166,731.34 Total Expenditures
	WIOA Dislocated Worker Program		3.7%	\$ 568.70 Training Expenditures	2.5%	\$ 568.70 Training Expenditures	2.2%	\$ 568.70 Training Expenditures	2.0%	\$ 568.70 Training Expenditures
				\$ 15,189.72 Total Expenditures		\$ 22,605.84 Total Expenditures		\$ 25,472.12 Total Expenditures		\$ 28,513.51 Total Expenditures

Northern Neck Planning District 17 Data

		4th Quarter PY 19
Customer Summary Information		
Lancaster County New Clients Enrolled this Quarter		0
	WIOA Adult	9
	WIOA Dislocated Worker	0
Northumberland County New Clients Enrolled this Quarter		0
	WIOA Adult	13
	WIOA Dislocated Worker	0
Richmond County New Clients Enrolled this Quarter		0
	WIOA Adult	11
	WIOA Dislocated Worker	1
Westmoreland County New Clients Enrolled this Quarter		0
	WIOA Adult	18
	WIOA Dislocated Worker	0

Middle Peninsula Planning District 18 Data

		4th Quarter PY 19
Customer Summary Information		
Essex County New Clients Enrolled this Quarter		0
	WIOA Adult	9
	WIOA Dislocated Worker	2
King and Queen County New Clients Enrolled this Quarter		0
	WIOA Adult	4
	WIOA Dislocated Worker	1
King William County New Clients Enrolled this Quarter		0
	WIOA Adult	7
	WIOA Dislocated Worker	0
Mathews County New Clients Enrolled this Quarter		0
	WIOA Adult	3
	WIOA Dislocated Worker	2
Middlesex County New Clients Enrolled this Quarter		0
	WIOA Adult	12
	WIOA Dislocated Worker	0

Eastern Shore Community College

		1st Quarter PY 19 7/1/19 - 9/30/19		2nd Quarter PY 19 10/1/19 - 12/31/19		3rd Quarter PY 19 1/1/20 - 3/31/20		4th Quarter PY 19 4/1/20 - 6/30/20					
Customer Summary Information													
Planned Number of Participants for PY		51		51		51		51					
Total Participants Served		51		52		61		61					
Percent of Planned		100%		102%		120%		120%					
New Clients Enrolled this Quarter		16		1		8		0					
WIOA Adult		44		45		53		53					
WIOA Dislocated Worker		7		7		8		8					
Follow Up Information													
Total Follow-Ups Required		35		54		60		57					
Total Follow-Ups Completed		35		54		60		57					
Total Follow-Up Not Completed		0		0		0		0					
Employment 2nd Quarter after Exit													
WIOA Adult Program - 72.5%		88.9%	# employed 8	100.0%	# employed 9	71.4%	# employed 5	100.0%	# employed 17				
			# exited 9		# exited 9		# exited 7		# exited 17				
WIOA Dislocated Worker Program - 85%		-	# employed 0	100.0%	# employed 3	100.0%	# employed 2	100.0%	# employed 3				
			# exited 0		# exited 3		# exited 2		# exited 3				
Employment 4th Quarter after Exit													
WIOA Adult Program - 79%		50.0%	# employed 3	62.5%	# employed 5	100.0%	# employed 9	88.9%	# employed 8				
			# exited 6		# exited 8		# exited 9		# exited 9				
WIOA Dislocated Worker Program - 85%		-	# employed 0	100.0%	# employed 3	-	# employed 0	100.0%	# employed 3				
			# exited 0		# exited 3		# exited 0		# exited 3				
Median Earnings 2nd Quarter after Exit													
WIOA Adult Program		\$5,750.00	Not Available	\$5,750.00	Not Available	\$5,750.00	Not Available	\$5,750.00	Not Available				
WIOA Dislocated Worker Program		\$8,150.00	Not Available	\$8,150.00	Not Available	\$8,150.00	Not Available	\$8,150.00	Not Available				
Credential Attainment within Four Quarters after Exit													
WIOA Adult Program - 65.5%		83.3%	# credentialed 5	100.0%	# credentialed 8	77.8%	# credentialed 7	87.5%	# credentialed 7				
			# exited 6		# exited 8		# exited 9		# exited 8				
WIOA Dislocated Worker Program - 70%		-	# credentialed 0	100.0%	# credentialed 3	-	# credentialed 0	66.7%	# credentialed 2				
			# exited 0		# exited 3		# exited 0		# exited 3				
Measurable Skills Gain													
WIOA Adult Program - Baseline%		17.9%	# gained 7	53.3%	# gained 16	0.0%	# gained 0	52.6%	# gained 10				
			# exited 39		# exited 30		# exited 24		# exited 19				
WIOA Dislocated Worker Program - Baseline%		0.0%	# gained 0	20.0%	# gained 1	0.0%	# gained 0	50.0%	# gained 2				
			# exited 5		# exited 5		# exited 4		# exited 4				
40% Minimum Training Expenditure Requirement													
38.86%	WIOA Adult Program		\$ 23,590.00	Training Expenditures	47.1%	\$ 28,690.00	Training Expenditures	48.0%	\$ 47,845.77	Training Expenditures	43.5%	\$ 49,791.71	Training Expenditures
			\$ 38,502.98	Total Expenditures		\$ 60,966.66	Total Expenditures		\$ 99,578.35	Total Expenditures		\$ 114,495.18	Total Expenditures
	WIOA Dislocated Worker Program		\$ 7,653.45	Training Expenditures	47.8%	\$ 11,544.25	Training Expenditures	36.4%	\$ 10,409.40	Training Expenditures	25.7%	\$ 10,409.40	Training Expenditures
			\$ 13,504.97	Total Expenditures		\$ 24,169.72	Total Expenditures		\$ 28,573.95	Total Expenditures		\$ 40,425.50	Total Expenditures

Eastern Shore Planning District 22 Data

		4th Quarter PY 19
Customer Summary Information		
Accomack County New Clients Enrolled this Quarter		0
	WIOA Adult	30
	WIOA Dislocated Worker	3
Northampton County New Clients Enrolled this Quarter		0
	WIOA Adult	17
	WIOA Dislocated Worker	4

SkillSource Group

		1st Quarter PY 19 7/1/19 - 9/30/19		2nd Quarter PY 19 10/1/19 - 12/31/19		3rd Quarter PY 19 1/1/20 - 3/31/20		4th Quarter PY 19 4/1/20 - 6/30/20					
Customer Summary Information													
Planned Number of Participants for PY		54		54		54		54					
Total Participants Served		31		37		41		48					
Percent of Planned		57%		69%		76%		89%					
New Clients Enrolled this Quarter		9		6		4		7					
WIOA Youth		31		37		41		48					
Follow Up Information													
Total Follow-Ups Required		16		18		21		30					
Total Follow-Ups Completed		16		18		21		30					
Total Follow-Up Not Completed		0		0		0		0					
Employment 2nd Quarter after Exit													
WIOA Youth - 66%	100.0%	1	# employed	-	0	# employed	-	0	# employed	88.9%	8	# employed	
		1	# exited		0	# exited		0	# exited		9	# exited	
Employment 4th Quarter after Exit													
WIOA Youth - 62.8%	87.5%	7	# employed	75.0%	6	# employed	100.0%	1	# employed	-	0	# employed	
		8	# exited		8	# exited		1	# exited		0	# exited	
Credential Attainment within Four Quarters after Exit													
WIOA Youth - 70%	87.5%	7	# credentialed	50.0%	4	# credentialed	100.0%	1	# credentialed	-	0	# credentialed	
		8	# exited		8	# exited		1	# exited		0	# exited	
Measurable Skills Gain													
WIOA Youth - Baseline %	8.0%	2	# gained	16.7%	4	# gained	19.2%	5	# gained	34.8%	8	# gained	
		25	# exited		24	# exited		26	# exited		23	# exited	
20% Work Experience Expenditure Requirement													
24.74%	WIOA Youth	31.4%	\$ 9,457.68	Training Expenditures	23.9%	\$ 20,925.64	Training Expenditures	25.4%	\$ 32,431.03	Training Expenditures	24.7%	\$ 46,474.69	Training Expenditures
			\$ 30,091.26	Total Expenditures		\$ 87,562.56	Total Expenditures		\$ 127,715.88	Total Expenditures		\$ 187,820.87	Total Expenditures

George Washington Planning District 16 Data

		4th Quarter PY 19
Customer Summary Information		
Spotsylvania County New Clients Enrolled this Quarter		3
	WIOA Youth	18
Stafford County New Clients Enrolled this Quarter		2
	WIOA Youth	10
Caroline County New Clients Enrolled this Quarter		0
	WIOA Youth	4
King George County New Clients Enrolled this Quarter		1
	WIOA Youth	4
City of Fredericksburg New Clients Enrolled this Quarter		1
	WIOA Youth	11

Rappahannock Community College

		1st Quarter PY 19 7/1/19 - 9/30/19		2nd Quarter PY 19 10/1/19 - 12/31/19		3rd Quarter PY 19 1/1/20 - 3/31/20		4th Quarter PY 19 4/1/20 - 6/30/20					
Customer Summary Information													
Planned Number of Participants for PY		42		42		42		42					
Total Participants Served		37		39		42		42					
Percent of Planned		88%		93%		100%		100%					
New Clients Enrolled this Quarter		5		2		3		0					
WIOA Youth		37		39		42		42					
Follow Up Information													
Total Follow-Ups Required		10		10		8		10					
Total Follow-Ups Completed		10		10		8		10					
Total Follow-Up Not Completed		0		0		0		0					
Employment 2nd Quarter after Exit													
WIOA Youth - 66%	100.0%	2	# employed	75.0%	3	# employed	100.0%	2	# employed	100.0%	2	# employed	
		2	# exited		4	# exited		2	# exited		2	# exited	
Employment 4th Quarter after Exit													
WIOA Youth - 62.8%	50.0%	1	# employed	50.0%	1	# employed	100.0%	2	# employed	100.0%	4	# employed	
		2	# exited		2	# exited		2	# exited		4	# exited	
Credential Attainment within Four Quarters after Exit													
WIOA Youth - 70%	50.0%	1	# credentialed	100.0%	2	# credentialed	100.0%	2	# credentialed	75.0%	3	# credentialed	
		2	# exited		2	# exited		2	# exited		4	# exited	
Measurable Skills Gain													
WIOA Youth - Baseline %	21.7%	5	# gained	35.3%	6	# gained	5.3%	1	# gained	0.0%	0	# gained	
		23	# exited		17	# exited		19	# exited		17	# exited	
20% Work Experience Expenditure Requirement													
29.16%	WIOA Youth	33.7%	\$ 10,421.52	Training Expenditures	27.3%	\$ 18,445.35	Training Expenditures	31.3%	\$ 33,549.03	Training Expenditures	29.16%	\$ 39,728.81	Training Expenditures
			\$ 30,923.03	Total Expenditures		\$ 67,626.52	Total Expenditures		\$ 107,183.40	Total Expenditures		\$ 136,234.63	Total Expenditures

Northern Neck Planning District 17 Data

		4th Quarter PY 19
Customer Summary Information		
Lancaster County New Clients Enrolled this Quarter		0
	WIOA Youth	3
Northumberland County New Clients Enrolled this Quarter		0
	WIOA Youth	4
Richmond County New Clients Enrolled this Quarter		0
	WIOA Youth	8
Westmoreland County New Clients Enrolled this Quarter		0
	WIOA Youth	9

Middle Peninsula Planning District 18 Data

		4th Quarter PY 19
Customer Summary Information		
Essex County New Clients Enrolled this Quarter		0
	WIOA Youth	11
King and Queen County New Clients Enrolled this Quarter		0
	WIOA Youth	1
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	0

Eastern Shore Community College

		1st Quarter PY 19 7/1/19 - 9/30/19			2nd Quarter PY 19 10/1/19 - 12/31/19			3rd Quarter PY 19 1/1/20 - 3/31/20			4th Quarter PY 19 4/1/20 - 6/30/20			
Customer Summary Information														
Planned Number of Participants for PY		35			35			35			35			
Total Participants Served		22			30			34			34			
Percent of Planned		63%			86%			97%			97%			
New Clients Enrolled this Quarter		5			7			4			0			
WIOA Youth		22			30			34			34			
Follow Up Information														
Total Follow-Ups Required		17			21			23			23			
Total Follow-Ups Completed		17			21			23			23			
Total Follow-Up Not Completed		0			0			0			0			
Employment 2nd Quarter after Exit														
WIOA Youth - 66%		85.7%	6	# employed	100.0%	2	# employed	50.0%	2	# employed	100.0%	1	# employed	
			7	# exited		2	# exited		4	# exited		1	# exited	
Employment 4th Quarter after Exit														
WIOA Youth - 62.8%		100.0%	3	# employed	80.0%	4	# employed	71.4%	5	# employed	100.0%	2	# employed	
			3	# exited		5	# exited		7	# exited		2	# exited	
Credential Attainment within Four Quarters after Exit														
WIOA Youth - 70%		100.0%	3	# credentialed	75.0%	3	# credentialed	100.0%	6	# credentialed	0.0%	0	# credentialed	
			3	# exited		4	# exited		6	# exited		1	# exited	
Measurable Skills Gain														
WIOA Youth - Baseline %		0.0%	0	# gained	50.0%	7	# gained	12.5%	2	# gained	66.7%	8	# gained	
			19	# exited		14	# exited		16	# exited		12	# exited	
20% Work Experience Expenditure Requirement														
47.38%	WIOA Youth		75.7%	\$ 32,292.97	Training Expenditures	64.1%	\$ 36,692.46	Training Expenditures	48.9%	\$ 43,613.92	Training Expenditures	47.4%	\$ 48,874.82	Training Expenditures
				\$ 42,640.78	Total Expenditures		\$ 57,251.03	Total Expenditures		\$ 89,217.64	Total Expenditures		\$ 103,147.38	Total Expenditures

Eastern Shore Planning District 22 Data

		4th Quarter PY 19
Customer Summary Information		
Accomack County New Clients Enrolled this Quarter		0
	WIOA Youth	23
Northampton County New Clients Enrolled this Quarter		0
	WIOA Youth	11

4th Quarter PY 2019

	Proposed Negotiated		% of Negotiated	
Adult Measures	Level	Actual	Level	Status
Employment 2nd Quarter after Exit	72.50	91.10	126%	E
Employment 4th Quarter after Exit	79.00	83.30	105%	E
Median Earnings 2nd Quarter after Exit	5750.00	5962.00	104%	E
Credential Attainment within 4 Quarters after Exit	65.50	82.90	127%	E
Measurable Skills Gain	Baseline	Baseline	Baseline	
 Dislocated Workers Measures				
Employment 2nd Quarter after Exit	85.00	100.00	118%	E
Employment 4th Quarter after Exit	85.00	93.30	110%	E
Median Earnings 2nd Quarter after Exit	8150.00	8430.00	103%	E
Credential Attainment within 4 Quarters after Exit	70.00	57.10	82%	FTM
Measurable Skills Gain	Baseline	Baseline	Baseline	
 Youth Measures				
Employment 2nd Quarter after Exit	66.00	91.70	139%	E
Employment 4th Quarter after Exit	62.80	100.00	159%	E
Credential Attainment within 4 Quarters after Exit	70.00	60.00	86%	FTM
Measurable Skills Gain	Baseline	Baseline	Baseline	

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,**

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)**

For Program Years 2019 and 2020, the following measures will not be included in the local negotiations process:

- *Median Earnings 2nd Quarter after Exit - Youth*
- *Measurable Skills Gains -Adult, Dislocated Workers, and Youth*

Rappahannock Goodwill Industries Success Story – George Washington

HH met the WIOA Program Coordinator at an outreach event in the local jail prior to his release. He had been incarcerated for roughly six years.

A month after his release, HH followed-up on the information received during the outreach event and was found eligible for WIOA services as an Adult. In his initial meetings with WIOA staff, HH maintained a professional and upbeat demeanor and had a visible drive to be successful and obtain long-term, successful employment, despite his incarceration.

HH had a definitive interest in obtaining his CDL-Class A and finding work as a driver. He was open and honest with his concerns about his past criminal history and it impacting his ability to find employment. The WIOA Career Services Specialist and HH spoke at length about how they would need to focus on his marketability and how to navigate speaking about his record with employers.

Despite his nervousness and worries, HH was extremely motivated to get through training and find work. HH began his training at the beginning of January 2020 with CDS Tractor Trailer Training. He excelled through his classes and was consistent in his attendance, all the while maintaining contact with the WIOA Career Services Specialist. He earned an “A” average equivalency on all of his tests and completed his training in roughly a month and a half. HH graduated at the end of February 2020 and received his CDL-Class A license.

The WIOA Career Services Specialist prepared and revised his resume to fit his needs and sent him a few resource articles about navigating your criminal record with employers.

HH received an offer from a trucking company to become driver and went through the training with the company. Unfortunately, he was unable to obtain the authorization from his parole officer to travel to all states. At the time, he was only able to obtain authorization to travel four states surrounding Virginia. The company had no choice but to let him go.

Despite the setback, HH did not let this stop him from finding employment. HH worked with a local temp agency to find work while searching for a driving position to fit his needs. He worked in the warehouse of a distribution center for a grocery chain, which helped him brush up on his skills with pallet jacks and other tools he would possibly be using as a truck driver.

HH persisted through temporary work for a few months during the outbreak of the Covid-19 pandemic while working with the WIOA Career Services Specialist on job search. He never lost his upbeat and positive attitude.

HH’s attitude and persistence led to securing full time employment in late June 2020 as a driver full-time—less than a year from being released from jail. He was able to obtain full travel authorization from his parole officer and is on the road to a bright future.

Rappahannock Community College Success Story - Northern Neck

Our personal lives have been mostly on hold during this quarter, due to the COVID-19 pandemic. Our work lives and careers have been moving along, but in a completely different manner. We look forward to returning to a more normal way of life.

While we may have been on hold, our frontline workers have not. All frontline workers deserve our thanks, our respect, and our support. Many of our WIOA clients have been frontline workers, including nurses, nurse aides, CDL drivers, and many more. One of our local nursing home facilities had multiple cases of the virus. Day in and day out, our clients worked directly with COVID patients. After working long, grueling hours, they went home to care for their families who also needed them. Some of the clients work full time, care for their families, and attend classes to further their education and careers.

We need to recognize our successful WIOA frontline workers. They make us very proud, and we should continue to encourage and support them in every way.

Rappahannock Community College Success Story – Middle Peninsula

LB came to the workforce program as a dislocated worker and was eligible for WIOA funding. He was always a pleasure to work with remaining focused and goal driven throughout his occupational skills training. WIOA assisted LB with HVAC training as he participated in the Advanced Certification program. One of his biggest goals was to walk in his graduation ceremony to receive his career studies certificate. Unfortunately, due to COVID-19, he was unable to do so. The workforce development team is planning a small personal ceremony for LB once facilities fully reopen. LB expressed gratitude each time he had interactions with workforce staff as he worked towards his goals. He is now employed with a reputable company as an HVAC installer. The company shares that he is a positive and valued employee. Below is his story in his own words.

Approximately on August 22, 2017 I went to work like any other Tuesday Morning. I clocked in and headed to my designated area. After an hour into my shift there was a message over the intercom system stating we were having an emergency staff meeting. Little did I know my whole family's lives were about to be flipped upside down. In that meeting we were told the plant was closing down permanently and the first wave of shut down would be in 60 days. So many things started rushing through my mind. My wife was scheduled to retire on July 1, 2018 and my salary was the primary funds for my family. My health insurance would also be lost, and all I could say to myself is how am I supposed to start over at 50.

In that meeting they said that on August 29, 2017 the Community College Workforce Alliance would be on the job to explain the different opportunities there were for Dislocated Workers. I originally went to Workforce for help with the unemployment process, but found they had so much more to offer. I then found out about the Grant-Funded training programs they had to offer. After talking it over with my wife and twin sons we made the decision as a family for me to pursue the training that could lead to my next career. Over the next 2 years (January 2018-December 2019) I was able to, with the financial assistance of the Workforce Innovation

Opportunity Act, complete the course work and become certified in HVAC and hold a CFC card. Workforce even helped me obtain a Job in the HVAC field while I was taking the courses. I would not be where I am today without God, my loving wife, 2 sons, and the WIOA.

One thing I would like to share with others that may be going through something similar would be no matter how old you are, no matter how hard the times may get that the light at the end of the tunnel is worth every minute of it.

Eastern Shore Community College Success Stories – Eastern Shore

Story #1

CC is an Adult who enrolled in the Electricity training in 2018. CC came into the program with an interest in starting a new career after many years as a laborer. CC obtained good grades throughout his training program and his instructors had high respect for CC's work ethic. The instructors reported to case manager that CC showed up to class regularly ready with necessary supplies and was eager to learn. CC was able to obtain his Electricity Career Studies Certificate despite the COVID-19 pandemic and all the challenges that accompanied it. CC is employed full-time and is currently seeking employment in the electronics field.

Story #2

PP is a DW who enrolled in a certificate program in the fall semester of 2019 at Tidewater Community College. PP was laid off as part of the Eastern Shore Community College Reboot Initiative in the spring of 2019 and did not know at that time what the next career step would be. PP researched the Geographical Information Systems Certificate at TCC and decided that is was the best next step for a new career. PP's program was three semesters with two classes per semester. PP obtained over a 3.0/4.0 scale in her program of study. PP completed her program spring 2020 and has graduated with her certification. PP is seeking employment in her new career field.

SkillSource Group Youth Success Story – George Washington

BB, 24 years old from Stafford, VA, came into the Virginia Career Works Fredericksburg Center in March 2020, seeking guidance on finding a better paying job and career goals. BB has a high school diploma, and has worked a handful of jobs making minimum wage. He is very people-oriented, and enjoys working with the public; however, he seeks a work environment where he may utilize his communication skills and strong work ethic to gain opportunities for advancement. His interests are varied, but he is leaning toward the Computer/IT or Business Management field. After speaking to the WIOA Youth Program Case Manager about the benefits of the program, Ben enrolled the next day.

BB had been arrested in 2015 while residing in his house with his parents and brother. His brother was in possession of drugs and BB was taken into custody at the same time. BB worked with a lawyer who advised him to plead guilty. He did, spending three months in jail for possession of something that, according to BB, was not his. BB began his probation and was given a shortened period after reporting in frequently and good behavior. BB verbalized he has since been living not only with the constant memories of jail, but also the stigma of having a felony, and that it would

limit his possibilities with many employers. He immediately researched an expungement and what it would entail. He has one more year in the waiting period to begin the expungement process.

After enrolling in the program, BB's WIOA Youth Case Manager worked with him on his resume, interviewing skills, and job search. Ben was open to a work experience and flexible to any work environment. He began with Md Tech Solutions, working as an instructor's assistant. In short order he was learning and training in the new business' recruiting and administrative areas on the ground level. The Covid-19 Pandemic began to affect businesses and the academy closed for a temporary period. BB then was able to attend two virtual Financial Literacy classes on Credit and Savings, and a virtual Leadership Workshop. He has also worked part time independently on tasks involving employability skills.

The WIOA Youth Program wanted to initiate a Facebook page for Young Adults and BB seemed a great choice to help it get started. BB began with a list of questions that would need to be answered, which he posed to his case manager and the program director. He then built the page, demonstrated it for the case manager, the program director, and senior officials at The Bay Consortium. He is currently serving as the administrator on a weekly basis. Aside from posting general facts about the program, BB is communicating with the Center Director regarding center virtual events and posting new dates on calendars. He has also started a video post of various young adults that have successfully completed or are currently participating in the program where they describe their experiences.

The Facebook page is growing each week, as he is reaching out to new people and businesses through different networks. His personality and confidence are shining, and he told his case manager recently, "I love being able to help so many different people and I am so glad I walked into the Center that day, you have changed my life". He is excited to begin the expungement process and his WIOA Youth Case Manager is by his side for guidance.

Md Tech Solutions has recently re-opened and expressed to the Case Manager that they would like BB to return and complete his work experience. They are writing a job description to offer him a full-time position on the staff. BB will be able to work with people, computers, and possibly move into Business Management in the future.

Rappahannock Community College Youth Success Story – Northern Neck

For some clients, the chart of progress looks less like a steady climb up a mountain and more like an EKG. A. began her educational journey with RCC while enrolled in the Middle College Program in 2010. She completed her two required classes in one semester and graduated from the program that December with her high school diploma and a silver CRC. She entered the work field doing entry-level hospitality jobs for several years and struggled financially. Over a year after she had her son she decided that it was time to pursue her dream of working in the medical field and returned to RCC. A month after WIOA enrollment, she gave birth to her daughter. Feeling overwhelmed with two young children and unable to drive to King George for her desired phlebotomy classes, she chose to participate in Job Readiness workshops for the first semester. Her son was then involved in car accident and was hospitalized for several weeks. A. stayed by her son's side until he recovered months later. She was still anxious to begin her

postsecondary education. She was finally able to begin her phlebotomy classes at the Warsaw Campus the semester after her son recovered. The case manager assisted with her obtaining FAFSA funds for tuition with WIOA paying for supportive services. A. worked continually towards her Phlebotomy Career Studies Certificate taking one to two classes per semester while working full time and caring for her children. A. faced multiple illnesses with her children, her employer going under financially, and car issues but she never gave up. The case manager continued to provide encouragement, guidance, community resource information and assistance with a resume. A. successfully completed her certificate with a 3.06 GPA and gained full-time employment as a Phlebotomist at a local hospital. Her financial situation has now stabilized, her children are doing well and she has her dream job. Finally, her progress chart is starting to look like she is steadily climbing the mountain of success.

Rappahannock Community College Youth Success Story – Middle Peninsula

K. enrolled in WIOA on March 3, 2020. He was very eager to begin welding classes. His severe reading disability had made secondary school difficult and he was anxious to taste success with a hands-on program. He was attentive in class and his instructor stated that he was progressing well. Then COVID-19 stuck and, only two and a half weeks into his course, his class was placed on hold. Months of waiting ensued. In the meantime, the case manager stayed in contact with K. and provided job readiness and financial literacy information. K. waited patiently while reviewing the materials that the case manager provided. Finally, on June 30, 2020, K. was able to return to class. Smaller class sizes, social distancing, and increased sanitation procedures have been put in place. Once again, K. showed his enthusiasm for welding in class. He is resuming his welding dream and has gained some great leadership development skills.

Eastern Shore Community College Youth Success Stories – Eastern Shore

Story #1

RR moved to the Eastern Shore and began attending a local high school at the beginning of her senior year. She moved from a difficult situation she had endured since a child, and even had to live out of her car for periods of time during her junior year. Despite the hardships, she approached her senior year with a positive, hopeful outlook. Her high school career coach gave her a tour of the school and showed her the technical classroom in which she hoped to continue developing skills. However, she needed too many core courses to graduate, which prevented her from enrolling in the technical program. She moved forward with her required courses, and started to make friends. She was cleared for a medical condition and able to obtain her driver's license again. This allowed her to begin employment at a local company. Although her school attendance began to dwindle mid-way through her senior year, she stayed on track, thrived in her stable living condition and enjoyed earning a regular paycheck. She graduated in June 2020 and continues to work full-time. RR is planning to attend the local community college in the fall to study nursing.

Story #2

SS is an OSY currently enrolled at a four year university pursuing a degree in kinesiology. SS participated in the summer youth employment activity at Bayside Rehab to gain valuable work experience for her future goals. SS is currently working at Walmart to earn money to return to

school in the fall. If all goes as planned SS will acquire her Bachelor's degree next spring and has already begun the application process for a Master's degree program. SS' ultimate goal is to earn her Doctor of Physical Therapy (DTP) degree to work as the team trainer for a professional basketball team to gain experience. SS ten year goal is to serve as the president of the National Basketball Association's Athletic Trainer Association.