



#PuttingMarylandersBacktoWork

## Benchmarks of Success for Maryland's Workforce System

WIOA Alignment Group

1:00 – 2:00 PM, June 24, 2019

DLLR, 1100 N. Eutaw Street, Baltimore, MD 21201

### Part I: Combined Meeting of WIOA Alignment Group and Committee Leadership Teams

1:00 – 1:30 PM

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**Attendees:** Daiquiri Anderson, Dan McDermott, Douglas Weimer, Erica Kea-Muhammad, Erin Roth, Grace Kelly, Jacqueline Tina Turner, Jen Horton, Jody Boone, Kimberly Duncan, Kirkland Murray, LiLi Taylor, Lloyd Day, Michael DiGiacomo, Michelle Day, Milena Kornyl, Paula Erdie, Rick DeWitt, Scott Dennis, Stuart Campbell, Terry Gilleland, and Natalie Clements

#### Handouts:

- Agenda,
- Overview of Committee Activities,
- Draft Global Work Plan, and
- Benchmark Numbers for Program Year 2017

#### Minutes

#### I. Welcome and Introductions

- The WIOA Alignment Group welcomes Douglas Weimer, Adult Education Program Specialist at DLLR DWDAL, as the new Chair of the Data and Dashboard Committee.
- The GWDB Executive Committee recently had a retreat. The *Benchmarks of Success* played a key role in discussion and planning, The *Benchmarks of Success* can be a framework that the GWDB uses to implement their priorities and goals. The discussion and framework rely on data and trends.
- Erin Roth attended a Vehicles for Change car award ceremony and was able to hand the keys over to their customer, a DORS participant. Before the car, the individual had been traveling two hours each way to get somewhere that was 15 minutes from their house. This ceremony served a reminder of the difference that the workforce system makes in people's lives.
- The WIOA Alignment Group self-reflects at the end of each year. Members should keep in mind any changes that they want to make. Members are also encouraged to share any topics that they want the group to cover with Lauren Gilwee.

## II. Committee Report-Outs

### A. Overview

- Three of the four committees are active, including the Policy, Communications, and Data and Dashboard Committees. The Professional Development and Technical Assistance Committee is on hold, pending the onboarding of the Chief Learning Officer.
- The Policy Committee had their kick-off in May, under new leadership Lauren Gilwee and Jen Horton. Natalie Clements is still the committee coordinator.
- The Data and Dashboard Committee welcomes their new chair, Douglas Weimer. Milena Kornyl is still the co-chair. Natalie Clements is still the committee coordinator.

### B. Policy Committee

- The Policy Committee has had two meetings since the WIOA Alignment Group last met. They had their kick-off in May.
- In their first meeting, the committee brainstormed and selected a number of large and small topics to bring in speakers for. The Policy Committee will develop recommendations for the large topics.
- They focused on their first topic, transportation, at their June meeting, with Don Halligan, Senior Transportation Planner at the Baltimore Metropolitan Council.
- The Policy Committee added two items to the Global Work Plan, including legislative recommendations in October and a final Policy Recommendations Report in December. The WIOA Alignment Group approves these changes.

### C. Communications Committee

- The Communications Committee is working on collateral materials, including a flyer, poster, and rack card. Their DHS partners are designing the materials. The committee will distribute the materials electronically but will hold on printing until DLLR's new logo is available.
- The committee issued their tenth and eleventh newsletters to about 3,000 people. They expect the listserv will increase to 5,000.
  - The May newsletter's feature article focuses on a success story of an Upper Shore American Job Center customer who participated in a construction trades pre-apprenticeship under an EARN grant. The customer received coordinated program services through WIOA Title I, Title II, Title III, Title IV, and Perkins. The individual has secured a job in welding.
  - The June newsletter features a story on DLLR's response to the Verso Company Paper Mill shutdown.
  - WIOA Alignment Group members should reach out to Susan Kaliush if they have items that they want to include in upcoming newsletters.
- Kenneth Lemberg has done four *Benchmarks of Success* roadshow presentations to Local Boards.

## **D. Data and Dashboard Committee**

- The Data and Dashboard Committee presented their final Program Year 2017 benchmarks numbers to the WIOA Alignment Group and explained any deviations from the preliminary numbers.
- Once the committee has final Program Year 2018 data, then they will be able to set a baseline and make recommendations for targets to the WIOA Alignment Group.
- The committee makes the following recommendations for long term measurement of the *Benchmarks of Success*:
  - Synchronize date reporting schedules in order to better combine partner data. Change the reporting schedule to allow for full year reporting, not just wage information based off of one or two quarters as a proxy for the year.
  - Use a data warehouse or data match in order to avoid self-reporting and duplication.
  - Create a definition of “businesses formally engaged” for the workforce system, not just those with this term in their databases.
  - Concerning benchmark 3.2, what does it mean to “demonstrate” essential workplace skills? The committee is unsure of how to capture this in data.
  - Decision point: Should “industry-recognized credential” be defined?
- The WIOA Alignment Group asks the GWDB to define “businesses formally engaged”.
- Benchmark 3.2 will be changed to “Increase the annual % of Maryland’s workforce system customers who complete essential workplace skills from X% to Y% by date.”
- The WIOA Alignment Group decides to keep the definition of “industry-recognized credential” as broad as the data systems will allow.

## **Part II: WIOA Alignment Group – Remaining Business**

1:30 – 2:00 PM

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**Attendees:** Daiquiri Anderson, Dan McDermott, Erica Kea-Muhammad, Erin Roth, Grace Kelly, Jacqueline Tina Turner, Jody Boone, Kimberly Duncan, Kirkland Murray, LiLi Taylor, Lloyd Day, Michael DiGiacomo, Michelle Day, Milena Kornyl, Paula Erdie, Rick DeWitt, Scott Dennis, Stuart Campbell, Terry Gilleland, and Natalie Clements

### **Handouts:**

- Agenda

### **Minutes**

## **I. Upcoming Conferences and Presentations**

### **A. Raising the Bar**

- Raising the Bar will be at Turf Valley on September 18 and 19<sup>th</sup>. The pre-conference will be on the 17<sup>th</sup>.
- The call for proposals just came out, and the Maryland Workforce Association invites workforce system partners to participate in the proposal review process as well as on planning committees. Interested partners should contact Michelle Day. If WIOA Alignment Group members did not receive the call for proposals email, they should reach out to Kirkland Murray.
- Registration is now open, and there is a hotel block available. The call for sponsors and exhibitors is open too. Questions about sponsorship should be directed to Walter Simmons.
- There will be a happy hour networking opportunity this year.

### **B. Maryland Rehabilitation Conference**

- The Maryland Rehabilitation Association, in partnership with DORS, hosts the Maryland Rehabilitation Conference annually. The conference will be at the Sheraton Baltimore North Hotel (in Towson) November 7<sup>th</sup> and 8<sup>th</sup>.
- Registration will open in August.
- The call for presenters is open. If WIOA Alignment Group members did not receive the call for presenters email, they should reach out to Jody Boone.
- The Maryland Rehabilitation Association will hold a networking social at a local restaurant.

### **C. Others**

- The CASH Campaign of Maryland and the Virginia CASH Campaign are partnering to host the Common Cents Conference for practitioners. This conference gives attendees an opportunity to learn about the financial challenges facing residents and innovative

program models to help individuals achieve all their financial dreams. The conference will be in Fairfax, Virginia on September 17<sup>th</sup> and 18<sup>th</sup>.

- WIOA Alignment Group members are encouraged to reach out to Lauren Gilwee to connect with the Communications Committee for sharing upcoming conference information.

## **II. Local Plan Update**

- DLLR has received all 12 Local Plans and has met to discuss nine of them. Six responses have been sent back to the Local Areas. Of those six, four Local Areas were given 60 days to make revisions, and five Local Areas were given 30 days to make revisions.
- Reviewers have seen a couple patterns that provide opportunity to tweak the Local Plan prompts in the future.
- Lauren Gilwee organized a panel at the last GWDB meeting to discuss what the Local Plans are, why they are important, and to provide perspectives of reviewers and program staff.

## **III. MOUs and RSAs**

- The draft MOUs and RSAs were due to DLLR on May 18<sup>th</sup>. DLLR has received most of the MOUs, and most of the remaining are in approved extension periods.
- Erin Roth and Lloyd Day will follow-up on missing MOUs.
- If MOUs are not signed by July 1<sup>st</sup>, then it could impact payments.
- Local Areas having trouble getting into contact with local partners can reach out to the state partner to facilitate connections.

## **IV. Chief Learning Officer Update**

- DLLR reclassified a PIN for the Chief Learning Officer position. The recruitment is now live. The individual will be hosted at DLLR DWDAL Office of the Assistant Secretary and will work for the Maryland workforce system.
- WIOA Alignment Group members interested in participating on the interview panel should reach out to Erin Roth.
- The WIOA Alignment Group will come back to the decision point of how to share costs for this position in the future.

## **V. DLLR Name Change**

- The “Department of Labor, Licensing and Regulation” will be the “Maryland Department of Labor”, effective July 1<sup>st</sup>. The department is undergoing a re-branding effort.
- Partners are encouraged to identify materials that are co-branded with DLLR, for these materials may need to be updated in the future.
- DLLR will exhaust current supplies before ordering re-branded ones.

## **VI. Community Action Agency Representation on Local Boards**

- The GWDB is updating the Local Board Certification policy.
- The WIOA Alignment Group discusses the pros and cons of adding the requirement for Local Boards to include representation from Community Action Agencies.

## **VII. Ability to Benefit**

- Erin Roth has been working with the Maryland Higher Education Commission Academic Affairs Assistant Secretary, Emily Dow, to facilitate discussions on Ability to Benefit.
- Ability to Benefit is a mechanism that allows an individual without a high school diploma to access Pell Grant funding for education in a career pathway.
- The mechanism can be activated in three ways, including:
  - The individual passes an approved exam. (The approved exams are not the same versions of the ones that we use for assessment in Maryland.)
  - The individual gains six college credits (Pell Grant funding is not applied to those six credits). Maryland partners could explore using WIOA Title I or Title II IET funds to pay for the six credits.
  - Through a state-defined process. No state has a process in place yet, but Wisconsin and Ohio are close to getting theirs approved.
- Erin will share her Ability to Benefit PowerPoint with the WIOA Alignment Group.

## **VIII. Good of the Order**

- DLLR thanks its partners for their letters of support in applying for the Registered Apprenticeship grant.