

Adult Programs Committee (APC)

date Thursday, November 03, 2016
time 8:00a – 10:00a
place San Diego Workforce Partnership, 3910 University Ave. San Diego, CA
Julie Benedict Community Room, 3rd Floor

AGENDA

Welcome

- Linda Kavanagh – Chair
 - Call the meeting to order
 - Non-agenda public comment

Action Items

- Linda Kavanagh – Chair
 - Item #1: Minutes of the August 25, 2016 Adult Programs Committee Meeting
 - Item #2: Geographic Distribution of Funds Extension
 - Item #3: Transfer of Training Funding from Dislocated Worker to Adult

Information Items

- Item #4: America's Job Centers of California (AJCC) Network Q4 Performance Summary
- Item #5: Breaking Barriers San Diego Program Year 2, Q1 Performance Summary
- Item #6: Expanded Subsidized Employment (ESE) Q1 Performance Summary
- Item #7: Reentry Works San Diego Performance Summary – PY 2016

General Discussion

- Alex Becker
 - o Update on SDWP's New DOL Disability Employment Initiative Grant
- Andrew Picard
 - o General updates or discussion from APC Members

Adjournment

- Next meeting – January 26, 2017 (tentative) – Location SDWP Office

PUBLIC COMMENT: Members of the public may address the Adult Programs Committee on issues on this agenda (three minutes per subject) and/or other items within the APC'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.

Item #1: Minutes of the August 25, 2016 APC Meeting

Members Present

Marlene Taylor
Walter Lam
Chaz Compton
Stormy Miller
Lorraine Collins

Petros Alemeselassie
Vicki Brannock
Carmencita Trapse
Stephanie Murphy

Trevor Blair
Jose Cruz
Judy Lawton
Maurice Wilson

Members Absent

Rebecca Aguilera-Gardiner
Annie Taamilo
Gary Schwartzwald

Linda Kavanagh
Tom Frost

Cathy Scavone
Michael Jones

Location: SDWP

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

The meeting was called to order by Marlene Taylor, at 8:08a, with a quorum present.

Public Comment

None

The following items were approved

1-08/25/2016 - Item 1

Minutes of the May 26, Adult Programs Committee Meeting

Motion, Second, Carried Unanimously (Blair/Murphy)

2-08/25/2016 - Item 2

Contract Action: The Workplace – Platform to Employment (P2E)

That the APC recommend to the WDB to approve the de-obligation of funds in the amount of \$400,000 up to contract value due to underperformance.

Motion, Second, Carried Unanimously (Compton/Lawton)

DISCUSSION

Committee members had several questions regarding under-enrollment, they asked staff to provide more information on the cause. Staff reviewed the combination of factors that led to under enrollment. The remainder of the contract funds will be de-obligated to the AJCC contractors and Imperial County WDB.

3-08/25/2016 - Item 3

RFP Timeline Update for the Operations and Management of the America's Job Center of California (AJCC) Network

B. Valle reviewed the item, provided background on why the decision was made to extend the contracts for one more year.

4-08/25/2016 - Item 7

Update on Request for Proposals (RFP) for Contracted Education in San Diego County's Priority Sectors

T. Ngo reviewed the item.

Adjournment

The meeting was adjourned at 8:53a

Marlene Taylor; WDB Chair

Item #2: Geographic Distribution of Funds Extension

RECOMMENDATION

That the APC recommend to the WDB to approve an extension for the existing geographic distribution of funds for Program Year 2018 (PY 18) due to the postponement of the America’s Job Center of California (AJCC) request for proposals.

BACKGROUND

The SDWP periodically recommends funding formulas to ensure that program funds are divided equitably to Adults, and Dislocated programs among four geographic regions: metro, north, south and east based on demographic and relative needs of each region.

SDWP retained the services of the San Diego Association of Governments (SANDAG) Service Bureau to assess the existing geographic distribution currently in use and to recommend periodic updates.

Due to the postponement of the AJCC procurement process, SDWP is requesting approval to extend the use of Model 1 for PY 18 and delay implementation of Model 2 until the first program year PY 19 after the AJCC procurement. This extension will prevent significant impact to the operations of current AJCC service providers, and allow the continuance of existing service levels. After the AJCC procurement and new contract cycle, the previously approved updated geographic distribution (Model 2) would be implemented in PY 19.

The table below represents both Model 1, the existing funding allocation used for PY 17, and Model 2, the funding model originally proposed by SANDAG for PY 18.

| | | East | Metro | North | South |
|---------------------------|-----------------------------------|-------------|--------------|--------------|--------------|
| Adults | | | | | |
| Model 1 | Existing Funding Allocation PY 18 | 14.70% | 44.50% | 19.80% | 21.00% |
| Model 2 | Updated Funding Allocation PY 19 | 17.59% | 38.20% | 25.27% | 18.95% |
| Dislocated Workers | | | | | |
| Model 1 | Existing Funding Allocation PY 18 | 16.00% | 43.80% | 22.40% | 17.80% |
| Model 2 | Updated Funding Allocation PY 19 | 19.50% | 37.00% | 24.20% | 19.30% |

Item #3: Transfer of Training Funding from Dislocated Worker to Adult

RECOMMENDATION

That the APC recommend to the WDB to approve the transfer of funds in the amount of \$676,000 from Dislocated Worker training to Adult Worker training to better serve the needs of the population throughout San Diego.

| Category | Current | | Proposed | |
|-------------------|-------------|------|-------------|------|
| | Funding | % | Funding | % |
| Dislocated Worker | \$2,084,000 | 59% | \$1,408,000 | 40% |
| Adult Worker | \$1,436,000 | 41% | \$2,112,000 | 60% |
| Total | \$3,520,000 | 100% | \$3,520,000 | 100% |

BACKGROUND

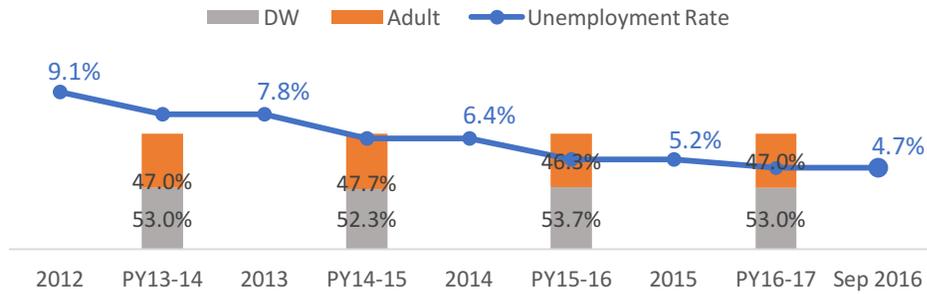
Workforce boards may apply to EDD for a transfer of WIOA funds between Dislocated and Adult funding streams if allocations received do not meet the needs of the local population (e.g. fewer dislocated workers due to a reduced number of layoffs). In order to submit an application for transfer, the proposed transfer must first be approved by the WDB. The proposal to transfer funds is driven by a number of factors.

- 1) **Dislocated Worker funding is far more restrictive than Adult funding:**
As the economy improves the number of workers classified as Dislocated declines creating a misalignment between the funding streams and those who need service. Transferring training funding from Dislocated to Adult allows us to serve the needs of a much broader population.

| Adult | Dislocated |
|--|---|
| <ul style="list-style-type: none"> • 18 years of age • Eligible to work in the US • Demonstrated need • Complies with selective service requirements <ul style="list-style-type: none"> ○ Priority given to those who are low-income, receive public assistance, or are basic skills deficient | <ul style="list-style-type: none"> • Terminated, laid off or notice of termination • Eligible or exhausted unemployment • Unlikely to return to prior occupation • 18 years of age • Eligible to work in the US • Demonstrated need • Complies with selective service requirements |

- 2) **The overall unemployment rate for San Diego County is decreasing.**
Between 2012 and September 2016 (San Diego’s most recent unemployment rate), the unemployment rate decreased from 9.1 percent to 4.7 percent, yet San Diego’s Dislocated Worker funding has remained at the same relative annual allocation rate.

Dislocated Worker vs. Unemployment Rate in San Diego
2012 - Sep 2016



- 3) **The total number of layoffs and notices of intended layoffs from employers, which drive the dislocated population, have decreased.** During the last six months, San Diego saw a 55% decrease in layoffs and 13% decrease in WARN notices compared to this same period the prior year.
- 4) Dislocated workers generally have transferable skills allowing them to be more quickly placed back into the market. In PY 15/16, **12-14% of Dislocated workers did not complete ITA programs and 20-25% did not complete OJTs, often because they were placed in employment before the program was complete, reducing the need for training funds.**
- 5) As a result of these changes, the **AJCCs are seeing lower enrollment rates for the dislocated worker population.** During the first quarter of PY 16/17 alone the AJCC network saw nearly 30% reduction in dislocated worker enrollments versus prior year first quarter. Enrollment is expected to trend down even further in the coming months.

| Comparison of PY 16/17 vs PY 15/16 Enrollments | | |
|--|--------------------------|--------------------------|
| Category | PY 2015/2016 Enrollments | PY 2016/2017 Enrollments |
| Dislocated Worker | 478 | 343 |
| Adult Worker | 360 | 325 |

- 6) Given these trends, **SDWP has adjusted the AJCC enrollment targets to reflect the current environment.** Transferring funds as proposed above will align the funding with the enrollments and provide expanded flexibility in serving participants.

| Category | PY 2016/2017 Enrollment Targets | Percentage |
|-------------------|---------------------------------|------------|
| Adult Worker | 1500 | 60% |
| Dislocated Worker | 1000 | 40% |

Item #4: America’s Job Centers of California (AJCC) Network
Q4 Performance Summary

INFORMATIONAL ITEM – NO ACTION REQUIRED

This informational item provides a performance summary for the fourth quarter period ending July 31, 2016 for the AJCC network.

BACKGROUND

SDWP holds each subrecipient to an agreed set of performance measures that align with the goals and objectives of the local, state, and national public workforce system. SDWP AJCC subrecipients are responsible for each of the four regions:

- 1. Metro: KRA Corporation
- 2. North: ResCare Workforce Services (ResCare)
- 3. South: ResCare
- 4. East: Grossmont Union High School District

PERFORMANCE SUMMARY

Enrollments: The AJCC network collectively enrolled 2,560 new participants through the fourth quarter of PY ’15/16. Each AJCC subrecipient has exceeded 100% of their enrollment target for the fourth quarter.

Entered Employment Rate: The entered employment rate measures the number of participants who have successfully gained employment as a result of the services provided through the AJCC network. The target entered employment rate (EER) is 75% for both Adults and Dislocated Workers (DW). Each region performed above target level for the EER measure for the fourth quarter. Below are system wide results showing that overall, the AJCC network exceeded the target EER:

- Adult: 83.6%
- DW: 87.3%

Credential Attainment: The Credential Attainment Rate measures the number of participants who successfully completed training and attained a credential by the time of exit. The target for credential attainment is 85%. Below are system wide results showing that overall, the AJCC network exceeded the target for credential attainment:

- Adult: 88.1%
- DW: 88.1%

ATTACHMENTS

Attachment A: Fourth Quarter AJCC Network Performance

Program Year 2015 - 2016: Quarter 4

July 1, 2015 - June 30, 2016

Data as of October 10, 2016

| | | New Enrollments (07/01/2015 - 06/30/2016) | | | | | |
|--|--|---|-------------|---|-------------|---------------|---------------|
| | | New Enrollments | | Performance Levels New Enrollment Targets | | | |
| Operator/Region | | Adult | DW | Adult | DW | Adult Rate | DW Rate |
| KRA Corporation (Metro Region) | | 523 | 591 | 518 | 584 | 101.0% | 101.2% |
| ResCare (North Region) | | 258 | 301 | 251 | 283 | 102.8% | 106.4% |
| ResCare (South Region) | | 248 | 255 | 225 | 253 | 110.2% | 100.8% |
| Grossmont Union High School District (East Region) | | 181 | 203 | 181 | 205 | 100.0% | 99.0% |
| AJCC Network | | 1210 | 1350 | 1175 | 1325 | 103.0% | 101.9% |

| | | Entered Employment Rate (EER) - (Exits 07/01/2015 - 06/30/2016) | | | | | | | |
|--|--|---|----------------|--------------|------------------------|----------------|--------------|-------------------------|--------|
| | | Adult | | | Dislocated Worker | | | Performance Levels | |
| Operator/Region | | # Placed In Employment | Total Included | Rate | # Placed In Employment | Total Included | Rate | Corrective Action Level | Target |
| KRA Corporation (Metro Region) | | 293 | 348 | 84.2% | 440 | 508 | 86.6% | 65% | 75% |
| ResCare (North Region) | | 164 | 195 | 84.1% | 263 | 290 | 90.7% | | |
| ResCare (South Region) | | 183 | 216 | 84.7% | 159 | 185 | 85.9% | | |
| Grossmont Union High School District (East Region) | | 126 | 157 | 80.3% | 158 | 185 | 85.4% | | |
| AJCC Network | | 766 | 916 | 83.6% | 1020 | 1168 | 87.3% | | |

| | | Credential Attainment - (Exits 07/01/2015 - 06/30/2016) | | | | | | | |
|--|--|---|----------------|--------------|---------------------|----------------|--------------|-------------------------|--------|
| | | Adult | | | Dislocated Worker | | | Performance Levels | |
| Operator/Region | | Obtained Credential | Total Included | Rate | Obtained Credential | Total Included | Rate | Corrective Action Level | Target |
| KRA Corporation (Metro Region) | | 137 | 160 | 85.6% | 217 | 250 | 86.8% | 80% | 85% |
| ResCare (North Region) | | 39 | 40 | 97.5% | 89 | 97 | 91.8% | | |
| ResCare (South Region) | | 72 | 80 | 90.0% | 76 | 88 | 86.4% | | |
| Grossmont Union High School District (East Region) | | 71 | 82 | 86.6% | 78 | 87 | 89.7% | | |
| AJCC Network | | 319 | 362 | 88.1% | 460 | 522 | 88.1% | | |

FINAL 10/24/2016 (mmj)

Item #5: Breaking Barriers San Diego Program Year 2, Q1 Performance Summary

INFORMATIONAL ITEM – NO ACTION REQUIRED

This informational item provides a performance summary for the Breaking Barriers San Diego Program (BBSD) from July 1, 2016 through September 30, 2016.

BACKGROUND

In 2014, SDWP was awarded a DOL Workforce Innovation Fund (WIF) grant in the amount of \$6,000,000 over five years. The funds are designed to test or scale innovative programs that create 1) better results for jobseekers and employers' 2) increased efficiency in the delivery of quality of services; and 3) stronger cooperation across programs and funding streams.

SDWP partnered with the County of San Diego Health and Human Services Agency and Behavioral Health Services, and the Department of Rehabilitation on a program design to test the Individual Placement and Support (IPS) Model for supported employment serving Temporary Assistance for Needy Families (TANF) and other low income individuals impacted by disabilities. SDWP will implement a randomized controlled trial with 1,000 participants.

PERFORMANCE SUMMARY

The BBSD program is implemented through the AJCC network. The performance summary in Attachment B reflects year 2 quarter 1 and project to date through September 30, 2016. The AJCC subrecipients met and or exceeded performance targets with the exception of North (ResCare) for new enrollments, and Metro (KRA) for the face-face measure; both subrecipients will receive a warning for corrective action. SDWP's Data Team and subrecipients are working to resolve data entry errors for the Face-to Face measure and provide additional technical assistance and training.

ATTACHMENT

Attachment B: BBSD First Quarter Performance Measures Summary

Breaking Barriers San Diego

Dept. of Labor, Workforce Innovation Fund (WIF)
Year 2- month ending September 30, 2016

| Performance Measures Summary | | ----- Quarter - 1 ----- | | | | | ----- PROJECT TO DATE ----- | | | | |
|--|-------------------------|--|---|---|---|----------------|-----------------------------|---|---|---|----------------|
| For the period: Year Two- July 1, 2016 to September 30, 2016 | Quarter 1 Total | KRA(Metro) | ResCare Workforce Services (North) | ResCare Workforce Services (South) | Grossmonth Union High School District (East) | | KRA(Metro) | ResCare Workforce Services (North) | ResCare Workforce Services (South) | Grossmonth Union High School District (East) | |
| Accountability Measures | | Yellow denotes performance below 95% of target | | | | | | | | | |
| 1. New Program Enrollments | Actual | 95 | 49 | 14 | 18 | 14 | 223 | 89 | 45 | 51 | 38 |
| | Target | 80 | 35 | 16 | 17 | 12 | 446 | 95 | 43 | 46 | 32 |
| 2. Face-Face Employer Contact in 30 days: 75% of new program enrollments will achieve contact with an employer within 30 days of career profile | Actual | 68 | 23 | 15 | 14 | 13 | 113 | 34 | 29 | 30 | 20 |
| | Target | 57 | 25 | 11 | 12 | 11 | 153 | 67 | 30 | 33 | 23 |
| 3. *6-Month Fidelity Review December 2016 | Actual | | | | | | | | | | |
| | Target | | | | | | | | | | |
| Tracking Measures | | | | | | | | | | | |
| 4. Competitive Employment: 50% of program enrollments will achieve competitive employment | Actual | 61 | 12 | 17 | 21 | 11 | 117 | 26 | 30 | 40 | 21 |
| 5. Retained Employment for 30 days: 85% who achieve competitive employment will retain employment for 30 days | Actual | 75% | 83% | 71% | 76% | 73% | 65% | 77% | 67% | 63% | 52% |
| | # employed for 30 days | 46 | 10 | 12 | 16 | 8 | 76 | 20 | 20 | 25 | 11 |
| 6. **Retained Employment for 6 months: 50% will retain employment for 6 months, from those who retained for 30 days. | Actual | 8 | 2 | 1 | 2 | 3 | 8 | 2 | 1 | 2 | 3 |
| | # employed for 6 months | 8 | 2 | 1 | 2 | 3 | 8 | 2 | 1 | 2 | 3 |
| 7. Average Wage at Employment | Actual | \$11.40 | \$11.69 | \$11.00 | \$11.90 | \$10.50 | \$11.69 | \$11.71 | \$11.67 | \$11.95 | \$11.34 |
| Participant Demographics | | | | | | | | | | | |
| Temporary Assistance for Needy Families [TANF] Only Participants | 20 | 12 | 1 | 2 | 5 | 70 | 23 | 14 | 14 | 19 | |
| Department of Rehabilitation Participants | 37 | 20 | 4 | 4 | 9 | 65 | 31 | 12 | 9 | 13 | |
| Behavioral Health Services Participants | 39 | 18 | 10 | 11 | 0 | 101 | 36 | 25 | 35 | 5 | |
| Veterans (not enrolled in study) | 14 | 9 | 2 | 2 | 1 | 14 | 9 | 2 | 2 | 1 | |

*On a scale of 125 points, fidelity is scored as 'Fair' at 74-99, 'Good' at 100-114, and 'Exemplary' at 115-125. Fidelity Reviews are scheduled for December 20

** No participants eligible for this measure during this period of performance, enrollments began January 2016.

Item #6: Expanded Subsidized Employment (ESE) Q1 Performance Summary

INFORMATIONAL ITEM – NO ACTION REQUIRED

This informational item provides a performance summary for the Expanded Subsidized Employment (ESE) program from July 1, 2016 through September 30, 2016.

BACKGROUND

Live Well San Diego (LWSD) is an initiative of the County of San Diego to improve health and wellness for all residents. The CalWORKs Welfare to Work (WTW) ESE Program is an example of how SDWP and the County are working together to build a better, more integrated service delivery system. The goal of the program is to move WTW participants from subsidized employment to unsubsidized employment in occupations that will improve the household earnings and move families off public assistance to self-sufficiency. ESE funds can subsidize wages for up to 6 months for WTW participants.

County WTW participants are referred to the America’s Job Center of California (AJCC) network for job placement once they are deemed job ready.

PERFORMANCE SUMMARY

| Performance | | | |
|--------------------|--------------------|---------------|------------------|
| Region | Entered Employment | Average Wage* | Subsidy Expended |
| Metro | 31 | \$10.83 | \$418,890 |
| North | 8 | \$11.50 | \$63,428 |
| South | 16 | \$10.82 | \$259,589 |
| East | 23 | \$10.96 | \$167,352 |
| Overall | 78 | \$11.12 | \$909,259 |

*As reflected on ESE agreement

Item #7: Reentry Works San Diego Performance Summary – PY 2016

INFORMATIONAL ITEM – NO ACTION REQUIRED

This informational item provides a performance summary for the Reentry Works San Diego program through September 30, 2016.

BACKGROUND

The Reentry Works San Diego program creates a specialized jail-based America’s Job Center of California (AJCC) in the East Mesa Reentry Facility (EMRF) as a result of the Department of Labor’s (DOL) June 2015 grant award for the Linking Employment Activities Pre-Release (LEAP) Initiative. The subrecipient, Second Chance, will serve a total of 600 participants who are justice-involved individuals at EMRF over a two-year period. This includes a target of 500 participants with universal career services and 100 participants with intensive one-on-one case management pre- and post-release.

PERFORMANCE SUMMARY

The DOL performance goals for LEAP grantees are as follows:

- **Enrollment Rate:** defined as the number of participants enrolled in the program divided by the enrollment goal. The goal for this measure is 100% by the end of the grant.
- **Participation Rate:** the rate of continued participation in the program defined as the percentage of enrolled participants who received at least one LEAP service (excluding supportive services) each month pre-release. The goal for this measure is 90% by the end of the grant.
- **Work Readiness Indicator Rate:** defined as the percentage of participants who are deemed work-ready or demonstrate an increase in work-readiness after receiving pre-release services. To assess increases in work-readiness, grantees must administer work readiness pre- and post-tests (at the time of enrollment and program exit/release, respectively), which may include a risk assessment of criminogenic needs. The goal for this measure is 80%.
- **Post-release Enrollment Rate:** defined as the percentage of participants who report for and are enrolled into comprehensive career services within 30-days post-release. The goal for this measure is 80%.

The following table outlines program performance as related to the subrecipients Project Operating Plan (POP):

| Performance through September 30, 2016 | | |
|---|--------|--------|
| Performance Measure | Actual | Target |
| Enrollment Rate | 210 | 212 |
| Participation Rate | 210 | 215 |
| Work Readiness Increase | 130* | 195 |
| Post-release Enrollment Rate | 32 | 44 |
| Post-release Placement Rate | 17 | 19 |

*Number that have increased post-assessment score and have been released from custody – 130 of the 157 who have been released (73%).

Second Chance will be placed on corrective action as of November 1, 2016 due to under performance against the DOL post release enrollment target (currently at 73% vs the 80% required). A meeting with SDWP and Second Chance was held to address performance deficiencies. Second Chance is committed to improving post release enrollment's by increasing staffing support for those transitioning into the community, and utilizing the support from the staff at EMRF and San Diego Probation to identify additional participants that will benefit from post release job placement activities. SDWP will continue to monitor the subrecipients progress and provide ongoing technical assistance.