



## Montgomery County Workforce Investment Board Program Operations & Evaluation Committee Meeting

May 26, 2010  
11:30 a.m. – 1:00 p.m.

### SUMMARY

Board members in attendance: Elyse Kaplan, Kate Garvey, Lori Golino, Sandra Navardi, Eugene Spencer

Staff: Cassandra Boyd and Hugh Bailey

The committee reviewed the latest Workforce Investment Act performance reports provided by the Maryland Department of Labor, Licensing, and Regulation. The reports covered Program Year 09 quarter three. The committee expressed concern about the apparent downward trend in performance for all three funding streams: WIA Adult, Dislocated Worker, and WIA Youth. Table 1 below provides a snap shot of the report.

Performance Measures		Standard	Qtr 3	Qtr 2	Qtr 1
Entered Employment	Adults	84%	58.3%	70.1%	70.1%
	Dislocated Workers	91%	68.5%	74.8%	78.6%
	Labor Exchange	70%	50.0%	53.4%	56.8%
Retention Rate	Adults	84%	88.9%	89.2%	91.1%
	Dislocated Workers	89%	88.8%	89.5%	91.4%
	Labor Exchange	81%	77.9%	78.5%	79.7%
Average Earnings	Adults	\$17,458	\$13,212	\$13,102	\$14,277
	Dislocated Workers	\$20,140	\$17,512	\$17,530	\$17,847
	Labor Exchange	\$16,304	\$16,177	\$15,621	\$15,946
Youth Attainment of Degree or Certificate		66%	37.8%	44.7%	58.3%
Youth Employment or Education		63%	51.8%	52.1%	67.5%
Youth Literacy/Numeracy		65%	0.0%	0.0%	0.0%

Table 1

Exceeded standard
Meeting standard (at least 80% of standard)
Failing standard (performed below 80% of standard)
No participants captured in measure

Committee members expressed interest in understanding the contributing factors that led to this downturn. A rich discussion ensued regarding environmental conditions and programmatic activities that contribute to performance outcomes.

For example, the Entered Employment, Retention, and Average Earnings measures all have been directly affected by the economy. We can argue that other workforce areas have experienced the same economic impacts and have been able to maintain adequate performance levels. The committee charged with staff with two related tasks.

- 1) Reach out to other workforce areas that are performing well to explore how they are maintaining performance in the midst of declining economy and
- 2) Develop programmatic and data management strategies that the staff and vendors will (or have) implement to address performance concerns.

Specifically related to WIA Youth programming, the committee expressed concern that increasing the percentage of funding being spend on Out-of-School youth can potentially have a deleterious affect on our ability to meet the WIA Youth performance standards. WIA requires that 30% of the WIA Youth funds are spent on Out-of-School which are typically the most difficult to serve. In Montgomery County, we have chosen to expend 60% due to the large number of Out-of-School youth without access to programs and activities. While there was general agreement that spending the minimum amount on Out-of-School youth could improve performance, so could augmenting programmatic practice. The committee charged the staff with two related tasks:

- 1) Collaborate with our WIA Youth service provider to develop programmatic strategies that will improve performance and present those strategies (targeting employment and credentialing) at the next committee meeting.
- 2) Consider and implement outreach strategies that engage diverse cohorts of Out-of-School youth.

The committee would like a progress report on newly developed strategies to consider whether the Out-of-School percentage policy should be changed in order to ensure successful performance outcomes.

Additional action items:

- Create a performance matrix solely for Montgomery County
- Disseminate FY11 WIA and County Performance Standards
- Consider strategic partnerships that could yield additional certifications (examples include:)
  - Conservation Corps
  - Apprenticeship
  - HOC

Next meeting: August 11, 2010