

**DRAFT
AGENDA**

**Bay Consortium Workforce Development Board, Inc.
Youth Council
Monday, January 25, 2021
10:00 A.M.**

- I. Call to Order
- II. Roll Call
- III. Public Input
- IV. Approval of Meeting Minutes from the October 26, 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.
Youth Council Meeting
Draft Minutes
Monday, October 26, 2020
10:00 a.m.

The Youth Council met Monday, October 26, 2020, via Zoom.

Call to Order: Marjorie Lampkin called the Youth Council Meeting to order at 10 a.m.

Roll Call: Present were David Ferguson, Tina Taylor, Butch Gross, and Hutt Williams. Not present were Steve Smith, Marjorie Lampkin, and Joy Corprew. In addition, present were Jackie Davis, Steven Golas, and Katlyn Moss, WDB Staff.

Approval of Minutes: A motion was made to approve the minutes from the July 27, 2020 meeting, which was seconded and approved.

Public Input: There was no public input.

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 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. Jackie Davis reviewed the Youth Incentive Policy with members, noting that the state had reviewed and asked for more consistency among the incentives. A motion was made to send the Youth Incentive Policy to the Board for approval, which was seconded and approved. Steven Golas discussed the Economic Interest Statements with members. 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. A motion was made to send the Request for Proposals to the Board for approval, which was seconded and approved, with Hutt Williams and Tina Taylor abstaining.

Old Business: There was no old business.

Other Topics: There were no other topics for discussion.

There being no further business, the meeting was adjourned at 10:30 a.m.

Respectfully submitted,

Katlyn Moss

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			
Customer Summary Information											
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							
Follow Up Information											
Total Follow-Ups Required		29		22							
Total Follow-Ups Completed		29		22							
Total Follow-Up Not Completed		0		0		0		0			
Employment 2nd Quarter after Exit											
WIOA Youth - 77.3%	77.8%	7	# employed	66.7%	2	# employed	-	# employed	-	# employed	
		9	# exited		3	# exited		# exited	-	# exited	
Employment 4th Quarter after Exit											
WIOA Youth - 62.8%	-	0	# employed	88.9%	8	# employed	-	# employed	-	# employed	
		0	# exited		9	# exited		# exited	-	# exited	
Credential Attainment within Four Quarters after Exit											
WIOA Youth - 70%	-	0	# credentialed	100.0%	4	# credentialed	-	# credentialed	-	# credentialed	
		0	# exited		4	# exited		# exited	-	# exited	
Measurable Skills Gain											
WIOA Youth - 69.1%	19.0%	4	# gained	40.0%	10	# gained	-	# gained	-	# gained	
		21	# exited		25	# exited		# exited	-	# exited	
20% Work Experience Expenditure Requirement											
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		Total Expenditures		Total Expenditures
Total Contract Expenditures											
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		Total Contract		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
Customer Summary Information		
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					
Customer Summary Information													
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									
Follow Up Information													
Total Follow-Ups Required		8		8									
Total Follow-Ups Completed		8		8									
Total Follow-Up Not Completed		0		0		0		0					
Employment 2nd Quarter after Exit													
WIOA Youth - 77.3%	50.0%	1	# employed	50.0%	1	# employed	-	# employed	-	# employed			
		2	# exited		2	# exited		# exited		# exited			
Employment 4th Quarter after Exit													
WIOA Youth - 62.8%	50.0%	1	# employed	100.0%	2	# employed	-	# employed	-	# employed			
		2	# exited		2	# exited		# exited		# exited			
Credential Attainment within Four Quarters after Exit													
WIOA Youth - 70%	-	0	# credentialed	50.0%	1	# credentialed	-	# credentialed	-	# credentialed			
		0	# exited		2	# exited		# exited		# exited			
Measurable Skills Gain													
WIOA Youth - 69.1%	5.9%	1	# gained	5.6%	1	# gained	-	# gained	-	# gained			
		17	# exited		18	# exited		# exited		# exited			
20% Work Experience Expenditure Requirement													
22.67%	WIOA Youth	20.9%	\$ 5,132.45	Training Expenditures	22.7%	\$ 8,973.00	Training Expenditures	-		Training Expenditures	-		Training Expenditures
			\$ 24,553.70	Total Expenditures		\$ 39,582.19	Total Expenditures						
Total Contract Expenditures													
27.17%	WIOA Youth	16.9%	\$ 24,553.70	Expenditures	27.2%	\$ 39,582.19	Expenditures	-		Expenditures	-		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
Customer Summary Information		
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
Customer Summary Information		
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		
Customer Summary Information										
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						
Follow Up Information										
Total Follow-Ups Required		27		14						
Total Follow-Ups Completed		27		14						
Total Follow-Up Not Completed		0		0		0		0		
Employment 2nd Quarter after Exit										
WIOA Youth - 77.3%		92.9%		75.0%		-		-		
		13 # employed		3 # employed						
		14 # exited		4 # exited						
Employment 4th Quarter after Exit										
WIOA Youth - 62.8%		25.0%		100.0%		-		-		
		1 # employed		1 # employed						
		4 # exited		1 # exited						
Credential Attainment within Four Quarters after Exit										
WIOA Youth - 70%		100.0%		100.0%		-		-		
		1 # credentialed		1 # credentialed						
		1 # exited		1 # exited						
Measurable Skills Gain										
WIOA Youth - 69.1%		0.0%		16.7%		-		-		
		0 # gained		1 # gained						
		6 # exited		6 # exited						
20% Work Experience Expenditure Requirement										
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						
Total Contract Expenditure Requirement										
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
Customer Summary Information		
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 Level	Actual	% of Negotiated Level	Status
Youth Measures				
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,**

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)**

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.

	George Washington		
	Youth		
	Proposer 1	Proposer 2	Proposer 3
Reviewer 1	93	97	99
Reviewer 2	63	89	100
Reviewer 3	83	90	93
Average	79.67	92.00	97.33

	Northern Neck	
	Youth	
	Proposer 1	Proposer 2
Reviewer 1	94	96
Reviewer 2	78	98
Reviewer 3	83	84
Average	85.00	92.67

	Middle Peninsula	
	Youth	
	Proposer 1	Proposer 2
Reviewer 1	93	96
Reviewer 2	78	98
Reviewer 3	83	84
Average	84.67	92.67

	Eastern Shore	
	Youth	
	Proposer 1	Proposer 2
Reviewer 1	93	97
Reviewer 2	73	90
Reviewer 3	83	85
Average	83.00	90.67