

**SAN DIEGO
WORKFORCE
PARTNERSHIP®**

**MEETING OF THE
ADULT PROGRAMS
COMMITTEE**

date Tuesday, September 01, 2015

time 8:00 AM – 9:00 AM

place Downtown Central Library
330 Park Boulevard, 9th Floor, Shiley Room
San Diego, CA 92101

Our Mission: To empower job seekers with quality job training solutions and career pathways opportunities that meet the current and future workforce needs of San Diego County employers.

Our Vision: Every business in our region has access to a skilled workforce and every job seeker has access to meaningful employment. Our community will view the SDWP and our funded partners as quality providers of workforce solutions that add great value to our region.

AGENDA

CALL TO ORDER AND NOTE OF ATTENDANCE

PUBLIC COMMENT: Members of the public shall have the opportunity to address the Adult Programs Committee only on issues on this agenda. Time allotted to each speaker is determined by the Chairman; however, comments are generally limited to no more than three (3) minutes total per subject regardless of the number of those wishing to speak. Anyone desiring to address the Board under “Public Comment” must submit a “Request to Speak” form prior to the meeting.

ACTION ITEMS

Item #1: Minutes of the June 25, 2015 Adult Programs Committee Meeting	1
Item #2: Approval of Providers/Programs for the Eligible Training Provider List	4
Attachment A	6
Item #3: Contract Action - Reentry Works San Diego	8
Item #4: Contract Action – AJCC Breaking Barriers San Diego (WIF) Funding for Program Year 2015-2016.....	10
Item #5: Incumbent Worker Training Policy	11
Item #6: Contract Action - The WorkPlace: Platform2Employment Program	13

INFORMATIONAL ITEMS

Item #7: Quality Controlled Manufacturing, Inc. Customized Training Contract
Performance and Closeout14

Item #8: Occupational Training Services On-The-Job Training Contract Performance
Update and Closeout for Period Ending June 30, 201516

Item #9: America's Job Center of California Performance Summary for Period Ending
March 31, 201518

Attachment A20

Item #10: Performance Summary- Bridge to Employment Program.....21

Attachment A22

In compliance with the Americans with Disabilities Act (ADA), San Diego Workforce Partnership, Inc. will provide accommodations to persons who require assistance in order to participate in SDWP meetings. If you require assistance, or to request this document or back-up reports in an alternate format, please call Rebecca Bianconi at (619) 228-2951.

Item #1: Minutes of the June 25, 2015 Adult Programs Committee Meeting

Members Present

Linda Kavanagh	Michael Jones	Maurice Wilson
Judy Lawton	Vicki Brannock	Tom Frost
Petros Alemeselessie	Annie Taamilo	Jose Cruz
Chaz Compton	Rebecca Aguilera-	
Lorraine Collins	Gardiner	
Trevor Blair	Stormy Miller	

Members Absent

Chris Fernandez	Josh Shapiro	Stephanie Murphy
Fernando Nunez	Marlene Taylor	Walter Lam
Joe Mackey	Shaina Gross	

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 Linda Kavanagh, at 8:05 am, at NTVSI offices with a quorum.

Public Comment

New member Michael Jones, Maritime Alliance introduced himself to the Committee.

Maurice Wilson provided an overview of the three-week Reboot workshop. Maurice stated there are plenty of opportunities for volunteer to be facilitators, mentors, participate in mock interviews, review resumes, etc.

The following items were approved on the consent agenda:

- 1-06/25/2015 - Item 1 **Minutes of the April 23, 2015 APC meeting**
That the APC approve the minutes of the April 23, 2015 meeting.
Motion, Seconded, Carried Unanimously (Lawton/Compton)
- 2-06/25/2015 - Item 2 **Approval of Providers/Programs for Eligible Training Provider List**
That the APC recommend to the WIB the approval of five new programs that meet the requirements for inclusion on the Eligible Training Provider List.
Motion, Seconded, Carried Unanimously (Lawton/Compton)
Abstentions: Trevor Blair and Maurice Wilson

The following items were discussed with comments noted:

3 -06/25/2015 – Item 3 **Expanded Subsidized Employment Information Item**

Andy reviewed the item.

4 -06/25/2015 – Item 4 **America’s Job Center of California Performance Summary for Period Ending March 31, 2015**

A. Hall reviewed the agenda item and the data. Data reporting is limited.

DISCUSSION

Committee members asked why KRA’s performance was so low during this period. KRA responded that initially it was due to data clean up. The MIS conversion caused a number of issues that KRA had to work through; staff needed to be trained on the new system, systems needed to be put in place to ensure quality assurance. Because of the reporting challenges SDWP is not recommending corrective action but if it continues, they will be making the recommendation.

The Committee wanted to know why Rescare was not being affected by the same issues. Staff responded that all of the operators were affected; Metro holds 45% of participants, greater opportunity to fail or succeed.

5 -06/25/2015 - Item 5 **Program Update – Bridge to Employment Program**

A. Hall reviewed the agenda item. S. Collier reviewed the data for the Bridge to Employment Program.

6-06/25/2015 - Item 6 **WIOA Update**

SDWP Leadership has been working closely with the WIB chair, vice chair, elected officials, and Corporate Board chairs to reconstitute our Boards. SDWP is also going through our Governance Review, creating a smaller Board. The process for downsizing WIB members has not been identified. Technically after July 1, the whole Board will need to be recertified. Committee members wanted to know how the WIB changes impact the APC? Staff responded that this would be discussed at our APC Retreat. Once the new Board is in place that will determine the relationship with the APC.

7-06/25/2015 - Item 7 **APC Workgroup Updates**

Earn and Learn – The Workgroup haven’t met since April, still waiting to hear about the Apprenticeship proposal we submitted.

Business Services – Met on June 4, discussed some of the metrics for engaging employers. Came up with a report card that we’re going to use at the AJCCs.

Partnership Workgroup – Starting with a data driven approach. Using mapping data to determine access points with our partners. Currently recruiting Partnership Workgroup members, the next meeting is scheduled for the last week in July.

DISCUSSION

Committee asked how they envisioned approaching the employers, sector based or speaking to all employers? We have two strategies, to serve both the business community and the job seekers. Internally serve the business community and AJCC and contracted partners will serve the job seeker. Committee asked how will you deal with the relationship with the employers? SDWP has a centralized Business Services Department. Systems will be put in place to coordinate those communication efforts.

AB86 Update - Nothing concrete has come out from adult ed and AJCCs are exploring some co-location.

Reports

Reboot Graduation class – June 26, 12:00 pm.

Manpower is looking for people/participants who are interested in working for before and after school providers, anyone interested contact Trevor Blair.

Staff presented on the following programs:

- How to Do Business w/SDWP
- Business Services
- America’s Job Centers of California (AJCC)
- Health Profession Opportunity Grant (HPOG)
- Expanded Subsidized Employment Program (ESE)

Adjournment

The meeting was adjourned at 10:15 am

Rebecca Bianconi, Meeting Secretary

**Item #2: Approval of Providers/Programs for the Eligible Training
Provider List**

MEETING DATE: September 1, 2015

REVISION DATE: August 26, 2015

TO: Adult Programs Committee

FROM: Andy Hall, VP & Chief Programs Officer

RECOMMENDATION(S)

That the APC recommend to the WIB the approval of 28 new programs that meet the requirements of the Workforce Investment Directive #WSD13-10 for inclusion on the Eligible Training Provider List (ETPL).

BACKGROUND

Pursuant to the Workforce Investment Act legislation, the WIB and Policy Board approved training providers and programs for inclusion on the ETPL. The programs being submitted meet the following State Criteria:

1. Bureau of Private Post Secondary Education Approval to Operate, or Verification of Exemption by BPPE; or
2. Accreditation by the Accrediting Commission for Senior Colleges and Universities, Western Association of Schools and Colleges, or the Accrediting Commission for Community and Junior Colleges; or
3. Postsecondary institutions eligible under Title IV of the Higher Education Act (HEA) and offering programs leading toward an associate degree, baccalaureate degree, or certificate; or
4. Programs that are jointly registered under the National Apprenticeship Act (NAA) with the Department of Labor (DOL) and the California Division of Apprenticeship Standards (CDAS); or
5. Approval by the California Department of Education; or
6. Approval by the Chancellor's Office of the California Community Colleges (CCCCO); and
7. Meet's the State's minimum performance standards, when applicable; and
8. Training is for occupations in priority industry sectors based on the State plan or local area plans; and
9. Training results in completion of an industry-recognized credential, national or state certificate, or degree, including all industry appropriate competencies, licensing and/or certificate requirements.

EXISTING PROVIDERS – NEW PROGRAMS

1. CSU San Marcos Extended Learning – three new programs
2. MiraCosta College – seven new programs
3. Nanpor Security Academy – three new programs
4. SDSU College of Extended Studies – one new program
5. University of San Diego – eight new programs

NEW PROVIDERS – NEW PROGRAMS

1. Associated Builders and Contractors, Inc. – five new programs
2. San Diego Medical College – one new program

ATTACHMENTS

Attachment A: Supporting Occupational Labor Market Data

Supporting Occupational Labor Market Data

Training Provider	Training Program	Training Cost	Occupational Title	Average Annual Job Openings (1)	Median Hourly Earnings (2)
Associated Builders and Contractors, Inc. (3)	Electrical	\$17,505.65	Electrician	181	\$30.05
	Electronic Systems Technician	\$13,930.29	Audio and Video Equipment Technicians	27	\$18.50
	Pipefitting	\$19,054.96	Pipelayers, Plumbers, Pipefitters, and Steamfitters	133	\$26.02
	Plumbing	\$19,055.40			
	Sheet Metal	\$18,111.28	Sheet Metal Workers	46	\$25.90
CSU San Marcos Extended Learning	Certificate in Applied Geographic Information Systems (GIS)	\$4,870.00	Geographic Information Systems Technicians	77	\$44.14
	Professional Certificate in the Business of Hospitality	\$1,294.00	Receptionists and Information Clerks	414	\$14.27
	Teaching English as a Second/Foreign (TESL/ETFL) Language Certificate	\$2,575.00	Adult Basic and Secondary Education and Literacy Teachers and Instructors	27	\$30.82
MiraCosta College	Basic Electronics	\$1,450.00	Electrical and Electronics Engineering Technicians	64	\$30.60
	Computer Numerical Control (CNC) Operation	\$2,450.00	Computer-Controlled Machine Tool Operators	40	\$19.22
	Electronic Assembly	\$1,800.00	Electrical and Electronics Engineering Technicians	64	\$30.60
	Electronics Certificate	\$4,995.00	Industrial Machinery Mechanics	69	\$26.43
	Introduction to Electro-Mechanics	\$1,650.00			
	Manufacturing Fundamentals	\$1,500.00	Machinists	122	\$20.95
	Manufacturing Machinist Certificate	\$6,950.00			
	Armed Security Officer Certification	\$1,615.00			

Training Provider	Training Program	Training Cost	Occupational Title	Average Annual Job Openings (1)	Median Hourly Earnings (2)
Nanpor Security Academy	Loss Prevention Certification	\$2,045.00	Security Guard	454	\$14.63
	Un-armed Security Officer Certification	\$1,285.00			
San Diego Medical College	Nurse Assistant Program	\$1,250.00	Nursing Assistants	540	\$13.59
SDSU College of Extended Studies	Professional Certificate in Marketing	\$3,052.00	Market Research Analysts and Marketing Specialists	327	\$32.57
University of San Diego	Entrepreneurship and Small Business Management Series	\$3,740.00	Administrative Services Managers	114	\$45.60
	Event Management Certificate	\$4,119.00	Meeting, Convention and Event Planners	56	\$22.11
	Lean Six Sigma Certificate	\$5,700.00	Engineers	81	\$48.97
	Lean Tools and Techniques Certificate	\$4,280.00			
	Management and Leadership Series and Certificate	\$3,686.00	General and Operations Managers	760	\$58.34
	Marketing Series and Certificate	\$3,976.00	Market Research Analysts and Marketing Specialists	327	\$32.57
	Nonprofit Management Certificate	\$3,989.00	Social and Community Service Managers	75	\$32.37
	Project Management Certificate	\$4,145.00	Management Analyst	453	\$39.07

Definitions

(1) Average Annual Job Openings are the sum of new jobs and replacement needs between the years 2014 to 2019, Counties: San Diego, CA

(2) Median Hourly Earnings are the estimated 50th percentile of the distribution of wages; The wages do not include self-employed or unpaid family workers.

(3) The Apprenticeship Training Account pays for \$5,000-7,000 and the rest is funded through employer prevailing wage training contributions and limited Montoya Funds.

Data pulled from Bureau of Labor Statistics & Economic Modeling Specialists International, (EMSI), Timeframe: 2014-2019 Class of Worker Categories: Employees in the Quarterly Census Employment Wage, Employees not listed in the Quarterly Census Employment Wage Survey, & Self-Employed Individuals

Item #3: Contract Action - Reentry Works San Diego

MEETING DATE:

REVISION DATE: August 26, 2015

TO: Adult Programs Committee

FROM: Andrew Picard, Manager, Adult Programs & Strategic Initiatives

RECOMMENDATION(S)

That the APC approve Second Chance as the selected service provider for the *Reentry Works San Diego* program. This program creates a specialized jail-based America’s Job Center of California (AJCC) as a result of the Department of Labor’s (DOL) grant award SDWP received in June 2015 for the Linking Employment Activities Pre-Release (LEAP) Initiative.

BACKGROUND

In July, 2015, SDWP began the competitive procurement process and released a Request for Proposal (RFP) soliciting Respondents that demonstrate experience and effectiveness in areas including but not limited to:

- Providing programs on-site at correctional and probation-based facilities;
- Working in partnership with criminal justice system entities;
- Understanding the target population of incarcerated and formerly incarcerated individuals; and
- Facilitating specialized job center activities for justice involved individuals, including case management, business services, job readiness workshops, leveraging vocational training opportunities.

This program will serve a target of 500 participants with universal career services and 100 participants with intensive one-on-one case management. Because the LEAP Initiative represents the start-up phase integrating public workforce and corrections systems, no specific enrollment, employment or recidivism target outcomes have been set by the DOL at this time. The RFP requested that Respondents submit their performance targets and explain the strategy for achieving the goals.

ANALYSIS

On August 10, 2015, SDWP received three (3) proposal submissions from Second Chance, Grossmont Union High School District (GUHSD), and Comprehensive Training Systems (CTS). On August 24, 2015, an evaluation panel of five (5) experts in the field and key community stakeholders met to score the proposals. The evaluation panel scored the written components of the proposals as follows:

Second Chance: 80 out of 85 points
GUHSD: 70 out of 85 points
CTS: 54 out of 85 points

Of the three, Second Chance and GUHSD received qualifying scores to present at oral interviews with the evaluation panel on August 26, 2015.

The evaluation panel's selection to receive grant funding was Second Chance with a final score of 95 points out of 100 points. GUHSD final score was at 79 out of 100 points. SDWP is preparing the program contract for a total two-year contract amount of \$387,481 from October, 1, 2015 through September 30, 2017, with the option to extend for three (3) additional year-long periods based on performance and available of funds.

ATTACHMENTS

None

Item #4: Contract Action – AJCC Breaking Barriers San Diego (WIF) Funding for Program Year 2015-2016

MEETING DATE: September 1, 2015

REVISION DATE: August 27, 2015

TO: Adult Programs Committee

FROM: Nicole Murphy, Manager of Special Projects

RECOMMENDATION(S)

That the APC recommend to the WIB approval of the following funding allocations to AJCC contractors for an initial term of nine months effective October 1, 2015 to June 30, 2016.

Contractor	Region	WIF Funding Allocation Year 1
KRA	Metro	\$337,335
ResCare Workforce Services	North	\$150,095
ResCare Workforce Services	South	\$159,192
Grossmont Union High School District	East	\$111,434
	Total	\$758,056

Funding is allocated in each region based on the approved geographic distribution of funds, and not to exceed the amount listed in the table above by contractor. This money will be used to fund teams of Individual Placement and Support (IPS) specialists that will work closely with the Department of Rehabilitation, County Behavioral Health Services, and County CalWORKs Welfare-to-Work contractors to provide IPS employment services to individuals with disabilities.

BACKGROUND

In 2014 SDWP was awarded a DOL Workforce Innovation Fund (WIF) grant in the amount of \$6,000,000 over five years. These funds are designed to test or scale innovative programs that create 1) better results for jobseekers and employers – such as reduced duration of unemployment; 2) greater efficiency in the delivery of quality services – such as more customers (job seekers or employers) served, and 3) stronger cooperation across programs and funding streams – such as changes that create a more seamless service delivery experience for participants across public programs. SDWP was one of 11 grantees from across the country.

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 SSI/SSDI recipients impacted by disabilities. SDWP will implement a randomized controlled trial with 1,000 participants.

ATTACHMENTS

None

Item #5: Incumbent Worker Training Policy

MEETING DATE: September 1, 2015

REVISION DATE: August 26, 2015

TO: Adult Programs Committee

FROM: Tina Ngo, Director of Research and Business Services

RECOMMENDATION(S)

That the APC recommend the WIB to amend the current Customized Training policy to increase the flexibility of the program to meet the needs of underemployed workers and businesses in San Diego County. Recommended amendments to the current policy include the use of Adult, Dislocated Worker and Rapid Response funds for Incumbent Worker Training and the incorporation of a sliding scale for employer contribution.

BACKGROUND

Of the 1.6 million people employed in San Diego County, more than 460,000 workers (30 percent) make less than the self-sufficient wage¹ of \$13.09 per hour.² Incumbent Worker Training (IWT) is a workforce development strategy to address the issue of *underemployment* and/or workers earning low wages. IWT will provide workers who are currently employed—but may be underemployed and/or in low-wage occupations—with an upgraded set of skills to either retain their jobs or advance to the next level in their career ladders. Training for incumbent workers can be customized for a cohort of workers onsite at a company or at an outside training provider’s facilities.

Under the provisions of the Workforce Innovation and Opportunity Act (WIOA), Department of Labor Training and Employment Guidance Letter (TEGL) 3-15 and California Employment Development Department Workforce Service Directives 13-8 and 14-3, local areas can use up to 20 percent of their combined total of Adult and Dislocated Worker allotments and 20 percent of Rapid Response funds for Incumbent Worker Training.

Additionally, the current Customized Training program requires that employers contribute, at minimum, 50 percent of the costs associated with training. According to the Employment Development Department, there are approximately 95,000 businesses in San Diego employing less than 50 workers, with nearly 65,000 business employing less than four workers. For small employers in San Diego County that may not have the resources to provide a 50 percent match, the Workforce Innovation and Opportunity Act (WIOA) allows for flexibility in the employer contribution—such as the incorporation of a sliding scale. Since PY 2012-2013 to date, SDWP has only conducted four Customized Training programs. The incorporation of a sliding scale creates a greater incentive for small businesses to become more involved in workforce training activities.

¹ The Self-Sufficiency Standard determines the amount of income required for working families to meet basic needs at an adequate level, taking into account family composition and geographic differences in costs. Source: www.selfsufficiencystandard.org

² Economic Modeling Specialists, International. 18 August 2015.

In addition to these policy recommendations, SDWP staff have worked closely with the Business Services subcommittee, participating businesses, and other stakeholders to improve the Customized Training process and reduce the required documents/forms, reducing administrative burdens on participating employers.

POLICY RECOMMENDATION

The recommendations to amend the local Customized Training policy to train incumbent workers include:

- The use of up to 20 percent of their combined total of Adult and Dislocated Worker allotments and 20 percent of Rapid Response funds for Incumbent Worker Training
- The incorporation of a sliding scale for employer contributions:
 - For employers with 50 or fewer employees, a minimum of a 25% match
 - For employers with 51 or more employees, a minimum of a 50% match

ATTACHMENTS

None

Item #6: Contract Action - The WorkPlace: Platform2Employment Program

MEETING DATE: September 1, 2015

REVISION DATE: August 18, 2015

TO: Adult Programs Committee

FROM: Andrew Picard, Manager of Adult Programs & Strategic Initiatives

RECOMMENDATION(S)

That the APC recommend the WIB approve a contract with The WorkPlace in an amount not to exceed \$700,000 to run the Platform to Employment (P2E) program in San Diego and Imperial County from October 1, 2015 through June 30, 2017.

BACKGROUND

On April 29, the Department of Labor (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. SDWP in collaboration with the Imperial County WIB, submitted an application proposing a program design around the Workplace's P2E intervention, a unique national model that has proven successful in serving long-term unemployed (LTU).

The specific requirements of the DOL grant award to work with Imperial County and the P2E program model provide the need and justification to sole-source this contract to P2E. This sole source was approved by the State on the basis of P2E's unique intervention that includes:

- A strategy to respond to the social challenges, emotional needs and skill deficiencies of the LTU to effectively get them back to work;
- Cohorts of 25 individuals enabling them to form bonds based on commonalities and garner peer support while preparing to return to the workforce;
- Participants receive career coaching and guidance, resume-writing assistance and undergo mock interviews to address their professional needs;
- Access to free behavioral health services and financial counseling to help address personal needs that result from long-term unemployment; and
- Participants who complete the job readiness and training program are placed in a partially subsidized eight-week work experience that will ultimately lead to full-time employment.

P2E has proven that it can enable the LTU to get back into the workforce. In Southwestern Connecticut and the ten nationwide cities (San Diego was one of the sites, as was San Francisco) where P2E has been replicated, an average of 80% of participants who completed the job readiness and education program were placed in work experience and of those who completed the eight-week trial work experience, nearly 90% were hired full-time. P2E intervention plans to enroll 100 LTU individuals, three cohorts of 25 in San Diego County and one cohort in Imperial County.

ATTACHMENTS

None

Item #7: Quality Controlled Manufacturing, Inc. Customized Training Contract Performance and Closeout

MEETING DATE: September 1, 2015

REVISION DATE: August 26, 2015

TO: Adult Programs Committee

FROM: Andrew Picard, Manager, Adult Programs & Strategic Initiatives

INFORMATIONAL ITEM - NO ACTION REQUIRED

This informational item provides a performance update through July 31, 2015 on the Quality Controlled Manufacturing, Inc. (QCMI) contract. The contract has ended and this item reflects the final performance outcomes.

BACKGROUND

QCMI is a family owned business specializing in precision machining of metal parts, components and complex assemblies for the aerospace, power generation, Department of Defense, oil and gas, marine, and heavy equipment industries.

QCMI collaborated with the East County AJCC to provide 2550 hours of classroom and machining training for the Conventional Machinist and Computer Numeric Controlled (CNC) Machinist customized training program at the QCMI site. The training consisted of 16 courses including: Shop Theory, Blueprints, Mathematics, Inspection, Quality, Computer Aided Drafting (CAD), Six Sigma, Safety, and Soft Skills. Following completion, trainees were to be hired at a target minimum starting wage of \$15/hour. The period of performance was November 10, 2014 to July 31, 2015. The total cost of training was \$177,884 (\$76,693 from SDWP WIA Adult Funding and \$101,191 from QCMI).

PERFORMANCE SUMMARY

The following chart provides information on participant enrollment goals, number in training, and the entered employment rate as of July 31, 2015.

QCMI Performance Measures	Number of Planned Participants	Number of Actual Participants
Number Enrolled in Training	12	17
Number of Completions	10	13
Number Placed in Employment	10	8

ANALYSIS

Project Successes:

- 13 participants completed QCMI’s training academy, exceeding the target of 10
- Average wage of those who completed was: \$15/ hour + benefits
- Successful partnership between SDWP and QCMI to bridge private and public funds
- The second cohort of students decided to meet outside of classes at the East County AJCC to form a study group that greatly contributed to their success in the program.

Project Challenges:

- **Training Drop-Outs:** QCMC enrolled a total of 17 individuals to factor in potential drop-outs and meet the goal of 10 individuals completing training. QCMC trained more participants than originally planned to ensure that the completion rate was achieved due to the intensive commitment the in-class time required and study time the curriculum demanded, which made completion challenging for some individuals.
- **Fiscal and Monitoring Processes:** There were many lessons learned in working with QCMC in improving the fiscal and monitoring Customized Training process. QCMC had to adapt reporting processes to the requirements of SDWP's federal program (e.g. producing Cost Allocation Plan). The valuable feedback SDWP has received from QCMC has provided insights into revising the Customized Training Policy and streamlining the process for employers.
- **Placements:** QCMC and SDWP remained focus throughout the project and achieved the objective to serve the participants and assist in placement. The individuals that completed training not employed by QCMC are actively working with the AJCC to gain employment.

ATTACHMENTS

NONE

Item #8: Occupational Training Services On-The-Job Training Contract Performance Update and Closeout for Period Ending June 30, 2015

MEETING DATE: September 1, 2015

REVISION DATE: August 13, 2015

TO: Adult Programs Committee

FROM: Andy Hall, Vice President & Chief Programs Officer

INFORMATIONAL ITEM - NO ACTION REQUIRED

This informational item provides a cumulative performance summary through June 30, 2015 and contract closeout for Occupational Training Services' (OTS) On-the-Job Training (OJT) contract.

BACKGROUND

The OJT program is one of the strategies identified in SDWP's five-year strategic plan to align service delivery and training investment with the workforce needs of the region's priority sectors in San Diego County. On September 27, 2013, OTS was awarded a total of \$2,000,000 to provide OJT opportunities for adults and dislocated workers within the following industry sectors: Entertainment and Hospitality, Green Jobs, Health Care, Life Sciences, Information Communications Technology (ICT), Aerospace, Navigation, Maritime Technologies, Advanced Precision Manufacturing, Specialty Foods and Microbreweries, Sports Innovation, and Manufacturing.

PERFORMANCE SUMMARY

As of June 30, 2015, OTS enrolled and placed two hundred and forty-one (241) adults and fifty-nine (59) dislocated workers (DW) in OJT's for a total of three hundred (300). OTS exceeded performance on the number of OJT enrollments, OJT placements and OJT completions for the adult measure. Performed below target on the following measures:

- Number of participants enrolled and placed in OJT's (DW)
- Number of OJT completions (DW)
- Number of participants placed in unsubsidized employment (adult and DW)

The chart's below display OTS' cumulative performance for the period of October 1, 2013 through June 30, 2015.

Performance Measure	Adult			DW			Cumulative Total		
	Target	Actual	%	Target	Actual	%	Target	Actual	%
# of Enrollments	138	241	174%	162	59	36.4%	300	300	100%
# of OJT Placements	138	229	165%	162	42	25.9%	300	271	90%
# of OJT Completions	124	135	108%	146	29	19.8%	270	164	60.7%
# Placed in Unsubsidized Employment	124	132	106%	146	27	18.4%	270	159	58.8%

ANALYSIS

SDWP staff met with contractor staff several times to address DW performance challenges through meetings and technical assistance. Although, the biggest challenge for OTS was finding interested dislocated workers to enroll in an OJT program, OTS successfully enrolled a total of 300 participants, which meets their cumulative number of enrollments and placements into the OJT program.

ATTACHMENTS

None

Item #9: America's Job Center of California Performance Summary for Period Ending March 31, 2015

MEETING DATE: September 1, 2015

REVISION DATE: August 13, 2015

TO: Adult Programs Committee

FROM: Andy Hall, Vice President & Chief Programs Officer

INFORMATIONAL ITEM - NO ACTION REQUIRED

This informational item provides a performance summary for the America's Job Centers of California (AJCC) reflecting data of participants who exited the program between July 1, 2014 through March 31, 2015.

BACKGROUND

SDWP holds each contractor 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 contractors are responsible for each of the four regions:

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

PERFORMANCE SUMMARY

Enrollments: The AJCC network collectively enrolled 2,784 new participants through the performance period. Each AJCC contractor has exceeded 100% of their enrollment goals for this period.

Entered Employment: The entered employment rate measures the number of participants who have successfully gained employment as a result of the services provided through the AJCC. The target entered employment rate is 75% for both adults and dislocated workers. Below are system wide results:

- Adult: 74.3%
- Dislocated Worker: 79.4%

Each AJCC performed at or above target level for the entered employment measure with the exception of KRA, operator of the Metro Region AJCC. Although, KRA's entered employment rate greatly improved from the previous performance period, they are still below target and the corrective action threshold. SDWP will be placing KRA on corrective action for entered employment levels. As discussed at the June Adult Programs Committee, challenges with data entry and training impacted KRA's performance. KRA is trending above target for entered employment in the current performance period and SDWP is confident they will achieve entered employment performance above target levels.

Credential Attainment: The Credential Attainment Rate measures the number of participants who successfully completed training and attained a credential by the time of exit. SDWP was able to provide real-time tracking information for the number of Individual Training Accounts (ITA) and On-the-Job Trainings (OJT) for the 2014-2015 program year.

ITA	Started training (7/1/14 – 6/30/15)	Still Active*	Training Completions (7/1/14 – 6/30/15)
Metro	542	308	234
North	174	89	85
South	204	82	122
East	215	116	99
<i>Network</i>	<i>1,135</i>	<i>595</i>	<i>540</i>

OJT	Started training (7/1/14 – 6/30/15)	Still Active*	Training Completions (7/1/14 – 6/30/15)
Metro	36	22	14
North	80	15	65
South	37	14	23
East	34	13	21
<i>Network</i>	<i>187</i>	<i>64</i>	<i>123</i>

*Still Active – Participants who started training after 07/01/2014 and have not yet completed.

ANALYSIS

On July 1, 2015 Employment Development Department (EDD) released the new Workforce Innovation and Opportunity Act (WIOA) application to CalJOBS. The purpose of the WIOA application is for determining eligibility for WIOA programs. Due to this update, reporting capabilities were affected as it impacted the data structure configuration causing continued data reporting limitations. The performance summary above is an update to the third quarter performance presented in June. As reporting capabilities from CalJOBS improves, SDWP data systems plans to obtain the following data elements:

- Participant Demographics
- New Enrollments
- Entered Employment – Placement at end of WIOA Program
- Entered Employment – Placement after one quarter of follow-up
- Average Earnings at Exit
- Exits
- Placement in Individual Training Account (ITA)
- Placement in On-The-Job Training (OJT)
- Placement in Apprenticeship Training Account (ATA)
- Credential Attainment – Successful ITA/ATA Completions
- Eligible Training Provider List (ETPL) Report Card

ATTACHMENTS

Attachment A: AJCC Fourth Quarter Performance Report

PY 2014 – 2015: 4th Quarter Enrollments								
Operator/Region	Carry-In Enrollments		New Enrollments 7/1/14 - 6/30/15		Performance Levels Q4 New Enrollment Targets			
	Adult	Dislocated Worker	Adult	Dislocated Worker	Adult	Dislocated Worker	Adult Rate	Dislocated Worker Rate
KRA Corporation Metro Region	426	557	620	595	518	584	119.7%	101.9%
ResCare North Region	281	252	276	293	251	283	110.0%	103.5%
ResCare South Region	231	186	325	266	225	253	144.4%	105.1%
Grossmont Union High School District East Region	185	206	204	205	181	205	112.7%	100.0%
TOTAL	1123	1201	1425	1359	1175	1325	121.3%	102.6%

PY 2014 - 2015: 4th Quarter* Entered Employment Rate (EER)								
Operator/Region	Adult			Dislocated Worker			Performance Levels	
	# Placed in Employment	Total Participants Included	EER	# Placed in Employment	Total Participants Included	EER	Corrective Action Level	Target Level
KRA Corporation Metro Region	254	406	62.6%	327	468	69.9%	65%	75%
ResCare North Region	219	277	79.1%	182	220	82.7%		
ResCare South Region	191	232	82.3%	170	194	87.6%		
Grossmont Union High School District East Region	103	117	88.0%	148	160	92.5%		
TOTAL	767	1032	74.3%	827	1042	79.4%		

*Q4 performance reflects participant data of those who exited between July 1, 2014 and March 31, 2015. Data as of August 7, 2015.

Item #10: Performance Summary- Bridge to Employment Program

MEETING DATE: September 1, 2015

REVISION DATE: August 11, 2015

TO: Adult Programs Committee

FROM: Nicole Murphy, Manager of Special Projects

INFORMATIONAL ITEM - NO ACTION REQUIRED

BACKGROUND

In its fifth and final year, the BTE program is a demonstration grant awarded by the Department of Health and Human Services. BTE serves Temporary Assistance for Needy Families (TANF) recipients and other low-income individuals by funding training opportunities in an array of allied healthcare occupations. The period of performance for the grant is September 30, 2010 through September 29, 2015.

ANALYSIS

In the third quarter of Year 5 ending June 30th, 2015, the navigators' strategy focused on training completion and job placement. For the first time since the inception of the grant, the project-wide healthcare employment rate is at 99% of the target through third quarter (see Attachment A). Training completions had presented a challenge earlier in Year 5 but have since recovered, with performance at 97% of the target at the end of the third quarter.

Below is a summary of each navigator's project to date performance on the key performance measures:

- MAAC East is performing above target for enrollment and healthcare employment and at 98% for training completion.
- MAAC South is performing above target for enrollment and healthcare employment and at 96% for training completion.
- CTS is performing above target for enrollment and healthcare employment and at 99% for training completion.
- North County Lifeline is above target for enrollment, at 95% of target for training completion, and at 88% of target for healthcare employment, which is below the corrective action threshold of 95%.

North County Lifeline will remain on corrective action for low healthcare employment numbers for the fourth and final quarter.

ATTACHMENTS

Attachment A: Bridge to Employment HPOG Performance Report

Bridge to Employment
Health Profession Opportunity Grant (HPOG)
Year 5 - month ending June 30, 2015

Performance Measures Summary		----- YEAR FIVE -----					----- PROJECT TO DATE -----				
		YEAR FIVE TOTAL	MAAC East	MAAC South	Metro CTS	North County Lifeline	MAAC East	MAAC South	Metro CTS	North County Lifeline	
For the period: Year Five - 09/30/2014 to 6/30/2015 Cumulative - 09/30/2010 to 6/30/2015											
Accountability Measures		Yellow denotes performance at or below 95% of target									
1. Enrollments	Actual	527	76	102	253	96	2732	381	541	1207	603
	Target	487	70	104	220	93	2687	375	540	1172	600
2. Training Completion	Actual	581	106	100	228	147	1971	277	407	859	428
	Target	668	111	149	244	164	2020	282	426	862	450
3. Entered Employment in Healthcare	Actual	329	45	66	162	56	1093	158	232	487	216
	Target	353	48	57	156	92	1102	156	227	473	246
Tracking Measures											
4. Credential Attainment	Actual	574	106	97	227	144	1921	276	404	829	412
5. Entered Training	Actual	579	92	100	252	135	2369	324	464	1104	477
6. Entered Employment	Actual	386	57	67	188	74	1296	189	262	574	271
7. Average Wage at Employment	Actual	\$12.73	\$11.34	\$14.19	\$11.83	\$14.78	\$12.74	\$12.56	\$13.13	\$12.21	\$13.49
Demographics											
Temporary Assistance for Needy Families [TANF] Only		5	0	1	2	2	48	1	17	23	7
Supplemental Nutrition Assistance Program [SNAP] Only		134	25	24	66	19	694	120	104	337	133
Both TANF & SNAP		72	14	15	33	10	595	89	99	294	113
Neither TANF nor SNAP		289	37	62	127	63	1395	171	321	553	350