

San Diego Workforce Partnership
Consortium Policy Board
Minutes of the March 23, 2023 Meeting

Members Present

Monica Montgomery Steppe, Council President Pro Tem, City of San Diego, District 4 (Chair)
Terra Lawson-Remer, San Diego County Supervisor, District 3 (Vice Chair)
Sean Elo-Rivera, Council President, City of San Diego, District 9
Nancy Sasaki, CEO, United Way of San Diego County

Legal Counsel Present

David Powell, Deputy City Attorney, City of San Diego
Shiri Hoffman, Chief Deputy County Counsel, County of San Diego
Randall Sjoblom, Senior Deputy County Counsel, County of San Diego

Staff Present

Shannon Moran, Interim President & CEO
Shaina Gross, VP of Client Services
Parina Parikh, VP of Sector Initiatives
Desiree Daugherty, VP of Customer Experience

Location

County Administration Building

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 Council President Pro Tem Montgomery Steppe at 2:00pm, with a quorum present.

Non-Agenda Public Comment

Item 1

Non-Agenda Public Communication

Francine Maxwell discussed her concerns with lack black representation on SDWP's management team, lack of whistleblower protections, and a potential class-action lawsuit.

Action Items

Item 2

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Motion: Board approves the meeting minutes.

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

Information Items

Item 3

Faces of Workforce – Impact Report

Desiree presented SDWP's Annual Organization Report. The report includes data from SDWP's work and stories of the people and businesses served alongside the impact SDWP's programs make in the community. The web version of the report is now available. N. Sasaki requested participant diversity and job retention data.

Item 4

HRCC: Resilient Workforce Fund Award

Parina presented on SDWP's recent \$6M awarding of the High Road Construction Careers Resilient Workforce Fund and \$2.7M awarding from the Equal Representation in Construction Apprenticeships competition. The funds allow for direct stipends for childcare. John Bradford discussed his success in joining the HRCC program, and how the educators and school administrators participated in his growth. Andre Sevilla recounted his experience in the program.

Nancy asked for quantification of how many hours of childcare the \$5k in allocated funds will cover. Parina responded that it is dependent on the childcare situation, full-time vs part-time, and each participant's unique needs. The contract has yet to be received by SDWP, which will include details of the childcare funding and whether the funding will be \$5k per participant or \$5k on average. T. Lawson-Remer noted the success of the programs, thanked the team for their work, and highlighted the importance of assisting participants with childcare. M. Montgomery-Steppe thanked SDCCE for building a successful program and inquired about the selection process. Parina noted that the recruiting and onboarding for the programs is conducted by SWC and SDCCE and as the program expands SDWP would like to centralize the administration of those activities. She also noted that this does not mean SDWP will no longer rely on their partners, as they know their students best. M. Montgomery-Steppe asked why SDWP is interested in centralizing administration. Parina responded that she believes selection will not be impacted by centralization of contract and fiscal management of the programs, SDWP can ensure consistency in data and quality, and take the burden of that off our partners. M. Montgomery-Steppe stated her concern in centralizing processes affecting equitable outcomes.

Item 5

Subrecipient Performance

Shaina discussed the process for monitoring and analyzing subrecipient performance. Subrecipients are held to the standards that SDWP is held to by WIOA and EDD including program outcomes, fiscal management, and contract management. Shaina noted the post-pandemic challenges in serving youth, and the CalJobs system's steep learning curve, and effects of staff turnover. SDWP is currently seeing improvements with all subrecipients.

Laurie Coskey noted that SDWP & SDCCE's relationship has gone awry and unable to collaboratively solve issues to serve students and participants. She noted that the existing practices, policies, procedures, and attitudes of SDWP are barriers to serve

the highest need of the students. She stated she had seen implicit bias against SDCCE's dean and staff underlaid with inequitable power dynamics of grantor and grantee. She previously reached out to city leaders with these concerns. Frita Martinez-Jimenez discussed her success with SDCCE's Gateway services. Alfredo Barrio expressed his concern with Gateway, the program that changed his life, being threatened. Now on the Gateway team, he discussed the troubling meetings the team has had with SDWP in which solutions or training are not offered. Francine Maxwell stated concerns around data entry and training issues within SDWP. Dr. Shakerra Carter discussed concerns and the impact around interpersonal relationships and working challenges between SDWP staff and SDCCE. She stated these dynamics and challenges were formed on the basis of discrimination, implicit bias and cultural dynamics. Dr. Carter was told SDCCE's contracts were in jeopardy due to challenging working relationships between staff. Dr. Carter and Tim Ducker developed and plan to move forward for the success of the programs and to resolve staff differences. The following month Dr. Carter was informed that Tim no longer worked for SDWP. Dr. Tina King provided context of SDCCE's work, programs, and students served. She noted that since July 2021 the Gateway program has enrolled 105 participants to receive services, 38 participants have transitioned to post-secondary training, 16 have gained their high school diploma, and 10 participants transitioned into the workforce. She stated that through July 2021-August 2022 SDWP's audit was delayed and SDCCE staff entered their data in a manner they believed to be correct. 400 data error findings were discovered on 24 participants, the codes were being entered incorrectly due to the complexities of the CalJobs system and lack of training. She stated that if the audit was completed in a timely manner, the errors and training needs could have been addressed immediately. Dr. King noted that while this was unfortunate, it was unintentional by both parties. She also noted covid-related challenges on program enrollment. Dr. King also discussed the ways in which SDCCE has exceeded the contractual obligations of the HRCC program. SDCCE is in the process of hiring a special projects manager and an accounting staff to support both programs and are working with SDWP on a data training plan. Dr. King said her team acknowledges the issues and has developed a comprehensive action plan to ensure both grants will be successful moving forward. She requested that the contracts be renewed, and the funding remain at the same level as prior levels. She noted that HRCC can receive \$6M in funds due to SDCCE's work.

T. Lawson-Remer stated that it would be helpful to include percentage data on how much funding each subrecipient represents within SDWP's overall portfolio of work. She noted that SDWP and SDCCE share a common mission and the programs discussed are vital to our community. She appreciated hearing from the students of the Gateway program and the positive impact it has made on their lives. She suggested the consideration of bringing in an external mediator. N. Sasaki appreciated the participants for sharing their experiences. She stated she would have appreciated more transparency than just the data and statistics. She does not want to learn about the issues for the first time from those most affected by potential reduction in funding. S. Elo-Rivera thanked those that made public comments and appreciates their advocacy. M. Montgomery-Steppe expressed her concern with SDWP restructuring the HRCC program operations and selection. T.

Lawson-Remer also shared her concerns and desire to structure contracts to meet the needs of the community. She continued that there is space to work with education partners to determine what success metrics would best serve the community.

Adjournment: The meeting was adjourned at 3:32 pm for closed session.

Next Meeting: Thursday, April 26, 2023 at 9:00am