

San Diego Workforce Partnership
Consortium Policy Board
Minutes of the December 11, 2020 Meeting

Members Present

Greg Cox, San Diego County Supervisor, District 1 (Chair)
Monica Montgomery Steppe, 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
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

None

Councilmember Montgomery requested the items of the consent agenda be pulled for discussion. Chairman Cox agreed the items should be voted on individually. The LiveWell Co-Location discussion was moved from item 4, listed in the agenda, to item 1 to accommodate discussion participants' schedules.

Information Item

Item 1

LiveWell Co-Location

Supervisor Cox noted at the October Policy Board meeting there was a discussion about the possibilities of accommodating a Workforce Partnership Career Center at the Southeast LiveWell Center, and there have been further discussions of a partnership with the Escondido LiveWell Center. Peter thanked Supervisor Cox for bringing the issue forward, adding that he and HHS Director Nick Macchione go

back several years with discussions on collocating, as well as partnering in meaningful ways. Peter and Nick Macchione, county HHS Director, had a great call last week discussing this topic further and SDWP is very excited what this project could mean for serving San Diego's residents. Nick explained that this partnership dates to the LiveWell San Diego strategy, and that the LiveWell centers and SDWP have a kindred mission. Furthermore, this partnership is intended to be a county-wide approach throughout the various LiveWell Centers. Nick added that employment should be thought of as a continuum as individuals that graduate from the Welfare-to-Work Program may continue their career enhancement through working with SDWP. Nick overviewed next steps as SDWP's Oceanside Career Center will be located in the Oceanside LiveWell Center by Q1 of 2021, along with planning for a co-location in Escondido. Additionally, in the upcoming year HHS and SDWP will work to determine space and opportunities and HHS CalWorks provider will move into SDWP's Metro Career Center. Nick added that the Oxford, Chula Vista, and East County LiveWell Centers are also being considered to provide wrap-around employment support in partnership with SDWP.

Peter thanked Nick, Rick Wanne, and Andrew for their work on this partnership. He added that collocating will be much easier on customers, who will have simplified offerings of services rather than the need to frequent multiple locations. Rick agreed, adding that the main opportunity here is the synergy of bringing programs together for customers. He noted that oftentimes CalWorks participants are families receiving employment and case management support, and they are also eligible for services provided by the Workforce Partnership and potentially EDD. Bringing the three entities together in a LiveWell center with the communication, data-sharing, and cross-collaboration potential is a unique asset to the community. He added this is a great opportunity to synthesize service delivery and increase the efficiency of supporting families in San Diego. Andrew expressed his thanks and appreciation for Nick and Rick and their vision of centering the customer experience around achieving the biggest impact. Andrew added that the Oceanside Career Center move to a LiveWell center accounts for \$500k in cost savings that are reinvested into training programs and directly funding customers. He added that SDWP is excited to keep the momentum going. G. Cox added that the partnership is a no-brainer as it allows the county and SDWP to save money, provide better services, and allows for collaboration.

M. Montgomery Steppe thanked everyone for the presentation and asked what the data and information sharing process will entail. Nick answered that the data will focus on the services being provided and how the center is measurably helping them. Peter added that being in the same space will allow data to be more accessible and helpful for customers. Andrew said the data piece is instrumental in this partnership performing team-based case management. SDWP has data on employment, wages, wage growth and are happy to share with partners. Andrew continued that more importantly, SDWP will be able to utilize the data to know how and when employment is the most effective intervention for a customer. He continued that SDWP has run homeless pilot programs in the past where a job may not be the first order of priority, and perhaps it is connections to behavioral health services that should be made first. Unlocking and deepening this partnership

thorough data and CIE will allow SDWP, the County, and other LiveWell partners to perform effective team-based case management. M. Montgomery Steppe thanked Andrew, and added that if she continues to serve on the Policy Board next year, she would like to see how SDWP is interfacing with CIE. This includes the outcomes thus far, what information is collected, and how SDWP contributes to that continuum of service.

Action Items

Item 2 Minutes of the October 30, 2020 Meeting

Motion: Board approves the meeting minutes.

Moved (J. Richards), Seconded (M. Montgomery Steppe), N. Sasaki abstained

Item 3 CEO Annual Review

G. Cox stated that the agenda included a recommendation and report for the CEO annual review by WDB chair, Sammy Totah. He added that the review also included a recommendation for a compensation increase for the coming year. Sam reaffirmed the great work done by Peter and the team, as outlined in the review. M. Montgomery Steppe asked why the JPC was not formed. She noted the difficult times currently but asked if there was a logistical reason why the JPC could not meet via Zoom. She added that the committee is part of the agreement SDWP has with the city and county, and she is having trouble with this agenda item not on the merit, but more so as a part of a process. Peter answered that the JPC would have been formed in the Spring, when COVID began, and it was a logistical challenge giving the crisis we were facing. In June the board approved the review with no compensation increase due to SDWP's self-implemented wage freeze. He added that given the constraints and pressures, that for year alone the board can perhaps waive the step of the JPC in the review process. Peter continued that next year the process will continue and the JPC will be formed in the Spring, as the review cycle will begin in June. Peter also spoke to both city and county council in attendance at the meeting and addressed the concern with them. They concurred that the Policy Board can waive this step in this unusual year. G. Cox added that given the fact that the merit increase for Peter would be the same as those for the other employees, he approves of the recommendation. J. Richards noted he had been a part of the JPC in the past, and believes Peter's explanation makes sense with the challenges of this year, and is supportive of approving the review.

Motion: Board approves the CEO annual review.

Moved (J. Richards), Seconded (G.Cox), M. Montgomery Steppe voted no.

Item 4 Membership Nomination

Peter described Carol as a very impressive candidate that would add tremendous value to the board. He also provided an update on membership, and the retirements of Dr. Nabil Abudayeh, of Grossmont College, and Sandra Shuda, of Watkins Wellness. Peter added that SDWP looks forward to growing and diversifying the board, as has been the focus in the past year.

Motion: Board approves the nomination.

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

Information Item

Item 5

CEO & Staff Report

Andy updated the board on the work of the Racial Justice Work Group, including a review of SDWP's core values and addition of new core values of equity and inclusion. Currently SDWP staff is being asked to provide feedback of the new core values which will be an aspect of future performance reviews and evaluations in the organization. Additionally, the working group has discussed a bylaws change to add DEI as a standing committee. This action will structurally signal internally and to the community that DEI is not a side project for SDWP, but rather a core responsibility of the organization. The recommendations of the work group will be up for consideration before the full board in February. Racial Justice Work Group chair Ricky Shabazz commended SDWP for leading this effort to apply DEI into practice. He added there are a number of efforts to engage opportunity youth and workers from communities most impacted by COVID, so it can be ensured that the agency and its contracts are as inclusive as possible. Ricky also added that work is also being done in inclusive hiring practices at SDWP, including intentionality in the working of job descriptions, announcements, and evaluations. Ricky noted that SDWP's DEI work is an opportunity to be a beacon for other Workforce Partnerships and local organizations and agencies that may want to partner with SDWP to implement similar strategies. Peter thanked Ricky and all involved on the committee for their engagement and leadership on this work.

Peter discussed the past year, and despite changes faced making it even more difficult to provide value to the community, SDWP has shifted to online services, brought in more resources, and the organization is stronger than ever. He thanked staff and the board for helping SDWP have a very good year, despite the challenges. Peter overviewed the SDWP's aggressive work to gain support beyond the standard Department of Labor funding that finances all Workforce Development Boards throughout the country. He expressed how proud he is of the team to be able to make advances of \$10M in new resources.

Peter awarded G. Cox with SDWP's Workforce Development Champion Lifetime Achievement award. He thanked G. Cox for his service with SDWP and the region over decades. Peter emphasized the Supervisor's support and leadership in allowing SDWP to be creative in serving the community. G. Cox added that he has been on

and off SDWP's Policy Board over the past 26 years and was honored to be on the board when they hired Peter Callstrom. He continued that Peter came on at a difficult time in which the organization had a debt of \$250k and was involved in a very difficult lease situation. Over the last 8.5 years under Peter's leadership, SDWP recovered and grew much stronger with now a \$500k reserve and is now looked up to across the county. G. Cox is very proud of what the team has accomplished and thanked SDWP for the opportunity to work together. John Ohanian expressed his admiration for G. Cox's great and exemplarily leadership. M. Montgomery thanked the Supervisor for the example he has set, thanked him for the opportunity to work together, and added that his wisdom will be missed. A. Hall thanked the Supervisor of his 26 years of public service and thanked him for his strong and humble leadership as a great model for what public service leadership should be. G. Cox added that he has had a great staff over the years supporting him, and thanked Genevieve Fong for her most recent support of him on the Policy Board. Peter thanked the Supervisor for how instrumental he has been in SDWP's success.

Adjournment: The meeting was adjourned at 3:48 pm

Next Meeting: Friday, February 26, 2021 at 3:00pm