



## San Diego Consortium Policy Board Agenda

Date: Friday, October 30, 2020  
Time: 3—4:00pm  
Place: <https://us02web.zoom.us/j/88565512307>  
**Passcode: 618617**

### Chair Welcome

- Non-agenda public comment

### Action Items:

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### **Next Meeting: December 11<sup>th</sup>, 3 – 4pm**

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. The Workforce Partnership will provide accommodations to persons who require assistance. Questions: (619) 228-2900.

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## Item 1: Minutes of the August 28, 2020 Meeting

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### **ACTION ITEM – VOTE REQUIRED**

#### **Members Present**

Greg Cox, San Diego County Supervisor, District 1 (Chair)  
Barbara Bry, Council President Pro Tem, City of San Diego, District 1  
Jacob Richards, Board Member, United Way of San Diego County

#### **Legal Counsel Present**

David Powell, Deputy City Attorney, City of San Diego  
Tom Bosworth, Senior Deputy County Counsel, County of San Diego

#### **Staff Present**

Peter Callstrom, President & CEO  
Andy Hall, Chief Impact Officer  
Andrew Picard, Chief Programs Officer

#### **Location**

Via Zoom

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.

The meeting was called to order by Supervisor Cox at 3:00pm, with a quorum present. G. Cox stated for the record N. Fletcher is presiding over a County press conference for COVID-19 response updates during the time of the meeting, and therefore was not able to attend. Councilmember Montgomery informed the SDWP prior to the meeting that she would be unable to attend.

### **Non-Agenda Public Comment**

None

### **Action Items**

#### ***Item 1* Minutes of the June 28, 2020 Meeting**

Motion: Board approves the meeting minutes.

*Moved (B. Bry), Seconded (J. Richards), Carried on unanimous consent*

#### ***Item 2* Expanded Subsidized Employment (ESE) Contract Renewal**

Andrew overviewed the ESE Program, which support families making the transition from public assistance to self-sufficiency through employer wage subsites. ESE contract item was not included in the June Policy Board agenda, at the time the funding stream was suspended in the state’s draft budget. Governor Newsom has since restored full funding.

Motion: Board approves the contract renewal.

*Moved (B. Bry), Seconded (J. Richards), Carried on unanimous consent*

### **Information Items**

*Item 8*

#### **COVID-19 Economic Impact and Response**

Andy noted that after a strong June that added back 53,000 jobs in San Diego, the recovery has slowed in July. Andy noted that local economists are forecasting a “K-shaped” recovery, with a relatively quick bounce back for workers with 4-year and advanced degrees in industries not as impacted by Covid-19, but with a slow, painful recovery for workers in lower-paying jobs in sectors heavily impacted by Covid-19, like tourism, restaurants, and retail.

Andy also highlighted strength and resiliency in the construction and utilities industries throughout the pandemic and discussed how this is informing SDWP’s training investments with partners such as SDG&E and the San Diego Building and Construction & Trades council.

Andy then discussed the service delivery strategy for SDWP going forward, including and expansion of remote service delivery and an improved and integrated online experience. Specific tools highlighted included an updated career portal, a new on-demand training library and online chatbot. SDWP has also made the chatbot available via SMS text.

Peter highlighted this strategy and implementation as unique in SDWP’s field because many other workforce entities have not been able to make the shift to provide other resources online. He added that the SDWP wants to share with our counterparts, working with Microsoft to package the chatbot so other workforce entities can use it to serve their regions.

Andy also covered “My Next Move”, SDWP’s career exploration tool that is distributed widely in the community to workers, K-12 secondary schools, and higher education institutions. The tool provides users with the ability to explore growing jobs in the San Diego region as well as individual strengths, interests, and values.

Andy also provided an update on the impact of the High Roads Kitchens, with 3,000 free meals distributed throughout the community to dislocated restaurant and hospitality workers. Currently, \$125,000 in new funding is needed to add 20 new restaurants to the program. Independent restaurants are the target. G. Cox asked if franchises qualified. Andy replied franchises usually have a hard time making the program’s commitments around training and wage payments because of their

corporate structures, but that SDWP was open to working with any and all restaurants able to make the commitments to quality jobs required in the high road kitchens program.

Andy also shared an update on new efforts related to Employer Stock Ownership Plans (ESOP) and other employee ownership models (worker collaboratives). He shared that this is a new area of focus for SDWP as it presents a good opportunity to promote broader based ownership and wealth generation for San Diego workers and ESOP feasibility is an allowable use of federal layoff aversion funds to promote succession planning for companies with retiring owners.

SDWP is assisting R.E. Staite Engineering Inc. in the transition to an ESOP, along with 2 other companies in the pipeline. G. Cox commented that he was very pleased to see a company that of the size of R.E. Staite, with a workforce of 70 and \$30M annual revenue, interested in employee ownership and that it is a good service to provide to companies interested in a transition.

B. Bry, added that SAIC, founded by Bob Beyster, was a local company that was an early adopter of ESOPs and that when B. Bry was an employee of Connect they worked with the Beyster Institute on several programs and education events related employee ownership to help promote the tax benefits and job quality benefits of an employee owned company. Andy thanked B. Bry for the connection and stated that Kim Blaugher, the Executive Director of the Beyster Institute, has been the primary technical assistance partner for ESOP feasibility thus far, and they have had a great experience.

Jacob Richards commented that his banking network has a strong ESOP practice and have worked with a few different companies on financing ESOP transactions and other business matters. He offered to connect SDWP to a local executive at an ESOP-owned company. Andy said that would be great as SDWP is trying to expand its network with the local ESOP community.

Jacob Richards also shared that he is hearing from many of his banking clients that after the federal Paycheck Protection Program (PPP) loan forgiveness paperwork is processed, many companies may need to lay off workers and asked what the SDWP is doing to prepare for this potential increase in dislocated workers. Andy responded that they are working hard to expand their online offerings to meet a potential second wave of layoffs, and also asked to follow up with Jacob to learn more about what his contacts anticipate timing of new layoffs to continue efforts at SDWP to prepare.

## *Item 9*

### **CEO & Staff Report**

Andrew updated the board on the upcoming Youth RFP, currently in the design phase and on track for release in October. Andrew shared that we are recruiting 20 volunteer evaluators to review and score the bids. If Policy Board members would like to participate or refer community leaders to volunteer, the time commitment is 3 1-hour meetings and reading time for 3-5 proposals.

Peter reviewed new board members, Carmen Summers of Microsoft and Mimi Rosado of the Naval Information Warfare Center. Ricky Shabazz, President of San Diego City College, will be heading SDWP's new Diversity Equity and Inclusion Working Group, with members of the board as well as staff. SDWP encourages the participation of Policy Board members or aides if interested.

Peter & Brooke wrote a piece distributed on SDWP's channels and directly to elected officials regarding funding needs for workforce development during COVID and throughout the recovery. The current federal proposals offer \$1B in workforce development funds nationwide, but analysts recommend \$15B to properly serve our dislocated workers and employers. SDWP had been aggressively advocating for funds at the state and national level.

Congressman Mike Levin hosted a virtual meeting to discuss his bipartisan bills that support veterans. SDWP ISA analyst and veteran, Matt Roman, was invited to participate and discussed his experience in transition.

Peter concluded with a budget update. SDWP remains in a healthy fiscal position. He shared a profile with external private/philanthropic partners that have been created that amount to approximately \$5M in new revenue. We continue to aggressively seek out new funding sources to put into the community. SDWP's budget is now comprised of 59% in federal funds. Ten years ago, our budget was 99% federal funds, where many workforce boards are currently. Peter expressed pride in the team for budget diversification and success in building relationships with funding partners.

G. Cox commented that the organization has come a long way and the team has done a great job. Peter stated that the organization is well poised for more innovative times ahead.

**Adjournment:** The meeting was adjourned at 3:43 pm

**Next Meeting:** Friday, October 30, 2020 at 3:00pm

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## Item 2: Membership Nomination

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### **ACTION ITEM – VOTE REQUIRED**

Policy Board to approve the nomination of Brisa L. Johnson to WDB.

#### **Brisa L. Johnson, Civic Engagement Manager, United Domestic Workers, AFSCME Local 3930**

Born and raised in San Diego, Brisa's background is representative of San Diego's border town diversity having a Black Father and a Latina Mother. She completed an associate degree in Black Studies from San Diego Community College District, and a bachelor's degree in Political Science from Point Loma Nazarene University. Being exposed to Social Justice in college sparked her passion for progressive issues such as the push for economic equality, voting rights, and racial justice.

Brisa is currently the Civic Engagement Manager Statewide for, United Domestic Workers, the Homecare Providers Union, engaging and training union members throughout California on Civic Engagement strategies, such as formal and informal activist tactics, grassroots organizing, and political education on local and stage wide campaigns. Much of her political career has been spent running large-scale voter engagement field programs and registering underrepresented communities to vote. In addition to my work in Civic Engagement, Brisa is a lead coordinator for the creation of the San Diego Black Worker Center, bringing together a Steering Committee consisting of local, multifaceted Black professionals in the public and private sectors for the purpose of creating a Black worker center centered in building power through organizing Black workers and building an equitable economy for Black People.

Separately from her career in the Social Justice field, Brisa is the lead singer of San Diego's award-winning band The Lyrical Groove where we have used music as a platform for healing and truth telling. As life experiences force me to grow, so grows Brisa's artistry and self-expression. She is now embarking on my first solo project titled "In Her Stillness", a project born out of vulnerability and self-care.

Outside of her career, for the past 6 years, Brisa has assisted in organizing and leading multiple events centered in creating safe spaces for communities of color with an organization she co-founded called 'She is Soul'. Each event has been rooted in individuals seeing themselves in a positive light, as well as seeing themselves in one another. The events themselves covered a wide range of interest from performing arts to panel and group discussions, as well as networking and mentorship opportunities. The platform created allowed folks from the most underrepresented and underserved communities to be embraced with love and empathy, and above all respect.

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## Item 3: High Road Construction Careers Contract – SD Continuing Education

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### **ACTION ITEM – VOTE REQUIRED**

Policy Board to approve a contract with the San Diego Continuing Education Foundation (SDCEF) for \$1,000,000 for the oversight of all participant activities of the High Road Construction Careers (HRCC) program. Contract deliverables include:

- Enrollment in MC3 pre-apprenticeship training: 162
- Completion of the MC3 pre-apprenticeship training: 132
- Attained industry-identified certificate or credential: 162
- Apprenticeship/employment placement: 132

Contract term is September 1, 2020 to June 30, 2021 with the option to renew for 1 year and 2 months (through August 31, 2022).

SDCEF is also responsible for co-enrolling participants in WIOA Adult and Dislocated Worker programs to access at least \$200,000 in federal training funds to expand and sustain the project.

### **BACKGROUND**

The California Workforce Development Board (CWDB) awarded San Diego and Imperial Counties with the maximum amount of \$1.5 million in funding for the HRCC program, made available through The Road Repair and Accountability Act of 2017 which invests billions of dollars annually to fix and maintain California's transportation infrastructure. The purpose of HRCC is to establish sustainable, regionally based pre-apprenticeship partnerships that systematically connect disadvantaged workers and communities to long-term middle-class careers through state-approved apprenticeship.

Through this program, San Diego & Imperial Counties launched the Apprenticeship Readiness Collaborative (ARC) 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. Additionally, ARC will focus on outreach efforts to specific populations including women, racial/ethnic minorities and underrepresented subgroups, disadvantaged youth, and formerly incarcerated individuals.

ARC is led by the San Diego Building and Construction Trades Council and the San Diego Workforce Partnership. Through this partnership, ARC structures the program using the National Association of Building Trade Unions' Multi-Craft Core Curriculum (MC3) training. Being credentialed with the MC3 certificate allows each participant to apply to the building trades and construction registered apprenticeship programs throughout North America.

SDCEF will provide the participant program management of the MC3 Program which includes the outreach, case management, enrollment, contract education, program supplies, field trips, industry connections, certifications, transportation, and employment placement tracking, as well as subcontracting to approved MC3 curriculum providers.

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## Item 4: Oceanside Career Center Lease

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### **ACTION ITEM – VOTE REQUIRED**

That the Policy Board approve the lease under the costs and terms herein for the North County Coastal Career Center (NCCC) to be located at the County’s North Coastal Live Well Center 3708 Ocean Ranch Boulevard, Oceanside CA.

### **BACKGROUND**

The Workforce Partnership currently oversees multiple facilities throughout San Diego county which includes the administration of three property leases:

- 1) Workforce Partnership headquarters’ office at 9246 Lightwave Ave., San Diego
- 2) South Metro Career Center at 4389 Imperial Avenue, San Diego
- 3) South County Career Center at 1111 Bay Boulevard, Suite E, Chula Vista

For the past two years the Workforce Partnership has been negotiating the opportunity to co-located with County HHS Live Well Centers. The grants that fund the network of Career Center facilities have continued to see reductions year-over-year which has led the Workforce Partnership to exercise the Early Termination clause (due to revenue reduction of 14%) in our existing career center space at North County Coastal Career Center at 1949 Avenida Del Oro.

This allows us to downsize from our current footprint and co-locate with the County HHS and other critical public program partners and maximize our ability to serve our shared customer.

The following table represents the anticipated cost-savings with this relocation:

<b>Cost Reductions for Oceanside Move</b>	<b>Square Feet</b>	<b>Cost/Sq Foot</b>	<b>Cost/Month</b>	<b>Cost/Year</b>
Current Oceanside Career Center	20,948	\$2.21	\$46,395	\$556,740
<b>Live Well County Oceanside Center</b>				
Original County Offer	3,271	\$3.32	\$10,860	\$130,320
Negotiated Final Offer	3,271	\$2.21	\$7,229	\$86,748
<b>Estimated Annual Savings (Year 1)</b>				<b>\$469,992</b>

### **Terms for New Lease with County of San Diego**

The term of the lease is five years beginning January 1, 2021 and ending on December 31, 2026, with an option for five more extension years.

Either party may terminate the lease at any time with at least 60 days’ prior notice.

### **Description of Property**

The County Live Well Communities were launched in 2016 focusing on underserved areas with the goal to address long-standing inequities and disparities by focusing on connecting key interventions and partners to offer wrap-around services and community engagement. The County's North Coastal Live Well Center is a 36,000 square foot technologically innovative facility that is a shining example of partners co-locating for improved outcomes. In addition to the Workforce Partnerships' career center partners and employment and job training services, the facility will also house Aging and Independence Services, Military and Veterans Resource Center, Public Health Nursing, Child Welfare Services, Behavioral Health Services.

The three-story building will be a Zero Net Energy building and will received LEED Platinum Certification for its green building standards. There is an abundance of free public parking in covered parking structure, which includes electric vehicle charging. It is ADA accessible and the architectural firm hired by the County is using trauma-centered design and human-centered design principles to create a physical space that is most conducive to the customer's experience.

### **Overview of the Comparative Market Analysis for other Properties**

The Workforce Partnership reviewed 10 other facilities of comparable size in the Oceanside area to complete a cost-price analysis. The average cost in of comparable properties in the area was \$2.07 per square foot, with some property upwards of \$2.46 per square foot, well above our current costs.

### **Lease Costs Summary**

The County monthly rent for the five-year term includes a 3% rent increase year over year as follows:

#### **These numbers are based on \$2.21/sf**

- Year 1 - \$7,229/month
- Year 2 - \$7,446/month
- Year 3 - \$7,669/month
- Year 4 - \$7,899/month
- Year 5 - \$8,136/month

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## Item 5: Career Jumpstart Project Update

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**INFORMATION ITEM – NO VOTE REQUIRED**

Andy Hall, Chief Impact Officer, will provide an update this project to help expand and diversify the local talent pipeline into to Energy, Utilities, and Construction industry. Cohort #1 graduated on 10.23.2020 and are now interviewing with hiring partners.

This update will provide the latest on the program outcomes, plan to finance and scale the program long term.

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## Item 6: CEO & Staff Report

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**INFORMATION ITEM – NO VOTE REQUIRED**

Peter Callstrom, CEO will provide an overview of Workforce Partnership activities since the last meeting and a high-level report on the organization’s health and progress on strategic initiatives.