



San Diego Consortium Policy Board Agenda

Date: Friday, August 28, 2020
Time: 3—4:00pm
Place: <https://us02web.zoom.us/j/82036828173>
Passcode: 399696

Chair Welcome

- Non-agenda public comment

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Next Meeting: October 30th, 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.

Item 1: Minutes of the June 26, 2020 Meeting

ACTION ITEM – VOTE REQUIRED

Members Present

Greg Cox, San Diego County Supervisor, District 1 (Chair)
Barbara Bry, Councilmember, City of San Diego, District 1
Nathan Fletcher, San Diego County Supervisor, District 4
Monica Montgomery, Councilmember, City of San Diego, District 4 (Vice Chair)
Jacob Richards, Board Member, United Way of San Diego County

Legal Counsel Present

David Powell, Deputy City Attorney, City of San Diego
David Smith, Chief Deputy County Counsel, County of San Diego

Staff Present

Peter Callstrom, President & CEO
Andy Hall, Chief Impact Officer
April House, Chief Operations 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.

Non-Agenda Public Comment

Jacob Hanawalt spoke to the value of the workforce development mentorship program in helping disconnected youth and those with limited privilege get involved with how their city is run. He requested more funding for the program.

Action Items

Item 1 **Minutes of the February 28, 2020 Meeting**

Motion: Board approves the meeting minutes.

Moved (N. Fletcher), Seconded (J. Richards), Carried on unanimous consent

Item 2 **Board Membership – Carmen Summers, Microsoft**

Motion: Board approves the appointment of Carmen Summers to WDB.

Moved (N. Fletcher), Seconded (J. Richards), Carried on unanimous consent

Item 3 **CEO Annual Review**

Motion: Board approves the CEO annual review.

Moved (N. Fletcher), Seconded (J. Richards), Carried on unanimous consent

Non-agenda item **Race, Inequity & What We Are Doing**

Peter commented on racial justice and SDWP’s work. Peter acknowledged the opportunity for growth and healing as a region, country, and organization. SDWP is committed to sustainable action and change and plans to address the issue of racial justice internally and through all programs. Peter spoke about SDWP’s “Listen, Learn & Act” framework that has been implemented around this issue.

April co-authored a statement with Councilmember Monica Montgomery. M. Montgomery discussed the vision of a skilled workforce, and the importance of acting boldly in partnership to enact initiatives that would fund programming aimed at eradicating black youth disconnection from work and school, currently at 18%, higher than any other race in San Diego, and preparing youth people for opportunities in high priority jobs, through programs that meet education and employment needs. M. Montgomery referenced the letter’s promise to provide funding for training and wage subsidies for businesses that make and act on commitments to racial equity, and to provide access to high quality jobs and reduce racial wage and wealth gaps.

M. Montgomery commented that Connect2Careers (C2C) and the City Mentorship program, is an exemplary program, as it is aimed at eradicating youth that are disconnected. The premise of the partnership with the City of San Diego was to identify opportunity youth and provide career development that would lead to employment. M. Montgomery discussed ,the program has not been discontinued at the city of San Diego, and M. Montgomery’s office is currently seeking to restore this program, as this is just a small beginning of the work that needs to be done in order to deliver on the promise of this letter and economic justice in underserved communities. M. Montgomery asked her Policy Board colleagues to join her in ensuring that programs like city mentorship remain funded, and in supporting similar programs like it that address economic equities and their root.

C. Cox thanked M. Montgomery for bringing this item forward, stating that C2C has been a great program, and the Policy board should do everything we can to try to identify funding that can help continue it going forward.

Item 4 **FY 21 Budget**

Andy overviewed the FY 21 budget, which includes an 11% overall decrease in funding, primarily due to pausing of THE State/County-funded 'Expanded Subsidized Employment - ESE' program.

SDWP's adjustments in staffing and a salary freezes allow the organization to ensure appropriate overhead costs in line with our funding and needs. M. Montgomery asked if overhead cuts were reallocating into local community and business partnerships. Andy responded that the funds were reallocated into the organization's contracts and training dollars and that the majority of new additional funding and grants would also do so going forward as SD workforce has no plans to add additional overhead positions if new funding is received during the FY.

SDWP also has \$13M in open grant submissions and continues to aggressively seek new funding opportunities continuously. G. Cox commented on the diversification of funds, noting that 8 years ago 98% of SDWP's budget came from federal funds, and commending the organization on the funding diversity.

J. Richards asked if SDWP saw any future funding legislation coming from the federal government. Andy replied that we are advocating with our federal partners, but additional funding is uncertain at this time.

Motion: Board approves the FY 21 budget.

Moved (M. Montgomery), Seconded (J. Richards), Carried unanimously

Item 5

Contract Renewals: Youth Programs

Andrew provided a description of the providers, programs, and performance goals to be awarded \$4.8M in WIOA funds. M. Montgomery asked if the scope of programs is shifting considering COVID-19. Andrew replied there are no material changes to enrollment or performance goals and SDWP is able to keep programs level in funding FY 21.

Motion: Board approves the contract renewals.

Moved (M. Montgomery), Seconded (B. Bry), Carried unanimously

Item 6

Contract Renewals: Adult Programs

Andrew provided a description of the providers, programs, and performance goals to be awarded \$5.5M in WIOA funds and COVID specific grants.

Motion: Board approves the contract renewals.

Moved (J. Richards), Seconded (B. Bry), Carried unanimously

Item 7

RFP Framework – WIOA Youth Providers

Andrew overviewed the Youth RFP process and thanked Tiffany Harrison (CM Montgomery staff member) and Genevieve Fong (Chair Cox staff member) for their involvement. The RFP working group hosted virtual town halls and conducted a community survey, with higher rates of community input and participation than any of SDWP's prior RFP's. The town halls and surveys yielded a combined 300+ participants. Based on the feedback, the steering committee landed on 4 populations of focus: justice involved, homeless & housing insecure, immigrants & refugees, and black opportunity youth. M. Montgomery thanked SDWP, was proud of the results and glad to see that the committee and staff decided to build solutions around who the data tells us is most in need. M. Montgomery further commented that the RFP is an example of what equity looks like. B. Bry thanked M. Montgomery for her leadership on this issue.

Moved (M. Montgomery), Seconded (N. Fletcher), Carried unanimously

Information Items

Item 8 **High Roads Construction, Energy & Utility Projects**

Andy announced SDWP has been awarded two grants totaling \$1.5M to expand the size, quality, and diversity of the entry level construction, energy, and utility project. The program was developed in partnership with WDB members Nancy Smith-Taylor, of SDG&E, and Tom Lemmon, of San Diego County Building & Trades Council. The programs will serve 200 individuals.

Item 9 **CEO & Staff Report**

Peter drew the board's attention to our new chatbot and on-demand video library to serve job seekers 24/7. Peter highlighted High Roads Kitchens, a collaboration between SDWP, Governor Newsom administration, the San Diego Foundation, and the One Fair Wage campaign, 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 public.

Adjournment: The meeting was adjourned at 3:54 pm

Next Meeting: Friday, August 28, 2020 at 3:00pm

Item 2: Expanded Subsidized Employment (ESE) Contract Renewal

ACTION ITEM – VOTE REQUIRED

The Policy Board approve KRA Corporation for \$597,335 for the operation of the ESE program for Program Year 2020-2021.

BACKGROUND

The goal of the ESE program is to place the County’s HHSWA Welfare-to-Work (WTW) participants in occupations that will help families transition off public assistance to self-sufficiency. ESE reimburses companies up to 100 percent of the wages of a new hire in the first 180 days of employment.

At the June 2020 meeting, the ESE funding was not in the State budget. Since then the final State budget restored the full funding for the ESE Program.

This contract action would renew KRA’s contract for one additional year, with two remaining option years remaining in the four-year contract term.

Contract goals for Program Year 2020-2021

- 80% of candidates referred from CalWorks placed in full time employment*
- 55% Job Retention rate at 3 and 12 months
- 100% of \$1.456 wage reimbursements expended

SD Workforce anticipates an increase of participants placed in employment but this depends on CalWorks referrals*

Figure 1: ESE Direct Expense Breakdown

Region	Participant Wages	KRA Contract (Action Item)	Total
Countywide	\$1,456,000	\$597,335	\$2,053,335

Program Year 2019-2020 Highlights:

- \$1.2+ million expended on wage reimbursement
- 228 participants placed in employment (181 subsidized and 47 unsubsidized)
- 66 different businesses

Item 3: COVID-19 Economic Impact and Response

INFORMATION ITEM – NO VOTE REQUIRED

Andy Hall, Chief Impact Officer, will provide an update on the economic impact of COVID-19, worker layoffs in San Diego County by industry, impact to our service delivery system, and initiatives to rebuild a more resilient economy and workforce going forward.

Item 4: CEO & Staff Report

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.