Policy Board Agenda

Date: Friday, October 29, 2021
Time: 3—4pm
Place: https://us02web.zoom.us/j/83735662971
Passcode: 928390

Action Item:
  Item 1: Minutes of the August 27, 2021 Meeting

Report Item:
  Item 2: CEO & Staff Report

Action Items:
  Item 3: CAREERS Dislocated Worker Grant Contract
  Item 4: Low Carbon Economy Contract

Information Items:
  Item 5: Out of School Youth Wavier
  Item 6: Sector Initiatives

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 to speak at the time of public comment. The SDWP will provide accommodations to persons who require assistance. Questions: (619) 228-2900.
Item 1: Minutes of the August 27, 2021 Meeting

ACTION ITEM – VOTE REQUIRED

Members Present
Monica Montgomery Steppe, Councilmember, City of San Diego, District 4 (Chair)
Joel Anderson, San Diego County Supervisor, District 2 (Vice Chair)
Sean Elo-Rivera, Councilmember, City of San Diego, District 9
Nora Vargas, San Diego County Supervisor, District 1
Nancy Sasaki, CEO, 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
Shannon Moran, Chief Information Officer
Shaina Gross, VP of Client Services

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 at 3:00pm, with a quorum present.

Non-Agenda Public Comment
None

Action Items

Item 1 Minutes of the June 25, 2021 Meeting

Motion: Board approves the meeting minutes.

Moved (J. Anderson), Seconded (S. Elo-Rivera), N. Sasaki abstained

Item 2 CEO Annual Review

Peter deferred to the recommendation of the JPC. N. Vargas thanked the JPC for the robust discussion. M. Montgomery Steppe noted that she is fully supportive of the JPC recommendation.
Motion: Board approves the nomination.

*Moved (N. Vargas), Seconded (N. Sasaki), Carried unanimously*

**Item 3**

**Joint Personnel Committee (JPC) Proposed Amendment**

Peter presented on the proposed JPC Amendment to update and broaden the scope of the JPC and assign the Executive Committee to conduct the annual CEO review. D. Powell noted that both parties will need to agree on the amendment. D. Powell and D. Smith will move forward with drafting the amendment with input and policy direction from the Policy Board members and SDWP. S. Elo-Rivera and N. Sasaki emphasized the importance of transparency in the new agreement.

Motion: Board approves City and County Counsel to draft the amendment to be brought to the Policy Board for approval at a later date.

*Moved (N. Vargas), Seconded (N. Sasaki), Carried unanimously*

**Report Item**

**Item 4**

**CEO & Staff Report**

Peter overviewed new grants from the James Irvine Foundation, the Conrad Prebys Foundation, and Masco Corporation. He emphasized SDWP’s effort to continuously diversify. Peter also participated in a childcare event held by US Labor Secretary Marty Walsh on August 23. Peter noted WDB member Phil Blair’s new chairmanship of Rotary Club 33 and theme for his tenure as President, “mentorship for success.” SDWP and Phil will work closely on these efforts. Peter and Chair Montgomery Steppe recapped the ICW Group internship program that they both attended on 8/26. The work was funded by the City’s support of SDWP’s Connect2Careers and partnership with the Neighborhood House Association. M. Montgomery-Steppe hopes for sustainability and growth in the program moving forward.

**Action Items**

**Items 5—7**

**Membership Nominations**

Phil overviewed the background and experience of Risa Baron, Brigette Browning, and Jeremy Vellón. The nominations were forwarded unanimously by the WDB.

Motion: Board approves the nominations.

*Moved (J. Anderson), Seconded (N. Vargas), Carried unanimously*

**Item 8**

**Career Center RFP Framework**

Shaina overviewed the core functions of Career Center Network contract terms and the recommendations of the RFP Work Group. Recommendations include dividing the function of the career centers, a shift in certain responsibilities SDWP’s new Customer Experience team, and a new structure conducive to partnership with other entities. The customer experience to now be led by the SDWP team,
operations and career services will be procured under a performance-based payment model. The RFP winners will be brought for a vote by the Policy Board in February 2022. M. Montgomery Steppe asked if the RFP Work Group will continue to monitor the deliverables and support the contract. Shaina noted that SDWP staff will measure performance and bring those results to the Board on a regular basis.

Motion: Board approves the RFP framework.

Moved (N. Sasaki), Seconded (N. Vargas), Carried unanimously

Item 9  
Contract Action: Connect2Careers Funding

Shaina overviewed the “Back to work” C2C program and proposed contract with Access, Inc. The $373,600 contract will serve 870 youth participants aged 16-24 within the City of San Diego. Funding in the contract budget has also been allocated to various non-profits and small grassroots organizations for referrals.

Motion: Board approves the contract.

Moved (N. Vargas), Seconded (S. Elo-Rivera), Carried unanimously

Information Items

Item 10  
Black Opportunity Youth Contract Update

Shaina updated the Board on the Black OY Contract appeal. The appeal review committee appointed by the WDB Chair determined the RFP process was not violated. The original contract recommendation and board approval stands. S. Elo-Rivera thanked Shaina and the team for ensuring the RFP process was fair and looks forward to ensuring future applicants are supported and understand the process.

Item 11  
Data Analytics Strategy

Shannon introduced herself, her background, and the IT team’s functions. She discussed the vision for SDWP’s data stewardship culture and data warehouse system. Reporting examples were shared to exhibit our efforts going forward.

Adjournment: The meeting was adjourned at 4:00 pm

Next Meeting: Friday, October 29, 2021 at 3:00pm
Item 2: CEO & Staff Report

INFORMATION ITEM – NO ACTION REQUIRED

Peter Callstrom and staff will provide updates on key activities and initiatives.
ACTION ITEM – VOTE REQUIRED

Pillar Strategy:
#5: Population-Specific Interventions

Recommendation

That the Policy Board authorize SDWP to enter a contract with the following:

<table>
<thead>
<tr>
<th>Contractor</th>
<th>Funding Source</th>
<th>Amount</th>
<th># Served</th>
<th>Cost Per Person</th>
</tr>
</thead>
<tbody>
<tr>
<td>YMCA – Childcare Resource Service</td>
<td>U. S. Department of Labor</td>
<td>$1,098,329 over 2 years</td>
<td>100</td>
<td>$10,983</td>
</tr>
</tbody>
</table>

Contract Outcomes

- 80% are employed at 2nd and 4th Quarters
- $18.00/hr. median earnings
- 75% obtain a credential
- 75% demonstrate measurable skills gain

Contract Term: October 1, 2021 – September 30, 2023

New contract or renewal: New

Option Years: None

Contract Payment Terms: Cost Reimbursement

Contractor Selection:

YMCA Childcare Resource Service: The YMCA is funded by the CA Dept of Education, Child Development Division, to provide free childcare referrals and resources to families in San Diego County. They are the lead entity in our county that maintains the database of active, licensed childcare programs and provides referrals and subsidies to residents across the region. The YMCA works with each individual to understand their childcare needs and find a customized resource. Because the YMCA is the only provider that offers this service, they were selected to be our partner in our original proposal.

Target Population(s): Long-term dislocated workers (DW) due to the COVID-19 pandemic (receiving Unemployment Insurance (UI) for six months or longer, or have exhausted their UI), with a specific focus on women and parenting DW who have been disproportionately impacted by the pandemic.

Scope of Work: Provide recruitment, eligibility, enrollment, case management, support services and follow-up services. Additionally, the YMCA will provide customized childcare referrals including identifying childcare providers and subsidizing the cost of childcare for participants. Acknowledging that there are significant negative health consequences to both a pandemic and long-term unemployment that can be a barrier to employment, the YMCA will provide mental health supports and overall wellness supports to both the jobseeker and their family.
Background

As part of the American Recovery Act (ARPA), signed in March of 2021, funding was included to help stabilize the economy and increase hiring. As extended Unemployment Insurance (UI) expires, and previously waived requirements around work search are being reinstated, the goal of the Comprehensive and Accessible Reemployment through Equitable Employment Recovery (CAREER) National Dislocated Worker Grants (DWGs) is to help reemploy dislocated workers most affected by the pandemic and particularly those from historically-marginalized communities or groups, and those who have been unemployed for an extended period of time or who have exhausted UI.

Based on research of the San Diego region, we have created a project plan that assists parents, specifically women, back into the workforce. Women, especially women of color, were hardest hit. To support an inclusive economic recovery, women need ready access to childcare. Our project is intended to provide the supports to connect parents to quality childcare, and career services that will prepare them to re-enter the workforce. Mental health, Childcare services, Career services and connections to trainings in our priority sectors will move its workforce toward high-quality family sustaining-wage employment opportunities and address the workforce challenges exacerbated by the COVID-19 pandemic.
Item 4: Low Carbon Economy Contract

**ACTION ITEM – VOTE REQUIRED**

**Pillar Strategy:**
Outcomes-Focused Funding/Population Specific Interventions

**Recommendation**

That the Policy Board authorize SDWP staff to enter a contract with the following:

<table>
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<tr>
<th>Contractor</th>
<th>Funding Source</th>
<th>Amount</th>
<th># Served</th>
<th>Cost Per Person</th>
</tr>
</thead>
<tbody>
<tr>
<td>San Diego Continuing Education Foundation</td>
<td>Low Carbon Economy Grant</td>
<td>$266,964</td>
<td>108</td>
<td>$2,472 in additional funding per participant</td>
</tr>
</tbody>
</table>

**Contract Outcomes**

- Funds a career navigator to help connect participants with union contractors
- Provides Wifi hotspots and laptops for participants
- Supports advanced math certification classes and tutoring to prepare for union assessments
- Builds capacity to include sustainability workshops and field trips

**Contract Term:** November 1, 2021 – November 1, 2022

**New contract or renewal:** New

**Option Years:** 1 year

**Contract Payment Terms:** Cost Reimbursement

**Contractor Selection:**

San Diego Continuing Education Foundation (SDCEF): SDCEF is the incumbent provider for High Roads Construction Careers (HRCC) services. SDCEF has successfully provided an MC3 program since 2016. As part of HRCC program, the Apprenticeship Readiness Collaborative (ARC) consolidated the MC3 providers in the region, to ensure better outcomes. As a result, SDCEF is the only institution certified to provide the MC3 program curriculum. In addition to the curriculum, SDCEF is responsible for the enrollment, case management, career navigation and job placements. Additional funding will help them to serve the target populations and achieve the program outcomes.

**Target Population(s):** Disadvantaged youth, justice involved, ethnic and underrepresented minorities and women

**Scope of Work:** Funds from Low Carbon Economy grant will strengthen the existing HRCC program offerings. Program enhancements include:

- Sustainability programming including LEED Certified building tours, greenhouse gas reduction programming and green building seminars
- Additional supportive services for participants including embedded math tutors, enhanced soft skills training, work clothes and supplies, subsidized transportation passes, field trips to construction sites, and increased case management
• Virtual learning support including WiFi hotspots for remote connection, virtual classroom activities and enhanced curriculum development.

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**HRCC 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 is committed to breaking barriers to employment in construction careers.

On October 22, 2020, the WDB approved a $1,000,000 contract with SDCEF to provide the participant program management of the MC3 Program which includes the outreach, enrollment, case management, contract education, program supplies, field trips, industry connections, certifications, transportation, and employment placement tracking.

**Low Carbon Economy Background**

California Climate Investments is a statewide initiative funded by cap-and-trade dollars with the goal of reducing greenhouse gas emissions, strengthening the economy, and improving public health and the environment—particularly in disadvantaged communities.

The California Climate Investments cap-and-trade program awarded Low Carbon Economy funds to build in sustainability programming to the High Roads Construction Careers program. SDWP received $749,933.98 in Low Carbon Economy Workforce funding to enhance the existing ARC activities and fill existing gaps not funded in the original HRCC grant. The enhanced funding enables SDCEF to better support our target populations through successful completion of the MC3 program. This will provide participants with more supportive services and a more well-rounded pathway from pre-apprenticeship to employment.
Item 5: Out of School Youth Waiver

INFORMATION ITEM – NO ACTION REQUIRED

Frequently, Youth that are in foster care, justice-involved, or experiencing homelessness are classified as In School Youth (ISY) because of programs in which they are enrolled or services they are receiving, although they are not actively engaged with the school. At the same time, WIOA currently limits Boards to allocating a maximum of 25% of funds to ISY, with the remaining 75% going to OSY. This results in a limited ability to serve youth that most need our support and access to our programs.

Based on a successful pilot program in LA County, The Department of Labor and Secretary of Labor offered an opportunity to apply for a waiver that would reduce the OSY expenditure requirement from 75% to 50%, allowing us to increase the ISY allocation up to 50%. The San Diego Workforce Partnership applied for and received this waiver for Program Year 2021-2022. We are now collaborating with our service providers that serve foster youth, justice-involved youth and youth experiencing homelessness to expand their program designs to recruit youth that would have been previously ineligible because of their ISY status.
Item 6: Sector Initiatives

INFORMATION ITEM – NO VOTE REQUIRED

Parina Parikh, Vice President of Sector Initiatives, to provide an overview.