

Fostering regional competitiveness for our businesses



**SOUTHERN
BORDER
REGION**

Regional and Local Planning
Reentry

Creating economic mobility for our workforce

Agenda

Regional Planning: Reentry

- Introductions
 - San Diego and Imperial Team Leads
 - What is the Southern Border Region
- Overview of Regional Planning Process
 - Purpose of plan
 - Partners
 - Data analysis
 - Process and Timeline
 - Vision and focus areas
 - Special Populations
- Reentry
 - Scope of Grant
 - Deliverables
- Q+A Session
- Discussion and Next Steps

Regional Planning Process

Our Region

San Diego and Imperial County



Structure

- 3,535,349 population
- 9,008 sq. miles
- Shared border with Mexico
- 8 AJCC offices
 - 2 Satellites
 - 2 job centers in detention facilities
- 6 Youth Providers



Sectors

- Healthcare
- Information Communications Technology
- Life Sciences
- Advanced Manufacturing
- Clean Energy



Clients

- 19,800 adults served
- 9,800 youth served
- 4,700 placements
- 520+ companies served
- 5,500 laid off workers supported
- \$1.8M in wage reimbursement



*#'s are for last program year

Regional History

Timeline

2013

2014

2015

2016

2017

2018

Priority sector research conducted

- Both workforce boards and SDICCCA collaborated to develop SBR specific research on the growing sectors in the region

Priority sector reports published

- Healthcare
- Information Communications Technology
- Clean Energy
- Life Sciences
- Advanced Manufacturing

Localized collaboration underway

- Initial focus on Advanced Manufacturing through AMP-SoCal and Doing What Matters Initiatives

Regional plan developed

- Regional and local plans signed/Phase 1 MOUs executed including partner referrals and population sharing
- Connectory launched
- Co-investment research conducted
- NCRC certifications piloted
- Customized training completed across multiple sectors for new and incumbent workers

Plan implementation underway

- Phase 2 MOU Executed including infrastructure sharing agreements
- Healthcare became main focus due to growth; Regional Council on Healthcare Workforce Development launched
- HC career pathway work with LinkedIn started
- Need identified to make LMI data more accessible (Career Coach)

Plan implementation continued

- ICT added as a key focus; Regional Council on Technology Workforce Development slated for November launch
- Career Coach pilot
- Skill acquisition initiated for language acquisition (Learning Upgrade)
- Information sharing on youth programs began

Purpose of Plan

SBR Regional Plan

Regional and Local Plans, informed by research and community input, lay out a collective strategy which guides SBR's investments and activities.

The plan will address the following elements:

- Vision/strategic goals
- Priority sectors
- Population-specific delivery (through AJCC and youth system)
- Business services approach
- Partner collaboration

SBR's regional and local plans are updated every few years; October 2018 marked the beginning of the latest update process.

Regional Partners

Current and Planned

Current (As of 2017)	Planned (Being incorporated in 2019 Revision)
Education: San Diego and Imperial County Community College Association (SDICCA) – includes all community colleges, San Diego State, University of California San Diego, San Diego Imperial Adult Education Consortium (Super Region – includes all adult education), San Diego and Imperial County Offices of Education, Poway Unified School District	Reentry: California Department of Corrections and Rehabilitation (CDCR), Probation and California Prison Industry Authority (CalPia)
Workforce: Employment Development Department (EDD), San Diego Workforce Partnership, Imperial County Workforce Board, Jacobs Center	Community Based Organizations: Organizations serving populations outlined in the plan
Economic Development: East County Economic Development Council, San Diego Regional Economic Development Council, San Diego Association of Governments, Imperial Valley Economic Development Corporation, Chamber of Commerce	English Language/Refugees/New Citizens: California Immigrant Policy Center
Social Services: CALWorks, Department of Rehabilitation	Social Services: County Human Services, Local Child Support Agencies

Data Analysis

Current and Planned

Data in the current plan which is being refreshed

Priority sector analysis
English as a second language (ELL)
Individuals with disabilities
TANF/CalFresh/Calworks

New data sets being added to the plan

Reentry
Non-custodial parents
Co-enrollment
Pre-apprenticeships

Synopsis of the Prior Plan

Current and Planned



Workforce Development in the Southern Border

The Way Ahead

Vision: Economic mobility for our citizens and vibrant growth for our businesses



Making jobs 'springy', elevating incumbent workers and building coalitions of employers committed to change

Serving families, removing barriers and eliminating benefits cliffs

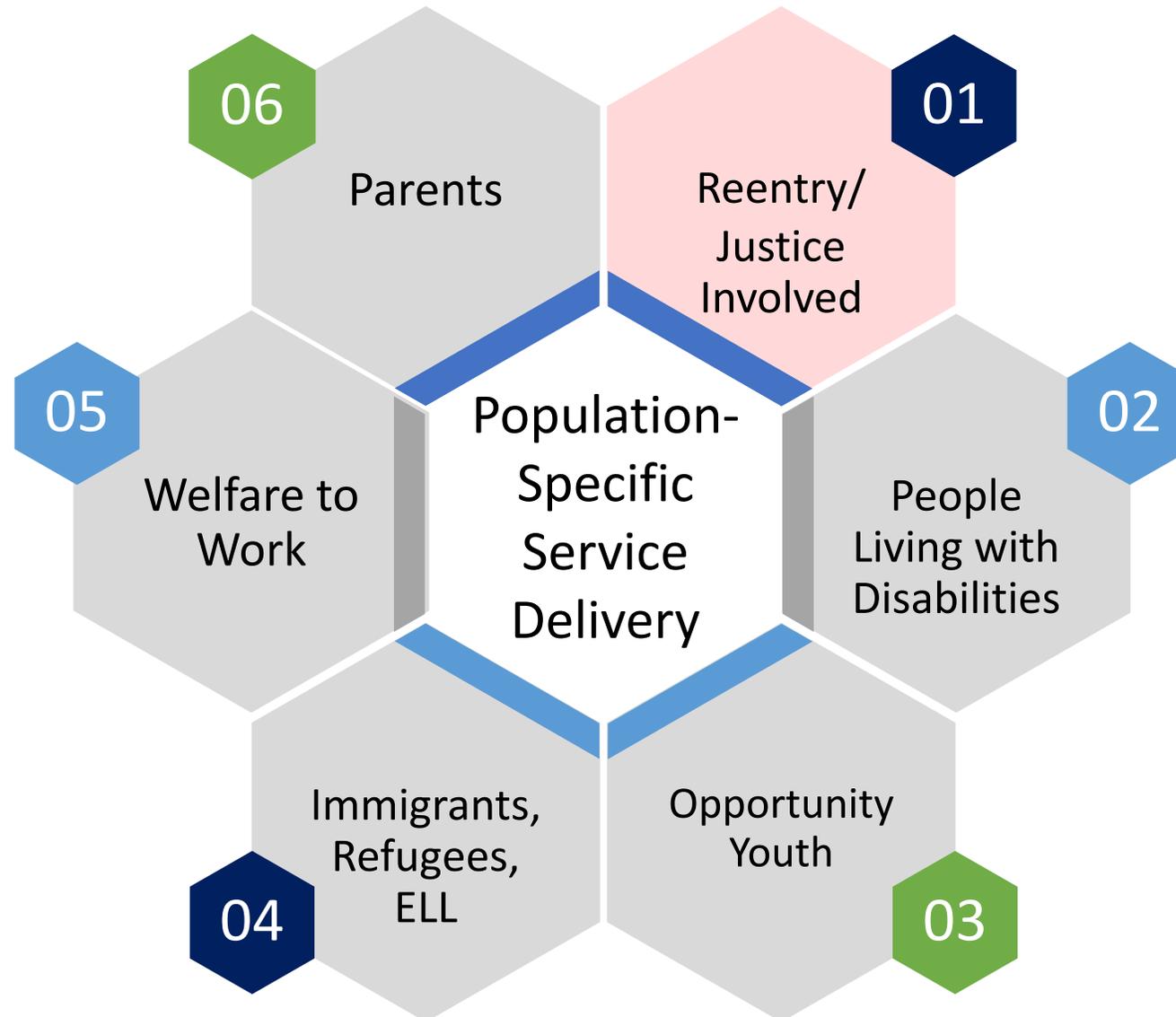
Integrating money and results through innovative financing, contracting and partnership models

Moving from the transactional to the transformational with a unique focus on priority sectors and small to mid-sized businesses

Connecting fragmented systems to provide truly differentiated service for those most in need

The SBR believes it is our responsibility to tackle even the toughest challenges which stand in the way of economic mobility and growth for our community.

Special Populations Planned Projects



Reentry: Component of the Regional Plan

Regional Plan and P2E Connections

Important Note: Award of funding to partners is required to follow standard, competitive procurement processes. As such, those wishing to participate in a future P2E procurement will need to opt out of meetings where procurement details may be discussed.

Workforce-Corrections Partnerships are a new element of Regional Plans. The State Board has entered into a formal partnership with the California Department of Corrections (CDCR), the California Prison Industry Authority (CALPIA), and the California Workforce Association (CWA), to improve labor market outcomes of the state's formerly-incarcerated population.

Each regional planning unit (e.g. Southern Border Region) must include a plan to serve the reentry population within their Regional and Local Plans. This effort is being referred to as Prison to Employment (P2E).

The State Board is distributing funding to the regions specifically to support the reentry work:

- **Regional Planning Grants** to fund collaborative development of regional partnerships and plans to serve the formerly incarcerated and other justice involved individuals (funding already received- plan due in March as part of RP/LP)
- **Regional Implementation and Direct Services Grants** to fund the implementation of regional workforce corrections plans and provide direct services provided pursuant to these regional plans (2019)
- **Regional Supportive Services and Earn and Learn Grants**, which will provide funds to provide supportive services and “earn and learn” opportunities for justice-involved and the formerly incarcerated (2019)

Focus Areas of Grant

Scope

Under this grant, the Southern Border region will:

- a) formalize and expand partnerships to serve the reentry population through an advisory committee
- a) leverage subject matter expertise to document available services, build regional profiles, understand employer needs and drive programmatic efforts
- b) establish a framework for evaluating success of reentry programs
- c) update the regional plan with a focus on filling gaps and creating scale by leveraging sector-based strategies
- a) establish signed partnership agreements where they are not already in place.

P2E Planning Deliverables

Scope of Planning Grant

Deliverable	Relationship to Plan	Methods
Create a resource matrix to show how local public agencies and CBOs are currently engaging around the reentry population	Will use this matrix to determine what services are missing from our regional portfolio, how resources can be leveraged to deliver these services more effectively, and which efforts should be redoubled	Convene advisory committee of reentry SMEs; individual interviews with many stakeholders; snowball sampling methods; qualitative analysis of interview findings
Complete assessment of employer attitudes and practices toward reentry population	Will use this assessment to develop an employer engagement strategy for regional plan and identify careers/industries that are already inclusive of the reentry population	Administer a survey to San Diego and Imperial County employers; stratified sampling methods; analysis of topline survey responses
Build a regional profile of the current and projected reentry population, including recidivism rates	Will use this profile to quantify the need for workforce services, set baseline expectations and inform engagement strategies for the regional plan	Identify necessary data sets and requirements for data access; potential analysis done by partner agencies depending on data access restrictions; secondary data analysis
Perform a scan of evaluation practices for workforce reentry programs	Will help us understand how to best measure our success in serving this population	Literature review; SME interviews
Develop a logic model to guide our regional workforce strategy for serving the reentry population	Will be the key guiding document for this section of the regional plan, clearly outlining goals, activities, and outcomes of workforce services for the reentry population	Use findings from resource matrix, employer assessment, regional profile, and evaluation review to develop approach

P2E Implementation Grants – Not yet released

Overview

Two separate implementation grants:

- **Regional Implementation and Direct Services Grants:** to fund the implementation of regional workforce corrections plans and provide direct services provided pursuant to these regional plans
- **Regional Supportive Services and Earn and Learn Grants:** to provide supportive services and “earn and learn” opportunities for justice-involved and the formerly incarcerated

Required partners: Southern Border Region (SDWP and Imperial County), CDCR reentry providers, CDCR Adult Parole Operations, CDCR Rehabilitative Programs, County Probation, County Sheriffs, employers, community-based organizations that serve justice-involved.

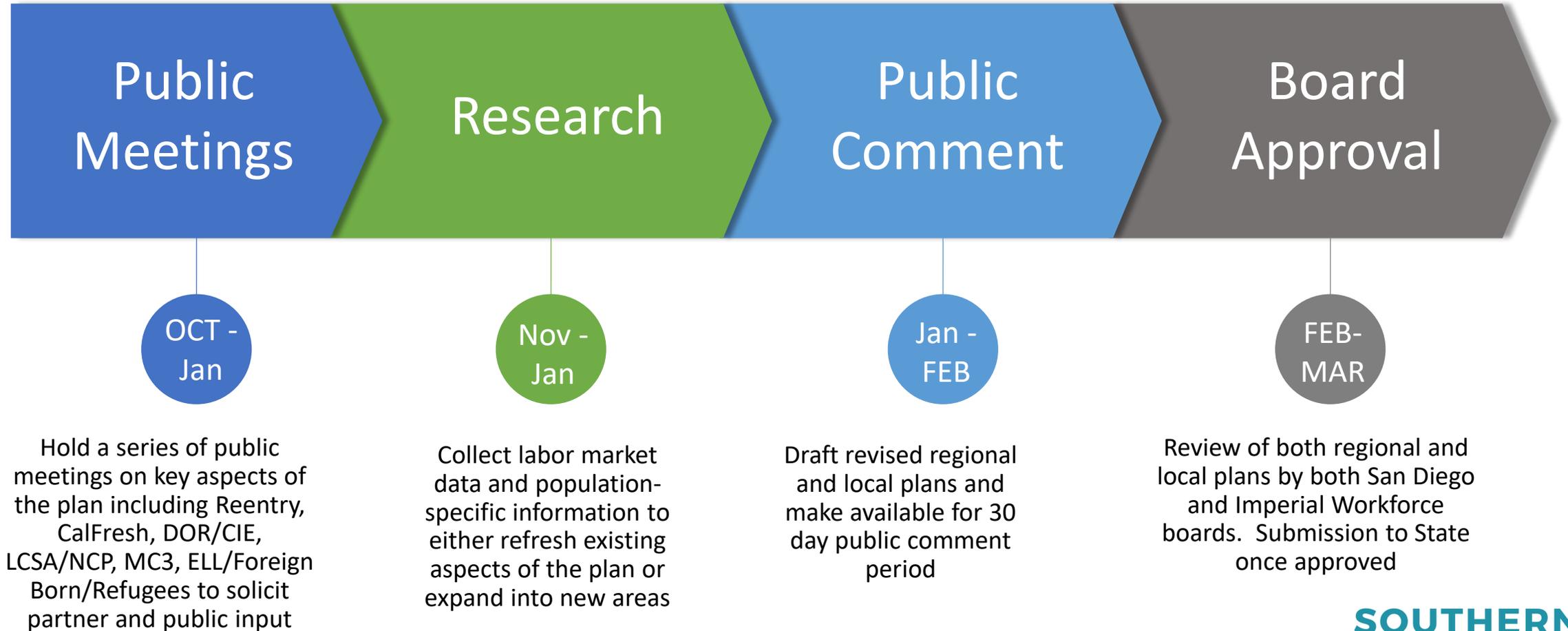
Funding amount: Unknown, to-be determined by: ability of the application narrative to meet requirements of the Funding Announcement, need for workforce services for justice-involved in the region, size of the post-release populations, and recidivism rate of the region.

SBR will hold subsequent P2E planning meetings when these grant announcements are released.

Timelines

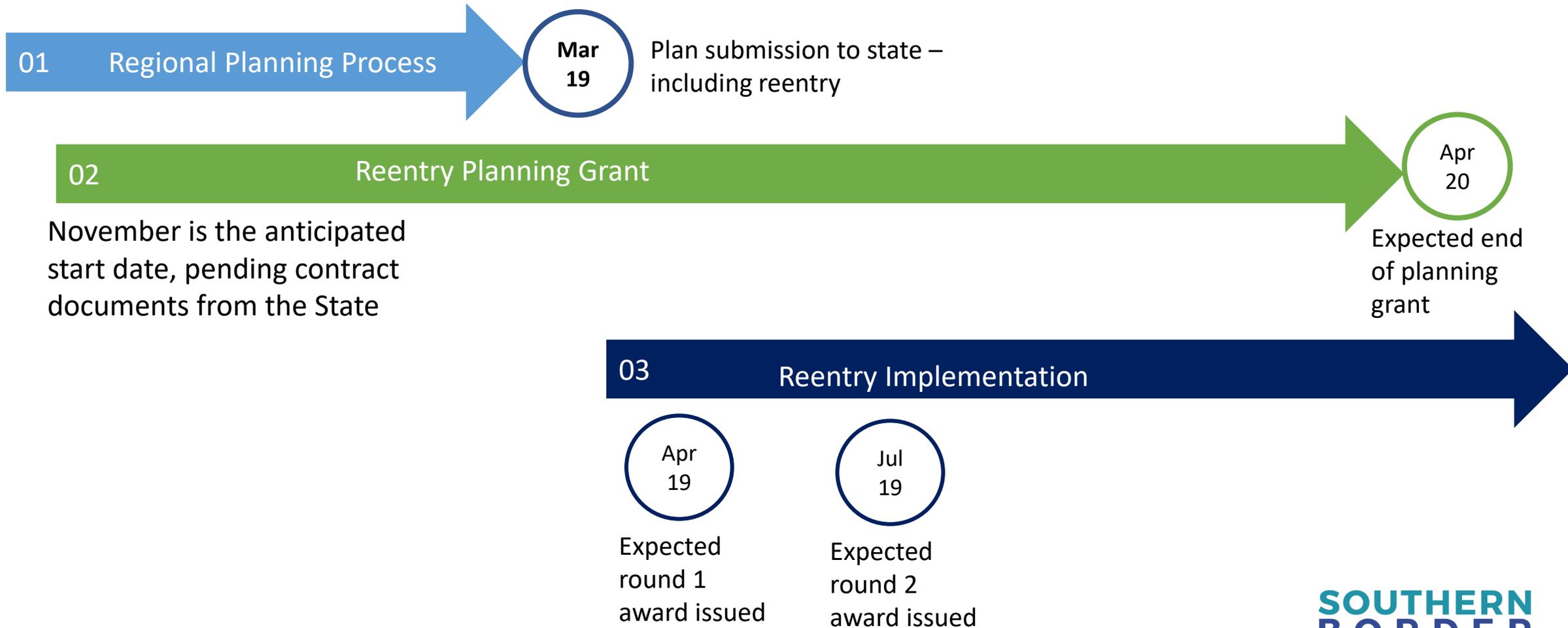
Process and Timeline

Regional and Local Plan Development



P2E Timeline

Part of Regional Plan



Q&A

Discussion and Next Steps

Next Steps

Reentry

- Notify group once planning grant funds officially received (SDWP)
- Contract research vendor (SDWP)
- Convene a meeting for partners to connect which will not include any procurement specific discussion (SDWP)
- Determine next meeting date/time and future meeting frequency for planning committee (all those who will not participate in future procurement) to begin outlining program design (Group)