

**DRAFT  
AGENDA**

**Bay Consortium Workforce Development Board, Inc.  
Performance and Accountability Committee  
Thursday, January 14, 2021  
10:00 A.M.**

- I. Call to Order
- II. Roll Call
- III. Public Input
- IV. Approval of Meeting Minutes from October 21, 2020 Meeting
- V. New Business
  - A. Quarterly Reports
  - B. Request for Proposals
- VI. Old Business
- VII. Other Topics for discussion
- VIII. Adjournment

**Bay Consortium Workforce Development Board, Inc.**  
**Performance and Accountability Committee Meeting**  
**Draft Notes**  
**Wednesday, October 21, 2020**  
**9:00 A.M.**

The Performance and Accountability Committee met Wednesday, October 21, 2020 via Zoom.

**Call to Order:** Steve Goodall called the committee meeting to order at 9 a.m.

**Roll Call:** Present were Steve Goodall, Vanesa Livingstone, and Chantel Roane. Not present was Percy Pollard and Bridgett Landess. In addition, present were Jackie Davis, Steven Golas and Katlyn Moss, WDB Staff. A quorum was present.

**Public Input:** There was no public input.

**Approval of Minutes:** A motion was made to approve the minutes from the July 16, 2020 meeting, which was seconded and approved.

**New Business:** Steven Golas went over the quarterly reports. He stated that he was still waiting to receive the goals for the Measurable Skills Gain requirement. He noted that Eastern Shore Community College was not meeting the 40% Minimum Training Expenditure Requirement and they would receive a letter requesting a Corrective Action Plan. He noted that Rappahannock Community College had not enrolled any new clients on the Middle Peninsula this quarter, as well as not currently serving any clients from King and Queen County, King William County, Mathews County, and Middlesex County, and they would receive a letter requesting a Corrective Action Plan. He reviewed the addition of the Wagner-Peyser reports. He reviewed the Economic Equity Initiative Contract Expenditures, and noted that they had requested a no cost extension till June 30, 2021. Jackie Davis updated members on the COVID 19 Rapid response, noting that forty-one businesses had been served in the Bay Consortium WDB region, and that it had ended August 31, 2020. Jackie Davis reviewed the Request for Proposals (RFPs) with members, noting that the plan was to release the RFPs earlier to ease the transition if a change in providers occurs.

**Old Business:** There was no old business.

**Other Items for Discussion:** There were no other topics for discussion.

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

Respectfully submitted,  
Katlyn Moss

**Rappahannock Goodwill Industries**

		1st Quarter PY 20 7/1/20 - 9/30/20		2nd Quarter PY 20 10/1/20 - 12/31/20		3rd Quarter PY 20 1/1/21 - 3/31/21		4th Quarter PY 20 4/1/21 - 6/30/21	
<b>Customer Summary Information</b>									
Planned Number of Participants for PY		70		70					
Total Participants Served		42		47					
Percent of Planned		60%		67%		-		-	
New Clients Enrolled this Quarter		3		5					
	WIOA Adult	25		30					
	WIOA Dislocated Worker	17		17					
<b>Follow Up Information</b>									
Total Follow-Ups Required		63		64					
Total Follow-Ups Completed		63		64					
Total Follow-Up Not Completed		0		0		0		0	
<b>Employment 2nd Quarter after Exit</b>									
	WIOA Adult Program - 82.6%	83.3%	10 # employed	78.6%	11 # employed	-	# employed	-	# employed
			12 # exited		14 # exited		# exited		# exited
	WIOA Dislocated Worker Program - 85%	80.0%	4 # employed	77.8%	7 # employed	-	# employed	-	# employed
			5 # exited		9 # exited		# exited		# exited
<b>Employment 4th Quarter after Exit</b>									
	WIOA Adult Program - 85%	90.0%	9 # employed	100.0%	5 # employed	-	# employed	-	# employed
			10 # exited		5 # exited		# exited		# exited
	WIOA Dislocated Worker Program - 90%	92.3%	12 # employed	85.7%	6 # employed	-	# employed	-	# employed
			13 # exited		7 # exited		# exited		# exited
<b>Median Earnings 2nd Quarter after Exit</b>									
	WIOA Adult Program	\$6,000.00	Not Available	\$6,000.00	Not Available	\$6,000.00		\$6,000.00	
	WIOA Dislocated Worker Program	\$8,700.00	Not Available	\$8,700.00	Not Available	\$8,700.00		\$8,700.00	
<b>Credential Attainment within Four Quarters after Exit</b>									
	WIOA Adult Program - 74%	88.9%	8 # credentialed	100.0%	4 # credentialed	-	# credentialed	-	# credentialed
			9 # exited		4 # exited		# exited		# exited
	WIOA Dislocated Worker Program - 70%	72.7%	8 # credentialed	71.4%	5 # credentialed	-	# credentialed	-	# credentialed
			11 # exited		7 # exited		# exited		# exited
<b>Measurable Skills Gain</b>									
	WIOA Adult Program - 70.2%	18.8%	3 # gained	30.0%	6 # gained	-	# gained	-	# gained
			16 # exited		20 # exited		# exited		# exited
	WIOA Dislocated Worker Program - 69.8%	18.2%	2 # gained	18.2%	2 # gained	-	# gained	-	# gained
			11 # exited		11 # exited		# exited		# exited
<b>40% Minimum Training Expenditure Requirement</b>									
41.27%	WIOA Adult Program	42.5%	\$ 3,366.84	Training Expenditures	50.9%	\$ 22,262.84	Training Expenditures	-	Training Expenditures
			\$ 7,923.64	Total Expenditures		\$ 43,696.63	Total Expenditures	-	Total Expenditures
	WIOA Dislocated Worker Program	47.4%	\$ 9,981.90	Training Expenditures	29.0%	\$ 10,011.90	Training Expenditures	-	Training Expenditures
			\$ 21,062.00	Total Expenditures		\$ 34,504.20	Total Expenditures	-	Total Expenditures
<b>Total Contract Expenditures</b>									
36.33%	WIOA Adult Program	12.1%	\$ 8,024.74	Expenditures	66.8%	\$ 44,202.13	Expenditures	-	Expenditures
			\$ 66,155.00	Total Contract		\$ 66,155.00	Total Contract	-	Total Contract
	WIOA Dislocated Worker Program	14.2%	\$ 21,998.24	Expenditures	23.3%	\$ 36,064.60	Expenditures	-	Expenditures
			\$ 154,797.68	Total Contract		\$ 154,797.68	Total Contract	-	Total Contract

Adult Program Carry-Over funding expenditure met. Required by December 31, 2020: \$4,277.83 Expended by December 31, 2020: \$44,202.13

Dislocated Worker Program Carry-Over funding expenditure met. Required by December 31, 2020: \$1,255.37 Expended by December 31, 2020: \$36,064.60

## George Washington Planning District 16 Data

		2nd Quarter PY 20
<b>Customer Summary Information</b>		
Planned Number of Participants for PY		70
Total Participants Served		47
Percent of Planned		67%
Planning District 16 Total New Clients Enrolled this Quarter		5
	WIOA Adult	30
	WIOA Dislocated Worker	17
Spotsylvania County New Clients Enrolled this Quarter		3
	WIOA Adult	10
	WIOA Dislocated Worker	5
Stafford County New Clients Enrolled this Quarter		1
	WIOA Adult	7
	WIOA Dislocated Worker	5
Caroline County New Clients Enrolled this Quarter		1
	WIOA Adult	2
	WIOA Dislocated Worker	1
King George County New Clients Enrolled this Quarter		0
	WIOA Adult	5
	WIOA Dislocated Worker	2
City of Fredericksburg New Clients Enrolled this Quarter		0
	WIOA Adult	6
	WIOA Dislocated Worker	4

**Rappahannock Community College**

		1st Quarter PY 20 7/1/20 - 9/30/20		2nd Quarter PY 20 10/1/20 - 12/31/20		3rd Quarter PY 20 1/1/21 - 3/31/21		4th Quarter PY 20 4/1/21 - 6/30/21	
<b>Customer Summary Information</b>									
Planned Number of Participants for PY		83		83					
Total Participants Served		51		72					
Percent of Planned		61%		87%		-		-	
New Clients Enrolled this Quarter		10		11					
	WIOA Adult	50		61					
	WIOA Dislocated Worker	1		1					
<b>Follow Up Information</b>									
	Total Follow-Ups Required	73		57					
	Total Follow-Ups Completed	73		57					
	Total Follow-Up Not Completed	0		0		0		0	
<b>Employment 2nd Quarter after Exit</b>									
	WIOA Adult Program - 82.6%	95.8%	23 # employed	82.4%	14 # employed	-	# employed	-	# employed
			24 # exited		17 # exited		# exited	-	# exited
	WIOA Dislocated Worker Program - 85%	100.0%	2 # employed	100.0%	1 # employed	-	# employed	-	# employed
			2 # exited		1 # exited		# exited	-	# exited
<b>Employment 4th Quarter after Exit</b>									
	WIOA Adult Program - 85%	82.6%	19 # employed	87.0%	20 # employed	-	# employed	-	# employed
			23 # exited		23 # exited		# exited	-	# exited
	WIOA Dislocated Worker Program - 90%	100.0%	1 # employed	100.0%	2 # employed	-	# employed	-	# employed
			1 # exited		2 # exited		# exited	-	# exited
<b>Median Earnings 2nd Quarter after Exit</b>									
	WIOA Adult Program	\$6,000.00	Not Available	\$6,000.00	Not Available	\$6,000.00		\$6,000.00	
	WIOA Dislocated Worker Program	\$8,700.00	Not Available	\$8,700.00	Not Available	\$8,700.00		\$8,700.00	
<b>Credential Attainment within Four Quarters after Exit</b>									
	WIOA Adult Program - 74%	86.4%	19 # credentialed	100.0%	21 # credentialed	-	# credentialed	-	# credentialed
			22 # exited		21 # exited		# exited	-	# exited
	WIOA Dislocated Worker Program - 70%	0.0%	0 # credentialed	50.0%	1 # credentialed	-	# credentialed	-	# credentialed
			1 # exited		2 # exited		# exited	-	# exited
<b>Measurable Skills Gain</b>									
	WIOA Adult Program - 70.2%	29.2%	7 # gained	45.9%	17 # gained	-	# gained	-	# gained
			24 # exited		37 # exited		# exited	-	# exited
	WIOA Dislocated Worker Program - 69.8%	-	0 # gained	-	0 # gained	-	# gained	-	# gained
			0 # exited		0 # exited		# exited	-	# exited
<b>40% Minimum Training Expenditure Requirement</b>									
89.60%	WIOA Adult Program	91.7%	\$ 26,351.90	Training Expenditures	93.8%	\$ 72,409.37	Training Expenditures	-	Training Expenditures
			\$ 28,739.60	Total Expenditures		\$ 77,190.09	Total Expenditures	-	Total Expenditures
	WIOA Dislocated Worker Program	0.0%	\$ -	Training Expenditures	0.0%	\$ -	Training Expenditures	-	Training Expenditures
			\$ 1,812.30	Total Expenditures		\$ 3,624.60	Total Expenditures	-	Total Expenditures
<b>Total Contract Expenditures</b>									
26.92%	WIOA Adult Program	16.8%	\$ 28,739.60	Expenditures	45.2%	\$ 77,190.09	Expenditures	-	Expenditures
			\$ 170,694.64	Total Contract		\$ 170,694.64	Total Contract	-	Total Contract
	WIOA Dislocated Worker Program	1.4%	\$ 1,812.30	Expenditures	2.8%	\$ 3,624.60	Expenditures	-	Expenditures
			\$ 129,546.31	Total Contract		\$ 129,546.31	Total Contract	-	Total Contract

Adult Program Carry-Over funding expenditure met. Required by December 31, 2020: \$51,878.06 Expended by December 31, 2020: \$77,190.09

Dislocated Worker Program Carry-Over funding expenditure **not** met. Required by December 31, 2020: \$7,007.34 Expended by December 31, 2020: \$3,624.60

### Northern Neck Planning District 17 Data

		2nd Quarter PY 20
<b>Customer Summary Information</b>		
Planned Number of Participants for PY		43
Total Participants Served		27
Percent of Planned		63%
Planning District 17 Total New Clients Enrolled this Quarter		5
	WIOA Adult	27
	WIOA Dislocated Worker	0
Lancaster County New Clients Enrolled this Quarter		1
	WIOA Adult	6
	WIOA Dislocated Worker	0
Northumberland County New Clients Enrolled this Quarter		1
	WIOA Adult	4
	WIOA Dislocated Worker	0
Richmond County New Clients Enrolled this Quarter		1
	WIOA Adult	8
	WIOA Dislocated Worker	0
Westmoreland County New Clients Enrolled this Quarter		2
	WIOA Adult	9
	WIOA Dislocated Worker	0

### Middle Peninsula Planning District 18 Data

		2nd Quarter PY 20
<b>Customer Summary Information</b>		
Planned Number of Participants for PY		40
Total Participants Served		19
Percent of Planned		48%
Planning District 18 Total New Clients Enrolled this Quarter		4
	WIOA Adult	18
	WIOA Dislocated Worker	1
Essex County New Clients Enrolled this Quarter		3
	WIOA Adult	8
	WIOA Dislocated Worker	1
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	0
	WIOA Dislocated Worker	0
Middlesex County New Clients Enrolled this Quarter		1
	WIOA Adult	7
	WIOA Dislocated Worker	0

### Eastern Shore Community College

		1st Quarter PY 20 7/1/20 - 9/30/20		2nd Quarter PY 20 10/1/20 - 12/31/20		3rd Quarter PY 20 1/1/21 - 3/31/21		4th Quarter PY 20 4/1/21 - 6/30/21			
<b>Customer Summary Information</b>											
Planned Number of Participants for PY		45		45							
Total Participants Served		27		39							
Percent of Planned		60%		87%		-		-			
New Clients Enrolled this Quarter		7		12							
	WIOA Adult	24		35							
	WIOA Dislocated Worker	3		4							
<b>Follow Up Information</b>											
	Total Follow-Ups Required	41		35							
	Total Follow-Ups Completed	41		35							
	Total Follow-Up Not Completed	0		0		0		0			
<b>Employment 2nd Quarter after Exit</b>											
	WIOA Adult Program - 82.6%	100.0%	12	# employed	87.5%	14	# employed	-	# employed		
			12	# exited		16	# exited	-	# exited		
	WIOA Dislocated Worker Program - 85%	100.0%	2	# employed	100.0%	3	# employed	-	# employed		
			2	# exited		3	# exited	-	# exited		
<b>Employment 4th Quarter after Exit</b>											
	WIOA Adult Program - 85%	71.4%	5	# employed	94.1%	16	# employed	-	# employed		
			7	# exited		17	# exited	-	# exited		
	WIOA Dislocated Worker Program - 90%	100.0%	2	# employed	100.0%	3	# employed	-	# employed		
			2	# exited		3	# exited	-	# exited		
<b>Median Earnings 2nd Quarter after Exit</b>											
	WIOA Adult Program	\$6,000.00	Not Available		\$6,000.00	Not Available		\$6,000.00	\$6,000.00		
	WIOA Dislocated Worker Program	\$8,700.00	Not Available		\$8,700.00	Not Available		\$8,700.00	\$8,700.00		
<b>Credential Attainment within Four Quarters after Exit</b>											
	WIOA Adult Program - 74%	50.0%	3	# credentialed	58.8%	10	# credentialed	-	# credentialed		
			6	# exited		17	# exited	-	# exited		
	WIOA Dislocated Worker Program - 70%	100.0%	2	# credentialed	33.3%	1	# credentialed	-	# credentialed		
			2	# exited		3	# exited	-	# exited		
<b>Measurable Skills Gain</b>											
	WIOA Adult Program - 70.2%	22.7%	5	# gained	56.0%	14	# gained	-	# gained		
			22	# exited		25	# exited	-	# exited		
	WIOA Dislocated Worker Program - 69.8%	33.3%	1	# gained	66.7%	2	# gained	-	# gained		
			3	# exited		3	# exited	-	# exited		
<b>40% Minimum Training Expenditure Requirement</b>											
23.04%	WIOA Adult Program	17.7%	\$ 4,320.00	Training Expenditures	28.3%	\$ 14,785.20	Training Expenditures	-	Training Expenditures	-	Training Expenditures
			\$ 24,462.16	Total Expenditures		\$ 52,269.07	Total Expenditures		Total Expenditures		
	WIOA Dislocated Worker Program	10.5%	\$ 1,120.00	Training Expenditures	7.4%	\$ 1,305.75	Training Expenditures	-	Training Expenditures	-	Training Expenditures
			\$ 10,653.79	Total Expenditures		\$ 17,558.48	Total Expenditures		Total Expenditures		
<b>Total Contract Expenditures</b>											
34.40%	WIOA Adult Program	22.0%	\$ 24,956.39	Expenditures	46.9%	\$ 53,141.34	Expenditures	-	Expenditures	-	Expenditures
			\$ 113,313.88	Total Contract		\$ 113,313.88	Total Contract		Total Contract		
	WIOA Dislocated Worker Program	11.7%	\$ 11,114.02	Expenditures	19.4%	\$ 18,395.07	Expenditures	-	Expenditures	-	Expenditures
			\$ 94,622.95	Total Contract		\$ 94,622.95	Total Contract		Total Contract		

Adult Program Carry-Over funding expenditure met. Required by December 31, 2020: \$13,580.62 Expended by December 31, 2020: \$53,141.34

Dislocated Worker Program Carry-Over funding expenditure **not** met. Required by December 31, 2020: \$18,784.07 Expended by December 31, 2020: \$18,395.07



### Eastern Shore Planning District 22 Data

		2nd Quarter PY 20
<b>Customer Summary Information</b>		
Planned Number of Participants for PY		45
Total Participants Served		37
Percent of Planned		82%
Planning District 22 Total New Clients Enrolled this Quarter		12
	WIOA Adult	34
	WIOA Dislocated Worker	3
Accomack County New Clients Enrolled this Quarter		7
	WIOA Adult	24
	WIOA Dislocated Worker	1
Northampton County New Clients Enrolled this Quarter		5
	WIOA Adult	10
	WIOA Dislocated Worker	2

### SkillSource Group

		1st Quarter PY 20 7/1/20 - 9/30/20		2nd Quarter PY 20 10/1/20 - 12/31/20		3rd Quarter PY 20 1/1/21 - 3/31/21		4th Quarter PY 20 4/1/21 - 6/30/21					
<b>Customer Summary Information</b>													
Planned Number of Participants for PY		39		39									
Total Participants Served		22		25									
Percent of Planned		56%		64%		-		-					
New Clients Enrolled this Quarter		3		3									
WIOA Youth		22		25									
<b>Follow Up Information</b>													
Total Follow-Ups Required		29		22									
Total Follow-Ups Completed		29		22									
Total Follow-Up Not Completed		0		0		0		0					
<b>Employment 2nd Quarter after Exit</b>													
WIOA Youth - 77.3%	77.8%	7	# employed	66.7%	2	# employed	-	# employed	-	# employed			
		9	# exited		3	# exited		# exited		# exited			
<b>Employment 4th Quarter after Exit</b>													
WIOA Youth - 62.8%	-	0	# employed	88.9%	8	# employed	-	# employed	-	# employed			
		0	# exited		9	# exited		# exited		# exited			
<b>Credential Attainment within Four Quarters after Exit</b>													
WIOA Youth - 70%	-	0	# credentialed	100.0%	4	# credentialed	-	# credentialed	-	# credentialed			
		0	# exited		4	# exited		# exited		# exited			
<b>Measurable Skills Gain</b>													
WIOA Youth - 69.1%	19.0%	4	# gained	40.0%	10	# gained	-	# gained	-	# gained			
		21	# exited		25	# exited		# exited		# exited			
<b>20% Work Experience Expenditure Requirement</b>													
41.59%	WIOA Youth	38.9%	\$ 8,835.75	Training Expenditures	41.6%	\$ 14,922.59	Training Expenditures	-		Training Expenditures	-		Training Expenditures
			\$ 22,689.87	Total Expenditures		\$ 35,877.22	Total Expenditures						
<b>Total Contract Expenditures</b>													
37.46%	WIOA Youth	23.7%	\$ 22,689.87	Expenditures	37.5%	\$ 35,877.22	Expenditures	-		Expenditures	-		Expenditures
			\$ 95,773.09	Total Contract		\$ 95,773.09	Total Contract						

Youth Program Carry-Over funding expenditure met. Required by December 31, 2020: \$16,567.13 Expended by December 31, 2020: \$35,877.22

### George Washington Planning District 16 Data

		2nd Quarter PY 20
<b>Customer Summary Information</b>		
Planned Number of Participants for PY		39
Total Participants Served		25
Percent of Planned		64%
Planning District 16 Total New Clients Enrolled this Quarter		3
	WIOA Youth	25
Spotsylvania County New Clients Enrolled this Quarter		0
	WIOA Youth	8
Stafford County New Clients Enrolled this Quarter		1
	WIOA Youth	8
Caroline County New Clients Enrolled this Quarter		0
	WIOA Youth	1
King George County New Clients Enrolled this Quarter		1
	WIOA Youth	3
City of Fredericksburg New Clients Enrolled this Quarter		1
	WIOA Youth	5

## Rappahannock Community College

		1st Quarter PY 20 7/1/20 - 9/30/20		2nd Quarter PY 20 10/1/20 - 12/31/20		3rd Quarter PY 20 1/1/21 - 3/31/21		4th Quarter PY 20 4/1/21 - 6/30/21		
<b>Customer Summary Information</b>										
Planned Number of Participants for PY		45		45						
Total Participants Served		34		34						
Percent of Planned		76%		76%		-		-		
New Clients Enrolled this Quarter		1		0						
WIOA Youth		34		34						
<b>Follow Up Information</b>										
Total Follow-Ups Required		8		8						
Total Follow-Ups Completed		8		8						
Total Follow-Up Not Completed		0		0		0		0		
<b>Employment 2nd Quarter after Exit</b>										
WIOA Youth - 77.3%	50.0%	1	# employed	50.0%	1	# employed	-	# employed	-	# employed
		2	# exited		2	# exited		# exited		# exited
<b>Employment 4th Quarter after Exit</b>										
WIOA Youth - 62.8%	50.0%	1	# employed	100.0%	2	# employed	-	# employed	-	# employed
		2	# exited		2	# exited		# exited		# exited
<b>Credential Attainment within Four Quarters after Exit</b>										
WIOA Youth - 70%	-	0	# credentialed	50.0%	1	# credentialed	-	# credentialed	-	# credentialed
		0	# exited		2	# exited		# exited		# exited
<b>Measurable Skills Gain</b>										
WIOA Youth - 69.1%	5.9%	1	# gained	5.6%	1	# gained	-	# gained	-	# gained
		17	# exited		18	# exited		# exited		# exited
<b>20% Work Experience Expenditure Requirement</b>										
22.67%	WIOA Youth	20.9%	\$ 5,132.45	Training Expenditures	22.7%	\$ 8,973.00	Training Expenditures	-	-	-
			\$ 24,553.70	Total Expenditures		\$ 39,582.19	Total Expenditures			
<b>Total Contract Expenditures</b>										
27.17%	WIOA Youth	16.9%	\$ 24,553.70	Expenditures	27.2%	\$ 39,582.19	Expenditures	-	-	-
			\$ 145,708.29	Total Contract		\$ 145,708.29	Total Contract			

Youth Program Carry-Over funding expenditure met. Required by December 31, 2020: \$31,429.21 Expended by December 31, 2020: \$39,582.19

### Northern Neck Planning District 17 Data

		2nd Quarter PY 20
<b>Customer Summary Information</b>		
Planned Number of Participants for PY		24
Total Participants Served		22
Percent of Planned		92%
Planning District 17 Total New Clients Enrolled this Quarter		0
	WIOA Youth	22
Lancaster County New Clients Enrolled this Quarter		0
	WIOA Youth	2
Northumberland County New Clients Enrolled this Quarter		0
	WIOA Youth	3
Richmond County New Clients Enrolled this Quarter		0
	WIOA Youth	9
Westmoreland County New Clients Enrolled this Quarter		0
	WIOA Youth	8

### Middle Peninsula Planning District 18 Data

		2nd Quarter PY 20
<b>Customer Summary Information</b>		
Planned Number of Participants for PY		21
Total Participants Served		7
Percent of Planned		33%
Planning District 18 Total New Clients Enrolled this Quarter		0
	WIOA Youth	7
Essex County New Clients Enrolled this Quarter		0
	WIOA Youth	7
King and Queen County New Clients Enrolled this Quarter		0
	WIOA Youth	0
King William County New Clients Enrolled this Quarter		0
	WIOA Youth	0
Mathews County New Clients Enrolled this Quarter		0
	WIOA Youth	0
Middlesex County New Clients Enrolled this Quarter		0
	WIOA Youth	0

### Eastern Shore Community College

		1st Quarter PY 20 7/1/20 - 9/30/20		2nd Quarter PY 20 10/1/20 - 12/31/20		3rd Quarter PY 20 1/1/21 - 3/31/21		4th Quarter PY 20 4/1/21 - 6/30/21			
<b>Customer Summary Information</b>											
Planned Number of Participants for PY		23		23							
Total Participants Served		7		7							
Percent of Planned		30%		30%		-		-			
New Clients Enrolled this Quarter		0		0							
WIOA Youth		7		7							
<b>Follow Up Information</b>											
Total Follow-Ups Required		27		14							
Total Follow-Ups Completed		27		14							
Total Follow-Up Not Completed		0		0		0		0			
<b>Employment 2nd Quarter after Exit</b>											
WIOA Youth - 77.3%		92.9%		75.0%		-		-			
		13 # employed		3 # employed							
		14 # exited		4 # exited							
<b>Employment 4th Quarter after Exit</b>											
WIOA Youth - 62.8%		25.0%		100.0%		-		-			
		1 # employed		1 # employed							
		4 # exited		1 # exited							
<b>Credential Attainment within Four Quarters after Exit</b>											
WIOA Youth - 70%		100.0%		100.0%		-		-			
		1 # credentialed		1 # credentialed							
		1 # exited		1 # exited							
<b>Measurable Skills Gain</b>											
WIOA Youth - 69.1%		0.0%		16.7%		-		-			
		0 # gained		1 # gained							
		6 # exited		6 # exited							
<b>20% Work Experience Expenditure Requirement</b>											
34.06%		WIOA Youth		38.7%		34.1%		-		-	
				\$ 5,485.74 Training Expenditures		\$ 9,248.31 Training Expenditures					
				\$ 14,191.87 Total Expenditures		\$ 27,150.81 Total Expenditures					
<b>Total Contract Expenditure Requirement</b>											
24.27%		WIOA Youth		12.7%		24.3%		-		-	
				\$ 14,768.65 Training Expenditures		\$ 28,247.45 Training Expenditures					
				\$ 116,389.36 Total Expenditures		\$ 116,389.36 Total Expenditures					

Youth Program Carry-Over funding expenditure met. Required by December 31, 2020: \$21,800.24 Expended by December 31, 2020: \$28,247.45

### Eastern Shore Planning District 22 Data

		2nd Quarter FY 20
<b>Customer Summary Information</b>		
Planned Number of Participants for PY		23
Total Participants Served		7
Percent of Planned		30%
Planning District 22 Total New Clients Enrolled this Quarter		0
	WIOA Youth	7
Accomack County New Clients Enrolled this Quarter		0
	WIOA Youth	5
Northampton County New Clients Enrolled this Quarter		0
	WIOA Youth	2



## 2nd Quarter PY 2020

	Negotiated		% of Negotiated	
<b>Adult Measures</b>	<b>Level</b>	<b>Actual</b>	<b>Level</b>	<b>Status</b>
Employment 2nd Quarter after Exit	82.6	83.0	100%	E
Employment 4th Quarter after Exit	85.0	91.1	107%	E
Median Earnings 2nd Quarter after Exit	\$6,000.00	NA	-	NA
Credential Attainment within 4 Quarters after Exit	74.0	83.3	113%	E
Measurable Skills Gain	70.2	45.1	64%	FTM
 <b>Dislocated Workers Measures</b>				
Employment 2nd Quarter after Exit	85.0	85.0	100%	M
Employment 4th Quarter after Exit	85.0	91.7	108%	E
Median Earnings 2nd Quarter after Exit	\$8,700.00	NA	-	NA
Credential Attainment within 4 Quarters after Exit	70.0	58.3	83%	FTM
Measurable Skills Gain	69.8	28.6	41%	FTM
 <b>Youth Measures</b>				
Employment 2nd Quarter after Exit	77.3	66.7	86%	FTM
Employment 4th Quarter after Exit	62.8	91.7	146%	E
Credential Attainment within 4 Quarters after Exit	70.0	85.7	122%	E
Measurable Skills Gain	69.1	24.5	35%	FTM

## **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)**

WIOA Wagner-Peyser Services Contracts		1st Quarter PY 20 7/1/20 - 9/30/20		2nd Quarter PY 20 10/1/20 - 12/31/20			
<b>Rappahannock Goodwill Industries - Planning District 16 - George Washington Region*</b>							
87.58%	WIOA Wagner-Peyser	31.5%	\$ 34,458.67	Wagner-Peyser Expenditures	87.6%	\$ 95,692.00	Wagner-Peyser Expenditures
			\$ 109,258.36	Total Contract		\$ 109,258.36	Total Contract
<b>The SkillSource Group - Planning District 16 - George Washington Region* &amp; **</b>							
53.02%	WIOA Wagner-Peyser	9.9%	\$ 1,971.69	Wagner-Peyser Expenditures	53.0%	\$ 10,603.93	Wagner-Peyser Expenditures
			\$ 20,000.00	Total Contract		\$ 20,000.00	Total Contract
<b>Job Assistance Center - Planning District 17 - Northern Neck Region*</b>							
94.30%	WIOA Wagner-Peyser	46.9%	\$ 19,251.62	Wagner-Peyser Expenditures	94.3%	\$ 38,701.40	Wagner-Peyser Expenditures
			\$ 41,040.51	Total Contract		\$ 41,040.51	Total Contract
<b>Job Assistance Center - Planning District 18 - Middle Peninsula Region*</b>							
86.09%	WIOA Wagner-Peyser	37.6%	\$ 20,273.32	Wagner-Peyser Expenditures	86.1%	\$ 46,395.60	Wagner-Peyser Expenditures
			\$ 53,890.03	Total Contract		\$ 53,890.03	Total Contract
<b>Job Assistance Center - Planning District 22 - Eastern Shore Region*</b>							
82.30%	WIOA Wagner-Peyser	24.7%	\$ 9,740.14	Wagner-Peyser Expenditures	82.3%	\$ 32,499.60	Wagner-Peyser Expenditures
			\$ 39,489.54	Total Contract		\$ 39,489.54	Total Contract

\*Wagner-Peyser Program Closeout Not Finalized (7/1/2020-12/31/2020)

\*\*Invoices only current through November 2020

Wagner Peyser Metrics		
Virginia Career Works - Bay Consortium		
Office - Rappahannock Goodwill Industries		
10/01/2020 - 12/31/2020		

Individuals		
Enrolled WP (PIRL)	Distinct Users	Services Provided
159	3782	8445

Employers		
New Registrations	Employers Served	Services Provided
4	43	360

Job Orders and Matching		
Job Orders	Job Openings	Job Notifications
12	11	7211

Staff Efforts		
Outreach Emails	Outreach Calls	Referrals Sent
7126	224	15

Other		
Placements	Job Fairs/Hiring Events	Workshops
10	3	9

Wagner Peyser Metrics		
Virginia Career Works - Bay Consortium		
Office - SkillSource Group		
10/1/2020 - 12/31/2020		

Individuals		
Enrolled WP (PIRL)	Distinct Users	Services Provided
5	5	12

Employers		
New Registrations	Employers Served	Services Provided
N/A	N/A	N/A

Job Orders and Matching		
Job Orders	Job Openings	Job Notifications
N/A	N/A	N/A

Staff Efforts		
Outreach Emails	Outreach Calls	Referrals Sent
58	116	6

Other		
Placements	Job Fairs/Hiring Events	Workshops
0	0	7

Wagner Peyser Metrics		
Virginia Career Works - Bay Consortium		
Office - Job Assistance Center		
10/01/2020 - 12/31/2020		

Individuals		
Enrolled WP (PIRL)	Distinct Users	Services Provided
74 (24 MP, 19 NN, 31 ES)	1736	2599

Employers		
New Registrations	Employers Served	Services Provided
11	68 (24 MP, 24 NN, 20 ES)	145

Job Orders and Matching		
Job Orders	Job Openings	Job Notifications
194	219	689

Staff Efforts		
Outreach Emails	Outreach Calls	Referrals Sent
729	326	411

Other		
Placements	Job Fairs/Hiring Events	Workshops
11	2 (1 MP, 1 NN)	2

Economic Equity Initiative Contract Expenditures													
		1st Quarter PY 20 7/1/20 - 9/30/20			2nd Quarter PY 20 10/1/20 - 12/31/20			3rd Quarter PY 20 1/1/21 - 3/31/21			4th Quarter PY 20 4/1/21 - 6/30/21		
91.72%	EEI Program	47.2%	\$ 40,799.02	EEI Expenditures	91.7%	\$ 79,349.40	EEI Expenditures	-		EEI Expenditures	-		EEI Expenditures
			\$ 86,510.00	Total Contract			\$ 86,510.00		Total Contract				Total Contract
<b>Target Number of Participants</b>													
	EEI Program	22.5%	9	# participants	27.5%	11	# participants	-		# participants	-		# participants
			40	Total		40	Total			Total			Total
<b>Employment 2nd Quarter after Exit</b>													
	EEI Program	9.1%	2	# participants	18.2%	4	# participants	-		# participants	-		# participants
			22	# exited		22	# exited			# exited			# exited
<b>Employment 4th Quarter after Exit</b>													
	EEI Program	0.0%	0	# participants	0.0%	0	# participants	-		# participants	-		# participants
			28	# exited		28	# exited			# exited			# exited
<b>Credential Attainment within Four Quarters after Exit</b>													
	EEI Program	6.7%	2	# credentialed	13.3%	4	# credentialed	-		# credentialed	-		# credentialed
			30	Total		30	Total			Total			Total
<b>Training Completion</b>													
	EEI Program	13.3%	4	# credentialed	16.7%	5	# credentialed	-		# credentialed	-		# credentialed
			30	Total		30	Total			Total			Total

**Center Open by Appointment Only – No George Washington Sub-Area 16 Customer Surveys Completed by Customers**

**Center Closed – No Northern Neck Sub-Area 17 Customer Survey Results**

**Center Closed – No Middle Peninsula Sub-Area 18 Customer Survey Results**

**Center Open by Appointment Only - Eastern Shore Sub-Area 22 Customer Survey Results**

<b>What was the purpose of your visit?</b>	<b>Unemployment Claim</b>	<b>Workforce Resources</b>	<b>Resume Assistance</b>	<b>Job Search Activities</b>	<b>Resource Room</b>	<b>Workshops or Training</b>	<b>Gathering Informational Materials</b>	<b>Other</b>				
<i>Number of Visitors</i>	32	4	7	13	3	17	2	1				
<b>Were your needs met?</b>	<b>Yes</b>	<b>No</b>										
<i>Number of Visitors</i>	40	1										
<b>Was the Staff Knowledgeable?</b>	<b>Yes</b>	<b>No</b>										
<i>Number of Visitors</i>	40	1										
<b>If the Staff was unable to meet your needs, were you provided contact information for partner agencies/resources?</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>									
<i>Number of Visitors</i>	40	1	0									
<b>How helpful was the Staff during your visit to the Virginia Career Works Center?</b>	<b>1 (Poor)</b>	<b>2</b>	<b>3 (Average)</b>						<b>4</b>	<b>5 (Excellent)</b>	<b>Additional Comments:</b> 1. Helpful 2. Pleasant 3. Nice 4. Friendly 5. No help with claim at all & a waste of time 6. Explained claim process so I could understand 7. Patient 8. Cordial	
<i>Number of Visitors</i>	1	2	7						2	29		
<b>How would you rate your overall visit to the Virginia Career Works Center?</b>	<b>1 (Poor)</b>	<b>2</b>	<b>3 (Average)</b>	<b>4</b>	<b>5 (Excellent)</b>							
<i>Number of Visitors</i>	1	2	7	2	29							

***Rappahannock Goodwill Industries***  
***Adult/Dislocated Worker Success Story – George Washington***

MM started the eligibility process for the WIOA program in the midst of the Covid-19 pandemic. MM wanted to obtain a CDL Class A license and wished to go over the road as a truck driver. MM met with the WIOA staff virtually, enabling them to complete his eligibility and individual employment plan while staff was working remotely. MM's training was delayed during the height of the pandemic, but he started at CDS Tractor Trailer Training in the beginning of June 2020. CDS had implemented a new class structure due to Covid-19, and MM completed the first portion of his course virtually.

However, there was a bump in the road to MM's success, as the Virginia DMV locations were closed to the public during the pandemic. This delayed his training until the DMV finally opened to appointments only towards the end of July 2020. With his appointment scheduled for a few weeks out, MM waited patiently and reviewed what he had learned in the virtual portion of his course. WIOA staff assisted MM with finding online video tutorials and practice test for his learner's permit and the maneuvers he would be completing in the trucks when he was able to finally attend the in-person portion of his training.

MM was nervous about his learner's test, but WIOA staff supported him by talking him through some of the practice test questions he was having difficulty with. MM called the WIOA staff directly after he successfully passed the learner's permit test, and was excited to finally get his learners and start his in-person training.

MM began the in-person portion of his training immediately, attending as much as the small class sizes scheduling allowed. He even attended extra training hours, when the school allowed. WIOA staff supported him throughout the weeks he was attending training, making sure that he had the tools and support he needed.

Despite the pandemic, MM passed his training course in early August 2020. The WIOA staff sent him numerous job openings and assisted him with his resume. MM interviewed at several companies and attended an orientation for a company who stated they would hire him. Unfortunately, due to the company suddenly downsizing, the position fell through. With the encouragement of WIOA staff and the same perseverance shown during his mid-pandemic training, MM interviewed with Western Express and was hired on immediately.

MM has been successfully employed at Western Express since mid-October 2020. He checks in with WIOA staff periodically to update them on his accomplishments. MM is young and just starting his career, but looks forward to the economic impact his decision to get his CDL Class A will afford to him for his future.

***Rappahannock Community College***  
***Adult/Dislocated Worker Success Story - Northern Neck***

B. came into RCC in April 2019. She was a single mother of two, received SNAP benefits and worked part-time. She was a registered medication aide but had difficulty with lifting patients.

She also had a certificate for medical billing and coding but was unable to secure a job for this. She decided that she would like to become a certified medical assistant, which would enhance her current skills. She applied for WIOA and met priority of service requirements to include low income, public assistance and basic skills deficient. I enrolled her in WIOA. Some time went by, and B. registered for medical assistant training through AlliedRX. She completed the class and passed her exam in January 2020. Then along came COVID. She lost her part-time job and became very discouraged. However, in October 2020, things turned around for B. She passed her NHA exam on October 6, 2020 and started a new job with Concentra Health Services on October 12, 2020. One of the requirements of the job was the medical assistant certification. She works as a COVID screener for Amazon, who contracted with Concentra Health Services for this service. She works full time and earns \$21.00 an hour. She hopes that this job will lead to other positions with Concentra Health Services. She is doing well and enjoying the job.

***Rappahannock Community College  
Adult/Dislocated Worker Success Story – Middle Peninsula***

CC came to our offices seeking financial assistance to participate in CDL training as she expressed interest in bettering her employment possibilities and beginning a career. CC completed the 10th grade and later achieved her GED. CC is 27 years old and has no dependents. CC worked two to three days a week as a car drive for the school system averaging 15 hours a week. Though she was low income, CC did not receive any public assistance. CC had held previous jobs as a cashier, fast food cook, and flag holder.

Two days before CDL classes began, CC informed the case manager that she had no experience driving standard transmission, which proved not to be a barrier in her training. CC completed CDL training and gained employment within two months of obtaining her credentials. CC is employed as a truck driver with a regional company and makes a salary of \$170.00 per day. CC is very appreciative of the WIOA program and the financial assistance she received and often verbalized her appreciation to the case manager.

***Eastern Shore Community College  
Adult/Dislocated Worker Success Stories – Eastern Shore***

***Story #1***

NY is an Adult who recently completed the practical nursing program. NY enrolled in the practical nursing as a certified medical assistant seeking to broaden her medical skill set. NY decided that more was needed for her and decided to enroll to become an LPN. NY went through the 1-year program and finished with good grades and was one of best students in the program. After completion of the program, NY took the NCLEX examination for licensure and passed on her first try. NY received a promotion at work to become an LPN and is now making more money. NY thanked the Case Manager for his help assisting her with enrolling in the program and that it would not be possible without WIOA.



## *Story #2*

SS is a Dislocated Worker who was laid off in June of 2019 after a layoff from Eastern Shore Community College. SS decided to complete the geographic information systems (GIS) training at Tidewater Community College. SS completed her training at TCC in three semesters with a 3.5/4.0 GPA and obtained her Geographic Information Systems certification. SS is currently working at a local radio station and is currently looking for more opportunities to use her newly obtained certification.

### *SkillSource Group Youth Success Story – George Washington*

KR was 22 years old when she entered The Bay Consortium's WIOA Youth program after being incarcerated for 3 months for forgery. She stated she was attempting to keep her roommate and herself from being evicted due to high rent. Her desire to make up for this transgression was portrayed while incarcerated, where she served in the jail kitchen, participated in yoga, and obtained a life coach. She knew she had made an awful mistake and wanted to get back on track with her desire to get into the medical field. She co-enrolled with the WIOA Adult and Youth Programs to gain the benefit of training as well as supportive services from both. She displayed the right attitude, a great personality, and was excited to have some support. She was given positive feedback from her Probation Officer and, when she applied, she was going to be dismissed from probation very soon.

She went immediately into skills training. The Training Program Director stated that she was "an ambitious and committed student" who was on the right path. She finished training, and then ran into a hitch. To be able to take the State Certified Nursing exam, she was instructed to get a letter from her Probation Officer, and write one herself, stating the details of her arrest and circumstances which led to committing the crime. She submitted both letters and waited. She was finally notified that she needed additional paperwork from the court, and another personal essay. KR and her case manager submitted new paperwork. KR was disheartened, wondering when she could take the test and start working as a CNA. She began working two part time jobs for income and attended the Youth Program's financial literacy workshops. She worked with her case manager on her resume, hoping to begin applying for CNA positions soon.

After one more month went by, her case manager began calling the testing center and asking questions. KR also emailed the testing center several times, however it appeared as if no forward steps were being taken. The case manager finally reached someone who was extremely helpful. The Testing Site official reviewed KR's file and directed the case manager to have KR call the local program site manager. She once again was asked information and told she would receive an email soon. KR received an email the following week that she could now sign up for the exam. She was so excited she texted and emailed both the Youth and Adult case managers.

In the interim, KR volunteered at a multi-employer job fair held at the workforce center and she is very responsive with both of her case managers. She is currently reviewing material on the website for the exam, hoping to pass with flying colors. She has already applied to three medical facilities and has been interviewed by two of them. She recently signed up to work with the

United Way's tax program beginning in January 2021. The United Way is one of the WIOA Youth Program's work experience sites and she is one of three young adults getting ready to start this exciting opportunity. KR wants to save money to get her own apartment and begin to work towards her LPN sometime in the future.

KR still mentions her "mistake" often with tears, understanding the vital part it played in delaying her ability to reach her goal. However, she is very grateful for the funding, guidance, and general support of the WIOA Youth and Adult programs. She is very enthusiastic about taking her certification test in January and has already participated in an interview for the young adult program's Facebook page. She is happy to let others know she is now where she should be.

***Rappahannock Community College  
Youth Success Story – Northern Neck***

NH came to RCC without a high-school diploma. She enrolled in the Adult Education/GED program and was very faithful in her attendance and dedicated to earning her GED. NH also wanted to earn a CNA certification so that she could go to work immediately and hopefully continue her education while working. She is a very goal oriented person and always looked to her goals as motivation to continue even when obstacles arose. NH passed her GED early in 2020 and was just enrolling in the CNA course when the COVID-19 restrictions went into place. This put NH on hold for continuing toward her goal, but it did not deter her. She patiently waited until face-to-face instruction was once again permitted and she started her CNA course in September of 2020. She has now completed the classroom and the clinical parts of the course. She is scheduled to take the CNA State Board testing on January 18 and will begin working as a CNA once she receives her State License.

***Rappahannock Community College  
Youth Success Story – Middle Peninsula***

DD enrolled in the WIOA Youth program with no prospects of employment and was seeking a pathway to success. He expressed the hope of earning a welding credential so that he could find a job and move into a place of his own. He was enrolled in the Welding program at RCC. It became quickly apparent that DD was going to excel. His hard work during the program allowed him to earn several welding credentials (SMAW, GMAW, FCAW, and GTAW). DD applied for a job at the Newport News Shipyard and was hired at a starting pay rate of \$20 per hour. He is also continuing his welding education through the Newport News Shipyard Welding School. DD is working toward renting a place of his own and is very happy in his job. With his motivation and strong work ethic, he will continue to quickly move along his career pathway and gain increased skills and positions within the welding field.

*Eastern Shore Community College*  
*Youth Success Stories – Eastern Shore*

**Story #1**

FF is a high school senior who has done a complete turnaround in her behavior, her outlook on school, and getting along with others. Before enrolling in the WIOA program FF was in jeopardy of not graduating due to missing critical classroom instruction because she had to spend so much time in in-school suspension for fighting with classmates, for disrespecting her teachers, the bus driver, and cafeteria staff. Since enrolling in the WIOA program FF has had someone to talk to about her future which was one source of anxiety for her. FF has learned about tutoring, career opportunities, the college application process, and FAFSA. FF wants to find a part-time job. FF has also thrived this academic year as opposed to previous years when she was on the fringes of being expelled from school. To date FF has been accepted to a college in Delaware and is waiting to hear from the other colleges where she applied. FF's new outlook has given her the desire to be a contributing member of society.

**Story #2**

CC is an out of school youth who recently completed the hair braiding training. CC came into the program wanting to learn a skill to earn a little extra income to take care of her family. CC has always been interested in hair and when she saw the training advertised made the decision to sign up. CC knew how to do basic braids, but wanted to learn how to do different braid styles on different types of hair and from there promote her new skills and earn money for it. CC completed the two-month training program and created several great styles on her live models for the final exam fashion show. After completion of the program, CC got an offer to work in a salon as a certified braider and is scheduled to begin this month. This job will help CC reach her goal to earn extra income and express her creativity.

	One-Stop Operator		
	Proposer 1	Proposer 2	Proposer 3
Reviewer 1	92	95	97
Reviewer 2	90	93	100
Reviewer 3	83	78	93
Average	88.33	88.67	96.67

	George Washington			George Washington		
	Adult/Dislocated			Youth		
	Proposer 1	Proposer 2	Proposer 3	Proposer 1	Proposer 2	Proposer 3
Reviewer 1	92	95	99	93	97	99
Reviewer 2	81	95	98	63	89	100
Reviewer 3	85	73	93	83	90	93
Average	86.00	87.67	96.67	79.67	92.00	97.33

	Northern Neck			Northern Neck	
	Adult/Dislocated			Youth	
	Proposer 1	Proposer 2	Proposer 3	Proposer 1	Proposer 2
Reviewer 1	93	95	96	94	96
Reviewer 2	87	95	92	78	98
Reviewer 3	85	73	87	83	84
Average	88.33	87.67	91.67	85.00	92.67

	Middle Peninsula			Middle Peninsula	
	Adult/Dislocated			Youth	
	Proposer 1	Proposer 2	Proposer 3	Proposer 1	Proposer 2
Reviewer 1	93	95	96	93	96
Reviewer 2	88	95	96	78	98
Reviewer 3	85	73	87	83	84
Average	88.67	87.67	93.00	84.67	92.67

	Eastern Shore			Eastern Shore	
	Adult/Dislocated			Youth	
	Proposer 1	Proposer 2	Proposer 3	Proposer 1	Proposer 2
Reviewer 1	92	95	97	93	97
Reviewer 2	88	90	98	73	90
Reviewer 3	85	73	84	83	85
Average	88.33	86.00	93.00	83.00	90.67