Alexandria/Arlington Region 12 WIOA Staff Meeting

April 26, 2016

ALEXANDRIA / ARLINGTON REGIONAL
Workforce Council

Welcome!

WIOA Report Card

Program	MeasureDescr	Area	Num	Den	Performance	Target	threshold_80	PerformDescr	flag
Adult	Entered Employment Rate	12	17	18	94.4	77	61.6	Exceed	🟩
Adult	Employment Retention Rate	12	27	33	81.8	87	69.6	Met	🟨
Adult	Average Six-Month Earnings	12	338,998	24	14,124.9	13200	10560.0	Exceed	🟩
Adult	Employment and Credential Rate	12	12	16	75.0	62	49.6	Exceed	🟩
Dislocated Worker	Entered Employment Rate	12	20	25	80.0	77	61.6	Exceed	🟩
Dislocated Worker	Employment Retention Rate	12	28	33	84.8	87	69.6	Met	🟨
Dislocated Worker	Average Six-Month Earnings	12	805,084	26	30,964.8	16200	12960.0	Exceed	🟩
Dislocated Worker	Employment and Credential Rate	12	9	16	56.3	68	54.4	Met	🟨
Youth	Attainment of Degree or Certificate	12	6	8	75.0	62	49.6	Exceed	🟩
Youth	Literacy-Numeracy Gains	12	0	1	0.0	53	42.4	Not Met	🟥
Youth	Placement in Employment or Education	12	8	11	72.7	52	41.6	Exceed	🟩
All	CRC Attainment	12	49	188	26.1	25	25.0	Exceed	🟩

Labor Market Update

Area 12's In-Demand Industries

Industry	Employment (Q3 2015)	Job Ads (Q1 2016)	Avg. Weekly Wage (Q3 2015)	Turnover (Q4 2013)	Projected Per Year Growth (By 2022)
Construction	4,611	398	$1,327	12.9%	2.64%
Retail Trade	17,449	1,066	$629	10.2%	.97%
Transportation & Warehousing	9,894	106	$1,286	6.1%	.29%
Information	6,383	554	$2,094	5.6%	(.31%)
Finance & Insurance	6,651	559	$2,322	5.4%	1.27%
Professional, Scientific, & Technical Services	58,549	8,482	$2,074	8.3%	3.02%
Administrative, Support, and Waste Management	17,048	1,183	$996	12.1%	1.95%
Educational Services	5,190	335	$972	6.3%	1.61%
Health Care & Social Assistance	15,776	1,501	$993	9.4%	3.24%
Accommodation & Food Services	25,241	1,248	$494	13.9%	1.89%
Public Administration	62,196	818	$1,486	3.5%	n/a

Top 20 In-Demand Occupations (by function)

Name	Job Openings (Q1 2016)
Information Technology	13,919
Finance / Accounting	4,421
Sales / Biz. Development	3,985
Administration / Clerical	3,437
Medical / Health	2,915
Hospitality / Services	2,896
Operations / Logistics	1,941
Marketing / PR	1,917
Engineering / QA	1,836
Creative / Talent	1,721
Executive Management	1,372
Human Resources	1,236
Education / Training	1,083
Maintenance / Repair	806
Facilities / Construction	805
Security	719
Science / R&D	691
Social Services	620
Legal	341
Manufacturing / Resources	199

Top 20 In-Demand Occupations (by SOC Code)

Name	Job Openings (Q1 2016)
Computer Systems Analysts	1,974
Management Analysts	1,858
Information Security Analysts	1,847
Software Developers, Applications	1,780
Network and Computer Systems Administrators	1,656
Computer User Support Specialists	1,266
Computer Systems Engineers/Architects	1,135
Web Developers	1,104
Information Technology Project Managers	921
Managers, All Other	918
Marketing Managers	850
Executive Secretaries and Executive Administrative Assistants	835
Registered Nurses	781
First-Line Supervisors of Retail Sales Workers	746
Retail Salespersons	745
Market Research Analysts and Marketing Specialists	695
First-Line Supervisors of Office and Administrative Support Workers	658
Accountants	624
First-Line Supervisors of Food Preparation and Serving Workers	611
Public Relations Specialists	604

Top 20 In-Demand Certifications

Name	Job Openings (Q1 2016)
Secret Clearance	6,500
Top Secret Clearance	2,721
Driver's License	2,434
Top Secret Sensitive Compartmented Information	2,304
Certified Information Systems Security Professional	1,146
Certified Registered Nurse	1,051
Project Management Professional	883
Certified Public Accountant	636
DoD 8570 Certification	555
Basic Life Support	546
Continuing Education	531
Certification in Cardiopulmonary Resuscitation	484
Commercial Driver's License	480
Cisco Certified Network Associate	467
Certified Information Systems Auditor	463
Occupational Safety & Health Administration Certification	428
Single Scope Background Investigation	413
Certified Ethical Hacker	387
Microsoft Certified Systems Engineer	345
Food safety programs	274

Essential Skills for Success*

- Communication
- Organization
- Critical Thinking
- Problem Solving
- Teamwork
- Flexibility
- Tolerance
- Networking
- Positive Attitude
- Determination
- Dependability
- Attention to Detail

- Professionalism
- Leadership
- Listening
- Manners
- Creativity
- Willingness to Learn
- Patience
- Being on Time
- Perseverance
- Managing Multiple Priorities
- Motivation
- Follow Through

* San Diego Workforce Partnership

Top 20 In-Demand Skills

Name	Job Openings (Q1 2016)
Oral and written communication skills	14,734
Microsoft Office	6,972
Marketing	5,518
Detail oriented	5,308
Creativity	4,385
Integrity	4,131
Microsoft PowerPoint	4,110
Project Management	3,996
Team-oriented, teamwork	3,936
Problem solving	3,911
Work independently	3,580
Self-starting / Self-motivated	3,474
Customer service oriented	2,985
Management skills	2,964
Business development	2,888
Organizational skills	2,877
Troubleshooting	2,689
Management experience	2,613
Program management	2,463
Software development	2,356

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Top 20 In-Demand Occupations (GED/HS)

Name	Job Openings (Q1 2016)
Retail Salespersons	664
First-Line Supervisors of Retail Sales Workers	559
First-Line Supervisors of Food Preparation and Serving Workers	523
First-Line Supervisors of Office and Administrative Support Workers	322
Executive Secretaries and Executive Administrative Assistants	284
Customer Service Representatives	281
Maids and Housekeeping Cleaners	247
Maintenance and Repair Workers, General	213
Combined Food Preparation and Serving Workers, Including Fast Food	210
Waiters and Waitresses	197
Managers, All Other	196
Cashiers	171
Stock Clerks, Sales Floor	148
Security Guards	143
First-Line Supervisors of Mechanics, Installers, and Repairers	139
Computer User Support Specialists	135
Business Operations Specialists, All Other	129
Insurance Sales Agents	127
Hotel, Motel, and Resort Desk Clerks	127
Tellers	125

Top 20 In-Demand Certifications (GED/HS)

Name	Job Openings (Q1 2016)
Driver's License	1,161
Secret Clearance	376
Food safety programs	226
Certification in Cardiopulmonary Resuscitation	179
First Aid certification	174
Occupational Safety & Health Administration Certification	162
Top Secret Sensitive Compartmented Information	146
Top Secret Clearance	133
Commercial Driver's License	126
Automated External Defibrillator	88
HAZMAT	87
EPA certification	78
DoD 8570 Certification	73
Continuing Education	69
Information Assurance Technicians	68
Automotive Service Excellence	64
Certified Practical Nurse, Long-term care	61
State insurance license	51
Certified in Nursing Administration	50
Basic Life Support	49

Top 20 In-Demand Occupations (Middle Skilled)

Name	Job Openings (Q1 2016)
Retail Salespersons	704
Computer User Support Specialists	635
First-Line Supervisors of Retail Sales Workers	585
First-Line Supervisors of Food Preparation and Serving Workers	547
Heavy and Tractor-Trailer Truck Drivers	457
Web Developers	398
First-Line Supervisors of Office and Administrative Support Workers	368
Executive Secretaries and Executive Administrative Assistants	344
Registered Nurses	314
Customer Service Representatives	307
Maintenance and Repair Workers, General	263
Maids and Housekeeping Cleaners	251
Combined Food Preparation and Serving Workers, Including Fast Food	219
Managers, All Other	209
Waiters and Waitresses	198
First-Line Supervisors of Mechanics, Installers, and Repairers	178
Cashiers	175
Tellers	152
Business Operations Specialists, All Other	152
Security Guards	150

Top 20 In-Demand Certifications (Middle Skilled)

Name	Job Openings (Q1 2016)
Driver's License	1,423
Secret Clearance	854
Commercial Driver's License	476
Certified Registered Nurse	465
Top Secret Clearance	366
Certification in Cardiopulmonary Resuscitation	355
Top Secret Sensitive Compartmented Information	253
Food safety programs	246
Occupational Safety & Health Administration Certification	243
Basic Life Support	222
First Aid certification	221
HAZMAT	219
Continuing Education	169
Licensed Practical Nurse	129
Automated External Defibrillator	113
EPA certification	103
Esthetician and Cosmetology License	101
DoD 8570 Certification	100
Information Assurance Technicians	90
Certified Practical Nurse, Long-term care	89

Who is Hiring Middle Skilled Talent?

Name	Job Openings (Q1 2016)
Inova Health System	360
Macy's	173
Virginia Hospital Center	166
Marriott	163
Harris Teeter, Inc.	138
Hilton Worldwide	123
Michael Baker Corporation	114
Pizza Hut	103
Kimpton Hotels & Restaurants	99
Nordstrom	98
Sunrise Senior Living, Inc.	96
Ritz-Carlton	93
Target Corporation	91
Sears Holdings Corporation	83
Sport & Health	75
CVS Health	72
Arlington Public Schools	70
Domino's	70
InterContinental Hotels Group	59
Hyatt	59

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WIOA Outcome Measures

YTD Total New Enrollees/Placements

- Adult
- Dislocated
- Youth

	Arlington	Alexandria
Adult		
Enrolled	71	83
Exited	17	42
Dislocated Worker		
Enrolled	24	64
Exited	11	10
Youth		
Enrolled	17	12
Exited	9	8

CRC

CRC					
	YTD Total Tested	Gold	Silver	Bronze	Not obtained
Adult	7	-	1	3	3-unknown status
Dislocated	20	1	10	4	5 –unknown status
Youth	4	-	3	1	

**Please be sure you are putting _both_ assessment and obtainment into VOS. Case notes should reflect outcome of CRC assessment.
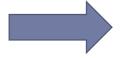
Follow up – it's not "just" a mandate

How follow up impacts outcomes

- Crucial for Entered Employment common measure
- System closures – the only place we can capture outcomes
- Exits prior to completion of training – capturing credentials
- New placement and/or wage info
- Retention - a full year

Timeliness of data entry impacts all program outcomes

- Missing training credentials = **FTM**
- System closures – losing control over exit strategies and NOT capturing outcomes in F/U = **FTM**
- Missing Literacy Numeracy Gains – **FTM**
- Follow up employment not captured in 1st Quarter F/U – **FTM**
- Average Earnings - placement wages not entered – **FTM**
- Missing Youth Attainment of Degree – **FTM**

It is critical that **<u>ALL</u>** VOS data entry be entered and on a timely basis. Backdating and adding case notes of explanation opens our WIB up for additional scrutiny during auditing.

System closures – losing control over exit strategies is the single cause of 95% of our FTM.

Debrief on State WIOA Training

Local WIOA Policy Review

Local WIOA Policies

- Area 12 Policies: http://workforcecouncil.arlingtonva.us/policies/

- WIOA Self-Sufficiency Policy

- Priority of Service Policy

- ITA Policy
  - Area 12 Training Providers: http://workforcecouncil.arlingtonva.us/training-providers/

- DW Eligibility Policy

- Youth In Need Of Additional Assistance Policy

- Incentive Awards To Youth Policy

- OJT & Work Experience Policy

- WIOA Expense Report Policy

New Case Folder Forms

You Are Invited!!

Alexandria/Arlington
Regional Workforce Council

June 23, 2016

8:00am – 10:00am