PIEDMONT
Workforce Network

PWN Board Meeting Agenda
March 30, 2017 – 3:00 PM – 4:30 PM
UVA Research Park, Town Center Two
1001 Research Park Boulevard, 4th Floor Conference Room
Charlottesville, VA 22911

I.	**Welcome and Introductions** – *Steve Ray & Amanda Moxham*	**3:00 PM – 3:05 PM**
II.	**Public Comment**	**3:05 PM – 3:10 PM**
III.	**Consent Agenda** – *Steve Ray & Amanda Moxham* • February 15, 2017 PWN Joint Council & Board Meeting Minutes • FY2017 Year-to-Date Financials	**3:10 PM – 3:15 PM**
IV.	**PWN Strategic Plan Discussion & Approval** – *Morgan Romeo*	**3:15 PM – 3:45 PM**

CLOSED SESSION

V.	**WIOA Operator Contract Discussion** – *Steve Ray & Amanda Moxham*	**3:45 PM – 4:15 PM**

OPEN SESSION

VI.	**Conflict of Interest Statements** – *Morgan Romeo*	**4:15 PM – 4:20 PM**
VII.	**FY2017 Budget Allocation** – *Phil Geer*	**4:20 PM – 4:25 PM**
VIII.	**Other Business**	**4:25 PM – 4:30 PM**
IX.	**Adjournment**	**4:30 PM**

PWN Joint Council & Board Meeting Agenda

February 15, 2016 – 10:00 AM – 11:30 AM

UVA Research Park, Town Center Two

1001 Research Park Boulevard, 4th Floor Conference Room

Charlottesville, VA 22911

Board Member	Present
Steven Ray, Co-Chair	X
Amanda Moxham, Co-Chair	
Naomi Aitken	X
John Baldino	X
John Boswell	
Casey Carwile	X
Todd Cook	
Debbie Desmond	
Janelle Downes	X
Matt Eberhardt	X
Susan Erno	X
Miles Friedman	X
Karen Gottlieb	
Ronda Guill	X
Joe Martin	
Wes Mayles	
Peter Mocarski	X
Valerie Palamountain (Kathy Reid)	X
Christy Phillips	X
Katy Reeves	
Valerie Reid	
Peter Rice	
Darla Rose	X
Ridge Schuyler	X
Richard Sindy	X
Steven Snyder	X
Randy Soderquist	X
Mark Stapleton	X
Jeff Waite	
Elizabeth Walters	X
Jeanne Wesley	X

Council Member	Present
Lee Frame	X
Ron Frazier	X
Alexa Fritz	X
Jim Frydl	X
Kathy Galvin	X
Connie Brennan	X
Clay Jackson	
Stephanie Koren	X
Ann Mallek	X
Tony O'Brien	X
Holder Trumbo Jr.	X
Guests	**Present**
Diantha McKeel	X
PWN Staff	**Present**
Helen Cauthen	X
Morgan Romeo	X
Phil Geer	X
Debi Pettry	X

Welcome and Introductions
Steven Ray called the meeting to order at 10:03 AM.

Public Comment
Steven Ray opened the floor for public comment. No public comments were made.

Consent Agenda
Steven Ray asked for a motion to approve the consent agenda which consisted of approving PWN Council Meeting Minutes and PWN Board Meeting Minutes from December 15, 2016.

Motion from Lee Frame for PWN Council to approve the December 15, 2016 Council meeting minutes as presented. Seconded by Jim Frydl. Motion carried.

Motion from Naomi Aitken for PWN Board to approve December 15, 2106 Board meeting minutes as presented. Seconded by Mark Stapleton. Motion carried.

PWN Board Appointments
Morgan Romeo explained that Debbie Stohlmann's vacated seat on the Board needs to be filled (PD-9 Community Based Organization). She noted that Sandy Boone, who is Debbie's replacement on the Culpeper Chamber of Commerce, had nominated herself to fill the vacancy. Morgan also explained that John Boswell would like to be officially replaced by Steve Snyder who had been filling in for John for the last few meetings.

Motion from Lee Frame to appoint Sandy Boone and Steven Snyder to the PWN Board. Seconded by Ann Mallek. Motion carried.

LWDA6 – Local Plan Review
Morgan Romeo presented the LWDA6 Local Plan. She explained that every state had to create a state plan for workforce development, and Virginia had completed the process of the development of the Combined State Plan and the plan has been approved by the Department of Labor. The Local Workforce Development Boards are responsible for making a local plan that coincides with the Combined State Plan. This is a detailed plan that gives direction to all of our partners within the workforce development system on how they should conduct their workforce activities. PWN developed a team of partners who met regularly to complete the plan. The team then put the plan out for public comment. Today, the Board and Council each approve the plan for submission to the Virginia Community College System. On February 27th, the plan will be submitted to the VCCS.

Miles Friedman asked why the construction industry was not included in the four targeted industries. Morgan explained that the skills learned in our targeted industries—(1) Healthcare, (2) Business and Financial Services, (3) Information Technology, and (4) Manufacturing and Distribution—would be transferrable to many other industries, including construction. She also explained that the plan would need to be reviewed and updated every two years so other industries could be included as a target at that point if needed. Naomi Aitken and Ridge Schuyler explained the availability of funding sources other than WIOA for construction businesses and job seekers. Morgan mentioned that the plan

development highlighted the need to leverage several funding sources in order to meet needs of employers.

Miles Friedman asked how the plan addresses concerns that job seekers will be left out with the new focus being on employers as the client. Morgan explained that by training people to meet employer demand, it's a win-win for both parties. The job seekers are getting trained for a job that employers need to fill, rather than training them for a job that may not exist in our region. She continued that PWN can help educate service providers on employer demand and the direction of the economy so they can align training programs accordingly.

Steven Ray asked if there had been any initial skills assessments done in the Resource Room in the past. Morgan explained that it was not necessary under the old legislation, but that it was needed in the new legislation since there is no tier of services. Kathy Galvin suggested the possibility of localities to contribute additional funds for this purpose. Morgan responded that if the Council thinks it is an effective use of their funds, they could absolutely be used for such a purpose. Ridge Schuyler suggested we could leverage community partners for assessments. Naomi Aiken said we need to have business help structure the assessments so we know what they need. Miles Friedman suggested we build on the research that community colleges are using.

Miles Friedman asked if the plan addresses the needs of the retirement age population. He explained that research shows the baby boomer generation are moving to second careers rather than retiring which might be something to leverage. This could present mentorship opportunities. Morgan explained that this population will not be excluded from the services outlined in the plan.

Morgan presented the public comments that were made on the plan. Suggestions were made to change the language on page 111 to say "case-by-case basis" and remove "Title IV."

Motion from Diantha McKeel for the PWN Council to approve the Local Plan as presented including the edits suggested from the public comments. Seconded by Tony O'Brien. Motion carried.

Motion from Miles Friedman for the PWN Board to approve the Local Plan as presented including the edits suggested from the public comments. Seconded by Richard Sindy. Motion carried.

Other Business

No other business was conducted.

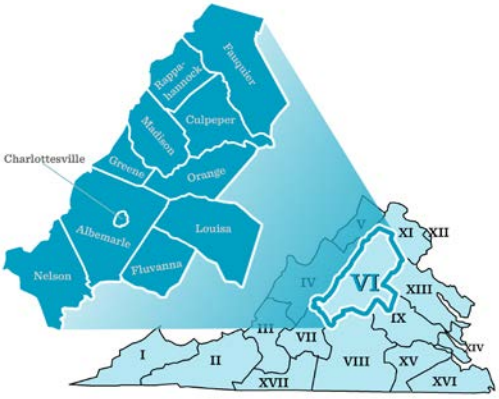
Adjournment

Meeting adjourned at 11:24 AM.

	Charlottesville One Stop			Culpeper One Stop			Total C'ville Youth - Goodwill		
	Jul '16 - Jan 17	Budget	% of Budget	Jul '16 - Jan 17	Budget	% of Budget	Jul '16 - Jan 17	Budget	% of Budget
Revenues	162,958.97	377,004.20	43.23%	113,448.70	251,336.12	45.14%	115,677.49	263,828.70	43.85%
Total 01100 · Personnel Services	63,328.01	105,571.13	59.99%	58,164.68	95,481.43	60.92%	60,902.05	123,432.19	49.34%
Total 01200 · Contractual Services	7,391.28	26,453.38	27.94%	3,382.16	7,438.02	45.47%	3,312.84	11,094.26	29.86%
Total 01300 · Supplies and Materials	352.32	1,856.58	18.98%	404.56	2,852.10	14.19%	315.54	1,664.08	18.96%
Total 01400 · Direct Services to Clients	83,525.56	212,255.71	39.35%	50,292.86	145,440.20	34.58%	41,014.69	106,233.40	38.61%
Total 01500 · Continuous Charges	8,361.80	30,867.40	27.09%	1,204.44	124.37	968.43%	10,132.37	21,404.77	47.34%
Total Expense	162,958.97	377,004.20	43.23%	113,448.70	251,336.12	45.14%	115,677.49	263,828.70	43.85%

	Total Culpeper Youth - Goodwill			WIF Grant			WIOA Administration		
	Jul '16 - Jan 17	Budget	% of Budget	Jul '16 - Jan 17	Budget	% of Budget	Jul '16 - Jan 17	Budget	% of Budget
Revenues	78,890.94	175,885.81	44.85%	40,453.40	187,413.35	21.59%	162,405.53	273,150.31	59.46%
Total 01100 · Personnel Services	48,824.14	97,244.01	50.21%	31,733.50	70,291.32	45.15%	110,453.28	175,199.21	63.04%
Total 01200 · Contractual Services	3,107.47	6,998.16	44.4%	1,455.67	3,750.00	38.82%	35,296.77	70,379.96	50.15%
Total 01300 · Supplies and Materials	219.02	958.65	22.85%	56.44	5,000.00	1.13%	691.35	2,556.47	27.04%
Total 01400 · Direct Services to Clients	26,010.64	70,535.87	36.88%	1,890.54	100,575.00	1.88%	0.00		
Total 01500 · Continuous Charges	729.67	149.12	489.32%	5,317.25	7,797.03	68.2%	15,964.13	25,014.67	63.82%
Total Expense	78,890.94	175,885.81	44.85%	40,453.40	187,413.35	21.59%	162,405.53	273,150.31	59.46%

	Business Services			Orange Satellite			TOTAL		
	Jul '16 - Jan 17	Budget	% of Budget	Jul '16 - Jan 17	Budget	% of Budget	Jul '16 - Jan 17	Budget	% of Budget
Revenues	10,341.17	89,678.22	11.53%	2,829.65			764,804.20	1,753,291.16	43.62%
Total 01100 · Personnel Services	6,582.54	25,778.73	25.54%	2,829.65			382,817.85	692,998.02	55.24%
Total 01200 · Contractual Services	244.47	20,421.96	1.2%	0.00			55,764.31	149,661.50	37.26%
Total 01300 · Supplies and Materials	0.00	83.88	0.0%	0.00			2,039.23	14,971.76	13.62%
Total 01400 · Direct Services to Clients	2,705.13	40,000.00	6.76%	0.00			205,439.42	675,040.18	30.43%
Total 01500 · Continuous Charges	809.03	3,393.65	23.84%	0.00			118,743.37	220,619.70	53.82%
Total Expense	10,341.17	89,678.22	11.53%	2,829.65			764,804.18	1,753,291.16	43.62%



STRATEGIC PLAN

2016-2020

BACKGROUND

The Piedmont Workforce Network (PWN) is the Local Workforce Development Board for Local Workforce Development Area 6 (LWDA 6), comprising ten counties (Albemarle, Culpeper, Fauquier, Fluvanna, Greene, Louisa, Madison, Orange, Nelson, and Rappahannock) and the City of Charlottesville. PWN is responsible for the oversight and monitoring of the federal Workforce Innovation and Opportunity Act (WIOA) funding that is allocated to LWDA 6 each fiscal year. This includes the monitoring of all fiscal, performance, and programmatic aspects of the programs tied to the federal WIOA funding. These programs prepare low-income adults, dislocated workers and youth with barriers to employment or education for self-sufficiency by providing job search assistance, occupational skills training, on-the-job training and other career counseling services.

PWN is also responsible for being the regional convener for workforce development activities in the region, a new responsibility as of FY2016 designated by the Code of Virginia § 2.2-2472.1. This responsibility entails coordinating business, economic development, labor, regional planning commissions, education at all levels and human service organizations to focus on community workforce issues and the development of solutions to current and prospective business needs for a skilled labor force at the regional level.

The PWN is not its own designated entity and therefore has a fiscal and administrative agent, the Central Virginia Partnership for Economic Development (Partnership). The Partnership has a Foundation that is a separate 501(c)(3) organization formed to support the Partnership and its program activities. By co-locating with the regional economic development entity, the PWN is strategically aligned with economic development initiatives to better provide workforce development solutions.

This strategic plan focuses on how PWN will focus its efforts during the transition to WIOA. PWN's job training programs will assist business customers on the demand side with meeting employment needs and expectations through the training and development of individuals on the supply side.

DRAFT

MISSION

"To be a proactive partner with employers and economic development leaders by providing a qualified workforce that meets current and future job demand."

VISION

The importance of being a proactive, nimble organization that responds to the needs of employers was established as key to the future of PWN.

ACCOMPLISHMENTS

In the last three years Piedmont Workforce Network has accomplished the following:

- Increased PWN presence in the business community by developing marketing materials and strategies to increase visibility, hosting employer roundtables for key in-demand target industries in partnership with economic development, and applying for additional funding sources for employer partnerships.
- Traffic and activities in the One-Stop Centers have increased by working with internal and external partners to provide more services that meet job seeker and employer needs.
- Counties within the Local Workforce Development Area (LWDA) have increased their presence and involvement in PWN activities, including more frequent representation by Council (CLEO) members.
- Increased the number of job fairs hosted in the region as well as increased participation by job seekers and employers at the events.
- Raw common intake form has been created and is being utilized at the Virginia Workforce Center – Charlottesville, the Culpeper Workforce Center, and the Orange Workforce Center.
- Partnership relationships are better and more collaborative.
- Obtained $200,000 in Incumbent Worker funding through the Virginia Incumbent Worker Innovation Program released by Governor McAuliffe in June 2015.
- Increase of grant dollars among partners as well as the willingness and collaboration in place to acquire even more in the future.

SWOT ANALYSIS

STRENGTHS	***WEAKNESSES***
• Dedicated staff to the Board with a Passion for their work • Co-located, and integrated Center • Extensive on-the-ground knowledge • Diverse menu of services • Engagement of many internal and external partners in the system • Job fair participation • Board committee engagement • Coordination with local government • Performance for WIOA programs	• Lack of a unified identity among partners • Understaffed • Web presence/website • Lack of ESL services • Lack of a clear understanding of partner services by all front-line staff • Coordination with employers • No/minimal job fair performance outcomes • High percentage of Board members are new • Lack of metrics relating to mission statement • New board member orientation • WIOA Provider results
OPPORTUNITIES	***THREATS***
• Better tell PWN success stories • Engage in methods that involve business to business story telling • Social media presence • Legislative input from CLEO members • Better data on employers needs and expectations and jobseekers with skills to fill those needs • Increased engagement with Chambers of Commerce • New partnerships for funding or resources in order to stretch federal WIOA dollars • Better metrics for customer satisfaction among job seekers, employers, and partners • Regional collaboration	• Increased number of job seekers with significant barriers to employment • Funding cuts across the board within PWN and internal and external partners • New legislation • • Economic changes • Lack of skilled workers • Bureaucratic nature of system • Lack of Board time to understand services • Size and diversity of local area • Many qualified job seekers use other mechanisms to find a job • Lease is up in Charlottesville Center

PRIORITY GOAL STATEMENTS

1. **Improve and expand web presence and awareness campaign.**

2. **Identify workforce development needs, including skills gaps, in businesses within the targeted industries and develop talent pipeline strategies to meet those needs.**

3. **Support dynamic partner alignment and integration to better serve business customers and job seeker clients.**

4. **Document evidence-based return on investment through a performance management dashboard.**

STRATEGIES

GOAL #1		
Improve and expand web presence and awareness campaign.		
STRATEGIES		
Identify desired outcomes and target audience for an improved and expanded web presence.		
Action Items:	Install Google Analytics on PWN website to develop a baseline of information regarding traffic to the site.	4/1/17 – 6/30/17
	Evaluate results of Google Analytics to develop a Search Engine Optimization strategy and target PWN audience.	7/1/17 – 9/30/17
	Using results of Google Analytics and views of partners staff, evaluate success of current website, including location with the Central Virginia Partnership.	7/1/17 – 9/30/17
	Identify the terms or search subjects that are most often associated with a search for services provided by PWN.	10/1/17 – 12/31/17
	Identify partner agencies within the region who provide similar services to PWN and explore possibility of connecting with PWN website.	1/1/18 – 3/30/18
	Explore possibility of adding link to PWN website on County/City websites (main and economic development), community colleges, Chambers of Commerce, media websites, and other employer advocates.	1/1/18 – 3/30/18
	Revise website with results from above activities and adhere to new Commonwealth of Virginia branding strategies stemming from Rebranding efforts done by the Virginia Board of Workforce Development.	4/1/18 – 6/30/18

Review Shenandoah Valley website awareness campaign and develop similar campaign for PWN region and services.		
Action Items:	Setup meeting with representatives from Shenandoah Valley Partnership to discuss the marketing strategy they used when implementing the Valley Career Hub.	7/1/17 – 9/30/17
	Secure funding through locality contributions to create online platform.	7/1/17 – 9/30/17
	Develop structure and outline of online platform for creation by outside consultant.	10/1/17 – 12/31/17
	Create online platform with the assistance of procured consultant.	1/1/18 – 3/30/18
	Launch campaign and market to partners, employers, and organizations in the region.	7/1/18 – 12/31/18
Use social media to generate buzz about the PWN website and PWN services.		
Action Items:	Open accounts on LinkedIn and Facebook	7/1/17 – 9/30/17
	Determine the popular hashtags associated with PWN services.	10/1/17 – 12/31/17
	Assign Board members to the accounts to post as inclined.	1/1/18 – 6/30/18

GOAL #2		
Improve and expand web presence and awareness campaign.		
STRATEGIES		
Create list of businesses for each of the in-demand industries that exist in each County and City within the PWN area, including contact information.		
Action Items:	Leverage resources, such as community college Employer Advisory Councils, and the Virginia Employment Commission, in the area to develop a comprehensive list of employers	7/1/17 – 6/30/18
	Develop process to update the list on a regular basis	7/1/17 – 6/30/18

Leverage GO Virginia Growth and Diversification Plan research conducted by GO Virginia Regional Council 9 and the Central Virginia Partnership for Economic Development.		
Action Items:	Identify skills and credentials required for employment in each of the targeted industries.	7/1/17 – 12/31/17
	Identify the gap between existing skill resources and business needs/expectations	July 1, 2017 – December 31, 2017
Utilize technology to create avenues for employer buy-in and validation of skills, including outlets for updating skills needs when necessary.		
Action Items:	Explore using web-based surveys and video conferencing versus in-person employer roundtables to save travel time and gain more participation.	7/1/17 – 6/30/20
	Develop webinar sessions on different workforce topics for targeted industries to engage employers and provide SHRM credit.	7/1/17 – 6/30/20
Provide data to training providers that informs curriculum development to address skill demand.		
Action Items:	Meet with training providers on a regular basis, including utilizing existing Employer Advisory Council meetings, to inform of employer demand.	7/1/17 – 6/30/20
	Make information available/accessible on PWN website as well as online platform similar to Valley Career Hub.	7/1/17 – 6/30/20
Communicate skills training options to business and job seeker customers.		
Action Items:	Provide comprehensive database of training providers, programs, and supportive services on PWN's version of Valley Career Hub.	1/1/18 – 6/30/18

GOAL #3		
Support dynamic partner alignment and integration to better serve business customers and job seekers.		
STRATEGIES		
Develop & implement new customer flow and service delivery process in compliance with Workforce Innovation and Opportunity Act (WIOA) legislation and Virginia Board of Workforce Development (VBWD) Policy.		
Action Items:	Analyze existing customer flow diagram and hold WIOA Partner meeting, including Virginia Employment Commission (VEC), Dept. for Aging and Rehabilitative Services (DARS), Adult Education and Literacy Providers, WIOA One Stop & Program Operator, community colleges, and Dept. of Social Services representatives, to discuss ideal service provisions and One Stop structure as well as current challenges to effective service delivery.	1/1/17 – 6/30/17
	Revise customer flow diagram to fully integrate WIOA mandated and applicable required partners and allow for an efficient and effective service delivery strategy.	7/1/17 – 12/31/17
	Implement new customer flow process with the relocation and/or reconfiguration of Comprehensive One Stop after commencement of current lease (February 28, 2018).	1/1/18 – 6/30/18
	Evaluate customer flow and service delivery process to note successes and challenges and adjust as necessary.	7/1/18 – 6/30/20
Develop and implement efficient co-enrollment procedures and define streamlined referral process for tracking co-enrollments and services provided to One Stop visitors.		
Action Items:	Review current referral process for partner programs and identify best practices and challenges for implementation	1/1/17 – 6/30/17

	Establish new or revised referral process using best practices around the Commonwealth.	7/1/17 – 12/31/17
	Implement referral process and track number of referrals and outcomes associated.	1/1/18 – 6/30/18
	Evaluate referral process and outcomes and make revisions to process as necessary.	7/1/18 – 6/30/20
	Develop framework for ensuring all front-line staff are adequately trained on eligibility procedures for partner programs.	7/1/17 – 12/31/17
	Implement eligibility guideline training to all front-line staff.	1/1/18 – 6/30/20

GOAL #4

Document evidence-based return on investment through a performance management dashboard.

STRATEGIES

Dashboard Format

Measure	Outcome
WIOA Federal Common Measures, including comparison with other LWDAs in the Commonwealth	Meet or Exceed all measures
Labor participation rate	Increase in labor participation
Average wage of employees in targeted industries	Increase in average wage in targeted industries
Percent of business that use labor exchange system (Virginia Workforce Connection)	Increase in percentage
Supplemental grants/funding received	Increase in funding other than WIOA
Number of family households living in poverty	Decrease in number of family households living in poverty
Number of unemployment individuals ages 19 through 24	Decrease in unemployment of individuals ages 19 through 24
Number of businesses served through One Stop System	Increase in number of businesses served through One Stop System
Number of jobs placed through One Stop System	Increase in number of jobs placed through One Stop System.
Number of individuals attending occupational skills training through One Stop System	Increase in number of individuals attending occupational skills training

*66.7% through year

WIOA Adult Program

Planning District 10

Participants Served Goals	
Carryover Participants	34
New Enrollment Goal	71
Total Participant Goal	105

Participants by Month			
Month	Enrollments	Total Participants	% Enrollment Goal
July	7	41	9.9%
August	5	46	16.9%
September	4	50	22.5%
October	1	51	23.9%
November	5	56	31.0%
December	3	59	35.2%
January	5	64	42.3%
February	3	67	46.5%
March			
April			
May			
June			

Participants by Locality		
Locality	Number	Percentage
Albemarle County	25	37.3%
City of Charlottesville	23	34.3%
Fluvanna County	6	9.0%
Greene County	2	3.0%
Louisa County	6	9.0%
Nelson County	2	3.0%
Other	3	4.5%

Planning District 9

Participants Served Goals	
Carryover Participants	40
New Enrollment Goal	21
Total Participant Goal	61

Participants by Month			
Month	Enrollments	Total Participants	% Enrollment Goal
July	8	48	38.1%
August	4	52	57.1%
September	0	52	57.1%
October	1	53	61.9%
November	1	54	66.7%
December	3	57	81.0%
January	9	66	123.8%
February	1	67	128.6%
March			
April			
May			
June			

Participants by Locality		
Locality	Number	Percentage
Culpeper County	29	43.3%
Fauquier County	9	13.4%
Madison County	4	6.0%
Orange County	24	35.8%
Rappahannock County	1	1.5%
Other	0	0.0%

*66.7% through year

WIOA Dislocated Worker

Planning District 10

Participants Served Goals	
Carryover Participants	19
New Enrollment Goal	22
Total Participant Goal	41

Participants by Month			
Month	Enrollments	Total Participants	% Enrollment Goal
July	0	19	0.0%
August	2	21	9.1%
September	4	25	27.3%
October	5	30	50.0%
November	3	33	63.6%
December	1	34	68.2%
January	1	35	72.7%
February	0	35	72.7%
March			
April			
May			
June			

Participants by Locality		
Locality	Number	Percentage
Albemarle County	15	42.9%
City of Charlottesville	5	14.3%
Fluvanna County	7	20.0%
Greene County	2	5.7%
Louisa County	4	11.4%
Nelson County	1	2.9%
Other	1	2.9%

Planning District 9

Participants Served Goals	
Carryover Participants	12
New Enrollment Goal	10
Total Participant Goal	22

Participants by Month			
Month	Enrollments	Total Participants	% Enrollment Goal
July	1	13	10.0%
August	1	14	20.0%
September	2	16	40.0%
October	0	16	40.0%
November	2	18	60.0%
December	2	20	80.0%
January	1	21	90.0%
February	1	22	100.0%
March			
April			
May			
June			

Participants by Locality		
Locality	Number	Percentage
Culpeper County	8	36.4%
Fauquier County	6	27.3%
Madison County	1	4.5%
Orange County	7	31.8%
Rappahannock County	0	0.0%
Other	0	0.0%

*66.7% through year

WIOA Youth Program

Planning District 10

Participants Served Goals	
Carryover Participants	41
New Enrollment Goal	46
Total Participant Goal	87

Participants by Month			
Month	Enrollments	Total Participants	% Enrollment Goal
July	9	50	19.6%
August	6	56	32.6%
September	1	57	34.8%
October	2	59	39.1%
November	1	60	41.3%
December	3	63	47.8%
January	4	67	56.5%
February	3	70	63.0%
March			
April			
May			
June			

Participants by Locality		
Locality	Number	Percentage
Albemarle County	23	32.9%
City of Charlottesville	35	50.0%
Fluvanna County	5	7.1%
Greene County	3	4.3%
Louisa County	3	4.3%
Nelson County	1	1.4%
Other	0	0.0%

Planning District 9

Participants Served Goals	
Carryover Participants	43
New Enrollment Goal	15
Total Participant Goal	58

Participants by Month			
Month	Enrollments	Total Participants	% Enrollment Goal
July	2	45	13.3%
August	3	48	33.3%
September	1	49	40.0%
October	1	50	46.7%
November	0	50	46.7%
December	1	51	53.3%
January	2	53	66.7%
February	4	57	93.3%
March			
April			
May			
June			

Participants by Locality		
Locality	Number	Percentage
Culpeper County	24	42.1%
Fauquier County	16	28.1%
Madison County	2	3.5%
Orange County	12	21.1%
Rappahannock County	3	5.3%
Other	0	0.0%

*58.3% year completed

Adult

Planning District 10

Category	Actual	Budget	%
Personnel	39,249.55	79,342.93	49.5%
Contractual	3,951.59	10,769.67	36.7%
Supplies & Materials	184.66	956.58	19.3%
Direct-to-Client	52,422.71	146,112.05	35.9%
Continuous	5,178.37	12,702.72	40.8%
Total	**100,986.88**	**249,883.95**	**40.4%**

Planning District 9

Category	Actual	Budget	%
Personnel	35,757.50	57,455.24	62.2%
Contractual	1,984.40	4,620.33	42.9%
Supplies & Materials	220.17	1,452.10	15.2%
Direct-to-Client	41,697.63	109,611.30	38.0%
Continuous	659.87	117.00	564.0%
Total	**80,319.57**	**173,255.97**	**46.4%**

Dislocated Worker

Planning District 10

Category	Actual	Budget	%
Personnel	24,078.46	26,228.20	91.8%
Contractual	3,439.69	15,683.68	21.9%
Supplies & Materials	167.66	900.00	18.6%
Direct-to-Client	31,102.85	66,143.66	47.0%
Continuous	3,183.43	18,164.71	17.5%
Total	**61,972.09**	**127,120.25**	**48.8%**

Planning District 9

Category	Actual	Budget	%
Personnel	22,407.18	38,026.20	58.9%
Contractual	1,397.76	2,817.69	49.6%
Supplies & Materials	184.39	1,400.00	13.2%
Direct-to-Client	8,595.23	35,828.90	24.0%
Continuous	544.57	7.37	7389.0%
Total	**33,129.13**	**78,080.16**	**42.4%**

Youth

Planning District 10

Category	Actual	Budget	%
Personnel	60,902.05	123,432.19	49.3%
Contractual	3,312.84	11,094.26	29.9%
Supplies & Materials	315.54	1,664.08	19.0%
Direct-to-Client	41,690.02	106,233.40	39.2%
Continuous	9,457.04	21,404.77	44.2%
Total	**115,677.49**	**263,828.70**	**43.8%**

Planning District 9

Category	Actual	Budget	%
Personnel	48,824.14	97,244.01	50.2%
Contractual	3,107.47	6,998.16	44.4%
Supplies & Materials	219.02	958.65	22.8%
Direct-to-Client	26,010.64	70,535.87	36.9%
Continuous	729.67	149.12	489.3%
Total	**78,890.94**	**175,885.81**	**44.9%**

Adult Program

WIA - Planning District 10

Performance					
Adult	**Numerator**	**Denominator**	**Rate**	**Goal**	**80%**
Entered Employment Rate	17	20	85.0%	73.0%	58.4%
Employment Retention Rate				86.0%	68.8%
Average Six-Month Earnings	16	$167,117	$10,444.82	$10,250	$8,200

WIOA - Planning District 10

Performance					
Adult	**Numerator**	**Denominator**	**Rate**	**Goal**	**90%**
Exit to Employment	8	9	88.9%	73.8%	66.4%
Employment 2nd Quarter After Exit				73.8%	66.4%
Employment 4th Quarter After Exit				78.3%	70.5%
Median Earnings 2nd Quarter After Exit	--	--	$5,760	$3,286	$2,957
Credential Attainment w/in Four Quarters after Exit	3	5	60.0%	61.0%	54.9%
Measurable Skills Gain					

WIA - Planning District 9

Performance					
Adult	**Numerator**	**Denominator**	**Rate**	**Goal**	**80%**
Entered Employment Rate	11	18	61.1%	73.0%	58.4%
Employment Retention Rate				86.0%	68.8%
Average Six-Month Earnings	8	$83,434	$10,429.25	$10,250	$8,200

WIOA - Planning District 9

Performance					
Adult	**Numerator**	**Denominator**	**Rate**	**Goal**	**90%**
Entered Employment Rate	5	6	83.3%	73.8%	66.4%
Employment 2nd Quarter After Exit				73.8%	66.4%
Employment 4th Quarter After Exit				78.3%	70.5%
Median Earnings 2nd Quarter After Exit	5	$19,935	$3,987	$3,286	$2,957
Credential Attainment w/in Four Quarters after Exit	2	3	66.7%	61.0%	54.9%
Measurable Skills Gain					

Dislocated Worker Program

WIA - Planning District 10

Performance					
Dislocated Worker	**Numerator**	**Denominator**	**Rate**	**Goal**	**80%**
Entered Employment Rate	8	10	80.0%	80.0%	64.0%
Employment Retention Rate				92.0%	73.6%
Average Six-Month Earnings	9	$166,439	$18,493.22	$14,000	$11,200

WIOA - Planning District 10

Performance					
Dislocated Worker	**Numerator**	**Denominator**	**Rate**	**Goal**	**90%**
Entered Employment Rate	2	3	66.7%	77.8%	70.0%
Employment 2nd Quarter After Exit				77.8%	70.0%
Employment 4th Quarter After Exit				83.0%	74.7%
Median Earnings 2nd Quarter After Exit	2	$16,421	$8,210	$6,027	$5,424
Credential Attainment w/in Four Quarters after Exit	---	---	---	74.1%	66.7%
Measurable Skills Gain					

WIA - Planning District 9

Performance					
Dislocated Worker	**Numerator**	**Denominator**	**Rate**	**Goal**	**80%**
Entered Employment Rate	5	5	100.0%	80.0%	64.0%
Employment Retention Rate				92.0%	73.6%
Average Six-Month Earnings	$4	$81,640	$20,410	$14,000	$11,200

WIOA - Planning District 9

Performance					
Dislocated Worker	**Numerator**	**Denominator**	**Rate**	**Goal**	**90%**
Entered Employment Rate	--	--	--	77.8%	70.0%
Employment 2nd Quarter After Exit	--	--	--	77.8%	70.0%
Employment 4th Quarter After Exit	--	--	--	83.0%	74.7%
Median Earnings 2nd Quarter After Exit	--	--	--	$6,027	$5,424
Credential Attainment w/in Four Quarters after Exit	--	--	--	74.1%	66.7%
Measurable Skills Gain					

Youth Program

WIA - Planning District 10

Performance					
Youth	**Numerator**	**Denominator**	**Rate**	**Goal**	**80%**
Attainment of Degree or Certificate	6	10	60.0%	52.0%	41.6%
Literacy - Numeracy Gains	---	---	---	52.0%	41.6%
Placement in Employment or Education	13	20	65.0%	60.0%	48.0%

WIOA - Planning District 10

Performance					
Youth	**Numerator**	**Denominator**	**Rate**	**Goal**	**90%**
Entered Employment Rate	1	2	50.0%	72.4%	65.2%
Employment 2nd Quarter After Exit				72.4%	65.2%
Employment 4th Quarter After Exit				61.5%	55.4%
Median Earnings 2nd Quarter After Exit	$3,840	$3,840	$3,840		
Credential Attainment w/in Four Quarters after Exit	0	1	0.0%	77.6%	69.8%
Measurable Skills Gain					

WIA - Planning District 9

Performance					
Youth	**Numerator**	**Denominator**	**Rate**	**Goal**	**80%**
Attainment of Degree or Certificate	9	10	90.0%	52.0%	41.6%
Literacy - Numeracy Gains	--	--	--	52.0%	41.6%
Placement in Employment or Education	12	19	63.2%	60.0%	48.0%

WIOA - Planning District 9

Performance					
Youth	**Numerator**	**Denominator**	**Rate**	**Goal**	**90%**
Entered Employment Rate	2	3	66.7%	72.4%	65.2%
Employment 2nd Quarter After Exit				72.4%	65.2%
Employment 4th Quarter After Exit				61.5%	55.4%
Median Earnings 2nd Quarter After Exit	$2,175	$2,175	$2,175		
Credential Attainment w/in Four Quarters after Exit	--	--	--	77.6%	69.8%
Measurable Skills Gain					