

SAN DIEGO
WORKFORCE
PARTNERSHIP®

MEETING OF THE YOUTH COUNCIL

date Monday, March 28, 2016

time 3:30pm – 5:00pm

place San Diego Workforce Partnership
Julie Benedict Community Room, 3rd Floor
3910 University Ave.
San Diego, CA 92105

The mission of the Youth Council is to build and support a regional youth workforce system and to manage state and federal workforce development funds on behalf of vulnerable youth throughout San Diego County.

AGENDA

CALL TO ORDER AND NOTE OF ATTENDANCE

PUBLIC COMMENT: members of the public shall have the opportunity to address the Youth Council 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

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Next Youth Council Meeting: 5/23/2016

This serves as notice for the full Youth Council: in the event that quorum is not met all Youth Council action items will be sent to the Workforce Investment Board for approval and returned to the Youth Council as informational items. A special meeting may be called if a quorum of any regularly scheduled meeting of the Youth Council is not met.

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 Crystal Gunter at (619) 228-2962 or fax (619) 228-2901.

Item #1: Minutes of the October 26, 2015 Youth Council Meeting

Members Present

Jared Aaker	Tinesia Conwright	Sandra McBrayer
Edward Abeyta	Lorraine Fernandez	Ruth Salcido
Alejandra Aceves	Matt Kriz	Louis Song
Erica Bouris	Rickey Laster	Marlene Taylor

Members Absent

Josie Lopez	David Martinez	Carlos Rosas Whitney
Rosa Ana Lozada	Claudia Rodriguez	Heather Whitley-Quinn

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 3:37pm, at SDWP, with a quorum.

Public Comment

Denise Yoggerst - Item 2

The following items were approved on the consent agenda:

1-10/26/2015 - Item 1 **Minutes of the August 31, 2015 Youth Council Meeting**
Unanimous (Fernandez/Laster)

2-10/26/2015 - Item 2 **RFP Framework**
Cord Bailey and Sandra McBrayer introduced the item. The Youth Council approved the Request for Proposals (RFP) framework that will guide contracted youth programs beginning July 1, 2016 as part of the Workforce Innovation and Opportunity Act (WIOA).

Key highlights: Local based services (i.e. locations and satellites imbedded in the areas of need/served communities), Employer partners and commitments, partnerships for other youth services besides employment (based on identified barriers), mandatory service trainings, learning community (quarterly provider meetings).

Questions: What are the new requirements? Employer commitment, location in communities, and descriptive details of listed partnerships.

Public Comment: Denise Yoggerst, Able Disabled Advocacy - In favor of the item, but would like to see more details on youth with disabilities (i.e. transportation education, health, etc.).

Unanimous (McBrayer/Abeyta), Bouris, Conwright, Fernandez, Aceves - Abstained

3-10/26/2015 - Item 3

Out of School Youth Eligibility

Cord Bailey introduced the item. WIOA regulates a minimum of 75% of funds go towards programming for out of school youth. The item identifies local eligibility factors identified based off of community conversations, youth surveys, and RFP work group meetings.

The only change made was to include refugees and immigrants. Erica Bouris commented that it made the eligibility process easier for contracted youth providers.

Unanimous (Taylor/Kriz)

The following items were presented as information to the Council:

4-10/26/2015 - Item 4

Youth Council Work Group Updates

Ed Abyeta gave a Linked Learning update that the Linked Learning initiatives have been implemented in San Diego at Claremont High School. They are working on a My First Job initiative with the C2C and WIOA program staff and got feedback from the group, including ConnectED and San Diego Unified. Linked Learning is also discussing micro credentialing (i.e. public speaking lessons) to receive digital “badges” through completing a series of credential courses. This allows more integration and showcasing through social media, and included comments from youth. It can be included on a transcript and backed up soft skills towards post secondary education and future employment opportunities. LSSI was the first to implement digital badges. The Youth Council would like to see how badges would impact employability, as well as the differences between regions and career pathways within those regions. Louis Song - needs to be integrated into LinkedIn to success descriptions of the badges. Ed Abeyta - They are integrated in Pinterest, LinkedIn, Facebook, Twitter, Snapchat etc.

Sandra McBrayer gave a Youth Council Governance update. Andy Hall gave an update on the WIB (WDB) restructuring. Looking at out of school youth, special projects, and in school youth and identify what they need from Youth Council members. The Governance group is looking at who should be recruited (i.e. HR persons, community colleges, associations, special projects funders, etc).

5-10/26/2015 - Item 5

2016 Youth Council Schedule

The schedule for YC is listed in the agenda item and is available on the website at <http://www.workforce.org>.

6-10/26/2015 - Item 6

Connect2Careers Update

Stephen Colón gave a presentation on the Connect2Careers program based on the numbers indicated in the agenda item, specifically on the CSBG funding and externship program.

Reports

None

Adjournment

The meeting was adjourned at 4:50pm

Crystal Gunter, Meeting Secretary

Item #2: Minutes of the January 25, 2016 Youth Council Meeting

Members Present

Jared Aaker
Alejandra Aceves
Matt Kriz

RosaAna Lozada
Sandra McBrayer
Ruth Salcido

Marlene Taylor
Heather Whitley-Quinn

Members Absent

Ed Abeyta
Erica Bouris
Tinesia Conwright
Lorraine Fernandez

Rickey Laster
Josie Lopez
David Martinez
Claudia Rodriguez

Carlos Rosas Whitney
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 Heather Whitley-Quinn, at 3:32pm, at SDWP, without a quorum.

Public Comment

None

Action items were tabled due to a lack of quorum. All action items will be brought back to the March 28, 2016 Youth Council meeting for discussion and vote.

The following items were presented as information to the Council:

1-01/26/2016 - Item 3 **WIA PY 2014-2015 Youth Programs Annual Performance Update**

Amanda Cheyney presented the item. Amanda gave an update on performance for Program Year 2014-2015. SDWP assists the providers through technical assistance in monthly and quarterly meetings and reports. Board members would like quarterly updates on performance as it is made available.

2-01/26/2016 - Item 4 **Youth Council Work Groups Update**

There was no update from the Linked Learning work group and the Business Industry Council (BIC). Sandra McBrayer gave an update on the Governance work group. Sandra discussed the restructure of the Youth Council board in an effort to support SDWP programs to create a system alignment. The parent and the youth slots will be eliminated and those seats will be resources accessed through existing communities. More detailed information will be presented at the next Youth Council meeting for a target start of July 1, 2016.

3-01/26/2016 - Item 5 **Youth Department Update**

Andy Hall gave an update to the youth team. Cord Bailey is no longer the Youth Director and Andy will be stepping into the leadership role. Sara Fox gave an update on the timeline for the Youth Programs RFP.

Karmin Noar gave an update on recent activities in Connect2Careers - outlined in Attachment A.

4-01/26/2016 - Item 6

Youth Service Provider Presentations

IRC, Grossmont, South Bay, San Diego Futures, and COMPACT gave presentations on their unobligated funding from 2015.

Reports

None

Adjournment

The meeting was adjourned at 5:00pm

Crystal Gunter, Meeting Secretary

Item #3: Program Year 2016-2017 Workforce Innovation and Opportunity Act (WIOA) Title I Out-of-School Youth Formula Funding Recommendation

DATE: March 28, 2016
TO: Youth Council
FROM: Jared Aaker, Youth Council Chair

RECOMENDATION

The Youth Council recommends that the Workforce Development Board approve the following contract actions for PY 2016-2017 Out-of-School (OSY) programs:

Figure 1: PY 2016-2017 WIOA Youth Funding Recommendations

East Region (\$696,600) - 15%	
Organization	Amount
Access	\$459,100
International Rescue Committee	\$237,500
South Region (\$743,040) - 16%	
Organization	Amount
Access	\$400,000
Comprehensive Training Systems	\$343,040
North Region (1,346,760) - 29%	
Organization	Amount
YMCA of San Diego County	\$430,539
Access	\$460,000
Interfaith Community Services, Inc.	\$456,221
Metro Region (\$1,857,600) - 40%	
Organization	Amount
Able-Disabled Advocacy, Inc.	\$510,000
Access	\$460,000
San Diego Second Chance	\$450,000
San Diego Continuing Education, San Diego Community College District	\$437,600
Network Total	\$4,644,000

The recommended contract amounts are based upon projected WIOA Youth funding for Program Year 2016-2017 and SDWP’s approved geographic distribution of funds. Actual funding amounts will be determined when allocations are received by SDWP. PY 2016-2017 allocations are typically released in April/May from the Department of Labor (DOL) and the State of California.

Term of Procurement

The purpose of the RFP is to procure qualified service providers for twelve (12) months with the option to extend contracts for four (4) additional one year periods contingent upon need, demonstrated performance, and availability of funds. The period of performance for the first year will begin July 1, 2016 and end June 30, 2017.

EVALUATION PROCESS OVERVIEW

SDWP received 44 proposals from 28 organizations requesting a total of \$21,923,022; this procurement was one of the most competitive procurements in SDWP’s history. With a focus on a fair, open, and transparent process, staff facilitated four panels (1 for each region) with community experts from the private sector, government, education, foundations, current and former Youth Council members and other leading experts in youth and workforce development.

SDWP has worked closely with the Youth Council for the last year planning and executing this procurement. Figure 2 provides a summary of activities beginning in March of 2015.

Figure 2: RFP Planning & Evaluation Process

Phase 1: Capacity Building (March – December, 2015)	<ul style="list-style-type: none">• Five “How to Do Business with SDWP” workshops were held in North County, East County, Southeast San Diego, Logan, and Linda Vista with approximately 225 participants• Technical assistance sessions with County HHSA
Phase 2: Data Analysis (June – July, 2015)	<ul style="list-style-type: none">• Town Halls / Community Conversations were conducted in Metro, North, East, & South regions• Surveys completed with adult job seekers, youth participants, funded partners, employers, and community stakeholders• Internal demographics, mapping, and analysis work
Phase 3: Strategic Planning (August – September, 2015)	<ul style="list-style-type: none">• Youth Council Strategic planning decision to invest approximately 80% of Youth Funds in OSY• Youth RFP Work Group met three times
Phase 4: RFP Process (October – April, 2016)	<ul style="list-style-type: none">• Framework Development• Board Approval of Framework (October/November 2015)• RFP Release (December 2015)• Respondent’s Orientation (December 2015)• RFP’s Due (February 2016)• Evaluators review proposals, submit written scores, scoring retreat, and oral interview (February/March 2016)• Board Approval of Funding Recommendations (March/April 2016)

Evaluation Panels

The evaluation panels were responsible for reviewing, scoring, and ranking proposals based upon the criteria stated in the RFP. Each panel discussed their individual evaluation of proposals, reached consensus on the ranking of proposals based upon average scores, and determined which proposals were selected for funding. Scoring was based on a total of 100 points according to the following sections and point structure:

Figure 3: RFP Scoring Methodology

RFP Scoring Methodology		
Section	Content	Points
4.3	Title Page, Table of Contents, and Executive Summary	5
4.4	Business Description and Qualifications	10
4.5	Program Content	50
4.6	Past Performance	5
4.7	Cost Reasonableness of Proposed Budget	15
Written Proposal Total Available Points		85
Oral Presentation Total Available Points		15
Total Available Points		100

A minimum of 70 points was required to move to oral interviews. Those eligible for oral interviews had a total of 15 points possible to add to their written scores. Those who received 80 points or more are eligible for funding; based on their ranking (outlined in Attachment A), those listed in Figure 1 have been recommended for funding.

BACKGROUND

The following is a brief summary of the RFP framework previously approved by the Youth Council, the Workforce Investment Board and the Policy Board to fund programs that successfully engage and serve vulnerable out-of-school youth, leading to positive long-term education and career outcomes. Consistent with WIOA, the youth system RFP focused on the majority of SDWP's funds for disconnected, out-of-school youth.

Program Components (Integrated with the 14 WIOA Program Elements):

1. Educational Services
2. Career Pathways
3. Work Readiness Training
4. Work Based Opportunities
5. Youth Development

Locally-Based Services:

Respondents were asked to demonstrate how the proposed program will be embedded in the community(ies) served by maintaining a main office or satellite office, or co-locating with another organization in the proposed service area.

Partnerships:

Respondents were asked to demonstrate local partnerships with youth serving systems; such as local schools, higher education institutions, law enforcement, juvenile and adult justice systems,

local housing programs, community-based agencies, Health and Human Services Agency, employers, and other organizations that serve the OSY population.

Employer Connections:

Respondents were required to describe their relationship with employers and what specific roles these employers will play in the program and list the expected outcomes related to internships, job shadows, occupational skill training, apprenticeships, on-the-job training, paid work experience, sustainable placement in employment, and engagement of the employer in advisory groups or other ongoing programming.

Respondents were also required to budget for a dedicated business services representative (BSR) and to describe the role of the BSR within their program design.

Capacity Building for Trauma-Informed Care

Program staff will be required to attend at least three trainings offered by the San Diego County Health and Human Services Agency (HHSA) in partnership with SDWP regarding understanding, recognizing, and responding to the effects of trauma.

Geographic Distribution of Funds

Funding is allocated according to SDWP’s geographic distribution formula, which was approved by the Policy Board on September 25, 2015. Figure 4 below shows the geographic distribution, the minimum number of contracts per region for this RFP, and the actual amount of contracts recommended in this agenda item.

Figure 4: Project Funding Availability Per Region

Region	Geographic Distribution	Min. Contracts Per Region	Actual Contracts Per Region
Metro	40%	3	4
North	29%	2	3
South	16%	1	2
East	15%	1	2
Total	100%	7	11

CONCLUSION

Thanking our evaluators: SDWP staff would like to thank the over 20 community members and experts who scored the proposals in each region, spent up to two days discussing scores with fellow panel members, conducted hours of oral interview for finalists, and made final recommendations to the Youth Council.

Feedback and Continuous Improvement: SDWP has reached out to all respondents informing them of the results and offering to meet with all respondents to discuss comments and scores from third-party evaluators after the process is complete. We will also be sending out feedback surveys to all respondents and evaluators feedback for continuous improvement of our procurement process.

ATTACHMENTS

Attachment A: Respondent Organizations and Scores

Respondent Organizations and Scores

East Region Proposals and Scores	
Organization	Total Score
Access	87.40
International Rescue Committee	85.40
Harmonium, Inc.	80.80
Grossmont Union High School District	68.20
Metro United Methodist Urban Ministry	64.20
Public Consulting Group, Inc.	62.00
Construction Service Workers	48.40

South Region Proposals and Scores	
Organization	Total Score
Access	92.80
Comprehensive Training Systems	89.60
MAAC	86.00
Turning the Hearts Center	80.20
Arbor E&T d/b/s ResCare Workforce Services	69.60
South Bay Community Services	68.00
Metro United Methodist Urban Ministry	58.20
Urban League of San Diego County	52.80

North Region Proposals and Scores	
Organization	Total Score
YMCA of San Diego County	94.00
Access	93.92
Interfaith Community Services, Inc.	90.33
Arbor E&T d/b/s ResCare Workforce Services	69.25
Escondido Education COMPACT	69.00
New Haven Youth & Family Services	66.00
Metro United Methodists Urban Ministry	65.25

Metro Region Proposals and Scores	
Organization	Total Score
Able-Disabled Advocacy, Inc.	93.95
Access	91.63
San Diego Second Chance	91.20
San Diego Continuing Education, San Diego Community College District	90.25
San Diego Futures Foundation	89.65
International Rescue Committee	89.18
San Diego Youth Services	88.33
YMCA of San Diego	88.20
Comprehensive Training Systems	86.10
La Maestra Community Health Centers	83.83
Arbor E&T d/b/s ResCare Workforce Services	69.40
Urban League of San Diego County	68.60
Metro United Methodist Urban Ministry	67.00
John Muir Charter Schools – Youth Maritime Academy	64.60
Mental Health America of San Diego County	59.80
Construction Service Workers	34.80

**Item #4: Program Year 2014-2015 Workforce Investment Act (WIA)
Title I Unobligated Youth Formula Funding
Recommendation**

DATE: March 28, 2016
TO: Youth Council
FROM: Jared Aaker, Youth Council Chair

RECOMMENDATION

That the Youth Council recommend the Workforce Development Board approve the use of up to \$500,000 of unobligated WIA Title I - Youth Formula funds for support and follow-up of currently enrolled youth in Out-of-School, In-School, and Recovery & Reengagement youth programs that will come to an end June 30, 2016. This \$500,000 will be allocated based on the number of youth exiting these programs by June 30, 2016. This recommendation will support these programs that are ending, by effectively transitioning youth after program exit.

BACKGROUND

SDWP has identified \$500,000 of unobligated WIA Title I - Youth Formula funds during the budget modification process. These available funds are primarily the result of reduced internal expenses and recaptured funds from closing out year-round and summer contracts.

Contractors are required to provide at least 12 months of follow-up services to participants who have completed program services. Follow-up services could include, but is not limited to, case management, supportive services, information and referral, workshops, mentorship, and other services to assist youth with the next steps towards their educational and career pathway goals. Contractors are encouraged to consider the needs and barriers of the program's target population(s) in determining the appropriate levels and types of follow-up services.

ATTACHMENTS

Attachment A: Youth in Follow-Up Services

**Youth in Follow-Up Services
Contracts Ending PY 2015-2016**

Funded Youth Service Provider	Funding Type	Youth Exited 7/1/15-9/30/15	Youth Exited 10/1/15-12/31/15	Youth Exited 1/1/16-6/30/16
Escondido Education COMPACT	ISY/OSY/R&R	31	10	153
Grossmont UHSD	ISY	1	6	52
Interfaith Community Services	ISY	9	3	49
International Rescue Committee	ISY/OSY	67	34	282
SD County Office of Education	R&R	26	4	77
San Diego Futures Foundation	OSY	1	3	35
South Bay Community Services	ISY/R&R	12	5	113
Turning the Hearts Center	OSY	12	11	92
YMCA	OSY	5	2	64
Urban League of San Diego	ISY/OSY	34	43	154
Total Youth Per Quarter(s)*		198	121	1071
Total Quarter(s) for PY 2016-2017		1	2	4

*It is estimated that it will cost up to \$100 per youth, per quarter to pay for staffing costs and any support services needed during the 12-month follow-up period. The amount will be based on when a youth exited PY 2015-2016 to how many quarters of follow-up for PY 2016-2017.

Item #5: Youth Council Work Groups Update

MEETING DATE: March 28, 2016

TO: Youth Council

FROM: Sandy McBrayer, Chair - Governance/Evaluation
Ed Abeyta, Chair - Linked Learning/Career Pathways
Jared Aaker, Chair - Business Industry Council

INFORMATIONAL ITEM – NO ACTION REQUIRED

Each Youth Council work group is responsible for specific goals and objectives that line up with the overall Youth Council strategic plan. Work group Chairs, or their designee, will provide a brief update for the following groups:

1. Governance/Evaluation
2. Linked Learning/Career Pathways
3. Business Industry Council

ATTACHMENTS

None

Item #6: Youth Special Initiatives Program Update

DATE: March 28, 2016

TO: Youth Council

FROM: Karmin Noar, Program Manager

INFORMATIONAL ITEM - NO ACTION REQUIRED

SDWP Youth team staff will provide information Connect2Careers (C2C) and the Life Sciences Summer Institute (LSSI) programs, which launched in March, 2016.

ATTACHMENTS

Attachment A: Life Sciences Summer Institute (LSSI) Update

Attachment B: CONNECT2Careers (C2C) Update

Life Sciences Summer Institute (LSSI) Update

The Life Sciences Summer Institute (LSSI) connects students and teachers with leading San Diego life sciences companies through student internships and teacher externships. Created in 2005, LSSI strengthens science and math education in San Diego County and develops a future workforce for our life sciences industry by nourishing a passion for science and math in our next generation of scientists. The information below provides an update on program accomplishments and next steps:

2016 LSSI High School Student Internship Program: Application has closed for the summer 2016 period. A total of 319 of applications have been received for approximately 40 positions. Program partners include: UCSD Academic Research Scholars program, Salk Institute, The Scripps Research Institute, San Diego Blood Bank, Buster Biofuels, and Verdant Therapeutics. Students participating in LSSI will receive a one-week pre-internship training at Miramar or Grossmont College and UCSD Extension will provide a micro-credential with college prep units for students upon completion of their summer research projects.

2016 LSSI-Amgen Teacher program: In partnership with the Southern California Biotechnology Center at SD Miramar College (SCBC), this program provides teachers with the training, equipment, supplies, and resources to implement the Amgen Biotech Experience curriculum in schools throughout the region. To date the program has served over 200 teachers and reached more than 50,000 students in the classroom. Staff is currently recruiting for new 2016 summer cohort and the deadline to apply is April 15th.

Key Program Features:

- \$500 one-time stipend for implementation of one or more labs in a classroom located within San Diego County during the 2016-2017 academic school year. Teachers may use of the following LSSI-Amgen Distribution Centers: San Diego Miramar College, Mira Costa College, or Mt. San Jacinto College.
- Option to purchase continuing education units from Cal State San Marcos Extended Learning.
- Visit biotechnology companies and interact with science professionals.
- Receive on-going support for curriculum implementation, including loaner equipment and supplies.
- Learn first-hand biotech techniques that are being used by scientists in the field of biotechnology using the Amgen Biotech Experience (A.B.E.) Curriculum (amgenbiotechexperience.com).

Eligibility Requirements:

- Must be teaching lab-based courses in the biological, chemical, or physical sciences at a public or private high school or community college within San Diego County.
- Must be able to provide their own transportation each day of the program.
- Must agree to implement new A.B.E curriculum in their classroom during the approaching school year and in subsequent years with the support of supplies, equipment, and program staff from Southern California Biotechnology Center.

Health and Biotech Career Expo: LSSI staff in partnership with SCBC and the Regional Pathways program will be hosting a Health and Biotech Career Expo on April 22nd at Grossmont College. Up to 180 students will have the opportunity to attend hands-on health and biotech workshops as well as connect to local college and university career pathway programs.

CONNECT2Careers (C2C) Update

CONNECT2Careers (C2C) continues to grow its funding sources, partnerships, political support, and technology platform as part of our ongoing efforts to address youth unemployment in San Diego. The information below provides an update on program accomplishments and next steps:

One San Diego 100: This year C2C will be working with Mayor Kevin Faulconer's office to connect motivated youth to employers participating in the One San Diego 100 initiative. Mayor Faulconer announced the creation of the One San Diego 100 during his State of the City address as a means to bring equality to economic opportunity. The One San Diego 100 calls on 100 businesses to offer jobs and paid internships to local high school and college students, with a focus on students from low-income neighborhoods.

2016 Summer Jobs Program: C2C has launched its 2016 summer jobs program. The program aims to place 1,000 young adults in jobs this summer. Applications for the 2016 C2C program open March 1 and will be accepted throughout the summer. The program is open to San Diego County residents ages 16-24. The new and improved C2C portal is here! Youth can apply today at c2csd.org/youth for access to workshops, peer job coaching and paid work opportunities. New jobs are being added daily so check back often.

Work-Readiness Workshops: This year C2C is offering a new and extensive series of flexible drop-in workshops for résumé, interview and elevator pitch preparation, priority sector overview, and registration drive. Each workshop incorporates small group activities designed to increase capacity for problem-solving, teamwork, communication, and collaboration in parallel with course content

Community Projects, Programs, and Services (CPPS): SDWP was recently awarded CPPS funding to allow C2C to conduct two work-readiness workshops and one hiring event in each City Council District (2, 3, 4, 5, 6, 7).

Summer Jobs and Beyond: SDWP is pursuing a grant opportunity called "Summer Jobs and Beyond: Career Pathways and Youth Demonstration Grants" from the US Department of Labor. The 2 year, \$2M grant will be awarded to 10 or 11 local workforce development boards, but will be very competitive (there are approx. 500-600 WDBs in the country) and is due March 25th. There is a great opportunity for San Diego to build off our collective momentum addressing youth unemployment and career pathway work through Connect2Careers, the California Career Pathway Trust, and other great work being done across the education and training systems in San Diego.

Starbucks Partnership: C2C continues to partner with Starbucks to conduct Training and Hiring Events. The target population is opportunity youth, young people ages 16-24 who are out of work and/or not in school. The day starts off with three hours of training designed specifically for the Starbucks application process. Attendees have the opportunity to hear from a Starbucks representative about their job openings, practice interview skills and complete their online application. After the training, attendees interviewed with Starbucks managers from store locations all around San Diego. The April Training and Hiring Event will take place in East County. The May event will happen in North County.