



Establishing a Retention Process that Generates Positive Results

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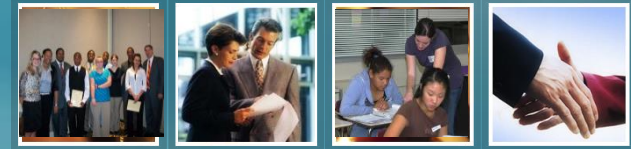
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WIOA

Common Measures



The Workforce Innovation and Opportunity Act (WIOA)
Common Measures:

1. Employment Rate
2. Employment Rate
3. Median Earnings
4. Credential Rate
5. In-Program Skills Gain

Employment Rate
(2nd Qtr. After Exit)

Employment Rate
(4th Qtr. after Exit)

Median Earnings
(2nd Qtr. after Exit)

Credential Rate
(1 year after Exit)

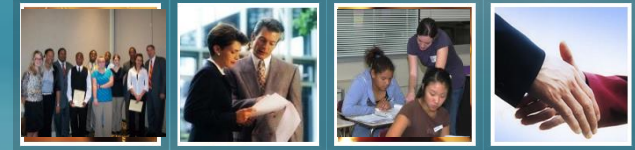
In-Program Skills Gain
(Prior to exit)

Transition Issues



Category:	Issues:	Preparation:	Implementation:
New Job	<i>No work in 6 months.</i>	<i>Map and drive to location.</i>	<i>Prepare clothes night before. Set alarm. Gas up car.</i>
Communication			
Co-workers			
Duties			
Family			
Fear			
Friends			
Home			
Supervisor			
Time			
Transportation			

Maximizing Earnings



- **Say “Phase II” or “Business Meeting”**
- **Income Improvement Plan**
- **Maximizing Earning Potential**
- **Securing Your Financial Future**
- **Self-Sufficiency Journey**

Business/Phase II Meeting



The Business/Phase II Meeting (exit interview) should be the spring board towards preparing the job seeker for follow-up and retention services

The questions should include:

- ✓ **Employability** – *Is there a plan B or C?*
- ✓ **Transition Issues** – *Child care, significant other, supervisor?*
- ✓ **Job Stability** – *Has job coping skills?*
- ✓ **Transportation** – *Reliable or alternative transportation?*
- ✓ **Housing** – *Temporary/transitional or stable?*
- ✓ **Personal Financial Management** – *Budget/spending plan?*
- ✓ **Family/Interpersonal Relationships** – *Living in an abusive environment?*
- ✓ **Schedule Future Business Meeting**
- ✓ **Establish Income Improvement Plan**
- ✓ **Request a copy of pay stub**

Global Exclusions

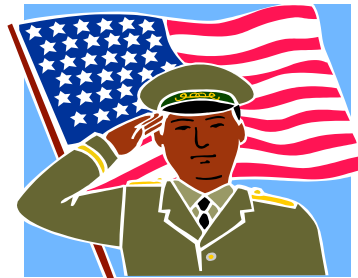


At the time of exit or during the measurement period following the exit quarter, may be Excluded:

Health/Medical
90 days



Reservists Recalled
90 days



Mandated Residential
Youth Program



Institutionalized



Death



Re-Action Plan



- ✓ **Plan A:**
 - “A” Job Not “The” Job
 - “A” Job is Better than NO Job
- ✓ **Plan B:**
 - Professional Staffing Service
 - Occupational Registry
- ✓ **Plan C:**
 - Self Employment
 - Military



WIOA Common Measures



Adult and Dislocated Worker Program Timeline

In-Program Skills Gain				Employment		Employment
Participation Quarter	Program Services	Exit Quarter	1 st Qtr After Exit	2 nd Qtr After Exit	3 rd Qtr After Exit	4 th Qtr After Exit
				Median Earnings		Credential HS Diploma

Monthly Events



Three Months after Exit Q1:

- ✓ Alumni Speaker
- ✓ Job Coping Skills
- ✓ Military Recruiter
- ✓ Mentoring
- ✓ Community Resource Guide
- ✓ **1st Qtr. Celebration**

Six Months after Exit Q2:

- ✓ Alumni Speaker
- ✓ College Orientation
- ✓ Accelerated Training
- ✓ Military Recruiter
- ✓ Occupational training
- ✓ Job Fair Info/Opportunities
- ✓ **2nd Qtr. Celebration***

*Measurement Quarter

Nine Months after Exit Q3:

- ✓ Alumni Speaker
- ✓ Mentoring
- ✓ Time Management
- ✓ Military Recruiter
- ✓ Budgeting
- ✓ **3rd Qtr. Celebration**

Twelve Months after Exit Q4:

- ✓ Alumni Speaker
- ✓ College Orientation
- ✓ Accelerated Training
- ✓ Military Recruiter
- ✓ Occupational training
- ✓ Job Fair Info/Opportunities
- ✓ **4th Qtr. Celebration***

*Measurement Quarter

Exercise #1



Tina is 28 years old and she dropped out of High School. She lives with her mother, has a violent temper and a criminal record. Tina enrolled in the Program to get her GED. She completes her GED and finds full time employment at a fast food restaurant. She was exited from the WIOA program in September 2017, but she hates her supervisor and she is looking for another job. She quits her job in February 2018. Four months later she began working part-time at a convenience store.

Exercise #2



Tony is 38 years old and has been living at the Salvation Army homeless shelter located downtown. He has not worked in the last three months and would like to find employment. He receives services for a period of twelve weeks and he failed to show for two work readiness workshops. In December 2017, you discovered that he found part-time employment working at a grocery store stocking merchandise. Tony feels the services offered by your Program are no longer needed. In addition, he has been successful in hiding his drinking and drug problems.

Exercise #3

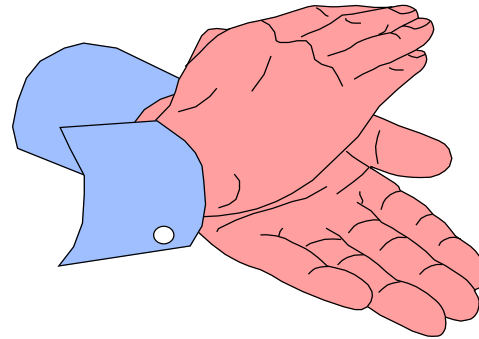


Michael is 40 years old. He completed his GED and works part-time at the Sears warehouse evenings. He enrolled August 2016 and was exited in June 2017. He was laid off in January 2018, and he enrolled in the community college because he wants to learn how to design video games. In March 2018, he finds temporary employment through a temp agency for 60 days.



This Concludes the Workshop

Thank You!



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