



GOVERNMENT OF THE DISTRICT OF COLUMBIA
Department of
EMPLOYMENT SERVICES

ODIE DONALD II

DIRECTOR

Nationally recognized as a leader in government administration, Odie Donald II is responsible for more than 300,000 people finding employment through government administered programs, resulting in more than \$3 billion being directly reinvested in the United States economy over the course of his career. Odie currently serves as the Director of the District of Columbia's Department of Employment Services (DOES), where he directs more than \$150M in local, federal and specific purpose funds administered by the District of Columbia and the Federal Government for workforce development programs and training, unemployment compensation, universal paid leave administration, and labor standards enforcement along with more than \$80M in active capital projects.

Prior to joining DOES, Odie served as Executive Director of the DC Workforce Investment Council (WIC) where in one year, he developed and implemented the Workforce Innovation and Opportunity Act (WIOA) 2016-2020 Unified State Plan, secured a \$1M investment in performance-based work initiatives, and partnered with the White House and LinkedIn to place youth with over 100 DC small businesses. Under Odie's leadership, the District has served more than 100,000 District residents, employing more than 50,000 residents, reinvested more than \$1B into the region's economy, removed the District's long-standing designation as the worst workforce system in the country, exemplified by the recent removal of the region's 'high risk' designation for federally funded job training programs and at-risk designation for unemployment insurance programs in place by the US Department of Labor since 2012. During his tenure, the District's unemployment rate has decreased by 1.1 percentage points (14.7% decrease), the number of trained residents has increased by 58%, and the agency has exceeded all statistical performance measures.

As WIOA Services Director for the Georgia Department of Economic Development's Workforce Division, Odie managed more than \$90M in federal funds and under his leadership, Georgia was twice recognized as the nation's number one destination for business, with the nation's most skilled workforce. As one of the nation's top workforce professionals, Odie holds the distinction of being the only person to transition two state systems through implementation of WIOA, which was signed into law by President Barack Obama in 2014.

A native Georgian, Odie is an active civic leader both in his home state and the District of Columbia. His volunteer work and community affiliations include serving as Secretary on the Executive Committee for the National Association of State Administrators (NASWA), A member of the Workforce Development Council's Board of Trustees for the US Conference of Mayors, a member of the DC 100 Resilient Cities Executive Cabinet, the DC Career Academy Network (DC CAN), the CTAE Advisory Board for Atlanta Public Schools, and he was a founding member of the Savannah Graduates Executive Council. A 2014 member of the Georgia Forward's Young Game Changers, Odie was also recognized by Georgia Trend magazine and Georgia State University's 40 under 40 in 2015 and 2018 respectively, joining a host of innovators in business, government, politics, and education. Odie is a graduate of Georgia State University, receiving a Bachelor of Arts in History in 2003, and an MBA in 2012.

DEPARTMENT OF EMPLOYMENT SERVICES
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GOVERNMENT OF THE
DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

SUMMARY OF QUALIFICATIONS

- Experienced government administrator responsible for the implementation of local, state, and federally funded programs, budget development and administration, economic development, strategic planning, and performance management.
- Excellent relationship builder and strategic business partner with a strong ability to communicate effectively and influence across all operational levels and functions.
- Recognized for the delivery of high quality reporting, analysis, and service presentations to boards, business leaders, elected officials, governmental agencies, and key community stakeholders.

EDUCATION

Georgia State University, Atlanta, GA Masters of Business Administration; Management (May 2012)
Georgia State University, Atlanta, GA Bachelor of Arts and Sciences; History (August 2003)

EMPLOYMENT

District of Columbia

Director, DC Department of Employment Services (01/2017- Present)

Directs the District of Columbia's state labor agency, overseeing all employment, training, labor law enforcement, worker safety, business services, universal paid leave, and unemployment insurance programs funded at more than \$150M in local, state, and federal resources in support of economic and workforce development activities as well as an additional \$80M in active capital projects.

- Supervised more than 700 unionized staff members; leading project planning, directing workload, evaluating performance, providing professional development opportunities, monitoring project delivery, and appraising job results.
- Implemented workforce initiatives that led to the largest decrease in the District's unemployment rate since 2007, a more than 1% decrease District-wide, and 4% in Wards 7 & 8 noted for having the highest unemployment rates in the District.
- Led the nationally recognized improvement in performance and program administration exceeding all performance measures across the entire agency, resulting in a 15% increase in customers served (exceeding 100,000 total), the agency's first-ever clean federal audit which resulted in no findings or observations, and the reinvestment of more than \$1 billion in employee wages into the District's economy.
- Led an administrative overhaul and agency restructuring, which removed the District of Columbia's "high risk" designation for federally funded job training programs and "at risk" designation for unemployment insurance programs by the US Department of Labor, in place since 2012 (https://www.washingtonpost.com/local/district-gets-a-vote-of-approval-from-labor-dept-for-improved-job-training/2017/09/07/521bd9a4-940a-11e7-89fa-bb822a46da5b_story.html?utm_term=.53a1ee452450).
- Launched a series of customer service centered initiatives in an effort to improve the delivery of services and agency performance including Academy DOES, Leadership on Location, and the executive leadership coaching series. These activities led to the implementation of the Customer Service Bill of Rights (scheduled to be duplicated across District government), the District's removal of its "high-risk" designation with the US Department of Labor (in place since 2012), while exceeding performance metrics in every statistical area.
- Implemented the expansion of the nation's largest summer youth employment program of approximately 13,000 participants to include 22-24 year olds, as well as the inaugural launch of the Mayor's Opportunity Student Scholarship (MOSS), providing scholarships to 73 participants in excess of \$150K.
- Accelerated the enforcement of existing local labor laws in an effort to increase the number of employed District resident's, highlighted by administering the first *FirstSource* program penalty in the program's history, reaching program compliance measures for the first time ever, attaining a top five (5) national ranking within the District's worker's compensation program, and recovering more than \$25M in back wages and damages on behalf of District residents.
- Launched the DC Infrastructure Academy funded at \$22.5M, focused on connecting the infrastructure industry (transportation and logistics, information security, public utilities, and energy efficient technologies) to the District's skilled workforce (<https://www.nbcwashington.com/news/local/New-Academy-Aims-to-Give-DC-Residents-More-Training-for-Infrastructure-Jobs-442774223.html?amp=y>).

- Implemented innovative strategies to prepare and connect District residents to in-demand opportunities in six high-demand industries (healthcare, IT, infrastructure, law enforcement and security, and hospitality)
- Launched *ApprenticeshipDC* the District's statewide apprenticeship program, increasing the number of registered apprenticeship sponsors by 25%, and doubling the number of DC apprentices from 600 to 1,285 (https://www.washingtonpost.com/local/dc-leaders-hope-revamped-apprenticeships-can-bring-more-residents-to-the-middle-class/2017/11/27/680bdf48-cf10-11e7-9d3a-bcbe2af58c3a_story.html?utm_term=.79d61a5395f6).

District of Columbia

Executive Director, DC Workforce Investment Council (01/2016- 01/2017)

Spearheaded the strategic planning and administration of economic, workforce, housing, human services, adult education, and community development programs funded at more than \$100M in local, state, and federal funds to serve District of Columbia residents and businesses.

- Oversaw all executive functions for the 34-member DC Workforce Investment Council (WIC), and the Greater Washington region's Chief Local Elected Officials (CLEOs), serving as liaison between the boards, the District of Columbia's City Council, and the US Department's of Labor and Education reporting on budget, programmatic trends, and performance measures.
- Served as the spokesperson and subject matter expert on all federal and District regulatory matters impacting economic, workforce, human services, adult education, and community development activities; representing the District as a speaker at industry events, conferences, community events, and press conferences.
- Led the District's implementation of the Workforce Innovation and Opportunity Act, including the development of the approved Unified State Plan and spearheading collaboration across five agencies to develop and implement the District's community engagement strategy.
- Nearly doubled the number of adult participants completing training programs from FY15 to FY16 (from 1,116 to 1,956).
- Launched the Workforce Intermediary program in collaboration with large construction projects (e.g. DC United stadium and the Wharf construction project), which led to 24% of all hires being filled by District residents, exceeding performance goals by 9%.

Georgia Department of Economic Development

WIOA Services Director, Workforce Division (03/2015- 01/2016)

Oversaw the administration and contract compliance management of more than \$90M in federal grant funds for economic, workforce, and community development programs implemented throughout Georgia.

- Directed workforce initiatives that exceeded performance measures and reinvested more than \$350M into Georgia's tax base, a 125% return on investment (ROI) for workforce programs.
- Developed the concept of a statewide brand to unify and align the state workforce system, later coined *WorkSource Georgia* (<http://www.areadevelopment.com/Top-States-for-Doing-Business/q3-2016/survey-results-top-states-analysis-676777.shtml>).
- Managed the state's implementation of the Workforce Innovation and Opportunity Act, including the development of the approved WIOA Unified State Plan, the seating of a compliant State Workforce Development Board (SWDB), Local Area Designation, Regional Planning, and the implementation of statewide focus groups
- Acquired more than \$24M in federal funding in collaboration with intra-government and inter-government agencies to introduce coordinated agency services to businesses and targeted populations (including veterans, dislocated workers, citizens with disabilities, youth, and older adults).

City of Savannah

Executive Director, Coastal Workforce Services (07/2013- 03/2015)

Oversaw the administration and contract compliance management of more than \$7M in federal grant funds for economic, workforce, and community development programs within the ten-county coastal region.

- Managed a staff of twelve, directing workload, evaluating performance, providing professional development opportunities, and mentorship.
- Served as primary point of contact and subject matter expert, managing all executive functions for the 44-member Coastal Workforce Investment Board (CWIB) and the region's Chief Local Elected Officials (CLEOs), serving as liaison between the boards, the City of Savannah, and the Georgia Department of Economic Development reporting on budget, programmatic trends, and performance measures.

- Recognized for innovative program design and the delivery of services to targeted populations including veterans, seniors, youth, disabled citizens, the long term unemployed, and offenders highlighted by *Fast Track Savannah* (<http://businessinsavannah.com/bis/2015-01-29/portside-savannah-tech-partners-offer-free-training-warehouse-logistics-jobs>) and the coastal region's first ever Youth Summer Work Experience program and Youth Symposium (<http://coastalcourier.com/section/2/article/68818/>).
- Decreased financial and programmatic findings related to grant administration by 75%, while exceeding all programmatic performance measures.
- Led workforce initiatives that reinvested more than \$10M into the Service Delivery Area (SDA) tax base, a 150% return on investment (ROI) of workforce programs.
- Developed and implemented *Hire Savannah Labor Utilization Program*, ensuring the full utilization of the local workforce on projects awarded by the City of Savannah.

Sierra Club

Sr. Campaign Manager (Georgia/Florida), *Beyond Coal Campaign* (07/2012 – 01/2013)

Served as *Beyond Coal* regional spokesperson, responsible for translating policies, analyzing data, and making recommendations related to energy efficiency and conservation initiatives in Georgia and Florida.

- Managed a team of six staff members; directed and oversaw workload and schedules, provided professional development, and training in operations, policies, and procedures.
- Led the energy efficiency advocacy campaign for the Georgia Power Advanced Solar Initiative (GPASI), adding 210 megawatts of solar power and 250 megawatts of wind power to Georgia Power Company's energy portfolio (<http://www.bizjournals.com/atlanta/news/2013/12/24/georgia-power-issues-draft-rfp.html>).

Technical College System of Georgia

Project Director, *ENERGE Initiative* (08/2009 – 07/2012)

Directed operational activities including budget development and administration of more than \$1M annually for the Engaged Networking Energy Regional Education (ENERGE) initiative; tasked with mitigating workforce development issues within Georgia's energy sector.

- Met all 32 project objectives, including the delivery of 23 energy industry recognized training programs, increased energy program enrollment by 22%, while producing 10,000+ trainees.
- Received state and national recognition for the *Get Into Energy Georgia* branding campaign, culminating in Governor Sonny Perdue proclaiming the third week in October *Careers in Energy Week* http://www.cewd.org/Documents/National%20Forum/GEICC_Careers%20in%20Energy%20week%20proclaimed.pdf

Fulton County Department of Human Services (Office of Workforce Development)

Community Partnership Coordinator/Lead Business Consultant (12/2005 – 08/2009)

Managed the delivery of workforce, community development, and business services throughout Fulton County.

- Coordinated workforce initiatives that provided employment to 1,500+ Fulton County residents reinvesting more than \$12M into the county's tax base. Program core focus areas include displaced workers, youth job training, and adult job training.
- Represented the agency in the development of the Community Engagement Plan serving veterans, low income and homeless citizens, citizens with disabilities, youth, and seniors.

CIVIC LEADERSHIP, HONORS, & AWARDS

Secretary, Executive Committee, National Association of State Workforce Agencies (2018)

Member, Board of Trustees, US Conference of Mayors, Workforce Development Committee (2018)

District of Columbia Resilience Cabinet, 100 Resilient Cities Project (2016, 2017)

Georgia State University 40 under 40 (2017)

Member, DC Career Academy Network Executive Advisory Board (2016)

Who's Who in Black Atlanta (2016)

Georgia 40 under 40, Georgia Trend Magazine (2015)

Georgia Academy Economic Development, Region 12 Cohort (2014)

Georgia Forward *Young GameChangers*, Dublin Cohort (2014)

Member, DC Career Academy Network Advisory Board (2016 – Present)

Member, Atlanta Public Schools CTAE Advisory Board (2013 – 2016)

Founding Member, Savannah Graduates Executive Council (2015)

Chairman, Fulton County Workforce Investment Board (2010 – 2014)

Committee Chair, Georgia Energy & Industrial Construction Consortium (2009 – 2012)