



ALEXANDRIA / ARLINGTON REGIONAL

## Workforce Council

### MEETING AGENDA

June 21, 2018

8:30 am to 10:00 am

<b>Welcome Message</b>	<i>Daniel Gomez</i>
<b>Report: DC Metro's Foreign-born Workforce</b>	<i>Mark White</i>
<b>Labor Market Update</b>	<i>Alex Cooley</i>
<b>One-Stop Operator's Report</b>	<i>Alamelu Dev</i>
<b>Executive Director's Report</b>	<i>David Remick</i>
<ul style="list-style-type: none"><li>• Approve Past Meeting Minutes</li><li>• Virginia Career Works</li><li>• 2018-2019 WIOA Youth Waiver &amp; Low Income Policy Approval</li><li>• Operator RFP Update</li><li>• Consent Agenda</li><li>• Executive Committee &amp; Council Membership Update</li></ul>	
<b>Public Comment Period</b>	<i>David Remick</i>
<b>Update: Economic Development, Education, &amp; Workforce Partners</b>	<i>Various Speakers</i>
<b>Adjourn</b>	<i>Daniel Gomez</i>

### UPCOMING MEETINGS

September 27, 2018

December 6, 2018

March 14, 2019

June 13, 2019

8:30 am to 9:30 am

Arlington County Department of Human Services

2100 Washington Blvd, Lower Level Auditorium

Arlington, VA 22204





## ***New Working Paper: 18-001***

### ***Foreign-born, non-citizen workers in the Greater Washington Region***

***May 29, 2018***

***Prepared by:***

***Center for Regional Analysis  
Schar School of Policy and Government  
George Mason University***

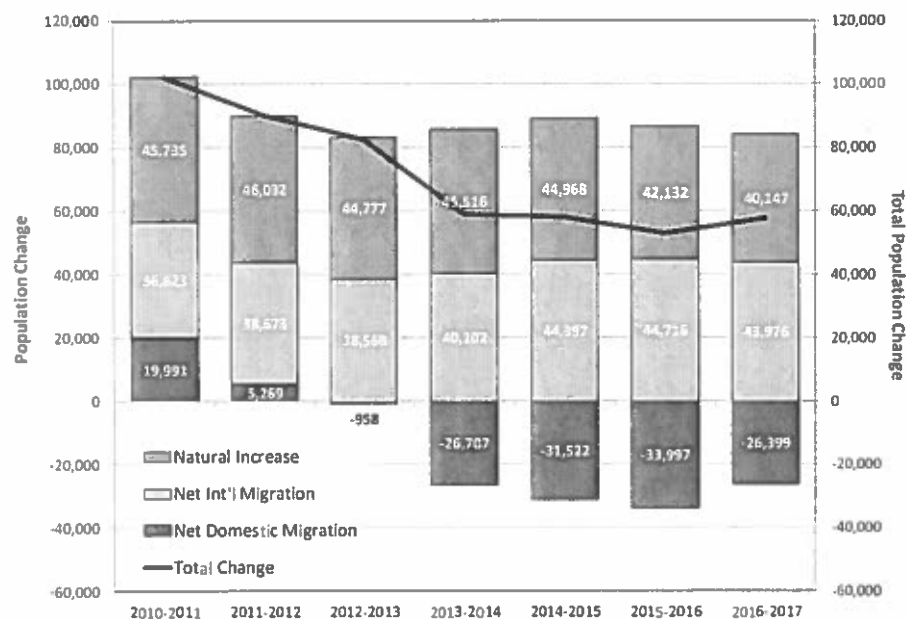
***Dr. Mark C. White (mwhite34@gmu.edu)***

***Spencer A. Shanholtz (sshanol@gmu.edu)***

## Foreign-born, non-citizen workers in the Greater Washington Region

Roughly 1.4 million (26 percent) of the 5.4 million people living in the jurisdictions served by the Metro Washington Council of Governments (hereafter, referred to as the Greater Washington region<sup>1</sup>) were born outside of the United States, according to the US Census Bureau’s 2016 American Community Survey. Figure 1 shows that since 2010, the region has added an average of 41,000 net new international immigrants annually.<sup>2</sup> This immigration has been especially important over the past half-decade, as more domestic residents have left the region than moved into the region. Without international immigration, the region would have experienced only marginal population gains. Approximately 46 percent (638,000 residents) of the region’s foreign-born population have become naturalized citizens and make the United States their permanent home.

Figure 1: Components of Population Change in the Greater Washington Region



Source: US Census Bureau, Population Estimates Program, V2017

In addition to supporting population growth, both naturalized citizens and non-citizen immigrants make vital contributions to the regional workforce. This paper looks specifically at a key subset of the region’s immigrant population—*foreign-born, non-citizen workers*. These workers account for 462,000—or almost 15 percent—of the approximately 3.1 million workers in the Greater Washington regional

<sup>1</sup> Throughout this paper, we define the Greater Washington Region as the area served by the Metropolitan Washington Council of Governments (MWCOC). This region consists of: the District of Columbia; the Maryland counties of Charles, Frederick, Montgomery, and Prince George’s; and the Virginia counties of Arlington, Fairfax, Loudoun, and Prince William and Virginia Cities of Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park.

<sup>2</sup> These data are drawn from the US Census Bureau’s Population Estimates Program. They measure population change by jurisdiction between July 1 and June 30.

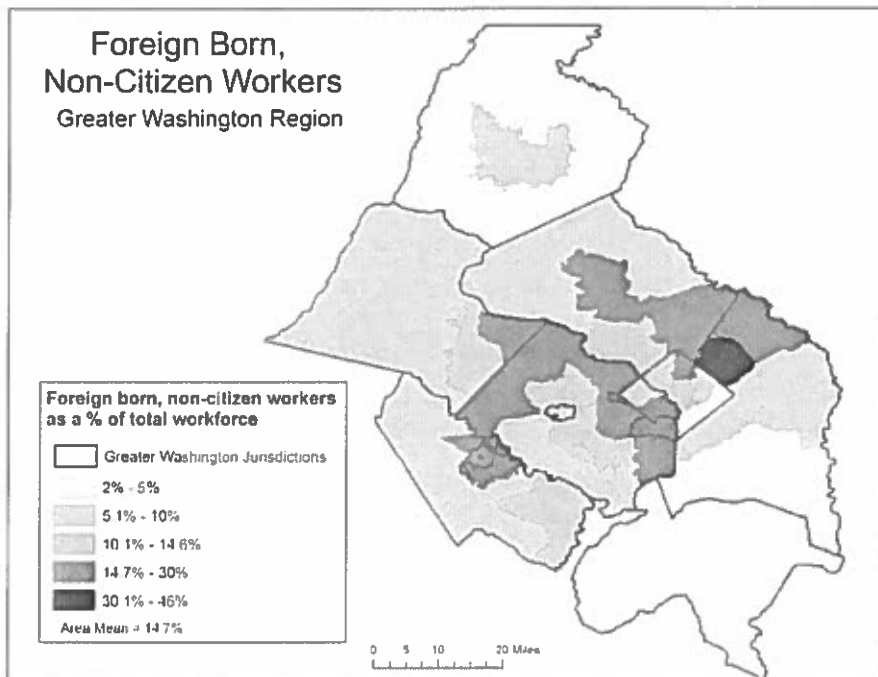
workforce. They help regional employers meet their demand for labor and talent, particularly in industries such as construction, hospitality and information technology.

Using the Public Use Microdata Sample (PUMS) files from the 2016 American Community Survey, this paper paints a more detailed portrait of this key workforce demographic.<sup>3</sup> We look specifically at where foreign-born, non-citizen workers live within the region, when they arrived, where they are from, and their level of educational attainment.<sup>4</sup> We also examine what these workers do and the types of jobs they fill. Combined, this information illustrates the contributions that foreign-born, non-citizen workers make to the Greater Washington economy.

### Characteristics of the region's foreign-born, non-citizen workforce

Foreign-born, non-citizen workers are most concentrated within the Greater Washington region's more urbanized areas. Figure 2 highlights where foreign-born, non-citizen workers live within the region. The

**Figure 2: Foreign-born, non-citizen workers in the Greater Washington Region**



*Source: 2016 American Community Survey, Public Use Microdata Sample (PUMS) files*

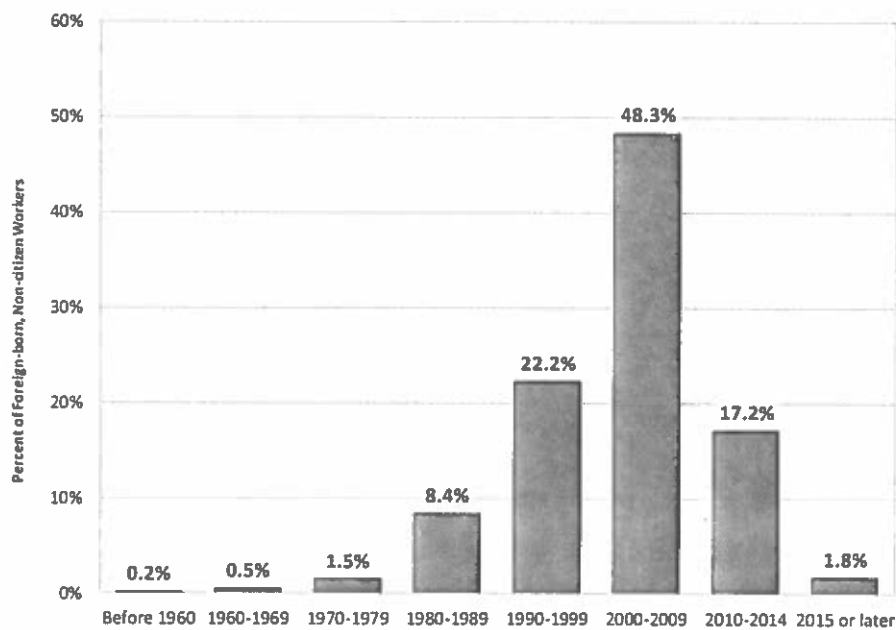
<sup>3</sup> Answering the questions put forward by this paper required use of the American Community Survey Public Use Microdata Sample (PUMS) Files. The PUMS files can be utilized to tabulate statistics not supported by standard, published Census tables. As a result, we were able to access information not only about specific demographic groups (e.g. foreign-born, non-citizen workers), but also getting that information for our focused geography. The PUMS data corresponds with Public Use Microdata Areas (PUMAs) which are units of geography used by the US Census with populations of around 100,000. In urban areas a single county will be comprised of multiple PUMAs. Likewise, in less populous areas a single PUMA may be comprised of multiple counties.

<sup>4</sup> It should be noted that while these data provide information about whether foreign-born workers are citizens or non-citizens, but they do not provide any information about the legal status of non-citizens.

area with the greatest concentration is in northwest Prince George’s County, where anywhere from 30 to 45 percent of workers living in those areas are foreign-born, non-citizens. The populations in these areas have significant Hispanic populations. For instance, the population of Langley Park, Maryland is 82 percent Hispanic; Chillum and Hyattsville are 46 and 37 percent Hispanic, respectively.<sup>5</sup> Other areas with greater than average proportions of foreign-born, non-citizen workers include Montgomery County’s Rockville and Gaithersburg areas, Northeast DC, South Arlington, Alexandria, Manassas and Manassas Park, and areas such as Fairfax County’s Annandale, Herndon, Centerville, and the Mt. Vernon areas.

Figure 3 shows that less than 20 percent of foreign-born, non-citizen workers immigrated since 2010. About one-third of all foreign-born, non-citizen workers arrived before 2000, and around 80 percent have been here at least 10 years.

**Figure 3: Year of Entry for foreign-born, non-citizen workers in the Greater Washington Region**



Source: US Census Bureau ACS 2016, GMU Center for Regional Analysis

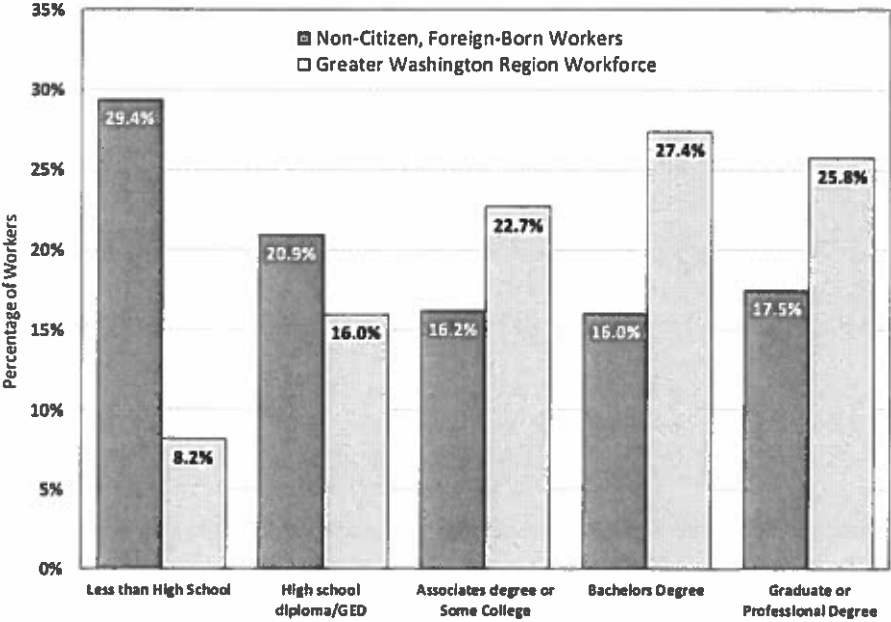
Relative to the regional workforce overall, foreign-born, non-citizen workers tend to have lower levels of educational attainment. Figure 4 shows that approximately half of these workers have a high school degree or less, compared to 24 percent for the regional workforce overall. However, as will be shown below these workers nevertheless make critical contributions to construction and service occupations that often do not require extensive post-secondary education.<sup>6</sup>

<sup>5</sup> These data are drawn from the American Community Survey’s 2012-2016 survey. The 5-year surveys are required to provide detailed data for populations with less than 65,000 residents because they provide a sample size large enough to provide accurate data.

<sup>6</sup> Given the fluidity of education levels for people under the age of 25, educational attainment data are commonly only given for all people age 25 and older, but in this paper we were unable to follow this convention for several reasons. The nature of our source data would not all us to examine these data by age cohort without creating unacceptably high margins of error. As a result, these data show the educational attainment levels of all foreign-born, non-citizen workers, regardless of age.

Many foreign-born, non-citizen workers also represent an important source of skilled and educated workers, as many of these workers come with—or come for—post-secondary degrees. Roughly one-third (33.5 percent) of foreign-born, non-citizen workers have post-secondary degrees. This figure trails the regional average of 53 percent, but nationally only 29 percent of workers aged 18 and older have post-secondary degrees.<sup>7</sup> As a result, the Greater Washington region’s foreign-born, non-citizen workers are about as likely to have a post-secondary degree as all workers nationwide.<sup>8</sup>

**Figure 4: Educational Attainment of foreign-born, non-citizen workers in the Greater Washington Region**



Source: US Census Bureau ACS 2016, GMU Center for Regional Analysis

<sup>7</sup> 2016 American Community Survey.

<sup>8</sup> It should be noted that within the region the educational attainment of foreign-born, naturalized citizen workers is very much consistent with the overall workforce. For instance, 53 percent of the regional workforce overall and 52 percent of foreign-born, naturalized citizen workers has at least a bachelor’s degree. As a result, within the Greater Washington region foreign-born, naturalized citizen workers tend to have much higher overall levels of educational attainment than foreign-born, non-citizen workers.

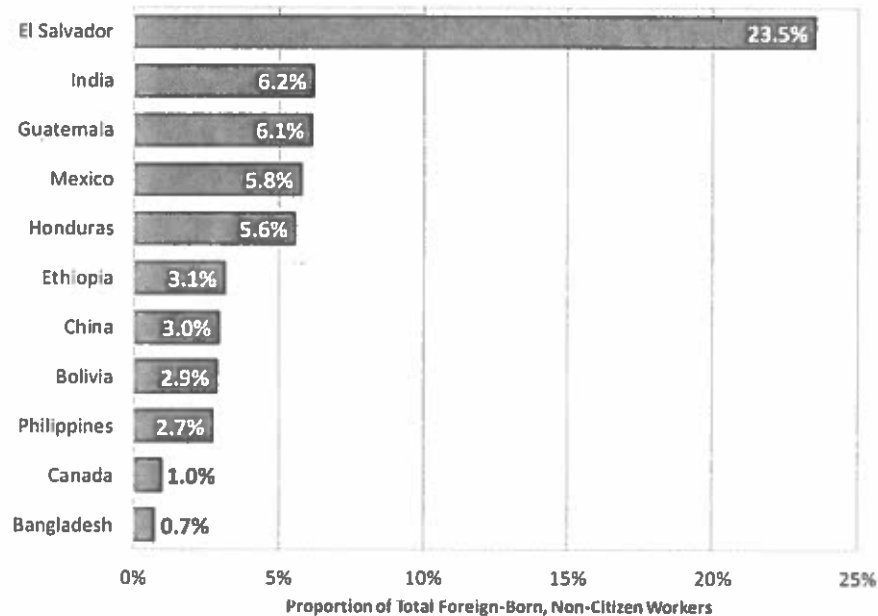


## Sources of foreign-born, non-citizen workers

The region's immigrant workers are from all over the world, with the majority (approximately 55 percent) coming from Latin America. These workers account for 8.2 percent of the region's total workforce. Another 24 percent are from Asia, 13 percent from Africa, and over 6 percent from Europe. Figure 5 shows the proportion of immigrant workers by their country of origin.

- The foreign-born, non-citizen workers from Latin America are primarily from Central America. Salvadorans comprise the single largest group of immigrant workers, as almost 1 in 4 immigrant workers are from El Salvador. Guatemala (6.1 percent) and Honduras (5.6 percent) were also notable sources of Central American immigrant workers. Mexican immigrants represented 5.8 percent of the region's foreign-born, non-citizen workers.
- Indian workers represent 6 percent of the region's foreign-born, non-citizen workers making them the most common source from Asia, followed by Chinese (3.0 percent) and Filipino (2.7 percent) workers.
- Ethiopians were the most common African source of foreign-born, non-citizen workers, comprising 3 percent of the total.

Figure 5: Foreign-born, non-citizen workers in the Greater Washington region by country of origin

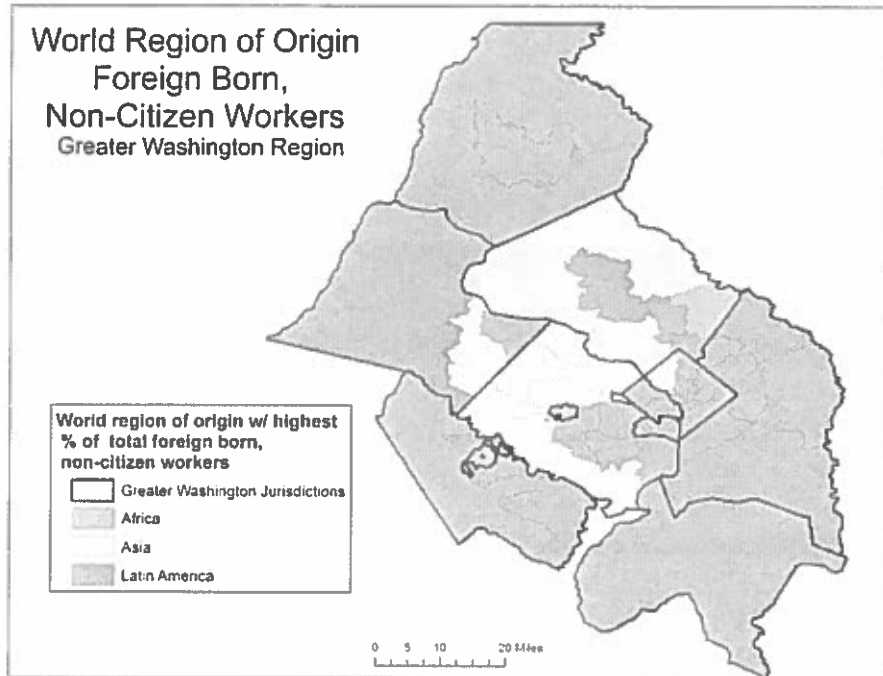


Source: US Census Bureau ACS 2016. GMU Center for Regional Analysis



Figure 6 shows the most common world region of origin for foreign-born, non-citizen workers in different parts of the Greater Washington region. Not surprisingly, Latin American workers comprise the greatest share throughout most of the region. Asian foreign-born, non-citizen workers are most prevalent in rural Montgomery County, Northwest DC, and Northern and Southwest Fairfax County. African immigrant workers represent the greatest share of foreign-born, non-citizen workers in Eastern Montgomery County around areas such as Fairland and White Oak, Maryland.

**Figure 6: Most common world region of origin for foreign-born, non-citizen workers**



*Source: 2016 American Community Survey, Public Use Microdata Sample (PUMS) files*

## The role of foreign-born, non-citizen workers in the regional workforce

In order to better understand the role that they play in the Greater Washington regional economy, we examined the extent to which foreign-born, non-citizens fill jobs in a number of broad occupational groups. We focused on occupational data because it gives us a firmer understanding of what workers actually do (e.g., the number of actual construction workers), as opposed to industry data which provides more information about the scale of company activities (e.g., workers involved in the construction industry which might include secretaries, accountants, and engineers in addition to construction laborers). Figure 7 shows the proportion of foreign-born, non-citizen workers in different occupational groups within the Greater Washington region. These figures make clear that there are several occupational groups that rely heavily on foreign-born, non-citizen workers.

Figure 7: Proportion of foreign-born, non-citizen workers in different occupational groups

Occupation Group	Foreign-Born, Non-Citizen Workers	% of Total Occupation Workforce
Construction & extraction	65,940	52.4%
Cleaning & maintenance	52,750	48.6%
Farming, fishing, & forestry	1,150	38.0%
Food preparation & serving	43,770	32.6%
Production	14,220	28.0%
Healthcare support	10,300	21.6%
Personal care & service	21,160	21.3%
Transportation & material moving	22,870	20.7%
Life, physical, & social science	10,890	18.1%
Installation, maintenance, & repair	9,190	16.6%
Sales	33,990	14.1%
Computer & mathematical	21,520	10.1%
Healthcare practitioners	11,420	8.7%
Financial specialists	8,070	8.6%
Office & administrative support	27,980	8.6%
Architecture & engineering	5,130	8.3%
Education, training & library	14,170	7.9%
Management	30,770	7.4%
Arts, design, entertainment, sports, & media	6,350	7.3%
Community & social service	3,200	6.8%
Business operations specialists	9,280	6.3%
Protective service	3,680	4.7%
Legal	2,580	2.9%
Military	390	2.3%

Source: US Census Bureau, 2016 American Community Survey

- **Construction occupations:** Foreign-born, non-citizens represent a majority of workers (52 percent) filling the region's construction occupations. In total, almost 66,000 foreign-born, non-citizen workers fill regional construction and extraction occupations within the Greater Washington region. More foreign-born, non-citizen workers are in construction occupations and are a greater proportion of workers than in any other occupational group. Roughly 95 percent of these workers are from Latin America. Over 28,300 construction workers, or 43 percent of the region's foreign-born, non-citizen construction workers, are from El Salvador. These workers are not only vital to the region's construction industry, but these construction occupations are also important for the workers. Many foreign-born, non-citizen workers fill relatively low wage jobs, but the median annual wage for the region's construction workers is \$46,114, which is roughly 87 percent of the overall median average wage of \$53,310.<sup>9</sup>
- **Cleaning and maintenance occupations:** Foreign-born, non-citizens fill just under half (49 percent) of workers in the region's cleaning and maintenance occupations. As a result, they are important sources of labor not only for home cleaning services, but also for the region's hotel and hospitality industries. Unlike construction which is a male-dominated industry, women make up a greater proportion of workers in cleaning occupations. The median annual wages are also significantly lower at approximately \$28,000, or just over half of the regional median wage. More than 90 percent of the foreign-born, non-citizen workers in cleaning and maintenance occupations are from Latin America, predominantly El Salvador, as well as Guatemala and Honduras.
- **Food preparation and serving:** There are almost 44,000 foreign-born, non-citizens working in the region's food preparation and serving occupations. These workers represent a third of all regional workers in this occupational group. There are many part-time, low-wage jobs within this occupational group, and the average annual wage is approximately \$24,300. Roughly 72 percent of the foreign-born, non-citizen workers in this occupational group are from Latin America.
- **Sales:** Almost 34,000 foreign-born, non-citizens work in sales occupations, making it the fourth largest occupational group for these workers. Retail salespersons and cashiers are some of the most common occupations within this occupational group, many of which are part-time and relatively low-paying jobs. Approximately 40 percent of the foreign-born, non-citizens in this occupational group are from Latin America, 34 percent from Asia, and 19 percent from Africa.
- **Transportation and material moving:** Almost 23,000 foreign-born, non-citizen workers fill transportation and material moving occupations such as taxi drivers, truck drivers, and

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<sup>9</sup> Occupational wage data are drawn from the US Bureau of Labor Statistics 2017 Occupational Employment Statistics. They are the average annual wages for occupational groups in the Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Statistical Area (MSA). The MSA is a somewhat broader geographic area than what we have termed the "Greater Washington region" which we define as the service area of the Metro Washington Council of Governments.

warehousing workers. More than half of these workers come from Latin America (56 percent) and especially El Salvador. African foreign-born, non-citizens are the next most common group (23 percent) with a number of workers coming from Ethiopia and Ghana.

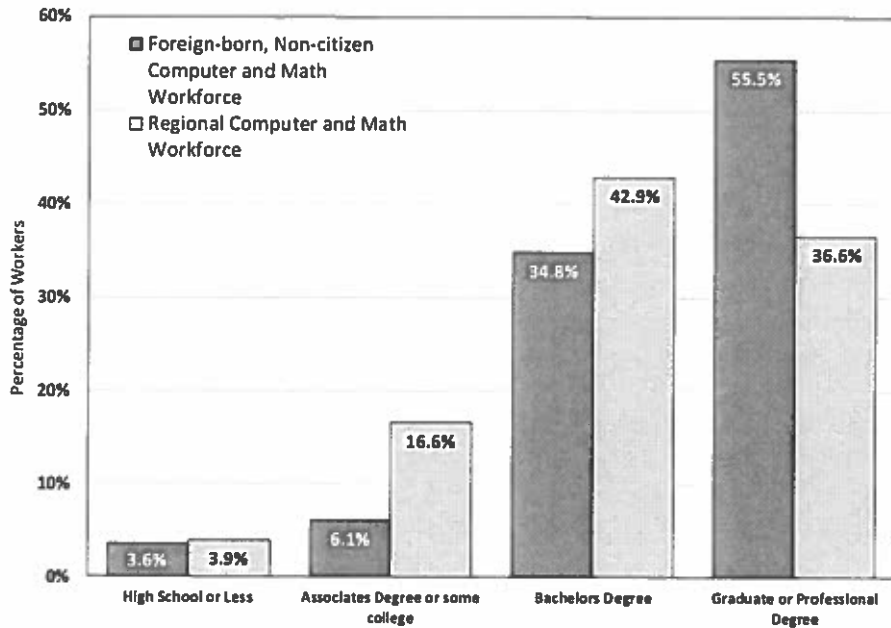
- **Personal care and service:** There are over 21,000 foreign-born, non-citizen workers working in personal care and service occupations. These workers account for over 20 percent of the region's total workforce. The occupations in this group tend to be relatively low-paying (\$26,100/year), such as childcare workers, hair dressers, recreation workers, and personal services. Foreign-born, non-citizens in these occupations come from a wide array of regions including Latin America (46 percent), Asia (27 percent), Africa (17 percent) and Europe (9 percent).
- **Production:** Foreign-born, non-citizen workers represent about 28 percent of the region's 50,000 production workers. Common production occupations within the region are somewhat different than those found in more traditional manufacturing regions. For instance, within the Greater Washington region common production occupations include assemblers, bakers, and laundry and dry-cleaning workers. Over 70 percent of these workers come from Latin America, 18 percent from Asia, and 7 percent from Africa.
- **Farming, fishing and forestry:** Within the Greater Washington region there are only about 3,000 people working in farming, fishing and forestry occupations, but foreign-born, non-citizen workers account for almost 2 out of every 5 workers in this occupational group. For industries such as vineyards or aquaculture, these laborers are an essential part of their workforce.

Foreign-born, non-citizen workers also fill jobs that require high levels of formal education

Many of the activities mentioned above such as construction, childcare, cleaning services and others are vital for supporting the region and its growth and provide employment opportunities for people with less formal education. However, there are also many foreign-born, non-citizen workers that provide important sources of labor for many in-demand and high-skilled occupations. At a time when a large number of regional employers lament the lack of skilled workers, particularly in fields like information technology, foreign-born, non-citizen workers help fill some of those regional talent gaps.

- **Computer and mathematical occupations:** Over 21,000 foreign-born, non-citizen workers work in computer and mathematics occupations, representing 10 percent of the region's total employment within this occupational group. Roughly three-quarters of foreign-born, non-citizen workers in computer and math occupations are from Asia. Many of the region's IT employers are government contractors and therefore require US citizens, but without this segment of the workforce the challenge in finding skilled IT talent would be even more pressing than it is currently. In fact, these workers further enhance the talent pool because they are more likely to have an advanced degree. Figure 8 shows that within the region over half (55 percent) of the foreign-born, non-citizen workers in computer and math occupations have graduate or

Figure 8: Educational Attainment of workers in Computer and Mathematical Occupations



Source: US Census Bureau ACS 2016. GMU Center for Regional Analysis

professional degrees. By contrast, only about 37 percent of the all regional workers in computer and math occupations have graduate or professional degrees.

- Management:** There are almost 31,000 foreign-born, non-citizens working in management occupations throughout the Washington Metro region. Although they make up a relatively small proportion of the total number of workers within these occupations (7 percent), management occupations have the fifth most foreign-born, non-citizen workers. It is also an occupational group that tends to pay relatively higher wages and requires greater levels of formal education. Approximately 68 percent of foreign-born, non-citizens have at least a bachelor's degree; 40 percent have a graduate or professional degree. Among foreign-born, non-citizen workers in management occupations within the Greater Washington region, 34 percent are from Asia (India, Korea), 33 percent from Latin America (El Salvador), 18 percent from Europe (UK, Germany), and 10 percent from Africa (Nigeria, Ethiopia).<sup>10</sup>
- Life, physical, & social science:** Roughly 18 percent of workers filling life, physical and social science occupations within the Washington region are foreign-born, non-citizens. Within the region, common science occupations include people working in hard sciences like chemistry, biology, and medicine, as well as social sciences like economics. Not surprisingly, these workers tend to be highly educated. Almost 9,600 of the 10,900 (88 percent) foreign-born, non-citizens

<sup>10</sup> These proportions vary throughout the region. Foreign-born, non-citizen workers in management occupations that live in Northern Virginia are primarily from Asia (47 percent) and Latin America (30 percent), in the District of Columbia they are primarily from Europe (37 percent) and Latin America (29 percent), and in suburban Maryland Counties they are mostly from Latin America (39 percent).

filling these occupations have graduate or professional degrees; 7,200 of which have doctoral degrees. Almost half of these workers are from Asia, and another 27 percent are from Europe. China is the single largest source of these workers, as just under 20 percent of the foreign-born, non-citizens working in these occupations.

### **Concluding thoughts**

Foreign-born, non-citizen workers play an important and significant role in the Greater Washington regional workforce. These workers represent almost one out of every six workers in the region, and for some occupational groups such as construction and cleaning and maintenance they comprise roughly half of the regional workforce. As a result, employers that hire significant numbers of these workers would face serious workforce challenges if they were unable to access this pool of workers.

A majority of foreign-born, non-citizen workers lack post-secondary education and therefore work primarily in relatively lower wage occupations. This can create significant challenges for these workers given the region's high cost of living, and especially housing costs. Addressing a wide array of regional challenges related to transportation, workforce housing, and access to education and training will not only benefit these workers, but all the region's lower-wage workers.

A segment of the region's foreign-born, non-citizen workers also make important contributions to meeting the demand for in-demand skills. These workers comprise 10 percent of the workers in the region's computer and mathematical occupations. Although this is a relatively smaller share than in other occupational groups, the region's employers have tens of thousands of IT jobs that are unfilled due to a lack of available talent. Attracting more skill immigrants and retaining those that graduate from area institutions (e.g., University of Maryland, George Mason University) can have a real impact in closing the talent gap.



ALEXANDRIA / ARLINGTON REGIONAL

## Workforce Council

ONE STOP OPERATOR  
WIOA PERFORMANCE REPORT  
Q3 PY 17 (Jan-March2018)



**ICATT**

Your people are great; We make them better!





S.No.	WIOA PERFORMANCE MONITORING - Q3 PY17 (Jan-Mar 2018)	WDC	AEC
	<b>MONTHLY MEASURES consolidated for Q3</b>		
1	WIOA fund expenditures	Distributed by David Remick	Distributed by David Remick
2	Number of visitors to Virginia Workforce Connection, Alexandria Workforce Development Center, and Arlington Employment Center websites	2,752	9,913
3.1	Number of visitors Alexandria Workforce Development Center, and Arlington Employment Center - total visitors	3,495	2,261
3.2	Number of visitors Alexandria Workforce Development Center, and Arlington Employment Center - new one stop customers	823	128
4	Number of job seekers registered in Virginia Workforce Connection and the local systems of record (Definition of registered is active job seekers registered in ETO & Harmony)	1,404	618
5	Number of new "participants" (job seeker customers) for the One-Stop Centers. (New participants are defined as those enrolled in WIOA)	22	19
6.1	Number of hires attributed to the One-Stop Centers (Title 1 WIOA only)	2	7
6.2	Number of hires attributed to the One-Stop Centers per the region's in-demand industries (Title 1 WIOA only)	Not Tracked	Not Tracked
	<b>QUARTERLY MEASURES</b>		
7	WIOA performance metrics	Refer data from VCCS	Refer data from VCCS
8.1	Number of training activities completed in total (Title 1 WIOA only)	4	11
8.2	Number of training activities completed per the region's in-demand industries (Title 1 WIOA only)	Not Tracked	Not Tracked
9.1	Number of workforce credentials attained in total (Title 1 WIOA only)	0	0
9.2	Number of workforce credentials attained per the region's in-demand industries (Title 1 WIOA only)	Not Tracked	Not Tracked
10.1	Number of new job orders entered into Virginia Workforce Connection and the local systems of record	89	223
10.2	Number of new job orders entered into Virginia Workforce Connection and the local systems of record per the region's in-demand industries	Tracking system is in progress	Not Tracked
11	Number of new job orders matched in Virginia Workforce Connection and the local systems of record	120	315
12	Number of employers served by Business services staff (An employer "served" is one who had a defined workforce need and received a solution developed by one or more One-Stop Business Services staff inclusive of Partner Business Services staff)		
13	Job seeker customer satisfaction survey results	84.2%	97%
14	Business customer satisfaction survey results	100%	95%
	<b>ANNUAL MEASURES</b>		
15	List of frontline staff professional development activities completed:	n/a	n/a
16	Number of frontline staff trained and certified in compliance with State policy.	n/a	n/a

**Notes:**

For measures #2 to #4, and #10 to #14 data is provided by the two centers.

Measures #5, #6, #8, #9 is based on data reported in Va Workforce connection

\*\*3,495 visited WDC including those for Public Benefits Excluding visitors for Public Benefits the # of visitors is 3,183

#3.1-WDC 3,183

#3.2-WDC 823 are unique visitors including Public Benefits

120 is the number of Job placements with 100 unique employees placed on jobs = 63.3% of total Q3 placements were within in demand industries. Average starting wage was \$11.56/hr with the highest being \$39.00/hr 16.9% started above Alex living hourly wage.

#11-WDC

#13-WDC Question is "I was satisfied with the overall quality of service" Data includes work done in Q3 but entered in April. No. of respondents = 16

#14-WDC Question is "I was satisfied with the overall quality of service" Data includes work done in Q3 but entered in April. No. of respondents = 7



# One Stop Operator Report - Arlington Alexandria Regional Workforce Council

June 15, 2018



## One Stop Operator priorities - PY 2017



One Stop  
Operations  
Committee



One Stop Center  
Certification



WIOA Compliance  
Monitoring

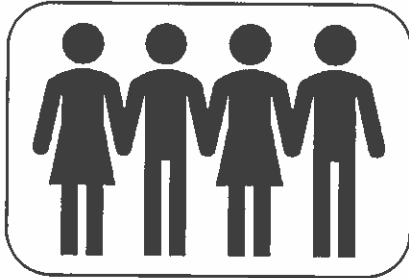


WIOA Performance  
Monitoring



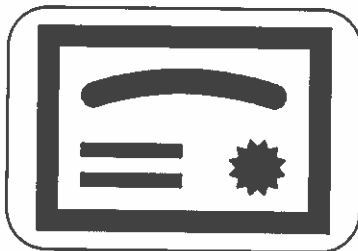


## One Stop Operations Committee



- ▶ Committee comprises of 9 partners, 2 Centers and RWC. Co-chairs are the 2 One Stop center Directors
- ▶ Jan 12 - Co-chairs meeting to determine priorities. Outcome:
  - ▶ Conduct regular Business Services meeting of all partners and the 2 One Stop centers
  - ▶ Set-up as ongoing monthly meeting from March onwards. 2<sup>nd</sup> Thursday of the Month. Organized by WDC
- ▶ Feb 22 - One Stop Operations Committee meeting outcomes:
  - ▶ Partners and centers agreed on improving communication and collaboration to be an effective comprehensive one stop system
  - ▶ Partners invited to attend Monthly meetings
  - ▶ Tool being developed to share information of programs to improve co-enrollment
- ▶ May 7 - One Stop Operations Committee meeting
  - ▶ Agreed on format of tool for sharing program eligibility information. Tool being developed.
  - ▶ Agreed to share information on current customer satisfaction measures to explore if the region can have some common measure


## Comprehensive One Stop Center Certification





- ▶ AEC certification
  - ▶ submitted to VCCS Oct 31, 2017
  - ▶ DARS completed ADA compliance review of AEC
  - ▶ VCCS conducted Onsite review of AEC in January 2018
  - ▶ AEC one stop center certification approved in a probationary status by VAWDB subject to one pending ADA Item - signage in some rooms.
  - ▶ AEC in compliance with Arlington County ADA regulations and is contenting DARS finding.
- ▶ ADAWDC certification and ADA compliance review to be completed by June 2018
- ▶ WDC certification
  - ▶ VCCS conducted Onsite review of AEC in January 2018
  - ▶ DARS completed ADA compliance review of WDC. Pending report.
  - ▶ Once ADA report is received , to submitted along with One Stop Center certification forms.




### WIOA Compliance Monitoring





- ▶ VCCS completed the State compliance monitoring April 30 - May 8. Pending report from VCCS.
- ▶ Local monitoring conducted Feb 23 to May 11 per local compliance monitoring policy.
- ▶ Draft reports submitted to AEC and WDC for inputs. Based on response, final compliance reports completed. Review covers
  - ▶ Programmatic
  - ▶ Administrative
  - ▶ Financial



### WIOA Performance Monitoring



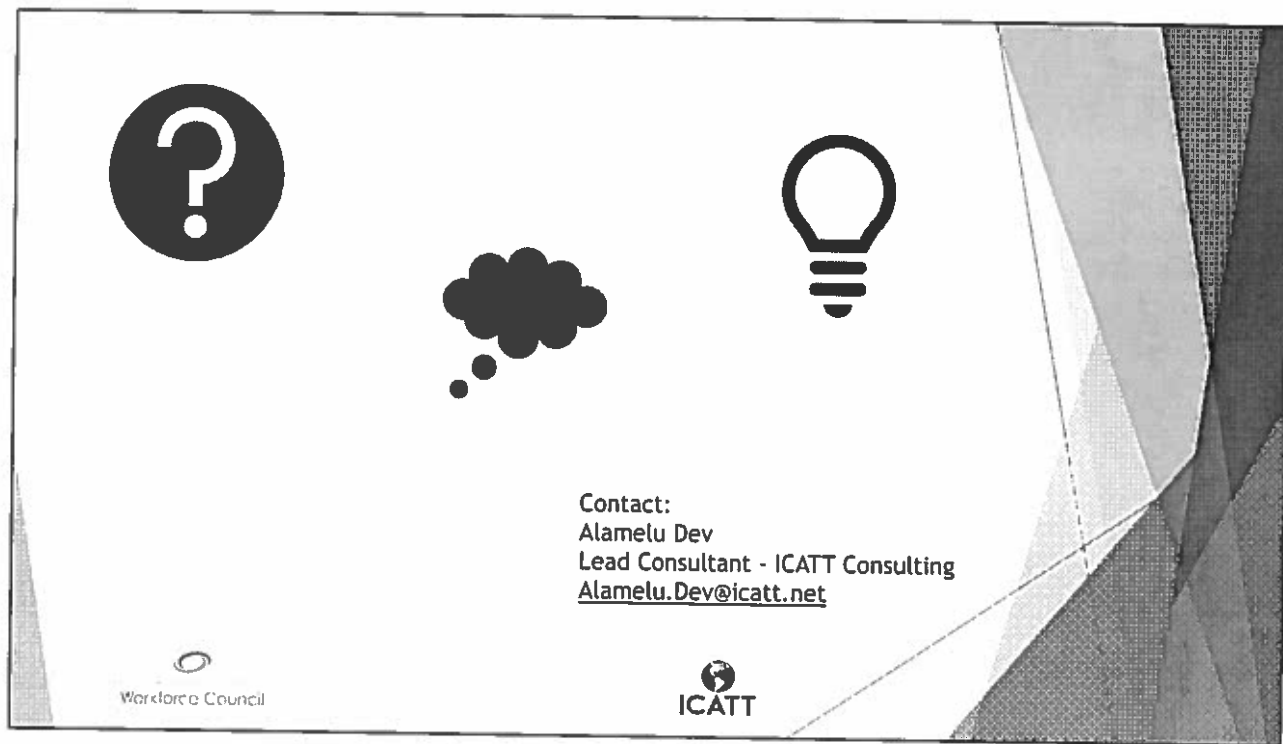
- ▶ Performance Measures - refer Q1-Q3 reports
  - ▶ 14 Quarterly measures
  - ▶ 2 Annual measures
- ▶ Data compiled from 3 systems
  - ▶ AEC
  - ▶ WDC
  - ▶ VaWC



12







The graphic design is contained within a rectangular frame. On the left side, there is a large black circle containing a white question mark. In the center, there is a black thought bubble icon. To the right of the thought bubble is a black lightbulb icon. Below these icons, the text reads: "Contact: Alamelu Dev Lead Consultant - ICATT Consulting [Alamelu.Dev@icatt.net](mailto:Alamelu.Dev@icatt.net)". At the bottom left of the frame is the "Workforce Council" logo, and at the bottom center is the "ICATT" logo. The right side of the frame features a stylized, abstract background with overlapping geometric shapes in shades of gray and white.

Workforce Council

ICATT

Contact:  
Alamelu Dev  
Lead Consultant - ICATT Consulting  
[Alamelu.Dev@icatt.net](mailto:Alamelu.Dev@icatt.net)

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**WIOA Funding Balances as of 4/30/18**

	<b>Full Allocation</b>	<b>Expenses to Date</b>	<b>Current Balance</b>	<b>20% allowable carryover</b>
<b><u>WIOA Alexandria</u></b>				
WIOA ALX YOUTH	60,830.28	55,895.16	4,935.12	12,166.06
WIOA ALX ADULT	122,643.08	98,048.94	24,594.14	24,528.62
WIOA ALX DISLOCATED	96,034.88	96,034.88	0.00	19,206.98
<b>TOTAL WIOA ALX</b>	<b>279,508.24</b>	<b>249,978.98</b>	<b>29,529.26</b>	<b>55,901.65</b>
<b><u>WIOA Arlington</u></b>				
WIOA ARL ADMIN	70,733.80	56,796.31	13,937.49	14,146.76
WIOA ARL YOUTH	96,929.82	91,376.74	5,553.08	19,385.96
WIOA ARL ADULT	176,607.23	135,477.18	41,130.05	35,321.45
WIOA ARL DISLOCATED	83,558.91	78,854.35	4,704.56	16,711.78
<b>TOTAL WIOA ARL</b>	<b>427,829.76</b>	<b>362,504.58</b>	<b>65,325.18</b>	<b>85,565.95</b>
<b><u>WIOA Consortium</u></b>				
WIOA Consortium ADMIN	70,733.80	56,796.31	13,937.49	14,146.76
WIOA Consortium YOUTH	157,760.10	147,271.90	10,488.20	31,552.02
WIOA Consortium ADULT	299,250.31	233,526.12	65,724.19	59,850.06
WIOA Consort DISLOCATED	179,593.79	174,889.23	4,704.56	35,918.76
<b>TOTAL WIOA CONSORTIUM</b>	<b>707,338.00</b>	<b>612,483.56</b>	<b>94,854.44</b>	<b>141,467.60</b>

Status for requirement to spend 40% of Adult & DW funding on training:

Alexandria: 37%  
 Arlington: 27%  
 Consortium: 32%

Status for requirement to spend 20% of Youth funding on Work Experience:

Alexandria: 76%  
 Arlington: 78%  
 Consortium: 77%



**FY18/PY17 THIRD QUARTER WIOA PERFORMANCE**

**LWDA 12: Alexandria/Arlington**

<b>Adult</b>	<b>Negotiated Level</b>	<b>Actual Performance</b>	<b>% of Negotiated Level</b>
Employment 2nd Quarter after Exit	80.0	83.3	104.13%
Employment 4th Quarter after Exit	85.0	88.9	104.59%
Median Earnings 2nd Quarter after Exit	\$5,500	\$4,672	84.95%
Credential Attainment within 1 year	84.1	76.2	90.61%
<b>Dislocated Workers</b>			
Employment 2nd Quarter after Exit	83.0	100.0	120.48%
Employment 4th Quarter after Exit	85.0	87.5	102.94%
Median Earnings 2nd Quarter after Exit	\$9,427	\$13,768	146.05%
Credential Attainment within 1 year	86.0	66.7	77.56%
<b>Youth</b>			
Employment 2nd Quarter after Exit	87.0	66.7	76.67%
Employment 4th Quarter after Exit	73.5	83.3	113.33%
Median Earnings 2nd Quarter after Exit	Baseline	\$6,466	
Credential Attainment within 1 year	73.9	100.0	135.32%





ALEXANDRIA / ARLINGTON REGIONAL

## Workforce Council

### MEETING MINUTES

April 12, 2018

Arlington County Department of Human Services  
2100 Washington Blvd., Lower Level Auditorium  
Arlington, VA 22204  
8:00 a.m. to 10:00 a.m.

**Attendance:** Kate Bates, Dottie Brown, Karen Brown, Tamela Brown (representing Lisa Bauer), Dennis Desmond, Howard Feldstein (representing Jeanne Booth), Phyllis Gandy (representing Kris Martini), Ellen Harpel, David Harris, Elizabeth Jones, Daniel Mekibib (for Lesa Gilbert), Erik Pages, Steve Partridge, Andrea Rubino, Marie Schuler, Ryan Touhill (representing Stephanie Landrum)

**Absent:** Eduardo Achach, Patrick Brennan, Sherri Chapman, Winoka Clements, Daniel Gomez, Kevin Lynch, Alberto Marino, Nate Mauer, Marc Olmsted, Dori Ramsey, Ann Randazzo, Cynthia Richmond, Fernando Torrez, Landon Winkelvoss

**Staff:** Mary Savoy-Baucum, Alamelu Dev, Gabe Hamda, David Remick

The meeting was called to order at 8:35 a.m.

#### ONE-STOP OPERATOR'S REPORT:

- Alamelu Dev, ICATT Consulting, provided an update on LWDA 12's 2<sup>nd</sup> Quarter WIOA Performance.
- Ms. Dev reported that the Alexandria Workforce Development Center and the Arlington Employment Center will undergo WIOA Compliance Monitoring from April 30<sup>th</sup> to May 4<sup>th</sup>.

#### EXECUTIVE DIRECTOR'S REPORT:

- A motion was made, seconded, and the minutes of December 7, 2017 Regional Workforce Council meeting was unanimously approved.
- A motion was made, seconded and the FY19 One-Stop Operator Scope of Work was unanimously approved.
- A motion was made, seconded and the WIOA Career Services Waiver, was unanimously approved.
- A motion was made, seconded and the transfer of \$68,157.31 from PY17 WIOA Dislocated Worker funds to the PY17 WIOA Adult funds, was unanimously approved.







ALEXANDRIA / ARLINGTON REGIONAL

## Workforce Council

- A motion was made, seconded, to add George Mason University, Alexandria Public Schools – Adult Education, and 1<sup>st</sup> CDL training Center of Northern Virginia to LWDA 12's Eligible Training Provider's List, was unanimously approved.

### **PUBLIC COMMENT PERIOD:**

- Joe Hardy provided an overview on the new "Job Plus Recovery Act". This initiative is sponsored by U.S. Senators Tim Kaine (D-VA), Todd Young (R-IN) and Doug Jones (D-AL), who are members of the Senate Health, Education, Labor, and Pensions (HELP) Committee.

### **ECONOMIC DEVELOPMENT, EDUCATION AND WORKFORCE PARTNERS:**

- Arlington Public Schools, 20<sup>th</sup> Annual Tech Expo, Saturday, April 28<sup>th</sup> at Wakefield High School. Judges and volunteers needed.
- 2018 Arlington Teen Summer Expo, Saturday, April 21<sup>st</sup> at Wakefield High School, 11:00 a.m. to 1:00 p.m.

The meeting ended at 9:25 a.m.





# VIRGINIA CAREER WORKS

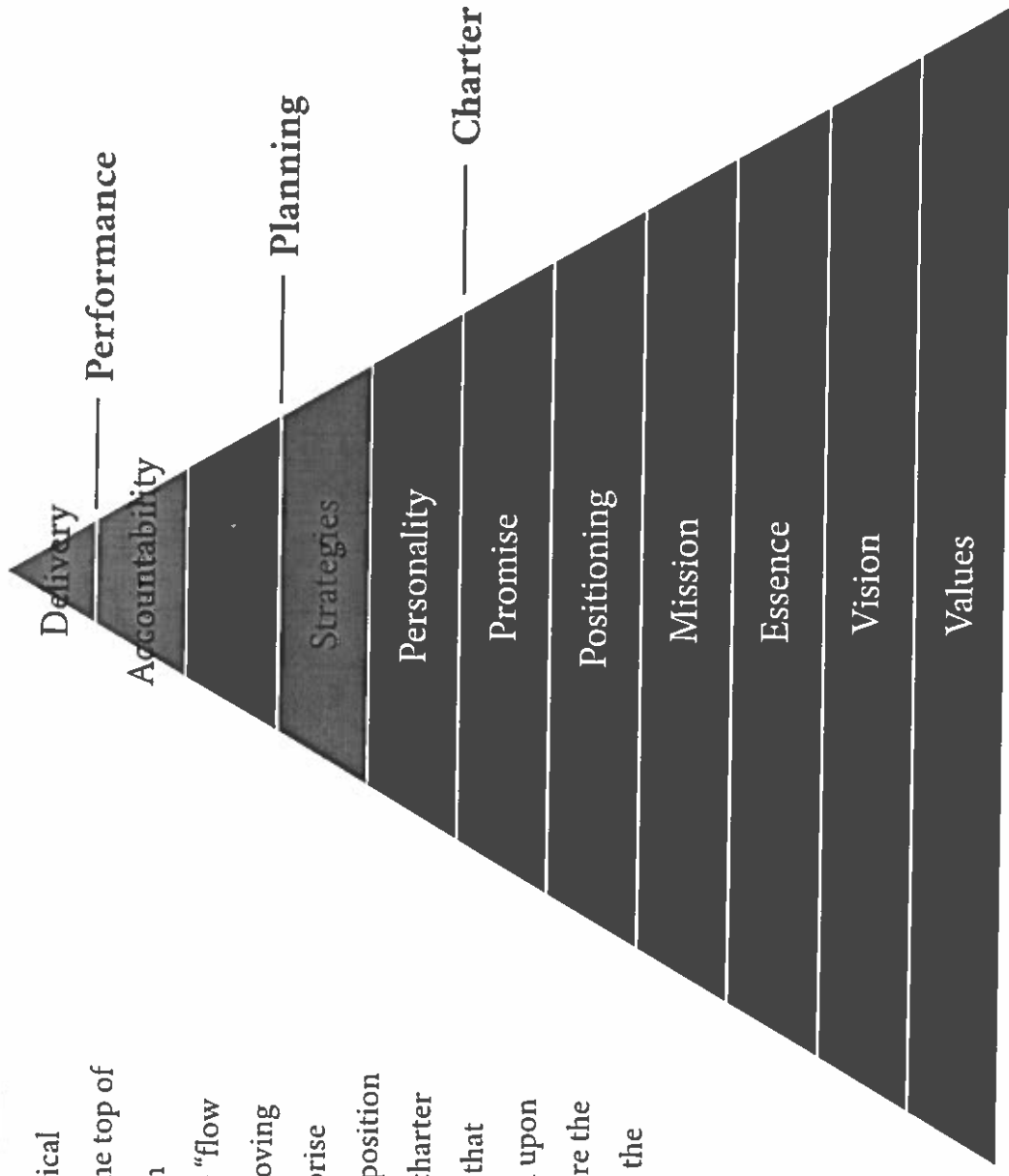
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Brand Charter



# THE VIRGINIA CAREER WORKS BRAND CHARTER

An integrated brand charter is critical because delivering services from the top of the pyramid in this model offers an experience of authentic work—the “flow state” of effortless excellence. Removing any component moves your enterprise away from this high-performance position toward increasing stress. A brand charter is comprised of seven components that together create a sound foundation upon which to create messaging. These are the navigational chart and compass for the new Virginia Career Works brand, messages, and design.





# VALUES

The unswerving core pillars and foundation of the organization. Values answer the question:

What does Virginia Career Works stand for?

## Access

Virginia Career Works believes in the power of convenience, quick engagement, attentive processes, and a clear and streamlined experience.

## Support

Virginia Career Works is respectful, responsive, and personable with everyone it meets and cares about the people it serves, expressing genuine understanding, empathy, and kindness.

## Trust

Virginia Career Works earns credibility through each and every action it takes across its professional and dependable network of proven service providers delivering consistent and successful results.

## Innovation

Virginia Career Works develops and applies creative solutions and collaborates with others in order to succeed, embracing ambitious and dynamic market realities.

**Insight:** While vision is always a "To Be" statement, mission is always a "To Do" statement. This is what everyone who is part of the Workforce System should get up every day thinking about. Mission most directly informs structure and operational processes and is the most visible to the market as behavior. If you contemplate an action, establish a policy or protocol, allocate resources, hire and fire or partner with another entity, the action should be clearly enacting this mission. A good Mission is NOT A LONG LIST of items, does not use verb statements like "strives to", or "focuses on" and also clarifies what the organization does not do.

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## VISION

A simple, clear description of your compelling aspiration; a “to be” statement for you and the world. Vision answers the question:

**Why Virginia Career Works?**  
Meaningful employment and a high quality of life for every Virginian and a qualified, job-ready workforce for Virginia businesses.

**Insight:** Brand vision must be aspirational, high reaching, and reflective of a goal not only for the workforce system, but also for Virginia and Virginians. This is what will happen if you achieve your mission and live by your values. The vision is both inspiring and simple. It makes the brand meaningful, and it potentiates your long-term evolution. The vision should motivate every brand decision as a test of the value of resources. If an expenditure of capital, effort, or relationship-capital can't clearly drive you toward the Vision, it should be reviewed again.

## MISSION

A succinct description of the work you will do to achieve the vision. Mission answers the question:

**What does Virginia Career Works do?**  
Virginia Career Works advances economic growth by preparing and connecting individuals with Virginia businesses looking to hire and build a stronger workforce.

**Insight:** While vision is always a “To Be” statement, mission is always a “To Do” statement. This is what everyone who is part of the Workforce System should get up every day thinking about. Mission most directly informs structure and operational processes and is the most visible to the market as behavior. If you contemplate an action, establish a policy or protocol, allocate resources, hire and fire or partner with another entity, the action should be clearly enacting this mission. A good Mission is NOT A LONG LIST of items, does not use verb statements like “strives to”, or “focuses on” and also clarifies what the organization does not do.

## ESSENCE

What you want your audiences to feel about you, voiced in the AUDIENCE first person. Brand essence answers the question:

**How does Virginia Career Works make me feel?**  
“Virginia Career Works is where I found the people and resources that got me where I wanted to go!”

**Insight:** Brand essence is the emotional component of the brand. It is the gut feeling we want people to have when they think of us. Essence is very hard to put in to language, but it is usually best expressed in the voice of an audience “everyman.” Brand Essence can be designed but is earned and realized through behavior over time.



## POSITIONING

What you want said about you on the tip of the tongue. Positioning answers the question:

### What is Virginia Career Works?

Virginia Career Works is Virginia's vital link between meaningful employment and growing businesses.

### Insight

Positioning has to be simple, clear, focused, and true. This position is fully supportable and unambiguously defines a specific territory. It plays to the facts and makes clear to anyone who wants to join with you what they are signing up for. Positioning often is the primary driver of a brand cut-line and highly influences market-facing messaging.

## PROMISE

The implicit contract between the brand, employees, partners and the public.

Promise answers the question:

### What do I get from Virginia Career Works?

Virginia Career Works identifies, develops, and connects a diverse, skilled talent pool with Virginia businesses; changes lives; and advances economic prosperity.

### Insight

Brand promise is often overdone and too wordy. To be useful, it has to be something concise and clean that you can deliver with distinction. At each key decision point, you should ask; "Does this (action, product, statement, strategy) deliver on our promise?"

## PERSONALITY

The profile of your brand as stated in its first-person voice. Brand personality answers the question:

### Who Is Virginia Career Works?

"I'm that dependable friend who's committed to help you no matter what. I've been at this a while. If you're looking for a job, I'm going to help you. If you're a business, you can count on me to deliver. I'll earn your trust, and we will go far together. I've got your back."

### Insight

Brand personality is a qualitative expression of the attitude, style, and voice of a brand. This brand is a vessel for building a unique and beneficial relationship between job seekers and employers. It is confident, street-smart, clear headed and compassionate. This brand says, "We can do this. Step up and work with me diligently and everything is possible."



## WIOA Title I Youth Program Procurement – Local Waiver

### Issue

- Under the Workforce Investment Act, LWDA 12 secured a waiver that allowed Title I Youth Services to be performed at the Alexandria Workforce Development Center and Arlington Employment Center. That waiver has expired.
- Workforce Innovation and Opportunity Act (WIOA) requires the competitive procurement of Title I Youth Services, unless they are being performed by the local grant recipient.
- LWDA 12's grant recipient, Arlington County Government, would like to continue to perform Title I Youth Services at the Alexandria Workforce Development Center and Arlington Employment Center.

### Background

The Department of Labor has issued the Final Rules to implement Title I of the Workforce Innovation and Opportunity Act (WIOA). The Final Rules provides the local grant recipient and Local Workforce Development Board (LWDB) flexibility to award grants or contracts for youth services in accordance with WIOA sec. 123.

As it relates to competitive selection requirement, 20 CFR Part 681, *Youth Activities under Title I of the Workforce Innovation and Opportunity Act*, has language that addresses questions and concerns regarding procurement of WIOA Title I Youth Program services. In particular, Subpart C – *Youth Program Design, Elements, and Parameters*, Section 681.400 language clarifies that the competitive procurement requirements in Sec. 123 of WIOA apply only if the LWDB chooses to award grants or contracts to youth service providers to provide some or all of the youth program elements.

The 14 youth program elements are:

1. Tutoring, study skills training, and instruction leading to secondary school completion, including dropout prevention strategies;
2. Alternative secondary school offerings or dropout recovery services;
3. Paid and unpaid work experiences with an academic and occupational education component;
4. Occupational skill training, with a focus on recognized postsecondary credentials and in-demand occupations;
5. Leadership development activities (e.g., community service, peer-centered activities);
6. Supportive services;
7. Adult mentoring;
8. Follow-up services for at least 12 months after program completion;
9. Comprehensive guidance and counseling, including drug and alcohol abuse counseling;
10. Integrated education and training for a specific occupation or cluster;
11. Financial literacy education;
12. Entrepreneurial skills training;
13. Services that provide labor market information about in-demand industry sectors and occupations;
14. Postsecondary preparation and transition activities.

The Alexandria Workforce Development Center and the Arlington Employment Center have been allowed to perform Title I Youth Services via a state-issued waiver under the Workforce Investment Act. Since 2011, LWDA 12's Title I Youth Program has met its annual performance goals and maintained financial





# Workforce Council

integrity. Title I Youth Program Funding is approximately \$190,000 for FY19/PY2018 (awaiting final allocation from VCCS).

### LWDA 12's Youth Services Program Design

Alexandria Workforce Development Center and Arlington Employment Center perform the "framework services" for LWDA 12's Title I Youth program. These framework services include intake, objective assessments, development of individual service strategies, case management, supportive services, and follow-up services. Both Centers partner with the following local government and nonprofit partners to provide free services to their youth customers for the 14 youth program elements:

Youth Program Element	Provider
1. Tutoring, study skills training, instruction and evidence-based dropout prevention and recovery strategies that lead to completion of the requirements for a secondary school diploma or its recognized equivalent.	<ul style="list-style-type: none"> <li>• Sylvan Learning Center</li> <li>• Alexandria City Public School, GED Program, Adult Education High School Diploma</li> <li>• Arlington Public School, GED Program, Adult Education High School Diploma</li> </ul>
2. Alternative secondary school services, or dropout recovery services, as appropriate.	<ul style="list-style-type: none"> <li>• Alexandria City Public School, GED Program</li> <li>• Alexandria City Campaign on Adolescent Pregnancy</li> <li>• Substance Abuse Prevention Coalition of Alexandria City</li> <li>• Alexandria City Court Service Unit</li> <li>• Arlington Public School, GED Program</li> </ul>
3. Paid and unpaid work experience that have as a component academic and occupational education, which may include – <ul style="list-style-type: none"> <li>• Summer employment opportunities and other employment opportunities available throughout the school year;</li> <li>• Pre-apprenticeship programs;</li> <li>• Internships and job shadowing, and</li> <li>• On-the-job training opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Local Employer Referrals from the Centers' Business Services Teams</li> <li>• Project Discovery: <i>Empowerment and College Preparation</i></li> </ul>
4. Occupational skills training which may include priority consideration for training programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors or occupations in the local area	<ul style="list-style-type: none"> <li>• Alexandria/Arlington Regional Workforce Council, Eligible Training Providers List</li> </ul>
5. Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster	<ul style="list-style-type: none"> <li>• Alexandria/Arlington Regional Workforce Council, Eligible Training Providers List</li> </ul>
6. Leadership development opportunities, which may include community service and peer-centered activities encouraging responsibility and other positive social	<ul style="list-style-type: none"> <li>• Project Discovery: <i>Empowerment and College Preparation</i></li> <li>• Alexandria Mentoring Partnership</li> <li>• Alexandria Court Services Unit</li> </ul>







# Workforce Council

behaviors during non-school hours, as appropriate.	
7. Supportive Services ( <i>Linkages to community services</i> ) <ul style="list-style-type: none"> <li>• Transportation</li> <li>• Childcare</li> <li>• Housing and Accommodation for youth with disabilities</li> <li>• Uniforms</li> <li>• Referrals to Healthcare</li> <li>• Educational Testing</li> </ul>	<ul style="list-style-type: none"> <li>• Alexandria City Department of Community and Human Services</li> <li>• Arlington Department of Human Services</li> <li>• Legal Services of Northern Virginia</li> <li>• Washington Metropolitan Area Transit Authority</li> </ul>
8. Adult mentoring for the period of participation and a subsequent period, for a total of not less than 12 months	<ul style="list-style-type: none"> <li>• Various partnerships with local and regional mentorship-focused CBOs</li> </ul>
9. Follow-up services for not less than 12 months after the completion of participation, as appropriate	<ul style="list-style-type: none"> <li>• Alexandria Workforce Development Center</li> <li>• Arlington Employment Center</li> </ul>
10. Comprehensive guidance and counseling, which may include drug and alcohol abuse counseling and referral, as appropriate.	<ul style="list-style-type: none"> <li>• Various partnerships with local and regional counseling-focused CBOs</li> </ul>
11. Financial literacy education	<ul style="list-style-type: none"> <li>• Association of Financial Counselors</li> </ul>
12. Entrepreneurial skills training	<ul style="list-style-type: none"> <li>• Business Development Assistant Group</li> </ul>
13. Services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services.	<ul style="list-style-type: none"> <li>• Alexandria/Arlington Regional Workforce Council</li> <li>• Virginia Employment Commission</li> </ul>
14. Activities that help youth prepare for and transition to postsecondary education and training.	<ul style="list-style-type: none"> <li>• Alexandria City Public School</li> <li>• Arlington Public School</li> <li>• Project Discovery: <i>Empowerment and College Preparation</i></li> <li>• Volunteer Alexandria</li> </ul>

When the Centers cannot procure free services to perform the 14 youth program elements they will follow local government procurement procedures to purchase services for their youth customers.

Action Requested

- The local grant recipient would like the Regional Workforce Council to approval a local waiver to allow Alexandria Workforce Development Center and Arlington Employment Center to continue to perform Title I Youth Services for Program Year 2018 (FY19).

Approved:

\_\_\_\_\_  
Chair, Alexandria/Arlington Regional Workforce Council

\_\_\_\_\_  
Date



## WIOA SELF-SUFFICIENCY POLICY

### REFERENCES:

- Federal Register, Volume 83, Number 12, Page 2642
- Federal Register, Volume 83, Number 103, Page 24495

### DEFINITION OF SELF-SUFFICIENCY:

The term "low income individual" as an individual who:

- Receives, or in the past 6 months has received, or is a member of a family that is receiving or in the past 6 months has received, assistance through the supplemental nutrition assistance program established under the Food and Nutrition Act of 2008, the program of block grants to States for temporary assistance for needy families program under part A of title IV of the Social Security Act, or the supplemental security income program established under title XVI of the Social Security Act, or State or local income-based public assistance;
- Is in a family with total family income that **does not exceed the higher** of the poverty line **or** 70 percent of the lower living standard income level;
- Is a homeless individual;
- Receives or is eligible to receive a free or reduced price lunch under the Russell National School Lunch Act;
- Is a foster child on behalf of whom State or local government payments are made; or
- Is an individual with a disability whose own income meets this policy's income requirement, but who is a member of a family whose income does not meet this policy's requirement.

Any individual who is considered to be "low income", as defined above, is eligible to receive WIOA funded training services in Local Workforce Development Area 12.

### GUIDANCE:

The following guidelines are to be used in determining low-income eligibility. Poverty Guidelines are to be used for the "poverty line." The 70% Lower Living Standard Income Level appropriate to the applicant's place of residence should be used to determine eligibility, where appropriate. The 100% of the Lower Level Standard Income Levels are to be applied when determining whether employment leads to self-sufficiency under WIOA Title I programs. The 100% levels are not to be used to determine "low income" eligibility.

### HHS POVERTY GUIDELINES FOR 2018

Metropolitan Statistical Areas (MSAs)	Family Size							
	1	2	3	4	5	6	7	8
48 Contiguous US States and DC	12,140	16,460	20,780	25,100	29,420	33,740	38,060	42,380

### 2018 100% LOWER LIVING STANDARD INCOME LEVEL CHART

Metropolitan Statistical Areas (MSAs)	Family Size					
	1	2	3	4	5	6
Washington-Baltimore, DC/MD/VA/WV	16,818	27,561	37,831	46,697	55,112	64,454

### 2018 70% LOWER LIVING STANDARD INCOME LEVEL CHART

Metropolitan Statistical Areas (MSAs)	Family Size					
	1	2	3	4	5	6
Washington-Baltimore, DC/MD/VA/WV	(11,773)	19,293	26,482	32,688	38,579	45,118

WIOA is an Equal Opportunity Program. Auxiliary aids and services are available upon request to individuals with disabilities. City of Alexandria Government and Arlington County Government are Equal Opportunity Employers.



## Consent Agenda

The consent agenda is a SINGLE ITEM that encompasses all the things the board would normally approve with little comment. Items could include:

- Last meeting's minutes;
- Executive Director's report;
- Training Provider approval;
- Other items as determined by the chair.

How it works:

1. The chair decides which items will be placed on the consent agenda.
2. The chair distributes the consent agenda and associated documents in time for Council members to read and review.
3. At the beginning of the meeting, the chair asks members if any of the consent agenda items should be moved to the regular discussion items.
4. If a member requests that an item be moved, it must be moved. Any reason is sufficient to move an item. A member can move an item to discuss the item, to query the item, or to vote against it.
5. Once the item has been moved, the chair may decide to take up the matter immediately or move it to a discussion item.
6. When there are no items to be moved or if all requested items have been moved, the chair reads out loud the remaining consent items. The chair can move to adopt the consent agenda via vote.

