

Outcomes for 2019

Objective: To meet or exceed performance measures

Performance Measures 7/1/2018-6/30/2019

Measure	Goal	Performance*	Met**
Adult employment rate 2 nd qtr after exit	86%	86.70%	Yes
Dislocated Worker employment rate 2 nd qtr after exit	83%	93.30%	Yes
WP employment rate 2 nd qtr after exit	62%	66.80%	Yes
Adult employment rate 4 th qtr after exit	82.5%	86%	Yes
Dislocated Worker employment rate 4 th qtr after exit	79%	84.40%	Yes
WP employment rate 4 th qtr after exit	64%	65.20%	Yes
Adult median wage 2 nd qtr after exit	\$6,850.00	\$6,702.00	Yes**
Dislocated Worker median wage 2 nd qtr after exit	\$6,850.00	\$6,949.00	Yes
WP median wage 2 nd qtr after exit	\$4,850.00	\$4,992.00	Yes
Adult Credential Rate	74%	81%	Yes
Dislocated Worker Credential Rate	74%	50%	No
Youth employment rate 2 nd qtr after exit	76%	82.2%	Yes
Youth employment rate 4 th qtr after exit	69%	71.7%	Yes
ITA Expenditures	>30%	66%	Yes
Administrative Cost	<10%	8%	Yes
Youth expenditures on out-of-school youth	>75%	100%	Yes
Youth expenditures on work experience	>20%	23%	Yes

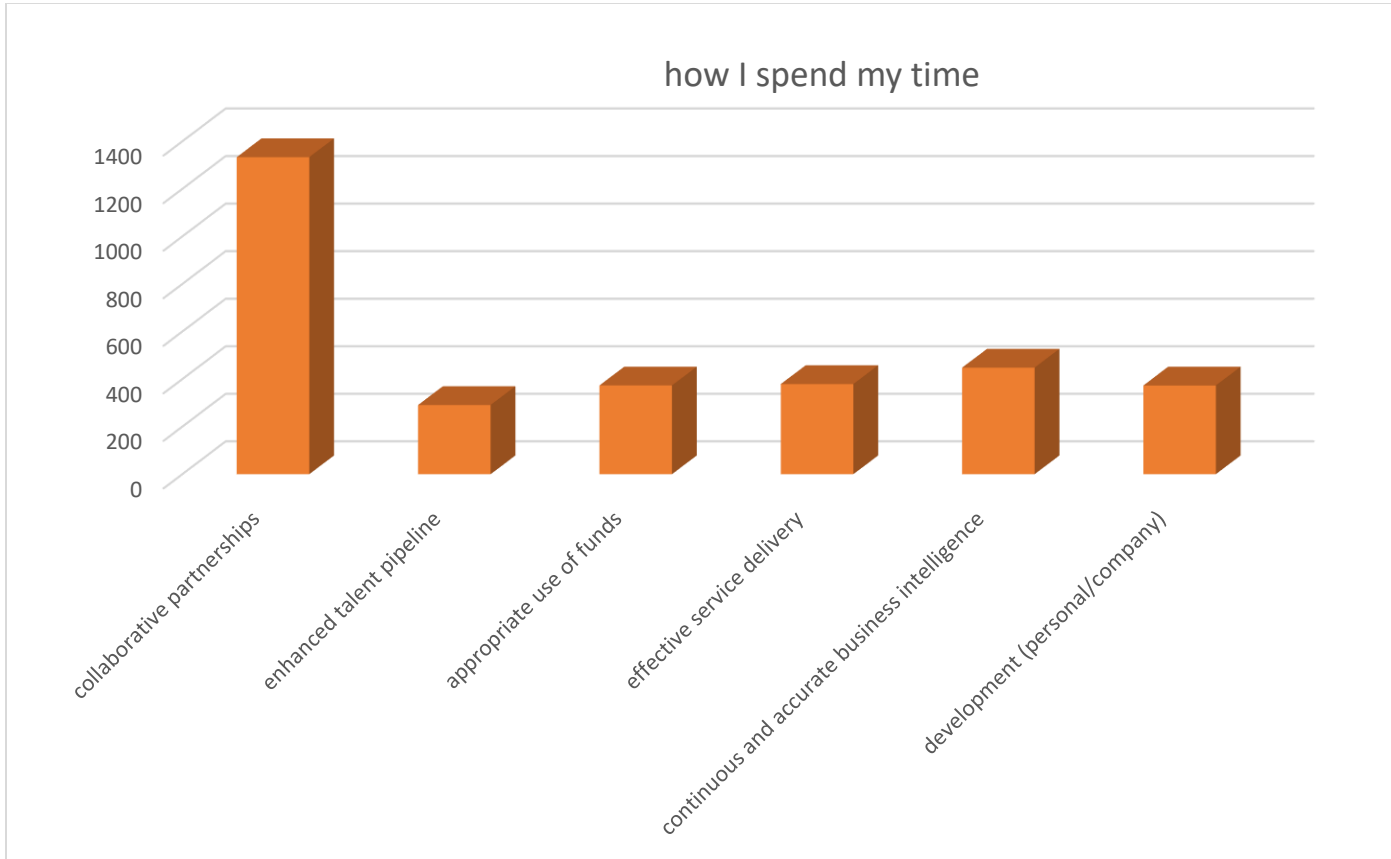
*as reported by DEO

**as defined by federal measure, which means at 90% or better

17 measures: 94.1% (higher than 86.6% of 15 measures in 2018 & 2017) Bolded measures are new

Cohorts in these measures is located on the last page of this report

Objective: Time invested in the Corporation’s strategic imperatives (calendar year 2019)



strategic imperative	2019	difference	2018
collaborative partnerships	42%	0%	42%
enhanced talent pipeline	9%	4%	5%
appropriate use of funds	12%	-2%	14%
effective service delivery	12%	0%	12%
continuous and accurate business intelligence	14%	1%	13%
development (personal/company)	12%	-2%	14%

Expected outcomes for 2019

1. To maintain or increase the number of performance measures 'met' from 86.680%:

- This objective speaks to ensuring that performance under our influence is met at 100% and, in the event of not meeting a goal, that we do not "not meet a goal" for two years in a row. This is a requirement to maintain our local area designation.

Result: The number of performances 'met' for 2018-2019 is 94.1%, which is an increase over the previous program year with new additional goals. Attention needs to be focused on wages earned in a quarter (wage per hour + hours worked) and new credential rules.

2. To maintain or increase the time invested in the highest prioritized strategic imperatives: collaborative partnerships & appropriate use of funds:

- The President/CEO will continue efforts of effective partnerships locally, regionally, statewide and federally with an increased focus on sector-strategies.

Result: The percent of time in effective partnerships was dropped but was maintained while time spent on business intelligence increased 3% with the work around industry sector focus groups. Time spent on the appropriate use of funds dropped as oversight of grant writing and implementation was delegated.

3. To increase the capacity of leadership team:

- This objective is focused on increased capacity of a future Chief Operating Officer.

Result: Two employees were promoted to Vice President positions in 2017. Both VPs have been more involved in accompanying the President/CEO to presentations and statewide meetings as well as involvement in the budgeting process. In 2019, many critical items for the company have been shared or delegated to one of these two positions.

Overall, the leadership team is focused on the strategic imperatives of the Board of Directors and continues to learn the various aspects of the company. Professional development was also increased among the President & CEO and both Vice Presidents. Both Vice Presidents have become more engaged with their peer groups across the state. The President & CEO became the Chair of the State Workforce Association on July 1, 2019, the VP of Business Development and Technology just concluded his chairmanship of the state IT group and the VP of Innovative Workforce Solutions has taken on a leadership role of the Workforce Summit and, in 2019, became the Vice Chair of her state peer group (chief operating officers). CareerSourceFV's CFO became the chair of the state Financial Officer Group in the fall of 2019.

The Vice President of Innovative Workforce Solutions, along with the President & CEO, attended a leadership training held at DSC by *Trade Up!*.

CareerSourceFV conducts bi-annual surveys of front-line staff in the Career Centers. The questions asked are from *First, Break all the Rules*. Below are the results of the survey conducted in December of 2019:

Please rate the following statements:	Strongly			Strongly	Total
	Agree	Agree	Disagree	Disagree	
I know what is expected of me at work	21	11	0	0	32
At work, my opinions seem to count	11	14	6	1	32
I have the materials and equipment I need to do my work right	18	12	2	0	32
At work, I have the opportunity to do what I do best every day	21	10	1	0	32
In the last seven days, I have received recognition or praise for doing good work	15	10	4	3	32
My supervisor, or someone at work, seems to care about me as a person	20	7	4	1	32
There is someone at work who encourages my development	15	13	3	1	32
The mission/purpose of CSFV makes me feel my job is important	22	9	1	0	32
My co-workers are committed to doing quality work	16	11	3	2	32
I have a friend at work on whom I can rely	18	14	0	0	32
In the last six months, someone at work has talked to me about my progress	14	13	3	2	32
In the last six months, I have had opportunities at work to learn and grow	15	16	1	0	32
I understand the connection between my unit's goals and the goals of the other CSFV units	18	14	0	0	32
I understand how my work contributes to achieving the goals of my unit	20	12	0	0	32
I understand how my work contributes to achieving the goals of CSFV	22	10	0	0	32
comments?					
	266	176	28	10	480
	55%	37%	6%	2%	

32 responses from 56 staff

For comparison purposes the previous four surveys (two years)

Overall (either strongly agree or agree):	92%
Jun-19	86%
Dec-18	87%
Jul-18	89%
Dec-17	94%

Numbers for performance:

Dislocated Worker Employed 2nd Qtr. after exit:

30 in the denominator and 27 in the numerator

DW Employed 4th Qtr. after exit:

33 in the denominator and 26 in the numerator

DW Credential Rate:

10 in the denominator and 5 in the numerator

Adult Employed 2nd Qtr. after exit:

502 in the denominator and 414 in the numerator

Adult Employed 4th Qtr. after exit:

557 in the denominator and 456 in the numerator

Adult Credential Rate:

63 in the denominator and 51 in the numerator

WP Employed 2nd Qtr. after exit:

8,978 in the denominator and 5,727 in the numerator

WP Employed 4th Qtr. after exit:

14,145 in the denominator and 8,619 in the numerator

Youth Employed 2nd Qtr. after exit:

146 in the denominator and 117 in the numerator

Youth Employed 4th Qtr. after exit:

173 in the denominator and 122 in the numerator

Youth Credential Rate:

172 in the denominator and 159 in the numerator