

San Diego Consortium Policy Board – Meeting Agenda

date Friday, September 23, 2016
time 1:00pm
place 1600 Pacific Highway, San Diego, CA – Room 310

MEMBERS

Chair: Dave Roberts, San Diego County Supervisor, District 3
Vice Chair: Scott Sherman, San Diego City Councilmember, District 7
Myrtle Cole, San Diego City Councilmember, District 4
Ron Roberts, San Diego County Supervisor, District 4
Dr. Laurie Coskey, United Way, President & CEO

CALL TO ORDER AND NOTE OF ATTENDANCE

PUBLIC COMMENT

Members of the public may address the Policy Board on issues on this agenda (three minutes per speaker) and/or other items within the Policy Board's scope. To speak, submit a "Request to Speak" form prior to the meeting. In compliance with the Americans with Disabilities Act, the SDWP will provide accommodations to persons who require assistance. If you require assistance, please call (619) 228-2900.

ACTION ITEMS

- #1: Minutes of the July 29 Policy Board Meeting
- #2: Contract Action: The WorkPlace
- #3: Contract Action: Urban League of San Diego County
- #4: Contract Action: Turning the Hearts Center

INFORMATION ITEM

- #5: Youth System Update
- #6: Grant Development Activities
- #7: President & CEO Report

Item #1: Minutes of the July 29 Policy Board Meeting

All Members Present

- Dave Roberts, Supervisor, County of San Diego, District 3 (Chair)
- Scott Sherman, Councilmember, City of San Diego, District 7 (Vice Chair)
- Myrtle Cole, Councilmember, City of San Diego, District 4
- Ron Roberts, Supervisor, County of San Diego, District 4
- Laurie Coskey, President & CEO, United Way (via conference call)

Legal Counsel Present

- Tom Bosworth, County Counsel, County of San Diego
- Daphne Skogen, City Counsel, City of San Diego

Location: County Administration Building

All reports, memoranda and letters contained in the agenda or distributed at the meeting shall by this reference become part of the original minutes.

Meeting called to order by Supervisor Dave Roberts, at 1:06p, with a quorum present.

Public Comment

None

The following items were approved:

1-07/29/2016 - Item 1

Minutes of the June 24 Meeting
Motion, Second, Carried Unanimously (R. Roberts/Cole)

2-07/29/2016 - Item 2

Contract Action: Reentry Works Project Expansion
Concur with the WDB and approve a contract expansion with Second Chance to provide services at Las Colinas Detention and Reentry Facility.
Motion, Second, Carried Unanimously (Sherman/Cole)

DISCUSSION

A. Hall presented and thanked the County of San Diego Sheriff's Department for their continued support.

3-07/29/2016 - Item 3

Joint Powers Agreement (JPA) Membership
Approve the framework to make recommended changes to the JPA for the fifth seat (community representative) of the Policy Board.
Motion, Second, Carried Unanimously (Sherman/Cole)

4-07/29/2016 - Item 4

President & CEO Update

- Redesign of SDWP website.
- Participation on Black Chamber of Commerce panel on “inclusive economic development”.
- Gained national awareness of our Live Well Partnership with the County.
- Received perfect audits.
- Expanded AJCCs to 15 locations.
- C2C – over 3000 enrollments. Program has doubled every year since launch in 2013.
- Doubled our funding sources in past three years.
- One San Diego 100 – Participated in Mayor Faulconer’s initiative challenging 100 businesses to offer internships and other creative ways to connect youth to careers.
- Distributed over 2000 Priority Sector Boards throughout the County. Thanked Policy Board for their financial investment that made this possible.
- SDWP custom-built data system was profiled in the Brookings Institute Youth Summer Jobs report.
- Starting a pilot with 50 opportunities/disconnected youth for paid internships with the County.
- Workforce Conference – November 2, 2016.
- Youth Conference – April 13, 2017.

DISCUSSION

- Supervisor R. Roberts thanked A. Hall for the report on the County youth employment program. County is excited about the program and supporting more internships.
- Members commented on Peter’s leadership and the excellent team which has resulted in the many positive outcomes.

Adjournment: 1:30p

Next meeting: September 23, 2016

Item #2: Contract Action: The WorkPlace

RECOMMENDATION

That the Policy Board approve the WDB’s recommendation to:

- a) de-obligate funds in the amount of \$400,000 up to the remaining balance of the contract due to underperformance; and
- b) to obligate the recaptured funds to the AJCC contractors (ResCare Workforce Services, KRA, and Grossmont Union High School District) and the Imperial County Workforce Development Board (grant terms require delivery of a cohort or related services in Imperial County).

BACKGROUND

On April 29, 2015, the DOL announced the funding availability of the Sector Partnerships National Emergency Grant (SP NEG). The SP NEG funds are targeted at reemployment activities for Dislocated Workers through sector partnerships and strategies. The State of California was one of the states awarded the grant from DOL. The SDWP, in collaboration with the Imperial County Workforce Development Board, submitted an application proposing a program design using the WorkPlace’s Platform to Employment (P2E) intervention, a unique national model that has proven successful in serving the long-term unemployed (LTU). The WorkPlace planned to enroll 100 LTU individuals; three cohorts of 25 in San Diego and one cohort in Imperial County.

PERFORMANCE SUMMARY

Below is The WorkPlace’s cumulative performance summary which includes data from the first and second cohorts. SDWP has been working closely with The WorkPlace to help increase their overall performance through assistance with recruitment efforts as well as CalJOBS training to ensure data entry is entered timely and accurately.

Performance through June 30, 2016		
Performance Measure	Target	Actual
# of Enrollments into Training	50	38
# of Training Completions	43	36
# Placed in Unsubsidized Employment	16	*7

*Placed in unsubsidized employment measure has not yet been captured in CalJOBS by The WorkPlace. Totals are subject to change based on timeliness of CalJOBS data entry.

ANALYSIS

The WorkPlace was placed on corrective action on May 19, 2016 for the following reasons:

- Performance is below “enrollment” and below “entered employment” targets.
- Failure to enter data in CalJOBS in a timely and correct manner resulting in inaccurate placement reporting.
- Below trend expenditures through the end of July with cumulative expenditures at \$102,897.66 or (15%) of the total allocated budget which is below the projected expenditures of \$386,500 or (55%) through the end of July.

To address the gaps outlined above, the WorkPlace committed to increase attention to CalJOBS data entry and enrolling a minimum of 40 participants in the two remaining cohorts. If at least 35 enrollments are not confirmed by early September, SDWP will move for further de-obligation of funds and/or discontinue the contract.

SDWP has communicated with the WorkPlace who recognize underperformance and are in agreement that if the 35 enrollment target is not hit, de-obligating and/or ending the contract early will be the best way forward for all parties involved.

De-obligated funding will be used to provide on-the-job training through the AJCC network effective November 2016 to serve the LTU in Imperial and San Diego counties, in accordance with the requirements of the original grant.

Item #3: Contract Action: Urban League of San Diego County

RECOMMENDATION

That the Policy Board approve the WDB’s recommendation to discontinue the Urban League (UL) contract as soon as administratively feasible, as determined by SDWP.

This action would end the contract before the current contract end date of June 30, 2017. Based on current spending trends, we anticipate the amount left in the contract by December 1, 2016 will be \$170,000.

BACKGROUND

In 2014, Urban League won a competitive procurement for \$900,000 to provide case management services in partnership with San Diego Unified School District’s “Check & Connect” program as part of the larger Pathways Initiative through the Youth Development Office to re-engage students who have dropped out or are at-risk of dropping out in the Metro Region of San Diego County, specifically in Lincoln Park, Colina del Sol, and Stockton/Logan neighborhoods.

Performance challenges

UL has been on corrective action for three consecutive quarters in the two primary WIOA outcome measures after enrolling 241 of the planned 250 youth:

- **Placement Rate:** Percentage of youth placed in post-secondary education, training, or employment; and
- **Attainment of Degree or Certificate:** Percent of youth who get a diploma, GED, certificate, or industry-recognized credential.

Figure 1: Placement/Credential Attainment

Performance Measures (# of positive outcomes of youth exits/total # of youth exits)	PY 15/16 Final Cumulative Performance Measures (7/1/15 – 3/31/16)				
	Contract Measure	Q1	Q2	Q3	7/1/15-8/16/16*
Placement in Education/Employment	72%	0% (0/31)	17.6% (15/85)	25.4% (30/118)	30.9% (42/136)
Attainment of Degree/Credential	60%	0% (0/30)	16.8% (16/95)	30.9% (42/136)	35.5% (54/152)

*This data is unofficial because the Q4 (April 1 – June 30) quarter has not closed – Urban League has 90 days from the end of the quarter to place exited youth in employment, education, and attainment of a degree or credential.

In May 2016, UL made significant operational changes in response to poor performance and corrective action, including hiring a COO and restructuring the service delivery model. Since that time, UL numbers have improved compared to Q1-Q3 data.

During the time period of April 1, 2016 – August 16, 2016, UL had the following outcomes:

- 66.7% (12/18) youth that exited were placed in post-secondary education or employment.
- 75% (12/16) youth that exited received a credential/degree/diploma.

Monitoring Findings

UL also has 15 program findings related to poor documentation, CalJOBs data entry, supportive services administration and other internal processes.

Transition

As of August 16, 2016, there are 62 active youth and 135 youth in need of follow-up services on the UL caseload, with 44 youth have already completed follow-up services. SDWP and its partners will take steps to ensure all youth served under this contract have the opportunity to restart and/or continue to receive services through other WIOA Youth providers in the area, the AJCC network and the CONNECT2Careers team.

Item #4: Contract Action: Turning the Hearts Center

RECOMMENDATION

That the Policy Board approve the WDB’s recommendation to discontinue the Turning the Hearts Center (TTHC), effective November 1, 2016. This action would end the contract before the contract end date of June 30, 2017. We anticipate the recaptured amount will be \$83,000.

BACKGROUND

Based on poor performance for three consecutive quarters in two of the primary WIOA outcomes, SDWP staff recommends de-obligating the contract and transitioning the 40 active youth (as of August 16) to current service providers and CONNECT2Careers, as well as offering the 75 exited youth who are currently in follow-up services, the opportunity to re-enroll in WIOA services with current providers.

Performance challenges

TTHC has been on corrective action for three consecutive quarters (nine months) in the two primary WIOA Youth outcomes for the 115 youth they enrolled:

- **Placement Rate:** Percentage of youth placed in post-secondary education, training, or employment; and
- **Attainment of Degree or Certificate:** Percent of youth who get a diploma, GED, certificate, or industry-recognized credential.

Figure 1: Placement/Credential Attainment

Performance Measures (# of positive outcomes of youth exits/total # of youth exits)	PY 15/16 Final Cumulative Performance Measures (7/1/15 – 8/16/16)				
	Contract Measure	Q1	Q2	Q3	7/1/15-8/16/16*
Placement in Education/Employment	72%	33% (4/12)	23.8% (5/21)	35.1% (13/37)	36% (18/50)
Attainment of Degree/Credential	60%	50% (6/12)	31.6% (6/19)	33.3% (10/30)	28.9% (11/38)

*This data is unofficial because the Q4 (April 1 – June 30th) performance quarter has not closed – TTHC has 90 days from the end of the quarter to place exited youth in employment, education, and attainment of a degree or credential.

During the time period of April 1, 2016 – August 16, 2016, TTHC had the following outcomes:

- 38.5% (5/13) youth that exited were placed in post-secondary education or employment.
- 12.5% (1/8) youth that exited received a credential/degree/diploma.

Supporting youth through transition

As of August 16, 2016, there were 40 active youth and 75 youth in need of follow-up services¹ on the TTHC caseload. SDWP and its partners will take steps to ensure all youth served under this contract have the opportunity to restart and/or continue to receive services through other WIOA youth providers in the area, the AJCC network and the CONNECT2Careers team.

¹ Follow-up services include monthly check-in calls, career planning, supportive services, and other support and guidance to the young person post-placement.

Item #5: Youth System Update

INFORMATION (NO ACTION REQUIRED)

There are 53,000 16-24 year olds in San Diego County disconnected from education and employment. Below are updates related to how the SDWP and its partners are working to build a better system to prevent disconnection and reconnect “Opportunity Youth” in San Diego:

- Improving the performance and accountability structure for the 32 federally-funded youth contracts (14 different youth service providers). Below are the results of the network against our State of California negotiated corrective action measures through three quarters of FY 15/16 (July 1, 2015 – March 31, 2016):

Performance Measure	Youth Provider Actuals thru 3 Qtrs	Youth Provider Contract Measures	State Corrective Action Levels
Enrollments	1865	1899	N/A
Placements*	62%	72%	56%
Attainment**	66%	60%	41%

*Placement is calculated as a percentage youth placed in post-secondary education/training, or employment within 90 days of program exit.
 **Attainment (Degree/Credential is calculated as a percentage of youth who get a diploma, GED, certificate, or industry recognized credential within 90 days of program exit.

- Increased the non-federal CONNECT2Careers funding by 220% in FY 16/17 (\$800K) compared to FY 15/16 (\$250K).
- On track to increase the number of youth placed in jobs or paid internships by 126% in 2016 (533 and on track for goal of 1000) compared to 2015 (441).
- Integrating the CONNECT2Careers portal and brand with the WIOA-funded youth provider network to create a “common front door” for all 16-24 year olds to access the career services they need. This also creates a single point of contact (and brand) for businesses interested in hiring youth.
- Piloting seven-week paid internship program with County of San Diego for 50 Out-of-School Youth (starts October 1st).
- On-boarded new youth providers through five-week training curriculum.
- Working on an Opportunity Youth research study co-sponsored by the Youth Development Office, the Jacobs Center for Neighborhood Innovation, and the University of San Diego.
- Launching our first Opportunity Youth Conference (Save the Date –April 13, 2017) at the Jacobs Center for Neighborhood Innovation.

Item #6: Grant Development Activities

INFORMATION (NO ACTION REQUIRED)

Below is a summary of recent SDWP applications to bring additional funding and resources to help close the skills gap, increase income mobility, and support regional prosperity in San Diego County:

- Received \$400K from the Walmart Foundation to promote career pathways in retail.
- Received \$600K from the Department of Labor (through the CA Employment Development Department) to increase services to individuals with disabilities over the next 3.5 years.
- Submitted a bid to the Veteran’s Administration (VA) in partnership with Third Sector Capital Partners, 2-1-1 San Diego, Acuitus, and Air Research Institutes to negotiate and execute an \$8.7M Pay for Success (PFS) project to train and place veterans with combat-related Post Traumatic Stress Disorder (PTSD) in high-paying IT Operations occupations.
 - The requested \$3M from the VA to serve as an end payment.
 - SDWP secured the required \$3M in capital match from private investors and has a credible plan to secure the remaining \$2.7M needed to execute the deal.
 - If awarded, this would be the first PFS project of its kind in the nation.
- Submitted a \$2M DOL grant to establish a health care academy in the San Diego promise zone in partnership with Family Health Centers of San Diego. Sharp, Kaiser, UCSD Health, Scripps, and Rady Children’s Hospital were also partners on the grant.
- Submitted a \$500K grant to the Economic Development Administration to expand the Life Sciences Summer Institute program in partnership with BioLabs San Diego, a life sciences incubator in the Torrey Pines Mesa area.

SDWP would like to thank the Policy Board members and their staff for their contributions, connections, and letters of support in these efforts to bring more workforce development resources to San Diego.

Item#7: President & CEO Report

INFORMATION (NO ACTION REQUIRED)

The CEO will provide an update on SDWP activities.