

**DRAFT
AGENDA**

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

- I. Call to Order
- II. Roll Call
- III. Public Input
- IV. Approval of Meeting Notes from July 16, 2020 Meeting
- V. New Business
 - A. Quarterly Reports
 - B. COVID 19 Rapid Response
 - C. Request for Proposals
 - D. Measurable Skills Gain Policy
 - E. Unlikely to Return to Previous Occupation or Industry Policy
- VI. Old Business
 - A. Strategic Priorities
- VII. Other Topics for discussion
- VIII. Adjournment

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

The Performance and Accountability Committee met Thursday, July 16, 2020 via Zoom.

Call to Order: David Mann called the committee meeting to order at 10 a.m.

Roll Call: Present were David Mann, Bridgett Landess, and Greg Moon. Present via phone was Meg Bohmke. Not present was Jason Perry, Steve Goodall, and Vanesa Livingstone. 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. He noted the enrollment numbers were a result of locations closing due to COVID. He also noted that providers had developed plans to insert themselves better into underserved areas.

Old Business: Jackie Davis reviewed the Strategic Priorities with members. David Mann asked about the committee's responsibility for grant writing. Jackie Davis stated that Steven Golas has taken a grant writing course. Jackie Davis presented members with the Annual Disclosure Statement of Economic Interests and let members know they were due back before September.

Other Items for Discussion: Jackie Davis discussed the August Board meeting via Zoom. She also let members know the Virginia Career Works Fredericksburg Center was open by appointment only and staff was working to question and temperature check clients before coming in.

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

Respectfully submitted,
Katlyn Moss



VIRGINIA **CAREER WORKS**

BAY CONSORTIUM REGION

Performance and Accountability Committee
1st Quarter Report
Program Year 2020
July 1, 2020 - September 30, 2020
Thursday, October 15, 2020

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					
Customer Summary Information										
Planned Number of Participants for PY		70								
Total Participants Served		42								
Percent of Planned		60%	-	-	-					
New Clients Enrolled this Quarter		3								
WIOA Adult		25								
WIOA Dislocated Worker		17								
Follow Up Information										
Total Follow-Ups Required		63								
Total Follow-Ups Completed		63								
Total Follow-Up Not Completed		0	0	0	0					
Employment 2nd Quarter after Exit										
WIOA Adult Program - 82.6%	83.3%	10	# employed	-	# employed	-	# employed			
		12	# exited		# exited		# exited			
WIOA Dislocated Worker Program - 85%	80.0%	4	# employed	-	# employed	-	# employed			
		5	# exited		# exited		# exited			
Employment 4th Quarter after Exit										
WIOA Adult Program - 85%	90.0%	9	# employed	-	# employed	-	# employed			
		10	# exited		# exited		# exited			
WIOA Dislocated Worker Program - 90%	92.3%	12	# employed	-	# employed	-	# employed			
		13	# exited		# exited		# exited			
Median Earnings 2nd Quarter after Exit										
WIOA Adult Program	\$6,000.00	Not Available	\$6,000.00	\$6,000.00	\$6,000.00					
WIOA Dislocated Worker Program	\$8,700.00	Not Available	\$8,700.00	\$8,700.00	\$8,700.00					
Credential Attainment within Four Quarters after Exit										
WIOA Adult Program - 74%	88.9%	8	# credentialed	-	# credentialed	-	# credentialed			
		9	# exited		# exited		# exited			
WIOA Dislocated Worker Program - 70%	72.7%	8	# credentialed	-	# credentialed	-	# credentialed			
		11	# exited		# exited		# exited			
Measurable Skills Gain										
WIOA Adult Program - 70.2%	-	NA	# gained	-	# gained	-	# gained			
		NA	# exited		# exited		# exited			
WIOA Dislocated Worker Program - 69.8%	-	NA	# gained	-	# gained	-	# gained			
		NA	# exited		# exited		# exited			
40% Minimum Training Expenditure Requirement										
46.05%	WIOA Adult Program	42.5%	\$ 3,366.84	Training Expenditures	-	\$ -	Training Expenditures	-	\$ -	Training Expenditures
			\$ 7,923.64	Total Expenditures		\$ -	Total Expenditures		\$ -	Total Expenditures
	WIOA Dislocated Worker Program	47.4%	\$ 9,981.90	Training Expenditures	-	\$ -	Training Expenditures	-	\$ -	Training Expenditures
			\$ 21,062.00	Total Expenditures		\$ -	Total Expenditures		\$ -	Total Expenditures
Total Contract Expenditures										
13.59%	WIOA Adult Program	12.1%	\$ 8,024.74	Expenditures	-	\$ -	Expenditures	-	\$ -	Expenditures
			\$ 66,155.00	Total Contract		\$ -	Total Contract		\$ -	Total Contract
	WIOA Dislocated Worker Program	14.2%	\$ 21,998.24	Expenditures	-	\$ -	Expenditures	-	\$ -	Expenditures
			\$154,797.68	Total Contract		\$ -	Total Contract		\$ -	Total Contract

George Washington Planning District 16 Data

		1st Quarter PY 20
Customer Summary Information		
Planned Number of Participants for PY		70
Total Participants Served		40
Percent of Planned		57%
Planning District 16 Total New Clients Enrolled this Quarter		3
	WIOA Adult	23
	WIOA Dislocated Worker	17
Spotsylvania County New Clients Enrolled this Quarter		2
	WIOA Adult	8
	WIOA Dislocated Worker	5
Stafford County New Clients Enrolled this Quarter		0
	WIOA Adult	6
	WIOA Dislocated Worker	5
Caroline County New Clients Enrolled this Quarter		0
	WIOA Adult	1
	WIOA Dislocated Worker	1
King George County New Clients Enrolled this Quarter		1
	WIOA Adult	3
	WIOA Dislocated Worker	2
City of Fredericksburg New Clients Enrolled this Quarter		0
	WIOA Adult	5
	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	
Customer Summary Information												
Planned Number of Participants for PY		83										
Total Participants Served		51										
Percent of Planned		61%			-			-			-	
New Clients Enrolled this Quarter		10										
WIOA Adult		50										
WIOA Dislocated Worker		1										
Follow Up Information												
Total Follow-Ups Required		73										
Total Follow-Ups Completed		73										
Total Follow-Up Not Completed		0			0			0			0	
Employment 2nd Quarter after Exit												
WIOA Adult Program - 82.6%		95.8%	23	# employed	-	# employed	-	# employed	-	# employed		
			24	# exited	-	# exited	-	# exited				
WIOA Dislocated Worker Program - 85%		100.0%	2	# employed	-	# employed	-	# employed	-	# employed		
			2	# exited	-	# exited	-	# exited				
Employment 4th Quarter after Exit												
WIOA Adult Program - 85%		82.6%	19	# employed	-	# employed	-	# employed	-	# employed		
			23	# exited	-	# exited	-	# exited				
WIOA Dislocated Worker Program - 90%		100.0%	1	# employed	-	# employed	-	# employed	-	# employed		
			1	# exited	-	# exited	-	# exited				
Median Earnings 2nd Quarter after Exit												
WIOA Adult Program		\$6,000.00	Not Available		\$6,000.00			\$6,000.00			\$6,000.00	
WIOA Dislocated Worker Program		\$8,700.00	Not Available		\$8,700.00			\$8,700.00			\$8,700.00	
Credential Attainment within Four Quarters after Exit												
WIOA Adult Program - 74%		86.4%	19	# credentialed	-	# credentialed	-	# credentialed	-	# credentialed		
			22	# exited	-	# exited	-	# exited				
WIOA Dislocated Worker Program - 70%		0.0%	0	# credentialed	-	# credentialed	-	# credentialed	-	# credentialed		
			1	# exited	-	# exited	-	# exited				
Measurable Skills Gain												
WIOA Adult Program - 70.2%		-	NA	# gained	-	# gained	-	# gained	-	# gained		
			NA	# exited	-	# exited	-	# exited				
WIOA Dislocated Worker Program - 69.8%		-	NA	# gained	-	# gained	-	# gained	-	# gained		
			NA	# exited	-	# exited	-	# exited				
40% Minimum Training Expenditure Requirement												
86.25%	WIOA Adult Program		91.7%	\$ 26,351.90	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-	Training Expenditures	
				\$ 28,739.60	Total Expenditures	-	Total Expenditures	-	Total Expenditures			
	WIOA Dislocated Worker Program		0.0%	\$ -	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-	Training Expenditures	
				\$ 1,812.30	Total Expenditures	-	Total Expenditures	-	Total Expenditures			
Total Contract Expenditures												
10.18%	WIOA Adult Program		16.8%	\$ 28,739.60	Expenditures	-	Expenditures	-	Expenditures	-	Expenditures	
				\$170,694.64	Total Contract	-	Total Contract	-	Total Contract			
	WIOA Dislocated Worker Program		1.4%	\$ 1,812.30	Expenditures	-	Expenditures	-	Expenditures	-	Expenditures	
				\$129,546.31	Total Contract	-	Total Contract	-	Total Contract			

Northern Neck Planning District 17 Data

		1st Quarter PY 20
Customer Summary Information		
Planned Number of Participants for PY		43
Total Participants Served		22
Percent of Planned		51%
Planning District 17 Total New Clients Enrolled this Quarter		4
	WIOA Adult	22
	WIOA Dislocated Worker	0
Lancaster County New Clients Enrolled this Quarter		0
	WIOA Adult	5
	WIOA Dislocated Worker	0
Northumberland County New Clients Enrolled this Quarter		0
	WIOA Adult	3
	WIOA Dislocated Worker	0
Richmond County New Clients Enrolled this Quarter		2
	WIOA Adult	7
	WIOA Dislocated Worker	0
Westmoreland County New Clients Enrolled this Quarter		2
	WIOA Adult	7
	WIOA Dislocated Worker	0

Middle Peninsula Planning District 18 Data

		1st Quarter PY 20
Customer Summary Information		
Planned Number of Participants for PY		40
Total Participants Served		15
Percent of Planned		38%
Planning District 18 Total New Clients Enrolled this Quarter		3
	WIOA Adult	14
	WIOA Dislocated Worker	1
Essex County New Clients Enrolled this Quarter		2
	WIOA Adult	5
	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	6
	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			
Customer Summary Information														
Planned Number of Participants for PY		45												
Total Participants Served		26												
Percent of Planned		58%			-			-			-			
New Clients Enrolled this Quarter		7												
WIOA Adult		23												
WIOA Dislocated Worker		3												
Follow Up Information														
Total Follow-Ups Required		41												
Total Follow-Ups Completed		41												
Total Follow-Up Not Completed		0			0			0			0			
Employment 2nd Quarter after Exit														
WIOA Adult Program - 82.6%		100.0%	12	# employed	-	-	# employed	-	-	# employed	-	-	# employed	
			12	# exited		-	-		# exited	-		-		
WIOA Dislocated Worker Program - 85%		100.0%	2	# employed	-	-	# employed	-	-	# employed	-	-	# employed	
			2	# exited		-	-		# exited	-		-		
Employment 4th Quarter after Exit														
WIOA Adult Program - 85%		71.4%	5	# employed	-	-	# employed	-	-	# employed	-	-	# employed	
			7	# exited		-	-		# exited	-		-		
WIOA Dislocated Worker Program - 90%		100.0%	2	# employed	-	-	# employed	-	-	# employed	-	-	# employed	
			2	# exited		-	-		# exited	-		-		
Median Earnings 2nd Quarter after Exit														
WIOA Adult Program		\$6,000.00	Not Available		\$6,000.00			\$6,000.00			\$6,000.00			
WIOA Dislocated Worker Program		\$8,700.00	Not Available		\$8,700.00			\$8,700.00			\$8,700.00			
Credential Attainment within Four Quarters after Exit														
WIOA Adult Program - 74%		50.0%	3	# credentialed	-	-	# credentialed	-	-	# credentialed	-	-	# credentialed	
			6	# exited		-	-		# exited	-		-		
WIOA Dislocated Worker Program - 70%		100.0%	2	# credentialed	-	-	# credentialed	-	-	# credentialed	-	-	# credentialed	
			2	# exited		-	-		# exited	-		-		
Measurable Skills Gain														
WIOA Adult Program - 70.2%		-	NA	# gained	-	-	# gained	-	-	# gained	-	-	# gained	
			NA	# exited		-	-		# exited	-		-		
WIOA Dislocated Worker Program - 69.8%		-	NA	# gained	-	-	# gained	-	-	# gained	-	-	# gained	
			NA	# exited		-	-		# exited	-		-		
40% Minimum Training Expenditure Requirement														
15.49%	WIOA Adult Program		17.7%	\$ 4,320.00	Training Expenditures	-	-	Training Expenditures	-	-	Training Expenditures	-	-	Training Expenditures
			17.7%	\$ 24,462.16	Total Expenditures		-	-		Total Expenditures	-		-	Total Expenditures
	WIOA Dislocated Worker Program		10.5%	\$ 1,120.00	Training Expenditures	-	-	Training Expenditures	-	-	Training Expenditures	-	-	Training Expenditures
			10.5%	\$ 10,653.79	Total Expenditures		-	-		Total Expenditures	-		-	Total Expenditures
Total Contract Expenditures														
17.35%	WIOA Adult Program		22.0%	\$ 24,956.39	Expenditures	-	-	Expenditures	-	-	Expenditures	-	-	Expenditures
			22.0%	\$113,313.88	Total Contract		-	-		Total Contract	-		-	Total Contract
	WIOA Dislocated Worker Program		11.7%	\$ 11,114.02	Expenditures	-	-	Expenditures	-	-	Expenditures	-	-	Expenditures
			11.7%	\$ 94,622.95	Total Contract		-	-		Total Contract	-		-	Total Contract

Eastern Shore Planning District 22 Data

		1st Quarter PY 20
Customer Summary Information		
Planned Number of Participants for PY		45
Total Participants Served		25
Percent of Planned		56%
Planning District 22 Total New Clients Enrolled this Quarter		7
	WIOA Adult	23
	WIOA Dislocated Worker	2
Accomack County New Clients Enrolled this Quarter		6
	WIOA Adult	17
	WIOA Dislocated Worker	1
Northampton County New Clients Enrolled this Quarter		1
	WIOA Adult	6
	WIOA Dislocated Worker	1

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											
Total Participants Served		22											
Percent of Planned		56%		-		-		-			-		
New Clients Enrolled this Quarter		3											
WIOA Youth		22											
Follow Up Information													
Total Follow-Ups Required		29											
Total Follow-Ups Completed		29											
Total Follow-Up Not Completed		0		0		0		0			0		
Employment 2nd Quarter after Exit													
WIOA Youth - 77.3%	77.8%	7	# employed	-		# employed	-		# employed	-		# employed	
		9	# exited			# exited			# exited			# exited	
Employment 4th Quarter after Exit													
WIOA Youth - 62.8%	-	0	# employed	-		# employed	-		# employed	-		# employed	
		0	# exited			# exited			# exited			# exited	
Credential Attainment within Four Quarters after Exit													
WIOA Youth - 70%	-	0	# credentialed	-		# credentialed	-		# credentialed	-		# credentialed	
		0	# exited			# exited			# exited			# exited	
Measurable Skills Gain													
WIOA Youth - 69.1%	-	NA	# gained	-		# gained	-		# gained	-		# gained	
		NA	# exited			# exited			# exited			# exited	
20% Work Experience Expenditure Requirement													
38.94%	WIOA Youth	38.9%	\$ 8,835.75	Training Expenditures	-	\$ 8,835.75	Training Expenditures	-	\$ 8,835.75	Training Expenditures	-	\$ 8,835.75	Training Expenditures
			\$ 22,689.87	Total Expenditures		\$ 22,689.87	Total Expenditures		\$ 22,689.87	Total Expenditures		\$ 22,689.87	Total Expenditures
Total Contract Expenditures													
23.69%	WIOA Youth	23.7%	\$ 22,689.87	Expenditures	-	\$ 22,689.87	Expenditures	-	\$ 22,689.87	Expenditures	-	\$ 22,689.87	Expenditures
			\$ 95,773.09	Total Contract		\$ 95,773.09	Total Contract		\$ 95,773.09	Total Contract		\$ 95,773.09	Total Contract

George Washington Planning District 16 Data

		1st Quarter PY 20
Customer Summary Information		
Planned Number of Participants for PY		39
Total Participants Served		21
Percent of Planned		54%
Planning District 16 Total New Clients Enrolled this Quarter		2
	WIOA Youth	19
Spotsylvania County New Clients Enrolled this Quarter		1
	WIOA Youth	8
Stafford County New Clients Enrolled this Quarter		1
	WIOA Youth	7
Caroline County New Clients Enrolled this Quarter		0
	WIOA Youth	0
King George County New Clients Enrolled this Quarter		0
	WIOA Youth	1
City of Fredericksburg New Clients Enrolled this Quarter		0
	WIOA Youth	3

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									
Total Participants Served	33									
Percent of Planned	73%	-	-	-						
New Clients Enrolled this Quarter	1									
WIOA Youth	33									
Follow Up Information										
Total Follow-Ups Required	8									
Total Follow-Ups Completed	8									
Total Follow-Up Not Completed	0	0	0	0						
Employment 2nd Quarter after Exit										
WIOA Youth - 77.3%	50.0%	1	# employed	-	# employed	-	# employed	-	# employed	
		2	# exited		# exited		# exited			
Employment 4th Quarter after Exit										
WIOA Youth - 62.8%	50.0%	1	# employed	-	# employed	-	# employed	-	# employed	
		2	# exited		# exited		# exited			
Credential Attainment within Four Quarters after Exit										
WIOA Youth - 70%	-	0	# credentialed	-	# credentialed	-	# credentialed	-	# credentialed	
		0	# exited		# exited		# exited			
Measurable Skills Gain										
WIOA Youth - 69.1%	-	NA	# gained	-	# gained	-	# gained	-	# gained	
		NA	# exited		# exited		# exited			
20% Work Experience Expenditure Requirement										
20.90%	WIOA Youth	20.9%	\$ 5,132.45	Training Expenditures	-	Training Expenditures	-	Training Expenditures	-	Training Expenditures
			\$ 24,553.70	Total Expenditures		Total Expenditures		Total Expenditures		
Total Contract Expenditures										
16.85%	WIOA Youth	16.9%	\$ 24,553.70	Expenditures	-	Expenditures	-	Expenditures	-	Expenditures
			\$ 145,708.29	Total Contract		Total Contract		Total Contract		

Northern Neck Planning District 17 Data

		1st 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		1
	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		1
	WIOA Youth	9
Westmoreland County New Clients Enrolled this Quarter		0
	WIOA Youth	8

Middle Peninsula Planning District 18 Data

		1st 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											
Total Participants Served		7											
Percent of Planned		30%			-			-			-		
New Clients Enrolled this Quarter		0											
	WIOA Youth	7											
Follow Up Information													
Total Follow-Ups Required		27											
Total Follow-Ups Completed		27											
Total Follow-Up Not Completed		0			0			0			0		
Employment 2nd Quarter after Exit													
	WIOA Youth - 77.3%	92.9%	13	# employed	-		# employed	-		# employed	-		# employed
			14	# exited			# exited			# exited			# exited
Employment 4th Quarter after Exit													
	WIOA Youth - 62.8%	25.0%	1	# employed	-		# employed	-		# employed	-		# employed
			4	# exited			# exited			# exited			# exited
Credential Attainment within Four Quarters after Exit													
	WIOA Youth - 70%	100.0%	1	# credentialed	-		# credentialed	-		# credentialed	-		# credentialed
			1	# exited			# exited			# exited			# exited
Measurable Skills Gain													
	WIOA Youth - 69.1%	-	NA	# gained	-		# gained	-		# gained	-		# gained
			NA	# exited			# exited			# exited			# exited
20% Work Experience Expenditure Requirement													
38.65%	WIOA Youth	38.7%	\$ 5,485.74	Training Expenditures	-		Training Expenditures	-		Training Expenditures	-		Training Expenditures
			\$ 14,191.87	Total Expenditures		Total Expenditures		Total Expenditures		Total Expenditures			
Total Contract Expenditure Requirement													
12.69%	WIOA Youth	12.7%	\$ 14,768.65	Training Expenditures	-		Training Expenditures	-		Training Expenditures	-		Training Expenditures
			\$116,389.36	Total Expenditures		Total Expenditures		Total Expenditures		Total Expenditures			

Eastern Shore Planning District 22 Data

		1st Quarter PY 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

1st Quarter PY 2020

	Negotiated Level	Actual	% of Negotiated Level	Status
Adult Measures				
Employment 2nd Quarter after Exit	82.6	93.8	113%	E
Employment 4th Quarter after Exit	85.0	85.0	100%	E
Median Earnings 2nd Quarter after Exit	\$6,000.00	NA	-	NA
Credential Attainment within 4 Quarters after Exit	74.0	81.1	110%	E
Measurable Skills Gain	70.2	NA	-	NA
Dislocated Workers Measures				
Employment 2nd Quarter after Exit	85.0	88.9	105%	E
Employment 4th Quarter after Exit	85.0	93.8	110%	E
Median Earnings 2nd Quarter after Exit	\$8,700.00	NA	-	NA
Credential Attainment within 4 Quarters after Exit	70.0	71.4	102%	E
Measurable Skills Gain	69.8	NA	-	NA
Youth Measures				
Employment 2nd Quarter after Exit	77.3	84.0	109%	E
Employment 4th Quarter after Exit	62.8	33.3	53%	FTM
Credential Attainment within 4 Quarters after Exit	70.0	100.0	143%	E
Measurable Skills Gain	69.1	NA	-	NA

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)**

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		
Rappahannock Goodwill Industries - Planning District 16 - George Washington Region						
31.54%	WIOA Wagner-Peyser	31.5%	\$ 34,458.67	Wagner-Peyser Expenditures	-	Wagner-Peyser Expenditures
			\$109,258.36	Total Contract		Total Contract
The SkillSource Group - Planning District 16 - George Washington Region						
9.86%	WIOA Wagner-Peyser	9.9%	\$ 1,971.69	Wagner-Peyser Expenditures	-	Wagner-Peyser Expenditures
			\$ 20,000.00	Total Contract		Total Contract
Job Assistance Center - Planning District 17 - Northern Neck Region						
46.91%	WIOA Wagner-Peyser	46.9%	\$ 19,251.62	Wagner-Peyser Expenditures	-	Wagner-Peyser Expenditures
			\$ 41,040.51	Total Contract		Total Contract
Job Assistance Center - Planning District 18 - Middle Peninsula Region						
37.62%	WIOA Wagner-Peyser	37.6%	\$ 20,273.32	Wagner-Peyser Expenditures	-	Wagner-Peyser Expenditures
			\$ 53,890.03	Total Contract		Total Contract
Job Assistance Center - Planning District 22 - Eastern Shore Region						
24.67%	WIOA Wagner-Peyser	24.7%	\$ 9,740.14	Wagner-Peyser Expenditures	-	Wagner-Peyser Expenditures
			\$ 39,489.54	Total Contract		Total Contract

Wagner-Peyser Performance

July 1, 2020 - September 30, 2020
Rappahannock Goodwill Industries

Individuals

Enrolled WP	Distinct Users	Services Provided
72	199	778

Employers

New registrations	Employers served	Services provided
3	31	123

Job Orders and Matching

Job Orders	Job Openings	Job Notifications
8	9	358

Staff Efforts

Outreach Emails	Outreach calls	Referrals Sent
1902	258	7

Other

Placements	Job Fairs/Hiring Events	Workshops
1	2	4

Wagner-Peyser Performance

July 1, 2020 - September 30, 2020
Job Assistance Center

Individuals

Enrolled WP	Distinct Users	Services Provided
45 (23 MP, 22 NN)	49	181

Employers

New registrations	Employers served	Services provided
2	58 (20 MP, 15 NN, 23 ES)	166

Job Orders and Matching

Job Orders	Job Openings	Job Notifications
134	321	357

Staff Efforts

Outreach Emails	Outreach calls	Referrals Sent
59	62	1

Other

Placements	Job Fairs/Hiring Events	Workshops
5 (3 MP, 2 NN)	3 (1 MP, 2NN)	0

NN – Northern Neck
 MP – Middle Peninsula
 ES – Eastern Shore

Economic Equity Initiative Contract Expenditures													
		1st Quarter PY 20			2nd Quarter PY 20			3rd Quarter PY 20			4th Quarter PY 20		
47.16%	EEI Program	47.2%	\$40,799.02	IEE Expenditures	-		IEE Expenditures	-		IEE Expenditures	-		IEE Expenditures
			\$86,510.00	Total Contract			Total Contract			Total Contract			Total Contract
Target Number of Participants													
	EEI Program	22.5%	9	# participants	-		# participants	-		# participants	-		# participants
			40	Total			Total			Total			Total
Employment 2nd Quarter after Exit													
	EEI Program	9.1%	2	# participants	-		# participants	-		# participants	-		# participants
			22	# exited			# exited			# exited			# exited
Employment 4th Quarter after Exit													
	EEI Program	0.0%	0	# participants	-		# participants	-		# participants	-		# participants
			28	# exited			# exited			# exited			# exited
Credential Attainment within Four Quarters after Exit													
	EEI Program	6.7%	2	# credentialed	-		# credentialed	-		# credentialed	-		# credentialed
			30	# exited			# exited			# exited			# exited
Training Completion													
	EEI Program	13.3%	4	# credentialed	-		# credentialed	-		# credentialed	-		# credentialed
			30	Total			Total			Total			Total



BAY CONSORTIUM REGION

Customer Survey Results Northern Neck 1st Quarter PY20

What was the purpose of your visit?	Unemployment Claim	Workforce Resources	Resume Assistance	Job Search Activities	Resource Room	Workshops or Training	Gathering Informational Materials	Other	
<i>Number of Visitors:</i> 17	0	4	0	0	0	0	0	0	
Were your needs met?	Yes 4	No 0							
<i>Number of Visitors</i>									
Was the Staff Knowledgeable?	Yes 4	No 0							
<i>Number of Visitors</i>									
If the Staff was unable to meet your needs, were you provided contact information for partner agencies/resources?	Yes 1	No 2							N/A
<i>Number of Visitors</i>									
How helpful was the Staff during your visit to the Virginia Career Works Center?	1 (Poor) 0	2 0	3 (Average) 0	4 0	5 (Excellent) 4	Additional Comments: <ul style="list-style-type: none"> Jean was a pleasure to work with. The help was very useful and respectful staff. 			
<i>Number of Visitors</i>									
How would you rate your overall visit to the Virginia Career Works Center?	1 (Poor) 0	2 0	3 (Average) 0	4 0	5 (Excellent) 4				
<i>Number of Visitors</i>									



BAY CONSORTIUM REGION

Customer Survey Results Middle Peninsula 1st Quarter PY20

What was the purpose of your visit?	Unemployment Claim	Workforce Resources	Resume Assistance	Job Search Activities	Resource Room	Workshops or Training	Gathering Informational Materials	Other	
<i>Number of Visitors:</i> 9	0	5	0	0	0	0	0	0	
Were your needs met?	Yes 5	No 0							
<i>Number of Visitors</i>									
Was the Staff Knowledgeable?	Yes 5	No 0							
<i>Number of Visitors</i>									
If the Staff was unable to meet your needs, were you provided contact information for partner agencies/resources?	Yes 2	No 0							N/A
<i>Number of Visitors</i>									
How helpful was the Staff during your visit to the Virginia Career Works Center?	1 (Poor) 0	2 0	3 (Average) 0	4 0	5 (Excellent) 5	Additional Comments: <ul style="list-style-type: none"> • Everything was more than informative and understandable. • David was very helpful and very knowledgeable. I appreciated him taking the time with me. 			
<i>Number of Visitors</i>									
How would you rate your overall visit to the Virginia Career Works Center?	1 (Poor) 0	2 0	3 (Average) 0	4 0	5 (Excellent) 5				
<i>Number of Visitors</i>									



BAY CONSORTIUM REGION

Customer Survey Results Eastern Shore 1st Quarter PY20

What was the purpose of your visit?	Unemployment Claim	Workforce Resources	Resume Assistance	Job Search Activities	Resource Room	Workshops or Training	Gathering Informational Materials	Other		
<i>Number of Visitors</i>	7	1	1	3	0	10	2	3		
Were your needs met?	Yes	No								
<i>Number of Visitors</i>	20	7								
Was the Staff Knowledgeable?	Yes	No								
<i>Number of Visitors</i>	20	7								
If the Staff was unable to meet your needs, were you provided contact information for partner agencies/resources?	Yes	No	N/A	Additional Comments: 1. UI processes stinks! 2. UI is worse than a nightmare! 3. This is frustrating. 4. Nobody answers the phone for UI questions. 5. Very helpful. 6. Friendly 7. Nice						
<i>Number of Visitors</i>	27									
How helpful was the Staff during your visit to the Virginia Career Works Center?	1 (Poor)	2	3 (Average)						4	5 (Excellent)
<i>Number of Visitors</i>			7						7	13
How would you rate your overall visit to the Virginia Career Works Center?	1 (Poor)	2	3 (Average)	4	5 (Excellent)					
<i>Number of Visitors</i>			5	9	13					

Rappahannock Goodwill Industries Success Story – George Washington

JJ came to the WIOA program to pursue her CDL Class A. JJ was working as a patient care aide and wanted an opportunity to make more money to provide for her family. JJ had five children and a great support system at home.

WIOA staff and JJ spoke at length about the need for new truck drivers to get over-the-road training before working more local routes. JJ was adamant and motivated to become a driver and agreed that she wanted to go over-the-road. JJ entered training after passing her drug screen and physical and then completed the in-class portion of the training.

However, when she went to take the test for her CDL Class A learner's permit, JJ found out during her permit testing appointment that she had a medical condition that made it so she would not be cleared for her permit test. JJ was extremely upset and the WIOA staff supported her and encouraged her to follow-up with a doctor about treatment. This medical issue delayed her permit testing and her training for several months. She was sent to a specialist to receive treatment for the medical concern. The WIOA team kept JJ's spirits up and continued to support her until the specialist deemed the medicine and therapy a success. JJ was able to get approval from her doctor and the DMV to retake her permit test.

She continued her course until Covid-19 struck and she once again found her training delayed. She was at the very end of her road training when CDS shut down for a short period of time. WIOA staff continued to support JJ through this uncertain time, assisting her with job search and narrowing down potential companies that she wished to apply for and editing her resume to fit her new skillset. CDS reopened to individuals who needed their testing completed and had made agreements with the DMV to do the license testing on-site. JJ was able to complete her training and take her test in order to obtain her license.

JJ passed with flying colors and was hired immediately by a transport company. She has been making trips across the US to the West Coast and back transporting vehicles and machinery. She takes one trip per week and is home with her family on weekends. She is extremely happy with the position and the compensation she receives per trip has allowed her to provide fully for her family and even start planning for the future.

Despite her medical setbacks and Covid-19 putting delays in her training, JJ is successful.

Rappahannock Community College Success Story - Northern Neck

In September 2019, E. came into RCC and applied to WIOA. She is a single mother and met all priority of service guidelines. E. was not employed and was interested in RCC's "Principles of Hospitality and Tourism" program. She was enrolled, began her training in October and completed it in November 2019. She was an excellent student and earned five certificates, all of which focused on customer service. Those certificates were:

- Certified Guestroom Attendant
- Certified Restaurant Server

- Certified Front Desk Representative
- Certified Guest Service Professional Golden Opportunities
- Certified Guest Services Professional Making Connections

E. is now employed at Food Lion as a cashier and will be cross training in other departments. I feel certain that her customer service excellence will serve her well in whatever career she may have.

Rappahannock Community College Success Story – Middle Peninsula

LL came to the Workforce Development Office seeking training in welding. LL was the single father of four children and sharing an apartment with his father. LL was not working and faced barriers to employment, as he had unreliable transportation. LL was eligible for and enrolled in the WIOA program to provide the occupational skills training he needed. LL attempted to get employment as a welder with a local trailer manufacturer to work at night and get his training during the day at a nearby welding training center. Soon after LL's employment offer his means of transportation fell through and he was unable to go to work. LL was able to find transportation from a neighbor, however, to continue his occupational skills training even though he was not working. LL completed two of his welding classes before once again experiencing transportation issues causing him to miss his third welding session. LL was able to get his transportation squared away as he purchased his own vehicle and enrolled in the next available welding class. LL gained employment with a union in Richmond, VA that agreed to provide him training for his remaining credentials needed. LL completed 3 out of 5 classes in the RCC welding program and states he would never have gotten the union job without having gained credentials in those three areas. LL stated that the employer saw his training as a plus and deciding factor in hiring him. LL expressed sincere appreciation that his training and the WIOA grant enabled him to go from unemployed father of four to acquiring a union job in his career field.

Eastern Shore Community College Success Stories – Eastern Shore

Story #1

BB is an Adult who has just completed her C.N.A. training. BB came to the program wanting a change of career after working at a fast-food chain for a couple of years. BB knew that nursing was the field that she wanted to complete. Despite the interruption of COVID-19, BB still managed to complete her hours to sit for the state boards. BB has passed her C.N.A. state board test and now has a C.N.A. license. BB is a single mother with 2 kids and now has career where she can support her kids. BB now has a job as C.N.A.

Story #2

CC worked for a home improvement company for twenty-six years, but due to a drastic lull in business the company was forced to close its doors. That led CC to relocate to the Eastern Shore. CC secured a job as a technician in the electrical department for a rendering and recycling company where he worked for approximately twenty years as the lead electrician. After CC was notified that the company would be closing, he visited the local Virginia Employment

Commission. As a dislocated worker he was referred to the WIOA program for services. CC enrolled in and completed electrical training at Eastern Shore Community College in 2019, purchased a business license and opened his own home improvement business. At his follow-up interview, CC reported that his home improvement business is growing and that required him to hire two full-time and two part-time staff. One of the part-time staff is a master electrician and the other part-time staff is a journeymen electrician. CC is learning more electrical skills and studying to take the electrical licensure examination in the spring of 2020. CC promised to keep us posted on his progress.

SkillSource Group Youth Success Story – George Washington

NN is a 23-year-old male who enrolled in The Bay Consortium WIOA Youth Program in October 2018, while working in the fall pumpkin patch, Miller Farms, in Spotsylvania County. He had a high school diploma, and badly wanted a career, but was not sure how to get there. He was interested in working outside, possibly construction or even as a game warden. One of the Partner staff at the Fredericksburg Workforce Center referred him to the SkillSource program for young adults.

NN was very happy to hear that the program offered career readiness and help with job search. He soon attended computer classes offered through the Center at Goodwill. He participated in a Leadership Seminar facilitated by the program's Project Director and a Financial Workshop facilitated through United Way. His confidence continued to increase.

He worked with his Case Manager on a current resume and attended a large job fair at the Center 3 weeks into the program. NN was a very pleasant, positive young man, who simply had some learning disabilities with an IEP in high school. He also struggled with anxiety and needed help finding and following the right path.

He was hired on the spot at the job fair by a home improvement company, who were impressed with NN's demeanor and his sense of a strong work ethic. Over his period of employment, the owner of the company called the Case Manager twice to let her know he had given NN a raise due to his hard work.

NN worked for 1 ½ years and decided to look for another opportunity where there could be a chance for advancement, since this company was relatively small. He called his Case Manager and worked on a resignation letter He applied and was interviewed and hired quickly by Stafford County in the Transportation Department. His job was to make repairs and check systems equipment throughout the county. To start he received higher amount of pay per hour than in the job he held. This salary provided him with the opportunity to move into his apartment and to be self- sufficient.

NN worked for the County for one year and was ready to apply for a better position when he received a call from a Federal Government contractor to interview for a Security Technician, to install secret security equipment in government facilities. From his past work experiences, coupled with glowing references and a great interview, rewarded NN with a job offer at double

the pay he was currently bringing home. His Security Clearance is now being processed and he has noted he thinks he has found his career.

NN still “checks in” monthly with his WIOA Youth Case Manager because he states, “I find myself calling her when I need advice, or to give her new information, or just because the paperwork said I had to....”

Rappahannock Community College Youth Success Story – Northern Neck

K. began taking classes part-time at RCC in the fall of 2013. She continued until the spring of 2016, after which it became too expensive to continue. Although her husband and her made too much income to qualify for financial aid, her medical and other related expenses did not leave enough money to pay for tuition and books. Despite her 3.45 GPA, she could not afford to continue to pursue her education. In 2019, the youth case manager became acquainted with K. within the community and learned that she was pregnant with her first child. K. had commented on social media that she desired to return to college and was determined to do so one day. After some discussion, K. enrolled in the Youth WIOA Program. She had completed about 60% of her degree at that time. She is now on track to graduate in the summer of 2021. She currently has a 3.47 GPA, cares for her young child and has created a small home business. She is looking forward to participating in a work experience in the near future. K. has even decided to pursue a bachelor’s degree online upon graduation from RCC as well as pursue employment. CM is working with K. to research schools and apply for scholarships. This young lady has the intelligence and determination to go far.

Rappahannock Community College Youth Success Story – Middle Peninsula

In the beginning of March, B. was brought into the WIOA office by his former bus driver/friend. He is a former foster child and his bus driver had befriended him and provided some guidance in his life. She encouraged him to learn a trade. He currently works as a laborer but showed much interest in becoming a welder and working at the shipyard someday. The case manager worked with the college but was informed that he would not be eligible for the college’s Great Expectations foster student program. Thus, after completing the required paperwork and assessments, B. was enrolled in WIOA and placed in shielded metal arc welding (SMAW). His instructor and case manager remained in communication and B. was doing quite well in class. However, not long after the course began, it was paused due to COVID-19. B. waited patiently for class to resume. The case manager worked with B. during the pause to provide community resources and job fair information. Finally, he was able to resume, and complete, his SMAW welding course. He made friends with two other Youth WIOA participants and they supported each other throughout the course and break. He is now enrolled in gas metal arc welding and is excited for that course to begin in early October. B. has the desire and ability to be successful and now also has new friends and the case manager to encourage him along the way.

Eastern Shore Community College Youth Success Stories – Eastern Shore

Story #1

I began working with BM in the fall of 2019. She had a rough couple of years in high school but she was determined to make her senior year the best she could-of course until COVID hit. BM had several classes online in addition to her school classes. She passed them with no problem. In addition, she was working at a local restaurant and helping out her mom who had some health issues.

BM graduated from high school, spending the last three months of school completing classes virtually due to the pandemic. We completed her application so that she could attend ESCC for Medical Assisting and she registered for fall classes.

She also applied for a second job at Dollar General and is waiting to hear back. She has a great work ethic and is trying to juggle everything on her plate.

Story #2

AA is an OSY who completed her Medical Assistant and graduated in August. AA was working for a chicken plant and decided to something different. She enrolled last fall completed all of the requirements despite COVID-19. AA graduated from the program and has a few hours left to complete before she obtains her Medical Assistant degree. She has a job opportunity in order after she completed her remaining her hours.

Bay Consortium Workforce Development Board

Policy Number: 20-06

Effective Date: November 4, 2020

Revised Date: -

Title: Measurable Skills Gain Policy

PURPOSE

To provide the Bay Consortium Workforce Development Board (BCWDB), and their service providers that receive Title I funds to serve adults, dislocated workers, and youth, with the requirements associated with the WIOA Title I Measurable Skill Gains performance indicator.

REFERENCES

- Workforce Innovation and Opportunity Act (WIOA) Section 116 – Performance Accountability System;
- Workforce Innovation and Opportunity Act (WIOA) Section 169 – Evaluation and Research;
- Workforce Innovation and Opportunity Act (WIOA) Section 185 – Reports, Recordkeeping, and Investigations;
- Workforce Innovation and Opportunity Act (WIOA) Section 189 – Secretarial administrative authorities and responsibilities;
- 20 CFR 677 – Performance Accountability under Title I of the Workforce Innovation and Opportunity Act; Subpart C – 20 CFR 683 – Reporting Requirements;
- OMB Control Number 1205-0526 – WIOA Participant Individual Record Layout (PIRL);
- OMB Control Number 1205-0521 – WIOA DOL-only Participant Individual Record Layout (PIRL);
- Training and Employment Guidance Letter – WIOA No. 10-16, Change 1 – Performance Accountability for Core WIOA Programs;
- Training and Employment Guidance Letter – WIOA No. 19-16 – Guidance for Services to Adults and Dislocated Workers;
- Training and Employment Guidance Letter – WIOA No. 21-16 – Third WIOA Title I Youth Formula Program Guidance;
- Training and Employment Guidance Letter – WIOA No. 26-16 – Guidance on Supplemental Wage Information;
- Training and Employment Notice No. 08-16 - Implementation of an Integrated Performance Reporting System for Multiple Employment and Training Administration (ETA) and Veterans' Employment and Training Service (VETS) Administered Programs.

DEFINITIONS

Measurable Skill Gains

This indicator is the percentage of participants who, during a program year, are in education or training programs that lead to a recognized post-secondary credential or employment and who are achieving measurable skill gains which is defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment. Measurable skill gains indicator measures progress and is not exit-based.

Participant

Adult and Dislocated Worker Program

For the WIOA Title I Adult and Dislocated Worker programs, a participant is a reportable individual who has received services other than the services described in 20 CFR 677.150 (a)(3). The individual must satisfy all applicable programmatic requirements related to eligibility determination.

As set forth in more detail in section 677.150, the following individuals are not participants:

- Individuals in an Adult Education and Family Literacy Act (AEFLA) program who have not completed at least 12 contact hours;
- Individuals who only use the self-service system; and
- Individuals who receive information-only services or activities, which provides readily available information that does not require an assessment by a staff member of the individual's skills, education or career objectives.

Youth Program

For the WIOA Title I Youth program, a participant is a reportable individual who has satisfied all applicable program requirements for the provision of services, including eligibility determination, an objective assessment, the development of an individual service strategy, and received one of the 14 WIOA program elements:

14 PROGRAM ELEMENTS

In order to support the attainment of a secondary school diploma or its recognized equivalent, entry into postsecondary education, and career readiness for participants, the programs described shall provide elements consisting of:

- tutoring, study skills training, instruction, evidence-based dropout prevention and recovery strategies that lead to completion of the requirements for a secondary school diploma or its recognized equivalent (including a recognized certificate of attendance or similar document for individuals with disabilities) or for a recognized postsecondary credential;
- alternative secondary school services, or dropout recovery services, as appropriate;
- paid and unpaid work experiences that have as a component academic and occupational education, which may include:
 - (I) summer employment opportunities and other employment opportunities available throughout the school year;
 - (II) pre-apprenticeship programs;
 - (III) internships and job shadowing; and
 - (IV) on-the-job training opportunities;
- occupational skill training, which shall include priority consideration for training programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors or occupations in the local area involved, if the Bay Consortium Workforce Development Board determines that the programs meet the quality criteria described in section 123;
- education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
- leadership development opportunities, which may include community service and peer-centered activities encouraging responsibility and other positive social and civic behaviors, as appropriate;
- supportive services;
- adult mentoring for the period of participation and a subsequent period for a total of not less than 12 months;
- follow-up services, for not less than 12 months after the completion of participation, as appropriate;
- comprehensive guidance and counseling, which may include drug and alcohol abuse counseling and referral, as appropriate;
- financial literacy education;

- entrepreneurial skills training;
- services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services; and
- activities that help youth prepare for and transition to postsecondary education and training.

Reporting Period

For purposes of this policy, the reporting period is a Program Year (July 1 to June 30).

BACKGROUND

The measurable skill gains indicator is used to measure interim progress of participants who are enrolled in education or training services for a specific reporting period. Therefore, it is not an exit-based measure. Instead it is intended to capture important progressions through pathways that offer different services based on program purposes and participant needs, and can help fulfill the vision for a workforce system that serves a diverse set of individuals with a range of services tailored to individual needs and goals. Depending upon the type of education or training program in which a participant is enrolled, documented progress is defined as one of the following in TEGL 10-16 Change 1:

- Documented achievement of at least one educational functioning level of a participant who is receiving instruction below the postsecondary education level;
- Documented attainment of a secondary school diploma or its recognized equivalent;
- Secondary or postsecondary transcript or report card for a sufficient number of credit hours that shows a participant is meeting the state unit's academic standards;
- Satisfactory or better progress report, towards established milestones, such as completion of On-the-Job Training (OJT) or completion of one year of an apprenticeship program or similar milestones, from an employer or training provider who is providing training; or
- Successful passage of an exam that is required for a particular occupation or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks, such as knowledge-based exams.

GUIDANCE

Measurable Skill Gains are one of the WIOA Title I performance indicators. There are a number of different approaches to measuring the skill gains of an adult, dislocated worker, or youth participant.

See the following options.

Documenting Progress for Types of Measurable Skill Gains

1. Documented achievement of at least one educational functioning level of a participant who is receiving instruction below the postsecondary level – Programs may measure educational functioning level based on one of the following three criteria:
 - States may compare the participant’s initial education functioning level, as measured by a pre-test, with the participant’s current educational functioning level, as measured by a posttest. Note: The approved pre- and post-tests must be selected from the list of tests the Secretary of Education determines to be suitable for use in the National Reporting System for Adult Education.

States that offer adult high school programs that lead to a secondary school diploma or its recognized equivalent, may measure and report educational gain through the awarding of credits or Carnegie units; or
 - States may report an education functioning level gain for participants who exit an education or training program below the postsecondary level and enroll in postsecondary education and training during the program year. A program below the postsecondary level applies to participants enrolled in a basic education program.
2. Documented attainment of a secondary school diploma or its recognized equivalent – Programs may document attainment of a secondary school diploma, or its recognized equivalent, if the participant obtains certification of attaining passing scores on all parts of a state-recognized high school equivalency test, or the completion of secondary studies, or an alternate diploma, including a high school or adult secondary school diploma.
3. Secondary or postsecondary transcript or report card for a sufficient number of credit hours that shows a participant is meeting the state unit’s academic standards – For secondary education, this gain may be documented through receipt of a secondary transcript or report card for one semester showing that the participant is achieving the state unit’s policies for academic standards. For postsecondary education, this gain must demonstrate a sufficient number of credit hours – which is at least 12 hours per semester or, for part-time students, a total of at least 12 hours over the course of two completed consecutive semesters during the program year – that shows a participant is achieving the

state unit's academic standards (or the equivalent for other than credit hour programs).

*Please note that clinicals or practicums that do not provide traditional academic credits, but are considered as a component of counting towards an institution's definition of a full- or part-time student, should be followed. EX: if a student is taking 9 credit hours of classes and is taking a practicum that is considered by the institution towards the student's full-time status, then it should be counted the same towards their full-time status for the purposes of measurable skills gains.

4. Satisfactory or better progress report, towards established milestones, such as completion of OJT or completion of year of an apprenticeship program or similar milestones, from an employer or training provider who is providing training – Documentation for this gain may vary and programs should identify skills gains as appropriate, based upon the nature of services being provided, but progress reports must document substantive skill development that the participant has achieved. The gain may be documented by a satisfactory or better progress report from an employer or training provider. Progress reports may include training reports on milestones completed as the individual masters the required job skills, or steps to complete an OJT or apprenticeship program. Increases in pay resulting from newly acquired skills or increased performance also can be used to document progress.
5. Successful passage of an exam that is required for a particular occupation or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks, such as knowledge-based exams – Documentation for this gain may include passage of a component exam in a Registered Apprenticeship program, employer-required knowledge-based exam, satisfactory attainment of an element on an industry or occupational competency-based assessment, or other completion test necessary to obtain a credential.

Calculation Methodology

Calculation includes the following participants:

The number of program participants during this reporting period who are in an education or training program that leads to a recognized secondary or postsecondary credential or employment and are achieving a measurable skill gain based on attainment of at least one type of gain, **DIVIDED** by the number of participants during the reporting period who are in an education or training program that leads to a recognized secondary or postsecondary credential or employment.

Participants who, during any point in the program year, are in an education or training program that leads to a recognized secondary or postsecondary credential or employment are included in the **denominator**. This includes participants who continue to receive services as well as those who have participated during the reporting period and have exited the program. Data for the

denominator in this calculation is drawn from PIRL 1811: Date Enrolled During Program Participation in an Education or Training Program Leading to a Recognized Credential or Employment.

The **numerator** is the number of program participants defined above who achieved at least one type of gain. A participant may have achieved more than one type of gain in a reporting period; however, only one gain per participant in a reporting period may be used to calculate success on the measurable skill gains indicator.

Operational Parameters

All participants who, during a program year, are in an education or training program that leads to a recognized secondary or postsecondary credential or employment are counted in the calculation of this measure. Participants who exit for any of the reasons listed below are excluded from the measurable skill gains indicator:

- Institutionalized
- Health/Medical
- Deceased
- National Guard/Reservists called to active duty
- Foster Care

The following participants in education and training programs are included:

- Title I Adult and Dislocated Worker – All participants who are in a Title I Adult or Dislocated Worker-funded training program are included in the measurable skills gains indicator (which includes funding a training program for a secondary school program equivalent). This includes all participants in work-based training.
- Title I Youth – All In-School Youth are included in the measurable skill gains indicator since they are attending secondary or postsecondary school. Only Out-of-School Youth who are in one of the following are included in the indicator:
 - the program element occupational skills training
 - secondary education during participation in the Title I Youth program
 - postsecondary education during participation in the Title I Youth program
 - Title II-funded adult education during participation in the Title I Youth program
 - The YouthBuild program during participation n in the Title I Youth program
 - Job Corps during participation in the Title I Youth program

Additional Operational Parameters

- Participants are only included in the denominator one time per reporting period (i.e., program year), regardless of how many skill gains they achieve in a given program year unless the individual has more than one period of participation in a given reporting period (i.e., program year), regardless of how many skill gains they achieve in a given program year unless the individual has more than one period of participation in a given program year;
- A participant who exits from the program and re-enrolls in the program during the same program year and is in an education or training program will be in the indicator two times for that particular program year;
- The measurable skill gains indicator is different from the other indicators because it is **not** exit-based, meaning that a participant can achieve a measurable skill gain while still participating in a program; and
- Programs should not delay enrollment or services to participants until a new program year even if programs believe there is insufficient time for the participant to make any type of measurable skill gain by the end of that program year.

For performance accountability purposes, the measurable skill gains indicator calculated the number of participants who attain at least one type of gain during each period of participation within a given program year. Since this indicator is not exit-based, each unique program entry date (not exit date) triggers inclusion in the calculation. Participants will achieve a successful outcome if they attain one type of gain applicable to the core programs.

All skills gains shall be recorded as they occur and must be documented.

ACTION REQUIRED

All participants enrolled in an education or training program that leads to a recognized secondary or postsecondary credential or employment should have their progress assessed using the documentation and measurements as specified above.

Data Entry Requirements for Measurable Skill Gains in the Virginia Workforce Connection (VaWC)

The Measurable Skill Gain indicator requires that the WIOA Title I Adult, Dislocated Worker, or Youth participant:

- Must be a WIOA Title I program participant.
- Must be enrolled in an education or training program that leads to a recognized secondary or postsecondary credential or employment.
- Only one Measurable Skill Gains will be reported during a reporting period (Program Year), regardless of how many a participant attains during that reporting period.

- All Measurable Skill Gains must be documented (using the appropriate documentation sources as outlined in the Documenting Progress for Types of Measurable Skill Gains section of this document).
- If a participant has multiple periods of participation during a reporting period, the measurable skills gain will be counted in each period of participation.

DRAFT

Bay Consortium Workforce Development Board

Policy Number: 18-01

Effective Date: August 3, 2018

Revised Date: November 4, 2020

Title: Unlikely to Return to Previous Occupation or Industry Policy

PURPOSE

To establish criteria for the Unlikely to Return aspect of eligibility for the WIOA Dislocated Worker program.

REFERENCE

Workforce Innovations and Opportunity Act of 2014 Sec. 3(15)(A)(iii)

POLICY

Evaluation and documentation of the status known as “Unlikely to Return to Previous Occupation or Industry” is required by the Local Workforce Development Area. The evaluation must be based on a review of a number of criteria below:

To determine “unlikely to return” to previous industry or occupation, the applicant must fall into one of following:

- The applicant worked in a declining industry or occupation as documented on a list developed by the state or local area.
- There are limited job orders in the area at the time of application.
- The applicant does not have the necessary skills for re-entry into his/her former occupation.
- The applicant has applied for positions, consistent with unemployment insurance qualification requirements, in their previous industry/occupation within the six months prior to application and has not been offered suitable employment.
- The applicant is unable to return to previous industry/occupation because of an injury, disability or other physical limitation as documented by a medical professional.

- The applicant is unlikely to return to the previous industry or occupation due to a change in family circumstances that require higher income.
- Automation of previous job.
- Significant variance to normal seasonal employment patterns, including loss of wages due to a natural disaster.
- An applicant who is an “Unemployment Insurance Claimant” and who has been profiled as “likely to exhaust benefits” is to be considered as “unlikely to return”, such as an individual who has been required to attend a Reemployment Services and Eligibility Assessments (RESEA) meeting.
- Veterans transitioning from the military with a discharge that is anything other than dishonorable, are automatically considered “unlikely to return.”
- An applicant who has been furloughed or temporarily laid off for a minimum of 12 weeks with no return to date provided by the employer.

Documentation is required to determine that the job seeker is unlikely to return to the previous occupation. Documentation should include the Unlikely to Return Analysis form developed by Bay Consortium Workforce Development Board, but can also include an employer letter, disability confirmation, local area demand occupation determination, skills assessment documentation and any other that substantiates the status of unlikely to return to occupation.

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
 - a. Grant opportunities
2. Support professional grant writing to supplement existing revenue
 - a. What efforts have been done to support grant writing
3. Monitor funds for correlation with goals
 - a. Monthly reports for VCCS
4. Evaluation – Review Quarterly reports, annual budgets, and grant revenue
 - a. Quarterly Reports for all funding streams to include budgets and goal monitoring