

Cobb



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# WorkSource Cobb

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## Monthly Management Report

### November 2020

### Business Service Accreditation .....

Our business service team successfully completed Business U's accredited Certified Business Engagement Professional (CBEP) course. The seven-week long course taught the team how to better approach and present WorkSource Cobb programs to employers so they could benefit and in turn provide opportunities for customers. The team had a perfect attendance record and are the first from Cohort 9 to graduate with their Certified Business Engagement Professional certification.

Business U, Inc. Co-founder & CEO, Christine Bosworth said, "As you might have heard from the Cobb Team, this was not an "easy" accomplishment. It took a dedicated approach to the work that earned each of them their well-deserved certification and CBEP designation.

Throughout the course, the Team demonstrated commitment and teamwork to complete their CBEP projects—tools that they can now use in the field to maximize their business engagement efforts. The Team completed the assignments on time and in preparation for their final one-on-one consultation. Each of the Team members welcomed feedback from their facilitators and applied the new learning with each new submission of assignments to their business engagement practice. And during the final consultation, the Team sailed through providing applicable and demand-driven examples of the CBEP learning outcomes.

What is also notable, the Team had a perfect attendance record and are the first from Cohort 9 to graduate with their Certified Business Engagement Professional certification!

Business U is honored to add Lorena Beltran, Michelle Baker-Williams, Sherrod Jones, Pamela Johnson, Erik Lee Ryan and Donna Robinson to its selective list of Certified Business Engagement graduates. Well done, Cobb Team!"



Institutional Accreditation  
The ANSI/IACET Standard for Continuing Education and Training

## Financial Grants Report

Grantee Name: CobbWorks WIA/WIOA							
Reporting Period: November 2020							
Program Cycle	Funding Stream	Available Funds	Monthly Expenditures	Total Federal Expenditures	Total Obligations	Available Balance after Expenditures	% of Funds Expended
PY19 WIOA Funds	Adult	\$ 141,248.00	\$ -	\$ 141,248.00	\$ -	\$ -	100.00%
07/01/19-06/30/21	Dislocated Worker	\$ 315,256.00	\$ -	\$ 315,256.00	\$ -	\$ -	100.00%
	Youth	\$ 966,025.00	\$ 71,704.99	\$ 966,025.00	\$ -	\$ -	100.00%
	<b>Total PY19 Funds</b>	<b>\$ 1,422,529.00</b>	<b>\$ 71,704.99</b>	<b>\$ 1,422,529.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>100.00%</b>
FY20 WIOA Funds	Adult	\$ 753,006.00	\$ -	\$ 753,006.00	\$ -	\$ -	100.00%
10/01/19-06/30/21	Dislocated Worker	\$ 195,767.00	\$ 36,776.17	\$ 195,767.00	\$ -	\$ -	100.00%
	***DW to Adult Transfer	\$ 1,300,000.00	\$ 77,373.83	\$ 1,300,000.00	\$ -	\$ -	100.00%
	<b>Total FY20 Funds</b>	<b>\$ 2,248,773.00</b>	<b>\$ 114,150.00</b>	<b>\$ 2,248,773.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>100.00%</b>
PY20 WIOA Funds	Adult	\$ 122,595.00	\$ -	\$ -	\$ 122,595.00	\$ -	100.00%
07/01/20-06/30/22	Dislocated Worker	\$ 260,084.00	\$ -	\$ -	\$ 260,084.00	\$ -	100.00%
	Youth	\$ 837,154.00	\$ -	\$ 71,504.88	\$ 572,018.14	\$ 193,630.98	76.87%
	<b>Total PY20 Funds</b>	<b>\$ 1,219,833.00</b>	<b>\$ -</b>	<b>\$ 71,504.88</b>	<b>\$ 954,697.14</b>	<b>\$ 193,630.98</b>	<b>84.13%</b>
FY21 WIOA Funds	Adult	\$ 611,755.00	\$ -	\$ -	\$ 611,755.00	\$ -	100.00%
10/01/20-06/30/22	Dislocated Worker	\$ 1,164,178.00	\$ -	\$ -	\$ 311,934.14	\$ 852,243.86	26.79%
	***DW to Adult Transfer	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
	<b>Total FY21 Funds</b>	<b>\$ 1,775,933.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 923,689.14</b>	<b>\$ 852,243.86</b>	<b>52.01%</b>
FY20 NEG Funds	NEG	\$ 650,000.00	\$ 109,171.76	\$ 109,171.76	\$ -	\$ 540,828.24	16.80%

Grantee Name: CobbWorks Literacy Council				
Grants	Available Funds	Expenditures	Balance	% Expended
CSBG	\$ 70,000.00	\$ 45,783.21	\$ 24,216.79	65%
<b>Total</b>	<b>\$ 70,000.00</b>	<b>\$ 45,783.21</b>	<b>\$ 24,216.79</b>	<b>65%</b>

Grantee Name: Cobb County CARES					
Grants	Available Funds	Expenditures	Total Obligations	Balance	% Expended
CARES	\$ 500,000.00	\$ 351,297.26	\$ 148,702.74	\$ -	100%
<b>Total</b>	<b>\$ 500,000.00</b>	<b>\$ 351,297.26</b>	<b>\$ 148,702.74</b>	<b>\$ -</b>	<b>100%</b>

\*\*\*CobbWorks transferred \$1,300,000 from FY20 Dislocated Worker to FY20 Adult

Career Services .....

New customers*	33
Center visits**	362

\*New customer data forms

\*\*Sign-in sheet for daily center access

Job Search Assistance	127
Resume Critique	9
One-on-One Career Advisement Session	1

Note: On July 13, 2020, WorkSource Cobb re-opened its doors to the public. To promote social distancing and limit the number of customers in the facility, appointments and virtual services continue to be encouraged. WorkSource Cobb has installed sneeze shields in the lobby area, required customers and staff to wear masks, installed signage, and is promoting social distancing. Employees are completing temperature checks prior to entering the building each day. Lastly, most employees will maintain a telework

Workshops .....

During the month of November, there were not any professional development workshops held due to staff changes.

Mobile Career Center .....



Total Number Served	10
Agencies Served	3

## Business Services

WorkSource Cobb provides a variety of services for local businesses. Basic services range from promoting job announcements through email and social media, to hosting onsite recruitments. More intensive services can include candidate assessment to providing funding for on-the-job training and incumbent worker training.

### On-site Recruitments .....

During the month of November, there were two (2) onsite recruitment events held by Rock Staffing and Walden Security wanting to find candidates to fill positions. The positions included Warehouse Workers, Forklift Operators, Car Detailers, Production Workers, and Unarmed Security Officers. There were seven (7) job seekers in attendance for the events. Four (4) job seekers were hired by Rock Staffing. WorkSource Cobb is exploring a virtual recruitment and job fair model for future events.

### On-the-Job (OJT) Training Funding .....

Companies looking to offset the onboarding and training expenses of hiring can utilize OJT services. Positions must pay at least \$12.50 an hour. Candidates also have to be eligible under WIOA guidelines.

November	
Companies approved for OJT/WEX	2
Number of approved positions	2
Number of placements	100%

### Work Experience (WEX) .....

Companies looking for interns have the opportunity to participate in our Work Experience program. Young adults are vetted through an eligibility process and assigned to participating companies. WorkSource Cobb pays the wages and workman's compensation insurance for the WEX participants.

November	
Companies approved positions	0

### Incumbent Worker Training (IWT) .....

The Incumbent Worker Training (IWT) program is designed to improve the skills of current employees at companies looking to improve the skills of employees in order to remain competitive. Employers can receive up to \$7,000 per trainee.

November	
Number of approved contracts	3

## Adult & Dislocated Training Services

### Training Customers

New Training Customer Applications Received		73
Total Active Participants in Training*	ADULT	311
	DISLOCATED WORKER	223

\*Does not include customers in follow-up services

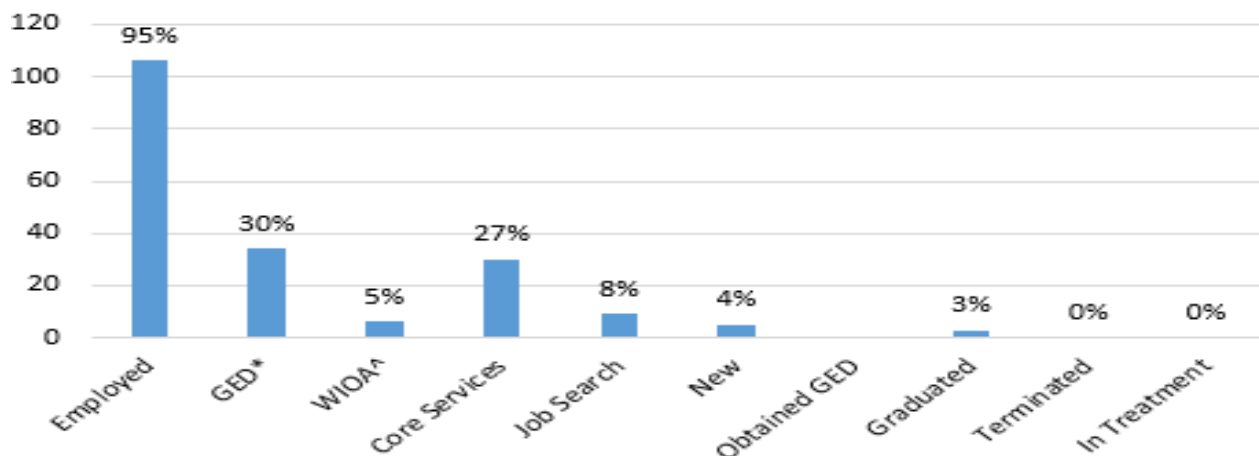
### REACT

REACT program is a partnership with the Cobb Accountability Courts. WorkSource Cobb staff work with participants providing assistance with resume writing, interview skills and job search. Additionally, participants receive support with employment referrals, GED classes, enrollment in education/training programs and referrals to Vocational Rehabilitation, and other community resources.

Active Participants	
Drug Treatment Court	61
Intermediate Drug Court	0
Family Dependency Treatment Court	8
Mental Health Court	15
Veteran Drug Treatment Court	7
Parental Accountability Court	21
Total: 112	

\*Monthly reporting is based on Active REACT participants. These numbers fluctuate based on participant's graduation and/or termination. Due to Covid-19, the Cobb County Accountability Courts limited the number of new participants. Court and

### Breakdown of Services



**Adult & Dislocated Training Services:  
CONTRACTOR PROGRAMS**

**Goodwill of North Georgia: Welding** .....

The 8-week welding program is designed to give participants job-specific, skills-based training and an opportunity to earn industry credentials (including AWS Certified Welder Certification) upon successful completion. Training includes on-the-job training, paid internships, and job search assistance.

The class size is limited to seven individuals.

November	
Students Enrolled	4
Number of Cohorts	2*

\*Due to space limitations and social distancing, classes were divided.\*

**Goodwill of North Georgia & Techbridge: Technology** .....

The 16-week Technology Career Program prepares participants for a career in the growing technology job market. Training certifications include Web Development, Microsoft Azure, SharePoint, and SCRUM. In addition, participants receive professional and money management education.

Remote Training Program	
Students Enrolled	20
Class Schedule	September 21—January 2021

**Adult & Dislocated Training Services:  
CONTRACTOR PROGRAMS**

**Per Scholas: Technology Program** .....

The 15-week network support training prepares participants to sit for and pass the CompTIA A+ and Network+ certification exams. They will gain skills in computer maintenance, installation, troubleshooting, network security concepts, mobile technology, and in-demand customer service.

Class size goal was 7 students for their virtual program.

Remote Training Program	
Students Enrolled	7
Start Date	September 21, 2020

**Construction Ready** .....

The Construction Ready program is a 4 -week, nationally accredited, hands-on construction training and certification program. Participants can earn up to eight industry-recognized credentials including OSHA 10 Hour Card, Laser Certification, Forklift Safety, and NCCER Core Credential. This program is background friendly.

Cohort 26 will start in January 19 at the West Side Works location. Staff would work on recruitment until then.

Cohort 25	
Students Enrolled	11
Graduates	8
Graduation Date	October 9, 2020



**BOSS** .....

BOSS is a career pathway program for young adults ages 16-24. Eligible Cobb County residents have access to free education tuition, paid work experience opportunities, job readiness assistance, career counseling, and more. Participants can earn up to \$8,500 while actively in the program by participating in career development workshops, going on college and career tours, obtaining their GED or High School Diploma, attending skills training, interning through work experience, gaining employment, entering college or joining the military.

Total Inquiries (traffic)	41
Total Active Participants (in class, work experience, etc.)	144
Work Experience	
Youth Working (Unsubsidized Employment)	15
Virtual Work Experience/Internship*	5
Training Services	
Total Youth in Individualized Training Accounts (ITA)	55
Youth in ITA generated training (current month)	3
Youth in Post-Secondary Non ITA	9
Total Youth in Post-Secondary (ITA/Non-ITA)	25
Total Youth in Secondary Education	7
Travel Assistance (bus passes)	
10 Ride	0
31 Day	0
Single Ride	0
GED Services	
Participants enrolled in GED	17
Participants with 4 Tests Remaining	12
Participants with 3 Tests Remaining	2
Participants with 2 Tests Remaining	2
Participants with 1 Test Remaining	1
GED Completions*	1
Supportive Services	
Participants receiving books, computers, & supplies	7
Participants receiving programmatic incentives	3

\*One testing site opened during this time period. All other testing sites remained closed.

## Glossary

**Adults** (Economically Disadvantaged) are individuals age 18 and older who may be eligible based on family size and income.

**Dislocated Workers** are individuals age 18 and older who meet the criteria in at least one of the following categories:

- a) Has been terminated or laid off, or who has received a notice of termination or layoff, from employment; and
  - i) Is eligible for or has exhausted entitlement to unemployment compensation; OR
  - ii) Has been employed for a duration sufficient to demonstrate, to the appropriate entity at a one-stop center, attachment to the workforce, but is not eligible for unemployment compensation due to insufficient earnings or having performed services for an employer that were not covered under a State unemployment compensation law; AND
  - iii) Is unlikely to return to a previous industry or occupation;
- b) Has been terminated or laid off, or has received a notice of termination or layoff, from employment as a result of any permanent closure of, or any substantial layoff at a plan, facility, or enterprise.
- c) Is employed at a facility at which the employer has made a general announcement that such facility will close within 180 days; or for purposes of eligibility to receive services other than WIA training services, WIA intensive services, is employed at a facility at which the employer has made a general announcement that such facility will close;
- d) Was self-employed (including employment as a farmer, a rancher, or a fisherman) but is unemployed as a result of general economic conditions in the community in which the individual resides or because of natural disasters; or
- e) Is a displaced homemaker.

**Youth** are individuals who follow under one of the two following categories:

- a) Out-of-school youth must be aged 16-24, not attending any school, and meet one or more additional conditions, which could include:
  - School dropout; within age of compulsory attendance but has not attended for at least the most recent complete school year calendar quarter;
  - Holds a secondary school diploma or recognized equivalent and is low-income and is basic skills deficient or an English language learner
  - Subject to the juvenile or adult justice system
  - Homeless, runaway, in foster care or aged out of the foster care system, eligible for assistance under Section 477, Social Security Act, or in out-of-home placement
  - Pregnant or parenting
  - An individual with a disability
  - Low income person who requires additional assistance to enter or complete an educational program or to secure and hold employment
- b) In-school youth must be aged 14-21, attending school, low income, and meet one or more additional conditions, which could include:
  - Basic skills deficient
  - English language learner
  - an offender
  - homeless, runaway, in foster care or aged out of the foster care system
  - pregnant or parenting
  - an individual with a disability
  - person who requires additional assistance to enter or complete an educational program or to secure and hold employment

**Rapid-Response** is a pro-active, business-focused, and flexible strategy designed to respond to layoffs and plant closings by quickly coordinating services and providing immediate aid to companies and their affected workers.