



Workforce Development Board (WDB) Agenda

Date: Thursday, June 18, 2020
Time: 8:00 a.m.
Place: <https://us02web.zoom.us/j/83910789175>
Password: 179886

Instructions for Public Meetings

- Members of the public - please use the “raise hand” feature to speak, or you can chat your questions/comments to be asked to be read aloud
- Board members - participate by un-muting yourself, or submit questions/comments in chat box to be addressed by staff

Welcome and Introductions

- Chair calls the meeting to order and provides update
- Non-agenda public comment.

Agenda Items:

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Next Meeting: August 20th, 8am – 9:30am

PUBLIC COMMENT: Members of the public may address the Board on issues on this agenda (three minutes per subject) and/or other items within the Board’s scope. To speak, please use the "raise hand" function at the time of public comment. SDWP will provide accommodations to persons who require assistance. Questions: (619) 228-2900.

Item 1: Minutes of the April 16, 2020 Meeting

ACTION ITEM – VOTE REQUIRED

Members Present

Althea Salas, Vice Chair	Ed Hidalgo	Annie Taamilo
Nabil Abu Ghazaleh	Tom Lemmon	Carmencita Trapse
Andy Berg	Kevin Johnson	Rick Vaccari
Christina Bibler	Keith Maddox	Mike Zucchet
Phil Blair	Kurling Robinson	
David Blake	Mimi Rosado	
Dennis DuBard	Ricky Shabazz	
Shandon Harbour	Nancy Smith-Taylor	

Members Absent

Barb Krol
Sammy Totah
Sandra Shuda

Per [Executive Order N-25-20](#), the requirement to which members of the public shall have the right to observe & offer public comment at the public meeting, consistent with the Brown Act, has been suspended.

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

Records of the meeting's chat box is included after the minutes.

Call to Order

The meeting was called to order by Althea Salas, at 8:02 a.m. with a quorum.

Non-Agenda Public Comment

None

Action Items

Item 1 Minutes of the December 5, 2019 WDB Meeting

Motion: WDB approves the meeting minutes.

Moved (D. Blake), Seconded (A. Berg), Carried Unanimously

Item 2 Minutes of the February 20, 2020 WDB Meeting

Motion: WDB approves the meeting minutes.

Moved (T. Lemmon), Seconded (K. Robinson), Carried Unanimously

Item 3 FY 2018-19 Audit Report

The board reviewed the 2018-19 Financial Statements & Audit Report. Brad Welebir from Rogers, Anderson, Malody & Scott, LLP, Certified Public Accountants (RAMS), the independent auditors who completed the report, was on the line to review the report and answer questions.

Audit Committee Chair R. Vaccari expressed his confidence in the outcome of the statements. B. Welebir explained the results of the unmodified opinion of the financial statements. An unmodified or "clean" opinion is the best type of report a business can receive. An unmodified opinion provides a high level of assurance that a professional, independent examination of financial statements has not revealed any actual or possible material misstatements in those financial statements. Additionally, there were no instances of non-compliance in audit per governmental standards.

Motion: WDB approves the FY 2018-19 Audit Report

Moved (T. Lemmon), Seconded (N. Smith-Taylor), Carried Unanimously

Information Items

Item 4 Membership Update

P. Callstrom informed the board of members who had recently resigned or retired. He thanked them for their great service and time on the board. If members have any referrals for new board members, please contact Peter.

Item 5 COVID-19 Response

A Hall provided an update on the Workforce Partnership's internal and external responses to COVID-19. The Workforce Partnership and career center staff are operationally remote and delivering services virtually.

Mikey Knab, board chair for Business for Good¹ and Director of Operations at Ponce's restaurant, spoke on the development of seed funding for 'High Roads Kitchens (HRK)²; to provide meals to restaurant and hospitality workers in need, first responders, and for purchase by community members. HRK enables restaurants to maintain employees, generate income, and focus on job quality while providing meals for those in need and the general public.

Item 6 Youth RFP

A. Picard announced that the Youth RFP is still in progress and engagement with board members and the community will be done virtually. WIOA Youth Programs' procurement cycle began January 2020 and concludes with a contract recommendation to the WDB at the December 2020 meeting. If members would like to participate in the steering committee, they can contact Andrew.

Item 10 CEO & Staff Report

P. Callstrom drew the board's attention to the update in the webinar's files.

Adjournment

Althea Salas adjourned the meeting at 9:03 am.

¹ <https://businessforgoodsd.com>

² <https://highroadkitchens.com>

Item 2: Minutes of the June 2, 2020 Meeting

ACTION ITEM – VOTE REQUIRED

Members Present

Sammy Totah, Chair	Shandon Harbour	Sandra Shuda
Andy Berg	Kevin Johnson	Rick Vaccari
Christina Bibler	Keith Maddox	
Phil Blair	Kurling Robinson	
Dennis DuBard	Althea Salas	

Members Absent

Nabil Abu Ghazaleh	Tom Lemmon	Annie Taamilo
David Blake	Mimi Rosado	Carmencita Trapse
Ed Hidalgo	Ricky Shabazz	Mike Zucchet
Barb Krol	Nancy Smith-Taylor	

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Records of the meeting's chat box is included after the minutes.

Call to Order

The meeting was called to order by Sammy Totah, at 11:05 a.m.

Non-Agenda Public Comment

None

Information Items

Item 1 FY 21 Budget

P. Callstrom discussed our unique budget/funding structure, the proposed “Relaunching Workforce Act”, and the elements of SDWP’s diverse revenue portfolio that enable us to remain sound. Peter commented that great work is going on. The team and our funded partners are rising to the occasion. We have pivoted quickly to online and new services and initiatives already, including High Road Kitchens - helping restaurants to relaunch and reemploy workers.

Our budget is stable - however, there may be cuts ahead in some areas or our work, but opportunity in others. We expect a very fluid and dynamic year ahead. We may have to roll back or pause certain initiatives, but that isn’t an indication of lack of support, but rather funding priorities that are out of our control.

We continue to aggressively seek out new funds. Diversity of funds is our strength and part of what separates us from our workforce peers around the country.

Overall, we are well poised for the year ahead, and beyond. Our business model is sound and the need for our services will only increase as our economy recovers.

Peter then introduced April (COO), who joined in early April, and has already been making a very positive difference.

April House explained the budget. Overall, we are expecting an 11% overall decrease in funding which is primarily due to cessation of a State/County-funded ‘Expanded Subsidized Employment’ program that was zeroed out in the State budget. SDWP’s adjustments to maintain direct program impact and support. SDWP will accomplish this through 14% salary savings and the elimination of merit increases in FY 21.

Item 2 Revenue Strategy & Outlook

R. Vaccari, Audit Committee Chair, commented on the thorough work of the SDWP team in preparing the budget and briefing he and Sammy previously for additional input.

A. Hall discussed FY21 funding diversification and our approach. Currently we have \$13M in submitted grants pending. P. Callstrom noted that this is very unique amongst workforce boards. Many rely on formula funds and don’t seek private sector or philanthropic funds. A. Hall discussed the CalFresh E&T program—a large and relatively untapped opportunity for SDWP to grow in

customers and funds. Currently CalFresh E&T is 5% of SDWP's budget (\$1.5M), with the goal to increase by \$3M by the end of the calendar year.

Adjournment

Sammy Totah adjourned the meeting at 12:28 pm

Item 3: Board Membership – Carmen Summers, Microsoft

ACTION ITEM – VOTE REQUIRED

Recommend Carmen Summers to join the WDB pending approval by the Policy Board.

ORGANIZATION

Microsoft Corporation

JOB TITLE

Director of Sales

BIO

Carmen Summers is the Director of Sales, Azure Intelligent Cloud in Southern California. Carmen's main area of focus is supporting enterprise commercial customers in the San Diego, Orange County, and LA areas as they transform their business platforms on Cloud. Carmen acts as a liaison between enterprise commercial customers and Microsoft AI driven Market Activation initiatives (formerly CityNext) that support San Diego county and city to enable alignment and joint synergy on workforce development initiatives.

Carmen has been with Microsoft for 13 years and leads a world class team of Cloud Platform Specialists that help enterprise customers transform complex visionary ideas into sustainable, adaptive, technology solutions.

Prior to joining Microsoft, Carmen served in the United States Air Force and work for Electronic Data Systems. Carmen has lived in Oceanside, CA since 2013 and her husband is a San Diego native. Carmen is very active and passionate about finding transitioning military members careers in technology through Microsoft's Software and Systems academy for veterans out of Camp Pendleton.

Item 4: FY 21 Budget

ACTION ITEM – VOTE REQUIRED

Recommend board approval for the FY 20 / 21 budget.

FY21 REVENUE

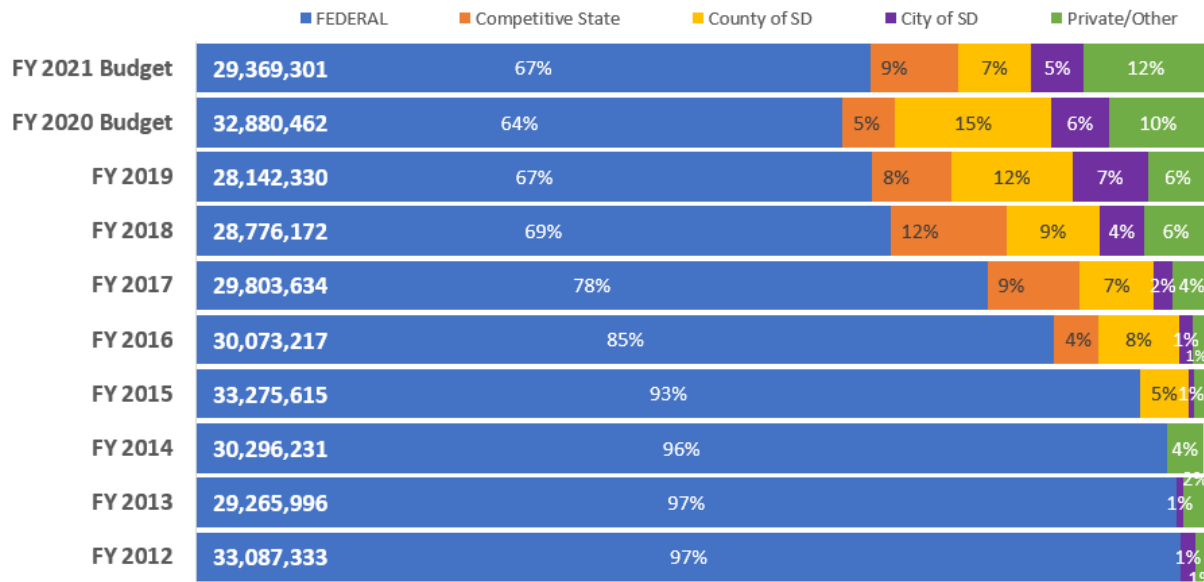
Revenue (*fig. 1*) is planned at \$29.3M or \$3.5M lower than the \$32.8M FY20 revised budget approved by the Board on December 5, 2019, a decrease of 10.7%. Revenue diversification is depicted over time (*fig. 2*) demonstrating growth in non-federal funding sources year over year prior to FY21. Non-federal revenue for FY21 is 8% less than last fiscal year due to reductions in San Diego County funding.

- **Strategy #1: Workforce Innovation and Opportunity Act (WIOA) Formula Funds –** These are funds received each year because SDWP is the regional board for San Diego County. WIOA formula funds decreased by approximately 6% or \$1.3M.
- **Strategy #2: Grants / Contracts –** These are competitive and non-competitive grants and contracts we receive from federal, state, and local government, as well as from the private sector and philanthropy. This category decreased by 31% or \$2.7M from the previous budget, primarily due to the cessation of the County of San Diego Expanded Subsidized Employment (ESE) program. Funds for these services were zeroed out in the State Budget – which passes these funds to Counties.
- **Strategy #3: Income Share Agreements –** Income share agreements increased 26% or \$0.5M from previous budget. This increase is primarily related to planned funding in FY21 from the original fundraising efforts for the Workforce ISA Fund.
- **Strategy #4: CalFresh Employment and Training –** This is a reimbursement program we are now administering on behalf of the County of San Diego.

Figure 1: Two Budget Cycle Revenue Comparison

	FY21	FY20	\$ Difference	% Difference
Strategy #1: WIOA Formula Funds	\$ 19,569,596	\$ 20,888,144	\$ (1,318,548)	(6%)
Strategy #2: Grants / Contracts	\$ 6,041,509	\$ 8,706,129	\$ (2,664,620)	(31%)
Strategy #3: Income Share Agreements	\$ 2,258,196	\$ 1,786,189	\$ 472,007	26%
Strategy #4: CalFresh Employment and Training	\$ 1,500,000	\$ 1,500,000	\$ -	0%
Total	\$29,369,301	\$32,880,462	\$(3,511,160)	(11%)

Figure 2: Revenue by Funding Source



FY21 EXPENSES

The Workforce Partnership categorizes expenses in three categories (*fig. 3*):

- Central Operations:** Includes executive, finance operations and support services. A 7% or \$0.15M decrease in spending is planned in this category, driven primarily by a reduction in staffing.
- Direct Program Support:** Includes expenses that directly support specific grant programs and/or functions: Adult, Youth, Regional Planning, Businesses Services, Research, Communications, IT, Facilities, and Human Resources. Overall, a reduction of 7% or \$0.5M decrease in spending is planned, driven primarily by a reduction in staffing.
- Programs & Contracts:** Services provided to program participants through contracted providers, including training funds, supportive services, and direct service staff (career centers, WIOA Youth Contracts, etc.). SDWP anticipates a decrease of 12% or \$2.9M which is primarily due to cessation of the Expanded Subsidized Employment program.

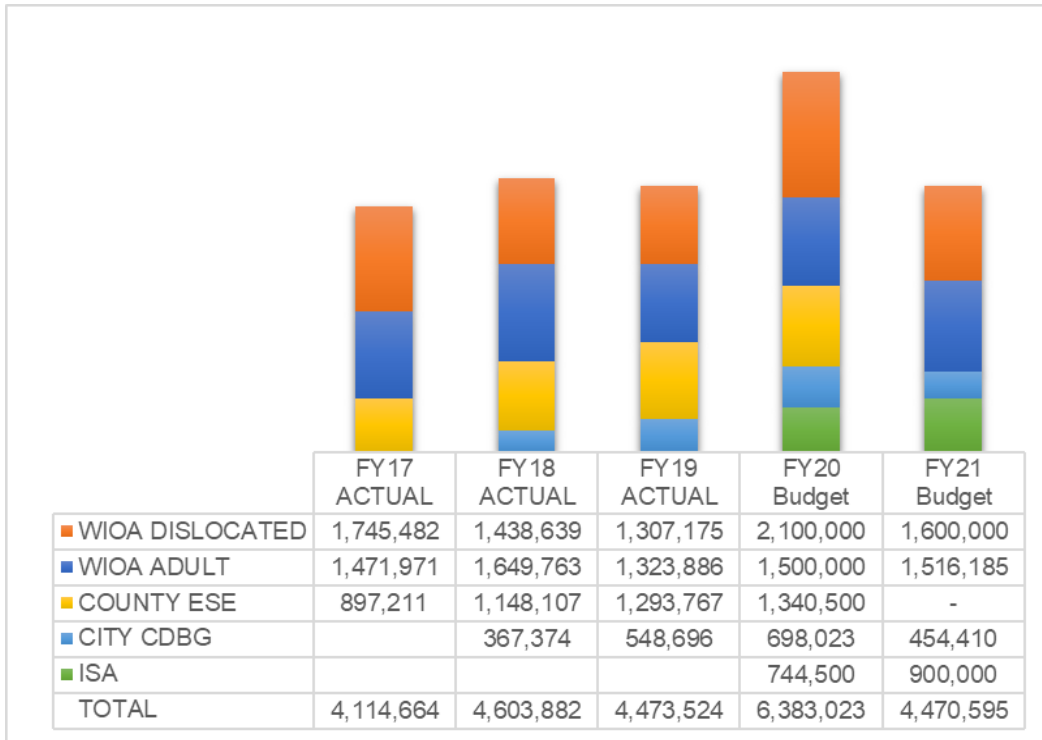
Figure 3: Planned Expense Categories

(Thousands)	FY21 BUDGET	FY20 BUDGET	\$ Difference	% Difference
Central Operations	2,185	2,339	(154)	(7%)
Direct Program Support	6,438	6,945	(507)	(7%)
Programs & Contracts	20,747	23,597	(2,850)	(12%)
Total	29,369	32,880	(3,511)	(11%)

FY21 TRAINING DOLLARS

SDWP invests in individuals in the community by providing training dollars (financial assistance) in the form of stipends, course registration, wages, etc. to help develop in-demand skills. The graph below shows our continued commitment to putting as many dollars into the community as possible every year (*fig.4*).

Figure 4: Planned Training Dollars



Item 5: Contract Renewals: Youth Programs

ACTION ITEM – VOTE REQUIRED

That the WDB approve the following 12 contracts for PY 2020-2021 WIOA Youth Programs for a total of \$4,813,434.

Ten out-of-school youth contracts totaling \$3,987,192 (figure 1) would be executed for one year for PY 2020-2021, with a new procurement beginning in PY 2021-2022. Two County-wide foster care contracts totaling \$ 826,242 (figure 2) would be executed for one year for PY 2020-2021, with the option to renew one final year in PY 2021-2022.

BACKGROUND:

Through these 12 contracts, SDWP's youth provider network annually serves approximately 1,400 16-24 year-olds not working and not in school or in the foster care system. Services include career coaching, supportive services, education counseling, mentorship, internship, and job placement, as well as services to help participants succeed in their job and/or education placement.

Overall performance status for these contracts can be found in *Attachment A* below. Key performance goals required for the youth system include (but are not limited to):

- **75%** placement in employment or education 6 and 12 months after exit
- **65%** credential rate

These measures, as well as several other programmatic and fiscal management measures, are also negotiated into the contract and tracked quarterly (see attachment A).

Figure 1: Funding Recommendation for Out-of-School Programs:

East Region (\$614,436)		
Organization	Youth Served	Amount*
Access	168	\$424,068
International Rescue Committee	70	\$190,368
South Region (\$694,156)		
Organization	Youth Served	Amount*
Access	208	\$694,156
North Region (\$1,104,717)		
Organization	Youth Served	Amount*
Access	160	\$425,526
Interfaith Community Services, Inc.	59	\$348,091
YMCA of San Diego County	58	\$331,100
Metro Region (\$1,573,883)		
Organization	Youth Served	Amount*
Able-Disabled Advocacy, Inc.	83	\$461,496
Access	168	\$426,068
SD Continuing Ed, SD Community College District	71	\$356,267

San Diego Second Chance	55	\$330,052
Network Total	1,100	\$3,987,192

In addition to the out of school youth providers, SDWP funds two providers to provide education and workforce services for foster youth in partnership with the County of San Diego, Health and Human Services Agency (County HHSA).

Figure 2: Funding Recommendation for Countywide Foster Youth Programs

County-Wide		
Organization	Youth Served	Amount*
South Bay Community Services (Independent Living Skills)	153	\$427,986
Access (San Pasqual Academy)	85	\$398,256
Total	238	\$826,242

***Note re: Funding Amounts:** The contract amounts are based upon WIOA Youth funding from the State of California Employment Development Department (EDD) and SDWP’s approved geographic distribution across the County’s four regions. For PY 2020-2021, we received an increase in funding. Because this is the last year of this procurement, the recommendation is that contract allocations remain level to PY 2019-2020. The increase of \$339,114 will be set aside for the transition to a new procurement and youth that are enrolled in the program and need follow-up services.

Independent Living Skills (ILS): This program serves in-school and out-of-school current and former foster youth ages 16-24, helping transitioning youth and young adults graduate high school, access post-secondary education and training, find employment, and achieve self-sufficiency.















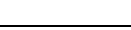









San Pasqual Academy (SPA) Program - Since 2001, SDWP has invested workforce funds in the SPA work-readiness program, a unique residential high school program for in-school foster youth in San Diego County. Through work-readiness, case management, internships, job shadows, and other workforce services, Access serves 90 foster youth each year as they graduate high school, leave SPA, and work toward their next step on their career path.

Covid-19 and Adapting Our Service Strategy

In light of COVID-19, all services are being delivered virtually, either online or over the phone. While this has impacted some of the ability to provide paid work experience, many of the services have continued without interruption. The Youth Providers are now able to provide orientations and conduct enrollments virtually and continue to serve and place clients. More information on key learnings since COVID-19 will be shared during the meeting.

Attachment A: Youth Program Quarterly Performance

PY 19/20 (Last three quarters)

Contractor	Program	Funding	Contract Award	(P) Program Perf. (F) Fiscal Mngt* Far right = Most recent
Youth Programs				
Able Disabled Advocacy [1 option year remaining]	(Metro) Out of School Youth (OSY)	WIOA	\$461,496	P  F 
Access, Inc. [1 option year remaining]	(Metro) OSY	WIOA	\$426,067	P  F 
	(East) OSY	WIOA	\$424,067	P  F 
	(North) OSY	WIOA	\$425,526	P  F 
	(South) OSY	WIOA	\$694,156	P  F 
	(County-Wide) Foster Youth SPA	WIOA	\$398,256	P  F 
Interfaith Community Services [1 option year remaining]	(North) OSY	WIOA	\$348,091	P  F 
International Rescue Committee [1 option year remaining]	(East) OSY	WIOA	\$190,368	P  F 
San Diego Continuing Education [1 option year remaining]	(Metro) OSY	WIOA	\$356,267	P  F 
Second Chance [1 option year remaining]	(Metro) OSY	WIOA	\$330,052	P  F 
South Bay Community Services [2 option years remaining]	(County-Wide) Foster Youth ILS	WIOA	\$427,986	P  F 
YMCA [1 option year remaining]	(North) OSY	WIOA	\$331,100	P  F 

Corrective action policy: SDWP places contractors on corrective action after any single quarter reporting under performance. Corrective action involves documenting immediate targets for improvement, and prescribed, frequent technical assistance sessions from SDWP staff. Generally, SDWP moves to recommend funding reduction if a contractor has seen two or more successive quarters below corrective action targets, without improvement on agreed upon milestones.

Item 6: Contract Renewals: Adult Programs

ACTION ITEM – VOTE REQUIRED

That the WDB approve the adult programs' contracts, including the Operation and Management of the America's Job Center of California (AJCC) Network for Program Year 2020-2021, which includes multiple funds competitively awarded to KRA Corporation. This item also recommends approval of funding to San Diego Second Chance for the operation of the Reentry Works program for Program Year 2020-2021.

BACKGROUND

The AJCC network is in many ways the backbone of our service delivery system, funding operations at six Career Centers that annually engage with over ~**77,000** customers, providing intensive services to **4,200** individuals which includes individual career coaching, development of career plans, training funding, and job and internship placement. Key goals of the career centers include:

- **75%** employment placement rate,
- **75%** retention rate, and
- **80%** credential attainment rate for those we fund training.

These measures, as well as several other programmatic and fiscal management measures, are also negotiated into the contract and tracked on a quarterly basis (see attachment A). If approved, this contract year would be the third year with one remaining option year for the four-year procurement cycle.

In addition to the long-established Adult and Dislocated Worker WIOA funds for our region, we received two COVID-19 specific grants. The National Dislocated Worker Grant (NDWG) Employment Recovery (ER) and Underserved COVID Impacted Individuals Grant (UCII) will both be added to KRAs portfolio of services for Adults and Dislocated Workers.

Figure 1: KRA Contract Broken Down by Program and Amounts

KRA Funding Type	PY 19-20 Funding	PY 20-21 Funding
WIOA Adult	\$2,490,877	\$2,490,877
WIOA Dislocated Worker (DW)	\$2,687,289	\$2,687,289
NDWG Employment Recovery (ER)	\$0	\$107,400
Underserved COVID Impacted Individuals (UCII)	\$90,000	\$225,000
ESE	\$1,965,975	\$0
Rapid Re-Housing	\$138,860	\$0
DEI	\$90,960	\$0
Total	\$7,463,961	\$5,510,566

WIOA funds for Adults and Dislocated Workers remained level to last year, and KRA received an additional \$332,400 in COVID related funds. However, with the elimination of the State funding for the ESE program and the sunset of the Rapid Re-Housing and DEI programs, KRAs total allocation has decreased by \$1,953,395 from last year.

WIOA Adult/Dislocated Worker Funding: These funds support the career centers that provide employment and training services to assist eligible individuals in finding and qualifying for meaningful employment, and to help employers find the skilled workers they need to compete and succeed in business.

NDWG Employment Recovery Grant (ER): In response to the unprecedented unemployment rates connected to the COVID-19 pandemic, the ER funds are intended to provide additional supported to Dislocated Workers. The eligibility criteria are broader than traditional DW funds and include individuals who were laid off or had reduced hours due to COVID-19, or are unable to work because they are subject to quarantine, a caregiver for someone who is subject to quarantine, need to care for children because of school/childcare provider closure, at higher risk or living with someone at higher risk of getting seriously ill from COVID-19, or required to telework but do not have the necessary equipment.

Underserved COVID Impacted Individuals (UCII) Grant: These funds are to be used for providing supportive services under the UCII grant to help workers most impacted financially by the COVID-19 pandemic. Supportive services shall be provided to individuals with an emphasis on providing supportive services to underserved populations, particularly participants in the ELL and ELL Navigator programs. These supportive services may include but are not limited to; equipment necessary to telework (e.g. computer, internet, etc.), housing assistance, utility assistance, childcare assistance, transportation assistance, and needs-related payments.

Covid-19 and Adapting Our Service Strategy

In light of COVID-19, all services have been converted to be offered virtually, either online or over the phone. While this has impacted in-person trainings/workshops and the ability for some employers to continue to provide on-the-job training (OJT), the majority of Career Center services have continued. The Career Centers are now able to provide orientations and enrollments virtually and continue to serve and place clients. More information on key learnings since COVID-19 will be shared during the meeting.

REENTRY WORKS BACKGROUND

Reentry Works aims to ease reentry transition, provide basic need stabilization, direct job placement, and reduce recidivism in the Southern Border Region (SBR): Imperial and San Diego counties. Key goals of Reentry Works include:

- Provide services to **150 individuals** pre-release at the East Mesa Reentry Facility and Las Colinas Detention and Reentry Facility,
- **75%** employment placement rate,
- **60%** retention rate, and
- **80%** credential attainment rate for those we fund training.

Covid-19 and Adapting Our Service Strategy

Unfortunately, due to COVID-19, all pre-release services conducted in the jails have been suspended until the County determine it is safe for external programming to resume. We are working closely with the Sheriff's Dept to identify when and how we can engage with participants in preparation for their release.

Program Year 2020-2021 Funds





An estimated total funding amount of \$591,463 will be awarded through the Prison to Employment (P2E) Initiative Direct and Supportive Service Grants, and San Diego County Sheriff's Department. Additional funds will be made available for subsidized wages.

Figure 2: Second Chance Contract Broken Down by Funding Source and Amounts

Second Chance Funding	Total
P2E_IDS (Implementation, Direct Services)	\$273,784
P2E_SSEL (Supportive Services, Earn and Learn)	\$272,679
San Diego County Sheriff's	\$45,000
Total	\$591,463

Attachment A: Adult Program Quarterly Performance

PY 19/20 (Last three quarters)

Contractor	Program	Funding Source	Contract Award	Program Performance Fiscal Performance* Far right = Most recent
Adult Programs				
KRA (All Regions) [July 1, 2019-June 30, 2020, with 2 option years remaining]	Career Center Network – America’s Job Center of California (AJCC)	WIOA Adult/ Dislocated Worker	\$5,178,166	P  F 
Second Chance [Feb 1, 2020-June 30, 2020, 2 option years remaining]	Reentry Works**	CA Workforce Development Board & San Diego Sheriff’s	\$331,367	P  F 

*Each program may be reporting quarter on separate cycle. SDWP funding streams have different performance cycles, most are on Jul-Jun or Dec-Jan, with some on Sept-Oct. Some are only 12- to 18-month pilot programs.

Corrective action policy: SDWP places contractors on corrective action after any single quarter reporting under performance. Corrective action involves documenting immediate targets for improvement, and prescribed, frequent technical assistance sessions from SDWP staff. Generally, SDWP moves to recommend funding reduction if a contractor has seen two or more successive quarters below corrective action targets, without improvement on agreed upon milestones.

Item 7: RFP Framework – WIOA Youth Providers

ACTION ITEM – VOTE REQUIRED

That the WDB approve the Request for Proposals (RFP) framework as outlined below and recommended by the Youth RFP Workgroup.

BACKGROUND

For the last 12 months, SDWP has been in the planning process for the release of the RFP to procure Youth services for Workforce Innovation and Opportunity Act (WIOA), funded through the U.S. Department of Labor (DOL), and additional special grant projects that the SDWP may pursue for Opportunity Youth (people aged 16-14 who are not in school and not working.)

As a result of significant planning including the research and evaluation of regional data, community engagement in the forms of town hall sessions, surveys (with responses from youth, community partners and employers) and engagement with board and RFP Work Group members, SDWP is recommending a dual approach for this RFP:

1. County-wide youth services provider will provide access to all youth while providing intensive one-on-one support, and regionally customized services to reduce disconnection rates, and
2. Population-specific interventions will allow for targeted partnership with Community Based Organizations who have demonstrated expertise in serving the specific population, as well as the ability to leverage their own existing resources to meet specific youth needs (e.g. housing for homeless youth) to which the broader County-wide model may not have access

Results of the Youth RFP Workgroup

The Youth RFP Workgroup is a board appointed steering committee, which collaborated with SDWP for an in-depth review of the data and RFP process and is providing joint recommendations to the WDB. The Workgroup consisted of key community partner from education, business, County HHSA, State Employment Development Department (EDD), and representatives from Policy Board members.

The Youth RFP workgroup's recommendation to the WDB is to approve the RFP framework with, with the following updates:

1. County-wide services distributed by region based on demand and need for services:

Region	Geographic Distribution	Estimated Funding Availability	Contracts
Metro	43%	\$662,200	-
North	26%	\$400,400	-
South	18%	\$277,200	-

East	13%	\$200,200	-
Total	100%	\$1,540,000	1

- Integrate evidence-based practices and service-delivery models to serve specific youth populations with higher disconnect rates and multiple barriers. Funding allocation for each contract would be determined by the evaluation and scoring of proposals:

Region	Population-Specific Program	Estimated Funding Availability	Contracts
County-wide	Justice Involved		1
County-wide	Homeless/Housing Insecure		1
County-wide	Immigrant/Refugees and ELL		1
County-wide	Black Opportunity Youth		1
Total*	100%	\$2,400,000	4

*These totals do not include the 2 foster youth contracts already procured and co-funded by the County of San Diego

Term of Procurement

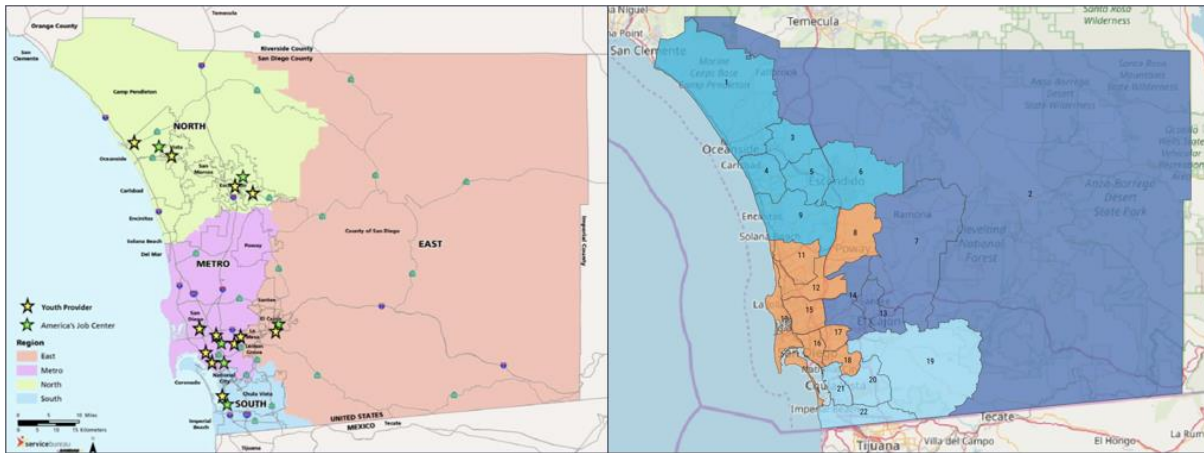
An initial one-year period with the option to extend contracts for three (3) additional one-year periods based on need, performance, and funding availability. The contract will include outcome measurements and be structured in a way that allows staff to work with our subrecipient to determine the most effective way to monetize and reimburse based on performance metrics. The period of performance for the first contract year will begin July 1, 2021 and end June 30, 2022.

Geographic Distribution of Funds Update

Last updated by the WDB in 2014, this updated Youth geographic distribution formula relies on Public Use Microdata Areas (PUMAs) instead of zip codes and census tracts to geocode our four regions. PUMAs are larger areas (they contain about 10,000 people) and contain Census tracts and blocks. These geographic variables are used instead of zip codes because they allow for use of Census data from the American Community Survey, which allows for a more accurate estimation than prior models – and makes it easier to update formula at the discretion of the Board.

The updated geographic regions cover slightly different areas from those used in the 2014 formula. For instance, the South region now covers a larger area that belonged to the East region. Similarly, the North region is smaller compared to the 2014 version

Map of 2014 and 2020 region boundaries (left and right, respectively):



SDWP anticipates that full funding allocations (administrative and programmatic funding) will be known on or about the time of the final negotiations of contracts in Spring 2021. Funding for WIOA services will be allocated according to our geographic distribution formula. Figure 2 below shows the percentage of funding to be distributed by region, upon approval of the geographic distribution. The total funding amount is subject to change based on available funding at the time of contract award, but will follow this distribution:

	2014 distribution	2020 updated distribution	% change from 2014
Metro	41%	43%	2%
North	27%	26%	-1%
South	17%	18%	1%
East	16%	13%	-3%

Results of Community Engagement: Virtual Townhalls & Community Surveys

SDWP has conducted community engagement activities to solicit feedback from youth and community members of San Diego on the RFP process.

In May of 2020, SDWP hosted two virtual Town Hall meetings and has conducted online surveys.

- Town Hall sessions:
 - 136 attendees (52% identified as non-profit reps, 30% identified as members of the general public and 13% identified as youth)
- Online surveys summary:
 - 34 youth, with 59% of them having participated in our services
 - 142 community members, with 75% working for a youth-serving agency and 25% being community members

More information will be presented to the Board on the Community Engagement results.

Performance

Respondents will be required to submit projected performance targets in their application to demonstrate their capacity and ability to deliver increased impact to meet the need for their region. This includes demonstrating how they will achieve outcome and impact metrics for both employers and job seekers.

Guiding these projected performance targets will be the required DOL performance measures, EDD negotiated metrics and all local performance measures as set by the WDB. The population-specific contracts may have different performance targets depending on the population being served. Some performance measures are still being defined by DOL.

Current Youth Network Performance Measures Targets		
Measures	Description	Contract Target
1. New Enrollments	Number of new participants enrolled into the program	To be proposed / negotiated
2. Placement in Education, Training, or Employment	Exited participants employed during the follow-up quarter	75%
3. Credential Attainment	Exited participants who received a recognized post-secondary credential/secondary school diploma or recognized equivalent	65%
4. Measurable Skills Gain	Participants who improved in a skill related to the training or education service they received	55%
5. Median Earning Gain	Median earning of participants who are in unsubsidized employment in 2 nd quarter follow-up	New, TBD
6. Effective employer services	Employer satisfaction, retention of employees and penetration	New, TBD

Selection Process

Funding will be awarded based on the proposals submitted and recommendation by an RFP scoring panel made of board members, local/national experts, and youth.

Item 8: High Roads Construction, Energy, and Utility Projects

INFORMATION ITEM – NO ACTION REQUIRED

The Workforce Partnership has recently been awarded two grants to expand the size, quality, and diversity of the entry level construction, energy, and utility project.

High Roads Construction Careers (HRCC) (State of California – SB1 Gas Tax Revenue)

- \$1.5M over a 2-Year grant to provide
- 120 individuals served

San Diego & Imperial Counties are launching a new partnership: Apprenticeship Readiness Collaborative (ARC) which is committed to breaking barriers to employment in construction careers. HRCC funding will allow ARC to leverage current programs and create a formal regional partnership to fill existing gaps in providing structured pathways to and from pre-apprenticeship through employment.

Key partners include San Diego & Imperial County Building & Construction Trades, San Diego Continuing Education, Urban Corps, SANDAG, Southwestern college, various K-12 school districts.

Career Jumpstart (San Diego Gas & Electric)

- \$136,000 over a \$1 year period
- 25 candidates served.

To develop a pipeline of qualified candidates for rewarding, key positions at San Diego Gas & Electric (SDG&E) and other San Diego employers. This pilot program will focus first on entry level positions for SDG&E, such as the Laborer position and include training, training stipends, career coaching, and job placement services. 80% of all graduates placed at SDG&E and other partner utility and construction companies within 90 days of graduation. Major partners include SDG&E, other construction, energy, and utility partners, and a training partner (to be selected through competitive bid).

Item 9: CEO & Staff Report

INFORMATION ITEM – NO ACTION REQUIRED

Peter and team will provide an update on key activities.