Youth RFP Townhall

Connecting with our Community on Youth Services

May 2020
Agenda

• Who’s in the Room
• Overview of San Diego Workforce Partnership
• The Youth System and RFP
• Breakout Groups to Gather Feedback
• Next Steps
Poll - Who's in the room

Youth
Media
Public
Non-Profit
Education
Community
Employer
Overview of San Diego Workforce Partnership
How we work

We bring money to the region from federal, state and local governments; private business and philanthropy.

We bring together the community through boards & committees that determine policy, strategy and priorities.

We design, fund, deliver and measure the programs to increase opportunities for job seekers and solutions for businesses.

We convene community partners to create impactful workforce development programs based on research.

We identify local skills gaps to pinpoint the skills employers are looking for.

JOB SEEKERS (especially underserved)

EMPLOYERS
What we do

Job seeker services
- Career consulting
- Education and training
- Paid work experience
- Access to networks and job leads
- Career search tools & workshops

Solutions for San Diego County businesses
- Hiring
- Human resources support
- Training & upskilling
- Wage subsidies

OPPORTUNITY THROUGH WORK

Collaboration
- Regional planning
- Convenings
- Community boards
- Newsletters and action alerts

Research
- Actionable information for job search and hiring practices
- Evidence-based program design
- Customized regional labor market research
Not all jobs are created equal

We place individuals in and help businesses foster inclusive, sustainable work for all that provides living wages, supports employee growth and elevates businesses.

Multiple generations, transformational results

We design, support and run programs that address the needs of workers and their families.

Where money meets mission

We build and promote self-sustaining funding mechanisms that reward impact and fill access gaps.

A societal and economic imperative

We develop a skilled, inclusive, competitive workforce to promote economic growth for businesses and opportunity for all.

Human-centered services; population-level impact

We help drive change at the population level through the delivery of targeted services and by spreading evidence-based practices among collaborators.
The Youth System and RFP
Where does the funding come from?

We administer and fund on behalf of the City and County of San Diego

We anticipate an *estimated* $3.9M will be released

Department of Labor (DOL)
Workforce Innovation and Opportunity Act (WIOA)

State of CA – Employment Development Department (EDD)
Oversees funding and State administration
Our current funded partners

Also known as...

“Service Providers”

“Community Partners”

“Contractors”

“Sub-recipients”
Impact since July 2016

2,574 youth served
1,316 youth placed in education and/or training
826 youth received a certificate or credential attainment
51% male
49% female

% Youth Served by Age

% Youth Served by Race/Ethnicity

- White
- African American/Black
- American Indian
- Asian
- Hawaiian/Other Pacific Islander
- Hispanic
High-level Overview of the RFP:

**Required Performance Metrics:**
- Credential Attainment
- Job Placement
- Media Earnings
- Skills Gained

**Additional Performance Metrics:**
- Job quality indicators
- Self-sustainability
- Customer satisfaction

**Required Program Elements:**
- Outreach, recruitment
- Eligibility and enrollment
- Learning assessment
- Individual Service Strategy
- 1:1 Case Management
- Access to partners/wrap-around services
- Training assistance
- Educational and career assistance
- Work-based training
- Support Services
- Follow-up after placement
# Moving to a dual service delivery model

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<tr>
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<th>Career Center Model</th>
<th>Population-Specific Model</th>
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<tr>
<td><strong>Who?</strong></td>
<td>All eligible youth ages 16-24</td>
<td>Specific populations of youth ages 16-24, with high “disconnect rates” (not in school and not employed)</td>
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<td><strong>ISY/OSY?</strong></td>
<td>Out-of-school youth</td>
<td>Focus on out-of-school youth, with the option to designate some funding towards in-school youth</td>
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<td><strong>What?</strong></td>
<td>Career-center model providing WIOA youth services</td>
<td>Individual Placement and Support (IPS) case management strategy providing WIOA youth services</td>
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<td><strong>Where?</strong></td>
<td>The four main career centers located in Metro, North, East, and South counties of San Diego</td>
<td>Funded partners/organizations at established locations (countywide)</td>
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<td><strong>Outcomes?</strong></td>
<td>Higher performance standards, above state minimum</td>
<td>Individual performance standards based on each population</td>
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<td><strong>Why?</strong></td>
<td>Collaborate and braid services with the adult career centers and other youth serving organizations</td>
<td>Focus on creating a “multiplier impact” on the population/community</td>
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<td><strong>Funding?</strong></td>
<td>Approx. $1.1 million</td>
<td>Approx. $2.8 million</td>
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Things to consider when identifying specific populations

1. What is the disconnect rate of Youth in this population in San Diego County?
2. Can the population be served in a career center, or will they require more services to meet their goals?
3. Do we have the right resources to support this population? What partnerships/collaborations will be required to successfully meet outcomes?
4. Is there an “impact multiplier” that translates the outcomes of our work (education, training, and job placements) into community transformation?

Outputs: what the provider does

Outcomes: what happens to clients

Impact: how outcomes affect community
Based on initial research, these populations experience high barriers

- Pregnant/parenting
- Offender/justice involved
- Black youth with multiple barriers
- Immigrant/refugees
- Individual with a disability
- Homeless/runaway
- Hispanic youth with multiple barriers
- English Language Learners
- Dropout
- Foster youth*

*Foster youth (both in-school and out-of-school) are served through a separate RFP in partnership with the County of San Diego. That RFP will be released in 2021.

Information gathered from:
- US Census Data
- Local government data
- Local published CBO data
Moving to a dual service delivery model
We need your feedback!

Breakout Sessions
Discussion Questions

In your breakout groups, please discuss the following questions:

1. Which youth populations do you feel experience the highest rates of unemployment and the most barriers to finding employment or achieving their educational goals?

2. What types of services are most important for serving youth and why?

3. When youth are in need of education, training or employment services, where do they go? Why? Which elements are most successful? Does it vary by populations?

4. What types of collaborations do you feel are successful in our community? What collaborations do you wish we had in our community?

5. We are required to spend 75% of our funding on out-of-school youth. Currently our in-school services are limited to foster youth. Should funding be allocated to serve more in-school youth in one of the other priority populations?
Reconvene the Large Group
Next Steps
# Youth RFP Timeline

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<th>Date</th>
<th>Action</th>
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<tr>
<td>January-April 2020</td>
<td>Research on specific populations experiencing high barriers</td>
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<td>May-June 2020</td>
<td>Gather Public Feedback</td>
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<td>• Community At-Large Survey</td>
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<td>• Host Virtual RFP Townhall Meetings</td>
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<td>September 2020</td>
<td>Release RFP</td>
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<td>September 2020</td>
<td>“How-to Apply for Funding” Overview Session for potential bidders</td>
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<td>November 2020</td>
<td>RFP Due</td>
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<td>Evaluators Score RFP</td>
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<tr>
<td>December 2020</td>
<td>Board Contract Recommendation</td>
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<td>July 2021</td>
<td>Begin Contracts</td>
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Next Steps

✅ Please complete our electronic survey
   Spread the word and share the email. We want as much input and feedback as possible.

✅ Keep an eye out for the RFP and apply, if appropriate

✅ Contact us with any questions you have at SDWPPProgramsDepartment@workforce.org
THANK YOU!