

FY21 Workforce Development System Expenditure Guide  
Accompanying Document  
February 2022

## Table of Contents

Document Usage .....	3
Methodology.....	4
Unreported Data .....	5
Participating Agencies.....	5
Overall Summary .....	6
FY20 & FY21 Funding .....	6
Total Number of Participants .....	7
Agency Summary .....	8
Child Family Services Agency (CFSA).....	9
Department of Behavioral Health (DBH) .....	12
District of Columbia Housing Authority (DCHA).....	15
District of Columbia of Public Schools (DCPS).....	19
District Department of Transportation (DDOT).....	24
Department of Disability Services (DDS) .....	26
Department of Human Services (DHS) .....	30
Department of Energy and Environment (DOEE) .....	38
Department of Employment Services (DOES).....	46
Department of Small and Local Business Development (DSLBD).....	66
Department of Youth Rehabilitation Services (DYRS) .....	69
Mayor’s Office of Latino Affairs (MOLA).....	72
Office of Cable, Television, Film, Media, and Entertainment (OCTFME) .....	77
Office of the State Superintendent of Education (OSSE) .....	80
DC Public Charter School Board (DC PCSB) .....	90
University of District of Columbia Workforce Development (UDC) .....	93
Key Findings .....	99
Recommendations - Data Collection and Continuous Improvement Efforts .....	101

The Workforce Investment Council submits an annual Workforce System Expenditure Guide (Expenditure Guide) that outlines all District government spending on workforce development and adult education, per [The Transparency Act \(D.C. Law 22-95\)](#). In addition to budget information, the Expenditure Guide also seeks to track performance outcomes. This data collection effort ensures that:

- Residents are aware of the workforce programs, support and resources offered by the District; and
- District agencies are aware of and understand the breadth of services available and can better provide coordinated, cohesive, and integrated supports.

This report reflects Fiscal Year 2021 (FY21), the fourth annual update, and includes agencies who reported in Fiscal Year 2020. The WIC used this opportunity to collect updated data for FY20 and requested similar data to conduct a year-over-year analysis. This updated information builds upon the data collected in the previous year, allowing for the establishment of trend analysis that will address metrics, program success and gaps in services across district agencies.

## Document Usage

In response to the Transparency Act, the WIC has created two documents:

1. **Expenditure Guide Spreadsheet:** The Act, in part, requests that the Guide be delivered via a manipulated spreadsheet. The WIC utilized an Excel Template, where agencies were able to self-report data. The spreadsheet that is a part of this submission is a download of the information captured for FY21. There are two main tabs:

Programs	Workforce Activity
<ul style="list-style-type: none"> <li>•Provides an overall description of the program within an agency that has a specific goal, measurable outcomes, and targeted participants</li> </ul>	<ul style="list-style-type: none"> <li>•Drills down into specific activities within programs or agencies, like academic course, credential training, internship, work experience, etc</li> </ul>

In addition to these main tabs, agencies were encouraged to provide existing reports that spoke to their progress. These reports have been included as additional tabs.

2. **The FY21 Accompanying Document:** Provides additional context, including data or narratives that did not align to the metrics requested in the spreadsheet. The Accompanying Document captures project origin, methodology, overall summary of the data collected, agency specific information, and recommendations for future updates.

Finally, the FY21 Accompanying Document includes the following data points:

- Budget data
- Spending data
- Performance outcomes
- Provider and programmatic logistical data
- Participant eligibility requirements
- Participant demographic data
- Provider services
- Industry sectors
- Credentials offered

## Methodology

Following the submission of the FY20 Expenditure Guide, the WIC hosted debrief meetings with the Fiscal Year 20 participating agencies and staff from the office of Councilmember Silverman, to collect feedback on the data collection process and to share updates about the FY21 Expenditure Guide.

Additionally, significant updates were made to the Excel template including data validation and embedded instructions. During the data collection process, the WIC hosted monthly meetings and office hours with agencies to review next steps and provide technical assistance. The WIC also submitted bi-weekly announcements including reminders about deadlines and any updates about the Expenditure Guide. Finally, the WIC worked with agencies to undergo rounds of data review and cleansing for both the spreadsheet and the Accompanying Document and requested final approvals from agency directors or delegated staff.

## WIOA Performance Measures <sup>1</sup>



The [Workforce Innovation Opportunity Act \(WIOA\)](#) establishes performance indicators and reporting requirements to assess the effectiveness of workforce programs receiving federal funds. The WIOA measures requested in the FY21 Expenditure Guide include:

- Targets and outcomes for employment 2<sup>nd</sup> and 4<sup>th</sup> quarter after exit
- Credential attainment resulting from occupational training
- Median earnings
- Measurable skills gains

All agencies that track WIOA Performance Measures will have a check symbol in the upper right- hand corner of their page.

## Non-WIOA Performance Measures

Similar to the previous iterations, for FY21 we included the following measures to capture performance data for agencies that do not capture WIOA Performance Measures:

- Participants who earned credential
- Participants employed
- Agency specific measures, which are included on agency pages within the Accompanying Document.

---

<sup>1</sup> See full definitions of WIOA performance measures at <https://www.dol.gov/agencies/eta/performance/performance-indicators>

## Unreported Data

Due to missing data in the previous iterations of the Expenditure Guide, the WIC continues to use the following options to categorize the data that agencies were unable to report (listed below). These options were provided to gain more insight into why agencies were not able to report data in order to inform future data collection processes.

- **Data Not Available:** Data is requested and tracked, but the data is not available at the time of request.
- **Data Not Applicable:** Data is not requested nor is it tracked.
- **Data Not Captured:** Data is requested but the agency does not have the infrastructure to track this measure.
- **Not Reported:** The data was not reported in the Expenditure Guide or Accompanying Document.
- **Not Active:** The program or occupational training/adult education course was not active.

In FY21, in addition to using the responses above, the WIC utilized the dash symbol (-), to represent unreported data in sections of the report that did not require a response or where data was not applicable (e.g., MOU stakeholders, Portion of funding utilized for wage subsidies, Program impacted by COVID-19, etc.).

## Participating Agencies<sup>2</sup>

The list below represents the agencies for which data was collected in FY21.

- Child and Family Services Agency (CFSA)
- Department of Behavioral Health (DBH)
- District of Columbia Housing Authority (DCHA)
- District of Columbia Public Schools (DCPS)
- District Department of Transportation (DDOT)
- Department of Disability Services (DDS)\*
- Department of Human Services (DHS)
- Department of Energy and Environment (DOEE)
- Department of Employment Services (DOES)\*
- Department of Small and Local Business Development (DSLBD)
- Department of Youth Rehabilitation Services (DYRS)
- Mayor's Office of Latino Affairs (MOLA)
- Office of Cable, Television, Film, Music and Entertainment (OCTFME)
- Office of the State Superintendent of Education (OSSE)\*
- Public Charter School Board (PCSB)<sup>3</sup>
- University of the District of Columbia (UDC)

---

<sup>2</sup> The asterisk (\*) indicates an agency that reports WIOA metrics.

<sup>3</sup> The Public Charter School Board (PCSB) data is not included in this report. In FY19, the PCSB provided public reports that track spending data and performance metrics. These reports were included as attachments to the FY19 Expenditure Guide. For FY20, the PCSB halted the data collection process due to COVID-19.

## Overall Summary

This section includes a top-level summary of data reported across all agencies included in the FY20 and FY21 Expenditure Guide spreadsheet.

### FY21 Overview

Total Agencies	Total Programs	Total Workforce Activities	Total Providers
<b>16</b>	<b>57</b>	<b>199</b>	<b>123</b>

### FY20 Overview

Total Agencies	Total Programs	Total Workforce Activities	Total Providers
<b>16</b>	<b>58</b>	<b>234</b>	<b>139</b>

## FY20 & FY21 Funding

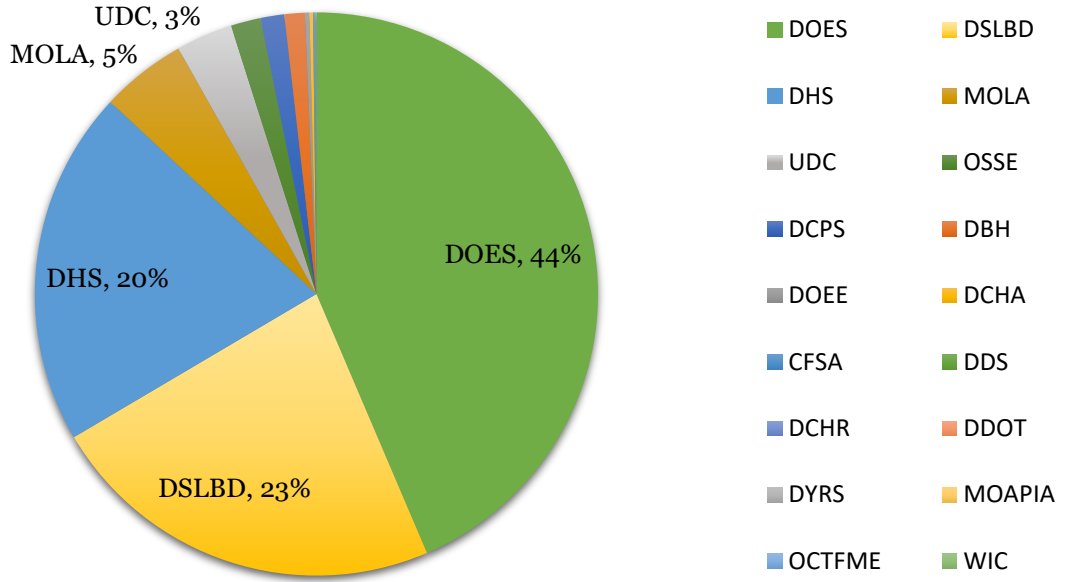
In FY21 16 agencies reported a total budget of **\$ 119, 227, 074** for workforce development and adult education programs. Agencies with the highest budgets included DOES, DHS, OSSE, and DSLBD respectively.

Agency Acronym	FY20 Program Budget	FY20 Amount Program Spent	FY21 Program Budget	FY21 Amount Program Spent
CFSA	\$ 253, 000	\$ 112,930	\$ 193, 828	\$ 193, 828
DBH	\$ 1,341,304	\$ 1,341,304	\$ 1, 315, 175	\$ 1, 315, 175
DCHA	\$ 305, 460	\$ 305, 460	\$ 305, 460	\$ 189, 360
DCPS	\$ 372,298	\$ 357,102	\$ 337, 258	\$ 311, 269
DDOT	\$ 191,020	\$ 191,020	\$ 85,840	\$85, 840
DDS	\$ 115,291	\$ 134,583	Data Not Available	\$ 1, 022,789
DHS	\$ 32,447,950	\$ 26,849,216	\$ 34, 902, 239	\$ 32, 671, 197
DOEE	\$ 2,336,086	\$ 2,031, 432	\$ 1,852,472	\$ 1, 358, 718
DOES	\$ 71,679,801*	\$ 57,726,347*	\$ 67, 555, 860	\$ 51, 629, 418
DSLBD	\$ 3,661,282	\$ 3, 098, 338	\$ 3, 949, 878	\$ 3, 784, 865
DYRS	\$ 63,050*	\$ 63,050*	\$ 42, 750	\$ 42, 750
MOLA	\$ 583,927	\$ 582,697	\$ 623, 035	\$ 623, 035
OCTFME	\$ 335,598*	\$ 142,435*	\$ 126, 261	Data Not Available
OSSE	\$ 4,460,000	\$ 4,408,189	\$ 6, 320, 000	\$ 6, 319, 789
UDC	\$ 5,584,593	Data Not Available	\$ 1, 617, 017	\$ 968, 698
<b>Total</b>	<b>\$ 123, 518, 636</b>	<b>\$ 97, 334, 349</b>	<b>\$ 119, 227, 074</b>	<b>\$ 100, 516, 734</b>

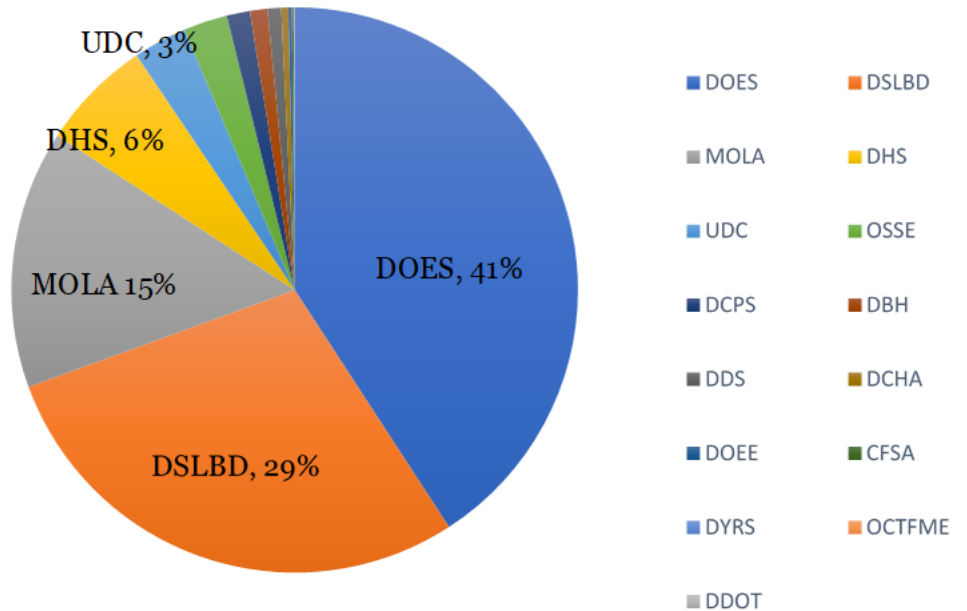
\*Note: The values reported do not reflect the current Expenditure Guide because some programs reported in FY20 were not active in FY21 and were removed from the FY21 Expenditure Guide.

## Total Number of Participants

**FY20 Total Number of Participants: 57,824+**



**FY21 Total Number of Participants: 50,000+**



## **Agency Summary**

The section below provides agency-specific overview of the data reported in the FY21 Expenditure Guide. Agencies were encouraged to provide additional information about their programs, either contextually or in data form, that was not captured in the spreadsheet. Information provided in this section includes:


- An overview of each reported program
- Methodology for resident engagement
- How COVID-19 impacted the program
- Program budgets
- Number of providers per program
- Number of participants per program
- Overall program performance



## Child Family Services Agency (CFSA)

CFSA is the public child welfare agency in the District of Columbia responsible for protecting child victims and those at risk of abuse and neglect and assisting their families.<sup>4</sup> CFSA offers several programs that prepares youth for education and employment opportunities such as an internship program, funding opportunities for participants to attend college, and vocational training programs.<sup>5</sup>

### Contact:

 Afrilasia Joseph-Phipps  
3350 9<sup>th</sup> Street NE,  
Washington, DC 20017  
(202) 727-7517

### Resident Engagement

This program is not open to the public.

### Eligibility

- All participants must be enrolled in the District's foster care program.

### Industry Sectors

- Administrative
- Childcare
- Computer Technology
- Construction
- Cosmetology
- Facility/Maintenance
- Fashion
- Food Service
- Hospitality
- Healthcare Non-Profit
- Sales/Retail
- Security

---

<sup>4</sup> Child and Family Services Agency. (n.d.) *About CFSA*. <https://cfsa.dc.gov/page/about-cfsa>

## Credentials Offered

- Apartments Maintenance Certification
- Cosmetology License
- Certified Nursing Assistance
- Emergency Medical Technician
- Home Health Aide Certification
- Medical Assistant
- Security Certification

## Workforce Development/Adult Education Programs

**Chafee:** Used for vocational programming and overall well-being of supporting foster youth (travel, clothing, purchasing needs, etc.). The grant is also used for partnering with local vendors to provide mentorship, work experience, and internships. This program exposes participants to successful careers and employment. Chafee tracks success through the number of participants hosted at each internship site, the duration of the internship, and whether an intern was offered permanent employment.

**ETV:** The ETV program provides financial assistance for eligible participants who are enrolled in an educational or vocational programs.

### Participant and Provider Summary (YOY)

Program	Providers		Program Participants		Participants Completed***	
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
Chafee Funds/OYE Internship Funds	12	21	50**	31	31	31
ETV	22	63*	42	63	5	10
<b>Total</b>	<b>34</b>	<b>84</b>	<b>92</b>	<b>94</b>	<b>36</b>	<b>41</b>

\*Note: The ETV program considers providers as the number of unique payments. In FY21, ETV made 63 unique payments to post-secondary institutions on behalf of participants and directly to participants in the program to cover costs of attendance expenditures.

\*\*Note: The FY20 Internships were provided for a three-month interval; however, in FY21 Internships were offered for six-month interval and at an increased payrate.

\*\*\*Note: CFSA tracks completion as the number of participants who completed their internship cycle.

### Program Total Budget & Spent (YOY)

Program	Program Budget		Program Spent	
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
Chafee Funds/OYE Internship Program	\$ 150,000	\$ 89,240	\$ 40,976 <sup>6</sup>	\$ 89,240
ETV	\$ 103,000	\$ 104,588	\$ 71,954	\$ 104,588
<b>Total</b>	<b>\$ 253,000</b>	<b>\$ 193,828</b>	<b>\$ 112,930</b>	<b>\$ 193,828</b>

<sup>6</sup> The reported budget and spent amount are an inconclusive (partial) amount. CFSA had limited time to itemize the programs' budget and expenditure information in time for the Expenditure Guide submission. CFSA is able to provide a conclusive budget at a later date.

Amount Received per Funding Source (YOY)

Program	<i>FY</i>	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Chafee Funds	20	\$ 0	\$ 150,000	\$ 0	\$ 0	\$ 0
	21	\$ 0	\$ 89,240	\$ 0	\$ 0	\$ 0
ETV	20	\$ 0	\$ 71,954	\$ 0	\$ 0	\$ 0
	21	\$ 0	\$ 104,588	\$ 0	\$ 0	\$ 0

## Department of Behavioral Health (DBH)

DBH provides prevention, intervention, and treatment services and supports for children, youth, and adults with mental and/or substance use disorders including emergency psychiatric care and community-based outpatient and residential services. DBH serves eligible adults, children and youth and their families through a network of community-based providers and unique government delivered services.<sup>7</sup>

### Contact



64 New York Ave NE,  
3<sup>rd</sup> Floor  
Washington, DC 20002  
202-673-2200

### Resident Engagement

Interested participants are referred through a DBH core service agency to a DBH certified Evidence-Based Supported Employment program of their choice.

### Eligibility

- Participants must be in the DBH Mental Health System and meet all eligibility standards required by each core partner service agency
- **Age:** Participants must be 18+
- **Background:** Participants are not required to pass a criminal background check, possess a driver's license, or pass a drug test to participate in the Evidence Based-Support Employment Program; however, employers may require some of these eligibility requirements.
- **Education:** Education criteria is not required for participation in this program.

### Industry Sectors

DBH Workforce opportunities expand across all sectors including:

- Construction
- Educational Services
- Government and Public Sector
- Healthcare
- Hospitality
- Infrastructure and Transportation
- IT and Business Administration
- Law and Security
- Manufacturing
- Social Assistance

### Credentials Offered

None

---

<sup>7</sup> Department of Behavioral Health (n.d.). *About DBH*. <https://dbh.dc.gov/page/about-dbh>

## Workforce Development/Adult Education Programs

**Evidence- Based Supported Employment:** This is a program for adults with serious mental illness and substance use disorders (SUD) for whom competitive employment has been interrupted or intermittent because of a significant mental health problem. Evidence-Based Supported Employment involves obtaining a part-time or full-time job in which a consumer receives support in a competitive employment setting and in which the consumer earns at least minimum wage. The program offers intake, assessment, job development, treatment team coordination, disclosure counseling, benefits counseling, and follow-along supports for all participants enrolled in the program.

### Impact of COVID-19/Virtual Service Provisions

DBH Supported Employment programs were impacted by COVID-19 in two areas: Providers moved from in person services to virtual services which decreased both the number of participants served and placed. DBH also lost one provider in FY20 and an additional provider in FY21 due to funding challenges during the pandemic.

### Participant and Provider Summary (YOY)

Program	Providers		Program Participants		Participants Completed	
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
Evidence Based Supported Employment	9	7	563	505	315	267
<b>Total</b>	<b>9</b>	<b>7</b>	<b>563</b>	<b>505</b>	<b>315</b>	<b>267</b>

### Program Total Budget & Spent (YOY)

Program	Program Budget		Program Spent	
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
Evidence Based Supported Employment	\$ 1,341,304	\$ 1,315,175	\$ 1,341,304	\$ 1,315,175
<b>Total</b>	<b>\$ 1,341,304</b>	<b>\$ 1,315,175</b>	<b>\$ 1,341,304</b>	<b>\$ 1,315,175</b>

### Amount Received per Funding Source (YOY)

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Evidence Based Supported Employment	20	Data Not Available	\$ 344,606.00 Medicaid/Local	\$ 0	\$ 0	\$ 996,698 RSA
	21	Data Not Available	\$ 231,856.61 Medicaid/Local	\$ 0	\$ 0	\$ 1,083,319 RSA

*\*Note: In FY20 & FY21, DBH received the 1115 Medicaid Waiver (federal funding), which was combined with local funds for the Evidenced Based Supported Employment. The exact total amount of local funding for FY20 & FY21 will be available at a later date.*

### Performance

DBH defines the number of participants who completed the program as the number of participants employed by provider. Additionally, DBH tracks employment data on participants which are included as an additional tab in the Expenditure Guide.

Provider	Number of Participants		Number of Participants Employed	
	20	21	20	21
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
Anchor Mental Health	127	127	101	79
Community Connection, Inc.	91	58	53	34
Hillcrest Children Center	63	79	30	50
MBI Health Services	169	120	53	51
Pathways to Housing DC	5	Not Active	12	Not Active
PSI Services, Inc.	25	0	11	8
Psychiatric Center Chartered, Inc.	59	120	35	39
Psychiatric Rehab Services	0	Not Active	13	Not Active
Volunteers of America Chesapeake, Inc.	24	1	7	6
<b>Total</b>	<b>563</b>	<b>505</b>	<b>315</b>	<b>267</b>

## District of Columbia Housing Authority (DCHA)

DCHA provides quality affordable housing to extremely low- to moderate-income households, fosters sustainable communities, and cultivates opportunities for residents to improve their lives.<sup>8</sup> DCHA also provides local residents with employment and training opportunities to earn credentials in various industries, develop job readiness skills, and offers post-retention services.

### Contact



DCHA Workforce Development Initiative  
203 N St. SW,  
Washington, DC 20024  
202-645-5023

### Resident Engagement

Interested customers can call DCHA, access walk-in services, or be referred to DCHA from other local agencies by visiting an American Job Center in the District.

### Eligibility

- **Age:** Participants must be 18+
- **Education:** To participate in the UDC-DCHA Programs, participants are required to achieve specific CASAS scores which can be found through the UDC website

### Industry Sectors

- Education
- Carpentry
- Healthcare
- Culinary
- Healthcare

### Credentials Offered

- Commercial Painting License
- Food Handler's Certification
- First Aid/CPR Certification
- OSHA-30

---

<sup>8</sup> District of Columbia Housing Authority. (2019, August 2). *About us*. [https://webserver1.dchousing.org/?page\\_id=277](https://webserver1.dchousing.org/?page_id=277)

## Workforce Development/Adult Education Programs Overview

- **DCHA Workforce Development Initiative:** A program that supports participants in identifying employment opportunities. Participants are assigned a Job Developer, who coaches the participant in preparing a resume, practicing interviews, and learning soft skills. Program success is defined by the number of participants who have obtained and retained employment after 30 and 60 days. This program provides case management, job readiness, job search and placement, and post retention services. Due to COVID-19, this program was moved to a virtual platform.
- **First AID & CPR:** Participants can earn their First Aid/CPR certification by completing a one-day course. A successful participant in this program is defined as someone who completes the course and earns a certification. This program provides credential attainment and occupational skills training. Due to COVID-19, sessions for this program were cancelled.
- **Food Handlers Certification:** This program provides credential attainment and occupational skills training. A successful participant in this program is defined as someone who completes the one-day course and earns a certification. Due to COVID-19, sessions for this program were cancelled.
- **Occupational Safety and Health Administration Certification:** Participants complete a one-day course to receive OSHA 30 Certification. This program provides credential attainment and occupational skills training. Due to COVID-19, sessions for this program were cancelled.
- **Sherwin Williams Commercial Painters License:** Through a partnership with Sherwin Williams, participants enroll in a week-long course to earn a Commercial Painting License. A successful participant in this program is defined as someone who completes the course and earns a certification. This program provides credential attainment and occupational skills training. Due to COVID-19, the program was delayed and eventually postponed.
- **UDC Courses:** DCHA partnered with UDC to offer courses in Leasing & Property Management, Medical Office Administrative Professional, Hospitality & Tourism, as well as skills development, and digital literacy. A successful participant in this program is defined by completing the program and passing registered courses. This program provides credential attainment and occupational skills training. Due to COVID-19, this program was moved to a virtual platform.



**Participant and Provider Summary (YOY)**

Program	Providers			Program Participants			Participants Completed		
	19	20	21	19	20	21	19	20	21
<i>Fiscal Year</i>									
DCHA Workforce Development Initiative	1	1	1	1,442	28	153	1,442	28	153
First AID & CPR	1	1	Not Active	53	30	Not Active	53	30	Not Active
Food Handlers Certification	1	1	Not Active	71	30	Not Active	71	30	Not Active
Sherwin Williams License Course	1	Not Active		26	Not Active		26	Not Active	
UDC Courses	1	1	1	208	Data Not Available	48	208	Data Not Available	48
Work Safety Lab OSHA Certification	1	1	Not Active	n<10	30	Not Active	n<10	30	Not Active
<b>Total</b>	<b>6</b>	<b>5</b>	<b>2</b>	<b>1,807</b>	<b>118</b>	<b>166</b>	<b>1,807</b>	<b>118</b>	<b>201</b>

**Program Total Budget & Spent (YOY)**

Program	Program Budget		Program Spent	
	20	21	20	21
<i>Fiscal Year</i>				
DCHA Workforce Development Initiative <sup>9</sup>	\$ 151,660	\$ 151,660	\$ 151,660	\$ 151,660
First AID & CPR	\$ 3,000	\$ 3,000	\$ 3,000	\$ 0
Food Handlers Certification	\$ 7,800	\$ 7,800	\$ 7,800	\$ 0
Sherwin Williams License Course <sup>10</sup>	Program has no Expenses			
UDC Courses	\$ 140,000	\$ 140,000	\$ 140,000	\$ 37,700
Work Safety Lab OSHA Certification	\$ 3,000	\$ 0	\$ 3,000	\$ 0
<b>Total</b>	<b>\$ 305,460</b>	<b>\$ 305,460</b>	<b>\$ 305,460</b>	<b>\$ 189,360</b>

<sup>9</sup> The DCHA Workforce Development Initiative is a program directly offered by DCHA and the exact services provided are not itemized. Instead, the budget reflects an entire department's budget.

<sup>10</sup> The Sherwin Williams Commercial Painters License Course does not have a budget or cost for DCHA because it is paid for by Sherwin Williams.

### Amount Received per Funding Source (YOY)

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
All Programs	19	\$ 0	\$ 305,460	\$ 0	\$ 0	\$ 0
	20	\$ 0	\$ 305,460	\$ 0	\$ 0	\$ 0
	21	\$ 0	\$ 305,460	\$ 0	\$ 0	\$ 0

## Performance

### Employment

DCHA tracks employment throughout participant enrollments in DCHA workforce development/adult education programs. In FY2019, there were 221 participants across all programs who were employed after DCHA completed a 30 and 60-day employment check-in. Due to the impact of COVID-19, employment was not available for report in the FY20 Expenditure Guide submission. However, in FY21, DCHA reported having 20 participants employed.

### Credential Attainment

Program	Participants who Earned Credentials	
	20	21
DCHA Workforce Development Initiative	28	0
First AID & CPR	30	Not Active
Food Handlers Certification	30	Not Active
Work Safety Lab OSHA Certification	30	Not Active
Sherwin Williams Commercial Painters License Course	0	Not Active
UDC Courses	Data Not Available	48
<b>Total</b>	<b>118</b>	<b>166</b>

## District of Columbia of Public Schools (DCPS)

The DCPS Career Preparation Program provides access to employability skills training, work-based learning, and internship opportunities for DC students in their career fields of interest.<sup>11</sup>

### Contact



District of Columbia Public Schools  
College and Career Programs Division  
1200 First St NE, 12<sup>th</sup> Floor  
Washington, DC 20002  
<https://dcpsinternships.org>

### Resident Engagement

Interested students should visit <https://dcpsinternships.org> to learn about the Career Bridge Program and Career Ready Internship Initiative to apply. Interested internship partners should visit <https://dcpsinternships.org>, register as a Host Employer at [dc.getmyinterns.org](https://dc.getmyinterns.org), and email Lindsay.Bryant@k12.dc.gov or Melissa.Madden@k12.dc.gov for the Career Bridge Program and Career Ready Internship Initiative, respectively.

### Eligibility

#### Career Bridge

**Age:** 17-22

Students must be DCPS seniors at one of 12 participating high schools, be referred by their College & Career Coordinator and/or their Internship for Credit teacher and complete an opt-in form. Participating high schools include Anacostia High School, Ballou High School, Ballou STAY High School, Cardozo Education Campus, Columbia Heights Education Campus, Coolidge High School, Dunbar High School, Eastern High School, H.D. Woodson High School, Luke C. Moore High School, Phelps ACE High School, Roosevelt High School, and Roosevelt STAY High School

#### Career Ready

**Age:** 14-18

Students must be enrolled in DCPS and have completed the following steps: completion of the Tenacity Professional Skills training, registered with the MBSYEP program, successfully completed the Career Ready Internship Interview process, and be between ages 14-18 with most students participating between 11<sup>th</sup> and 12<sup>th</sup> grade.

### Industry Sectors

#### Career Bridge

- Construction
- Healthcare
- Hospitality
- Information Technology
- Infrastructure & Transportation

---

<sup>11</sup> District of Columbia Public Schools. *About us*. Career Prep Programs. <https://dcpsinternships.org/about-us/career-prep-programs/>

### **Career Ready Internship**

- Business Management & Administration
- Architecture & Construction
- Education & Training
- Government
- Health Science
- Hospitality & Tourism
- Information Technology
- Infrastructure & Transportation
- Law & Security
- Public Service

### **Credentials Offered**

- OSHA-10
- First Aid & CPR
- Direct Support Professional
- Microsoft Office (Word, Excel, PowerPoint)

### **Impact of COVID-19/Virtual Service Provisions**

**Career Bridge:** All internships were hosted virtually. Host employers from 2020 were host employers for 2021. Individuals were paid for their spring internship at the rate of \$12 per hour for 80 hours. Three host employers provided their spring interns the opportunity to participate in summer internships. Only eight participants earned a credential, because many students were not able to report in-person due to DCPS/SYEP guidelines and inability of certifiers to offer remote training. DCPS was able to get approval for students to report in person during summer internships, which allowed 8 of the 19 students an opportunity to receive certifications.

**Career Ready:** All interviews were held over Zoom in spring 2021 and most internships were implemented remotely in summer 2021 due to COVID-19.

### **Workforce Development/Adult Education Programs**

**Career Bridge Program:** Provides opportunities for students to jump-start their career in an industry of their interest while receiving one-on-one career coaching, career exploration, professional skill building, and a paid internship opportunity. For School Year (SY) 19-20, the DCPS Career Bridge included seven career pathway partners that provided established pre-apprenticeship and/or technical skills programs leading directly to certification, apprenticeship, and/or employment for participating students. Career pathway partners included: Building Trades Pre-Apprenticeship Program (DOES/Finishing Trades Institute), Pepco Training Program, Per Scholas IT Training Program, RCM Healthcare, Champions Childcare, Hyatt Regency & Donohoe Hospitality, DC National Guard.

**Career Ready Internship:** Managed by the College & Career Programs Division, this internship program places highly qualified Summer Youth Employment Program (SYEP) applicants into competitive, paid internships aligned to their career field of study, based on the student's Career & Technical Education (CTE) pathway. Upon completion of the Tenacity Employability Skills training, students are eligible to interview with leading industry employers in their career field of choice. These internships are designed to expose students to the world of competitive employment and to help guide students through the career exploration process.

### Participant and Provider Summary (YOY)

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
<i>Fiscal Year</i>						
Career Bridge Program*	1	1	123**	80	Note: Students were unable to complete their spring internships due to COVID-19. When possible, spring internships were pivoted to summer***	71
Career Ready Internship Program	1	1	663	591	535	525
<b>Total</b>	<b>2</b>	<b>2</b>	<b>786</b>	<b>671</b>	<b>535</b>	<b>596</b>

\*Note: The Career Bridge Program data only includes participants paid through DCPS budget; additional students participate in school year and summer internships with external partners and are included in DCPS Internship Executive Summary Report numbers

\*\*Note: In FY20, there were 90 unique participants in the Career Bridge program, but some individuals participated in a spring and summer internship and are counted twice. The value, 123, represents the total number of paid Career Bridge internships offered during Fall, Spring, and Summer.

\*\*\*Note: Unable to report on Career Bridge program completion during FY20 due to COVID-19 interruption of Spring internships.

### Program Total Budget & Spent (YOY)

Program	Program Budget		Program Spent	
	20	21	20	21
<i>Fiscal Year</i>				
Career Bridge Program	\$ 159,000	\$ 112,140	\$ 157,970	\$ 96,530
Career Ready Internship Program	\$ 213,298	\$ 225,118	\$ 199,132	\$ 214,739
<b>Total</b>	<b>\$ 372,298</b>	<b>\$ 337,258</b>	<b>\$ 357,102</b>	<b>\$ 311,269</b>

\*Note: Due to a delayed signature process of the MOU between DOES and DCPS, the Intra District Standard Request form was not processed until October 2019. At this point DOES did not complete the transfer of funds therefore the outstanding funding remained on DCPS's budget. This is reflected in the lower than usual spent funds in FY19.

### Amount Received per Funding Source (YOY)

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Career Bridge Program	20	\$ 144,000	\$ 0	\$ 15,000*	\$ 0	\$ 0
	21	\$ 81,530	\$ 0	\$ 15,000	\$ 0	\$ 0
Career Ready Internship Program	20	\$ 178,258	\$ 0	\$ 35,040**	\$ 0	\$ 0
	21	\$ 162,998	\$ 0	\$ 51,741	\$ 0	\$ 0

\*Note: In FY20, the Career Bridge Program received \$15k from DOES Office of Apprenticeships for Pre-Apprenticeship Program

\*\*Note: In FY20, the Career Ready Internship Program received \$35,040 from Talent Ready Grant.

\*\*\*Note: In FY21, the Career Ready Internship Program received \$80,380 from DOES and \$1150 from MOLA.

## Performance

### Career Bridge Program

The Career Bridget Program reports on the following metrics externally: Percent of students who completed a resume; percent of students who complete an interview; percent of students who received an internship placement; and number of students offered an internship placement. Internally, the Career Bridge Program tracks the following metrics: Percent of participants who complete an internship; percent of internship completers who receive an employment or apprenticeship offers.

Performance Metrics	FY20 Participants	FY21 Participants
Resume Completion	100%	96%
Interview Completion	100%	93%
Internship Placement	94%	100%
Internship Placement Offer	123*	62**
Internship Placement Completion	Data Not Available	85%
Employment/Apprenticeship Offer	Data Not Available	5

\*Note: Includes total placement offers for fall, spring, and summer. In FY20, there were 90 unique individuals who participated in the Career Bridge program, but some individuals were offered two placements for a spring and summer internship and are counted twice

\*\*Note: Includes total placement offers for fall, spring, and summer. In FY21, there were 71 unique individuals who participated in the Career Bridge program, but some individuals were offered two placements for a spring and summer internship and are counted twice.

**Career Ready Internship Program**

The Career Ready Internship Program reports on the following metrics externally: Number of students offered an internship placement, number of students who started an internship, and percent of students who complete an internship.

Performance Metrics	FY20 Participants	FY21 Participants
Internship Placement Offer	663	670
Started Internship	608	591
Internship Placement Completion	88%	89%

## District Department of Transportation (DDOT)

DDOT is committed to achieving an exceptional quality of life in the nation's capital through more sustainable travel practices, safer streets, and outstanding access to goods and services. Central to this vision is improving energy efficiency and modern mobility by providing next generation alternatives to single occupancy driving in the city.<sup>12</sup>

### Contact



250 M Street SE,  
Suite 230  
Washington, DC 20003  
202-673-6813

### Eligibility

- **Background:** Participants must pass a drug test to be eligible for this program.
- **Age:** 19- 60+

### Industry Sectors

- Transportation & Infrastructure

### Credentials Offered

- CDL Flagger Certification
- Heavy Duty Equipment Certification
- IMSA Traffic Control Tech Certification

## Workforce Development/Adult Education Programs

**Quick Path to Transportation:** Supports DDOT's workforce development strategy to create a talent pipeline of skilled workers for the agency's front-line operations. In partnership with DOES, DDOT piloted a nine-month training program including both classroom and on-the-job training (OJT) for District residents with a career interest in transportation. The program consisted of two weeks of classroom instruction in fundamental courses required for entry-level transportation positions and six weeks of OJT experience within DDOT's Street Sign Installation Unit, Field Operations Division. This program also offers credential attainment, occupational skills training, and job/workforce readiness.

---

<sup>12</sup> District Department of Transportation. (n.d.). *About DDOT*. <https://ddot.dc.gov/page/about-ddot>



### Participant and Provider Summary (YOY)

Program	Providers		Program Participants		Participants Completed	
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
Quick Path to Transportation	1	1	n<10	n<10	100%	100%
<b>Total</b>	<b>1</b>	<b>1</b>	<b>n&lt;10</b>	<b>n&lt;10</b>	<b>100%</b>	<b>100%</b>

### Program Total Budget & Spent (YOY)

Program	Program Budget		Program Spent	
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
Quick Path to Transportation	\$ 191,020	\$ 85,840	\$ 191,020	\$ 85,840
<b>Total</b>	<b>\$ 191,020</b>	<b>\$ 85,840</b>	<b>\$ 191,020</b>	<b>\$ 85,840</b>

### Amount Received per Funding Source (YOY)

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Quick Path to Transportation	20	\$ 191,020	\$ 0	\$ 0	\$ 0	\$ 0
	21	\$ 85,840	\$ 0	\$ 0	\$ 0	\$ 0

### Performance

The program defines success by placing participants in employment.

#### FY20

Performance Metrics	Total
Earned a Credential	100%
Participants Employed	75%
Average Wage of Participants Employed	\$ 50,668

#### FY21


Performance Metrics	Total
Earned a Credential	100%
Participants Employed	0
Average Wage of Participants Employed	Not Reported



## Department of Disability Services (DDS)

DDS is composed of two administrations that oversee and coordinate services for residents with disabilities through a network of private and non-profit providers. Those agencies include Developmental Disabilities Administration (DDA) and the Rehabilitation Services Administration (RSA).<sup>13</sup> The Rehabilitation Services Administration (RSA) provides employment services for participants.

### Contact

 250 E St SW,  
Washington, DC 20024  
202-730-1700

### Resident Engagement

Interested participants can be referred to the program through an American Job Center in the District, a local partner, or through contacting the agency directly.

### Eligibility

- **Age:** Participants must be at least 19 years old.

### Industry Sectors

- Transportation & Infrastructure
- Cosmetology
- Healthcare

### Credentials Offered

- None

## Workforce Development/Adult Education Programs

### Occupational and Vocational Training & Evidence Based Support Employment Job

**Development:** Vocational Rehabilitation (VR) program provides vocational and rehabilitative services to individuals with disabilities to help them prepare for, secure, regain, retain, or advance in employment.

---

<sup>13</sup> Department on Disability Services. (n.d.). *About DDS*. <https://dds.dc.gov/page/about-dds>

**Participant and Provider Summary (YOY)**

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
<i>Fiscal Year</i>						
DDS- RSA - Occupational & Vocational Training	16	29	27	31	14	16
Supported Employment	Data Not Available	7	Data Not Available	365	Data Not Available	
<b>Total</b>	<b>16</b>	<b>36</b>	<b>27</b>	<b>396</b>	<b>14</b>	<b>16</b>

**Program Total Budget & Spent (YOY)**

Program	Program Budget		Program Spent	
	20	21	20	21
<i>Fiscal Year</i>				
DDS- RSA - Occupational & Vocational Training	\$ 115,291	Data Not Available	\$ 134,583	\$ 181,618
Supported Employment	Data Not Available		Data Not Available	\$ 841,171
<b>Total</b>	<b>\$ 115,291</b>	<b>Data Not Available</b>	<b>\$ 134,583</b>	<b>\$ 1, 022,789</b>

**Amount Received per Funding Source (YOY)**

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
DDS- RSA - Occupational & Vocational Training	20	Data Not Available				
	21					
Supported Employment	20	Data Not Available				
	21					

## Performance<sup>14</sup>

DDS collects information that is used to calculate performance according to the WIOA performance measures through a quarterly submission of federally mandated reports. DDS' internal data system collects various data elements to ensure staff are accurately tracking the information needed to assess service needs and supports along a person's training and employment trajectory. Understanding the need for valid and reliable data, DDS will continue to collaborate with WIC partner agencies to determine the standardization needed across partner agencies to streamline data requests and submissions.

Additionally, the WIOA Performance Measures reported by DDS are provided annually through an automated report that uses aggregated data from four quarters of case information reports submitted to RSA. To present data on WIOA measures on a quarterly basis, values are presented as raw estimates and derived from manual calculations of performance metrics based on the specifications presented in RSA Policy Directive 19-03 and the Technical Assistance Guidance Letter 10-16. While these quarterly estimates are provided, final performance metrics for the program year are provided in the automated WIOA Statewide and Local Performance Report. Finally, DDS-RSA defines success for participants as individuals with disabilities who gain the skills necessary to secure, regain, retain, or advance in employment. Below is a description of the WIOA measures collected:

**Employment 2nd quarter after exit<sup>15</sup>** - The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program. Data is not available until 2 quarters after the exit quarter.

**Employment 4th quarter after exit** - The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program. Data is not available until 4 quarters after the exit quarter.

**Median earnings** - The median of participant earnings in unsubsidized employment during the second quarter after exit. Data is not available until 2 quarters after the exit quarter.

**Credential attainment<sup>16</sup>** - The percentage of those participants enrolled in an education or training program (excluding those in OJT and customized training) who attain a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation in or within one year after exit from the program. A participant who has attained a secondary school diploma or its recognized equivalent is included in the percentage of participants who have attained a secondary school diploma or its

---

<sup>14</sup> A participant exits the VR program when his or her service record is closed in accordance with VR program requirements. Exit status is a "trigger" for including a participant in the performance calculations. A participant's record of service may be closed once the participant achieves and maintains an employment outcome in accordance with 34 CFR § 361.56. An individual achieves an employment outcome once they obtain the employment goal described in the individual's individualized plan for employment and employment is consistent with the individual's unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice. Then, the person is exited from the program once the individual has maintained the employment outcome for an appropriate period of time, but not less than 90 days, necessary to ensure the stability of the employment outcome, and the individual no longer needs vocational rehabilitation services. A participant's service record may also be closed because the individual did not achieve an employment outcome or the individual has been determined ineligible after receiving services (in accordance with 34 CFR § 361.43).

<sup>15</sup> Due to the lag in receiving Unemployment Insurance (UI) wage data, State Vocational Rehabilitation Agency's data will be two quarters behind reporting this data for Employment Rate 2nd Quarter after Exit, Median Earnings 2nd Quarter after Exit, and Employment Rate 4th Quarter after Exit.

<sup>16</sup> DDS RSA is undertaking a business process improvement initiative to improve our ability to measure the effectiveness of training providers. One of the expected outcomes of this effort will be defining equitable and standardized performance metrics for DDS RSA training providers. The effort includes re-engineering the end-to-end life-cycle on how training provider performance data is collected and evaluated. Currently, DDS RSA uses provider submitted progress reports to gauge provider performance.

recognized equivalent only if the participant also is employed or is enrolled in an education or training program leading to a recognized postsecondary credential within one year after exit from the program. WIOA Performance Targets are agency-level targets and the methodology for determining these targets are dependent upon the entire population that RSA serves.

**Measurable skills gains** - 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, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment. WIOA Performance Targets are agency level targets and the methodology for determining these targets is dependent upon the entire population that RSA serves. Targets were not set for individual providers, and it is not equitable to assign the agency level targets to providers as many additional factors need to be considered.

## Department of Human Services (DHS)

The mission of Department of Human Services (DHS) is to empower every District resident to reach their full potential by providing meaningful connections to work opportunities, economic assistance, and supportive services.<sup>17</sup> DHS services include public benefits such as financial and food assistance, assistance with homelessness and housing instability, and youth and community services.

### Contact



64 New York Ave NE,  
Washington, DC 20002  
202-671-4200  
<https://dhs.dc.gov>

### Resident Engagement

**Public Benefits:** District residents may apply for Temporary Aid for Needy Families (TANF, financial assistance), Supplemental Nutrition Assistance Program (SNAP, formerly known as food stamps), and Medical Assistance (Medicaid, Alliance, and other medical assistance programs available through DHS) through a single application through one of the following methods:

- Online through the DC Benefits portal at <https://dcbenefits.dhs.dc.gov/>;
- Via mobile phone through the District Direct Mobile app, available for download at <https://dhs.dc.gov/page/district-direct-mobile-app>;
- Paper applications, available in-person at DHS Service Centers, Mail, or Fax; or
- The DHS call center provides additional assistance to applicants at (202) 727-5355.

**Homeless and Homelessness Prevention Services:** Services include emergency shelter and day centers, shelter diversion, eviction prevention and rental assistance, and other housing programs. If a DC resident needs shelter, call the shelter hotline at (800) 533-7252 or 311.

**SNAP Employment & Training (SNAP E&T):** SNAP recipients that are interested in advancing their careers and not receiving TANF benefits can access services through multiple entry points including the DHS Service Center at 2100 Martin Luther King Jr. Ave SE, America Job Centers, and by calling (202) 535-1178 or e-mailing [dhs.snapet@dc.gov](mailto:dhs.snapet@dc.gov). Over 20 providers also serve participants throughout the District.

**TANF Employment & Education Program (TEP):** TANF recipients can access employment and education services through multiple entry points, including the DHS Service Centers located at 2100 Martin Luther King Jr. Ave SE, 4049 South Capitol Street SW, and 3851 Alabama Avenue SE, (currently closed for renovations); and by calling (202) 698-1860 or email at [dhs.owo@dc.gov](mailto:dhs.owo@dc.gov).

### Eligibility

#### Age:

- SNAP E&T: Ages 16+
- TANF: No age requirement

**Background:** No criminal background check or drug test required

**Education:** No education requirement, no CASAS score required

**Identification:** Participants do not require a driver's license

---

<sup>17</sup>Department of Human Services (n.d.). *About DHS*. <https://dhs.dc.gov/page/about-dhs>

**SNAP E&T:** Services are only available to District residents who have applied for or are actively receiving SNAP benefits, age 16 or older and not still in high school, and not receiving TANF benefits (TANF recipients are eligible for TEP instead). If a participant loses SNAP benefits or gains TANF benefits, they are no longer eligible for the program, except for individuals that gain employment and are then eligible for 90 days of job retention services regardless of benefit status. Services are completely voluntary for SNAP recipients.

**TEP:** Services are only available to District residents who apply and are found eligible. Once eligible, participants must engage with a TEP provider without exemption. Unlike other “traditional” employment or training programs, customers are required to participate while receiving TANF, unless an exemption is granted. If a customer elects not to participate, a six (6%) percent reduction in their TANF distribution will be applied.

### Industry Sectors

- Construction
- Healthcare
- Hospitality
- Infrastructure & Transportation
- IT & Business Administration
- Law & Security

### Credentials/Certifications Offered

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• Accounting Technical</li> <li>• Aller Train</li> <li>• Building Maintenance Professional</li> <li>• Certified CDL License</li> <li>• Certified Clinical Medical Assistant</li> <li>• Certified Medical Assistant</li> <li>• Class D Security</li> <li>• Child Development Associate</li> <li>• COMPTIA A+ (IT &amp; Business Certification)</li> <li>• CompTIA IT Fundamentals</li> <li>• Electronic Health Records Specialist</li> <li>• Emergency Medical Technician (EMT)</li> <li>• Food Handlers Safety</li> </ul> | <ul style="list-style-type: none"> <li>• Green Construction Apprenticeship, Flagger</li> <li>• Home Health Aide</li> <li>• HVAC (Maintenance)</li> <li>• Manage First</li> <li>• Microsoft Office Specialist: Word and Excel</li> <li>• Network + (IT &amp; Business Certification)</li> <li>• Northstart Digital Literacy</li> <li>• OHS-10 (Construction Certification)</li> <li>• Security+ (IT &amp; Business Certification)</li> <li>• ServSafe (Culinary Arts Certification)</li> <li>• START Hotel Certifications (Hospitality Certification)</li> <li>• Telecom/Electrical Installation (C-Tech)</li> </ul> |
|--|---|

### Impact of COVID-19/Virtual Service Provisions

Most services provided by both DHS staff and providers were offered remotely for the first half of the fiscal year, with some providers offering in-person or hybrid services. All services opened to in-person participation during fiscal year 2021. Remote service delivery was successful, with both the SNAP E&T and TEP programs offering access to laptops and internet access, but participation was reduced given fewer opportunities to engage with customers in person.

## Workforce Development/Adult Education Programs

**The TANF Employment & Education Program (TEP):** The mission of the TEP program is to assist customers in enhancing their education and skill levels in preparing for, finding, and retaining unsubsidized employment to ultimately earn family-sustaining incomes and no longer require public assistance. Success for the TANF Employment and Education program can be defined as assisting customers through case management services to gain entry to and progress along a career pathway by enrolling and obtaining educational and training credentials and securing and retaining meaningful employment. Case management services are provided to work-eligible TANF customers to address multigenerational family needs, educational plans, and employment goals.

TEP is the primary method for providing holistic case management services to families who are receiving TANF in the District. TEP provides multi-generational (2-Gen) supportive services, which includes connections to educational and occupational services, as well as employment and retention-related services. Based on the age of the youngest child, recipients are required to engage in weekly activities, which must be verified and supported through documentation. Parents whose youngest child is age five and under must engage in a minimum of 20 hours of activities each week and parents whose youngest child is six and over must engage in a minimum of 30 hours of activities each week. Those activities include 11 federally recognized activities as well as activities that fall under a multigenerational framework nationally known as '2 Gen.' There are several factors which distinguish the TEP program from other workforce programs in the District of Columbia:

- It is fundamentally a case management program with multiple services.
- TEP does not 'pay' for training or specific services. TEP Human Care Agreements (HCAs) and Task Orders (TOs) are partially performance-based. DHS pays for case management services, reimburses service providers for issuing approved customer incentives, and approves bonus payments to service providers for achieving employment and education-related outcomes.
- **New Employment Placement:** DHS considers a customer to be successfully placed into an employment slot when he or she meets their weekly hours requirement for two (non-consecutive) weeks. Meaning, a customer can obtain employment on January 1, 2020, but not be counted as employed until March 1, 2020, due to inconsistent hours. The goal of the TEP program is not to place customers into any employment opportunity and incentivize a service provider for a placement alone, but rather place customers into opportunities that include benefits and career-ladder growth potential.
- The program is designed to stop issuing 'participation' payments to service providers once a customer becomes employed and start tracking towards employment incentives (customers) and bonuses (service providers). However, if the customer is not meeting full weekly hours requirements due to fluctuating hours, the service provider and customer do not receive compensation - the business model incentivizes the service provider to identify employment opportunities with benefits and career-ladder growth potential.
- **High Wage (Living Wage or better):** DHS will compensate a service provider when they successfully assist a customer in achieving employment (as defined above) making at least \$14.50 per hour.
- **Employment Retention for 12 months (meeting weekly required hours each month):** DHS considers a customer to be successfully engaged in employment retention tracking when he or she meets their weekly hours requirement over each month, for a total of 12 months. Meaning, a customer can obtain employment on January 1, 2020, but that employment is not tracked as retention month #1 until March 1, 2020, due to inconsistent hours.
- **Post-employment Promotion:** DHS will compensate both the service provider and customer if the customer achieves a promotion post-employment, and that promotion includes a high wage, and a new title or more responsibility.
- **Exit TANF Due to Earning:** DHS will compensate a service provider and customer if the employment opportunity that the service provider assists the customer in obtaining makes the



customer ineligible for TANF benefits (incomes exceeding eligibility requirements), the benefits case is closed, and the customer does not return to apply for benefits for at least four months.

- **Education Completion:** DHS will compensate both a service provider and customer for completing educational programs (certification, credential, GED, etc.) based on the length of training (categorized into five levels by lengths of training). The compensation is not made upon completion of the training program, but rather upon the customer successfully obtaining the nationally recognized certification/credential, etc.
- **Point-In-Time (PIT):** Refers to the caseload size that each TEP service provider is contracted to serve. DHS assigns customers in increments of 150 (+/- 10%). Subject to participation requirements, customers are removed for non-engagement. The number of customers who are removed for non-engagement is replenished with that same number of customers for the service provider to engage. The PIT means that at any given time, the service provider is within ten percent of their contracted PIT.

**Supplemental Nutrition Assistance Program Employment & Training (SNAP E&T):** The SNAP E&T Program assists SNAP recipients in achieving their career goals by providing participants with a broad range of services focused on their interests and needs. The program is completely voluntary, and participants receive reimbursements for eligible transportation, childcare, and other expenses related to participation. DHS's mission is to empower every District resident to reach their full potential by providing meaningful connections to work opportunities, economic assistance, and supportive services. Success for the SNAP E&T program is defined as helping individuals progress towards the elements of that mission, including through entry into and progress along a career pathway, entry into and advancement within living wage employment opportunities, and case management.

Additionally, the program provides individualized service delivery to SNAP customers through comprehensive case management and four eligible program components: job search training, job retention, education, and vocational training, and improving employability, including through work experience and/or training. Services are provided both in-house and through subgrants to over 19 community-based organizations and government entities – including four District-funded programs administered by DOES. Participants may complete eligible services in anywhere from a few months to multiple years depending on their needs, and services offered through different providers vary significantly.

## **Funding**

The SNAP E&T program is funded through a combination of District and federal appropriations through the U.S. Department of Agriculture Food and Nutrition Service (USDA-FNS), including 50% matching funds for eligible services, as well as philanthropic funds leveraged by subgrantees. Only \$388,612 in federal funds are provided without a match, with all other federal dollars received contingent upon match of other non-federal funds; primarily raised by DHS grantees through other sources they have identified (i.e., not specifically earmarked for SNAP E&T).

This matching includes MOU funding for a portion of 3 DOES programs (Project Empowerment, DC Career Connections, and a small SYEP cohort), as well as workforce programs through MORCA, ONSE, UDC (FY20 only), and childcare funding to OSSE. USDA-FNS requires annual reporting on five national reporting metrics for the SNAP E&T program overall, three of which are similar to Workforce Innovation and Opportunity Act (WIOA) performance indicators. DHS also tracks detailed participant information related to program and credential completion, initial job placements and wages, and hours of participation. Details on each national reporting metric and additional context are as follows:

1. The number and percent of current and former participants in unsubsidized employment during the 2nd quarter after completion of participation in SNAP E&T (similar to WIOA metric). Note that data for this metric is derived from the DC DOES Unemployment Insurance (UI) Wage Records. This data

excludes individuals working in other states, federal employees, and self-employed individuals, which likely results in significant underreporting of outcomes achieved.

2. The median quarterly earnings of current and former participants in unsubsidized employment during the 2<sup>nd</sup> quarter after completion of participation in SNAP E&T (similar to WIOA metric).
3. The number and percent of current and former participants in unsubsidized employment during the 4<sup>th</sup> quarter after completion of participation in SNAP E&T (similar to WIOA metric). Note that data for this metric is derived from the DC DOES's Unemployment Insurance (UI) Wage Records. This data excludes individuals working in other states, federal employees, and self-employed individuals, which likely results in significant underreporting of outcomes achieved.
4. The number and percent of current and former participants who completed training, educational or work experience, or an on-the-job training component. Note that components are uniquely defined for the SNAP E&T program and do not easily translate to program completions for other types of federally and locally funded workforce programs.
5. Participation data, including some demographic characteristics and information on whether an individual is subject to work requirements for receipt of SNAP benefits. Note that the District currently has a waiver that allows us to exempt all individuals from Able-Bodied Adults without Dependents (ABAWD) work requirements.

#### Participant and Provider Summary (YOY)

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
<i>Fiscal Year</i>	20	21	20	21	20	21
SNAP Employment & Training	15	15	929	1,281	Data Not Applicable	
TANF Education & Employment Program (TEP)	13	13	10,000	1,950		
<b>Total</b>	<b>28</b>	<b>28</b>	<b>10,929</b>	<b>3,231</b>		

#### Program Total Budget & Spent (YOY)

Program	Program Budget		Program Spent	
	20	21	20	21
<i>Fiscal Year</i>	20	21	20	21
SNAP Employment & Training	\$ 6,085,859	\$ 7,546,430	\$ 4,134,047	\$ 5,335,388
TANF Education & Employment Program (TEP)	\$ 26,362,090	\$ 27,355,809	\$ 22,535,168	\$ 27,335,809
<b>Total</b>	<b>\$ 32,447,950</b>	<b>\$ 34,902,239</b>	<b>\$ 26,669,216</b>	<b>\$ 32,671,197</b>

### Amount Received per Funding Source (YOY)

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
SNAP Employment & Training	20	\$ 351,710	\$ 5,734,149	\$ 0	\$ 0	\$ 0
	21	\$ 458,986	\$ 7,087,444	\$ 0	\$ 0	\$ 150,000
TANF Education & Employment Program (TEP)	20	\$ 29,502	\$ 22,505,666	\$ 0	\$ 0	\$ 0
	21	\$ 0	\$ 27,355,809	\$ 0	\$ 0	\$ 0

## Performance

### Internal Performance Measures

Internal Key Performance Indicators related to workforce development consist of:

- Education Enrollment Rate: Number of new education/training placements per 1,000 TANF work-eligible customers.
- Employment Rate: Number of new employment placements per 1,000 TANF work-eligible customers every 30 days
- Engagement Rate: Percent of TEP participants who participated in eligible activities.
- Dc Living Wage Rate: Percent of newly employed customers earning a DC Living Wage.

### FY20 Credentials Earned

Program	Provider	Credentials Earned
TANF Education & Employment Program (TEP)	Grant Associates	225
	Washington Literacy Center	24
	Fedcap	98
	Constituent Services Worldwide	73
	KRA Corporation	680
<b>Total</b>	<b>5</b>	<b>1100</b>

FY21 SNAP Performance Measures

Program	Providers	Participants who Earned Credentials	Participants Employed
SNAP Employment & Training	America Works / Workfirst Foundation of Washington DC	1	10
	Bright Beginnings	4	1
	Building Bridges Across the River	7	5
	Byte Back, Inc.	60	2
	Coalition for the Homeless	0	16
	DC Central Kitchen	9	7
	DC Doors	0	7
	Department of Employment Services (DOES)	0	62
	Innovative Day	0	0
	Jobs Have Priority	0	0
	Jubilee Housing	0	7
	Jubilee Jobs	0	23
	Mayor’s Office on Returning Citizen Affairs (MORCA)	0	0
	National Center on Institutions and Alternatives NCIA	4	0
	Office of Neighborhood Safety and Engagement (ONSE)	22	15
	Samaritan Ministry of Greater Washington	0	0
	So, Others Might Eat	4	11
	Union Kitchen	17	24
	United Planning Organization	36	16
	YWCA	4	7
<b>Total</b>	<b>20</b>	<b>168</b>	<b>203</b>

**FY21 TANF Performance Measures**

Program	Providers	Participants who Earned Credential	Participants Employed
TANF Education & Employment Program (TEP)	Maximus DC	Data Not Applicable	36
	Grant Associates	117	Data Not Applicable
	Washington Literacy Center	26	Data Not Applicable
	Fedcap	85	Data Not Applicable
	Grant Associates	Data Not Applicable	39
	Jobs Have Priority	Data Not Applicable	32
	Excalibur Legal Services	Data Not Applicable	28
	Fedcap	Data Not Applicable	43
	Constituent Services Worldwide Public Benefit Corporation	38	Data Not Applicable
	KRA Corporation	190	Data Not Applicable
	America Works of Washington DC	Data Not Applicable	44
	Career Team	Data Not Applicable	34
	KRA Corporation	Data Not Applicable	13
<b>Total</b>	<b>13</b>	<b>456</b>	<b>269</b>

## Department of Energy and Environment (DOEE)

The Department of Energy and Environment (DOEE) is the leading authority on energy and environmental issues affecting the District of Columbia. Using a combination of regulations, outreach, education, and incentives, DOEE administers programs and services to fulfill their mission. DOEE works collaboratively with other government agencies, residents, businesses, and institutions to promote environmentally responsible behavior that will lead to a more sustainable urban environment.<sup>18</sup> DOEE recognizes that strong and healthy communities are central to the District's economic prosperity and work daily to protect the environment in which its people live, work and play.

DOEE's mission is to improve the quality of life for the residents and natural inhabitants of the nation's capital by protecting and restoring the environment, conserving our natural resources, mitigating pollution, increasing access to clean and renewable energy, and educating the public on ways to secure a sustainable future. DOEE performs all agency mission activities with the highest integrity to uphold the public trust.

### Contact



Department of Energy and Environment HQ  
1200 First St NE, 5<sup>th</sup> Floor  
Washington, DC 20002  
202-535-2600

### Resident Engagement

**Green Fellows Leadership and Development Program:** This Fellowship is a competitive paid opportunity designed for graduate-level students who are currently enrolled in a Master's degree study program focused on public policy, public administration, urban planning, sustainability, energy, public health, or related fields. Candidates must either attend a local-area higher education institutions or be a District resident. Students may apply via <https://doee.dc.gov/greenpathways>.

**Green Zone Environmental Program:** Youth and young adults, ages 14-24, who want to participate in GZEP are required to enroll in and be certified as eligible by the Department of Employment Services (DOES), Marion Barry Summer Youth Employment Program (MBSYEP). The program also offers seasonal jobs to help manage the program for up to 12 weeks. Interested applicants who are interested in seasonal employment may apply via <https://doee.dc.gov/greenpathways>.

**Green Ready Program:** This is an 8-week competitive extension program of GZEP. Applicants apply and are interviewed for open positions within the Department, which are contingent upon funding and need. Those eligible to apply are students who successfully complete MBSYEP GZEP and seasonal summer staff.

**River Corps:** This [technical training program](#) in Green Stormwater Infrastructure recruits District young adults, ages 18-24. Interested residents may apply [online](#) or by contacting the program manager Michael Weitekamp at the Latin American Youth Center (LAYC) by phone (202) 868-2273 or via email at [michaelw@layc-dc.org](mailto:michaelw@layc-dc.org).

**Solar Works DC:** This program is the District's premiere solar photovoltaic (pv) installation and job training program. The program is implemented by GRID Alternatives Mid-Atlantic (GRID Mid-Atlantic) and operates out of the District of Columbia Infrastructure Academy (DCIA) in ward 8. District residents, ages 18+, who

---

<sup>18</sup> Department of Energy & Environment (n.d.). *About DOEE*. <https://doee.dc.gov/page/about-doe>

want to participate in the program should contact GRID Mid-Atlantic by phone (202) 602-0191 or via email at [solarworksdc@gridalternatives.org](mailto:solarworksdc@gridalternatives.org) or contact the DCIA via <https://dcinfrastructureacademy.org/>.

## Eligibility

### Green Fellows Leadership and Development Program

- **Age:** 21+
- **Background:** This Fellowship is a competitive paid opportunity designed for graduate-level students who are currently enrolled in a Master's degree study program. Candidates must either attend a local-area higher education institution or be a District resident.
- Participants are interviewed and hired through a competitive process by DCHR. As part of DCHR's vetting process, applicants must pass a criminal background and suitability check.

### Green Zone Environmental Program

- **Age:** 14-24
- **Background:** Participants are enrolled through the DOES Office of Youth Programs. MBSYEP participants and are not required to have a driver's license, pass a criminal background check, or pass a drug test.
- Participants must be District residents and must be enrolled and certified as eligible by DOES MBSYEP.
- Seasonal summer staff are interviewed and hired through a competitive process by DCHR. As part of DCHR's vetting process, applicants must pass a criminal background and suitability check.

### Green Ready Program

- **Age:** 18+
- **Background:** Program participants are selected from the pool of MBSYEP GZEP participants who successfully complete the six-week summer program and GZEP seasonal summer staff.
- Participants are interviewed and hired through a competitive process by DCHR. As part of DCHR's vetting process, applicants must pass a criminal background and suitability check.

### River Corps

- **Age:** 18-24
- **Background:** Participants are not required to pass a drug test or a criminal background check, nor need to possess a driver's license.
- Applicants must be District residents and able to show proof of residency and age

### Solar Works DC

- **Age:** 18+
- **Background:** Participants must be District residents, and able to show proof of residency and proof of age. Participants must pass a basic background check.
- Participants must have a high school diploma or GED equivalent.
- DCIA requires all program participants to attend an orientation session, complete and pass the Comprehensive Adult Student Assessment Systems (CASAS) test for basic math and reading, and complete a two week Work Readiness prerequisite course.

### Industry Sectors

- Construction
- Educational Services
- Government/Public Service
- Transportation & Infrastructure

### Credentials Offered

- OSHA-10
- CPR/First Aid
- Installation Basics Trainings
- NABCEP

### Workforce Development/Adult Education Programs

**Green Zone Environmental Program GZEP):** This program partners with the Department of Environmental Services (DOES), Marion Barry Summer Youth Employment Program (MBSYEP). Program participants are introduced to energy, environmental, and sustainability challenges and opportunities that impact the District of Columbia. Through education, career preparation, and hands-on environmental projects, such as installation of rain gardens and solar panel system arrays, invasive plant removal, tree maintenance, and beautification and conservation services, GZEP participants learn thoughtful strategies in a concerted effort to make their neighborhoods and communities in the District the greenest and most sustainable city in the nation.

DOEE implements a comprehensive, robust curriculum that is designed to educate GZEP participants about urban sustainability, energy, natural resources, public health, and environmental services, as well as provide professional development, mentorship, stewardship, and career pathways. Participants receive their education and training from DOEE subject matter experts, local non-profit organizations, and other partnering organizations and sister-agencies.

In addition to GZEP program participants, DOEE hires several seasonal summer staff to help execute the program for up to twelve weeks. Summer staff are responsible for planning, implementation, and closeout activities. As a part of their time with the program, staff are required to participate in a two week robust orientation with DOEE staff and partners, which prepares them to implement and support the program, trains them in various facets of the work DOEE is responsible for and the work they will support on the ground, and affords them with professional development and leadership tools to help them succeed in their roles.

### COVID Impact/Virtual Service Provisions

**FY20:** A virtual program was developed and implemented for the duration of the 6-week summer program. DOEE implements the program directly and was able to successfully implement a scaled down version of the program via a virtual platform that was meaningful, engaging, and effective. Rather than serve the typical 250 residents, the program scaled back to 50 residents during the public health emergency (+25 from Solar Works DC, making the total enrollment number 75). There were significant administrative challenges due to the public health emergency, including the District-wide spending freeze that was put in place. iPads and other technology were procured for each student to accommodate the virtual learning environment. In addition, critical support services were implemented to support students during this challenging and uncertain time. GZEP was not able to host its annual summer job fair due to concerns with health and safety, and limitations of our partnering organizations which faced their own challenges because of the pandemic.

**FY21:** The virtual program which was developed and implemented in FY20 was also used in FY21. DOEE implements the program directly and determined it could successfully implement a scaled back version of



GZEP this fiscal year, as they were still dealing with the impacts of COVID-19. Despite the scale-backs, DOEE increased participation numbers to a total of 75 residents (+25 from Solar Works DC, making the total enrollment number 100). iPads and other equipment were procured for each student to accommodate the virtual learning environment. In addition, critical support services were implemented to support students during this still very challenging and uncertain time. However, unlike FY20, GZEP was able to host its annual summer job fair via a virtual platform and host one field trip, a boat ride through the Anacostia River.

**Green Ready (GZEP Extension) Program:** The Green Ready Program is an eight week competitive paid career exploration program which provides selected individuals, 18 years+, the opportunity to gain “real world” work experience in a professional environment, explore how their interests and skillsets align with possible career pathways within DOEE, participate as a team member on key agency projects, network and build relationships with agency leaders, and gain confidence by further developing professional skills to prepare for entry-level careers. Program participants are selected from the pool of MBSYEP GZEP participants who successfully complete the six-week summer program and seasonal summer staff who excelled in their roles. Participants apply for available positions within the Department, interview through a competitive process, and are hired to work in a program area that best suits their interests, backgrounds, and skillsets.

#### **COVID Impact/Virtual Service Provisions**

**FY20:** Green Ready was not online in FY20 due to programming constraints and pressures, and budget reallocations as a result of the COVID19 public health emergency.

**FY21:** Green Ready was not online in FY21 due to programming constraints. The program may be back online in FY22.

**River Corps Program:** The River Corps Program engages District residents, ages 18–24, through classroom education and field-based experiences to gain technical skills needed to install, inspect, and maintain Green Infrastructure, and learn critical skills to secure employment. The program runs two cohorts for five months each and enrolls 15-20 District residents each annual year. Trainees are paid a bi-weekly stipend of \$650, average of 25 hours per week, with opportunities for additional incentives during the 5-month duration. River Corps participants work on watershed protection activities involving the maintenance and inspection of recently completed stream restoration and green infrastructure (GI) projects. These projects provide trainees entry-level skills in the growing green economy and education in GI. This program is implemented by a grantee. Program participants gain experience in the technical skills needed to install, inspect, and maintain GI, and learn the soft skills to seek, find, secure, and retain long-term employment. Program participants gain experience in the technical skills needed to install, inspect, and maintain GI, and learn the soft skills to seek, find, secure, and keep long-term employment. The Program provides industry-relevant certifications, OSHA 10-hour Construction Training and CPR training, to program participants. Program activities include the following, all located in the District of Columbia:

- Rain Garden/bioretention maintenance of up to 75 rain garden/bioretention sites;
- Plant up to one acre of native herbaceous plants and shrubs along streams;
- Removal of invasive plant species in 5 acres of parkland near streams or rivers; and
- Removal of 500 pounds of litter along up to 11 streams and/or designated trash hot spots.

#### **COVID Impact/Virtual Service Provisions**

**FY20:** In April & May the program transitioned to a virtual model. The virtual training environment limited the ability to train young people in the field and to perform hands-on and other services required by the grant. It also affected participation and retention, because Corps members who signed up for the program wanted to work outside and participate in hands-on-activities in the field, not on a computer. The program saw declining attendance and decreased completion numbers.

**FY21:** The grantee, Latin American Youth Corps (LAYC), was able to lead River Corps at full capacity in FY21. Changes to mode of transportation were made to accommodate social distancing, outdoor meetings and trainings were preferred to indoor gatherings, and LAYC staff mostly worked from home offices during this period.

**Solar Works DC:** The District's premiere single-family, low-income solar photovoltaic (pv) installation and job training program is spearheaded DOEE and DOES. The program is located within the DC Infrastructure Academy (DCIA) in Ward 8 and implemented by a grantee, GRID Alternatives Mid-Atlantic. Through this program District residents prepare to enter careers in the solar and related industries while reducing energy costs for income-qualified District homeowners by installing solar systems on their homes. Solar Works DC launched in May 2017 and is considered the solar workforce component of DOEE's Solar For All Program. Income-eligible homeowners receive solar installation at no-cost to them and can save 50-99% on electric bills. The cost savings per household is roughly \$15,000, which translates to approximately \$600 in savings per year.

Two 12 week cohorts operate in the Fall and Spring for District residents, ages 18 and over. During the summer a six-week prorated program is offered to District residents, ages 18-24, who are enrolled in DOES MBSYEP; Solar Works DC partners with GZEP during the summer session and candidates must select the GZEP program as their employer to be placed in Solar Works DC. All participants will complete GRID's Installation Basics Training Program, earn industry relevant certifications, and be able to demonstrate competency in real-world solar installations. Program participants receive CPR/First Aid and OSHA 10-hour Construction Training certifications and prepare for the North American Board of Certified Energy Practitioners (NABCEP) Photovoltaic (PV) Associate Credential exam (NABCEP is not available to the summer cohort). Aside from the specialized technical training, the program affords participants work readiness and other remedial training, career counseling and mentorship, professional development, and full-time case management, all of which aid in retention and long-term success.

#### **COVID Impact/Virtual Service Provision**

**FY20:** Solar Works DC convened for the spring session in early March 2020, before the COVID19 public health emergency. The program took a two week hiatus to transition to a virtual platform via GO-TO Webinar and Interplay Learning (simulated virtual solar installation platform) and modify the core curriculum, including classroom and installation activities. The program halted live installs for both the spring and summer cohorts due to the pandemic but resumed live installations in the fall. Solar Works DC was the only program operating out of the DCIA at the onset of the pandemic and set a standard for how other programs could implement virtual learning and was used as a model for how to achieve distance/online learning for an infrastructure job training program.

The program augmented support services and case management activities to better support trainees who were confronting serious challenges. The program also ordered iPads for each trainee to provide them with adequate equipment necessary to successfully participate in and complete the virtual program curriculum. Job placement was an obvious challenge, as organizations within the industry were not hiring at the same pace as they had prior to the pandemic, and trainees were missing the critical hands-on training, which is vital to their ability to transition into entry-level jobs. However, there was a higher rate of retention due to removing fundamental barriers during the stay-at-home order, including transportation and childcare.

**FY21:** After halting live installs for several months after the COVID19 public health emergency in March 2020, Solar Works DC resumed live installs for the fall session in November 2020. The program continued to operate through a hybrid model in FY21 using WebEx and Interplay Learning (simulated virtual solar installation platform). More than before, the program utilized support services and full-time case management to better support trainees who were confronting serious challenges as a result of the impacts of the pandemic. The program provided iPads for each trainee to provide them with adequate equipment necessary to successfully

participate in and complete the virtual program curriculum.

Recruitment, retention, and job placement remained a challenge during the pandemic with public health concerns still present. Industry organizations and partners were not hiring at the same pace as they had prior to the pandemic, and trainees were missing the critical hands-on training which is vital to their ability to transition into sustainable entry-level jobs. Also, many residents were either uncomfortable returning to an in-person learning environment and/or opted to participate in assistance benefit programs, such as unemployment, to support them during this period.

**Green Fellows Leadership and Development Program:** In Fall 2015, DOEE launched the Green Fellows Leadership and Development Program in the fields of energy and environment. This Fellowship is a competitive paid opportunity designed for graduate-level students who are currently enrolled in a Master's degree study program. Candidates must either attend a local-area higher education institutions or be a District resident. The Program is both a career exploration and pipeline program for students interested in job placement at DOEE, however, placement opportunities are not guaranteed. DOEE offers a flexible fellowship program and Fellows may work up to 36 hours per week/ 72 hours per pay period. Fellows are recruited at a Grade 7/ Step 1 and participation in the program is considered a temporary "time-limited" appointment in the Career Service position. Fellowship opportunities may be available in DOEE's six administrations.

DOEE encourages applicants pursuing studies in public policy, public administration, urban planning, sustainability, energy, or related fields to apply. Green Fellows are responsible for research, program and policy development, and act as project management leads on high-profile agency projects. Green Fellows perform a variety of assignments designed specifically to enhance their public service values, environmental knowledge, critical leadership skills, and project management abilities. Fellows will have several opportunities to come together with their cohort to participate in cross-disciplinary and professional development trainings, collaborative group projects, field work, volunteerism, field trips, and other value-added opportunities. Fellows are connected to a program area which matches their unique skill set, background, expertise, and interests.

#### **COVID Impact/Virtual Service Provisions**

**FY20:** The Fellowship program transitioned to a virtual learning and engagement model via MS TEAMS and WEBEX. Classroom learning was not disrupted; however, planned field trips and volunteer opportunities were cancelled. Once the Fellows became acclimated to teleworking and were provided with government-issued devices to support their work, there were no significant barriers to program implementation or meeting successful outcomes.

**FY21:** The Fellowship program transitioned to a virtual learning and engagement model via MS TEAMS and WEBEX, though moved to a hybrid telework model in July. Fellows teleworked 2 and were in the office 3 days. Fellows thrived being in an office -setting where interpersonal relationships and in-person engagement were critical to some of their core work functions and their ability to navigate a real-world professional setting and physical work environment.

**Participant and Provider Summary (YOY)**

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
Green Fellows Program	1	1	n<10	n<10	100%	100%
Green Zone Environmental Program	1	1	50	75	46	71*
Green Ready (GZEP Extension Program)	1	1	0	0	0	0
River Corps Training Program	1	1	24	26	18	24
Solar Works	1	1	75	75	69	54
<b>Total</b>	<b>5</b>	<b>5</b>	<b>155</b>	<b>180</b>	<b>139</b>	<b>153</b>

\*Note: GZEP and Solar Works DC partner during the summer session, but the number of participants and completers are separated into their respective programs.

**Program Total Budget & Spent (YOY)**

Program	Program Budget		Program Spent	
	20	21	20	21
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
Green Fellows Program	\$ 253,638	\$ 172,472	\$ 180,364	\$ 86,455
Green Zone Environmental Program	\$ 200,000	\$ 200,000	\$ 200,000	\$ 153,964
Green Ready (GZEP Extension Program)	\$ 0	\$ 0	\$ 0	\$ 0
River Corps Training Program	\$ 400,000	\$ 400,000	\$ 300,082	\$ 416,251
Solar Works	\$ 1,482,448	\$ 1,080,000	\$ 1,350,986	\$ 702,047
<b>Total</b>	<b>\$ 2,336,086</b>	<b>\$ 1,852,472</b>	<b>\$ 2,031,432</b>	<b>\$ 1,358,718</b>

**Amount Received per Funding Source (YOY)**

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Green Fellows Program	20	\$ 253,638	\$ 0	\$ 0	\$ 0	\$ 0
	21	\$ 172,472	\$ 0	\$ 0	\$ 0	\$ 0
Green Zone Environmental Program	20	\$ 334,263	\$ 0	\$ 0	\$ 0	\$ 0
	21	\$ 200,000	\$ 0	\$ 60,000	\$ 0	\$ 0
Green Ready (GZEP Extension Program)	20	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
	21	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
River Corps Training Program	20	\$ 0	\$ 200,000	\$ 200,000	\$ 0	\$ 0
	21	\$ 0	\$ 0	\$ 416,251	\$ 0	\$ 0
Solar Works	20	\$ 600,000	\$ 0	\$ 882,448	\$ 0	0
	21	\$ 80,000	\$ 0	\$ 1,000,000	\$ 0	\$ 4,200

**Performance**


Program	Participants Employed		Participants who Earned Credential	
	20	21	20	21
<i>Fiscal Year</i>				
Green Fellows Program	n<10	n<10	0	0
Green Zone Environmental Program	n<10	Data Not Captured	46	71
Green Ready Program	0	-	0	0
River Corps	Data Not Captured	9	18	24
Solar Works DC	20	14	69	54
<b>Total</b>	<b>25</b>	<b>12</b>	<b>133</b>	<b>95</b>



## Department of Employment Services (DOES)


The mission of DOES is to connect District residents, job seekers, and employers to opportunities and resources that empower fair, safe, and effective working communities. The Department of Employment Services provides comprehensive employment services to ensure a competitive workforce, full employment, life-long learning, economic stability, and the highest quality of life for all District residents.<sup>19</sup>


### Contact


 4058 Minnesota Ave NE,  
Washington, DC NE 20019  
202-724-7000

### American Job Center (AJC) Locations

 **Comprehensive Center**  
DOES Headquarters  
4058 Minnesota Ave NE,  
Washington, DC 20019  
202-724-7000

 **Affiliate Site – Northwest**  
Frank D. Reeves Municipal Center  
2000 14th Street NW,  
Washington, DC 20009  
202-724-7000

 **Affiliate Site - Southwest**  
DC Infrastructure Academy  
2330 Pomeroy Rd SE,  
Washington, DC 20020  
202-899-6040

 **Affiliate Site - Northeast**  
Bertie Backus  
5171 South Dakota Avenue NE,  
Washington, DC 20017  
202-724-7000

---

<sup>19</sup> Department of Employment Services (n.d.). *About DOES*. <https://does.dc.gov/page/about-does>

## Resident Engagement

Interested participants can [visit the DOES website](#), contact a local [American Job Center](#) (AJC), or register via DC Networks, the platform for jobseekers where they are able to upload their resume, access resources and services and receive up-to-date employment-related information.

## Eligibility

Please refer to the Expenditure Guide for a listing and description of all programs.

## Industry Sectors

- Broadcast Media
- Construction
- Culinary
- Healthcare
- Hospitality
- Infrastructure & Transportation
- Information Technology & Business Administration
- Law & Security
- Social Assistance

## Credentials/Credentials Offered

- CompTIA A+
- AWS Cloud Practitioner
- Commercial Driver's License Class A & B
- CNA
- Certified Associate in Project Management
- Certified Information Systems Security Professional (CISSP)
- Certified Guest Services Professional
- Lean Six Sigma Yellow
- Hazardous Materials Awareness & Operations
- Emergency Medical Technician
- Flagger
- Firefighter I & II
- Home Health Aide
- National Registry EMT
- CompTIA Network +
- OSHA-10
- OSHA-30
- MOS
- Pharmacy Technician
- Project Management Professional
- PV Installation Professional (PVIP)
- Salesforce IT
- CompTIA Security +
- Security Guard
- ServSafe

## Workforce Development/Adult Education Programs

### FY21 DOES Workforce Development/Adult Education Programs Summary<sup>20</sup>

Programs	Providers	Workforce Opportunities	Budget	Spent	Participants	Participants Completed
15	34	54	\$ 67,555,862	\$ 51, 629,419	20,665	18,086

### FY20 DOES Workforce Development/Adult Education Programs Summary<sup>21</sup>

Programs	Providers	Workforce Opportunities	Budget	Spent	Participants	Participants Completed
16	39	65	\$ 71,679,801	\$ 57,726,346.79	25,197+	17,540+

**DC Career Connections:** A work readiness program designed to provide more than 400 out-of-school and unemployed young adults with opportunities to gain valuable work experience, skills training, and individualized coaching and support to obtain employment.

### Participant and Provider Summary (YOY)

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
DC Career Connections	9	3	186	168	149	193

### Program Total Budget & Spent (YOY)

Program	Program Budget		Program Spent	
	20	21	20	21
DC Career Connections	\$ 3,681,755	\$ 3,240,866	\$ 3,294,398	\$ 2,599,726

### Amount Received per Funding Source (YOY)

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
DC Career Connections	20	\$ 3,681,755	\$ 0	\$ 0	\$ 0	\$ 0
	21	\$ 3,240,866	\$ 0	\$ 0	\$ 0	\$ 0

<sup>20</sup> This information included in this summary exclusively reports data included in the FY20 Expenditure Guide.

<sup>21</sup> This information included in this summary exclusively reports data included in the FY20 Expenditure Guide.



**DC Infrastructure Academy (DCIA):** DC Infrastructure Academy is a key initiative of the Mayor Muriel Bowser administration, led by the Department of Employment Services. Infrastructure is one of the fastest-growing industries in the country. DOES opened the DC Infrastructure Academy to meet the need for skilled infrastructure professionals in Washington, DC. DCIA coordinates, trains, screens, and recruits residents to fulfill the needs of the infrastructure industry and infrastructure jobs with leading companies in this high-demand field.

**Participant and Provider Summary (YOY)**

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
DCIA	10	8	721	289	349	69

**Program Total Budget & Spent (YOY)**

Program	Program Budget		Program Spent	
	20	21	20	21
DCIA	\$ 4,633,725	\$ 3,705,578	\$ 3,157,542	\$ 2,901,250

**Amount Received per Funding Source (YOY)**

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
DCIA	20	\$ 4,633,725	\$ 0	\$ 0	\$ 0	\$ 0
	21	\$ 3,705,578	\$ 0	\$ 0	\$ 0	\$ 0

**Fire & Medical Emergency Services (FEMS):** The FEMS Cadet Program is a one-year program that provides District of Columbia residents between the ages of 18 and 21 years old the opportunity to become members of the D.C. Fire and Emergency Medical Services Department (DCFEMS). During the program, Cadets attain their National Registry EMT, Firefighter I & II, and Hazardous Materials Awareness & Operations Certificates. The Cadets participate in a departmental rotation, where they are exposed and acclimated to all aspects of the D. C. Fire and EMS Department.

**Participant and Provider Summary (YOY)**

Program	Providers		Program Participants		Participants Completed	
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
FEMS	1	1	18	10	16	8

**Program Total Budget & Spent (YOY)**

Program	Program Budget		Program Spent	
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
FEMS	\$ 250,000	\$ 411,591	\$ 250,000	\$ 411,591

**Amount Received per Funding Source (YOY)**

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
FEMS	<i>20</i>	\$ 250,000	\$ 0	\$ 0	\$ 0	\$ 0
	<i>21</i>	\$ 411,591	\$ 0	\$ 0	\$ 0	\$ 0

**Jobs for Veterans State Grants (JVSG):** The Jobs for Veterans State Grants (JVSG) program provides federal funding, through a formula grant, to 54 State Workforce Agencies (SWAs) to hire dedicated staff who provide individualized career and training-related services for veterans and eligible persons with significant barriers to employment and to assist employers fill their workforce needs with job-seeking veterans. This program does not have external providers reported in the Expenditure Guide, rather, this program is directly administered by DOES.

**Participant and Provider Summary (YOY)**

Program	Providers		Program Participants		Participants Completed	
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
JVSG	1	1	147	112	112	31

**Program Total Budget & Spent (YOY)**

Program	Program Budget		Program Spent	
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
JVSG	\$ 633,398	\$ 788,707	\$ 602,440	\$ 623,596

**Amount Received per Funding Source (YOY)**

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
JVSG	20	\$ 0	\$ 633,398	\$ 0	\$ 0	\$ 0
	21	\$ 0	\$ 788,707	\$ 0	\$ 0	\$ 0

**Local Adult:** The American Job Center serves as a one-stop service that offers job seekers, students, businesses, and career professionals to access to a comprehensive array of employment-related services and tools in one convenient location. Through the District’s American Job Center, residents can utilize resources such as career counseling, career planning, résumé assistance, direct job placement, classroom and on-the-job-training, information about local and national labor markets, unemployment compensation and much more. The Department of Employment Services, funded by District government and the US Department of Labor, operates the centers that are strategically located and accessible throughout the District. The District of Columbia’s American Job Center network is geared to assist all job seekers develop solid career plans that lead to family sustaining wages.

**Participant and Provider Summary (YOY)**

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
Local Adult	3	3	161	103	Data Not Available	100

**Program Total Budget & Spent (YOY)**

Program	Program Budget		Program Spent	
	20	21	20	21
Local Adult	\$ 3,259,254	\$ 1,611,649	\$ 2,797,060	\$ 1,198,061

**Amount Received per Funding Source (YOY)**

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Local Adult	20	\$ 3,259,254	\$ 0	\$ 0	\$ 0	\$ 0
	21	\$ 1,611,649	\$ 0	\$ 0	\$ 0	\$ 0

**Marion Barry Youth Leadership Institute (MBYLI):** MBYLI was founded in 1979 as a year-round program to train District of Columbia youth leadership and self-development. The MBYLI training model emphasizes practical, hands-on experience and a holistic approach to developing leaders for the 21st century. Each year, approximately 150 young people participate in the year-round program and approximately 350 youth participate in the Summer Training Program. This program does not have external providers reported in the Expenditure Guide, rather, this program is considered a program directly administered by DOES. Therefore, this program does not track WIOA performance measures, and the agency does not directly track supplemental performance measures for this program to include in this Expenditure Guide.

#### Participant and Provider Summary (YOY)

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
MBYLI	1	1	450	655	Data Not Available	589

#### Program Total Budget & Spent (YOY)

Program	Program Budget		Program Spent	
	20	21	20	21
MBYLI	\$ 913,873	\$ 1,000,030	\$ 934,056	\$ 894,481

#### Amount Received per Funding Source (YOY)

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
MBYLI	20	\$ 913,873	\$ 0	\$ 0	\$ 0	\$ 0
	21	\$ 1,000,030	\$ 0	\$ 0	\$ 0	\$ 0

**On-the-Job (OJT) Training:** On-the-Job (OJT) training is a workforce development strategy that benefits both jobseekers and employers allowing for enrolled participants who are newly hired but require preliminary training to meet the threshold, to train and mentor candidates as they become fully proficient in a particular skillset or job function. Through an OJT model, candidates receive the hands-on training necessary to increase their skills, knowledge, and capacity to perform the designated job functions. The OJT strategy ensures unemployed and underemployed jobseekers have a chance to enter and reenter the workforce through an “earn and learn” model. This streamlined approach developed between select employers and the Department of Employment Services (DOES) allows employers to be reimbursed at an established wage rate in exchange for the training provided to participating OJT candidates. Pre-screened and job-ready candidates are matched with employers willing to provide skills-based, on-the-job training. DOES will provide wage reimbursement from 50 to 75 percent of the candidate’s salary from one to six months (in some cases up to one year) for qualifying District of Columbia residents and employers. OJT employers maintain complete control over hiring decisions and are assigned a DOES liaison to initiate recruitment efforts and provide support throughout the length of the OJT agreement. Clearly written OJT agreements detail the individual training outline, objectives, duration of agreement, and reimbursement rate.

**Participant and Provider Summary (YOY)**

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
OJT	8	9	10	19	n<10	21

**Program Total Budget & Spent (YOY)**

Program	Program Budget		Program Spent	
	20	21	20	21
OJT	\$ 450,000	\$ 250,000	Not Reported	\$ 213,324

**Amount Received per Funding Source (YOY)**

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
OJT	20	\$ 0	\$ 450,000	\$ 0	\$ 0	\$ 0
	21	\$ 0	\$ 250,000	\$ 0	\$ 0	\$ 0

**Project Empowerment:** Project Empowerment works to reduce economic disparity in the District by serving thousands of individuals with multiple barriers to employment. The program’s work readiness model is designed to provide nearly 700 unemployed District residents with opportunities to grow in education, training, and subsidized employment placements each year.

Participant and Provider Summary (YOY)

Program	Providers		Program Participants		Participants Completed	
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
Project Empowerment	4	5	495	630	371	489

Program Total Budget & Spent (YOY)

Program	Program Budget		Program Spent	
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
Project Empowerment	\$ 9,604,885	\$ 9,884,152	\$ 9,030,586	\$ 7,887,847

Amount Received per Funding Source (YOY)

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Project Empowerment	<i>20</i>	\$ 9,604,885	\$ 0	\$ 0	\$ 0	\$ 0
	<i>21</i>	\$ 9,884,152	\$ 0	\$ 0	\$ 0	\$ 0

**Senior Community Services Employment Program (SCSEP):** Serves low-income DC residents 55 years of age and older who face skill-related challenges in seeking employment and skill enhancement. Participants are placed in subsidized work experiences to gain the skills required to secure competitive unsubsidized employment. This program does not have external providers reported in the Expenditure Guide, rather this program is considered a program directly administered by DOES, funded by the Older Americans Act. Therefore, this program does not track WIOA performance measures.

Participant and Provider Summary (YOY)

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
SCSEP	1	1	36	24	Data Not Available	n<10

Program Total Budget & Spent (YOY)

Program	Program Budget		Program Spent	
	20	21	20	21
SCSEP	\$ 698,349	\$ 469,965	\$ 528,573	\$ 496,779

Amount Received per Funding Source (YOY)

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
SCSEP	20	\$ 0	\$ 698,349	\$ 0	\$ 0	\$ 0
	21	\$ 53,922	\$ 469,965	\$ 0	\$ 0	\$ 0



**Summer Youth Employment Program (MBSYEP)<sup>22</sup>:** This locally funded initiative sponsored by the Department of Employment Services (DOES) provides District youth ages 14 to 24 with enriching and constructive summer work experiences through subsidized placements in private and government sectors. This program is not included in the FY20 Workforce Activities Tab in the Expenditure Guide spreadsheet. The agency does not track performance measures for this program that align with the requested measures in the Expenditure Guide, however, an annual report of this program is typically published and can be found [here](#).

#### Participant and Provider Summary (YOY)

Program	Providers <sup>23</sup>		Program Participants		Participants Completed	
	20	21	20	21	20	21
MBSYEP	Multiple	Multiple	9,081	12,367	7,119	11,438

#### Program Total Budget & Spent (YOY)

Program	Program Budget		Program Spent	
	20	21	20	21
MBSYEP	\$ 20,492,115	\$ 18,511,946	\$ 20,454,269	\$ 18,133,515

#### Amount Received per Funding Source (YOY)

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
MBSYEP	20	\$ 20,492,115	\$ 0	\$ 0	\$ 0	\$ 0
	21	\$ 18,511,946	\$ 0	\$ 0	\$ 0	\$ 0

<sup>22</sup> Performance measures for MBSYEP are not included in the FY20 Expenditure Guide or the FY20 Accompanying Document, because the program does not capture performance measures that align to FY20 Expenditure Guide requested measures. Additionally, MBSYEP publishes an annual report of the program which can be accessed here: <https://does.dc.gov/service/mayor-marion-s-barry-summer-youth-employment-program>

<sup>23</sup> The MBSYEP Program is administered by DOES but delivered by several providers. Due to the numerous providers, and since there is an annual report that tracks program summary data, the providers are not included in the Expenditure Guide.

**The Reemployment Services and Eligibility Assessment (RESEA):** The Reemployment Services and Eligibility Assessment (RESEA) program addresses the reemployment needs of individuals receiving unemployment insurance compensation. RESEA participants are active job seekers and UCX (ex-service members) who are receiving UI benefits. Program services include enrollment in the states' Job Bank, one-on-one coaching and developing an individual reemployment plan that includes work search activities and assessment for UI benefit eligibility. This program does not have external providers reported in the Expenditure Guide, rather, this program is directly administered by DOES. Therefore, this program does not track WIOA performance measures, and the agency does not directly track supplemental performance measures for this program to include in this Expenditure Guide.

#### Participant and Provider Summary (YOY)

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
RESEA	1	1	2,672	1,573	2,672	1,573

#### Program Total Budget & Spent (YOY)

Program	Program Budget		Program Spent	
	20	21	20	21
RESEA	\$ 1,064,349	\$ 1,291,181	Data Not Available	\$ 894,727

#### Amount Received per Funding Source (YOY)

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
RESEA	20	\$ 0	\$ 1,064,349	\$ 0	\$ 0	\$ 0
	21	\$ 0	\$ 1,291,181	\$ 0	\$ 0	\$ 0

**Wagner- Peyser:** The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices now known as Employment Service. The Employment Service seeks to improve the functioning of the nation's labor markets by bringing together individuals seeking employment with employers seeking workers. Under the Workforce Innovation and Opportunity Act, the Employment Service offices are located in approximately 2,400 American Job Centers nationwide. The American Job Center network, part of the One-Stop system, provides universal access to an integrated array of labor exchange services so that workers, job seekers, and employers can find the services they need. The Wagner-Peyser Employment Service focuses on providing a variety of services including job search assistance, help getting a job referral, and placement assistance for job seekers. Additionally, re-employment services are available for unemployment insurance claimants, as well as recruitment services to employers with job openings. Services are delivered in one of three modes including self-service, facilitated self-help services and staff assisted service delivery approaches. The services offered to employers, in addition to referral of job seekers to available job openings, include assistance in development of job order requirements, matching job seeker experience with job requirements and skills, assisting employers with special recruitment needs, arranging job fairs, assisting employers analyze hard-to-fill job orders, assisting with job restructuring, and helping employers deal with layoffs. Job seekers who are veterans receive priority referrals to jobs and training as well as special employment services and assistance. In addition, the system provides specialized attention and service to individuals with disabilities, migrant and seasonal farmworkers, justice-involved individuals, youth, minorities, and older workers. This program does not have external providers reported in the Expenditure Guide, rather, this program is considered a program directly administered by DOES. Therefore, this program does not track WIOA performance measures.

#### Participant and Provider Summary (YOY)

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
Wagner-Peyser	1	1	5,606	4,308	5,963	3,089

#### Program Total Budget & Spent (YOY)

Program	Program Budget		Program Spent	
	20	21	20	21
Wagner-Peyser	\$ 1,956,585	\$ 2,600,962	Data Not Available	\$ 2,177,237

#### Amount Received per Funding Source (YOY)

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Wagner-Peyser	20	\$ 0	\$ 1,956,585	\$ 0	\$ 0	\$ 0
	21	\$ 0	\$ 2,600,962	\$ 0	\$ 0	\$ 0

**WIOA- Adult & Dislocated Workers:** The American Job Center serves adults, (individuals 18 and older) and dislocated workers, (those who lost their job through no fault of their own), access to a comprehensive array of employment-related services and tools in one convenient location. Through the District’s American Job Centers, residents can utilize resources such as career counseling, career planning, resumé assistance, direct job placement, classroom and on-the-job-training, information about local and national labor markets, unemployment compensation and much more. The Department of Employment Services, supported with resources from the District government and the US Department of Labor, operates the centers that are strategically located and accessible throughout the District. The District of Columbia’s American Job Center network is geared to assist all job seekers develop solid career plans that lead to family-sustaining wages.

**Participant and Provider Summary (YOY)**

Program	Providers		Program Participants		Participants Completed	
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
WIOA- Dislocated Worker & Adult	7	5	669	312	687	311

**Program Total Budget & Spent (YOY)**

Program	Program Budget		Program Spent	
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
WIOA- Dislocated Worker & Adult	\$ 13,946,534	\$ 15,507,159	\$ 8,763,336	\$ 7,942,122

**Amount Received per Funding Source (YOY)**

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
WIOA- Dislocated Worker & Adult	20	\$ 0	\$ 13,946,536	\$ 0	\$ 0	\$ 0
	21	\$ 0	\$ 18,507,159	\$ 0	\$ 0	\$ 0

**WIOA- Youth Program:**<sup>24</sup>The Out-of-School Program provides occupational skills training, career awareness counseling, work readiness modules, basic education, GED preparation, supported internship experiences, as well as vocational skills training for youth between the ages of 16-24. Training is currently provided in, but not limited to high-growth industries such as: Retail Services, Hospitality, Administrative Assistance (MOS), Information Technology, Culinary Arts, and Automotive Services. Out-Of-School programs serve young adults ages 16- 24 who are no longer attending secondary or post-secondary school.

**Participant and Provider Summary (YOY)**

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
WIOA- Youth Program	8	8	171	172	65	170

**Program Total Budget & Spent (YOY)**

Program	Program Budget		Program Spent	
	20	21	20	21
WIOA- Youth Program	\$ 7,392,746	\$ 7,584,640	\$ 5,527,035	\$ 5,085,160

**Amount Received per Funding Source (YOY)**

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
WIOA- Youth Program	20	\$ 0	\$ 7,392,746	\$ 0	\$ 0	\$ 0
	21	\$ 0	\$ 7,584,640	\$ 0	\$ 0	\$ 0

<sup>24</sup> In FY20, the WIOA- Youth Program included the Pathways for Young Adults Program (PYAP) and Youth Earn and Learn Program (YEALP) activities in the spreadsheet. However, in FY19, these two programs were reported separately. Therefore, the FY19 requests are marked as Program Not Reported.

**Year Round Youth Program:**<sup>25</sup> Innovation Grant Entrepreneurship Program is to support the delivery of innovative workforce services that will drastically improve the opportunities in entrepreneurship or post-secondary credit for youth between the ages of 18-24. This program does not have external providers reported in the Expenditure Guide, rather, this program is directly administered by DOES. Therefore, this program does not track WIOA performance measures, and the agency does not directly track supplemental performance measures for this program to include in this Expenditure Guide.

**Participant and Provider Summary (YOY)**

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
Year Round Youth Program	1	1	95	23	19	0

**Program Total Budget & Spent (YOY)**

Program	Program Budget		Program Spent	
	20	21	20	21
Year Round Youth Program	\$ 1,567,117	\$ 697,434	\$ 1,364,020	\$ 170,000

**Amount Received per Funding Source (YOY)**

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Year Round Youth Program	20	\$ 1,567,117	\$ 0	\$ 0	\$ 0	\$ 0
	21	\$ 697,434	\$ 0	\$ 0	\$ 0	\$ 0

<sup>25</sup> The Year Round Youth Program was previously named Youth Innovation Grant in the FY19 Expenditure Guide.

## Performance

**Employment Rate 2nd Quarter after Exit:** WIOA employment rates are based on the customer's exit date. For customers that exited any WIOA funded programs between July 1, 2021 - September 30, 2021, the 2nd quarter after exit would be between January 1, 2022 – March 31, 2022. When the Expenditure Guide was submitted, DOES had not reached the end of the 2nd quarter after exit. Additionally, there is a 1-quarter lag time for reported wages (median earnings). As a result, the FY21 Expenditure Guide does not capture all participant employment rates at the 2nd quarter after exit, because the reporting period is not complete.

<b>Exit Date</b>	<b>2nd Qtr. after Exit Reporting Timeframe</b>
10/01/2020 – 12/31/2020	04/01/2021 – 06/30/2021
01/01/2021 – 03/31/2021	07/01/2021 – 09/30/2021
04/01/2021 – 06/30/2021	10/01/2021 – 12/31/2021
07/01/2021 – 09/30/2021	01/01/2022 – 03/31/2022

**Employment Rate 4th Quarter after Exit:** The employment rate for the 4<sup>th</sup> quarter is the reflective of the number of participants employed that exited in FY2021. Participants who are included in this employment rate 4<sup>th</sup> quarter are confirmed by identifying how many participants had wages reported in the 4th quarter after the exit quarter. Verified data is not available for FY21 participants because not enough time has elapsed to measure 4 quarters after the exit quarter.

<b>Exit Date</b>	<b>4th Qtr. after Exit Timeframe</b>
10/1/2020 – 12/31/2020	10/01/2021 – 12/31/2021
01/01/2021 – 03/31/2021	01/01/2022 – 03/31/2022
04/01/2021 – 06/30/2021	04/01/2022 – 06/30/2022
07/01/2021 – 09/30/2021	07/01/2022 – 09/30/2022

**Median Earning** - The median earnings of participants that had wages reported in the 2<sup>nd</sup> Quarter after exit. Typically, the median earnings are reported one quarter after participants exit data. Therefore, based on the customer's WIOA exit date, the data captured in the Expenditure Guide may be incomplete at the time of reporting.

**Credential Attainment** – Credential Attainment is the number of participants that exited during FY2021 and how many earned credentials from training programs. Participants may not test for their credential immediately after they complete training. WIOA allows customers up to 1 year after exit to obtain their credential. Therefore, based on the participant's exit date, the allowable time to obtain the credential has not elapsed to capture complete data.

**Measurable Skills Gains** – This is a real-time measure, issued by the US DOL, by program year. Of participants in a training program, it indicates how many skills have been attained, reflecting progress toward the desired credential. Progress must be documented by providers.

FY20 WIOA Performance Measures <sup>26</sup>

Program	Employment 2nd Quarter After Exit-Outcome	Employment 4th Quarter After Exit- Outcome	Average of Reported Median Earnings	Credential Attainment-Outcome
DC Career Connections	Data Not Applicable			0
DC Infrastructure Academy (DCIA)	Data Not Applicable			65
Local Adult	0	0	0	53
On-the-Job (OJT) Training	n<10	1	\$ 10,435	N/A
Project Empowerment	Data Not Applicable			0
WIOA - Dislocated Worker & Adult	54	46	\$ 11,180	30
WIOA- Youth Program: Pathways for Young Adults Program (PYAP)	34	n<10	\$ 6,323	20
WIOA- Youth Program: Youth Earn and Learn Program (YEALP)	n<10	0	\$ 3286	10
<b>Total</b>	<b>96</b>	<b>52</b>	<b>-</b>	<b>178</b>

<sup>26</sup> The following programs were not included in the workforce activities tab of the Expenditure Guide: Fire & Medical Emergency Services (FEMS), Jobs for Veterans State Grants (JVSG), Marion Barry Youth Leadership Institute (MBYLI), Senior Community Services Employment Program (SCSEP), Summer Youth Employment Program (MBSYEP), The Reemployment Services and Eligibility Assessment (RESEA), and the Wagner-Peyser Program. These programs, with the exception of the MBSYEP did not reported external providers.



**FY21 WIOA Performance Measures\* <sup>27</sup>**

Program	Employment 2nd Quarter After Exit-Outcome	Employment 4th Quarter After Exit- Outcome	Average of Reported Median Earnings	Credential Attainment-Outcome
DC Career Connections	Data Not Applicable			0
DC Infrastructure Academy (DCIA)	Data Not Applicable			0
Fire and Medical Emergency (FEMS)	0	0	0	n<10
Local Adult	0	0	0	
On-the-Job (OJT) Training	0	0	0	Data Not Applicable
Project Empowerment	Data Not Applicable			0
WIOA - Dislocated Worker & Adult	0	0	0	n<10
WIOA- Youth Program: Pathways for Young Adults Program (PYAP)	0	0	0	16
WIOA- Youth Program: Youth Earn and Learn Program (YEALP)	0	0	0	10
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>34</b>


*\*Note: The FY21 outcomes data are not yet available due to the lag time in reporting and not enough time has elapsed since participant exit dates.*

<sup>27</sup> The following programs were not included in the workforce activities tab of the Expenditure Guide: Fire & Medical Emergency Services (FEMS), Jobs for Veterans State Grants (JVSG), Marion Barry Youth Leadership Institute (MBYLI), Senior Community Services Employment Program (SCSEP), Summer Youth Employment Program (MBSYEP), The Reemployment Services and Eligibility Assessment (RESEA), and the Wagner-Peyser Program. These programs, with the exception of the MBSYEP did not reported external providers.

## Department of Small and Local Business Development (DSLBD)

DSLBD supports the development, economic growth, and retention of District-based businesses, and promotes economic development throughout the District's commercial corridors.<sup>28</sup>

### Contact

 441 4<sup>th</sup> St NW,  
Suite 850 North  
Washington, DC 20001  
202-727-3900  
<https://dslbd.dc.gov>

### Resident Engagement

The **Innovation & Equitable Development (Inno.ED)** division helps to build the entrepreneurial ecosystem in the District of Columbia by identifying and developing small businesses owners through a series of statutory programs and agency initiatives, all designed to remove barriers to entrepreneurship. Such programs include: Dream Grants (provides grants for microbusinesses in Wards 7 & 8); Aspire to Entrepreneurship (assists returning citizens with starting and maintaining a business); Made in DC (supports and promotes DC's local makers and creatives); and District Capitalized and DC Kiva Hub (helps the unbanked and underbanked access capital to start and grow a business). Interested persons can learn more by visiting the [Inno.ED page](#).

The **DC Procurement Technical Assistance Center (DC PTAC)** offers eligible District-based businesses personalized business counseling and competitive insights for navigating the local, state, and federal government contracting processes successfully. Interested persons can learn more by visiting the [DC PTAC page](#).

The **Business Opportunities** Division provides assistance to Certified Business Enterprises (CBE) and CBE-eligible businesses focused on access to capital, District government contract opportunities, and capacity building resources. Interested persons can learn more by visiting the [Business Opportunities page](#).

### Industry Sectors

- Healthcare Social Assistance
- Educational Services
- Hospitality; IT and Business Administration
- Construction; Manufacturing; Infrastructure and Transportation
- Government and Public Sector
- Law and Security

### Credentials Offered

- None

---

<sup>28</sup> Department of Small and Local Business Development. (n.d.). *About us*. <https://dslbd.dc.gov/page/about-us>

## Workforce Development/Adult Education Programs

**Business Opportunities:** Provides assistance to Certified Business Enterprises (CBE) and CBE-eligible businesses through trainings, workshops, and networking/matchmaking opportunities focused on helping businesses increase access to capital, District government contract opportunities, and capacity building resources.

### Impact of COVID/Virtual Service Provisions

Impact of COVID-19: As DSLBD continues to identify potential growth areas for businesses, the Business Opportunities division continues to adapt relevant outreach and informational trainings in a manner which maximizes the agency's ability to meet local businesses where they are. For example, at the beginning of the COVID-19 pandemic, the division adapted programming towards a web-based model and platform and began utilizing the eLearning software, Articulate, to ensure the public could access trainings and workshops easily and effectively. In addition, the division hosted its first all-virtual DC Local Business Expo to help businesses navigate the uncharted landscape of the pandemic. The expo attracted over 200 local businesses who engaged with live trainings, workshops, and one-on-one matchmaking sessions – some of which centered on sports betting. In addition, the division pivoted its traditional, annual in-person District Connect event by making it all-virtual. This two-day event was filled with workshops, matchmaking sessions with contracting officers and beneficiaries, and consultations with lenders, insurance providers and bonding agents. These workshops were also recorded and available to persons who were unable to attend for future access at their convenience.

**DC Procurement Technical Assistance Center (PTAC):** Offers eligible District-based businesses personalized one-on-one business counseling and competitive insights for navigating the local, state, and federal government contracting processes successfully.

### Impact of COVID/Virtual Service Provisions

Impact of COVID-19: DC PTAC pivoted during the pandemic by leveraging virtual platforms to offer a host of educational outreach sessions to help further businesses' goals of securing federal, state, and local contracts and procurements. This series included topics, such as: Doing Business with DC Public Schools (DCPS), PPP Loan Forgiveness, Building Effective Government Cost Proposals, Leveraging U.S. Small Business Administration Certifications, Doing Business with GSA – Locating Opportunities, Outcome-Based Business Development, Capture, and Proposal Development, Impacts of COVID on Credit Underwriting, and others. The series was also recorded and available to persons who were unable to attend for future access at their convenience. In addition, DC PTAC continued one-on-one counseling sessions with clients via virtual platforms, transitioning from its traditional in-person model.

**Innovation & Equitable Development:** Helps to build the entrepreneurial ecosystem in the District of Columbia by identifying and developing small businesses owners through a series of statutory programs and agency initiatives, all designed to remove barriers to entrepreneurship.

### Impact of COVID-19/Virtual Service Provisions

Impact of COVID-19: Inno.ED was able to quickly expand the scope and use of funds for some of its grants so that grantee entrepreneurs and business owners could directly respond to the many challenges they were confronted with due to COVID. In addition, this division adapted programming to fit a virtual model; the division adjusted the formats with a focus on providing safe and accessible trainings without reducing the efficacy of the content, while recognizing the technological barriers that some participants may face going all digital. Some programs with a substantial in-person component, such as the Build a Dream series, were temporarily paused as pivots were planned; this program offering was redesigned in the form of webinar lunch and learns. Despite overall challenges converting in-person models to virtual offerings, Inno.ED was able to

offer over 270 small business trainings and events on a variety of topics with nearly 8,000 registrations across these events.

#### Participant and Provider Summary (YOY)

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
Business Opportunities	1	1	1,227	1,049	1,227	1,049
DC Procurement Technical Assistance Center (PTAC)	1	1	5,071	5,482	5,071	5,482
Innovation & Equitable Development	1	1	6,965	7,938	6,965	7,938
<b>Total</b>	<b>3</b>	<b>3</b>	<b>13,263</b>	<b>14,469</b>	<b>13,263</b>	<b>14,469</b>

#### Program Total Budget & Spent (YOY)

Program	Program Budget		Program Spent	
	20	21	20	21
Business Opportunities	\$ 1,344,573	\$ 877,435	\$ 820,463	\$ 787,435
DC Procurement Technical Assistance Center (PTAC)	\$ 771,075	\$ 778,483	\$ 732,241	\$ 703,470
Innovation & Equitable Development	\$ 1,545,634	\$ 2,293,960	\$ 1,545,634	\$ 2,293,960
<b>Total</b>	<b>\$ 3,661,282</b>	<b>\$ 3,949,878</b>	<b>\$ 3,098,338</b>	<b>\$ 3,784,865</b>

#### Amount Received per Funding Source (YOY)

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Business Opportunities	20	\$ 421,463	\$ 0	\$ 199,000	\$ 0	\$ 200,000
	21	\$ 787,435	\$ 0	\$ 0	\$ 0	\$ 0
DC Procurement Technical Assistance Center (PTAC)	20	\$ 183,542	\$ 587,533	\$ 0	\$ 0	\$ 0
	21	\$ 230,694	\$ 547,790	\$ 0	\$ 0	\$ 0
Innovation & Equitable Development	20	\$ 1,127,634	\$ 0	\$ 408,000	\$ 0	\$ 10,000
	21	\$ 954,530	\$ 0	\$ 1,264,000	\$ 0	\$ 75,430

#### Performance

DSLBD provided a performance report, which is included as a tab in the Expenditure Guide.


## Department of Youth Rehabilitation Services (DYRS)

DYRS is responsible for the supervision, custody, and care of young people charged with a delinquent act in the District of Columbia in one of the following circumstances:

- Youth who are detained in a DYRS facility while awaiting adjudication
- Youth who are committed to DYRS by a DC Family Court judge following adjudication

Youth can be initially committed to the agency until the age 18 and may remain in the care of DYRS until the age of 21. The agency provides comprehensive support services to committed youth in secure facilities as well as within the community. DYRS is designed to help young people get on the right track and successfully transition into adulthood. Further, they work with fellow District agencies, community partners, and juvenile justice experts to implement innovative, research-based models that align with best practices in the juvenile justice and youth development fields.<sup>29</sup>

### Contact

 450 H St NE,  
Washington, DC 20001  
202-299-5362  
<https://dyrs.dc.gov/>

### Resident Engagement

The programs included in the Expenditure Guide are only available for those who are committed to DYRS.

### Eligibility

- Participants must be under 21 and committed to DYRS.

### Industry Sectors

- Hospitality
- Media/Creative Economy

### Credentials Offered

- OHS10
- Video Field Production Certification

### Impact of COVID-19/Virtual Service Provisions

All programming was moved to a virtual platform.

## Workforce Development/Adult Education Programs

**Carpentry:** This training teaches the tools and procedures that are used by construction professionals to complete residential and commercial building projects. Students were taught safe-work practices and power tool identification and operation. The training provided detailed coverage of framing techniques, interior and exterior finishing practices.

---

<sup>29</sup> Department of Youth Rehabilitation Service. (n.d.). *About DYRS*. <https://dyrs.dc.gov/page/about-dyrs>

**Video Production:** This training allows students to work on video productions, 3D animation and photography. Students are exposed to the advances of video production technology including, green screens, HD cameras, professional lighting, green screens, and video editing.

**Photography:** The Photography program exposes youth to the components and aspects of the field of photography. Program was not active in FY21.

#### Participant and Provider Summary (YOY)

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
Carpentry	1	1	n<10	12	33%	12
Photography	1	Not Active	n<10	Not Active	100%	Not Active
Video Production	1	1	n<10	10	100%	10
Youth Cafe	Not Active		Not Active		Not Active	
<b>Total</b>	<b>3</b>	<b>2</b>	<b>11</b>	<b>22</b>	<b>n&lt;10</b>	<b>22</b>

#### Program Total Budget & Spent (YOY)

Program	Program Budget		Program Spent	
	20	21	20	21
Carpentry	\$ 37,450	\$ 24,750	\$ 37,450	\$ 24,750
Photography	\$ 16,300	Not Active	\$ 16,300	Not Active
Video Production	\$ 9,300	\$ 18,000	\$ 9,300	\$ 18,000
Youth Cafe	Not Reported	Not Active	Not Reported	Not Active
<b>Total</b>	<b>\$ 63,050.00</b>	<b>\$ 42,750</b>	<b>\$ 63,050</b>	<b>\$ 42,750</b>

Amount Received per Funding Source (YOY)

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Carpentry	20	\$ 37,450	\$ 0	\$ 0	\$ 0	\$ 0
	21	\$ 24,750	\$ 0	\$ 0	\$ 0	\$ 0
Photography	20	\$ 16,300	\$ 0	\$ 0	\$ 0	\$ 0
	21	Not Active				
Video Production	20	\$ 9,300	\$ 0	\$ 0	\$ 0	\$ 0
	21	\$ 18,000	\$ 0	\$ 0	\$ 0	\$ 0
Youth Cafe	20	Not Active				
	21					

**Performance**

FY20

Provider	Participants who earned Credential
Community Tech	Data Not Available
Majestic Studios	n<10
<b>Total</b>	<b>100%</b>

FY21

Provider	Participants Employed
Community Tech	n<10
Majestic Studios	0
<b>Total</b>	<b>n&lt;10</b>


## Mayor's Office of Latino Affairs (MOLA)

MOLA's mission is to improve the quality of life of the District's Latino residents by addressing a broad range of social and economic needs through strategic management of public and private partnerships, expertise on policy, community relations, civic engagement, and community-based grants.

Since 1976 the Mayor's Office on Latino Affairs (MOLA) has served the Latino community of the District of Columbia. Working with the Mayor, the City Council, the diverse governmental agencies of the District, community organizations and the private sector, MOLA serves as the community liaison informing them about the different services available in the areas of health, education, and social services.

MOLA administers the grants assigned by the Mayor to the different community organizations and collaborates with a wide range of DC government agencies to ensure the proper implementation of the DC Language Access Act.<sup>30</sup>

### Contact

 2000 14<sup>th</sup> Street NW,  
Suite 206  
202-671-2825  
<https://communityaffairs.dc.gov/mola>

Eduardo Perdomo, Interim Director,  
2000 14<sup>th</sup> Street NW,  
Suite 206  
202-671 2825  
Eduardo.perdomo@dc.gov  
<https://communityaffairs.dc.gov/content/about>

### Resident Engagement

Community members can contact MOLA at 202-671-2825 for a referral or contact the provider directly.

### Eligibility

**Age:** Latino Community Development Grant serves participants that range from 14-85, and the Summer Youth Employment Program serves participants ages 14-24.

**Background:** Participants are not required pass a drug test or pass a criminal background check

**Identification:** Participants are not required to have a driver's license.

### Industry Sectors

- Construction
- Educational Services
- Healthcare
- Hospitality
- IT and Business Administration
- Performing Arts

---

<sup>30</sup> Mayor's Office on Latino Affairs. (n.d.). *About us*. <https://mola.dc.gov/page/about-mola>



### Credentials Offered

- Basic Communication Skills
- Community Interpreter
- Construction Drawings
- Construction Math
- CPR/First Aid
- Employability Skills
- Flagger Safety
- Hand Tools
- IT Helpdesk
- Material Handling
- Microsoft Office Certificate
- Microsoft Office Specialist
- NCCER Certification
- OSHA-10
- Power Tools

### Impact of COVID-19/Virtual Service Provisions

The providers for the Latino Community Development Grant moved their services to virtual platforms, impacting their recruitment efforts.

The providers for the Summer Youth Employment Program moved to virtual platforms and some providers did not offer any services.

### Workforce Development/Adult Education Programs

**Latino Community Development Grant:** Offers one-time grants of up to \$50,000 to CBOs with a current and valid 501(c)(3) status located in the District of Columbia. The grant is intended to enhance Latino-serving programs focused on education (all ages), workforce development, economic development, housing services, civic engagement, legal services, crisis intervention, and arts, culture, and humanities. This program provides services that include credential attainment/occupational skills training, job search/placement, job/workforce readiness, case management, and work experience.

**Summer Youth Employment Program:** Administered by MOLA and DOES, this program offers District of Columbia Youth ages 14-24 meaningful and structured employment, career readiness opportunities, and services with a variety of community-based partners for the duration of SYEP. This program provides services including job/workforce readiness services and work experience.

**Participant and Provider Summary (YOY)**

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
<i>Fiscal Year</i>						
Latino Community Development Grant	13	15	2,743	7,378*	2,040	1,769
Summer Youth Employment Program (SYEP)	3	6	97	99	97	99
<b>Total</b>	<b>21</b>	<b>21</b>	<b>2,840</b>	<b>7,477</b>	<b>2,137</b>	<b>1,868</b>

\*Note: Participants reported in the Latino Community Development Grant reflect the total number of participants served by provider.

**Program Total Budget & Spent (YOY)**

Program	Program Budget		Program Spent	
	20	21	20	21
<i>Fiscal Year</i>				
Latino Community Development Grant	\$ 380,000	\$ 425,000	\$ 380,000	\$ 425,000
SYEP	\$ 203,927	\$ 198,035	\$ 202,697	\$ 198,035
<b>Total</b>	<b>\$ 583,927</b>	<b>\$ 623,000</b>	<b>\$ 582,697</b>	<b>\$ 623,000</b>

**Amount Received per Funding Source (YOY)**

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
Latino Community Development Grant	20	\$ 380,000	\$ 0	\$ 0	\$ 0	\$ 0
	21	\$ 425,000	\$ 0	\$ 0	\$ 0	\$ 0
SYEP	20	\$ 203,927	\$ 0	\$ 0	\$ 0	\$ 0
	21	\$ 198,035	\$ 0	\$ 0	\$ 0	\$ 0

## Performance

### Credential Attainment

Program	Providers	Participants who Earned Credential	
		<i>FY20</i>	<i>FY21</i>
Latino Community Develop Grant	Byte Back, Inc.	10	0
	Carlos Rosario PCS	17	0
	Casa Ruby	200	0
	Catholic Charities of the Archdiocese of Washington, Inc.	22	9
	Community Language Service Program	9	0
	GALA Hispanic Theatre	18	0
	Latino Economic Development Center	107	0
	Life Asset	105	0
	Quality Trust for Individuals with Disabilities	0	0
	Run Hope Work	Program Not Reported	0
	Street Entrepreneurs	0	0
	The Family Place	6	0
	Trabajadores Unidos	0	0
	Volunteers of America	0	0
SYEP	GALA Hispanic Theatre	0	0
	The Latin American Youth Center	51	0
	The Latino Student Fund (LSF)	26	0
<b>Total</b>	17	<b>571</b>	<b>9</b>


**FY21 Employment**

Program	Providers	Number Employed
Latino Community Development Grant	Casa Ruby Tu Tiket de Trabajo "Your Ticket to Work" Employment Program	1
	Catholic Charities of the Archdiocese of Washington, Inc. Green Construction Pre-apprenticeship Program	2
	Life Asset Microloans and Business Training for Low-Income Latino Entrepreneurs	98
	Uptown Community Initiative "Uptown: Open for Business!"	10
SYEP	The Latin American Youth Center FY20 LAYC Summer Youth Employment Program	18
	The Latino Student Fund (LSF) Summer Post-Secondary Career and College Success Program	36
	GALA Hispanic Theatre Summer Youth Employment Program: Paso Nuevo	15
	Multicultural Career Intern Program COVID-19 Aid and Teen Pregnancy Prevention Program at the Columbia Heights Educational Campus (CHEC)	21
	HOLA CULTURA HOLA CULTURA: "Educating, supporting, and promoting the DC Latino community in times of COVID-19 and Beyond"	10
<b>Total</b>	<b>9</b>	<b>211</b>

## Office of Cable, Television, Film, Media, and Entertainment (OCTFME)

The mission of the OCTFME is to produce and broadcast programming for the District of Columbia’s public, educational, and government access (PEG) cable channels and digital radio station, regulate the District of Columbia’s cable television service providers, provide customer service for cable subscribers; and support a sustainable creative economy and labor market for the District of Columbia.<sup>31</sup>

### Contact

 1899 9<sup>th</sup> St NE,  
Washington, DC 20018  
202-671-0066

### Resident Engagement

District of Columbia residents interested in learning more about the Creative Economy Career Access Program (“CECAP”) can request CECAP Program Overview & Candidate Qualification information by contacting [film@dc.gov](mailto:film@dc.gov). . Program information can also be found at the OCTFME Jobs & Training Page: <https://entertainment.dc.gov/service/jobs-training>.

District of Columbia residents interested in learning more about the program can request a “CECAP Candidate Interest Form” by contacting [film@dc.gov](mailto:film@dc.gov).

Local employers interested in serving as CECAP program employer-mentors can request program information and request a Prospective Employer-Partner Questionnaire by contacting [film@dc.gov](mailto:film@dc.gov).

### Eligibility

- **Age:** 18+
- **Education:** Participants do not require a high school diploma, GED, or equivalent
- **Background:** No drug test or criminal background check is required
- **Residency:** Participants must prove DC residency

### Industry Sectors

- Media/Creative Economy

### Credentials Offered

- None

## Workforce Development/Adult Education Programs

**Creative Economy Career Access Program: Media (CECAP: Media):** During fiscal year 2021 CECAP: Media provides qualifying District of Columbia residents access to a 3-week entry-level media skills training curriculum, followed by a paid 8-month on-the-job training internship. Program

---

<sup>31</sup> Office of Cable, Television, Film, Media, and Entertainment. (n.d.). *About the office of cable, television, film, media, and entertainment (OCTFME)*. <https://entertainment.dc.gov/page/about-octfme-o>

participants are placed with creative economy industry companies, nonprofits, and public sector agencies who provide mentorship and on-the-job training. The program is administered under the supervision of OCTFME with administrative support provided by the Department of Employment Services (DOES) and the Department of State Initiatives (DSI). Training services are provided by the Public Access Corporation of the District of Columbia (DCTV).

- In FY2021 program was budgeted to serve five (5) District of Columbia resident participants. Program participants are provided access to "job coach" services from DOES, and job placement assistance after the completion of the program, as well as continued access to program mentors for ongoing career advice. Program services offered include: work experience; follow-along supports, intake, entry-level skills training, on-the-job training, mentorship

### **Creative Economy Career Access Program: Stagehand (CECAP: Stagehand)**

CECAP: Stagehand offers underserved District of Columbia residents' access to on-the-job creative technical stagehand skills training. CECAP: Stagehand trains and mentors motivated, hard-working District of Columbia residents, helps them develop marketable stagehand technical skills, and provides them a first step towards a sustainable career as a stagehand, union membership, and a pathway to the middle class. The program is administrated under the supervision of OCTFME with administrative support provided by the Department of Employment Services (DOES) Department of State Initiatives (DSI). On-the-job training and mentoring services for the program are provided by the creative technical labor provider and special event services provider, GLP DC.

### **Impact of COVID-19/Virtual Service Provisions**

In FY2021 program were suspended because of COVID related public activity restrictions. The program will also be suspended in FY2022.

### **Participant and Provider Summary (YOY)**

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
CECAP: Stagehand	1	Not Active	n<10	Not Active	Data Not Applicable	Not Active
CECAP: Media	1	1	n<10	n<10	n<10*	n<10
<b>Total</b>	<b>2</b>	<b>1</b>	<b>n&lt;10</b>	<b>n&lt;10</b>	<b>Data Not Available</b>	<b>n&lt;10</b>

\*Note: Program was suspended in Fiscal Year 20, and not all participants in CECAP: Media were unable to complete.

**Program Total Budget & Spent (YOY)**

Program	Program Budget		Program Spent	
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
CECAP: Stagehand	\$ 209,002	Not Active	\$ 21,930	Not Active
CECAP: Media	\$ 126,596	\$ 126,261	\$ 120,504	Data Not Available
<b>Total</b>	<b>\$ 335,598</b>	<b>\$ 126,261</b>	<b>\$ 142,435</b>	<b>Data Not Available</b>

**Amount Received per Funding Source (YOY)**

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
(CECAP): Stagehand	<i>20</i>	\$ 0	\$ 0	\$ 126,596	\$ 0	\$ 0
	<i>21</i>	Program Not Active				
(CECAP): Media	<i>20</i>	\$ 19,107	\$ 0	\$ 189, 894	\$ 0	\$ 0
	<i>21</i>	\$ 14,331	\$ 0	\$ 111,930	\$ 0	\$ 0

**Performance**

OCFTFME defines programmatic success according to the following description listed below.

CECAP: Media defines success by (1) tracking the number of participants that complete a 3-week entry level training curriculum provided by DCTV; (2) tracking the number of participants that complete a 11-month On-the-job training placement in good standing (or separate from the program by choice for a “full-time” job offer or educational opportunity); and 3) tracking the number of participants that successfully complete the program who rate the program as (a) a positive experience, (b) the feel the program improved their professional skills, and (c) feel the program has provided them the tools and experience they can leverage to pursue a successful career in the creative economy.

CECAP: Stagehand defines success by tracking the number of participants that can complete the program with performance and skill attainment reporting from the training provider as adequate, good, or excellent. As referenced earlier, the CECAP: Stagehand program was suspended in FY2021.



## Office of the State Superintendent of Education (OSSE)

OSSE is the state education agency for the District of Columbia charged with raising the quality of education for all DC residents. OSSE serves as the District's liaison to the U.S. Department of Education and works closely with the District's traditional and public charter schools to achieve its key functions:

- Overseeing all federal education programs and related grants administered in the District of Columbia.
- Developing state-level standards aligned with school, college, and workforce readiness expectations.
- Ensuring access to [high-quality child care](#) and universal pre-kindergarten for eligible District families.
- Providing resources and support to assist the District's most vulnerable student populations.
- Administering the annual [Partnership for Assessment of Readiness for College and Careers \(PARCC\)](#), the statewide student academic achievement exam.
- Providing regional, door-to-door [transportation to school](#) for District children with special needs.
- Awarding [higher education financial assistance](#) to eligible District students at public and private colleges and universities in DC and across the country.
- Increasing health and physical education awareness as well as ensuring access to free meals year-round.
- Providing common, comparable information for families and educators about all public schools in the District of Columbia through the [DC School Report Card](#).<sup>32</sup>

### Contact



1050 First St NE,  
Washington, DC 20002  
202-727-6436

### Resident Engagement

Interested participants can visit <https://osse.dc.gov/service/adult-education-and-training>.

OSSE WIC IE&T Programs are also advertised through several mediums, such as: DC Data Vault, [Career Coach DC](#) website, DC ReEngagement Center's [Back on Track DC](#) website, ACCESS DC Guide to Navigating Programs and Services in the District of Columbia, ACCESS DC Programs and Services for DC Residents PowerPoint Presentation, OSSE WIC Partnership Guide, American Job Centers, DC Public Library, OSSE AFE providers and partners.

---

<sup>32</sup> Office of the State Superintendent of Education. (n.d.). *About OSSE*. <https://osse.dc.gov/page/about-osse>



## Eligibility

- **Age:** 18+
- **Background:** No drug test, no criminal background check
- **Education:** CASAS scores are required to inform placement, but there is no degree requirement
- **Identification:** Government issued identification
- **Residency:** District resident or ward of the state
- **Additional Eligibility Requirements:** An eligible individual is a person who
  - Is not enrolled or required to be enrolled in secondary school under State law
  - Has basic skills deficiencies (includes adults with a high school diploma or any other credential but who are determined to have deficiencies by a Comprehensive Adult Student Assessment System (CASAS) pre- and/or post-test; an adult that does not have a secondary school diploma or its recognized equivalent and has not achieved an equivalent level of education based on CASAS; or an adult who is an English language learner).

## Industry Sectors

- Business Administration and Information Technology
- Construction
- Education Finance
- Healthcare
- Hospitality
- Infrastructure
- Information Technology
- Law and Security

## Credentials Offered

### Business Administration

- Microsoft Office Specialist Excel 2016
- Microsoft Office Specialist Outlook 2016
- Certified Guest Services Professional
- Retail Industry Fundamentals
- Unidos in Banking, Latinos in Finance/Bank of America Assessment

- Preventative Maintenance Technician Certification
- Homebuilders Institute (HBI)
- Pre-Apprenticeship Certification Training (PACT)
- National Consortium for Construction Education and Research (NCCER)
- Multi-Craft Core Curriculum (MC3)
- American Welding Society D1.1 Welder Certification (3G)

### Construction

- NCCER Pre-Apprenticeship Certification
- OSHA-10 Certification
- OSHA-30
- Flagger Certification
- Stationary Steam Engineering
- HVAC/Electrical Wiring
- Plumbing
- CFC Universal/EPA 608 (1<sup>st</sup>, 3<sup>rd</sup>, 6<sup>h</sup> Class Licensure)
- 5<sup>th</sup> Grade Engineering (MD)
- CPR & AED, EPA CFC 608A Type 1, R-410

### Education

- Child Development Associate

### Healthcare

- Certified Front Desk Representative
- Certified Guest Services Professional
- Registered Medical Assistant
- Home Health Aide License

- CPR/First Aid Certification
- Certified Clinical Medical Assistant (CCMA)
- Certified Medical Administrative Assistant (CMAA)
- Certified Nursing Assistant
- Phlebotomist
- National Professional Certification in Customer Service
- Guest Services Gold
- Restaurant Server
- Restaurants & Food/Beverage Services Career Pathway (HT-RFB)

### **Hospitality**

- Certified Front Desk Representative/Front Desk Attendant
- Certified Guest Services Professional
- Certified Restaurant Server
- Certified Guestroom Attendant
- ServSafe Food Handler Certificate
- Health Education Certificate
- American Hotel and Lodging Association START

### **Information Technology**

- NorthStar Digital Literacy
- Certiport- Internet and Computing Core
- CompTIA A-Plus
- Comp TIA Computer Fundamentals
- CompTIA Network+
- CompTIA Security+
- MTA IT Infrastructure

### **Impact of COVID-19/Virtual Service Provisions**

**FY21:** In FY21, OSSE AFE sub-grantees continued to provide modified IE&T and assessment services at a distance/remotely, in place-based settings per DC COVID-19 protocols (social distancing and PPE), and/or via a hybrid of both approaches. Students' participation in the practicum component of training programs and/or work-based learning and the timeline by which students were able to earn and/or be awarded an industry-recognized credential was impacted by the pandemic. Additionally, business closures due to the pandemic resulted in limited employment options for students, particularly individuals with low level literacy and numeracy skills, English Language Learners, and other persons with multiple barriers to employment. Adult learners who are parents were also challenged with supporting their children's education in the home via distance learning and remaining persistent in participation in IE&T programs and their achievement of their education, training, and career goals. The lack of and/or limited access to digital devices and the internet also impacted student engagement, persistence, progress, and outcomes. Lastly, the fear of contracting Covid-19 also put downward pressure on the number of adult learners who exited and would have otherwise likely found employment.

### **Workforce Development/Adult Education Programs**

**OSSE Adult Education and Family Literacy Act:** Responsible for administering the Adult Education and Family Literacy Act (AEFLA) authorized by Title II of the Workforce Innovation and Opportunity Act (WIOA) of 2014 (Pub. Law 113-128), codified at 29 U.S.C. § 3271 et seq. and its implementing regulations at 34 CFR Part 463. The AEFLA grant program is supported with a match of local funds, as required by Title II, Section 222(b) of WIOA codified at 29 U.S.C. § 3302(b). OSSE AFE works in collaboration with the WIC to co-fund eligible providers to offer Integrated Education and Training Programs to DC residents via WIC Career Pathways funding. Additionally, OSSE awards Gateway to Careers funding to eligible providers to offer integrated adult education and literacy and workforce preparation services aligned to the WIC's high demand industries to DC residents with literacy or numeracy skills at or below the 5th grade level. WIC Career Pathways local funding is authorized by the Mayor's Order 2016-086 and the Workforce Investment Implementation Act of 2000 (DC Code 32-1601 et seq.). All other local funding (AFE State, AFE Local and Gateway to Careers), is authorized by the State Education Office Establishment Act of 2000, effective October 21,

2000 (D.C. Law 13-176; D.C. Official Code § 38-2602(b)), as amended, and the Fiscal Year 2018 Budget Support Act of 2017, sec. 4052.

In spring 2020, OSSE, in collaboration with the WIC, held a grant competition for FY 2020-21 Federal AEFLA, Local/Gateways to Careers & WIC Career Pathways grant funds. In accordance with OSSE grant guidelines and its Enterprise Grants Management System, \$6,320,000.00, inclusive of:

- 1) \$1,620,000.20 in Federal AEFLA Funding,
- 2) \$2,920,666.68 in Local/Gateways to Careers Funding and \$1,779,333.12 in WIC Career Pathways Funding grant funds was awarded to 12 sub-grantees to offer Integrated Education & Training (IE&T) services to District residents for the period of July 1, 2020 - September 30, 2021.

This first year competitive grant cycle is inclusive of 15 months, instead of 12 months. This was done to allow the subsequent continuation grants to align with DC's local fiscal year. As such, the increased level of funding awarded to sub-grantees does not reflect an increase in the OSSE AFE budget or the subgrantee awards, but a longer grant window. This first year extended grant supported programming for 12 months (July 1, 2020 - June 30, 2021) + 3 months (July 1, 2021 - September 30, 2021) for a total of 15 months. OSSE typically awards \$4.5M in funding to its IE&T Providers annually. As such, subsequent continuation funding of all types will be awarded to sub-grantees based on a 1-year (12 months) grant cycle for FYs 22 thru 24. In FY25, the final continuation grant will be for 10 months (including one month for closeout activities) as we re-compete for the FY26 thru FY30 grant.

Relative to the level of AEFLA funding - \$1,620,000.20 - represents \$1,030,590.84 in Federal Fiscal Year (FFY) 21 Funding and \$589,410.36 in FFY 19 Carryover Funding for which OSSE, like other states, received a US Department of Education COVID-19 Waiver to expend through September 30, 2021 due to the pandemic. The carryover waiver funds will not be available in subsequent years. Relative to the level of WIC Career Pathways funding - \$1,779,333.12 - represents \$261,333.36 in FY 20 Funding (July 1, 2020 - September 30, 2020) and \$1,517,999.76 in FY 21 Funding (October 1, 2020 - September 30, 2021).

## Performance Updates

For FY 2021-22, OSSE is modifying the title of three data elements to clarify the data being reported as follows:

- **Total Number of Program Participants (1-11 hours + 12 or more hours of instruction):** The number reported represents the total program participants served with OSSE AFE Federal AEFLA, Local/Gateways to Career Funding & WIC Career Pathways funding irrespective of the number of hours of instruction. It includes students with 1-11 hours + students with 12 or more hours of instruction. This is in-line with what has historically been reported.
- **Total Number of Program Participants Completed (Measurable Skills Gains):** OSSE defines "Completed" as the total number of program participants who achieved measurable skill gains (MSG). OSSE AFE's Integrated Education and Training (IE&T) Program models include the provision of adult education and literacy, concurrently and contextually with workforce preparation, and workforce training aligned to the WIC's high demand industries. This model also includes supportive and transition services and affords District residents the time and

supports that are needed to achieve multiple milestones throughout their participation in the program and/or upon exiting the program. These include:

- 1) achievement of at least one educational functioning level,
- 2) attainment of a secondary school diploma or its equivalent,
- 3) attainment of a secondary or postsecondary transcript (that shows student progress),
- 4) making progress towards milestones (via training and/or work-based learning),
- 5) passing a technical/occupational skills exam,
- 6) earning entry-level and/or industry recognized credentials and/or,
- 7) transitioning to training, advanced training, postsecondary education and/or employment before or the 2nd quarter after exiting a program, and
- 8) retention and advancement of employment the 4th quarter after existing a program.

We believe that using the MSG as the proxy for program completion is a more rigorous and valuable approach than what has historically been used by OSSE to report program completion for the workforce expenditure guide. As such, we have also altered the previous program completion data to allow for year-over-year comparisons. However, it should be noted that starting in FY21 the Department of Education expanded the MSG metric to include meeting any of the first five milestones listed above. Prior to this time MSG focused solely on the first two milestones.

- **Total Number of Program Participants (12+ hours of instruction):** The number reported represents the total program participants served with OSSE AFE Federal AEFLA, Local/Gateways to Career Funding & WIC Career Pathways funding with 12 or more hours of instruction. Twelve or more hours of instruction is the US Department of Education (US DoE) federal metric for enrollment in AEFLA funded programs. All WIOA performance and outcome data reported by OSSE is based on the total number of program participants that meet this US DoE enrollment criteria.
- Services Provided by OSSE AFE Integrated Education and Training (IE&T) Providers include: *Intake; Educational and Career Assessment; Goal Setting and Individual Career Pathway Planning; Integrated Education and Training (Includes Adult Education and Literacy, Workforce Preparation, Workforce Training and Work-based learning); Supportive Services (Links to Child Care, Transportation, Public Benefits and other related services); Transitional Services (Links to Training/Advanced Training, Postsecondary Education and/or Employment); Case management; Core Outcome Follow-up Services (Employment 2nd Qtr. after exit and 4th Qtr. after exit, Median Earnings, Credential Attainment).*

#### Participant and Provider Summary (YOY)

Program	Providers		Program Participants (1-11 hours + 12 or more hours of instruction)		Number of Enrolled Participants (12+ hours of instruction)		Participants Completed (Achieved Measurable Skills Gains)	
	20	21	20	21	20	21	20	21
<i>Fiscal Year</i>								
OSSE Adult Education and Family Literacy Act	13	12	1,038	1,270	809	1,086	338	607

### Program Total Budget & Spent (YOY)

Program	Program Budget		Program Spent	
Fiscal Year	20	21	20	21
OSSE Adult Education and Family Literacy Act	\$ 4,460,000	\$ 6,320,000	\$ 4,408,189	\$ 6,319,7891

### Amount Received per Funding Source (YOY)

Program	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
OSSE Adult Education and Family Literacy Act	20	\$ 2,460,012	\$ 1,193,320	\$ 0	\$ 0	\$ 806,666
	21	\$ 2,920,666	\$ 1,620,000	\$ 0	\$ 0	\$ 1,779,333

## Performance

Per WIOA, the state negotiated performance targets with the U.S. Department of Education, Office of Career and Technical Education (USDE OCTAE) for the National Reporting System (NRS) Table 4 and Table 5. Furthermore, there is a lag time associated with the collection of NRS Table 5 data, therefore the charts below represent the employment outcomes and other follow-up indicators for participants who exited OSSE AFE funded programs during the prior program year (FY20). Therefore, like NRS Table 4 outcomes in FY20, the state's performance on NRS Table 5 in FY21 was significantly impacted by the COVID-19 pandemic, especially regarding the outcomes associated with employment and wages. As mentioned above, the COVID-19 pandemic impacted the District's and the region's economy and safe employment opportunities were limited, particularly for individuals with multiple barriers to employment. Furthermore, adult learners who are parents were also challenged with supporting their children's education in the home via distance learning while trying to obtain or retain employment. Lastly, the fear of contracting COVID-19 likely put downward pressure on the number of adult learners who exited and found employment.

**Employment Target (2nd quarter after exit) – OSSE AFE's** federally negotiated target for this metric during this reporting period was 19%. The state's performance was 15.12% which reflects a decrease of 6.45% percentage points in FY 21 compared to 21.57% in FY 20.

**Retention in Employment (4th quarter after exit) – OSSE AFE's** federally negotiated target for this metric during this reporting period was 23.0%. The state's performance was 12.02%, which reflects a decrease of 7.61% percentage points in FY 21 compared to 19.63% in FY 20.

**Median Earnings & Median Earnings Type – OSSE AFE's** federally negotiated target for this metric during this reporting period was \$7,500. The state's performance was \$6,890 which reflects an increase of \$481 in FY 21 compared to \$6,409 in FY 20. All employment and wage data listed above is collected through follow up surveys with program exiters, and through a data match with DOES's

Unemployment Insurance wage data and the State Wage Interchange System (SWIS), where possible. However, matching against the DOES UI wage data and SWIS wage data requires a social security number which we do not require for enrollment in AFE programming and for which only a fraction of our learners voluntarily provide. We know that this leads to an under-representation of our learners' employment and wage data. OSSE AFE is actively working on strategies to improve performance in these areas through: the Career Up DC initiative in partnership with DOES, which will expand paid work-based learning opportunities to students participating in AFE IE&T programs; dedicated staff in AFE IE&T programs to support education to employment/post-secondary education transitions for students; increasing postsecondary education options for students through the DC Tuition Assistance Grant Program, Mayor's Scholars and DC Futures Programs; and incentives for student achievement of core outcomes. OSSE is also exploring contracts with external vendors to support student engagement in work-based learning activities and job placement of program graduates. We are confident that these added components will help improve these outcomes moving forward.

**Measurable Skill Gains** - For FY21, OSSE AFE negotiated a measurable skill gains performance target of 47 percent for all ABE and ESL Educational Functioning Levels (EFLs). This target represents the proposed percentage of adult learners making a measurable skill gain (e.g., achieving an educational functioning level gain, acquiring a secondary school diploma or its equivalent, attaining a secondary or postsecondary transcript, making progress towards a milestone, passing a technical/occupational skills exam, or exiting a program below the postsecondary level and enrolling in postsecondary education and training during the program year). The state's performance for this metric during this reporting period was 55.64% which reflects a 13.76 percentage point increase in the number of students in OSSE AFE-funded programs who made a measurable skill gain in FY 21 (n=607) compared to 41.88% (n=388) in FY 20.

**Credential Attainment** – OSSE AFE's federally negotiated target for this metric during this reporting period was 46%. The state's performance was 44.87% which reflects an increase of 0.67 percentage points compared to 44.2% in FY 20. From a national reporting perspective, the credential attainment metric includes both industry-recognized credentials (IRCs) and secondary credentials. The attainment of IRCs is one of the key benefits to the IE&T service model. It should be noted that some industry-recognized credentials require a practicum component to be completed before earning the credential. And, as mentioned above, students' ability to participate in the practicum component of training programs was negatively impacted by the pandemic, thus decreasing the number of students that were successfully able to earn industry-recognized credentials.

**Participant Performance**

<i>Fiscal Year</i>	<i>FY20</i>		<i>FY21</i>	
Provider	Target Participants	Total Participants	Target Participants	Total Participants
Academy of Hope PCS	100	144	90	85
Briya PCS	100	112	90	128
Catholic Charities of the Archdiocese of Washington, Inc.	100	85	90	141
Congress Heights Community Training & Dev. Corp.	100	117	90	73
Four Walls Development, Inc.	100	67	90	74
Literacy Volunteers and Advocates - Gateway to Careers	50	59	N/A	N/A
Latin American youth Center Career Academy PCS	N/A	N/A	90	63
Opportunities Industrialization Center of Washington-OIC/DC	100	46	90	82
So Others Might Eat	100	74	90	86
Southeast Welding Academy	100	70	90	73
The Family Place	N/A	N/A	90	98
The Latin American Youth Center	100	69	N/A	N/A
YouthBuild PCS	100	126	90	145
YWCA National Capital Area	100	69	90	38
<b>Total</b>	<b>1,150</b>	<b>1,038</b>	<b>1,080</b>	<b>1,086</b>

**FY20 WIOA Performance Measures<sup>33</sup>**

Provider	Employment 2nd Quarter After Exit- Outcome	Employment 4th Quarter After Exit- Outcome	Median Earnings	Measurable Skill Gains	Credential Attainment
Academy of Hope PCS	8.1%	n<5%	\$ 4,810	42.7%	44.4%%
* <sup>34</sup> Academy of Hope PCS	n<5%	n<5%	Data Not Applicable	50%	n<5%
Briya PCS	49%	50.7%	\$ 5,573	54.1%%	72.6%
Catholic Charities of the Archdiocese of Washington, Inc.	8%	n<5%	\$ 7,065	27.6%	82.2%
Congress Heights Community Training & Dev. Corp.	37%	58.5%	\$ 4,875	37.9%	58.5%
Four Walls Development, Inc.	12.9%	26.9%	\$ 7,005	24.3%	11.8%
*Literacy Volunteers and Advocates - Gateway to Careers	n<5%	n<5%	Data Not Applicable	21%	n<5%
Opportunities Industrialization Center of Washington-OIC/DC	16.7%	11.7%	\$ 7,696	34.8%	56.6%
So Others Might Eat	52.9%	53.1%	\$ 7,280	54.1%	52.1%
*Southeast Welding Academy - Gateway to Careers	12.5%	n<5%	\$ 4,550	52.9%	n<5%
The Latin American Youth Center	n<5%	n<5%	Data Not Applicable	12%	90.9%
YouthBuild PCS	19.5%	26.1%	\$ 3,900	60.9%	32.4%
YWCA National Capital Area	12.6%	4.0%	\$ 6,302	27.1%	85.2%

<sup>33</sup> The WIOA Performance Measures chart does not include WIOA performance measures that OSSE does not track, for example target data for Employment 2<sup>nd</sup> and 4<sup>th</sup> Quarter. The figures represented in this chart are the measures that OSSE reported in the FY20 Expenditure Guide.

<sup>34</sup> The asterisk (\*) is an indicator of the Gateway to Careers programs.



FY21 WIOA Performance Measures<sup>35</sup>

Provider	Employment 2nd Quarter After Exit- Outcome	Employment 4th Quarter After Exit- Outcome	Median Earnings	Measurable Skill Gains	Credential Attainment
Academy of Hope PCS	15.73%	20%	\$ 5,525	60.00%	58.18%
Briya PCS	46.30%	28.87%	\$ 6,825	71.09%	69.10%
Catholic Charities of the Archdiocese of Washington, Inc.	n<5%	n<5%	\$ 27,060	42.96%	37.50%
Congress Heights Community Training & Dev. Corp.	10.2%	6.85%	\$ 7,800	52.11%	61.43%
Four Walls Development, Inc.	10.94%	10.00%	\$ 10,000	37.33%	37.14%
Latin American Youth Center Career Academy PCS	No Data Available at This Time - First Year Grant Recipient			47.62%	No Data Available At This Time - First Year Grant Recipient
Opportunities Industrialization Center of Washington-OIC/DC	7.89%	n<5%	\$ 7,410	51.22%	56.60%
So Others Might Eat	9.84%	22.08%	\$ 7,475	62.92%	51.35%
Southeast Welding Academy	13.30%	35.29%	\$ 7,800	65.75%	63.64%
The Family Place	No Data Available At This Time - First Year Grant Recipient			74.75%	No Data Available At This Time - First Year Grant Recipient
YouthBuild PCS	11.22%	7.69%	\$ 3,900	48.28%	10.77%
YWCA National Capital Area	7.27%	n<5%	\$ 7,813	47.37%	43.86%

<sup>35</sup> The WIOA Performance Measures chart does not include WIOA performance measures that OSSE does not track, for example target data for Employment 2<sup>nd</sup> and 4<sup>th</sup> Quarter. The figures represented in this chart are the measures that OSSE reported in the FY20 Expenditure Guide.

## DC Public Charter School Board (DC PCSB)

DC public charter schools are environments where all students, especially those in historically marginalized groups, thrive. As DC's charter authorizer, we: approve, monitor, and evaluate schools, with an emphasis on equity and academic excellence; create policies and conditions to empower educators to do their best work in service of students; and actively engage families, schools, and communities to inform our decision-making.<sup>36</sup>

### Contact



#### **Carlos Rosario International PCS**

1100 Harvard St NW,  
Washington, DC 20009  
(202) 797-4700



#### **Community College Preparatory Academy PCS**

2405 Martin Luther King Jr SE,  
Washington, DC 20020  
(202) 610-5780



#### **Maya Angelou PCS- Young Adult Learning Center**

5600 East Capitol St NE,  
Washington, DC 20019  
(202) 797-8250



#### **The Next Step PCS**

3047 15th St NW,  
Washington, DC 20009  
(202) 319-2249

### Resident Engagement

Participants can call or visit the website of each school to learn more information about getting involved.

### Industry Sectors

- Construction
- Culinary
- Education
- Healthcare
- Information Technology

---

<sup>36</sup>. Public Charter School Board. (n.d). *Who we are*. <https://dcpcsb.org/about-us/who-we-are?type=181>

### **Credentials Offered**

- GED
- Help Desk Certification

### **Workforce Development/Adult Education Opportunities**

**Carlos Rosario International PCS:** Carlos Rosario International PCS focuses on providing quality education to the diverse immigrant population of the District of Columbia through English as a second language, workforce development, and support services. The school offers courses in English language acquisition, GED, digital technology and online communication tools, and citizenship for the naturalization test. The school also offers career certification training in high-growth and high-demand fields including nursing, technology, culinary arts, bilingual education, and construction pre-apprenticeship, as well as comprehensive support services.

**Community College Preparatory Academy PCS:** Community College Preparatory Academy PCS as started in 2013 as a blended learning, secondary bridge program for adults who needed a high school diploma, college readiness skills and/or workforce skills necessary to compete in DC's constantly changing workforce skills environment. Community College Preparatory Academy PCS offers programs in ACCUPLACER prep, dual enrollment, Microsoft office suite, and help desk certification training.

**Maya Angelou PCS - Young Adult Learning Center:** Maya Angelou PCS - Young Adult Learning Center (YALC) provides year-round GED preparation and workforce development including construction programming for young people ages 17 and up. Maya Angelou PCS - YALC strives to provide a safe, structured learning environment that is conducive to individual student needs and is specially tailored to young adults who have made the conscious decision to return to school after being away for quite some time.

**The Next Step PCS:** The Next Step PCS offers GED prep classes, in either English and Spanish, as well as English as a Second Language (ESL) classes to DC youth between the ages of 16-30. GED and ESL classes are available during a full-time day school program and a part-time night school program, both of which run from September through August, enrolling once every semester. Through the Career & Life Skills Department, The Next Step PCS offers students and alumni a number of resources, including one-on-one college and career planning sessions, workshops focused on career prep, resume writing, post-secondary options, financial aid and validating foreign transcripts, assistance in applying for dual enrollment at a local college or university, post-secondary fairs, tours, and campus visits.

### **Performance**

DC PCSB does not require adult public charter schools to report specific programmatic funding for workforce development programs. More broadly, DC PCSB does not collect or report any program-specific funding or expenditures.

Each public charter school is required to annually undergo a thorough financial audit that DC PCSB publishes on its website. Each audit is conducted by a third-party auditor chosen by the school from a list of auditors approved by DC PCSB, the Office of the Chief Financial Officer, and the Office of the State Superintendent of Education. DC PCSB analyzes and summarizes the information in these

audits to produce the [Financial Analysis Report \(FAR\)](#), which presents consistent and transparent information about charter schools' finances and operations.

## University of District of Columbia Workforce Development (UDC) & Lifelong Learning Division (WDLL)

The mission of the UDC-CC Division of Workforce Development and Lifelong Learning (WDLL) is to reduce unemployment and underemployment in the District of Columbia by enhancing the skills of its residents. The program provides training to DC residents aimed at helping them earn jobs, get promoted, and train for careers in new industries.<sup>37</sup>

### Contact



3100 Martin Luther King Ave SE,  
Washington, DC 20032  
202-274-7181  
<https://www.udc.edu/cc/workforce-development/>

### Resident Engagement

Participants should visit <http://www.udc.edu/cc/workforce-development> to retrieve additional information about the program including how to apply.

### Eligibility

Due to the various eligibility requirements for each course, please refer to the Expenditure Guide Spreadsheet for specific eligibility requirements.

### Industry Sectors

- Construction
- Early Childhood Education (CDA)
- Information Technology and Office Administration
- Hospitality and Tourism
- Healthcare Direct and Administration
- General Education

### Credentials Offered

#### **Construction:**

Upon successful completion of coursework and training, students are eligible to sit for the following certification exams:

- Certificate for Apartment Maintenance Technician (CAMT).
- The National Center for Construction and Research (NCCER).
- ESCO Employment Ready and H.E.A.T.
- UDC-WDLL Course Completion Certificate

#### **Early Childhood Education:**

Upon successful completion of all required coursework and training, students are eligible to begin the application process for full CDA Certification with the Council for Professional Recognition.

---

<sup>37</sup> University of the District of Columbia. (n.d.) Home. <https://www.udc.edu/cc/workforce-development/>

**Information Technology and Office Administration:**

Upon successful completion of coursework and training, students are eligible to sit for the following certification exams:

- AWS Certified Cloud Practitioner
- AWS Developer-Associate
- AWS Sys Ops Administrator
- CompTIA ACAD IT Fundamentals (FCO-U61)
- CompTIA A+ Certification
- CompTIA Security+ Certification
- CompTIA Network+ Certification
- Project Management (CAPM)
- Certiport: MOS 2016 Word and PowerPoint Expert
- Certiport: MOS 2016 Excel Expert
- UDC-WDLL Course Completion Certificate

**Hospitality and Tourism:**

Upon successful completion of coursework and training, students are eligible to sit for the following certification exams:

- NRF - National Retail Association
- National Restaurant Association - SERV Safe
- AHLEI (Hospitality and Tourism, Front Desk, Certified Guest Service Professional, Certified Maintenance Professional)
- Certified Apartment Leasing Professional
- UDC-WDLL Course Completion Certificate

**Healthcare Direct:**

Upon successful completion of coursework and training, students are eligible to sit for the following certification exams:

- NHA - Certified EKG Technician
- National Nurse Aid Assessment Program (NNAAP) - CNA
- NHA - Certified Patient Care Technician
- NHA - Certified Pharmacy Technician
- NHA - Certified Phlebotomy Technician
- The Board of Nephrology Examiners Nursing Technology (BONENT) - Student must work in the field for 1 year prior to certification (Dialysis Technician)

**Healthcare Administration:**

Upon successful completion of coursework and training, students are eligible to sit for the following certification exams:

- AAPC-CPC Certified Professional Billing
- NHA - Certified Electronic Health Record Specialist NHA- Medical Assistant
- NHA - Certified Billing and Coding Specialist (CBCS)
- NHA - Certified Medical Administrative Assistant
- Board of Nursing – Certified Nursing Assistant
- UDC-WDLL Course Completion Certificate

**General Education:**

All General Education courses provide the UDC-WDLL Course Completion Certificate

### **Impact of COVID-19/Virtual Service Provisions**

All classes were suspended in March 2020 due to the COVID-19 pandemic. The UDC-WDLL division reopened in Fall semester 2020. Current course offering modalities are: hybrid, 100% online, and in-person. UDC Vaccination Policy (as of: Spring 2022): All Students, Staff, and Faculty are required to submit documentation of vaccination status in the University Health Services portal, for more information on the University's COVID-19 vaccination policy, go to: <https://www.udc.edu/rise/>

## **Workforce Development/Adult Education Programs**

**In-Demand Industry Courses:** In-demand industry courses are designed to support the development of skills to prepare participants to enter the local/regional workforce. Services provided in these courses include career development and preparation, basic education, and lifelong learning.

**Construction:** The construction pathway includes opportunities for participants who are interested in pursuing occupations in the construction trades and apartment maintenance fields. These courses offer credential attainment/occupational skills training. Construction courses are mostly offered in hybrid and in-person modalities.

**Early Childhood Education:** The early childhood development and services pathway includes occupations related to the nurturing and/or teaching of infants and toddlers within certified childcare centers, nursery schools, preschools, public schools, and private households in the District. These courses offer credential attainment/occupational skills training. Early Childhood Education courses are offered in 100% online, hybrid, and in-person modalities.

**Healthcare Direct & Healthcare Administration:** The direct healthcare services pathway includes occupations related to the tests and evaluations that aid in the detection, diagnosis and treatment of diseases, injuries, or other physical conditions. The Administrative Healthcare pathway includes occupations that interact with patients or the public to provide a therapeutic environment for the delivery of health care services and includes technical and professional careers within the healthcare field. These courses offer credential attainment/occupational skills training. Healthcare courses are mostly offered in 100% online, hybrid, and in-person modalities.

**Hospitality & Tourism:** The hospitality and tourism services pathway include learning opportunities for occupations that perform a variety of tasks to maintain operations and promote guest services in eating and drinking establishments. These courses offer credential attainment/occupational skills training. Hospitality & Tourism courses are offered in 100% in-person, hybrid, and in-person modalities.

**Information Technology & Office Administration:** The Information Technology pathway includes occupations related to information technology deployment, including implementing computer systems and software, database management, providing technical assistance, and managing information systems. In addition, network systems pathway includes occupations related to network analysis, planning, and implementation, including design, installation, maintenance, and management of network systems. These courses offer credential attainment/occupational skills training. Information Technology & Office Administration courses are offered in 100% online, hybrid, and in-person modalities.

**Participant and Provider Summary (YOY)**

Program	Providers		Program Participants		Participants Completed	
	20	21	20	21	20	21
<i>Fiscal Year</i>	20	21	20	21	20	21
Construction	1*	1*	189	133	48	90
Early Childhood Education	1*	1*	199	140	70	80
General Education	Not Active	1*	Not Active	197	Not Active	147
Partnership with Generations	Not Active	2	Not Active	34	Not Active	30
Healthcare Direct & Healthcare Administration	1*	1*	426	284	155	199
High Demand Industry Courses	1*	Not Active	257	Not Active	20	Not Active
High Demand Industry Courses w/ DCHA	1	1	47	47	30	35
Partnership with DCPS	Not Active	1	Not Active	2	Not Active	2
Hospitality	1*	1*	187	90	42	62
Hospitality & Tourism w/ DOES	1*	1*	75	0	Data Not Available	0
Hospitality & Tourism w/ DOC	Not Reported	Not Active		Not Active	Not Reported	Not Active
Information Technology & Office Administration	1*	1*	478	447	143	310
Infrastructure Courses w/ DCIA	1	1	21	169	21	144
<b>Total</b>	<b>3*</b>	<b>4</b>	<b>1,879</b>	<b>1,543</b>	<b>529</b>	<b>2,198</b>



**Program Total Budget & Spent (YOY)**

Program	Program Budget		Program Spent	
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>	<i>20</i>	<i>21</i>
UDC Hosted Programs	\$ 5,377,598	\$ 1, 607, 917	Data Not Available <sup>38</sup>	\$ 968, 698
High Demand Industry Courses w/ DCHA	\$ 86,995.00	\$ 9,100		Data Not Available
Hospitality & Tourism w/ DOES	\$ 58,000	Data Not Available		Data Not Available
Infrastructure Courses w/ DCIA	\$ 62,000	Data Not Available		Data Not Available
<b>Total</b>	<b>\$ 5,584,593</b>	<b>\$ 1, 617, 017</b>	<b>Data Not Available</b>	<b>\$ 968, 698</b>

**Amount Received per Funding Source (YOY)**

Program Name	FY	Local Funding	Federal Funding	Special Purpose Funding	Additional Funding	Other Funding
UDC Programs	<i>20</i>	\$ 5,377,598	0	0	0	0
	<i>21</i>	\$ 4,993,280	0	0	0	0

<sup>38</sup> The budget for UDC administered programs is not itemized for each program or the total amount spent. UDC has taken steps towards tracking the budget by program; however, the data is not available at the time of reporting for the FY20 Expenditure Guide.

## Performance

Provider	Participants who Earned a Credential	
<i>Fiscal Year</i>	<i>20</i>	<i>21</i>
Construction	2	43
Early Childhood Education	0	0
Healthcare Direct and Healthcare Administration	69	113
General Education	0	
High Demand Industry Courses	15	-
High Demand Industry Courses w/DCHA	5	0
Hospitality (UDC +DOC+ DOES)	48	10
Information Technology and Office Administration	28	33
Infrastructure Courses w/DCIA	0	0
<b>Total</b>	<b>167</b>	<b>199</b>

## Key Findings

The Expenditure Guide serves as a mechanism for reviewing the district's workforce strategies through programs and services, ensuring that businesses and jobseekers have access to resources that advance education, employment, and career attainment.

In 2020, the District's labor force participation rate of 70% was above the U.S. average and was steadily rising, contrary to the national trend. DC's 5.3% unemployment rate in January 2020 is was its lowest in the past 30 years. Then, beginning in March 2020, the United States dealt with the COVID-19 pandemic by enacting unprecedented mitigation efforts including social distancing and mask mandates to combat the spread of the virus and protect healthcare systems and workers from overwhelming demand for emergency and chronic healthcare services. The District was greatly impacted by these initial measures, as population dense areas were particular "hotspots" of viral spread, emergency needs. As the pandemic continues to impact the economic and financial security of district residents, particularly lower-income, younger, and less educated, the need for program innovation, collaboration and braided programming is critical.

The FY21 Analysis reflects the combined impact of the Covid-19 pandemic and the resultant negative economic impact. Key findings focus on the following areas:

- Impact of COVID-19 on Programming and Funding
- Addressing Business Demand
- Intake and Referrals: Connecting the Workforce System to Common Tools and Resources
- Virtual Service Provisions including Best Practices

### **Impact of COVID-19 on Programming and Funding**

As a result of the pandemic and social distancing mandates, many programs shifted to a virtual service model. Some training providers struggled with delivering virtual services, particularly workshops and training. In addition, some jobseekers did not have the equipment and technology (including access to internet services) to participate in online instruction and services. As outlined in the Accompanying Document, this resulted in a significant reduction in participants which also reduced expenses.

### **Addressing Business Demand**

- In order to meet business demand during the pandemic, both the Workforce Investment Council and the Department of Employment hosted virtual hiring events as employers faced significant turnover, resignations, and illnesses.
- The Workforce Investment Council in partnership with local business and economic development stakeholders with the Workforce Development Board have identified reviewed and validated the high-growth, in-demand industries, and occupations. In addition, thirteen Career Pathway Maps have been developed updated to provide a roadmap to guide and inform career success advancement based on a jobseeker's skill level and verified through qualitative and quantitative business and sector analysis. Programs that provide occupational training should be aware of and utilize both these resources, to align and connect jobseekers with information about the jobs that are in-demand occupations and connect them to training resulting in business recognized credentials, increasing jobseeker marketability and competitiveness.
- The Workforce Investment Council, in partnership with the One Stop Operator, should ensure all workforce staff responsible for career counseling and advisement coaching and develop receive training on using a career pathway model and the use of the newly developed career pathway maps.

### **Intake and Referrals: Connecting the Workforce System to Common Tools and Resources**

- Data Vault serves as the workforce system’s intake and referral tool allowing front-line workers to enhance wrap-around and supportive services facilitate customer access to workforce system programs, services and supports. Data Vault connects the support community together and minimizes the number of “doors” a resident must enter to receive the support they need to successfully access education/training or employment opportunities.
- Management of Data Vault has shifted to The Workforce Investment Council, which is creating updating a common intake form that for the entire workforce system should utilize as its referral tool. Once Data Vault updates are completed, the WIC will host briefings and trainings across the workforce system on its utilization to support successful implementation and utilization.

### **Virtual Service Provision – Promising Practices**

- Although some youth internships were suspended due to the pandemic, they were still able to identify virtual activities that would enable the continuing of receiving internship pay.
- Businesses continued to be served through outreach and informational trainings. At the beginning of the pandemic, DSLBD adapted programming using a web-based model and platform. The division hosted an all-virtual DC Local Business Expo. The expo attracted over 200 local businesses who engaged in live trainings, workshops, and one-on-one matchmaking session.
- One program expanded their scope and use of funds for some of its grants so that grantee entrepreneurs and business owners could directly respond to the many challenges they were facing due to the pandemic.
- Many agencies and programs described their ability to pivot service provisions virtually to minimize breaks in customer service including securing funding for computer loaner programs to address accessibility to technology.

## **Recommendations - Data Collection and Continuous Improvement Efforts**

This section discusses opportunities for continuous improvement in the data collection process and provides recommendations for improving future updates to the Expenditure Guide.

Through the data collection process, the WIC acknowledges that a stronger district-wide governance structure is needed that details how agencies should collect, track, and report their workforce data, across a wide range of services that use different funding streams, data platforms and timing for which they report their data. There are many nuances across agencies and within agency programs that creates challenges for a streamlined reporting structure.

As an example, the Expenditure Guide requests WIOA performance measures to capture performance outcomes from agencies. These measures are required for programs that receive federal WIOA funding. Most of the programs included in this report do not fall into this category, as demonstrated by the number of agencies that selected “Data Not Applicable” under performance measures. Similarly, WIOA requires agencies to capture performance measures a year after participants have exited the program. This lag time in reporting makes it difficult to meet the reporting timeframe required for the submission of the Expenditure Guide and standardize timeframes across all programs. To help solve for this challenge, agencies were encouraged to provide existing reports that evaluate performance in different ways than requested by the Transparency Act however, this makes comparisons across agencies difficult.

The WIC recommends developing standard reporting requirements that recognizes the diversity of workforce services provided throughout the District but provides structure to support consistent reporting. Currently, the WIC is engaged in data infrastructure strategies that address barriers across agency partners. Data infrastructure will focus on:

- Establishment of data sharing agreements across agency partners
- Establishment of a workforce system-wide data governance structure responsible for the development and implementation of strategies that align the system’s data and reporting
- Establishment of a data system that enables the WIC to extract reports that represents the success of the District’s workforce efforts

The recommendations outlined in this report are underway and partner agencies are engaged in the effort. The Workforce Investment Council looks forward to providing updates on continuous improvement efforts annually as part of the Expenditure Guide submission.