Workforce Development Board (WDB) Agenda

Date: Thursday, June 16, 2022
Time: 8—9:30 a.m.
Place: In person & via Zoom
9246 Lightwave Ave, Suite 100, San Diego, CA 92123
https://us02web.zoom.us/j/89786157117

Instructions for Public Meetings
- Members of the public – on Zoom please use the “raise hand” feature to speak, or you can chat your questions/comments to be read aloud. If in person, please complete a “Request to Speak” form.
- Board members - participate by un-muting yourself, or submit questions/comments in chat box.

Welcome and Introductions
- Chair calls the meeting to order
- Non-agenda public comment

Agenda Items
- Item 1: Virtual Meeting Resolution 2
- Item 2: Minutes of the April 21, 2022 Meeting 3
- Item 3: Faces of Workforce 6
- Item 4: CEO Report 7
- Item 5: Career Center Transition Update 8
- Item 6: Behavioral Health Symposium 9
- Item 7: FY22 Budget 10
- Item 8: Incumbent Worker Funds Allocation 12
- Item 9: MOU Co-Located Partners Packet 14
- Item 10: Youth Contract Renewals 16
- Item 11: Foster Youth Procurement Change 19
- Item 12: LiveWell Contract 20

Next Meeting: August 18th, 8am – 9:30am

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. SDWP will provide accommodations to persons who require assistance. Questions: (619) 228-2900.
Item 1: Virtual Meeting Resolution

ACTION ITEM – VOTE REQUIRED:

Resolution recognizing a state of emergency and authorizing teleconferenced meetings pursuant to AB 361

WHEREAS, in response to the novel coronavirus (“COVID-19”) pandemic, Governor Newsom adopted a series of Executive Orders allowing the legislative bodies of local governments to meet remotely via teleconference so long as other provisions of the Ralph M. Brown Act (“Brown Act”) were followed; and

WHEREAS, on March 4, 2020, Governor Newsom declared a statewide emergency arising from COVID-19 pursuant to Government Code section 8625; and

WHEREAS, on Sept. 16, 2021, Governor Newsom signed AB 361, which immediately amended the Brown Act allowing governing boards to continue holding virtual meetings outside the teleconferencing requirements of Government Code section 54953(b), if the board makes a finding that there is a proclaimed State of Emergency, and either (1) state or local officials have imposed or recommended social distancing measures, or (2) meeting in person would present imminent risks to the health or safety of attendees due to the emergency; and

WHEREAS, social distancing measures have been imposed and implemented by the County and City of San Diego to mitigate the spread of COVID-19; and

WHEREAS, the San Diego SDWP (Workforce Development Board - WDB) believes the spread of COVID-19 poses an imminent risk to the health and safety of in person meeting attendees; and

WHEREAS, the WDB is committed to open and transparent governance in compliance with the Brown Act; and

WHEREAS, the WDB is conducting virtual meetings by way of telephonic and/or internet-based services as to allow members of the public to fully participate in meetings and offer public comment.

NOW THEREFORE, BE IT RESOLVED, that the recitals set forth above are true and correct and fully incorporated into this Resolution by reference.

BE IT FURTHER RESOLVED, that the WDB recognizes that a State of Emergency in the State of California continues to exist due to the COVID-19 pandemic.

BE IT FURTHER RESOLVED, that the WDB recognizes that social distancing measures remain recommended by state and local officials.

BE IT FURTHER RESOLVED, the WDB authorizes the use of teleconferencing for all meetings in accordance with Government Code section 54953(e) and all other applicable provisions of the Brown Act, for a period of thirty (30) days from the adoption of this resolution, or such a time that the Governing Board adopts a subsequent resolution in accordance with Government Code section 54953(e)(3).
Item 2: Minutes of the April 21, 2022 Meeting

Members Present
Sammy Totah, Chair  Ed Hidalgo  Althea Salas
Risa Baron  Kevin Johnson  Carmen Summers
Phil Blair  Carol Kim  Annie Taamilo
Danene Brown  Jeff Noyes  Rick Vaccari
Matt Doyle  Kurling Robinson  Jeremy Vellón
Shandon Harbour  Mimi Rosado  Mike Zucchet

Members Absent
Andy Berg  Bridgette Browning  Brisa Johnson
Christina Bibler  Veronica Delarosa  Ricky Shabazz
David Blake  Nancy Smith-Taylor

Staff Members Present
Peter Callstrom, President & CEO
Shannon Moran, Chief Information Officer
Shaina Gross, VP of Client Services
Parina Parikh, VP of Sector Initiatives
Alistair Penny, Senior Manager of ICT

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.

Call to Order
The meeting was called to order by Sammy Totah, at 8:03 a.m. with a quorum.

Non-Agenda Public Comment
None

Action Items

Item 1 Virtual Meeting Resolution

Motion: WDB approves the resolution.

Moved (A. Berg), Seconded (C. Summers), Carried unanimously

Information Item
Item 2  **Faces of Workforce**

Cynthia Ajani and Khea Pollard, owners of Café X: By Any Beans Necessary (1835 Imperial Ave, San Diego, CA 92102), spoke on their entrepreneurial experience and internship collaboration with Access, Inc. and the SDWP.

**Action Item**

Item 3  **Minutes of the February 22, 2022 Meeting**

Motion: WDB approves the meeting minutes with the addition of new WDB members’ names listed.

Moved (P. Blair) Seconded (M. Rosado), A. Berg abstained

**Information Item**

Item 4  **CEO & Staff Update**

Peter highlighted $750k of Connect2Careers funding in Mayor Gloria’s proposed budget. Peter and Ed Hidalgo recapped the ASU+GSV Summit. Peter and Jeremy Vellón shared details of the Growing Fairly event. Peter shared about the Chamber of Commerce delegation on their annual DC advocacy trip.

**Information Items**

Item 5  **Income Share Agreement Update**

Parina and Alistair overviewed the ISA program landscape and outlook. SDWP is exploring a partnership with Google’s $100M Career Certificate Fund. SDWP is one of only 5 organizations and the only Workforce Board that Google selected to partner with. The ISA program will continue to provide job-ready skills training and wrap around services, program delivery will remain unchanged. This provide less risk for SDWP, a lower student cost, and more potential education partners.

Item 6  **Performance Data Update**

Shannon reviewed KPI's, enrollments, and performance measures. She also explained the IT Department’s team, business intelligence and research. The data analytics and research teams work closely to quantify SDWP’s impact. Additionally, SDWP’s data and demographic analytics capacity inform program design and ensure equitable distribution of
services. Shannon also overviewed the data sharing and best practice projects we are involved in.

**Item 7  Career Center Transition Update**

Shaina updated WDB on Career Center transition progress. SDWP has hosted several job fairs and will finalize staffing in mid-May. Staff will begin onboarding and training in June and July. Staffing, lease transitions, and operations manual updates are all on track to transition successfully on July 1.

**Item 8  Committee & Working Group Updates**

R. Shabazz, DEI Committee Chair, provided a brief update on DEI Committee priorities and the Adopt-A-School model. Peter thanked Ricky for his continued leadership on the Committee and passion for the Adopt-A-School program.

**Adjournment**

Sammy Totah adjourned the meeting at 9:27 am.
Item 3: Faces of Workforce

REPORT ITEM – NO VOTE REQUIRED:

Two Construction Career Jumpstart (CCJ) Graduates will be speaking on their experiences with the program.
Item 4:  CEO Report

REPORT ITEM – NO VOTE REQUIRED:

An overview of SDWP activities.
Item 5: Career Center Transition Update

INFORMATION ITEM – NO VOTE REQUIRED:

Update on hiring/staffing, training, and key changes to the service delivery system.
Item 6: Behavioral Health Symposium

INFORMATION ITEM – NO VOTE REQUIRED

Overview of the upcoming symposium.
Item 7: FY22 Budget

**ACTION ITEM – VOTE REQUIRED**

### Revenue Categories

<table>
<thead>
<tr>
<th></th>
<th>FY23</th>
<th>FY22</th>
<th>$ Diff</th>
<th>Diff</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>WIOA Formula Funds</td>
<td>$22,746,177</td>
<td>$21,271,168</td>
<td>$1,475,009</td>
<td>7%</td>
<td>53%</td>
</tr>
<tr>
<td>Grants / Contracts</td>
<td>$16,453,413</td>
<td>$12,998,492</td>
<td>$3,454,921</td>
<td>27%</td>
<td>39%</td>
</tr>
<tr>
<td>CalFresh E&amp;T (CFET)</td>
<td>$3,500,000</td>
<td>$3,493,670</td>
<td>$6,330</td>
<td>0%</td>
<td>8%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$42,699,590</strong></td>
<td><strong>$37,763,330</strong></td>
<td><strong>$4,936,260</strong></td>
<td>13%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Revenue is projected at $42.7M, + 13% over FY22 ($37.8M). Grants/Contracts includes philanthropy, private sector, fee-for-service. CFET is new since 2021.

### WIOA Formula Funds

<table>
<thead>
<tr>
<th></th>
<th>FY23</th>
<th>FY22</th>
<th>$ Diff</th>
<th>Diff</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult</td>
<td>$7,992,325</td>
<td>$6,945,256</td>
<td>$1,047,069</td>
<td>15%</td>
<td>19%</td>
</tr>
<tr>
<td>Dislocated Worker</td>
<td>$6,743,778</td>
<td>$6,837,894</td>
<td>($94,116)</td>
<td>-1%</td>
<td>16%</td>
</tr>
<tr>
<td>Youth</td>
<td>$7,450,127</td>
<td>$7,019,791</td>
<td>$430,336</td>
<td>6%</td>
<td>17%</td>
</tr>
<tr>
<td>Rapid Response/Layoff Aversion</td>
<td>$559,947</td>
<td>$468,227</td>
<td>$91,720</td>
<td>20%</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$22,746,177</strong></td>
<td><strong>$21,271,168</strong></td>
<td><strong>$1,475,009</strong></td>
<td>7%</td>
<td>53%</td>
</tr>
</tbody>
</table>

WIOA Funds - increased $1.5M. Levels defined by DOL and the California EDD.

### Grants/Contracts

<table>
<thead>
<tr>
<th></th>
<th>FY23</th>
<th>FY22</th>
<th>$ Diff</th>
<th>Diff</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public (Federal &amp; State)</td>
<td>$6,392,749</td>
<td>$3,090,929</td>
<td>$3,301,820</td>
<td>107%</td>
<td>15%</td>
</tr>
<tr>
<td>Public (County &amp; City)</td>
<td>$5,411,364</td>
<td>$5,492,598</td>
<td>($81,234)</td>
<td>-1%</td>
<td>13%</td>
</tr>
<tr>
<td>Philanthropy / Private Sector</td>
<td>$4,310,006</td>
<td>$4,351,532</td>
<td>($41,526)</td>
<td>-1%</td>
<td>10%</td>
</tr>
<tr>
<td>Fee for Service</td>
<td>$339,294</td>
<td>$63,433</td>
<td>$275,861</td>
<td>435%</td>
<td>1%</td>
</tr>
<tr>
<td>CalFresh E&amp;T</td>
<td>$3,500,000</td>
<td>$3,493,670</td>
<td>$6,330</td>
<td>0%</td>
<td>8%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$19,953,413</strong></td>
<td><strong>$16,492,162</strong></td>
<td><strong>$3,461,251</strong></td>
<td>27%</td>
<td>39%</td>
</tr>
</tbody>
</table>

Up $3.5M. New grants (e.g., Construction Careers, JP Morgan Chase, James Irvine, SDF, Conrad Prebys, and more). Fee for Service up $276k.
**FY22 EXPENSE CATEGORIES:**

**Central Operations:** executive, finance operations and support services. A $0.6M increase: personnel growth in Finance and Executive.

**Direct Program:** Adult, Youth, Businesses Services, Research, Communications, IT, Facilities, HR. Increase primarily new staff related to career center transition.

**Programs/Contracts:** Services through contracted providers: training funds, supportive services (WIOA Youth, etc.) Decrease ($4M): career center transition.

**Training:** Allocations within grants that are used specifically to subsidize participant training. WIOA requires that a minimum of 30% be spent on trainings such as On the Job Training, Customized Training, ETPL, etc.

<table>
<thead>
<tr>
<th>(In Thousands)</th>
<th>FY23</th>
<th>FY22</th>
<th>Diff</th>
<th>Diff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central Operations</td>
<td>$3,831</td>
<td>$2,829</td>
<td>$1,001</td>
<td>35%</td>
</tr>
<tr>
<td>Training</td>
<td>$6,392</td>
<td>$7,747</td>
<td>($1,356)</td>
<td>-17%</td>
</tr>
<tr>
<td>Programs/Contracts</td>
<td>$16,241</td>
<td>$20,302</td>
<td>($4,061)</td>
<td>-20%</td>
</tr>
<tr>
<td>Direct Program Support</td>
<td>$14,277</td>
<td>$6,750</td>
<td>$7,527</td>
<td>112%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$40,740</strong></td>
<td><strong>$37,629</strong></td>
<td><strong>$3,111</strong></td>
<td><strong>8%</strong></td>
</tr>
</tbody>
</table>

**Looking Ahead:**

SDWP looks forward to another strong fiscal year with a growing and very diversified portfolio. The SDWP is more diversified than most, if not all, WF Boards in the country. Most WF Boards are dependent upon federal funding and have few if any other sources. The SDWP has a sound operational infrastructure and is always working to ensure we have the right tools and talent to meet current and future needs. By focusing on these revenue strategies, we expect to continue to expand our impact. Between now and a mid-year update/modification (targeted for February 2023), we expect more revenue (not budgeted until secured) through the following:

- **Federal:** WIOA Reauthorization. Good Jobs Challenge (EDA).
- **State:** Governor’s budget: High Roads Training Partnerships (HRTPs). Pending $10M for Sector Initiatives from an Assemblymember.
- **Local:** The City & County continue to support us in varied ways. The City supports us with ongoing youth/young adult support. The County is investing in Behavioral Health and continues to support our ESE (Expanded Subsidized Employment).
- **Private:** Broad support with multiple foundations and private sector businesses.
- **Fee For Service:** research, learning (K-12 services), business services.
**Item 8: Incumbent Worker Funds Allocation**

**ACTION ITEM – VOTE REQUIRED:**

**Recommendation**

WDB approve the SDWP to exercise the State option to allocate up to 20% of our WIOA Adult and Dislocated Worker funding to provide Incumbent Worker Training (IWT).

**SDWP’s Plan:** The SDWP will start with 5%, or approximately $400,000. Approving the 20% will allow us the flexibility to reassess regularly to determine the need to increase the IWT allocation.

**Background**

IWT under WIOA provides both workers and employers with the opportunity to build and maintain a quality workforce and increase both participants’ and companies’ competitiveness. It is a type of work-based training and upskilling designed to ensure that employees of a company can acquire the skills necessary to retain employment and advance within the company, or to acquire the skills necessary to avert a layoff.

IWT is responsive to the special requirements of an employer or a group of employers in partnership with other entities for the purposes of delivering training to:
- Help avert potential layoffs of employees, or
- Increase the skill levels of employees so they can be promoted within the company and create backfill opportunities for the employers.

WDBs can use up to 20% of their adult and dislocated worker allocations to provide for the federal share of the cost of providing IWT. Generally, the employer selects and procures the training provider, although SDWP may help identify training providers.

**Goal:** It allows us to serve individuals regardless of income and for employers to retain skilled employees or avert a potential layoff.

**SDWP’s Policy Requirements**

IWT must lead to one or more of the following:
- Training must increase the participant’s and company’s competitiveness
- Training must lead to an increase in wages
- As a result of the training the participant is promoted and there is an opportunity to backfill the incumbent worker’s position
- Avert potential layoffs through training (upskilling)

Participant Eligibility to receiving training:
- Have an established employment history with employer at least 6 months
- No income eligibility (more flexible than general WIOA eligibility)
**Employer Matching Requirements:**

The WDB must consider the number of employees participating in the training, the wage and benefit levels of the employees, the relationship of the training to the competitiveness of the employer and employees, and the availability of other employer-provided training and advancement opportunities. The minimum amount of employer share in the IWT depends on the size of the employer:

- At least 10% of the cost, for employers with 50 or fewer employees;
- At least 25% of the cost, for employers with 51 to 100 employees; and
- At least 50% of the cost, for employers with more than 100 employees
**Item 9: MOU Co-Located Partners Packet**

**ACTION ITEM – VOTE REQUIRED:**

**Recommendation**
The WDB approve the updated MOU with our partners, as required by the State every three years.

**Background**
The MOU is a Workforce Innovation and Opportunity Act (WIOA) requirement that is governed by EDD to establish a high-quality career center delivery system and enhance collaboration among partner programs and act as both a strategic and operational tool. Each MOU acts as a functional tool as well as a visionary plan for how the Local Board and AJCC partners (career center partners) will work together to create a unified service delivery system that best meets the needs of their shared customers.

The three major components of the MOU are:

**Shared Customers**
For a service to be deemed “accessible,” a partner must provide access to that service through *at least one* of the following methods:

- Colocation – program staff are physically present at the career center
- Cross information sharing / Customer referral – career center staff are trained to provide information to customers about partner organization offerings and make referrals
- Direct access through technology – two-way communication and interaction between clients and the partner that results in services being provided, such as instant messaging, Partner Portal, and more.

**Shared Services**
Shared services undergird the system. Through a network of partners, job seekers, families, and employers can thrive. There are several components for shared services that include referrals, shared technology, and safe sharing of information.

- Partner Portal – a platform that was developed by the SDWP to allow partners to access training programs and make referrals.
- Customer Referrals – customer-centered focus, comprehensive information made available to all customers, and system alignment with all partners.
- Shared technology – agreed upon data security principles, data sharing agreements when possible, and use of VOSGreeter in CalJobs to record visitor traffic and the purpose of visit electronically.
**Shared Costs**

The Local Board and career center partners use a methodology where we identify the proportionate share of infrastructure costs each co-located partner will contribute.

SDWP uses a cost-allocation formula based on each partner’s square footage occupancy and duration of use. The value of each partner’s owed infrastructure cost contribution is directly correlated to the percentage of career center space and time used by that partner. Costs for career center common areas are proportionately shared by all partners. Shared costs are reevaluated annually for changes.

In FY 23, opportunities to capture possible cost structures for those partners not co-located in a career center will be explored through analysis of data collected onsite and in the Partner Portal.

Co-located partners include:
- Able-Disabled
- Access, Inc.
- Employment Development Department (EDD)
- Department of Rehabilitation (DoR)
- 5 Keys
- San Diego Job Corps
- Public Consulting Group (PCG)
- Senior Community Service Employment Program (SER)
**Item 10: Youth Contract Renewals**

**ACTION ITEM – VOTE REQUIRED:**

**Recommendation**

That the WDB authorize SDWP staff to renew the following WIOA Youth contracts:

<table>
<thead>
<tr>
<th>Contractor</th>
<th>Amount</th>
<th>Population Served</th>
<th>Served</th>
<th>Cost Per</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access</td>
<td>$400,000</td>
<td>In-School Foster Youth at San Pasqual Academy</td>
<td>57</td>
<td>$7,000</td>
</tr>
<tr>
<td>Access</td>
<td>$1,540,000</td>
<td>Youth Career Center Services</td>
<td>308</td>
<td>$5,000</td>
</tr>
<tr>
<td>San Diego Continuing Education</td>
<td>$600,000</td>
<td>Immigrants/Refugees/English Language Learners</td>
<td>86</td>
<td>$7,000</td>
</tr>
<tr>
<td>San Diego Youth Services</td>
<td>$600,000</td>
<td>Youth Experiencing Housing Instability</td>
<td>86</td>
<td>$7,000</td>
</tr>
<tr>
<td>South Bay Community Services</td>
<td>$600,000</td>
<td>Justice Involved Youth</td>
<td>86</td>
<td>$7,000</td>
</tr>
<tr>
<td>YMCA</td>
<td>$600,000</td>
<td>Black Opportunity Youth</td>
<td>86</td>
<td>$7,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$4,340,000</strong></td>
<td><strong>709</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Outcomes**

- 75% enrolled in education or training, or employed after six months
- $4,000 quarterly median earning gain
- 67% will attain a credential
- 60% will show a gain in skills through training or education

**Contract Term**: July 1 2022 – June 30 2023

**New Contract or Renewal**: Renewal

**Option Years**: Access (SPA): This is an ongoing, sole sourced contract that is reviewed annually for renewal.

All others are in the second year of a four-year contract that is renewed annually based on performance and available funding.

**Contract Payment Terms**: Cost Reimbursement

**Contractor Selection**: Access (SPA): A Memorandum of Understanding (MOU) was developed formalizing the partnerships among the County of San Diego Child Welfare Services, the San Diego County Office of Education, New Alternatives, Inc., Access, Inc. and the SDWP in 2001. Based on the unique structure of SPA, this arrangement has been approved as a Sole Source by the State of CA.
All other contracts were competitively procured and approved by the Board in 2021.

**Scope of Work:** WIOA Youth Workforce Development services, including, but not limited to program enrollment, assessment, work-readiness training, job/internship placement, enrollment in education and training, career coaching and exploration, supportive services, mentorship, and financial literacy.

Access, Inc. (San Pasqual Academy (SPA) Program): Since 2001, SDWP has invested funds in the SPA work-readiness program, a unique residential high school program for in-school foster youth ages 14-21 in San Diego County. Through work-readiness, case management, internships, job shadows, and other workforce services, Access serves 80 foster youth each year as they graduate high school, leave SPA, and work toward their next step on their career path. We are committed to providing services as long as youth are still in need. We work closely with the County to support the success of SPA.

In 2021, SDWP staff went through an intensive and intentional redesign of the WIOA Youth program. This included active participation from youth with lived expertise, best practices research, and input from our community partners and community members. Key changes included:

- Identifying specific populations with increased barriers to employment
- Enhanced peer and adult mentor components
- Creation of a network of all youth contractors to establish shared programming, workshop offerings, trainings, recruitment, and business engagement

**Contract performance in FY 21/22 (July 1, 2021 – March 31, 2022)**

<table>
<thead>
<tr>
<th>Youth Network</th>
<th>Goal (YTD)</th>
<th>Actual (YTD)</th>
</tr>
</thead>
<tbody>
<tr>
<td># Served</td>
<td>687</td>
<td>465 (68%)</td>
</tr>
<tr>
<td>Placed (2nd qtr after exit)</td>
<td>75%</td>
<td>56%</td>
</tr>
<tr>
<td>Placed (4th qtr after exit)</td>
<td>75%</td>
<td>68%</td>
</tr>
<tr>
<td>Median Quarterly Earnings</td>
<td>$4,000</td>
<td>$3,942</td>
</tr>
<tr>
<td>Credential Attainment</td>
<td>67%</td>
<td>38%</td>
</tr>
<tr>
<td>Measurable Skills Gain</td>
<td>60%</td>
<td>22%</td>
</tr>
</tbody>
</table>

Note on the data: Because of the delayed way EDD metrics are captured, the data above represents youth that were enrolled over the last 18 months. While these numbers are below goal, we are seeing improvements over the last quarter.

**Management Analysis**

Across the nation, WIOA programs are facing significant challenges with youth enrollment and engagement. In addition to significantly higher pandemic unemployment rates as compared to adults, many of the education and training options for youth weren’t available or accessible over the last two years. In addition, many traditional "youth jobs" or "entry-
level jobs" are increasing wages and so eager to hire, that WIOA services aren’t necessarily needed to be competitive.

Our strategy this year also focused on serving specific youth populations with increased barriers to employment. These youth are harder to recruit, connect with, and keep engaged because of the additional things they are juggling in life. As a result, for Year 2, we are increasing the cost per person for our population specific work. This will allow our partners to invest more heavily in customized programming, participants supports, and specialty staff. SDWP has also hired two dedicated outreach and recruitment staff. These staff, along with the shift to service navigation and universal intake, should help in identifying and enrolling youth into our programs.

It's important to note that in Year 1 of a contract, we anticipate lower numbers, as partners and their staff get up to speed. Some of our partners are new to WIOA, and many of our partners have faced the same staffing shortages that employers see across San Diego. SDWP staff will continue to work closely with each of our subrecipients so that together, we can reach our goals. In this second year of the contract, it will be critical that we increase metrics. We are meeting with our partners multiple times a month to collaboratively problem solve. If we don’t see continued improvement, staff will discuss potential redistribution of funding.
Item 11: Foster Youth Procurement Change

**ACTION ITEM – VOTE REQUIRED:**

**Recommendation**
That the WDB allocate $450,000 of WIOA Youth funds in partnership with County HHSA to serve foster youth.

**Contract Term:** October 1, 2022 – June 30, 2023, with four additional option years of up to $600,000 per year.

**Contractor Selection:** Competitive procurement approved by WDB on June 17th, 2021.

**Target Population:** Youth aged 16-24 in or emancipated from the foster care system

**Scope of Work:**
- Recruitment and enrollment of eligible 16–24-year-olds currently in or aged out of the foster care system.
- Career assessment, planning, and career coaching
- Basic skills and work readiness training
- Placement in internships, jobs, and/or post-secondary education
- Follow up support for 12 months after placement.

**Background**
Since 2001 the County HHSA and SDWP have partnered to issue a single joint Request for Proposals (RFP) to produce two contracts:

1) A County HHSA contract for Independent Living Skills (Tier 1) and,
2) the SDWP contract for workforce services (Tier II)

In June 2021, the WDB approved a joined procurement with the County, and SDWP allocated its funds to the County and their RFP. SDWP wrote our portion of the RFP and worked with County staff to develop program design, evaluation tools, and integration of services. Due to a conflict of interest identified by the County, where SDWP wouldn’t be able to participate on the evaluation committee, we decided to opt out of the joint RFP and procure on our own as the County does not have WIOA expertise on their panel. There is an administrative change in this process, but the RFP is still investing in the same community and conducting the same work.

**Expected Performance Metrics:**
- At least 65 youth are enrolled
- 75% enrolled in education or training, or employed after six months
- $4,000 quarterly median earning gain
- 67% will attain a credential
- 60% will show a gain in skills through training or education
**Item 12: LiveWell Contract**

**ACTION ITEM – VOTE REQUIRED:**

**Recommendation**

That the WDB authorize SDWP staff to enter a contract with the following organizations based on the following terms:

<table>
<thead>
<tr>
<th>Contractor</th>
<th>Funding Source</th>
<th>Amount</th>
<th>Served</th>
<th>Cost Per Access</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access</td>
<td>County of San Diego HHSA</td>
<td>$130,000</td>
<td>65</td>
<td>$2,000</td>
</tr>
</tbody>
</table>

**Contract Outcomes**

- 65 participants will attend no less than one day of the Job-Readiness Training.
- 65 participants will complete no less than 80% of the hours of the assigned training course.
- 50 participants participate in a part-time or full-time work experience aligned with a career pathway ("Internship")

**Contract Term:** July 1, 2022 – June 30, 2023

**New contract or renewal:** New contract. During the previous fiscal year, Access was contracted to solely conduct the training portion of this program.

**Option Years:** 3rd option year in 5-year procurement cycle

**Contract Payment Terms:** Pay-for-performance

**Contractor Selection:**

- Access’ performance with SDWP on training components and case management on County programs, and Access’ ability and willingness to leverage other funding sources to support program enhancement.
- Approval has been granted by the County of San Diego

**Target Population(s):** Youth in low-to-moderate income households residing in the Southeastern San Diego catchment area aged 18-24.

**Scope of Work:**

- Recruitment and assessment
- Job readiness training
- Classroom training
- Paid internships
- Career support services

**Background**

With over 41,000 young people aged 16-24 in San Diego County who are not in school or working, it’s critical to address issues of education and career early in a student’s life to change this outcome from disconnection to opportunity. This program supports work readiness and increased job opportunities specifically for youth residing in Southeastern San Diego to develop a pipeline of candidates for the workforce. The program advances the vision of creating self-sufficient, safe, and healthier communities by the delivery of impactful job readiness training and employment programs that support personal and community economic growth opportunities.