

We empower job seekers to meet the current and future workforce needs of employers in San Diego County

Youth and Young Adult Committee (YYAC)

date Monday, January 23, 2017

time 3:30 p.m. – 5:00 p.m.

place San Diego Workforce Partnership, 3910 University Ave. San Diego, CA
Julie Benedict Community Room, 3rd Floor

AGENDA

Welcome

- **Omar Passons – Chair**
 - o Call the meeting to order & welcome
 - o Introduce Omar Passons, Youth and Young Adult Committee Chair
 - o Non-agenda public comment

Action Items

- **Omar Passons – Chair**
 - o Item #1: Minutes of the August 29, 2016 Youth Council Meeting.....2
 - o Item #2: Minutes of the October 24, 2016 Youth Council Meeting.....7
 - o Item #3: YYAC Membership Update10

Information/Discussion Items

- o Item #4: SDWP Youth and Young Adult System Update.....15
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- o Item #6: WIOA Contract Transition Update24
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- o Item #8: Strategic Partnership in High Youth Unemployment Zones.....29

Adjournment

- **Next meeting – March 27, 2017 – Location: SDWP, 3rd Floor**

PUBLIC COMMENT: Members of the public may address the Youth and Young Adult Committee on issues on this agenda (three minutes per subject). 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 29, 2016 Youth Council Meeting

Members Present

Jared Aaker	Erica Bouris	Tinesia Conwright
Lorraine Fernandez	Rickey Laster	Rosa Ana Lozada
Ruth Salcido	Heather Whitley-Quinn	

Members Absent

Alejandra Aceves	Ed Abeyta	Matt Kriz
Sandra McBrayer	Louis Song	

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 Jared Aaker, at 3:30pm, at SDWP, with no quorum.

Public Comment

None

The following information items were brought to the Youth Council for discussion:

1-08/29/2016 - Item 4 WIOA PY 15/16 3rd Quarter Performance Update

Sara Fox presented the item. Sara noted the enrollment, placement, and attainments for the Youth Provider network. She then discussed the process SDWP has for monitoring performance.

Erica Bouris addressed the issues that may cause low performance. Jared Aaker asked to include success stories in the performance to tell a better story and Erica suggested to add demographics on the report to bolster the story about who and what populations are being served.

Quorum was reached at 3:42pm and noted by the chair, Jared Aaker.

The following action items were approved on the agenda:

2-08/29/2016 - Item 1 Minutes of the June 27th Youth Council Meeting
Motion, Seconded, Carried Unanimously (Conwright/Lozada)

3-08/29/2016 - Item 2 Contract Action: Urban League of San Diego County

Andy Hall introduced the item. The item is a follow up from the May 23rd Youth Council Meeting discussing contractors who were under corrective action levels for performance measures.

Andy noted that while performance has increased between April 1st to date, the contract is in its third consecutive quarter of below corrective action levels.

Al Abdullah from Urban League addressed the Youth Council through public comment in opposition to Item 2. Al asked for additional time to meet the performance measures for the modified time frame. Urban League will utilize their Check and Connect partnership to reach out to active youth who can receive credential attainments, HS diplomas, and/or placements in jobs. He discussed his plan for continued increases in performance numbers and the successes of the youth in the program and noted that if they did not meet the performance measures that they would return the contract.

Lorraine Fernandez and Erica Bouris asked when the most recent monitoring occurred. Sara Fox discussed the monitoring reports from the most recent monitoring in May. Urban League currently has open findings that need to be closed. Some findings included 9 missing files, incorrect/missing data entry, and 95/250 youth who soft exited with 90 days no service.

Sara Fox noted that the contract would not be able to “catch up from” performance goals from the 95/250 soft exits that occurred during Quarter 1 and Quarter 2, therefore the proposal by Urban League only includes Quarter 3 and Quarter 4 data.

Rosa Ana Lozada asked if SDWP would be in compliance with its Corrective Action Policy (Attachment A) to allow UL to continue to operate if the board voted to continue the contract. Andy Hall stated that the recommendation by Mr. Abdullah to provide more time would be in compliance and could be operationalized by SDWP staff with clear outcomes, goals, and timelines.

Rosa Ana also inquired on the strategies to ensure youth are continuing to receive services currently and through the proposed

transition plan. Andy noted that in September, SDWP staff would be reviewing case files to determine the needs of all active youth. Erica asked that we look at the monitoring findings and the contract issues and report back on the open findings along with the proposed performance metrics.

Erica Bouris motioned to deobligate the contract effective November 1st with no second to the motion.

Motion, Defeated (Bouris)

A second motion made from the floor recommended an amendment to continue funding Urban League through the finalized Quarter 4 performance on October 7th. If the performance measures beginning April 1st through October 7th are below corrective action levels, SDWP staff will proceed with deobligation of the contract on December 1, 2016. The contract assessment will also include a fiscal and programmatic monitoring by October 7th to address any open monitoring findings.

Motion, Seconded, Carried (Conwright/Laster) Abstentions - Whitley/Lozada

The following action items were tabled for the Workforce Development Board:

4-08/29/2016 - Item 3 Contract Action: Turning the Hearts Center

Andy Hall introduced the item and gave a brief overview of the third quarter performance as outlined on the item. Turning the Hearts has been below corrective action levels for three consecutive quarters.

Marc Lovato of Turning the Hearts Center addressed the Youth Council through public comment in opposition to the item. He supported the plan by SDWP moving forward and requested to be involved in work groups addressing performance measures, barriers, and demographics. He also noted if given the option, they would continue through fourth quarter in order to improve performance outcomes.

Sara Fox noted that there was a two-week period of no contact with Turning the Hearts during third quarter performance in which they were on corrective action for a third consecutive quarter. Willie Wallace attempted to contact them to address the performance and contract issues.

Rosa Ana Lozada also asked if there would be sufficient resources to provide services to youth past November 1st. Andy noted the partnership would recuperate approximately \$83,000 which would cover some staff support and supportive services.

Lorraine Fernandez asked SDWP staff to clarify the monitoring findings on participant's files being incorrect/incomplete, incomplete/incorrect data entry, and timely services to youth. Heather Whitley asked if Turning the Hearts came to SDWP to provide a plan to continue the contract. Sara Fox communicated with Turning the Hearts over the past few months to provide technical assistance and that Turning the Hearts would like to continue serving youth and close out their contract.

Lorraine Fernandez motioned to deobligate the contract effective November 1st. Heather Whitley seconded the motion. One opposed vote to deobligate. No other votes were made. Motion is defeated due to no majority vote.

Motion, Seconded, Defeated (Fernandez/Whitley)

The second motion on the floor is to recommend an amendment to continue funding Turning the Hearts through the finalized Quarter 4 performance on October 7th. If the performance measures through October 7th are below corrective action levels, SDWP staff will proceed with deobligation of the contract on December 1, 2016. The contract assessment will also include a fiscal and programmatic monitoring by October 7th.

One vote in favor. Two votes opposed. No other votes were made. Motion is defeated due to no majority vote.

Motion, Seconded, Defeated (Bouris/Conwright)

The item was forward to the Workforce Development Board without a recommendation from the YC.

The following information items were brought to the Youth Council for discussion:

5-08/26/2016 - Item 5 PY 16/17 Youth Service Provider Training

Amanda Cheyney gave an update on the results of the Youth Provider training - an onboarding process for new Providers procured through the 2016 RFP.

The trainings included Human Centered Design (including meeting with youth), outreach, recruitment, eligibility, program elements, performance, mental health, business services, etc.

6-08/26/2016 - Item 6 Foster Care Collaboration

Sara Fox presented the item. Sara gave a brief overview of the program, which is in its fifth and final year of the procurement. At the October 24th meeting, the new framework will be brought to the Youth Council as well as an update on the program.

Erica Bouris asked that other programs that serve foster youth also be highlighted in the program updates.

7-08/26/2016 - Item 7 Special Projects Update

Karmin Noar gave an update on Connect2Careers. Karmin noted that the program is in its first year operating as a year round program. Current progress is noted in Attachment A. Staff are working on program and business development to help them reach their goals.

Adjournment

The meeting was adjourned at 4:43pm

Crystal Gunter, Meeting Secretary

Item # 2: Minutes of the October 24, 2016 Youth Council Meeting

Members Present

Jared Aaker	Alejandra Aceves	Erica Bouris
Rosa Ana Lozada	Ruth Salcido	Louis Song

Members Absent

Ed Abeyta	Tinesia Conwright	Lorraine Fernandez
Matt Kriz	Rickey Laster	Sandra McBrayer

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 Jared Aaker, at 3:35pm, at SDWP, without a quorum.

Public Comment

None

The following items were presented as informational items:

1-10/24/2016 - Item 4 WIOA PY 15-16 Performance Update

Sara Fox introduced the item. Sara provided a summary of the youth network performance outcomes for program year 2016-2017. Sara went through Attachment A, which outlined the enrollments, placement and attainment rates for each of the youth service providers - noting those who were below corrective action levels. SDWP staff does not recommend any contract deobligations at this time.

2-10/24/2016 - Item 5 PY 16-17 WIOA Performance and Demographics Update

Crystal Gunter provided a summary of the enrollment numbers for quarter one of the 2016-2017 program year. She also gave a brief presentation on program and performance timelines to give an overview of what the Youth Council will be reviewing in the coming meetings as it relates to performance.

The board would like to know any gaps or challenges as we move forward with the new performance.

3-10/24/2016 - Item 6 BIOCUM ILSE Update

Sandy Bauler introduced the item. She gave a brief summary of their enrollments and performance in their first two cohorts and noted they would be adding a third cohort to meet their enrollment numbers. BIOCUM took suggestions from the YC and partnered with the SD Housing Commission. Attachment A gave a snapshot of the demographics collected in CalJOBS for the 30 total enrollments since October, 2015.

4-10/24/2016 - Item 7 CCD Challenge

Amanda Cheyney introduced the item. She gave a brief overview of the curriculum, the project, and the challenge question from the Department of Labor. SDWP was one of 15 teams selected to present at the White House on their peer-to-peer recruiting and engagement guide. SDWP staff and project partners will also be presenting at the NAWDP Youth Symposium in November 2016 and applying to present at the CWA Youth Conference in January 2017.

Rosa Ana Lozada recommended SDWP staff use this process when designing RFP's and future policies and procedures.

5-10/24/2016 - Item 8 C2C and LSSI Update

Stephen Colón introduced the item. He gave a brief description of the school break externship program and the County of San Diego Internship Program. As noted on attachment A, C2C has enrolled almost 3,000 youth and of those enrollments, 649 have been placed into employment opportunities.

The following items were forwarded to the Workforce Development Board without a recommendation from the Youth Council due to lack of quorum:

Jared Aaker made the announcement the Heather Whitley has stepped off the Youth Council, noting her years of service. He also requested the board not vote on the action items since there was no quorum and that the WDB Executive Committee would be meeting in November to determine the structure and parameters of the Youth Council moving forward.

6-10/24/2016 - Item 2 Contract Action: IRC & Access, Inc.

Sara Fox introduced the item. Due to the deobligation of the Urban League (Metro) and Turning the Hearts (South), SDWP is recommending IRC to serve active youth and reengage youth in

follow up for the Urban League contract in the Metro region and Access, Inc. for the Turning the Hearts contract in the South region. Attachment A outline the transition plan for the contract.

Alejandra asked SDWP staff to clarify the process of selecting the contractors who would be taking over the support of these active and follow up youth - noting the South region's limited options and the fact that IRC is on corrective action. Sara Fox noted that IRC is only on corrective action for one part of their performance, they had the staff and resources in place to assist these youth, the connection the community where those youth are being served/where they live. Andy Hall also noted that the new contractors in the Metro and South region are just beginning to enroll youth and hire staff.

Rosa Ana asked if there was sufficient funds to assist the youth from both contracts. Sara did confirm that SDWP staff have been working with both IRC and Access on those amounts and that they will, in fact, be sufficient to assist in engaging these youth.

7-10/24/2016 - Item 3 Procurement Framework: ILS Foster Youth

Sara Fox introduced the item. This item provides the framework for the RFP for ILS Foster Care Services in partnership with the County of San Diego. The \$550,000 WIOA funds are leveraged to serve youth with barriers to employment for eligible ILS participants. The County HHSA - CWS is the lead agency on the procurement. Attachment A provided the demographic information collected in CalJOBS for program years 2014-2015 and 2015-2016.

Reports

Ruth Salcido brought flyers for the Honor a Hero - Hire a Vet Job & Resource Fair on November 10, 2016.

Adjournment

The meeting was adjourned at 4:55pm

Crystal Gunter, Meeting Secretary

Item # 3: YYAC Membership Update

This item is to discuss and take action on any next steps related to YYAC membership process.

On November 10th 2016 the Workforce Development Board voted to rename the Youth Council the Youth and Young Adult Committee (YYAC) and adopted committee guidelines (attachment A) to provide clarity and guidance to all WDB committees.

On December 5, 2016, incoming Chair Omar Passons shared this information and requested YC members let him know if they are interested in continuing to serve on the committee. The following members stepped down; SDWP and the WDB thanks each of these former members for the dedicated service:

Ed Abeyta, UCSD Extension
 Heather Whitley, Manpower
 Matt Kriz, Painters and Allied Trades

Below are the current members:

	YYAC Membership Guidelines	# of Seats (Up to 18)	Members (11)
A	YYAC chair appointed from local WDB membership	1	Omar Passons
B	Members of local business/corporation	Up to 4	Jared Aaker, Louis Song
C	Local government human resources department/youth development department	Up to 2	Vacant
D	San Diego County Probation	1	Lorraine Fernandez
E	Community college district or adult basic education	1	Vacant
F	San Diego County Health and Human Services– Behavioral Health Services	1	Vacant
G	Public housing	1	Tinesia Conwright
H	Employment Development Department	1	Ruth Salcido
I	Private sector human resources professional	1	Vacant
J	Current funded youth service provider, chosen by youth service provider network	2	Erica Bouris & 1 Vacancy
K	Local youth workforce development experts/service providers not-funded by SDWP that serve or advocate for youth	Up to 3	Alejandra Aceves, Sandy McBrayer, Rickey Laster, Rosa Ana Lozada

SDWP has also received 7 applications of community members interest in joining the YYAC.

ATTACHMENT

Attachment A: SDWP Committee Guidelines (approved at Nov 10 2016 WDB mtg)

San Diego Workforce Development Board (WDB) Committee Guidelines

Purpose

To create a process and provide appointment provisions for the San Diego Workforce Development Board (WDB) committees. Additional committees may be added at the discretion of the WDB in accordance with its bylaws.

I. Executive Committee (EC)

Purpose and Responsibilities: Provide strategic direction to the WDB and its committees¹.

- Review and nominate prospective board members to WDB
- Create and disband standing and ad hoc committees in accordance with the SDWP ByLaws²
- Appoint committee chairs after receiving input from WDB
- Other duties related to leading the direction of Board and its committees

Member Appointment and Term:

- WDB Chair will chair the EC
- Other members of the EC include the Vice Chair of the WDB, the Secretary/Treasurer, and other members nominated by the WDB Chair and approved by the EC not to exceed five members
- Only WDB members may be on the EC
- Term lengths will match the term length of the WDB Board

Committee Staff Lead: President & CEO (or designee at CEO discretion)

II. Finance/Audit Committee

Purpose and Responsibilities: Meets at least annually to oversee the nonprofit's independent audit and reports back to the full membership.

Members: Audit committee members are appointed by the EC.

¹ WIOA Sec 107 b(4), [WIOA NPRMs, Section 681.110, SDWP By-Laws, Article VII \(D\)](#)

² [SDWP By-Laws, Article VII \(D\)](#)

III. Adult and Dislocated Worker Committee (AC)

Purpose and Responsibilities: Act as a standing committee of the WDB to advocate for and support SDWP efforts to serve adults (ages 18+) in San Diego County through:

- Reviewing, vetting, and making funding recommendations to the WDB for program contracts
- Reviewing program performance, including the American Job Center (AJC) network
- Providing operation direction and support for the AJC network, including infrastructure cost sharing among the AJC network partners
- Other duties related to support the success of SDWP adult/DW programs

Member Appointment and Term:

- Chair appointed by the EC from the WDB membership³
- One seat for each of the four AJC core partners (Title I Service Provider, Adult Education, Employment Development Department, Department of Rehabilitation)
- No additional set membership requirements
- Committee members will be a mix of WDB members, business leaders, and community stakeholders with expertise in serving adults with barriers to employment
- Prospective members will be vetted and recommended for appointment to the WDB by a process outlined by the Chair of the APC
- Committee members will serve two year terms, beginning on July 1st of each year with a maximum of three terms (total six years)

Initial Appointment:

- Initial appointment to the AC will be done by a process identified by the AC Chair with nominations confirmed by the WDB

Committee Staff Lead: VP and Chief Program Officer (or designee)

IV. Youth and Young Adults Committee (YC)

Purpose and Responsibilities: Act as a standing committee of the WDB to advocate for and support SDWP efforts to serve youth and young adults (ages up to 24) in San Diego County through:

- Reviewing, vetting, and making funding recommendations to the WDB for related contracts in accordance with WDB bylaws
- Reviewing youth and young adult program performance

³ WIOA Sec 107 b(4), [WIOA NPRMs, Section 681.110, SDWP By-Laws, Article VII \(D\)](#)

- Other duties related to supporting the success of SDWP's youth and young adult programs

Member Appointment and Term:

- YC Chair appointed by the EC from the WDB membership⁴
- Committee members will be a mix of WDB members and community stakeholders interested in serving youth and young adults
- Prospective members will be vetted and recommended for appointment to the WDB by a process outlined by the Chair of the YC
- All committee members will serve two year terms, beginning on July 1st of each year, with a maximum of three terms (total six years)

Initial Appointment:

- Initial appointment to the YC will be done by a process identified by the YC Chair with nominations confirmed by the WDB using categories based largely on those outlined by current YC members and presented to the WDB on June 16, 2016⁵:
 - YC chair appointed from local WDB membership (one)
 - Members of local business/corporation (up to four)
 - Local government human resources department/youth development department (up to two)
 - San Diego County Probation (one)
 - Community college district or adult basic education (one)
 - San Diego County Health and Human Services – Behavioral Health Services (one)
 - Public housing (one)
 - Employment Development Department (one)
 - Private sector human resources professional (up to one)
 - Current funded youth service provider, chosen by youth service provider network (two)
 - Local youth workforce development experts/service providers not-funded by SDWP that serve or advocate for youth (up to three)
 - Current YC members that meet one or more of these seats and are interested in continuing to serve will be recommended forward to the WDB

Committee Staff Lead: VP and Chief Program Officer (or designee)

V. Ad hoc committees

Purpose and Responsibilities: Provide direction, oversight, and support to SDWP on various topics and/or initiatives, including, but not limited to:

⁴ WIOA Sec 107 b(4), [WIOA NPRMs, Section 681.110, SDWP By-Laws, Article VII \(D\)](#)

⁵ [SDWP Workforce Development Board Agenda \(June 16, 2016\)](#), Item 11, attachment a, section 3 – membership.

- Research
- Business Services
- Resource Development
- Legislative
- Other

Committee Staff Lead: VP of Programs or designee

Item # 4: SDWP Youth and Young Adult System Update

INFORMATION ITEM – NO ACTION REQUIRED

Below is a summary of efforts to continue to integrate CONNECT2Careers and WIOA funded youth services into a single youth and employment and training system

CONNECT2Careers & County Live Well San Diego Internship Pilot Program

The County of San Diego partnered with CONNECT2Careers (C2C) to provide 40 7-week, 120-hour paid internships within County of San Diego Departments for young adults ages 18-24. On November 18th, 39 young adults ages 18-24 completed their seven-week Live Well County internship. Youth that took part in the pilot project were from C2C and WIOA funded Youth Services Providers (YSPs). The County of San Diego would like to expand the program in 2017 - Read more about this pilot's success: [County Internship Pilot completes with great success.](#)

Business Services

Our CONNECT2Careers (C2C) business service team and the WIOA provider business services representatives have been busy over the past few months hosting and attending hiring events, creating partnerships with new employers, and getting new job opportunities. Regional business service meetings with our WIOA funded Youth Service Providers continue to take place to support the youth, provider and business needs in East, South, Metro, and North regions in San Diego County.

We hosted our most recent C2C job fair on October 5th at the Chula Vista Center. We've been focusing on creating partnerships with employers in industries our participants let us know they would like to see more jobs, including retail, hospitality, entertainment, and more. Some of our newest employers include Dunkin' Donuts, Krispy Kreme, Legoland, Levi's, and the new downtown hotel Pendry San Diego. Our next job fair will be at the San Diego Central Library on March 15th from 4pm-6pm.

Juvenile Justice Pay for Performance Feasibility with Third Sector

This past Spring, SDWP won a grant competition that awarded SDWP one year of consulting services from Third Sector Capital Partners to work with SDWP and other stakeholders shift toward pay-for-performance contracting and Pay for Success (PFS) financing models. The goal of the project is to better align contractor financial incentives with long-term outcomes for youth and young adults in the programs SDWP funds.

A steering committee was created comprised of staff from Third Sector Capital Partners, Kathlyn Mead, President & CEO of the San Diego Foundation, Dorothy Thrush, COO of the County of San Diego Public Safety Group, Mindy MccArtney & Erinn Herberman, Research

Director at the County of San Diego Probation Department, and Sandy Keaton, Senior Research Analyst at SANDAG.

Thus far, the committee has decided on the target population, project scope, and service provider, and is currently working with Probation, SANDAG, and ARJIS to obtain data to establish performance benchmarks, select a provider, and negotiate outcome payment points. In the next couple of months, the consultants will create an economic model to determine the costs and benefits of the proposed project, which we will present to the Youth and Young Adult Committee in March and request their approval to fund the project with the goal of launching the project in July of 2017.

Opportunity Youth Study

There are approximately 53,000 disconnected youth in San Diego (measureofamerica.org/one-in-seven). SDWP, in collaboration with several community partners, is producing a study to raise awareness and deeper understanding about the large number of "Opportunity Youth" (OY), defined as 16-24 year olds not in school, training or employment. The report aims to inform community leaders, policy makers, grant makers and practitioners about the demographic and geographic makeup of this population, the various circumstances that led to their disconnection and strategies to support OY on their career paths. Research partners include:

- 2-1-1 San Diego
- Insyt Analytics
- Jacobs Center for Neighborhood Innovation
- San Diego Youth Development Office
- UC San Diego Extension
- USC Sol Price School of Public Policy
- University of San Diego School of Leadership and Education Services

The study will be released at the April 13th Flip the Script conference, SDWP's first annual summit dedicated to Opportunity Youth issues.

Flip the Script Youth Summit

On April 13, 2017, we will be hosting our first annual youth summit, themed "Flip the Script." Measure of America estimates there are 53,000 young people disconnected from both school and employment—known as "opportunity youth"—in San Diego County alone. At the Flip the Script summit, local leaders in government, philanthropy and community- and faith-based organizations will convene at the Jacobs Center for Neighborhood Innovation in Southeastern San Diego to hear from young people about what they need from us.

The event will include:

- The release of an opportunity youth research study;

- Panel discussions with opportunity youth, reengaged youth, and local systems leaders.
- Facilitated roundtable discussions allowing every attendee to leave with actionable next steps for serving opportunity youth.
- Special guest speakers (to be announced).
- Artistic presentations by local opportunity youth.

Look out for an invitation to come out soon, and save the date for Thursday, April 13, 2017!

CONNECT2Careers Collaborative

SDWP has procured and contracted the San Diego Youth Development Opportunity Youth Collaborative Consultant to serve as the Opportunity Youth Collaborative Consultant from January 1 to June 30, 2017, with the option to extend the contract.

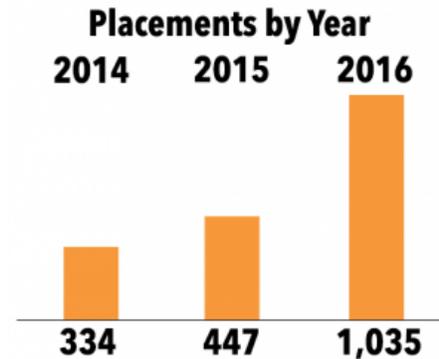
The C2C Collaborative will be convened via monthly calls and quarterly collaborative meetings with youth service providers and other youth serving organizations that focus on resource alignment, new partnership, better referral/co-enrollment systems across systems and programs, and effective practice sharing.

Item # 5: CONNECT2Careers

INFORMATION ITEM – NO ACTION REQUIRED

On December 9, CONNECT2Careers (C2C) hit its goal of providing 1,000 employment opportunities to San Diego County young adults in 2016. This represents more than doubling job placements from 2015. This achievement was made possible with the help of numerous committed partners across the region.

San Diego Mayor Kevin Faulconer's One San Diego 100 initiative provided the local leadership needed to get businesses excited about hiring young people. With the support of the County of San Diego's Community Action Partnership, C2C was able to operate two cohorts of the School Break Externship program. The United Way of San Diego County and partners of the California Career Pathways Trust initiative (CPPT) allowed for collaboration with local education leaders to connect San Diego's high school and community college students to internship opportunities. Additional funding for C2C came from the San Diego City Council, the San Diego County Board of Supervisors and the San Diego County Office of Education.



Employers, including IDW Publishing, Manpower Staffing/San Diego, Northrup Grumman, Qualcomm, Red Door Interactive, RISE San Diego, San Diego County Regional Airport Authority, San Diego Zoo, SeaWorld San Diego, Sharp Healthcare, Starbucks and many more, opened their doors to hire young people throughout the year.

In addition, this goal could not have been met without community partners who hosted trainings and referred young adults to the program:

- Barrio Logan College Institute
- Blue Heart Foundation
- Charter School of San Diego
- City of San Diego Mentorship Program
- Grossmont-Cuyamaca Community College District
- Grossmont Union High School District
- Housing on Merit
- Jacobs Center for Neighborhood Innovation
- MAAC
- Momentum Learning Schools
- Nativity Prep Academy
- Ocean Discovery Institute
- Oceanside Unified School District
- San Diego Community College District



- San Diego Housing Commission
- San Diego Job Corps
- San Diego Unified School District
- SiaTech High School
- Sweetwater Union High School District
- The Meadows Apartment Homes
- WIT (Whatever It Takes)
- Writerz Blok
- Youth Campaigns

In collaboration with the San Diego Workforce Partnership's Workforce Innovation and Opportunity Act-funded partners, who provide comprehensive employment and wrap-around services, the impact on youth employment in San Diego County was further expanded. Of the 1,035 job opportunities secured by C2C in 2016, 48 went to youth in partnership with WIOA-funded partners, and C2C looks forward to growing that amount as its partnerships with WIOA-funded organizations deepen in 2017.

Lastly, these results would not have been attainable without the efforts of C2C's internal team. In 2016:

- Peer job coaches sent and received almost 60,000 text messages to over 3,000 of their peers
- Business services representatives reached out to nearly 1,400 employers
- Training specialists taught just under 4,500 young people

Great strides were made for youth employment in San Diego County this year. The C2C team is now looking forward to setting — and reaching — even more aspirational goals in 2017.

School Break Externship Program

Training & Hiring Event: On November 19th, C2C hosted a training and hiring event, at which the 50 externs participating in the program were selected. More information about this event may be found in the eNews article shared in Attachment B. On December 15th, this eNews article was reprinted in the San Diego Voice & Viewpoint.

Winter Break Training: On December 17th, C2C hosted the December Training Event to prepare participants for their winter break work experience. Participants learned about San Diego's fastest-growing industries and occupations through the In-Demand Jobs workshop. They navigated the SDWP's Labor Market Information dashboard (lmi.workforce.org) to explore the different industry sectors, educations and training programs and occupational tasks. Participants practiced communication skills in the workplace through various group

activities. Participants also learned about appropriate workplace attire and reviewed different types of work environments.

Winter Break Externship: In December and January, participants participated in their 22-hour winter break externship work experience. Some examples of projects externs worked on include:

- One extern helped write two op-ed articles for RISE San Diego and scheduled social media posts for the organization.
- Another extern created promotional content for Media Arts Center San Diego's high school workshops.
- One extern worked at the office of Mayor Kevin Faulconer as a researcher in preparation for the Mayor's State of the City address.
- Another extern worked on a project evaluating foot traffic for San Diego Outlets at the Border.

The full list of employers participating in the winter break externships as follows:

- BioLabs
- Central San Diego Black Chamber of Commerce
- California Department of Rehabilitation
- Downtown Public Library Career Center
- El Cajon Boulevard Business Improvement Association
- FabLab
- IDW Publishing
- Industry Careers Inc.
- Jewish Family Services
- Media Arts Center San Diego
- Metro Career Center
- Public Consulting Group
- RISE San Diego
- Ruben H. Fleet Center
- San Diego International Airport
- San Diego Mayor's Office
- San Ysidro Chamber of Commerce
- South Metro Career Center
- State Council on Developmental Disabilities
- T3W
- Tayari Media Group
- The Urban Collaborative Project
- United Port of San Diego
- Workforce Strategies, Inc.

LSSI—Amgen Teacher Professional Development Program

The LSSI-Amgen Teacher professional development program for teachers served nearly 11,000 students during the 2015-2016 academic year. Over 60 science teachers received professional development training through the Amgen Biotech Experience (ABE) lab curriculum training, industry visits, and other hands-on workshops. Using the ABE curriculum, teachers are provided loaner lab equipment and supplies to be implemented the hands-on biotechnology lab curriculum into their classroom. Thus, students gain a better understanding of the lab research field, gain interest in biotechnology careers, and learn new techniques for future employment opportunities. students gain a better understanding of the lab research field, gain interest in biotechnology careers, and learn new techniques for future employment opportunities.

Life Sciences Summer Institute — High School Student Research Program

Life Sciences Summer Institute (LSSI) 53 students-up from 36 in 2015 participated in paid internships for approximately 280 hours, working alongside scientists who served as mentors as students collaborated on cutting edge research in some of San Diego's top life sciences research and commercial institutions. In partnership with BioLabs San Diego, LSSI held its end of the year celebration and graduating event in October. The event showcased the students research projects, networked with over 70 life sciences executives, and received a certificate of Special Congressional Recognition from Congressman Scott Peters' office.

Program applications for summer 2017 will be open mid-January. Program dates will be June 19-August 11, 2017.

CONNECT2 Careers

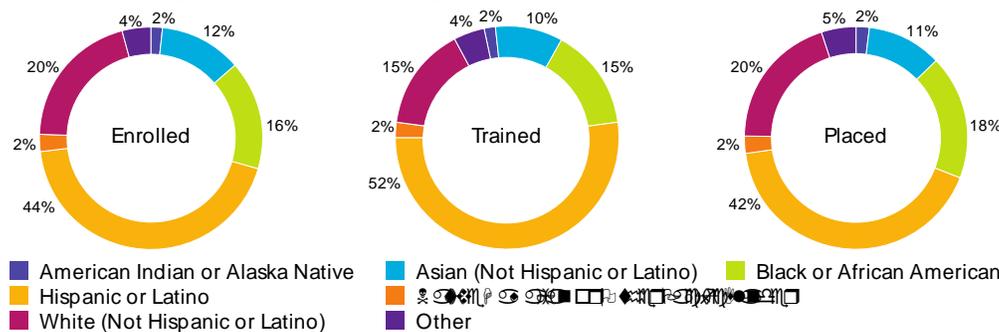
Data Summary 12/2016

3,293 youth have enrolled in our program online at c2csd.org. Our goal was 3,000.

4,420 youth have attended our résumé, interview, elevator pitch, labor market information, and other training opportunities. Our goal was 2,500.

1,035 youth have been placed in employment opportunities. Our goal was 1,000.

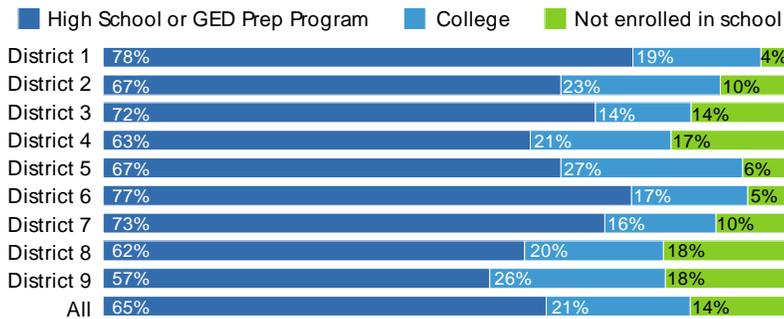
Outcomes by race and ethnicity



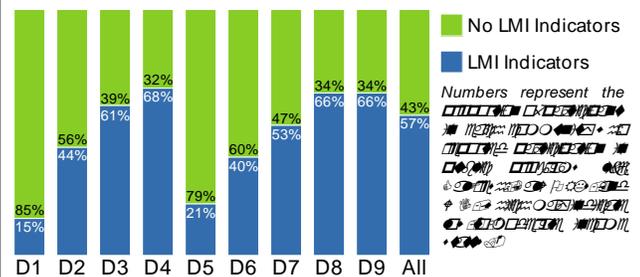
Enrollment by council district

District	Enrolled	Proportion
District 1	84	5%
District 2	109	6%
District 3	148	7%
District 4	450	22%
District 5	112	6%
District 6	154	8%
District 7	216	11%
District 8	276	12%
District 9	522	24%

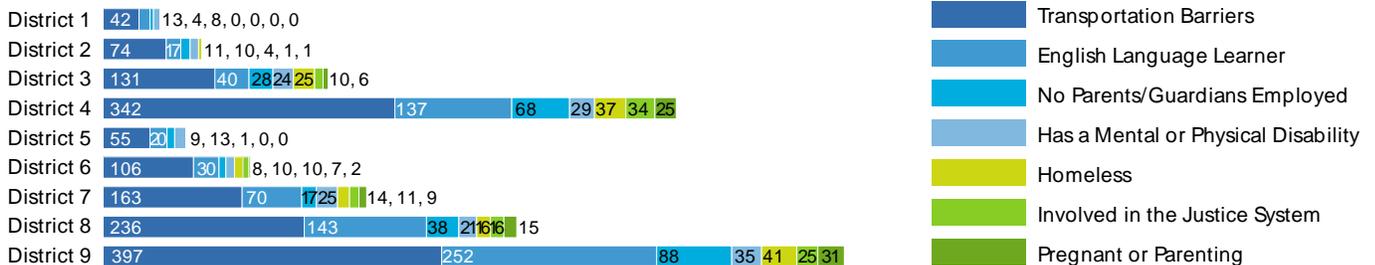
School enrollment status by city council district



Indicators of LMI status by city council district



Barriers faced by city council district



Think your teens text too much? Our peer job coaches have sent and received **59,882** text messages this year. This tool is especially useful for youth **who do not have access to a computer at home**. The average youth participant text messages with us for **16.7 messages**. The record holder for longest text message conversation is a participant from District 3 who sent us for **414 messages**—that's a lot of job applications!

What's next?

- » Working with the One San Diego 100 initiative and local employers to increase entry-level, full-time employment opportunities.
- » Continuing to partner with schools and community-based organizations to increase enrollment in all San Diego communities.

50 youth to have meaningful work experiences during school breaks

Published at workforce.org/news on November 21, 2016

Republished in the San Diego Voice & Viewpoint on December 15, 2016

On November 19, CONNECT2Careers (C2C) invited youth and employers to a special training and hiring event at the San Diego Zoo. This event was a powerful kick off to C2C's 2016–2017 School Break Externship Program, which subsidizes wages for 50 young adults ages 16–24 to complete two meaningful, short-term work experiences. These will occur during their winter and spring breaks from school, with 22 hours allotted for each break. Funds from the County of San Diego's Community Action Partnership support these paid externships. This year, 32 employers from a wide variety of sectors will be participating. Some of these include Qualcomm, the Ocean Discovery Institute, Coast Flight Training, and the San Diego Mayor's Office.



The School Break Externship Program works to empower underserved youth in San Diego's Metro area to explore the professional world and its diverse opportunities. The event on November 19 helped jump-start that journey. C2C's Taryell Simmons led the young adults in an elevator pitch workshop during the first part of the day, which gave them time to get comfortable with presenting themselves to

employers. Following lunch, the young adults sat in on a panel with four of the employers hiring for the externship program. The panelists were Hans Gienapp of the San Diego Zoo, Nikiya McWilliams of Jewish Family Services, Lorelei Bunjes of IDW Publishing, and Abegale Colmenar of BioLabs. This panel gave the externship participants a better idea of the work and hiring practices companies engage in.

At the end of the day, youth had the opportunity to meet with all 32 employers during an informal mixer. They gave their elevator pitches to the employers with whom they were interested in working, giving them an opportunity to show professionalism and other essential skills before beginning their externships. "I had a wonderful time speaking to the students and was very impressed!" said Christina Vassos who was looking for candidates to hire at the Ocean Discovery Institute. After the meet and greet, students were asked to drop off personal business cards provided by C2C with employers they were interested in. Externs and employers can expect to receive their assignments for both winter and spring break during the first week of December.

Item # 6: Contract Transition Update

INFORMATION ITEM – NO ACTION REQUIRED

In October/November 2016, the Boards approved the transition of Urban League of San Diego County (ULSD) contract in Metro region and Turning the Hearts Center (TTHC) contract in South region to be transferred to the International Rescue Committee (IRC) and Access, Inc. respectively. The Boards approved additional funding to support active, follow-up, and reengagement services through June 30, 2018.

Youth Service Provider Transition Plan

SDWP staff met with a workgroup of YC members and leaders of the Pathways Project (Youth Development Office and San Diego Unified School District) to get input and direction on the transition. The work group worked to identify transition service providers and outline work streams and key dates for the transition.

Phase 1: Contract Action (September 2016 – January 2017)

- Sep. 2016: Board approval
- Sep. 2016: Notify ULSD/TTHC of contract ending
- Oct. 2016: Final service delivery
- Nov. 2016: Board approval to fund IRC/Access
- Jan. 2017: Issue ULSD/TTHC final payment

Phase 2: Monitoring and Transfer of Files (October 2016)

- Closed opening findings
- SDWP monitored active participant files
- SDWP transferred participant files to youth service providers
- IRC & Access will monitor follow up participant files

Phase 3: Youth Re-engagement (October 2016 – Ongoing)

- SDWP follow up briefing with transition workgroup
- IRC integrate into Pathways Collaborative
- IRC & Access conduct re-engagement activities

Phase 4: Transition Update

- Case managers re-engaged youth by phone calls, emails and home visits
- Active collaboration with Pathways Initiative (San Diego Youth Development Office and San Diego Unified School District, Check & Connect Mentors) to re-engage youth
- Re-engagement activities include; Saturday tutoring, resume and application assistance, FAFSA application, college enrollment, scholarship applications, community service activities, holiday movie night, driver's permit workshop, bus passes and incentives

Item # 7: WIOA Youth Network Performance

INFORMATIONAL ITEM – NO ACTION REQUIRED

SDWP received our final performance numbers for program year 15/16 from the Employment Development Department:

Figure 1: FY 15/16 Final performance measures for SDWP's WIOA funded Youth Network –
As Reported by EDD

Performance Measures	Actual	State Negotiated Target
Total Served	1,785	N/A
Placement in Employment or Education	76%	70.5%
Attainment of Degree or Certificate	66%	51.5%
Literacy or Numeracy Gains*	39%	54.5%

*Due to CalJOBS (MIS system of record) data entry errors, this measure was a "hold-harmless" year
Source: CA 2015 Annual Report Tables: https://cwdb.ca.gov/plans_policies/resources_reports/

In recognition of these data and other achievements in 2015/2016 – SDWP was certified a California High Performing Local Workforce Development Board by the CA State Workforce Development Board. With this designation, SDWP was awarded \$55,000 in discretionary WIOA funding.

PERFORMANCE METRICS

Performance measures help SDWP assess the effectiveness of each provider:

- Enrollments: Number of youth served.
- Placement in Employment, Education, or Training: Percentage of youth placed in post-secondary education, training, or employment.
 - o 1st quarter after exit (tracking measure)
 - o 2nd quarter after exit (minimal contract goal is 72%)
 - o 4th quarter after exit (minimal contract goal is 72%)
- Credential Attainment: Percent of youth who get a diploma, GED, certificate, or industry recognized credential.
 - o 2nd quarter after exit (minimal contract goal is 60%) – Measure will be reported in April for the youth who are in their 2nd quarter after exit (Jan-March 2017)
- Measurable Skills Gain; Educational Functioning Level, Secondary Diploma/Equivalent, Transcript/Report Card, Training Milestone, or Skills Progression (tracking measure) – Report is unavailable in CalJOBS at this time.

Figure 2: Enrollment Actuals & Target (July 1 – December 30 2016)

	Q1 + Q2 Actuals	Q1 + Q2 Target	Year to Date % (Actual/Target)
WIOA Funded Youth Service Provider Network*	580	659	88%

*Detailed provider information is found in attachment A

Figure 3: Placement 1st Quarter After Exit (October 1 – December 30, 2016)

Program	Actual	# Exited	Rate	Min Contract Goal
Providers Closing Out Programs*	30	44	68.2%	72%
Biocom Program	3	6	50%	72%
Foster Youth Providers (SPA/ILS)	17	18	94%	72%
YSPs that began July 2016	3	5	60%	72%
Network Totals	53	73	73%	72%

*Detailed information on each provider will be passed out during the meeting

SDWP CONTRACT MANAGEMENT

- Phase 1 Warning Letter: If a provider is not meeting one or more performance measures for a completed quarter, they are given a warning letter.
- Phase 2 Corrective Action: If they do not meet a measure for two consecutive quarters, they will be placed on corrective action. Providers on correct action must submit a corrective action plan, attend additional training by SDWP staff, and submit monthly reports on progress against their corrective action plan to improve outcomes.
- Phase 3 Recommend De-Obligation: If a provider is underperforming for three consecutive quarters without measurable improvements, SDWP will recommend de-obligation of funds to committees, Workforce Development Board, and Policy Board.

ATTACHMENTS

Attachment A: Youth Service Provider Enrollments (PY 16-17)

Attachment B: Youth Network Demographic Report

Youth Service Provider Enrollments (July 1 – December 30, 2016)

Organization	Region	Q1 + Q2 Actuals	Q1 + Q2 Target	Year to Date % (Actual/Target)	Corrective Action Level	Corrective Action Status
Able-Disabled Advocacy	Metro	14	20	70%	Below 80%	Phase 2
Access, Inc.	East	57	60	95%		--
Access, Inc.	Metro	67	60	111.7%		--
Access, Inc.	North	43	50	86%		--
Access, Inc.	South	36	45	80%		--
Access, Inc.	ILS - Countywide	53	65	81.5%		--
Access, Inc.	San Pasqual Acad.	80	95	84.2%		--
Biocom	Countywide	29	40	72.5%		Phase 2
Comprehensive Training Systems	South	20	25	80%		--
Interfaith Community Services	North	22	25	88%		--
International Rescue Committee	East	23	20	115%		--
SD Continuing Education*	Metro	0	0	N/A		--
Second Chance	Metro	29	35	82.9%		--
South Bay Community Services	ILS – Countywide	79	84	94%		--
YMCA of San Diego County	North	28	35	80%		--
Network Total		580	659	88%	--	

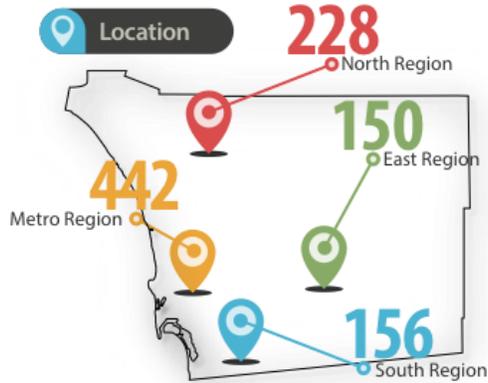
*SD Continuing Education's Negotiated Performance Plan is for enrollments to begin in Q3 (January – March of 2017)

PY17 - Quarter 2

WIOA Youth Demographics

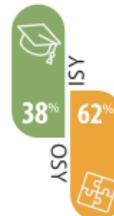
976 Enrollments

Demographics are collected in CalJOBS during enrollment in the program. The 976 enrollments include all active participants from July 1, 2016 - December 30, 2016



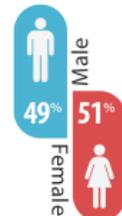
School Status

367 are in-school
609 are out-of-school



Gender

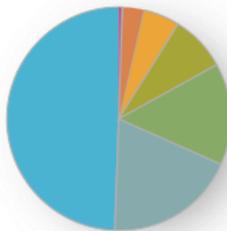
483 are male
493 are female



Age

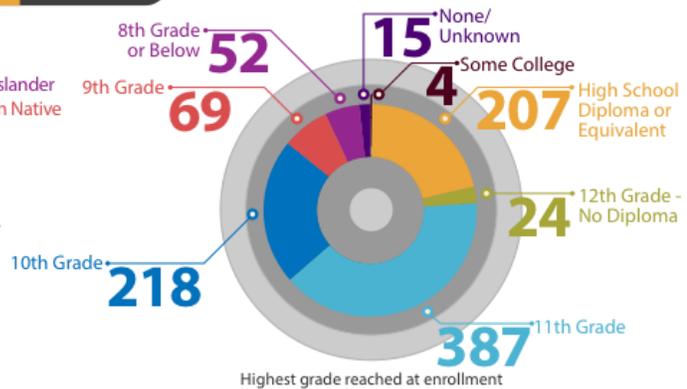


Race/Ethnicity



- <1% Hawaiian/Other Pacific Islander
- <1% American Indian/Alaskan Native
- 3% Asian
- 5% Multi Racial
- 8% White
- 15% African American/Black
- 19% Does not wish to answer
- 49% Hispanic

Education



*Barriers to Employment

**Low Income



Youth with Disability



Offender



Pregnant or Parenting



SNAP Recipient



High School Dropout



Current or former Foster Youth



Current or history of Substance Abuse



Lives in a High Poverty Area



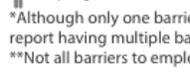
TANF Recipient



Basic Skills Deficient



Homeless



Gang Involved



Single Parent



Refugee



English Language Learner



*Although only one barrier is required for eligibility, each youth enrolled can report having multiple barriers to employment

**Not all barriers to employment require proof of low income status

Item # 8: Discussion – Strategic Partnerships in High Youth Unemployment Zones

This discussion will focus on how to create strategic partnership to line up resources, services, and relationships in high youth unemployment zones.