



Policy Board Agenda

Date: Thursday, August 25, 2022
Time: 2:00 pm
Place: <https://workforce-org.zoom.us/j/88438488132>

Agenda Items:

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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, use the "raise hand" function on Zoom. The 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 governing board of the San Diego Consortium Policy Board believes the spread of COVID-19 poses an imminent risk to the health and safety of in person meeting attendees; and

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

WHEREAS, the governing board 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 governing board of the San Diego Consortium Policy Board 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 governing board recognizes that social distancing measures remain recommended by state and local officials.

BE IT FURTHER RESOLVED, the governing board of the San Diego Consortium Policy Board 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 June 16, 2022 Meeting

ACTION ITEM – VOTE REQUIRED

Members Present

Terra Lawson-Remer, San Diego County Supervisor, District 3 (Chair)
Sean Elo-Rivera, Council President, City of San Diego, District 9 (Vice Chair)
Nancy Sasaki, CEO, United Way of San Diego County

Legal Counsel Present

David Powell, Deputy City Attorney, City of San Diego
Aurelia Razo, Senior Deputy County Counsel, County of San Diego

Staff Present

Peter Callstrom, President & CEO
Shannon Moran, Chief Information Officer
Shaina Gross, VP of Client Services
Parina Parikh, VP of Sector Initiatives

Location

Via Zoom

All reports, memoranda and letters contained in the agenda or distributed at the meeting shall by this reference become part of the original minutes.

Pursuant to Government Code Section 54957.5, written materials distributed to the Policy Board in connection with this agenda less than 72 hours before the meeting will be available to the public at: 9246 Lightwave Avenue, Suite 210, San Diego, CA 92123 and online at workforce.org/boards

The meeting was called to order by Supervisor Lawson-Remer at 2:35pm, with a quorum present.

Non-Agenda Public Comment

None

Action Items

Item 1

Virtual Meeting Resolution

Motion: Board approves the resolution.

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

Item 2

Minutes of the April 29, 2022 Meeting

Motion: Board approves the meeting minutes.

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

Information Items

Item 3

CEO Report

Peter highlighted his and Council President Elo Rivera’s work and interview with the SD Library foundation. He also overviewed his work in the Aspen Institute’s Job Quality Fellowship program and Jobs for the Future. Additionally, LWDA Secretary Natalie Palugyai’s visit and reception at SDWP headquarters was also highlighted. Peter also announced a grant award from Bank of America and the San Diego Foundation to support SDWP’s Sector Initiatives work.

Item 4

Career Center Transition Update

Shaina updated WDB on Career Center transition progress. 30 of 33 positions have currently been filled, and over half of Career Center staff members will be bilingual. Shaina highlighted wage increases of 20-34% and increased job quality for staff members. Peter noted that in lieu of the profit margin a contractor would have, the funds are now being invested into staff, facilities, and programs. The team is currently prioritizing revising caseloads and grouping by expertise, reviewing and revising processes, and increasing access to services throughout the region. T. Lawson-Remer noted that she appreciated SDWP being proactive on the caseload revisal and the customer experience work. N. Sasaki commended the staff for their outreach efforts.

Item 5

Behavioral Health Symposium

Parina previewed the Behavioral Health Symposium, an event hosted by SDWP, Board of Supervisors Chair Nathan Fletcher, HHSA, and BHS on August 23rd at the Downtown Library. The event will overview the County’s behavioral health workforce needs, career factors, and regional vision.

Action Items

Item 6

FY22 Budget

Peter provided a high-level overview of the FY22 budget. FTE growth has been lead by bringing Career Center services in-house. SDWP has focused on the continued diversification of funds including unrestricted fund growth. The FY22 budget includes a 13% overall increase from FY21. Peter also reviewed SDWP’s new organizational structure and new hires on the executive team.

Motion: Board approves the FY22 budget.

Moved (N. Sasaki), Seconded (T. Lawson-Remer), Carried unanimously

Item 7

Incumbent Worker Funds Allocation

Shaina overviewed SDWP’s Incubant Worker Training efforts and the proposed approval of the State option to allocate up to 20% of WIOA funds to provide IWT. SDWP will begin at allocating 5% of WIOA funds. The approval will allow SDWP to upskill existing staff in partnership with an employer, and thus can avoid layoffs or optimize a team.

Motion: Board approves the FY22 budget.

Moved (S. Elo-Rivera), Seconded (T. Lawson-Remer), Carried unanimously

Items 8-11

Client Services Contracts

The contracts related to SDWP's Client Services work were approved by consent.

Motion: Board approves the contracts on consent.

Moved (S. Elo-Rivera), Seconded (T. Lawson-Remer), Carried unanimously

Adjournment: The meeting was adjourned at 3:17 pm

Next Meeting: Currently scheduled for Friday, August 26, 2022 at 3:00pm

Item 3: Policy Board Member Update

REPORT ITEM – NO VOTE REQUIRED:

Supervisor Anderson has resigned his position. Supervisor Desmond is currently appointed as the alternate member on the Policy Board



JOEL ANDERSON

Serving the cities of:

El Cajon
Poway
Santee

Serving the San Diego communities of:

Allied Gardens
Carmel Mountain Ranch
Del Cerro
Grantville
Kearny Mesa
MCAS Miramar
Miramar Ranch
Rancho Bernardo
Sabre Springs
San Carlos
San Pasqual Valley
Scripps Ranch
Serra Mesa
Stonebridge
Tierrasanta

Serving the County communities of:

4S Ranch
Alpine
Barrett
Blossom Valley
Bostonia
Boulevard
Campo
Crest
Cuyamaca
Delaha
Del Dios
Descanso
Dulzura
Eucalyptus Hills
Fernbrook
Flinn Springs
Granite Hills
Guentay
Harbison Canyon
Jacumba
Jamul
Johnstown
Julian
Lake Hodges
Lake Morena
Lakeside
Morena Village
Mount Laguna
Pine Hills
Pine Valley
Potrero
Ramona
San Diego Country Estates
San Pasqual
Santa Fe Valley
Tecate
Tierra del Sol
Winter Gardens
Wynola

Serving the tribal governments of:

Barona
Campo
Capitan Grande
Ewhiappayp
Inaja-Cosmit
Jamul Indian Village
La Posta
Manzanita
Sycuan
Viegas

July 28, 2022

Mr. Peter Callstrom
President and CEO
San Diego Workforce Partnership
9246 Lightwave Avenue, #210
San Diego, CA 92123

Dear Peter:

It is with regret that I am writing to inform you of my decision to resign my position as a member of the San Diego Workforce Partnership Policy Board, effective immediately.

Due to several other competing commitments, I believe it would be in the best interest of the Workforce Partnership for me to provide an opportunity to another regional official who is able to serve as a member of this important Policy Board.

It has been a pleasure serving as a member of the San Diego Workforce Partnership Policy Board since assuming the role of County Supervisor last year and working closely with you and your team. I wish you all of the best as you continue to move forward in addressing the workforce needs of the San Diego region.

Sincerely,

A handwritten signature in blue ink, appearing to read "Joel Anderson".

Joel Anderson
Supervisor, Second District

Cc: The Honorable Terra Lawson-Remer, Chair, Policy Board
The Honorable Sean Elo-Rivera, Vice Chair, Policy Board

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Item 4: CEO Report

REPORT ITEM – NO VOTE REQUIRED:

Peter Callstrom and staff will provide updates on key activities and initiatives.

Item 5: Foster Youth Subrecipient Approval

ACTION ITEM – VOTE REQUIRED:

Recommendation

At our June 2022 WDB meeting, the board approved a new RFP for Foster Youth services. This item is to inform the board of the Panel's award decision. Recommended action: the WDB authorize SDWP to contract with the following:

Contractor	Funding Source	Amount	Served	Cost Per
Access	WIOA	\$450,000	65	\$7,000
Contract Outcomes				
<ul style="list-style-type: none">• 75% placed in employment, education, or training (4th Quarter after exit)• \$4,000 median earning gain• 67% will attain a credential• 60% will show a gain in skills through training or education				

Term: October 1, 2022 – June 30, 2023 (9 months)

Option: 2nd, 3rd, and 4th option years will be available – based on performance

Foster youth population(s): In-school (age 14-21) and out-of-school (age 16-24).

Terms: New & Cost Reimbursement

Scope of Work: WIOA youth services, including 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 will partner with other organizations, including Promises 2 Kids.

Contractor Selection:

- Competitive procurement approved by WDB on June 17, 2021.
- Access was selected through competitive procurement.
- RFPs were submitted by July 8, 2022.
- Evaluators selected Access as subcontractor on August 9, 2022.

Evaluators / Process

- Five professionals with experience in youth and foster youth services:
 - Western Washington University
 - City of Los Angeles
 - WIB – Tulare County
 - The League of Amazing Programmers
 - Education policy & program development professional and former San Diego Unified School District employee
- SDWP reviewed and selected evaluators.
- SDWP oversees evaluator process, but SDWP staff are not evaluators.

- Evaluator orientation conducted.
- SDWP facilitated evaluator committee deliberations to discuss individual and collective evaluator scores.

Bidders and Scoring:

200 points maximum. Bidders needed to score at least 148/185 points (80%) to advance to interview stage. Total scores:

Access:	166
Promises2Kids:	161
SBCS:	143
Construction Service Workers:	105

Background : In 2021, SDWP went through an intensive and intentional review and 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

Item 6: Membership Nomination - Efrem Bycer

ACTION ITEM – VOTE REQUIRED:

Nominator: Peter Callstrom

Nominee: Efrem Bycer

Employer: LinkedIn



Senior Manager, Public Policy and Economic Graph, September 2020 - Present

Manager, Public Policy Partnerships, October 2017 – August 2020

- Lead North America workforce development policy partnerships for the company working closely with government agencies, workforce development organizations, and think tanks.
- Develop and execute LinkedIn’s global sustainability policy partnership strategy, including
- LinkedIn’s participation at marquis global events, such as COP26 and COP27.
- Staff LinkedIn executives in their engagements with public sector leaders and business coalitions.
- Serve as future of work subject matter expert in the development and roll out of impact-focused products, including LinkedIn’s data portal for economic development organizations.
- Manage the company’s engagement with public employment services in the U.S. and around the world, resulting in the training of 5,000+ workforce professionals.
- Advise business units on economic development and workforce development opportunities regarding compliance, narrative, and feature alignment.

Why are you interested in serving on the SDWP board?

Serving as a member of the workforce development board would be a way for me to contribute to and shape a community about which I care deeply. It’s an opportunity for me to put my skills, passions, and networks to work toward an organizational mission that neatly aligns with my own. I share SDWP’s belief in San Diego’s potential while also realizing that our region has a long way to go to achieve the inclusive economy we envision. Working alongside fellow board members and SDWP staff, I’m confident I could help govern an organization working to bring that vision closer to reality. As someone who works at the intersection of labor market insights and how workers and employers empirically find each other and ultimately fill a job, I could bring a valuable perspective to the board that rounds out the presence of some of the region’s largest employers. Through my work, I’ve engaged with workforce organizations at the strategic level all the way down to how they deliver frontline services in the American Job Centers. As SDWP navigates a changing economy and its new service delivery model having brought its career centers in-house, my expertise and experience could prove useful.

Workforce development is inherently a partnerships and networks-based endeavor within a complex marketplace of workers/job seekers, employers, and training providers. As SDWP seeks to build partnerships locally and nationally that will help it deliver on its mission, I’m excited to be an advocate and relationship builder who opens doors for the organization, strengthens its position as it seeks to develop and fund some of the country’s most innovative workforce efforts, and connects dots between SDWP’s work and an array of partners across government, philanthropy, nonprofits, and the private sector. While I’ve spent much of my career working directly with workforce development organizations,

I haven't yet had the opportunity to join a workforce board. Joining the board will provide an opportunity for me to learn and ultimately become more effective at driving impact for the causes I care about, driving positive employment outcomes chief among them. I expect to learn more about San Diego as a region, and I also expect to learn more about how workforce organizations work in practice. Knowing the deep expertise and passion that already sits on the board and within SDWP staff, I'm excited for what I could learn in addition to how I can contribute.

Please describe any other community involvement activities:

My entire career has included various forms of community involvement. That engagement in the community has helped me hone my skills as a strategic volunteer, influenced my perspective on the pressing issues in or community, and reinforced my desire to keep working to make a positive impact. Most recently, I focused my civic activities in San Francisco, where I lived with my family from 2015 – 2021. That service included participating in Code for America's Workforce Development Advisory Board, the San Francisco Foundation's Bay Area Workforce Funders Collaborative, and as a mayoral appointee on the Commission for Community Investment and Infrastructure (San Francisco's redevelopment agency successor), among others. All of those activities has me squarely thinking about the populations served by SDWP and the various ways they need support, skills, and networks to access economic opportunity. Through this work, I engaged directly with low-income neighborhoods as well as senior leaders in the community. My engagement in San Francisco built upon years of civic engagement in San Diego. Service on the Head Start Policy Council at Neighborhood House Association remains one of my foundational and most meaningful civic experiences. I was able to empower and learn from Head Start parents on their journeys to become effective advocates for their children. I also launched and development BoardNEXT to train young professionals, particularly young professionals of color, in the fundamentals of nonprofit board governance so they could deepen their own involvement in the community. These experiences combined with committee service at the San Diego Foundation, United Way of San Diego County, Equinox Center's Leaders2020 initiative, as well as working at the San Diego Regional EDC helped me develop deep networks and deliver impact across San Diego's nonprofit, civic, and corporate communities.

My family and I decided that we wanted to make San Diego our forever home, the place where will raise our three children. I'm looking forward to continuing my service to the community.

Item 7: Membership Nomination - Jamie Gardner

ACTION ITEM – VOTE REQUIRED:

Nominator: Phil Blair

Nominee: Jamie Gardner, M.S., M.B.A., SHRM-SCP

Employer: Watkins Wellness

Title: Director of Talent Acquisition & Employer Branding



Oversee the U.S. and Mexico Talent Acquisition Teams, building and developing talent strategies for these teams and business stakeholders supporting multiple, functions within Watkins Wellness. Lead the Talent Acquisition and Employer Branding efforts that includes recruiting strategy, process improvement, strategic sourcing, analytics, branding, and overall candidate experience.

As a member of the Watkins Wellness People & Culture Team, provide HR partnership to assigned groups leaders, developing and executing HR strategy in support of business objectives, while serving as the first point of contact for people leaders and employees in assigned groups to provide counsel, coaching and support on HR fundamentals and employee related questions.

Why are you interested in serving on the SDWP board?

As someone with a passion for community involvement and for helping people to start, advance, and in some cases re-start their careers, serving as a member of the SDWP Board is an exciting opportunity. I am a firm believer that people achieve fulfillment when they are able be engaged in a meaningful profession where they feel that they are able to bring their best to work every day, and they are valued. As a member of the Board, it would be a privilege to help members of our community achieve this.

Please describe any other community involvement activities:

I am presently a volunteer member of the Board of Directors with San Diego SHRM (Society for Human Resources Management), and have recently joined the Board for Hire Minds, a startup non-profit with a focus on supporting job seekers with mental health challenges and educating employers on issues of mental health in the workplace. Additionally, I work closely with the EDD supporting their Employer Veteran's panels and lead a Veteran Success Workshop every other month. Lastly, I am partnered with the San Diego Veteran's Council.